

N-Schedule Job Structure
Last Updated 12/04/2024

Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
City Attorney's Office	Leadership	City Attorney	Non-Union	Exempt	N-17S	214,468.80	268,091.20	321,713.60
City Attorney's Office	Leadership	Deputy City Attorney	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
City Attorney's Office	Leadership	Prosecutorial Deputy City Attorney	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
City Attorney's Office	Legal Counsel	Assistant City Attorney I	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
City Attorney's Office	Legal Counsel	Assistant City Attorney II	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
City Attorney's Office	Legal Counsel	Assistant City Attorney III	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
City Attorney's Office	Legal Counsel	Police Legal Advisor	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
City Attorney's Office	Legal Counsel	Prosecution Senior Manager	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
City Attorney's Office	Legal Counsel	Senior Counsel	Non-Union	Exempt	N-12S	133,161.60	166,462.40	199,763.20
City Attorney's Office	Legal Support	Legal Administration Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
City Manager's Office	Administrative Support	Business Operations Administrator	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
City Manager's Office	Administrative Support	City Council Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
City Manager's Office	City Clerk	City Clerk	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
City Manager's Office	City Clerk	Deputy City Clerk	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
City Manager's Office	City Clerk	Elections Administrator	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
City Manager's Office	Economic Vitality	Economic Vitality Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
City Manager's Office	Economic Vitality	SBDC Principal Program Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
City Manager's Office	Economic Vitality	SBDC Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
City Manager's Office	Economic Vitality	SBDC Senior Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
City Manager's Office	Leadership	Assistant City Manager	Non-Union	Exempt	N-14S	161,137.60	201,427.20	241,696.00
City Manager's Office	Leadership	City Manager	Non-Union	Exempt	N-18S	235,913.60	294,902.40	353,870.40
City Manager's Office	Leadership	Deputy City Manager	Non-Union	Exempt	N-16S	194,979.20	243,713.60	292,468.80
City Manager's Office	Policy	Business Equity Project Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
City Manager's Office	Policy	Equity and Belonging Officer	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
City Manager's Office	Policy	Equity and Belonging Policy Advisor	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
City Manager's Office	Policy	Independent Police Monitor	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
City Manager's Office	Policy	Intergovernmental Officer	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
City Manager's Office	Project Management	City Principal Project Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
City Manager's Office	Records	Records Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Climate Initiatives	Climate Initiatives Project Management	Climate Initiatives Principal Project Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Climate Initiatives	Ecology	Ecologist Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Climate Initiatives	Electrical Engineering	Electrical Engineer Senior	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Climate Initiatives	Leadership	Climate Initiatives Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Climate Initiatives	Policy	Policy Advisor	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Climate Initiatives	Policy	Policy Advisor Senior	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Climate Initiatives	Sustainability	Sustainability Data Analyst Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Climate Initiatives	Sustainability	Sustainability Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Climate Initiatives	Sustainability	Sustainability Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Climate Initiatives	Sustainability	Sustainability Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Communications & Engagement	Community Engagement	Bilingual Community Engagement Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Communications & Engagement	Community Engagement	Bilingual Community Engagement Senior Program Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Communications & Engagement	Community Engagement	Community Engagement Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Communications & Engagement	Community Engagement	Community Engagement Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Communications & Engagement	Community Engagement	Community Engagement Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Communications & Engagement	Digital Communications	Digital Communications Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Communications & Engagement	Digital Communications	Digital Communications Technical Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Communications & Engagement	General Communications	Communications and Engagement Operations Administrator	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Communications & Engagement	General Communications	Communications Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Communications & Engagement	General Communications	Communications Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Communications & Engagement	General Communications	Communications Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Communications & Engagement	General Communications	Communications Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Communications & Engagement	General Communications	Communications Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Communications & Engagement	General Communications	Community Engagement Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Communications & Engagement	General Communications	Public Information Officer	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Communications & Engagement	Leadership	Communications and Engagement Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Communications & Engagement	Multimedia Services	Bilingual Senior Producer and Anchor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Communications & Engagement	Multimedia Services	Creative Design Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Communications & Engagement	Multimedia Services	Creative Services Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Communications & Engagement	Multimedia Services	Creative Services Producer	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Communications & Engagement	Multimedia Services	Multimedia Services Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Communications & Engagement	Multimedia Services	Multimedia Services Producer Senior	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Community Vitality	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00

