N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
City Attorney's Office	Assistant City Attorney I (Hourly)	Non-Union	Non-Exempt	N-07H	$44.22	$54.95	$65.69
City Attorney's Office	Legal Secretary Senior	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
City Attorney's Office	Paralegal I	Non-Union	Non-Exempt	N-04H	$33.23	$40.73	$48.22
City Attorney's Office	Paralegal II	Non-Union	Non-Exempt	N-05H	$36.55	$44.78	$53.01
City Attorney's Office	Paralegal Senior	Non-Union	Non-Exempt	N-06H	$40.20	$49.22	$58.23
City Manager's Office	Arts Grant Specialist	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
City Manager's Office	City Manager’s Office Operations Coordinator	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
City Manager's Office	City Manager’s Office Operations Specialist	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Climate Initiatives	Climate Initiative Associate	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
Climate Initiatives	Sustainability and Building Performance Associate	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Communications & Engagement	Community Engagement Specialist	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
Communications & Engagement	Creative Services Coordinator	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Facilities & Fleet	Facilities and Fleet Support Coordinator	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Facilities & Fleet	Fleet Mechanic Assistant	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Facilities & Fleet	Skilled Mechanic	Non-Union	Non-Exempt	N-05H	$36.55	$44.78	$53.01
Finance	Accounting Associate	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Finance	Executive Assistant	Non-Union	Non-Exempt	N-04H	$33.23	$40.73	$48.22
Finance	Payroll Specialist	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
Fire	Administrative Assistant	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Fire	Executive Assistant	Non-Union	Non-Exempt	N-04H	$33.23	$40.73	$48.22
Housing & Human Services	Bilingual Family Resource Schools Program Assistant	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Housing & Human Services	Customer Service Coordinator	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Housing & Human Services	Housing and Human Services Specialist	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Human Resources	Human Resources Coordinator	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Human Resources	Human Resources General Operations Specialist	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Human Resources	Human Resources Time Information Specialist	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Human Resources	Total Rewards Specialist	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Innovation & Technology	Innovation and Technology Senior Applications Developer	Non-Union	Non-Exempt	N-08H	$48.64	$60.45	$72.25
Open Space & Mountain Parks	Agricultural Land Restoration Crew Lead	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
Open Space & Mountain Parks	Bilingual Volunteer Crew Lead	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Open Space & Mountain Parks	Environmental Planning Senior Project Manager	Non-Union	Non-Exempt	N-07H	$44.22	$54.95	$65.69
Open Space & Mountain Parks	Human Dimensions Field Technician II	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Open Space & Mountain Parks	Limited Commission Ranger	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Open Space & Mountain Parks	Limited Commission Ranger Crew Lead	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
Open Space & Mountain Parks	LWCF Grant Trail Crew Lead	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
Open Space & Mountain Parks	Open Space Planning Coordinator	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Parks & Recreation	Accounting Coordinator	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Parks & Recreation	Aquatic Invasive Species Management Lead	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Parks & Recreation	Executive Assistant	Non-Union	Non-Exempt	N-04H	$33.23	$40.73	$48.22
Parks & Recreation	Forestry Crew Member	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Parks & Recreation	Historical and Cultural Assets Coordinator (Hourly)	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
Parks & Recreation	Operations Coordinator	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Parks & Recreation	Project Specialist	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Parks & Recreation	Recreation Instructor - EXPAND	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Parks & Recreation	Recreation Program Lead	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Parks & Recreation	Urban Ranger Crew Member	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Parks & Recreation	Urban Ranger I	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
Parks & Recreation	Volunteer Program Lead	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Parks & Recreation	Water Safety Program Lead	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Planning & Development	Broadband Right-of-Way Inspector	Non-Union	Non-Exempt	N-04H	$33.23	$40.73	$48.22
Planning & Development	Broadband ROW Permit & Inspection Technician	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
Planning & Development	Development Support Inspector	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
Planning & Development	Historic Preservation Trainee	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Police	Criminalist	Non-Union	Non-Exempt	N-07H	$44.22	$54.95	$65.69
Police	Executive Assistant	Non-Union	Non-Exempt	N-04H	$33.23	$40.73	$48.22
Police	Investigation Specialist	Non-Union	Non-Exempt	N-04H	$33.23	$40.73	$48.22
Police	Police Training Specialist	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Police	Professional Standards Unit Coordinator	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Transportation	Access Services Support Specialist	Non-Union	Non-Exempt	N-03H	$30.20	$37.01	$43.83
Utilities	Accounting Specialist	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Utilities	Executive Assistant	Non-Union	Non-Exempt	N-04H	$33.23	$40.73	$48.22
Utilities	GIS Trainee	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Utilities	Utilities Trainee	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
Utilities	Utility Locator Technician	Non-Union	Non-Exempt	N-02H	$27.45	$33.64	$39.82
Utilities	Water Quality Trainee	Non-Union	Non-Exempt	N-01H	$24.96	$30.59	$36.21
City Attorney's Office	Assistant City Attorney I	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
City Attorney's Office	Assistant City Attorney II	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
City Attorney's Office	Assistant City Attorney III	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
City Attorney's Office	City Attorney	Non-Union	Exempt	N-17S	$238,576.00	$298,230.40	$357,864.00
City Attorney's Office	Deputy City Attorney	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
City Attorney's Office	Legal Administration Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
City Attorney's Office	Police Legal Advisor	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
City Attorney's Office	Prosecution Senior Manager	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
City Attorney's Office	Prosecutorial Deputy City Attorney	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
City Attorney's Office	Senior Counsel	Non-Union	Exempt	N-12S	$148,137.60	$185,161.60	$222,206.40
City Manager's Office	Artists Program Administrator	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
City Manager's Office	Arts and Culture Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
City Manager's Office	Arts Program Administrator	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
City Manager's Office	Assistant City Manager	Non-Union	Exempt	N-14S	$179,233.60	$224,057.60	$268,881.60
City Manager's Office	Business Equity Project Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
City Manager's Office	Business Operations Administrator	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
