

**N-Schedule Job Structure**

Last Updated: 02/03/2026

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
City Attorney's Office	Legal Counsel	Assistant City Attorney I (Hourly)	Non-Union	Non-Exempt	N 07H	\$44.22	\$54.95	\$65.69
City Attorney's Office	Legal Support	Legal Secretary Senior	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
City Attorney's Office	Legal Support	Paralegal I	Non-Union	Non-Exempt	N 04H	\$33.23	\$40.73	\$48.22
City Attorney's Office	Legal Support	Paralegal II	Non-Union	Non-Exempt	N 05H	\$36.55	\$44.78	\$53.01
City Attorney's Office	Legal Support	Paralegal Senior	Non-Union	Non-Exempt	N 06H	\$40.20	\$49.22	\$58.23
City Manager's Office	Administrative Support	City Manager's Office Operations Coordinator	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
City Manager's Office	Administrative Support	City Manager's Office Operations Specialist	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
City Manager's Office	Arts	Arts and Culture Specialist	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Climate Initiatives	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Climate Initiatives	Project Management	City Senior Project Manager	Non-Union	Non-Exempt	N 07H	\$44.22	\$54.95	\$65.69
Climate Initiatives	Project Management	Sustainability Program Manager	Non-Union	Non-Exempt	N 04H	\$33.23	\$40.73	\$48.22
Climate Initiatives	Sustainability	Climate Initiative Associate	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
Communications & Engagement	Community Engagement	Community Engagement Specialist	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
Communications & Engagement	Multimedia Services	Creative Services Coordinator	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Facilities & Fleet	Administrative Support	Facilities and Fleet Support Coordinator	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Facilities & Fleet	Fleet Maintenance	Fleet Mechanic Assistant	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Facilities & Fleet	Fleet Maintenance	Skilled Mechanic	Non-Union	Non-Exempt	N 05H	\$36.55	\$44.78	\$53.01
Finance	Accounting	Accounting Associate	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Finance	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$33.23	\$40.73	\$48.22
Finance	Payroll	Payroll Specialist	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
Fire	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Fire	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$33.23	\$40.73	\$48.22
Housing & Human Services	Administrative Support	Housing and Human Services Specialist	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Housing & Human Services	Customer Service	Customer Service Coordinator	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Housing & Human Services	Project Management	Bilingual Family Resource Schools Program Assistant	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Housing & Human Services	Project Management	Family Resource Schools Program Assistant	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Human Resources	HR Systems & Operations	Human Resources Coordinator	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Human Resources	HR Systems & Operations	Human Resources Specialist - Time Information	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Human Resources	Talent Acquisition	Recruiting Coordinator	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Human Resources	Total Rewards	Total Rewards Specialist	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Innovation & Technology	Applications	Innovation and Technology Senior Applications Developer	Non-Union	Non-Exempt	N 08H	\$48.64	\$60.45	\$72.25
Municipal Court	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Open Space & Mountain Parks	Customer Service	Customer Service Representative	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Field Technician II	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Open Space & Mountain Parks	Parks & Landscaping Maintenance	Agricultural Land Restoration Crew Lead	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
Open Space & Mountain Parks	Planning/Zoning	Open Space Planning Coordinator	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Open Space & Mountain Parks	Project Management	Environmental Planning Senior Project Manager	Non-Union	Non-Exempt	N 07H	\$44.22	\$54.95	\$65.69
Open Space & Mountain Parks	Rangers	Limited Commission Ranger	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Open Space & Mountain Parks	Rangers	Limited Commission Ranger Crew Lead	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
Open Space & Mountain Parks	Visitor Infrastructure	LWCF Grant Trail Crew Lead	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
Open Space & Mountain Parks	Visitor Infrastructure	Signs Crew Member	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Open Space & Mountain Parks	Volunteer Services	Bilingual Volunteer Crew Lead	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Parks & Recreation	Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Parks & Recreation	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$33.23	\$40.73	\$48.22
Parks & Recreation	Administrative Support	Operations Coordinator	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Parks & Recreation	Forestry	Forestry Crew Member	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Parks & Recreation	Project Management	Project Specialist	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Parks & Recreation	Project Management	Recreation Program Lead	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Parks & Recreation	Project Management	Volunteer Program Lead	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Parks & Recreation	Project Management	Water Safety Program Lead	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Parks & Recreation	Rangers	Urban Ranger Crew Member	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Parks & Recreation	Rangers	Urban Ranger I	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
Parks & Recreation	Recreation & Cultural Stewardship	Historical and Cultural Assets Coordinator (Hourly)	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
Parks & Recreation	Recreation Programs & Instruction	Recreation Instructor - EXPAND	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Planning & Development Services	GIS	GIS Analyst	Non-Union	Non-Exempt	N 04H	\$33.23	\$40.73	\$48.22
Planning & Development Services	Planning/Zoning	Historic Preservation Trainee	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Planning & Development Services	Right of Way Inspection	Broadband Right-of-Way Inspector	Non-Union	Non-Exempt	N 04H	\$33.23	\$40.73	\$48.22
Planning & Development Services	Right of Way Inspection	Broadband ROW Permit & Inspection Technician	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
Police	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$33.23	\$40.73	\$48.22
Police	Administrative Support	Police Support Services Coordinator	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Police	Administrative Support	Professional Standards Unit Coordinator	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21

