

**N-Schedule Job Structure**

Last Updated 6/10/2025

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
City Attorney's Office	Legal Support	Legal Secretary Senior	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
City Attorney's Office	Legal Support	Paralegal I	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
City Attorney's Office	Legal Support	Paralegal II	Non-Union	Non-Exempt	N 05H	\$33.84	\$41.46	\$49.08
City Attorney's Office	Legal Support	Paralegal Senior	Non-Union	Non-Exempt	N 06H	\$37.22	\$45.57	\$53.92
City Manager's Office	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
City Manager's Office	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
City Manager's Office	Administrative Support	Operations Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
City Manager's Office	Economic Vitality	SBDC Program Specialist	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Climate Initiatives	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Climate Initiatives	Administrative Support	Climate Initiative Associate	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
Climate Initiatives	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Climate Initiatives	City Project Management	City Senior Project Manager	Non-Union	Non-Exempt	N 07H	\$40.94	\$50.88	\$60.82
Climate Initiatives	Sustainability	Sustainability Program Manager	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Communications & Engagement	Community Engagement	Community Engagement Specialist	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
Communications & Engagement	Multimedia Services	Creative Services Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Community Vitality	Administrative Support	Community Vitality Operations Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Community Vitality	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Community Vitality	Administrative Support	Operations Associate	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Community Vitality	Arts	Arts and Culture Specialist	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Facilities & Fleet	Administrative Support	Facilities & Fleet Support Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Facilities & Fleet	Administrative Support	Facilities and Fleet Support Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Facilities & Fleet	Fleet Maintenance	Fleet Mechanic Assistant	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Facilities & Fleet	Fleet Maintenance	Skilled Mechanic	Non-Union	Non-Exempt	N 05H	\$33.84	\$41.46	\$49.08
Finance	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Finance	General Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Finance	General Accounting	Accounting Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Finance	Licensing & Permits	Licensing Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Finance	Payroll	Payroll Specialist	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
Finance	Tax	Tax Operations Specialist	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Fire	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Fire	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Housing & Human Services	Community Resolution Services	Community Resolution Specialist	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Housing & Human Services	Facilities Project Management	Facilities Operations Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Housing & Human Services	Family Resource Schools	Bilingual Family Resource Schools Program Assistant	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Housing & Human Services	Family Resource Schools	Family Resource Schools Program Assistant	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Housing & Human Services	Housing & Human Services	Customer Service Specialist	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Housing & Human Services	Housing & Human Services	Homeownership Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Housing & Human Services	Housing & Human Services	Housing and Human Services Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Housing & Human Services	Older Adult Services	Older Adult Services Program Support Specialist	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Human Resources	General Human Resources	Human Resources Specialist - Time Information	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Human Resources	HR Systems & Operations	Human Resources Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Human Resources	Talent Acquisition	Recruiting Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Human Resources	Total Rewards	Total Rewards Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Innovation & Technology	IT Applications	IT Applications Developer Senior	Non-Union	Non-Exempt	N 08H	\$45.04	\$55.97	\$66.90
Municipal Court	Budget Analysis	Budget Specialist	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Municipal Court	Municipal Court Administration	Administrative Assistant	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Administrative Support	Operations Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Agriculture & Water	Agricultural Land Restoration Assistant Crew Lead	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Open Space & Mountain Parks	Agriculture & Water	Agricultural Land Restoration Crew Member	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Customer Service	Customer Service Representative	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Ecology	Ecological Restoration Crew Member	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Ecosystem Research & Conservation	Wildlife Ecology Technician I	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Ecosystem Research & Conservation	Wildlife Ecology Technician II	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Representative	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Senior Representative	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Open Space & Mountain Parks	Forestry	Forestry Crew Member	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	GIS	GIS Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Field Technician I	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Field Technician II	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Open Space & Mountain Parks	Parks & Landscaping Maintenance	Agricultural Land Restoration Crew Lead	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58