City Manager's Office	City Clerk	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
City Manager's Office	City Council Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
City Manager's Office	City Manager	Non-Union	Exempt	N-18S	$262,433.60	$328,036.80	$393,640.00
City Manager's Office	City Principal Project Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
City Manager's Office	Council and Board Program Specialist	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
City Manager's Office	Deputy City Clerk	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
City Manager's Office	Deputy City Manager	Non-Union	Exempt	N-16S	$216,881.60	$271,128.00	$325,353.60
City Manager's Office	Economic Development Finance Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
City Manager's Office	Economic Development Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
City Manager's Office	Economic Development Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
City Manager's Office	Economic Development Strategy Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
City Manager's Office	Economic Vitality Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
City Manager's Office	Economic Vitality Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
City Manager's Office	Elections Administrator	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
City Manager's Office	Equity and Belonging Officer	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
City Manager's Office	Equity and Belonging Policy Advisor	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
City Manager's Office	Events Senior Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
City Manager's Office	Independent Police Monitor	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
City Manager's Office	Intergovernmental Officer	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
City Manager's Office	Operations Supervisor	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
City Manager's Office	Records Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
City Manager's Office	SBDC Principal Program Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
City Manager's Office	SBDC Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
City Manager's Office	SBDC Senior Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
City Manager's Office	Senior Operations Specialist	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
City Manager's Office	Strategic Partnerships Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
City Manager's Office	Strategic Planning Senior Project Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Climate Initiatives	Business Services Administrator	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Climate Initiatives	Climate Initiatives Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Climate Initiatives	Climate Initiatives Principal Project Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Climate Initiatives	Policy Advisor	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Climate Initiatives	Senior Ecologist	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Climate Initiatives	Senior Electrical Engineer	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Climate Initiatives	Senior Policy Advisor	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Climate Initiatives	Sustainability Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Climate Initiatives	Sustainability Senior Data Analyst	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Climate Initiatives	Sustainability Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Climate Initiatives	Sustainability Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Communications & Engagement	Bilingual Community Engagement Senior Program Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Communications & Engagement	Bilingual Senior Producer and Anchor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Communications & Engagement	Communications and Engagement Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Communications & Engagement	Communications and Engagement Operations Administrator	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Communications & Engagement	Communications Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Communications & Engagement	Communications Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Communications & Engagement	Communications Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Communications & Engagement	Communications Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Communications & Engagement	Community Engagement Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Communications & Engagement	Community Engagement Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Communications & Engagement	Community Engagement Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Communications & Engagement	Community Engagement Senior Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Communications & Engagement	Creative Services Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Communications & Engagement	Creative Services Producer	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Communications & Engagement	Creative Services Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Communications & Engagement	Digital Communications Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Communications & Engagement	Public Information Officer	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Facilities & Fleet	Facilities and Fleet Deputy Director	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Facilities & Fleet	Facilities and Fleet Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Facilities & Fleet	Facilities and Fleet Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Facilities & Fleet	Facilities Energy Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Facilities & Fleet	Facilities Energy Manager Senior	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Facilities & Fleet	Facilities Maintenance Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Facilities & Fleet	Facilities Maintenance Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Facilities & Fleet	Facilities Operations Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Facilities & Fleet	Facilities Principal Project Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Facilities & Fleet	Facilities Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Facilities & Fleet	Facilities Project Planner II	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Facilities & Fleet	Facilities Senior Project Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Facilities & Fleet	Facilities Supervisor	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Facilities & Fleet	Fleet & Radio Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Facilities & Fleet	Fleet Maintenance Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Facilities & Fleet	Parking Maintenance Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Facilities & Fleet	Radio Systems Architect	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Facilities & Fleet	Radio Systems Engineer	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Finance	Accountant	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Finance	ADA Coordinator	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Finance	Assistant Controller	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Finance	Budget Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Finance	Budget Officer	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Finance	Budget Senior Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Finance	Chief Financial Officer	Non-Union	Exempt	N-15S	$197,184.00	$246,480.00	$295,734.40