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Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Police	Project Management	Police Training Specialist	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Police	Project Management	Unhoused Program Manager	Non-Union	Non-Exempt	N 04H	\$33.23	\$40.73	\$48.22
Police	Records	Criminalist	Non-Union	Non-Exempt	N 07H	\$44.22	\$54.95	\$65.69
Police	Records	Investigation Specialist	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
Public Works - Business Services Division	Administrative Support	Board Specialist	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Transportation & Mobility	Engineering	Civil Engineering Senior Associate (Hourly)	Non-Union	Non-Exempt	N 04H	\$33.23	\$40.73	\$48.22
Transportation & Mobility	Project Management	Access Services Support Specialist	Non-Union	Non-Exempt	N 03H	\$30.20	\$37.01	\$43.83
Transportation & Mobility	Project Management	Civil Engineering Principal Project Manager (Hourly)	Non-Union	Non-Exempt	N 09H	\$53.50	\$66.88	\$80.25
Utilities	Accounting	Accounting Specialist	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Utilities	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$33.23	\$40.73	\$48.22
Utilities	Engineering	Utilities Trainee	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Utilities	Field Operations	Utility Locator Technician	Non-Union	Non-Exempt	N 02H	\$27.45	\$33.64	\$39.82
Utilities	GIS	GIS Trainee	Non-Union	Non-Exempt	N 01H	\$24.96	\$30.59	\$36.21
Utilities	Policy	Policy Advisor Senior	Non-Union	Non-Exempt	N 09H	\$53.50	\$66.88	\$80.25
City Attorney's Office	Leadership	City Attorney	Non-Union	Exempt	N 17S	\$238,576.00	\$298,230.40	\$357,864.00
City Attorney's Office	Leadership	Deputy City Attorney	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
City Attorney's Office	Leadership	Prosecutorial Deputy City Attorney	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
City Attorney's Office	Legal Counsel	Assistant City Attorney I	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
City Attorney's Office	Legal Counsel	Assistant City Attorney II	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
City Attorney's Office	Legal Counsel	Assistant City Attorney III	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
City Attorney's Office	Legal Counsel	Police Legal Advisor	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
City Attorney's Office	Legal Counsel	Prosecution Senior Manager	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
City Attorney's Office	Legal Counsel	Senior Counsel	Non-Union	Exempt	N 12S	\$148,137.60	\$185,161.60	\$222,206.40
City Attorney's Office	Legal Support	Legal Administration Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
City Manager's Office	Administrative Support	Business Operations Administrator	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
City Manager's Office	Administrative Support	Economic Development Finance Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
City Manager's Office	Administrative Support	Economic Development Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
City Manager's Office	Administrative Support	Economic Development Strategy Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
City Manager's Office	Administrative Support	Senior Operations Specialist	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
City Manager's Office	Arts	Arts and Culture Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
City Manager's Office	City Clerk	City Clerk	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
City Manager's Office	City Clerk	Deputy City Clerk	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
City Manager's Office	City Clerk	Elections Administrator	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
City Manager's Office	Customer Service	Operations Supervisor	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
City Manager's Office	Economic Vitality	Economic Vitality Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
City Manager's Office	Leadership	Assistant City Manager	Non-Union	Exempt	N 14S	\$179,233.60	\$224,057.60	\$268,881.60
City Manager's Office	Leadership	City Manager	Non-Union	Exempt	N 18S	\$262,433.60	\$328,036.80	\$393,640.00
City Manager's Office	Leadership	Deputy City Manager	Non-Union	Exempt	N 16S	\$216,881.60	\$271,128.00	\$325,353.60
City Manager's Office	Leadership	Strategic Partnerships Director	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
City Manager's Office	Policy	Equity and Belonging Officer	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
City Manager's Office	Policy	Equity and Belonging Policy Advisor	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
City Manager's Office	Policy	Independent Police Monitor	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
City Manager's Office	Policy	Intergovernmental Officer	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
City Manager's Office	Project Management	Arts Program Manager	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
City Manager's Office	Project Management	Business Equity Project Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
City Manager's Office	Project Management	City Council Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
City Manager's Office	Project Management	City Principal Project Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
City Manager's Office	Project Management	Economic Development Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
City Manager's Office	Project Management	Economic Development Project Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
City Manager's Office	Project Management	Economic Vitality Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
City Manager's Office	Project Management	Events Senior Program Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
City Manager's Office	Project Management	SBDC Principal Program Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
City Manager's Office	Project Management	SBDC Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
City Manager's Office	Project Management	SBDC Senior Program Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
City Manager's Office	Project Management	Strategic Planning Senior Project Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
City Manager's Office	Records	Records Supervisor	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Climate Initiatives	Administrative Support	Business Services Administrator	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Climate Initiatives	Ecology	Ecologist Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Climate Initiatives	Engineering	Electrical Engineer Senior	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Climate Initiatives	Leadership	Climate Initiatives Director	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
Climate Initiatives	Policy	Policy Advisor	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00