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Last Updated 12/04/2024

Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Community Vitality	Arts	Arts and Culture Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Community Vitality	Arts	Arts Program Manager	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Community Vitality	Budget Analysis	Budget Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Community Vitality	Community Outreach	Events Senior Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Community Vitality	Community Vitality	Community Vitality Project Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Community Vitality	Community Vitality	Community Vitality Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Community Vitality	Community Vitality	Cultural Vibrancy and District Vitality Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Community Vitality	Customer Service	Customer Service Supervisor	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Community Vitality	Facility/Building Maintenance	Parking Maintenance Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Community Vitality	Leadership	Community Vitality Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Community Vitality	Leadership	Community Vitality Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Community Vitality	Parking Enforcement	Community Vitality Operations and Maintenance Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Community Vitality	Parking Enforcement	Parking Enforcement Supervisor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Facilities & Fleet	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Facilities & Fleet	Construction Project Management	Construction Project Analyst	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Facilities & Fleet	Facilities Project Management	Facilities Architectural Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Facilities & Fleet	Facilities Project Management	Facilities Architectural Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Facilities & Fleet	Facilities Project Management	Facilities Energy Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Facilities & Fleet	Facilities Project Management	Facilities Project Planner II	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Facilities & Fleet	Facilities Project Management	Facilities Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Facilities & Fleet	Facilities Project Management	Facilities Systems Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Facilities & Fleet	Facility/Building Maintenance	Custodian Supervisor	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Facilities & Fleet	Fleet Maintenance	Fleet & Radio Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Facilities & Fleet	Fleet Maintenance	Fleet Maintenance Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Facilities & Fleet	Leadership	Facilities and Fleet Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Facilities & Fleet	Leadership	Facilities and Fleet Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Facilities & Fleet	Radio Systems	Radio Systems Architect	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Facilities & Fleet	Radio Systems	Radio Systems Engineer	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Finance	Budget Analysis	Budget Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Finance	Budget Analysis	Budget Analyst Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Finance	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Finance	Budget Analysis	Budget Officer	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Finance	Budget Analysis	Grants Program Administrator	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Finance	Budget Analysis	Grants Program Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	Budget Analysis	Grants Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Finance	Budget Analysis	P&DS Budget Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Finance	General Accounting	Accountant	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	General Accounting	Accountant Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Finance	General Accounting	Assistant Controller	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Finance	General Accounting	Controller	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Finance	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	Leadership	Chief Financial Officer	Non-Union	Exempt	N-15S	177,257.60	221,561.60	265,865.60
Finance	Leadership	Finance Deputy Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Finance	Licensing & Permits	Licensing Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	Licensing & Permits	Licensing Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Finance	Payroll	Payroll Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Finance	Procurement	Procurement Buyer	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	Procurement	Procurement Buyer Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Finance	Procurement	Purchasing Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Finance	Risk Management	ADA Coordinator	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Finance	Risk Management	Digital Accessibility Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Finance	Risk Management	Internal Auditor Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Finance	Risk Management	Risk Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	Risk Management	Risk Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Finance	Risk Management	Risk Manager Senior	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Finance	Tax	Tax Audit Supervisor	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Finance	Tax	Tax Auditor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	Tax	Tax Auditor Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Finance	Tax	Tax Collections Agent	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Finance	Tax	Tax Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00