Finance	Controller	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Finance	Digital Accessibility Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Finance	Finance Deputy Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Finance	Financial Analyst	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Finance	Grants Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Finance	Grants Program Administrator	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Finance	Grants Program Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Finance	Internal Auditor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Finance	Licensing Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Finance	Licensing Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Finance	Payroll Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Finance	Planning and Development Services Budget Senior Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Finance	Principal Budget Analyst	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Finance	Procurement Buyer	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Finance	Purchasing Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Finance	Risk Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Finance	Risk Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Finance	Safety and Infrastructure Operations Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Finance	Senior Accountant	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Finance	Senior Procurement Buyer	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Finance	Senior Risk Analyst	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Finance	Senior Tax Auditor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Finance	Tax Audit Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Finance	Tax Auditor	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Finance	Tax Collections Agent	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Finance	Tax Operations Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Finance	Tax Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Finance	Taxpayer Services and Compliance Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Fire	Business Services Senior Administrator	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Fire	Community Risk Reduction Senior Program Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Fire	Community Risk Reduction Specialist	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Fire	Emergency Medical Services Educator	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Fire	Fire Protection Engineer	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Fire	Senior Data Analyst	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Housing & Human Services	Behavioral Health Crisis Response Clinical Case Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Behavioral Health Crisis Response Clinician	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Housing & Human Services	Behavioral Health Crisis Response Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Housing & Human Services	Behavioral Health Crisis Response Program Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Behavioral Health Crisis Response Supervising Clinician	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Housing & Human Services	Bilingual Family Resource Schools Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Budget Analyst Principal	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Housing & Human Services	Budget Analyst Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Housing & Human Services	Child Care Subsidy Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Child Care Subsidy Senior Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Housing & Human Services	Community Relations Senior Project Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Housing & Human Services	Community Resolution Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Housing & Human Services	Community Resolution Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Compliance and Monitoring Administrator	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Data Strategy Analyst Principal	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Housing & Human Services	DOLA Affordable Housing Grant Associate	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Family and Youth Services Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Housing & Human Services	Financial Analyst	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Housing & Human Services	Grants Administrator	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Housing & Human Services	Grants Program Associate	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Homelessness Policy Advisor	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Housing & Human Services	Homelessness Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Homeownership Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Homeownership Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Housing & Human Services	Housing and Human Services Deputy Director	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Housing & Human Services	Housing and Human Services Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Housing & Human Services	Housing Compliance Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Housing & Human Services	Housing Investment Senior Project Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Housing & Human Services	Housing Policy Senior Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Housing & Human Services	Housing Project Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Housing & Human Services	Housing Project Planner	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Housing & Human Services	Housing Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Housing & Human Services	Housing Senior Project Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Housing & Human Services	Human Services Investment Senior Project Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Housing & Human Services	Human Services Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Housing & Human Services	Inclusionary Housing Principal Planner	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Housing & Human Services	Older Adult Services Case Manager	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Housing & Human Services	Older Adult Services Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Housing & Human Services	Older Adult Services Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Older Adult Services Senior Case Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Housing & Human Services	Older Adult Services Senior Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Housing & Human Services	Operations and Homelessness Strategy Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Housing & Human Services	Senior Data Analyst	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Housing & Human Services	Youth Opportunities Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Housing & Human Services	Youth Opportunities Project Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Human Resources	Benefits Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Human Resources	Benefits Senior Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Human Resources	Chief Human Resources Officer	Non-Union	Exempt	N-15S	$197,184.00	$246,480.00	$295,734.40
Human Resources	City Hall Fellow	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Human Resources	Compensation Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Human Resources	Employee and Labor Relations Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Human Resources	Human Resources Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Human Resources	Human Resources Deputy Director	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Human Resources	Human Resources Generalist I	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Human Resources	Human Resources Generalist II	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Human Resources	Human Resources Generalist III	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Human Resources	Human Resources Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Human Resources	Human Resources Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Human Resources	Human Resources Senior Analyst	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Human Resources	Human Resources Systems and Operations Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Human Resources	Learning Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Human Resources	Total Rewards Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Human Resources	Total Rewards Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Innovation & Technology	Chief Data Officer	Non-Union	Exempt	N-12S	$148,137.60	$185,161.60	$222,206.40