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Climate Initiatives	Policy	Policy Advisor Senior	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Climate Initiatives	Project Management	Climate Initiatives Principal Project Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Climate Initiatives	Project Management	Sustainability Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Climate Initiatives	Project Management	Sustainability Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Climate Initiatives	Sustainability	Sustainability Data Analyst Senior	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Climate Initiatives	Sustainability	Sustainability Senior Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Communications & Engagement	Administrative Support	Communications and Engagement Operations Administrator	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Communications & Engagement	Community Engagement	Community Engagement Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Communications & Engagement	Leadership	Communications and Engagement Director	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
Communications & Engagement	Multimedia Services	Bilingual Senior Producer and Anchor	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Communications & Engagement	Multimedia Services	Creative Services Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Communications & Engagement	Multimedia Services	Creative Services Producer	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Communications & Engagement	Project Management	Bilingual Community Engagement Senior Program Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Communications & Engagement	Project Management	Communications Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Communications & Engagement	Project Management	Communications Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Communications & Engagement	Project Management	Communications Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Communications & Engagement	Project Management	Communications Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Communications & Engagement	Project Management	Communications Senior Project Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Communications & Engagement	Project Management	Community Engagement Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Communications & Engagement	Project Management	Community Engagement Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Communications & Engagement	Project Management	Community Engagement Senior Project Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Communications & Engagement	Project Management	Creative Design Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Communications & Engagement	Project Management	Digital Communications Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Communications & Engagement	Project Management	Digital Communications Technical Program Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Communications & Engagement	Project Management	Public Information Officer	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Facilities & Fleet	Facilities Project Management	Facilities Energy Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Facilities & Fleet	Facilities Project Management	Facilities Principal Project Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Facilities & Fleet	Facility/Building Maintenance	Facilities Energy Manager Senior	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Supervisor	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Facilities & Fleet	Facility/Building Maintenance	Facilities Operations Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Facilities & Fleet	Facility/Building Maintenance	Facilities Supervisor	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Facilities & Fleet	Facility/Building Maintenance	Parking Maintenance Supervisor	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Facilities & Fleet	Fleet Maintenance	Fleet & Radio Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Facilities & Fleet	Fleet Maintenance	Fleet Maintenance Supervisor	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Facilities & Fleet	Leadership	Facilities and Fleet Deputy Director	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Facilities & Fleet	Leadership	Facilities and Fleet Director	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
Facilities & Fleet	Project Management	Facilities Project Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Facilities & Fleet	Project Management	Facilities Project Planner II	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Facilities & Fleet	Project Management	Facilities Senior Project Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Facilities & Fleet	Radio Systems	Radio Systems Architect	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Facilities & Fleet	Radio Systems	Radio Systems Engineer	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Finance	Accounting	Accountant	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Finance	Accounting	Accountant Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Finance	Accounting	Assistant Controller	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Finance	Accounting	Controller	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Finance	Budget	Budget Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Finance	Budget	Budget Analyst Principal	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Finance	Budget	Budget Analyst Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Finance	Budget	Budget Officer	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Finance	Budget	P&DS Budget Analyst Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Finance	Leadership	Chief Financial Officer	Non-Union	Exempt	N 15S	\$197,184.00	\$246,480.00	\$295,734.40
Finance	Leadership	Finance Deputy Director	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
Finance	Licensing & Permits	Licensing Analyst	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Finance	Licensing & Permits	Licensing Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Finance	Payroll	Payroll Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Finance	Procurement	Procurement Buyer	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Finance	Procurement	Procurement Buyer Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Finance	Procurement	Purchasing Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Finance	Project Management	Digital Accessibility Program Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Finance	Project Management	Grants Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00