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Last Updated 6/10/2025

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Open Space & Mountain Parks	Planning & Zoning	Environmental Planning Senior Project Manager	Non-Union	Non-Exempt	N 07H	\$40.94	\$50.88	\$60.82
Open Space & Mountain Parks	Planning & Zoning	Open Space Planning Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Rangers	Limited Commission Ranger	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Open Space & Mountain Parks	Rangers	Limited Commission Ranger Crew Lead	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
Open Space & Mountain Parks	Vegetation Stewardship	Vegetation Stewardship Assistant Crew Lead	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Open Space & Mountain Parks	Vegetation Stewardship	Vegetation Stewardship Crew Member	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Visitor Infrastructure	LWCF Grant Trail Crew Lead	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
Open Space & Mountain Parks	Visitor Infrastructure	Signs Crew Member	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Visitor Infrastructure	Trail Assistant Crew Lead	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Visitor Infrastructure	Trail Crew Member	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Assistant Crew Lead	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Crew Member	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Volunteerism & Service Learning	Bilingual Junior Ranger Program Coordinator Senior	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Volunteerism & Service Learning	Bilingual Volunteer Crew Lead	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Open Space & Mountain Parks	Volunteerism & Service Learning	Volunteer Crew Lead	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Volunteerism & Service Learning	Volunteer Programs Crew Lead	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Open Space & Mountain Parks	Water Resources	Water Resources Technician	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Parks & Recreation	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Parks & Recreation	Administrative Support	Operations Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Parks & Recreation	Aquatic Operations	Water Safety Program Lead	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Parks & Recreation	Community Outreach	Volunteer Program Lead	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Parks & Recreation	Forestry	Forestry Crew Member	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Parks & Recreation	General Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Parks & Recreation	General Parks & Recreation	Recreation Program Coordinator	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
Parks & Recreation	Rangers	Urban Ranger Crew Member	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Parks & Recreation	Rangers	Urban Ranger I	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
Parks & Recreation	Recreation Programs & Instruction	Recreation Instructor - EXPAND	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Parks & Recreation	Recreation Programs & Instruction	Recreation Program Lead	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Planning & Development Services	Administrative Support	Board Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Planning & Development Services	GIS	GIS Analyst	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Planning & Development Services	Right of Way Inspection	Broadband Right-of-Way Inspector	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Planning & Development Services	Right of Way Inspection	Broadband ROW Permit & Inspection Technician	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
Police	Administrative Support	Animal Protection & Code Enforcement Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Police	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Police	Administrative Support	Operations Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Police	Administrative Support	Patrol Services Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Police	Administrative Support	Police Support Services Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Police	Administrative Support	Professional Standards Unit Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Police	Administrative Support	Sex Offender Registry Specialist	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
Police	General Accounting	Accounting Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Police	Police	Criminalist	Non-Union	Non-Exempt	N 07H	\$40.94	\$50.88	\$60.82
Police	Police	Investigation Specialist	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
Police	Police	Police Communications Specialist	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Police	Police	Police Training Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Police	Police	Unhoused Program Manager	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Public Works-Business Services Division	Administrative Support	Board Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Public Works-Business Services Division	Administrative Support	Operations Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Public Works-Business Services Division	City Project Management	City Senior Project Manager	Non-Union	Non-Exempt	N 07H	\$40.94	\$50.88	\$60.82
Public Works-Business Services Division	General Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Public Works-Business Services Division	General Accounting	Accounting Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Transportation & Mobility	Civil Engineering	Civil Engineering Principal Project Manager (Hourly)	Non-Union	Non-Exempt	N 09H	\$49.54	\$61.93	\$74.31
Transportation & Mobility	Civil Engineering	Civil Engineering Senior Associate (Hourly)	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Utilities	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 04H	\$30.77	\$37.71	\$44.65
Utilities	Field Operations	Utility Locator Technician	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Utilities	Policy	Policy Advisor Senior	Non-Union	Non-Exempt	N 09H	\$49.54	\$61.93	\$74.31
City Attorney's Office	Leadership	City Attorney	Non-Union	Exempt	N 17S	\$220,896.00	\$276,140.80	\$331,364.80
City Attorney's Office	Leadership	Deputy City Attorney	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
City Attorney's Office	Leadership	Prosecutorial Deputy City Attorney	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
City Attorney's Office	Legal Counsel	Assistant City Attorney I	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
City Attorney's Office	Legal Counsel	Assistant City Attorney II	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00