Innovation & Technology	Chief Information Security Officer	Non-Union	Exempt	N-12S	$148,137.60	$185,161.60	$222,206.40
Innovation & Technology	Chief Innovation and Technology Officer	Non-Union	Exempt	N-15S	$197,184.00	$246,480.00	$295,734.40
Innovation & Technology	Customer Experience Senior Project Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Innovation & Technology	Data Analysis Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Innovation & Technology	Data Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Innovation & Technology	Data Analyst Senior	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Innovation & Technology	Data Engineer	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Innovation & Technology	Data Infrastructure Manager	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Innovation & Technology	Data Programs Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Innovation & Technology	Data Programs Analyst Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Innovation & Technology	Data Programs Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Innovation & Technology	Data Scientist	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Innovation & Technology	Database Administrator II	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Innovation & Technology	Digital Transformation Senior Manager	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Innovation & Technology	GIS Administration Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Innovation & Technology	GIS Analysis Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Innovation & Technology	GIS Applications Senior Developer	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Innovation & Technology	GIS Principal Administrator	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Innovation & Technology	GIS Senior Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Innovation & Technology	Innovation and Technology Deputy Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Innovation & Technology	Innovation and Technology Portfolio Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Innovation & Technology	Innovation and Technology Product Administrator II	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Innovation & Technology	Innovation and Technology Senior Applications Developer	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Innovation & Technology	Innovation and Technology Special Projects Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Innovation & Technology	IT Applications Administrator I	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Innovation & Technology	IT Applications Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Innovation & Technology	IT Business Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Innovation & Technology	IT Business Analyst Senior	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Innovation & Technology	IT PMO Manager	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Innovation & Technology	IT Product Administrator I	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Innovation & Technology	IT Product Administrator Principal	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Innovation & Technology	IT Product Administrator Senior	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Innovation & Technology	IT Product Owner	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Innovation & Technology	IT Project Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Innovation & Technology	IT Project Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Innovation & Technology	IT Project Manager Principal	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Innovation & Technology	IT Resource Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Innovation & Technology	IT Senior Project Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Innovation & Technology	IT Systems Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Innovation & Technology	IT Technical Support Administrator I	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Innovation & Technology	IT Technical Support Administrator II	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Innovation & Technology	IT Technical Support Administrator Senior	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Innovation & Technology	IT Technical Support Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Innovation & Technology	IT Technical Support Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Innovation & Technology	Network Administrator I	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Innovation & Technology	Network Administrator II	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Innovation & Technology	Network Architect	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Innovation & Technology	Product Division Manager	Non-Union	Exempt	N-12S	$148,137.60	$185,161.60	$222,206.40
Innovation & Technology	Senior Network Engineer	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Innovation & Technology	Senior Systems Integrator	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Innovation & Technology	Systems Administrator II	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Innovation & Technology	Systems Administrator Senior	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Innovation & Technology	Systems Architect	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Innovation & Technology	Time Information Management Analyst I	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Municipal Court	Associate Municipal Judge	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Municipal Court	Budget Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Municipal Court	Court Administrator	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Municipal Court	Court Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Municipal Court	Court Programs Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Municipal Court	Court Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Municipal Court	Deputy Court Administrator	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Municipal Court	Municipal Judge	Non-Union	Exempt	N-14S	$179,233.60	$224,057.60	$268,881.60
Open Space & Mountain Parks	Accountant Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Agricultural and Water Resources Stewardship Advisor	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	Agricultural and Water Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	Agricultural Land Restoration Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Agricultural Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Open Space & Mountain Parks	Agricultural Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Business Services Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	Community Engagement Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Community Outreach Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	Cultural Stewardship Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Open Space & Mountain Parks	Cultural Stewardship Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Customer Operations Supervisor	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Open Space & Mountain Parks	Data Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Open Space & Mountain Parks	Data Operations Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Open Space & Mountain Parks	Ecological Stewardship Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Open Space & Mountain Parks	Ecologist	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Open Space & Mountain Parks	Ecologist Principal	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Open Space & Mountain Parks	Ecologist Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Education and Outreach Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Open Space & Mountain Parks	Education and Outreach Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Open