**N-Schedule Job Structure**

Last Updated: 02/03/2026

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Finance	Project Management	Grants Program Administrator	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Finance	Project Management	Grants Program Analyst	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Finance	Project Management	Safety and Infrastructure Operations Program Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Finance	Risk Management	ADA Coordinator	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Finance	Risk Management	Internal Auditor Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Finance	Risk Management	Risk Analyst	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Finance	Risk Management	Risk Analyst Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Finance	Risk Management	Risk Manager Senior	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Finance	Tax	Tax Audit Supervisor	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Finance	Tax	Tax Auditor	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Finance	Tax	Tax Auditor Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Finance	Tax	Tax Collections Agent	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Finance	Tax	Tax Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Finance	Tax	Tax Operations Supervisor	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Finance	Tax	Taxpayer Services and Compliance Analyst	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Fire	Budget	Business Services Administrator Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Fire	Data Analytics	Data Analyst Senior	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Fire	Project Management	Community Risk Reduction Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Fire	Public Safety	Community Risk Reduction Specialist	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Fire	Public Safety	Emergency Medical Services Educator	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Fire	Public Safety	Fire Protection Engineer	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Housing & Human Services	Accounting	Financial Analyst	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Housing & Human Services	Behavioral Health	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	Behavioral Health Crisis Response Clinician	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Supervising Clinician	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Housing & Human Services	Budget	Budget Analyst Principal	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Housing & Human Services	Budget	Budget Analyst Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Housing & Human Services	Community Relations	Community Resolution Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Housing & Human Services	Data Analytics	Data Analyst Senior	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Housing & Human Services	Data Analytics	Data Strategy Analyst Principal	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Housing & Human Services	Family & Youth Services	Family and Youth Services Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Housing & Human Services	Housing Services	Compliance and Monitoring Administrator	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Housing Services	Homeownership Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Housing & Human Services	Housing Services	Housing Compliance Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Housing & Human Services	Housing Services	Housing Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Housing & Human Services	Housing Services	Inclusionary Housing Principal Planner	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Housing & Human Services	Leadership	Housing and Human Services Deputy Director	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Housing & Human Services	Leadership	Housing and Human Services Director	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
Housing & Human Services	Older Adult 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	Older Adult Services Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Housing & Human Services	Older Adult Services	Older Adult Services Senior Case Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Housing & Human Services	Policy	Homelessness Policy Advisor	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Housing & Human Services	Project Management	Behavioral Health Crisis Response Program Analyst	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Project Management	Bilingual Family Resource Schools Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Project Management	Child Care Subsidy Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Project Management	Child Care Subsidy Senior Program Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Housing & Human Services	Project Management	Community Relations Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Project Management	Community Relations Senior Project Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Housing & Human Services	Project Management	Community Resolution Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Project Management	DOLA Affordable Housing Grant Associate	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Project Management	Grants Administrator	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Housing & Human Services	Project Management	Grants Program Associate	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Project Management	Homelessness Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Project Management	Homeownership Analyst	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Project Management	Housing Investment Senior Project Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Housing & Human Services	Project Management	Housing Policy Senior Project Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Housing & Human Services	Project Management	Housing Project Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Housing & Human Services	Project Management	Housing Project Planner	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Housing & Human Services	Project Management	Human Services Investment Senior Project Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Housing & Human Services	Project Management	Human Services Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20