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Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Finance	Tax	Tax Operations Supervisor	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Finance	Tax	Taxpayer Services and Compliance Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Fire	Budget Analysis	Business Services Administrator Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Fire	Fire	Community Risk Reduction Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Fire	Fire	Community Risk Reduction Specialist	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Fire	Fire	Emergency Medical Services Educator	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Fire	Fire	Fire Protection Engineer	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Fire	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Behavioral Health	Behavioral Health Co-Responder Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Clinician	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Clinical Case Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Program Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Behavioral Health	Behavioral Health Crisis Response Supervising Clinician	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Budget Analysis	Budget Analyst Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Housing & Human Services	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Housing & Human Services	Community Relations Services	Community Relations Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Housing & Human Services	Community Relations Services	Community Relations Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Community Relations Services	Community Relations Senior Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Housing & Human Services	Community Resolution Services	Community Resolution Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Community Resolution Services	Community Resolution Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Family & Youth Services	Childcare Subsidy Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Family & Youth Services	Family and Youth Services Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Family & Youth Services	Youth Opportunities Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Family Resource Schools	Bilingual Family Resource Schools Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	General Accounting	Financial Analyst	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Housing & Human Services	Housing & Human Services	Business Analysis Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Housing & Human Services	Housing & Human Services	Grants Specialist	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Housing & Human Services	Homeownership Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Housing & Human Services	Housing Project Planner	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Housing & Human Services	Housing & Human Services	Housing Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Housing & Human Services	Housing & Human Services	Human Services Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Housing & Human Services	Housing & Human Services	Operations and Homelessness Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Housing & Human Services	Housing Services	Compliance and Monitoring Administrator	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Housing Services	Grants Administrator	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Housing & Human Services	Housing Services	Homelessness Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Housing Services	Homeownership Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Housing Services	Housing Investment Senior Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Housing & Human Services	Housing Services	Housing Policy Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Housing Services	Housing Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Housing Services	Housing Project Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Housing & Human Services	Housing Services	Housing Senior Compliance Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Housing Services	Inclusionary Housing Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Human Services	Human Services Investment Senior Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Housing & Human Services	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	IT Data Analytics	Data Strategy Analyst Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Housing & Human Services	Leadership	Housing and Human Services Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Housing & Human Services	Leadership	Housing and Human Services Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Housing & Human Services	Older Adult Services	Older Adult Services Case Manager	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Housing & Human Services	Older Adult Services	Older Adult Services Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Housing & Human Services	Older Adult Services	Older Adult Services Programs Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Housing & Human Services	Older Adult Services	Older Adult Services Senior Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Housing & Human Services	Policy	Policy Advisor	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Human Resources	General Human Resources	Human Resources Business Partner	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Human Resources	General Human Resources	Human Resources Business Partner Senior	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Human Resources	General Human Resources	Human Resources Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Human Resources	General Human Resources	Labor Relations Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Human Resources	General Human Resources	Learning Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Human Resources	HR Systems & Operations	Human Resources Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Human Resources	HR Systems & Operations	Human Resources Generalist	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Human Resources	HR Systems & Operations	Human Resources Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Human Resources	HR Systems & Operations	Human Resources Senior Analyst	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00

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

N-Schedule Job Structure
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Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Municipal Court	Municipal Court Administration	Court Navigation Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Municipal Court	Municipal Court Administration	Court Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Municipal Court	Municipal Court Administration	Deputy Court Administrator	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Open Space & Mountain Parks	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Administrative Support	Customer Operations Supervisor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Administrative Support	Ranger Program Specialist	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Open Space & Mountain Parks	Agriculture & Water	Agricultural and Water Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Agriculture & Water	Agricultural Land Restoration Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Agriculture & Water	Agricultural Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Agriculture & Water	Agricultural Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Community Engagement	Community Engagement Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Ecology	Ecologist	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Open Space & Mountain Parks	Ecology	Ecologist Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Open Space & Mountain Parks	Ecology	Ecologist Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Ecology	Resource Project Manager and Advisor Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Ecosystem Research & Conservation	Ecological Stewardship Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Ecosystem Research & Conservation	Wildfire Resilience Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Open Space & Mountain Parks	Ecosystem Research & Conservation	Wildland Fire Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Environmental Education & Outreach	Community Outreach Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Facilities Project Management	Facilities Project Planner II	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Facility/Building Maintenance	Facilities Maintenance Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Facility/Building Maintenance	Road and Bridge Asset Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Fleet Maintenance	Fleet and Equipment Senior Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Open Space & Mountain Parks	Forestry	Forestry Operations Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	General Accounting	Accountant Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	General Parks & Recreation	Recreation Program Manager	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Open Space & Mountain Parks	GIS	GIS Administrator Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	GIS	GIS Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	GIS	GIS Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	GIS	GIS Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Open Space & Mountain Parks	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	IT Applications	IT Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Open Space & Mountain Parks	IT Data Analytics	Data Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Open Space & Mountain Parks	IT Data Analytics	Data Operations Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Open Space & Mountain Parks	Leadership	Open Space and Mountain Parks Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Open Space & Mountain Parks	Leadership	Open Space and Mountain Parks Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Open Space & Mountain Parks	Open Space & Mountain Parks	Science and Climate Resilience Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Open Space & Mountain Parks	Parks & Landscaping Maintenance	Vegetation Stewardship Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Planning & Zoning	Landscape Architect Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Open Space & Mountain Parks	Planning & Zoning	Open Space Planner	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Planning & Zoning	Open Space Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Open Space & Mountain Parks	Planning & Zoning	Planning Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Open Space & Mountain Parks	Policy	Policy Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Rangers	Ranger Project Specialist	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Rangers	Ranger Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Open Space & Mountain Parks	Rangers	Ranger Supervisor	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Real Estate & Land Acquisition	Open Space Real Estate Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Real Estate & Land Acquisition	Open Space Real Estate Services Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Open Space & Mountain Parks	Real Estate & Land Acquisition	Property Agent	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Real Estate & Land Acquisition	Property Agent Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Cultural Stewardship Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Cultural Stewardship Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Recreation and Cultural Stewardship Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Recreation Stewardship Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Open Space & Mountain Parks	Recreation & Cultural Stewardship	Recreation Stewardship Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Risk Management	Safety and Infrastructure Operations Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00