Space & Mountain Parks	Education and Outreach Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Facilities Project Planner II	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Forestry Operations Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	GIS Administrator Principal	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	GIS Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Open Space & Mountain Parks	GIS Analyst Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	GIS Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	Human Dimensions Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Open Space & Mountain Parks	Human Dimensions Analyst Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Human Dimensions Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Open Space & Mountain Parks	IT Applications Administrator Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	IT Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Open Space & Mountain Parks	Landscape Architect Senior	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Open Space & Mountain Parks	Open Space and Mountain Parks Deputy Director	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Open Space & Mountain Parks	Open Space and Mountain Parks Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Open Space & Mountain Parks	Open Space Assets and Capital Projects Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	Open Space Planner	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Open Space & Mountain Parks	Open Space Planner Principal	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Open Space & Mountain Parks	Open Space Real Estate Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Open Space Real Estate Services Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Open Space & Mountain Parks	OSMP Equipment and Vehicle Program Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Open Space & Mountain Parks	Planning Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Open Space & Mountain Parks	Policy Analyst Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Property Agent	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Open Space & Mountain Parks	Property Agent Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Ranger Operations Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Open Space & Mountain Parks	Ranger Program Specialist	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Open Space & Mountain Parks	Ranger Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Open Space & Mountain Parks	Ranger Supervisor	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	Recreation and Cultural Stewardship Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	Recreation Stewardship Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Open Space & Mountain Parks	Recreation Stewardship Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Resource Project Manager and Advisor Principal	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	Road and Bridge Asset Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Science and Climate Resilience Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Open Space & Mountain Parks	Service Learning Program Lead	Non-Union	Exempt	N-02S	$57,096.00	$69,971.20	$82,825.60
Open Space & Mountain Parks	Signs and Graphics Senior Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Open Space & Mountain Parks	Trail Asset Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Trail Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Open Space & Mountain Parks	Trail Project Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Trail Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Trailheads Asset Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Trailheads Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Open Space & Mountain Parks	Trailheads Senior Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Open Space & Mountain Parks	Vegetation Stewardship Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	Vegetation Stewardship Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Visitor Infrastructure Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Open Space & Mountain Parks	Volunteerism and Service Learning Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Open Space & Mountain Parks	Volunteerism and Service Learning Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Water Resources Maintenance and Fuels Mitigation Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Open Space & Mountain Parks	Water Resources Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Open Space & Mountain Parks	Water Resources Senior Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Open Space & Mountain Parks	Wildfire Resilience Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Open Space & Mountain Parks	Wildland Fire Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Aquatic Lead Supervisor	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Parks & Recreation	Asset Management Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Assistant City Forester	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Budget Analyst Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Business Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Parks & Recreation	Business Services Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Parks & Recreation	City Planner	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Parks & Recreation	City Planner Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Database Administrator II	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Digital Communications Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Parks & Recreation	Downtown Parks Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Ecology Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Parks & Recreation	Forester	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Parks & Recreation	Forestry Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Parks & Recreation	Forestry Operations Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Forestry Planner Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	GIS Analyst Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Golf Operations Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Parks & Recreation	Golf Superintendent	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Graphic Designer	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Parks & Recreation	Irrigation Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Parks & Recreation	Land Operations Project Administrator	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Parks & Recreation	Landscape Architect	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Parks & Recreation	Landscape Architect Senior	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Parks & Recreation	Landscaping and Irrigation Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Landscaping Operations Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Parks & Recreation	Landscaping Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Parks & Recreation	Marketing Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Parks & Recreation	Natural Resources Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Parks & Recreation	Parks and Recreation Deputy Director	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Parks & Recreation	Parks and Recreation Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Parks & Recreation	Parks and Recreation Lead Supervisor	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Parks & Recreation	Parks and Recreation Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Parks and Recreation Senior Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Parks & Recreation	Parks Asset Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Physical Therapist	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Planning Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Parks & Recreation	Program Supervisor	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Parks & Recreation	Recreation Center Lead Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Parks & Recreation	Recreation Member