## N-Schedule Job Structure

Last Updated: 02/03/2026

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Housing & Human Services	Project Management	Older Adult Services Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Project Management	Older Adult Services Senior Program Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Housing & Human Services	Project Management	Operations and Homelessness Strategy Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Housing & Human Services	Project Management	Youth Opportunities Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Housing & Human Services	Project Management	Youth Opportunities Project Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Human Resources	Consulting	Employee and Labor Relations Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Human Resources	Consulting	Human Resources Generalist II	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Human Resources	Consulting	Human Resources Generalist III	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Human Resources	HR Systems & Operations	Human Resources Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Human Resources	HR Systems & Operations	Human Resources Generalist I	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Human Resources	HR Systems & Operations	Human Resources Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Human Resources	HR Systems & Operations	Human Resources Senior Analyst	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Human Resources	HR Systems & Operations	Human Resources Systems and Operations Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Human Resources	Leadership	Chief Human Resources Officer	Non-Union	Exempt	N 15S	\$197,184.00	\$246,480.00	\$295,734.40
Human Resources	Leadership	Human Resources Deputy Director	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Human Resources	Project Management	Human Resources Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Human Resources	Project Management	Learning Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Human Resources	Talent Acquisition	Recruiter	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Human Resources	Talent Acquisition	Recruiter Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Human Resources	Talent Acquisition	Talent Acquisition Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Human Resources	Total Rewards	Benefits Analyst	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Human Resources	Total Rewards	Benefits Senior Analyst	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Human Resources	Total Rewards	Compensation Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Human Resources	Total Rewards	Total Rewards Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Human Resources	Total Rewards	Total Rewards Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Innovation & Technology	Applications	Innovation and Technology Senior Applications Developer	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Innovation & Technology	Applications	IT Applications Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Innovation & Technology	Budget	IT Resource Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Innovation & Technology	Business Analysis	IT Business Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Innovation & Technology	Business Analysis	IT Business Analyst Senior	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Innovation & Technology	Customer Service	IT Technical Support Administrator I	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Innovation & Technology	Customer Service	IT Technical Support Administrator II	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Innovation & Technology	Customer Service	IT Technical Support Administrator Senior	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Innovation & Technology	Customer Service	IT Technical Support Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Innovation & Technology	Customer Service	IT Technical Support Supervisor	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Innovation & Technology	Data Analytics	Chief Data Officer	Non-Union	Exempt	N 12S	\$148,137.60	\$185,161.60	\$222,206.40
Innovation & Technology	Data Analytics	Data Analysis Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Innovation & Technology	Data Analytics	Data Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Innovation & Technology	Data Analytics	Data Analyst Senior	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Innovation & Technology	Data Analytics	Data Engineer	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Innovation & Technology	Data Analytics	Data Infrastructure Manager	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Innovation & Technology	Data Analytics	Data Programs Analyst	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Innovation & Technology	Data Analytics	Data Programs Analyst Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Innovation & Technology	Data Analytics	Data Programs Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Innovation & Technology	Data Analytics	Data Scientist	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Innovation & Technology	GIS	GIS Administration Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Innovation & Technology	GIS	GIS Analysis Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Innovation & Technology	GIS	GIS Applications Senior Developer	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Innovation & Technology	GIS	GIS Principal Administrator	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Innovation & Technology	GIS	GIS Senior Analyst	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Innovation & Technology	Infrastructure	IT Systems Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Innovation & Technology	Infrastructure	Network Administrator I	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Innovation & Technology	Infrastructure	Network Administrator II	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Innovation & Technology	Infrastructure	Network Architect	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Innovation & Technology	Infrastructure	Network Engineer Senior	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Innovation & Technology	Infrastructure	Systems Administrator II	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Innovation & Technology	Infrastructure	Systems Administrator Senior	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Innovation & Technology	Infrastructure	Systems Architect	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Innovation & Technology	Innovation Management	Digital Transformation Senior Manager	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Innovation & Technology	Leadership	Chief Innovation and Technology Officer	Non-Union	Exempt	N 15S	\$197,184.00	\$246,480.00	\$295,734.40
Innovation & Technology	Leadership	Innovation and Technology Deputy Director	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80