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Last Updated 6/10/2025

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
City Attorney's Office	Legal Counsel	Assistant City Attorney III	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
City Attorney's Office	Legal Counsel	Police Legal Advisor	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
City Attorney's Office	Legal Counsel	Prosecution Senior Manager	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
City Attorney's Office	Legal Counsel	Senior Counsel	Non-Union	Exempt	N 12S	\$137,155.20	\$171,454.40	\$205,753.60
City Attorney's Office	Legal Support	Legal Administration Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
City Manager's Office	Administrative Support	Business Operations Administrator	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
City Manager's Office	Administrative Support	City Council Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
City Manager's Office	City Clerk	City Clerk	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
City Manager's Office	City Clerk	Deputy City Clerk	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
City Manager's Office	City Clerk	Elections Administrator	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
City Manager's Office	Economic Vitality	Economic Vitality Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
City Manager's Office	Economic Vitality	Economic Vitality Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
City Manager's Office	Economic Vitality	SBDC Principal Program Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
City Manager's Office	Economic Vitality	SBDC Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
City Manager's Office	Economic Vitality	SBDC Senior Program Manager	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
City Manager's Office	Leadership	Assistant City Manager	Non-Union	Exempt	N 14S	\$165,963.20	\$207,459.20	\$248,955.20
City Manager's Office	Leadership	City Manager	Non-Union	Exempt	N 18S	\$242,985.60	\$303,742.40	\$364,478.40
City Manager's Office	Leadership	Deputy City Manager	Non-Union	Exempt	N 16S	\$200,824.00	\$251,035.20	\$301,246.40
City Manager's Office	Policy	Business Equity Project Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
City Manager's Office	Policy	Equity and Belonging Officer	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
City Manager's Office	Policy	Equity and Belonging Policy Advisor	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
City Manager's Office	Policy	Independent Police Monitor	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
City Manager's Office	Policy	Intergovernmental Officer	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
City Manager's Office	Project Management	City Principal Project Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
City Manager's Office	Records	Records Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Climate Initiatives	Administrative Support	Business Services Administrator	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Climate Initiatives	Climate Initiatives Project Management	Climate Initiatives Principal Project Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Climate Initiatives	Ecology	Ecologist Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Climate Initiatives	Electrical Engineering	Electrical Engineer Senior	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Climate Initiatives	Leadership	Climate Initiatives Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
Climate Initiatives	Policy	Policy Advisor	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Climate Initiatives	Policy	Policy Advisor Senior	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Climate Initiatives	Sustainability	Sustainability Data Analyst Senior	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Climate Initiatives	Sustainability	Sustainability Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Climate Initiatives	Sustainability	Sustainability Senior Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Climate Initiatives	Sustainability	Sustainability Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Communications & Engagement	Community Engagement	Bilingual Community Engagement Senior Program Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Communications & Engagement	Community Engagement	Community Engagement Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Communications & Engagement	Community Engagement	Community Engagement Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Communications & Engagement	Community Engagement	Community Engagement Senior Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Communications & Engagement	Digital Communications	Digital Communications Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Communications & Engagement	Digital Communications	Digital Communications Technical Program Manager	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Communications & Engagement	General Communications	Communications and Engagement Operations Administrator	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Communications & Engagement	General Communications	Communications Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Communications & Engagement	General Communications	Communications Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Communications & Engagement	General Communications	Communications Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Communications & Engagement	General Communications	Communications Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Communications & Engagement	General Communications	Communications Senior Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Communications & Engagement	General Communications	Community Engagement Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Communications & Engagement	General Communications	Public Information Officer	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Communications & Engagement	Leadership	Communications and Engagement Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
Communications & Engagement	Multimedia Services	Bilingual Senior Producer and Anchor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Communications & Engagement	Multimedia Services	Creative Design Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Communications & Engagement	Multimedia Services	Creative Services Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Communications & Engagement	Multimedia Services	Creative Services Producer	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Community Vitality	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Community Vitality	Arts	Arts and Culture Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Community Vitality	Arts	Arts Program Manager	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Community Vitality	Budget Analysis	Budget Analyst	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Community Vitality	Community Outreach	Events Senior Program Manager	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40