Service Supervisor	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Parks & Recreation	Recreation Program Lead Supervisor	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Parks & Recreation	Recreation Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Parks & Recreation	Sports Field and Parks Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Urban Parks Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Parks & Recreation	Urban Ranger Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Parks & Recreation	Urban Ranger Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Parks & Recreation	Volunteer Program Manager	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Parks & Recreation	Volunteer Services and Partnerships Supervisor	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Parks & Recreation	Water Safety Services Program Supervisor	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Parks & Recreation	Water Safety Supervisor	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Planning & Development	Building Code Plans Examiner	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Planning & Development	Building Code Plans Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Planning & Development	Building Code Senior Plans Examiner	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Planning & Development	Building Inspection Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Planning & Development	Chief Building Official	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Planning & Development	City Planner	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Planning & Development	City Planner Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Planning & Development	City Senior Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Planning & Development	Civil Engineer	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Planning & Development	Civil Engineer Senior	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Planning & Development	Civil Engineering Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Planning & Development	Civil Engineering Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Planning & Development	Civil Engineering Senior Project Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Planning & Development	Code Amendment Planner Principal	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Planning & Development	Code Compliance Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Planning & Development	Code Compliance Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Planning & Development	Code Compliance Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Planning & Development	Comprehensive Planning Planner Principal	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Planning & Development	Comprehensive Planning Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Planning & Development	Contractor and Rental Licensing Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Planning & Development	Development Code Amendment Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Planning & Development	Development Review Application Supervisor	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Planning & Development	Development Review Planner Principal	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Planning & Development	Development Review Planning Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Planning & Development	Energy Code Compliance Examiner Principal	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Planning & Development	Engineering Permit and Inspection Supervisor	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Planning & Development	GIS Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Planning & Development	GIS Analyst Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Planning & Development	GIS Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Planning & Development	Historic Preservation Planner Principal	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Planning & Development	Internal Operations Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Planning & Development	IT Applications Administrator I	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Planning & Development	IT Applications Administrator II	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Planning & Development	IT Applications Administrator Senior	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Planning & Development	IT Applications Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Planning & Development	IT Applications Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Planning & Development	Landscape Architect Principal	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Planning & Development	Parking Enforcement Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Planning & Development	Permits Operations Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Planning & Development	Planning and Development Operations Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Planning & Development	Planning and Development Services Deputy Director	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Planning & Development	Planning and Development Services Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Planning & Development	Planning Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Planning & Development	Records Administrator	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Planning & Development	Resource Project Manager and Advisor Principal	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Planning & Development	Senior Operations Specialist	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Planning & Development	Service Operations Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Planning & Development	Urban Design Planner Principal	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Planning & Development	Zoning Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Planning & Development	Zoning Plans Examiner	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Planning & Development	Zoning Plans Examiner Principal	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Planning & Development	Zoning Plans Examiner Senior	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Police	Accreditation Policy and Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Police	Animal Protection Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Police	Business Services Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Police	Data Strategy Principal Analyst	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Police	Dispatch Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Police	Financial Analyst	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Police	Photo Enforcement Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Police	Police Records Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Police	Police Records Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Police	Police Support Services Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Police	Property and Evidence Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Police	Public Safety Communications Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Police	Victim Services Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Transportation	Access Services Senior Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Transportation	Airport Manager	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Transportation	Assistant Airport Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Transportation	Civil Engineer	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Transportation	Civil Engineering Associate	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Transportation	Civil Engineering Capital Projects Senior Project Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Transportation	Civil Engineering Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Transportation	Civil Engineering Principal Project Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Transportation	Civil Engineering Senior Associate	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Transportation	Civil