**N-Schedule Job Structure**

Last Updated: 02/03/2026

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Innovation & Technology	Product Management	Innovation and Technology Portfolio Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Innovation & Technology	Product Management	Innovation and Technology Product Administrator II	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Innovation & Technology	Product Management	IT PMO Manager	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Innovation & Technology	Product Management	IT Product Administrator I	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Innovation & Technology	Product Management	IT Product Administrator Principal	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Innovation & Technology	Product Management	IT Product Administrator Senior	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Innovation & Technology	Product Management	IT Product Owner	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Innovation & Technology	Product Management	IT Project Manager Principal	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Innovation & Technology	Product Management	Product Division Manager	Non-Union	Exempt	N 12S	\$148,137.60	\$185,161.60	\$222,206.40
Innovation & Technology	Product Management	Time Information Management Analyst I	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Innovation & Technology	Project Management	Customer Experience Senior Project Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Innovation & Technology	Project Management	Innovation and Technology Special Projects Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Innovation & Technology	Project Management	IT Project Analyst	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Innovation & Technology	Project Management	IT Project Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Innovation & Technology	Project Management	IT Senior Project Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Innovation & Technology	Security	Chief Information Security Officer	Non-Union	Exempt	N 12S	\$148,137.60	\$185,161.60	\$222,206.40
Municipal Court	Budget	Budget Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Municipal Court	Community Relations	Court Administrator	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Municipal Court	Community Relations	Court Navigation Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Municipal Court	Community Relations	Court Supervisor	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Municipal Court	Community Relations	Deputy Court Administrator	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Municipal Court	Data Analytics	Court Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Municipal Court	Leadership	Associate Municipal Judge	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
Municipal Court	Leadership	Municipal Judge	Non-Union	Exempt	N 14S	\$179,233.60	\$224,057.60	\$268,881.60
Open Space & Mountain Parks	Accounting	Accountant Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Open Space & Mountain Parks	Administrative Support	Customer Operations Supervisor	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Open Space & Mountain Parks	Agriculture & Water	Agricultural and Water Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Open Space & Mountain Parks	Agriculture & Water	Agricultural Land Restoration Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Applications	IT Applications Administrator Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Applications	IT Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Open Space & Mountain Parks	Community Engagement	Community Outreach Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Open Space & Mountain Parks	Community Engagement	Education and Outreach Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Open Space & Mountain Parks	Data Analytics	Data Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Open Space & Mountain Parks	Data Analytics	Data Operations Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Open Space & Mountain Parks	Ecology	Ecologist	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Open Space & Mountain Parks	Ecology	Ecologist Principal	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Open Space & Mountain Parks	Ecology	Ecologist Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Ecosystem Research & Conservation	Ecological Stewardship Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Open Space & Mountain Parks	Facility/Building Maintenance	Facilities Maintenance Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Open Space & Mountain Parks	Forestry	Forestry Operations Supervisor	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	GIS	GIS Administrator Principal	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Open Space & Mountain Parks	GIS	GIS Analyst	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Open Space & Mountain Parks	GIS	GIS Analyst Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	GIS	GIS Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Analyst Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Open Space & Mountain Parks	Leadership	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	Leadership	Open Space and Mountain Parks Director	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
Open Space & Mountain Parks	Parks & Landscaping Maintenance	Vegetation Stewardship Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Open Space & Mountain Parks	Planning/Zoning	Landscape Architect Senior	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Open Space & Mountain Parks	Planning/Zoning	Open Space Planner	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Open Space & Mountain Parks	Planning/Zoning	Open Space Planner Principal	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Open Space & Mountain Parks	Planning/Zoning	Planning Senior Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Open Space & Mountain Parks	Policy	Policy Analyst Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Project Management	Agricultural Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Open Space & Mountain Parks	Project Management	Agricultural Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Project Management	Community Engagement Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Project Management	Cultural Stewardship Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Open Space & Mountain Parks	Project Management	Cultural Stewardship Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40

**N-Schedule Job Structure**

Last Updated: 02/03/2026

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Open Space & Mountain Parks	Project Management	Education and Outreach Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Open Space & Mountain Parks	Project Management	Education and Outreach Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Project Management	Facilities Project Planner II	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Project Management	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	Project Management	OSMP Equipment and Vehicle Program Supervisor	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Open Space & Mountain Parks	Project Management	Ranger Operations Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Open Space & Mountain Parks	Project Management	Ranger Program Specialist	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Open Space & Mountain Parks	Project Management	Recreation Stewardship Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Project Management	Resource Project Manager and Advisor Principal	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Open Space & Mountain Parks	Project Management	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	Project Management	Science and Climate Resilience Senior Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Open Space & Mountain Parks	Project Management	Service Learning Program Lead	Non-Union	Exempt	N 02S	\$57,096.00	\$69,971.20	\$82,825.60
Open Space & Mountain Parks	Project Management	Signs and Graphics Senior Program Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Open Space & Mountain Parks	Project Management	Trail Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Open Space & Mountain Parks	Project Management	Trail Project Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Project Management	Trail Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Project Management	Trailheads Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Open Space & Mountain Parks	Project Management	Trailheads Senior Program Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Open Space & Mountain Parks	Project Management	Volunteerism and Service Learning Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Open Space & Mountain Parks	Project Management	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	Project Management	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	Project Management	Water Resources Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Project Management	Water Resources Senior Project Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Open Space & Mountain Parks	Project Management	Wildfire Resilience Program Manager	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Open Space & Mountain Parks	Project Management	Wildland Fire Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Rangers	Ranger Senior Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Open Space & Mountain Parks	Rangers	Ranger Supervisor	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Open Space & Mountain Parks	Real Estate & Land Acquisition	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	Real Estate & Land Acquisition	Property Agent	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Open Space & Mountain Parks	Real Estate & Land Acquisition	Property Agent Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Recreation & Cultural Stewardship	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 & Cultural Stewardship	Recreation Stewardship Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Open Space & Mountain Parks	Vegetation Stewardship	Vegetation Stewardship Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Visitor Infrastructure	Trail Asset Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Asset Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Open Space & Mountain Parks	Visitor Infrastructure	Visitor Infrastructure Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Parks & Recreation	Aquatic Operations	Aquatic Lead Supervisor	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Parks & Recreation	Aquatic Operations	Water Safety Supervisor	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Parks & Recreation	Budget	Budget Analyst Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Business Analysis	Business Analyst	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Parks & Recreation	Data Analytics	Database Administrator II	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Ecosystem Research & Conservation	Ecology Supervisor	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Parks & Recreation	Forestry	Forester	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Parks & Recreation	Forestry	Forestry Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Parks & Recreation	Forestry	Forestry Operations Supervisor	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Forestry	Forestry Planner Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	GIS	GIS Analyst Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Golf Maintenance	Golf Superintendent	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Golf Operations	Golf Operations Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Parks & Recreation	Leadership	Parks and Recreation Deputy Director	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Parks & Recreation	Leadership	Parks and Recreation Director	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
Parks & Recreation	Marketing	Marketing Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Parks & Recreation	Multimedia Services	Graphic Designer	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Parks & Recreation	Parks & Landscaping Maintenance	Downtown Parks Supervisor	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Parks & Landscaping Maintenance	Irrigation Supervisor	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping and Irrigation Supervisor	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping Operations Supervisor	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping Supervisor	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Parks & Recreation	Parks & Landscaping Maintenance	Parks Asset Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Parks & Landscaping Maintenance	Sports Field and Parks Supervisor	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Parks & Landscaping Maintenance	Urban Parks Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00