**N-Schedule Job Structure**

Last Updated 6/10/2025

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Community Vitality	Community Vitality	Community Vitality Project Analyst	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Community Vitality	Community Vitality	Community Vitality Senior Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Community Vitality	Community Vitality	Cultural Vibrancy and District Vitality Senior Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Community Vitality	Customer Service	Customer Service Supervisor	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Community Vitality	Facility/Building Maintenance	Parking Maintenance Supervisor	Non-Union	Exempt	N 06S	\$70,387.20	\$86,236.80	\$102,086.40
Community Vitality	Leadership	Community Vitality Deputy Director	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Community Vitality	Leadership	Community Vitality Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
Community Vitality	Parking Enforcement	Community Vitality Operations and Maintenance Senior Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Community Vitality	Parking Enforcement	Parking Enforcement Supervisor	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Facilities & Fleet	Construction Project Management	Construction Project Analyst	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Facilities & Fleet	Facilities Project Management	Facilities Energy Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Facilities & Fleet	Facilities Project Management	Facilities Principal Project Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Facilities & Fleet	Facilities Project Management	Facilities Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Facilities & Fleet	Facilities Project Management	Facilities Project Planner II	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Facilities & Fleet	Facilities Project Management	Facilities Senior Project Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Facilities & Fleet	Facilities Project Management	Facilities Systems Project Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Facilities & Fleet	Facility/Building Maintenance	Facilities Supervisor	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Facilities & Fleet	Fleet Maintenance	Fleet & Radio Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Facilities & Fleet	Fleet Maintenance	Fleet Maintenance Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Facilities & Fleet	Leadership	Facilities and Fleet Deputy Director	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Facilities & Fleet	Leadership	Facilities and Fleet Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
Facilities & Fleet	Radio Systems	Radio Systems Architect	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Facilities & Fleet	Radio Systems	Radio Systems Engineer	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Facilities Project Management	Project Management	Facilities Energy Manager Senior	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Finance	Budget Analysis	Budget Analyst	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Finance	Budget Analysis	Budget Analyst Principal	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Finance	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance	Budget Analysis	Budget Officer	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Finance	Budget Analysis	Grants Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Finance	Budget Analysis	Grants Program Administrator	Non-Union	Exempt	N 06S	\$70,387.20	\$86,236.80	\$102,086.40
Finance	Budget Analysis	Grants Program Analyst	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance	Budget Analysis	Grants Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance	Budget Analysis	P&DS Budget Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance	General Accounting	Accountant	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance	General Accounting	Accountant Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance	General Accounting	Assistant Controller	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Finance	General Accounting	Controller	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Finance	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance	Leadership	Chief Financial Officer	Non-Union	Exempt	N 15S	\$182,582.40	\$228,217.60	\$273,832.00
Finance	Leadership	Finance Deputy Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
Finance	Licensing & Permits	Licensing Analyst	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance	Licensing & Permits	Licensing Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Finance	Payroll	Payroll Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Finance	Procurement	Procurement Buyer	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance	Procurement	Procurement Buyer Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance	Procurement	Purchasing Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Finance	Risk Management	ADA Coordinator	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Finance	Risk Management	Digital Accessibility Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance	Risk Management	Internal Auditor Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance	Risk Management	Risk Analyst	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance	Risk Management	Risk Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance	Risk Management	Risk Manager Senior	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Finance	Tax	Tax Audit Supervisor	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Finance	Tax	Tax Auditor	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance	Tax	Tax Auditor Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance	Tax	Tax Collections Agent	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance	Tax	Tax Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Finance	Tax	Tax Operations Supervisor	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60