Engineering Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Transportation	Civil Engineering Senior Project Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Transportation	Construction Project Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Transportation	Construction Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Transportation	Policy Advisor	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Transportation	Senior Civil Engineer	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Transportation	Traffic Signal Maintenance Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Transportation	Traffic Signs and Markings Maintenance Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Transportation	Transportation and Mobility Deputy Director	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Transportation	Transportation and Mobility Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Transportation	Transportation Maintenance Senior Analyst	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Transportation	Transportation Maintenance Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Transportation	Transportation Maintenance Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Transportation	Transportation Planner	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Transportation	Transportation Planning Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Transportation	Transportation Principal Planner	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Transportation	Transportation Principal Project Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Transportation	Transportation Senior Planner	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Accountant	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Utilities	Billing Services Analyst	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Utilities	Billing Services Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Budget Analyst	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Utilities	Budget Senior Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Business Services Senior Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	Business Services Supervisor	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Utilities	City Project Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Utilities	City Senior Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Civil Engineering Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Utilities	Civil Engineering Senior Project Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	Community Broadband Senior Project Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	Construction Project Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Construction Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Financial Analyst	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Utilities	Financial Services Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Utilities	Flood and Greenways Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	GIS Administrator Principal	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	GIS Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Utilities	GIS Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	GIS Senior Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	GIS Supervisor	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	Greenways Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Utilities	Hydroelectric Plant Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	IT Applications Administrator I	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Utilities	IT Applications Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Utilities	Principal Budget Analyst	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	Public Space Management Supervisor	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Senior Asset Program Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Senior Business Services Advisor	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Utilities	Senior Civil Engineer	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Senior Operations Specialist	Non-Union	Exempt	N-03S	$62,816.00	$76,980.80	$91,166.40
Utilities	Senior Systems Integrator	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	Senior Wastewater Automation Analyst	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Senior Wastewater Treatment Process Engineer	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Senior Water Automation Analyst	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Senior Water Quality Chemist	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Senior Water Treatment Process Engineer	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Stormwater Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20

N-Schedule Job Structure

Last Updated: 8/17/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Utilities	Utilities Deputy Director	Non-Union	Exempt	N-11S	$134,680.00	$168,355.20	$202,009.60
Utilities	Utilities Director	Non-Union	Exempt	N-13S	$162,947.20	$203,694.40	$244,420.80
Utilities	Utilities Engineering Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Utilities	Utilities Engineering Senior Manager	Non-Union	Exempt	N-10S	$122,428.80	$153,025.60	$183,643.20
Utilities	Utilities Field Services Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Utilities Maintenance Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	Utilities Maintenance Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Utilities	Utilities Operations Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Utilities	Wastewater Automation Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Wastewater Automation Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	Wastewater Collection Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Wastewater Treatment Maintenance Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Wastewater Treatment Operations Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Wastewater Treatment Process Engineer	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Wastewater Treatment Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Utilities	Wastewater Treatment Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Water Automation Analyst	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Water Automation Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	Water Conservation Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Utilities	Water Distribution Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Water Quality Analyst	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Utilities	Water Quality Chemist	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Utilities	Water Quality Compliance Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Utilities	Water Quality Engineer	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Water Quality Manager	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	Water Quality Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Utilities	Water Quality Senior Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Water Resources Engineer	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Water Resources Operations Program Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Utilities	Water Resources Operations Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Water Resources Project Manager	Non-Union	Exempt	N-04S	$69,118.40	$84,718.40	$100,297.60
Utilities	Water Resources Senior Engineer	Non-Union	Exempt	N-08S	$101,171.20	$125,736.00	$150,280.00
Utilities	Water Resources Senior Manager	Non-Union	Exempt	N-09S	$111,280.00	$139,110.40	$166,920.00
Utilities	Water Resources Senior Project Manager	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Water Treatment Maintenance Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Water Treatment Operations Supervisor	Non-Union	Exempt	N-07S	$91,977.60	$114,296.00	$136,635.20
Utilities	Water Treatment Process Engineer	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40
Utilities	Water Treatment Program Manager	Non-Union	Exempt	N-05S	$76,024.00	$93,142.40	$110,260.80
Utilities	Water Treatment Senior Program Manager	Non-Union	Exempt	N-06S	$83,616.00	$102,377.60	$121,118.40