**N-Schedule Job Structure**

Last Updated: 02/03/2026

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Parks & Recreation	Planning/Zoning	City Planner	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Parks & Recreation	Planning/Zoning	City Planner Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Planning/Zoning	Landscape Architect	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Parks & Recreation	Planning/Zoning	Landscape Architect Senior	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Parks & Recreation	Planning/Zoning	Planning Senior Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Parks & Recreation	Project Management	Asset Management Senior Program Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Project Management	Digital Communications Program Manager	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Parks & Recreation	Project Management	Natural Resources Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Parks & Recreation	Project Management	Parks and Recreation Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Project Management	Parks and Recreation Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Parks & Recreation	Project Management	Parks and Recreation Senior Project Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Parks & Recreation	Project Management	Program Supervisor	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Parks & Recreation	Project Management	Recreation Program Lead Supervisor	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Parks & Recreation	Project Management	Volunteer Program Manager	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Parks & Recreation	Project Management	Water Safety Services Program Supervisor	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Parks & Recreation	Rangers	Urban Ranger Manager	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Parks & Recreation	Rangers	Urban Ranger Supervisor	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Recreation Operations	Business Services Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Parks & Recreation	Recreation Operations	Recreation Center Lead Supervisor	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Parks & Recreation	Recreation Operations	Recreation Member Service Supervisor	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Parks & Recreation	Recreation Programs & Instruction	Parks and Recreation Lead Supervisor	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Parks & Recreation	Recreation Programs & Instruction	Physical Therapist	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Parks & Recreation	Volunteer Services	Volunteer Services and Partnerships Supervisor	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Planning & Development Services	Administrative Support	Internal Operations Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Planning & Development Services	Administrative Support	Senior Operations Specialist	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Planning & Development Services	Applications	IT Applications Administrator I	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Planning & Development Services	Applications	IT Applications Administrator II	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Planning & Development Services	Applications	IT Applications Administrator Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Planning & Development Services	Applications	IT Applications Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Planning & Development Services	Applications	IT Applications Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Planning & Development Services	Building Inspection	Building Inspection Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Planning & Development Services	Code Compliance	Building Code Plans Examiner	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Planning & Development Services	Code Compliance	Building Code Plans Examiner Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Planning & Development Services	Code Compliance	Building Code Plans Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Planning & Development Services	Code Compliance	Code Compliance Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Planning & Development Services	Code Compliance	Code Compliance Senior Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Planning & Development Services	Code Compliance	Code Compliance Supervisor	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Planning & Development Services	Engineering	Civil Engineer	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Planning & Development Services	Engineering	Civil Engineer Senior	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Planning & Development Services	Engineering	Civil Engineering Manager	Non-Union	Exempt	N 09S	\$111,280.00	\$139,110.40	\$166,920.00
Planning & Development Services	Engineering	Civil Engineering Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Planning & Development Services	Engineering	Engineering Permit and Inspection Supervisor	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Planning & Development Services	GIS	GIS Analyst Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Planning & Development Services	GIS	GIS Manager	Non-Union	Exempt	N 08S	\$101,171.20	\$125,736.00	\$150,280.00
Planning & Development Services	Leadership	Planning and Development Services Deputy Director	Non-Union	Exempt	N 11S	\$134,680.00	\$168,355.20	\$202,009.60
Planning & Development Services	Leadership	Planning and Development Services Director	Non-Union	Exempt	N 13S	\$162,947.20	\$203,694.40	\$244,420.80
Planning & Development Services	Licensing & Permits	Contractor and Rental Licensing Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Planning & Development Services	Licensing & Permits	Permits Operations Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Planning & Development Services	Licensing & Permits	Planning and Development Operations Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Planning & Development Services	Licensing & Permits	Service Operations Manager	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Planning & Development Services	Parking Enforcement	Parking Enforcement Supervisor	Non-Union	Exempt	N 05S	\$76,024.00	\$93,142.40	\$110,260.80
Planning & Development Services	Planning/Zoning	Chief Building Official	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Planning & Development Services	Planning/Zoning	City Planner	Non-Union	Exempt	N 04S	\$69,118.40	\$84,718.40	\$100,297.60
Planning & Development Services	Planning/Zoning	City Planner Senior	Non-Union	Exempt	N 06S	\$83,616.00	\$102,377.60	\$121,118.40
Planning & Development Services	Planning/Zoning	Comprehensive Planning Planner Principal	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Planning & Development Services	Planning/Zoning	Comprehensive Planning Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Planning & Development Services	Planning/Zoning	Development Review Application Supervisor	Non-Union	Exempt	N 03S	\$62,816.00	\$76,980.80	\$91,166.40
Planning & Development Services	Planning/Zoning	Development Review Planner Principal	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Planning & Development Services	Planning/Zoning	Development Review Planning Senior Manager	Non-Union	Exempt	N 10S	\$122,428.80	\$153,025.60	\$183,643.20
Planning & Development Services	Planning/Zoning	Energy Code Compliance Examiner Principal	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20
Planning & Development Services	Planning/Zoning	Historic Preservation Planner Principal	Non-Union	Exempt	N 07S	\$91,977.60	\$114,296.00	\$136,635.20