**N-Schedule Job Structure**

Last Updated 6/10/2025

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Finance	Tax	Taxpayer Services and Compliance Analyst	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Fire	Budget Analysis	Business Services Administrator Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Fire	Fire	Community Risk Reduction Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Fire	Fire	Community Risk Reduction Specialist	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Fire	Fire	Emergency Medical Services Educator	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Fire	Fire	Fire Protection Engineer	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Fire	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Clinician	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Clinical Case Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Program Analyst	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Supervising Clinician	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Housing & Human Services	Budget Analysis	Budget Analyst Principal	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Housing & Human Services	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Housing & Human Services	Community Relations Services	Community Relations Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	Community Relations Services	Community Relations Senior Project Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Housing & Human Services	Community Resolution Services	Community Resolution Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Housing & Human Services	Community Resolution Services	Community Resolution Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	Family & Youth Services	Childcare Subsidy Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	Family & Youth Services	Family and Youth Services Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Housing & Human Services	Family & Youth Services	Youth Opportunities Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	Family Resource Schools	Bilingual Family Resource Schools Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	General Accounting	Financial Analyst	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Housing & Human Services	Housing & Human Services	Grants Specialist	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	Housing & Human Services	Homeownership Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Housing & Human Services	Housing & Human Services	Housing Project Planner	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Housing & Human Services	Housing & Human Services	Housing Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Housing & Human Services	Housing & Human Services	Human Services Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Housing & Human Services	Housing & Human Services	Operations and Homelessness Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Housing & Human Services	Housing Services	Compliance and Monitoring Administrator	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	Housing Services	Grants Administrator	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Housing & Human Services	Housing Services	Homelessness Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	Housing Services	Homeownership Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	Housing Services	Housing Investment Senior Project Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Housing & Human Services	Housing Services	Housing Policy Senior Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Housing & Human Services	Housing Services	Housing Project Manager	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Housing & Human Services	Housing Services	Housing Senior Compliance Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Housing & Human Services	Housing Services	Inclusionary Housing Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Housing & Human Services	Human Services	Human Services Investment Senior Project Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Housing & Human Services	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Housing & Human Services	IT Data Analytics	Data Strategy Analyst Principal	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Housing & Human Services	Leadership	Housing and Human Services Deputy Director	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Housing & Human Services	Leadership	Housing and Human Services Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
Housing & Human Services	Older Adult Services	Older Adult Services Case Manager	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Housing & Human Services	Older Adult Services	Older Adult Services Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Housing & Human Services	Older Adult Services	Older Adult Services Programs Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Housing & Human Services	Older Adult Services	Older Adult Services Senior Program Manager	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Housing & Human Services	Policy	Homelessness Policy Advisor	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Housing & Human Services	Policy	Policy Advisor	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Human Resources	General Human Resources	Human Resources Business Partner	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Human Resources	General Human Resources	Human Resources Business Partner Senior	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Human Resources	General Human Resources	Human Resources Generalist III	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Human Resources	General Human Resources	Human Resources Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Human Resources	General Human Resources	Labor Relations Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Human Resources	General Human Resources	Learning Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Human Resources	HR Systems & Operations	Human Resources Analyst	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Human Resources	HR Systems & Operations	Human Resources Generalist I	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Human Resources	HR Systems & Operations	Human Resources Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Human Resources	HR Systems & Operations	Human Resources Senior Analyst	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Human Resources	HR Systems & Operations	Human Resources Systems and Operations Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00

**N-Schedule Job Structure**

Last Updated 6/10/2025

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Human Resources	Leadership	Chief Human Resources Officer	Non-Union	Exempt	N 15S	\$182,582.40	\$228,217.60	\$273,832.00
Human Resources	Leadership	Human Resources Deputy Director	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Human Resources	Talent Acquisition	Recruiter	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Human Resources	Talent Acquisition	Recruiter Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Human Resources	Talent Acquisition	Talent Acquisition Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Human Resources	Total Rewards	Benefits Analyst	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Human Resources	Total Rewards	Benefits Senior Analyst	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Human Resources	Total Rewards	Compensation Analyst	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Human Resources	Total Rewards	Total Rewards Analyst	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Human Resources	Total Rewards	Total Rewards Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Innovation & Technology	Budget Analysis	IT Resource Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Innovation & Technology	GIS	Asset Management Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Innovation & Technology	GIS	GIS Administration Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Innovation & Technology	GIS	GIS Administrator Principal	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Innovation & Technology	GIS	GIS Analysis Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Innovation & Technology	GIS	GIS Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Innovation & Technology	GIS	GIS Applications Developer Senior	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Innovation & Technology	GIS	IT Product Administrator Principal	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Innovation & Technology	Innovation Management	Digital Transformation Senior Manager	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Innovation & Technology	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Innovation & Technology	IT Applications	IT Applications Developer Senior	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Innovation & Technology	IT Applications	IT Applications Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Innovation & Technology	IT Applications	IT Product Administrator I	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Innovation & Technology	IT Applications	IT Product Administrator II	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Innovation & Technology	IT Applications	IT Product Administrator Senior	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Innovation & Technology	IT Business Analysis	IT Business Analyst	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Innovation & Technology	IT Business Analysis	IT Business Analyst Senior	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Innovation & Technology	IT Data Analytics	Business Analyst	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Innovation & Technology	IT Data Analytics	Chief Data Officer	Non-Union	Exempt	N 12S	\$137,155.20	\$171,454.40	\$205,753.60
Innovation & Technology	IT Data Analytics	Data Analysis Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Innovation & Technology	IT Data Analytics	Data Analyst	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Innovation & Technology	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Innovation & Technology	IT Data Analytics	Data Engineer	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Innovation & Technology	IT Data Analytics	Data Programs Analyst	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Innovation & Technology	IT Data Analytics	Data Programs Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Innovation & Technology	IT Data Analytics	Data Programs Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Innovation & Technology	IT Data Analytics	Data Scientist	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Innovation & Technology	IT Infrastructure	Data Infrastructure Manager	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Innovation & Technology	IT Infrastructure	IT Systems Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Innovation & Technology	IT Infrastructure	Network Administrator I	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Innovation & Technology	IT Infrastructure	Network Administrator II	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Innovation & Technology	IT Infrastructure	Network Architect	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Innovation & Technology	IT Infrastructure	Network Engineer Senior	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Innovation & Technology	IT Infrastructure	Systems Administrator II	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Innovation & Technology	IT Infrastructure	Systems Administrator Senior	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Innovation & Technology	IT Infrastructure	Systems Architect	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Innovation & Technology	IT Product Management	IT Product Owner	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Innovation & Technology	IT Product Management	Time Information Management Analyst I	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Innovation & Technology	IT Project Management	IT PMO Manager	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Innovation & Technology	IT Project Management	IT Project Analyst	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Innovation & Technology	IT Project Management	IT Project Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Innovation & Technology	IT Project Management	IT Project Manager Principal	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Innovation & Technology	IT Project Management	IT Senior Project Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Innovation & Technology	IT Security	Chief Information Security Officer	Non-Union	Exempt	N 12S	\$137,155.20	\$171,454.40	\$205,753.60
Innovation & Technology	IT Technical Support & Service Desk	IT AV Technical Support Administrator I	Non-Union	Exempt	N 02S	\$52,873.60	\$64,792.00	\$76,689.60
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Administrator I	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Administrator II	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Administrator Senior	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Innovation & Technology	IT Technical Support & Service Desk	IT Technical Support Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60

**N-Schedule Job Structure**

Last Updated 6/10/2025

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

**N-Schedule Job Structure**

Last Updated 6/10/2025

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Open Space & Mountain Parks	Real Estate & Land Acquisition	Property Agent	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Open Space & Mountain Parks	Real Estate & Land Acquisition	Property Agent Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Cultural Stewardship Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Cultural Stewardship Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Recreation and Cultural Stewardship Senior Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Recreation Stewardship Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Recreation Stewardship Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Risk Management	Safety and Infrastructure Operations Program Manager	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Open Space & Mountain Parks	Vegetation Stewardship	Vegetation Stewardship Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Visitor Infrastructure	Signs and Graphics Senior Program Manager	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Open Space & Mountain Parks	Visitor Infrastructure	Trail Asset Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Visitor Infrastructure	Trail Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Open Space & Mountain Parks	Visitor Infrastructure	Trail Project Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Visitor Infrastructure	Trail Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Asset Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Senior Program Manager	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Open Space & Mountain Parks	Visitor Infrastructure	Visitor Infrastructure Senior Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Open Space & Mountain Parks	Volunteerism & Service Learning	Service Learning Program Lead	Non-Union	Exempt	N 02S	\$52,873.60	\$64,792.00	\$76,689.60
Open Space & Mountain Parks	Volunteerism & Service Learning	Volunteerism and Service Learning Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Open Space & Mountain Parks	Volunteerism & Service Learning	Volunteerism and Service Learning Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Water Resources	Water Resources Maintenance and Fuels Mitigation Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Open Space & Mountain Parks	Water Resources	Water Resources Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Water Resources	Water Resources Senior Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Parks & Recreation	Aquatic Operations	Aquatic Supervisor	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Parks & Recreation	Aquatic Operations	Water Safety Services Program Supervisor	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Parks & Recreation	Aquatic Operations	Water Safety Supervisor	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Parks & Recreation	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Community Outreach	Community Access Administrator	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Parks & Recreation	Community Outreach	Volunteer Program Manager	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Parks & Recreation	Digital Communications	Digital Communications Program Manager	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Parks & Recreation	Ecosystem Research & Conservation	Ecology Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Parks & Recreation	Forestry	Forester	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Parks & Recreation	Forestry	Forestry Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Parks & Recreation	Forestry	Forestry Operations Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Forestry	Forestry Planner Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	General Parks & Recreation	Natural Resources Senior Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Parks & Recreation	General Parks & Recreation	Parks and Recreation Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	General Parks & Recreation	Parks and Recreation Senior Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Parks & Recreation	General Parks & Recreation	Parks and Recreation Senior Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Parks & Recreation	General Parks & Recreation	Recreation Program Coordinator	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Parks & Recreation	GIS	GIS Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Golf Course Maintenance	Golf Superintendent	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Golf Operations	Golf Operations Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Parks & Recreation	IT Data Analytics	Database Administrator II	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Leadership	Parks and Recreation Deputy Director	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Parks & Recreation	Leadership	Parks and Recreation Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
Parks & Recreation	Marketing	Marketing Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Parks & Recreation	Multimedia Services	Graphic Designer	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Parks & Recreation	Parks & Landscaping Maintenance	Downtown Parks Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Parks & Landscaping Maintenance	Irrigation Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping and Irrigation Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping Operations Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Parks & Recreation	Parks & Landscaping Maintenance	Parks Asset Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Parks & Landscaping Maintenance	Sports Field and Parks Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Parks & Landscaping Maintenance	Urban Parks Senior Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Parks & Recreation	Planning & Zoning	City Planner	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Parks & Recreation	Planning & Zoning	City Planner Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Planning & Zoning	Landscape Architect	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40