**N-Schedule Job Structure**

Last Updated: 02/03/2026

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

**N-Schedule Job Structure**

Last Updated: 02/03/2026

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

**N-Schedule Job Structure**

Last Updated: 02/03/2026

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Utilities	Project Management	Wastewater Treatment Program Manager	Non-Union	Exempt	<b>N 05S</b>	\$76,024.00	\$93,142.40	\$110,260.80
Utilities	Project Management	Wastewater Treatment Senior Program Manager	Non-Union	Exempt	<b>N 06S</b>	\$83,616.00	\$102,377.60	\$121,118.40
Utilities	Project Management	Water Conservation Program Manager	Non-Union	Exempt	<b>N 04S</b>	\$69,118.40	\$84,718.40	\$100,297.60
Utilities	Project Management	Water Quality Compliance Program Manager	Non-Union	Exempt	<b>N 04S</b>	\$69,118.40	\$84,718.40	\$100,297.60
Utilities	Project Management	Water Quality Senior Project Manager	Non-Union	Exempt	<b>N 07S</b>	\$91,977.60	\$114,296.00	\$136,635.20
Utilities	Project Management	Water Resources Project Manager	Non-Union	Exempt	<b>N 04S</b>	\$69,118.40	\$84,718.40	\$100,297.60
Utilities	Project Management	Water Resources Senior Project Manager	Non-Union	Exempt	<b>N 07S</b>	\$91,977.60	\$114,296.00	\$136,635.20
Utilities	Water Quality	Senior Water Quality Chemist	Non-Union	Exempt	<b>N 07S</b>	\$91,977.60	\$114,296.00	\$136,635.20
Utilities	Water Quality	Water Quality Analyst	Non-Union	Exempt	<b>N 04S</b>	\$69,118.40	\$84,718.40	\$100,297.60
Utilities	Water Quality	Water Quality Chemist	Non-Union	Exempt	<b>N 04S</b>	\$69,118.40	\$84,718.40	\$100,297.60
Utilities	Water Quality	Water Quality Manager	Non-Union	Exempt	<b>N 08S</b>	\$101,171.20	\$125,736.00	\$150,280.00
Utilities	Water Quality	Water Quality Senior Manager	Non-Union	Exempt	<b>N 09S</b>	\$111,280.00	\$139,110.40	\$166,920.00
Utilities	Water Resources	Water Resources Operations Program Manager	Non-Union	Exempt	<b>N 04S</b>	\$69,118.40	\$84,718.40	\$100,297.60
Utilities	Water Resources	Water Resources Operations Supervisor	Non-Union	Exempt	<b>N 06S</b>	\$83,616.00	\$102,377.60	\$121,118.40
Utilities	Water Resources	Water Resources Senior Engineer	Non-Union	Exempt	<b>N 08S</b>	\$101,171.20	\$125,736.00	\$150,280.00
Utilities	Water Resources	Water Resources Senior Manager	Non-Union	Exempt	<b>N 09S</b>	\$111,280.00	\$139,110.40	\$166,920.00