**N-Schedule Job Structure**

Last Updated 6/10/2025

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Parks & Recreation	Planning & Zoning	Landscape Architect Senior	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Parks & Recreation	Planning & Zoning	Planning Senior Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Parks & Recreation	Rangers	Urban Ranger Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Parks & Recreation	Rangers	Urban Ranger Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Recreation Operations	Business Services Senior Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Parks & Recreation	Recreation Operations	Recreation Center Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Parks & Recreation	Recreation Operations	Recreation Member Service Supervisor	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Parks & Recreation	Recreation Programs & Instruction	Parks and Recreation Supervisor	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Parks & Recreation	Recreation Programs & Instruction	Physical Therapist	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Parks & Recreation	Recreation Programs & Instruction	Recreation Program Supervisor	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Parks & Recreation	Volunteer Services	Volunteer Services and Partnerships Supervisor	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Planning & Development Services	Administrative Support	Senior Operations Specialist	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Planning & Development Services	Building Inspection	Building Inspection Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Planning & Development Services	City Project Management	City Senior Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Planning & Development Services	Civil Engineering	Civil Engineer	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Planning & Development Services	Civil Engineering	Civil Engineer Senior	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Planning & Development Services	Civil Engineering	Civil Engineering Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Planning & Development Services	Civil Engineering	Civil Engineering Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Planning & Development Services	Civil Engineering	Civil Engineering Senior Project Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Planning & Development Services	Civil Engineering	Engineering Permit and Inspection Supervisor	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Planning & Development Services	Code Compliance	Building Code Plans Examiner	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Planning & Development Services	Code Compliance	Building Code Plans Examiner Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Planning & Development Services	Code Compliance	Building Code Plans Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Planning & Development Services	Code Compliance	Chief Building Official	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Planning & Development Services	Code Compliance	Code Compliance Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Planning & Development Services	Code Compliance	Energy Code Compliance Examiner Principal	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Planning & Development Services	Ecology	Resource Project Manager and Advisor Principal	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Planning & Development Services	GIS	GIS Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Planning & Development Services	GIS	GIS Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Planning & Development Services	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Planning & Development Services	IT Applications	IT Applications Administrator II	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Planning & Development Services	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Planning & Development Services	IT Applications	IT Applications Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Planning & Development Services	IT Applications	IT Applications Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Planning & Development Services	Leadership	Planning and Development Services Deputy Director	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Planning & Development Services	Leadership	Planning and Development Services Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
Planning & Development Services	Licensing & Permits	Contractor and Rental Licensing Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Planning & Development Services	Licensing & Permits	Permits Operations Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Planning & Development Services	Licensing & Permits	Planning and Development Operations Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Planning & Development Services	Licensing & Permits	Service Operations Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Planning & Development Services	Planning & Zoning	City Planner	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Planning & Development Services	Planning & Zoning	City Planner Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Planning & Development Services	Planning & Zoning	Code Amendment Planner Principal	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Planning & Development Services	Planning & Zoning	Comprehensive Planning Planner Principal	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Planning & Development Services	Planning & Zoning	Comprehensive Planning Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Planning & Development Services	Planning & Zoning	Development Review Application Supervisor	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Planning & Development Services	Planning & Zoning	Development Review Planner Principal	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Planning & Development Services	Planning & Zoning	Development Review Planning Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Planning & Development Services	Planning & Zoning	Historic Preservation Planner Principal	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Planning & Development Services	Planning & Zoning	Internal Operations Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Planning & Development Services	Planning & Zoning	Landscape Architect Principal	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Planning & Development Services	Planning & Zoning	Planning Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Planning & Development Services	Planning & Zoning	Urban Design Planner Principal	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Planning & Development Services	Planning & Zoning	Zoning Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Planning & Development Services	Planning & Zoning	Zoning Plans Examiner	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Planning & Development Services	Planning & Zoning	Zoning Plans Examiner Principal	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Planning & Development Services	Planning & Zoning	Zoning Plans Examiner Senior	Non-Union	Exempt	N 06S	\$70,387.20	\$86,236.80	\$102,086.40
Planning & Development Services	Policy	Development Code Amendment Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Planning & Development Services	Policy	Policy Advisor Senior	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Planning & Development Services	Records	Records Administrator	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00

**N-Schedule Job Structure**

Last Updated 6/10/2025

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Police	Administrative Support	Accreditation Program and Policy Manager	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Police	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Police	General Accounting	Financial Analyst	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Police	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Police	IT Data Analytics	Data Strategy Analyst Principal	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Police	Police	Animal Protection Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Police	Police	Code Enforcement Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Police	Police	Dispatch Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Police	Police	Photo Enforcement Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Police	Police	Police Communications Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Police	Police	Police Records Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Police	Police	Police Records Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Police	Police	Property and Evidence Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Police	Police	Victim Services Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Public Works-Business Services Division	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Public Works-Business Services Division	Administrative Support	Business Services Supervisor	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Public Works-Business Services Division	Administrative Support	Financial Services Senior Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Public Works-Business Services Division	Administrative Support	Senior Operations Specialist	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Public Works-Business Services Division	City Project Management	City Senior Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Public Works-Business Services Division	General Accounting	Accountant	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Public Works-Business Services Division	GIS	Asset Program Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Public Works-Business Services Division	GIS	GIS Administrator Principal	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Public Works-Business Services Division	GIS	GIS Analyst	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Public Works-Business Services Division	GIS	GIS Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Public Works-Business Services Division	GIS	GIS Supervisor	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Public Works-Business Services Division	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Public Works-Business Services Division	IT Applications	IT Applications Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Public Works-Business Services Division	Leadership	Public Works Deputy Director	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Transportation & Mobility	Airport Operations	Airport Manager	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Transportation & Mobility	Airport Operations	Assistant Airport Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Transportation & Mobility	Airport Operations	Manager of Administration, Compliance and Revenue Generation	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Transportation & Mobility	Civil Engineering	Civil Engineer	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Transportation & Mobility	Civil Engineering	Civil Engineer Senior	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Transportation & Mobility	Civil Engineering	Civil Engineering Associate	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Transportation & Mobility	Civil Engineering	Civil Engineering CP Senior Project Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Transportation & Mobility	Civil Engineering	Civil Engineering Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Transportation & Mobility	Civil Engineering	Civil Engineering Principal Project Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Transportation & Mobility	Civil Engineering	Civil Engineering Senior Associate	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Transportation & Mobility	Civil Engineering	Civil Engineering Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Transportation & Mobility	Civil Engineering	Civil Engineering Senior Project Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Transportation & Mobility	Construction Project Management	Construction Project Analyst	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Transportation & Mobility	Construction Project Management	Construction Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Transportation & Mobility	Leadership	Transportation and Mobility Deputy Director	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Transportation & Mobility	Leadership	Transportation and Mobility Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
Transportation & Mobility	Transportation Maintenance	Traffic Signal Maintenance Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Transportation & Mobility	Transportation Maintenance	Traffic Signs and Markings Maintenance Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Transportation & Mobility	Transportation Maintenance	Transportation Maintenance Senior Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Transportation & Mobility	Transportation Maintenance	Transportation Maintenance Senior Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Transportation & Mobility	Transportation Maintenance	Transportation Maintenance Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Transportation & Mobility	Transportation Planning	Policy Advisor	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Transportation & Mobility	Transportation Planning	Transportation Planner	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Transportation & Mobility	Transportation Planning	Transportation Planner Principal	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Transportation & Mobility	Transportation Planning	Transportation Planner Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Transportation & Mobility	Transportation Planning	Transportation Planning Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Transportation & Mobility	Transportation Planning	Transportation Principal Project Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Utilities	Billing Services	Billing Services Analyst	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Utilities	Billing Services	Billing Services Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Utilities	Budget Analysis	Budget Analyst	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Utilities	Budget Analysis	Budget Analyst Principal	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Utilities	Civil Engineering	Civil Engineer	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60

# N-Schedule Job Structure

Last Updated 6/10/2025

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