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Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Open Space & Mountain Parks	Vegetation Stewardship	Vegetation Stewardship Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Visitor Infrastructure	Signs and Graphics Senior Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Open Space & Mountain Parks	Visitor Infrastructure	Trail Asset Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Visitor Infrastructure	Trail Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Visitor Infrastructure	Trail Project Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Visitor Infrastructure	Trail Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Asset Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Visitor Infrastructure	Trailheads Senior Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Open Space & Mountain Parks	Visitor Infrastructure	Visitor Infrastructure Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Open Space & Mountain Parks	Volunteerism & Service Learning	Service Learning Program Lead	Non-Union	Exempt	N-02S	51,334.40	62,899.20	74,464.00
Open Space & Mountain Parks	Volunteerism & Service Learning	Volunteerism and Service Learning Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Volunteerism & Service Learning	Volunteerism and Service Learning Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Water Resources	Water Resources Maintenance and Fuels Mitigation Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Open Space & Mountain Parks	Water Resources	Water Resources Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Open Space & Mountain Parks	Water Resources	Water Resources Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Parks & Recreation	Aquatic Operations	Aquatic Supervisor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Parks & Recreation	Aquatic Operations	Water Safety Services Program Supervisor	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	Aquatic Operations	Water Safety Supervisor	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Community Outreach	Community Access Administrator	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	Community Outreach	Volunteer Program Manager	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	Construction	Construction Supervisor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Parks & Recreation	Digital Communications	Digital Communications Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Parks & Recreation	Ecosystem Research & Conservation	Ecology Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Forestry	Forester	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Forestry	Forestry Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Parks & Recreation	Forestry	Forestry Operations Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Forestry	Forestry Planner Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	General Parks & Recreation	Community Programs and Partnerships Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Parks & Recreation	General Parks & Recreation	Natural Resources Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Parks & Recreation	General Parks & Recreation	Parks and Recreation Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	General Parks & Recreation	Parks and Recreation Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Parks & Recreation	General Parks & Recreation	Parks and Recreation Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Parks & Recreation	General Parks & Recreation	Recreation Program Coordinator	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	General Parks & Recreation	Recreation Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Parks & Recreation	General Parks & Recreation	Regional Facilities Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Parks & Recreation	GIS	GIS Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Golf Course Maintenance	Golf Superintendent	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Golf Operations	Golf Operations Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Parks & Recreation	IT Data Analytics	Database Administrator II	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Leadership	Parks and Recreation Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Parks & Recreation	Leadership	Parks and Recreation Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Parks & Recreation	Marketing	Marketing Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Parks & Recreation	Multimedia Services	Graphic Designer	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Parks & Recreation	Parks & Landscaping Maintenance	Downtown Parks Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Parks & Landscaping Maintenance	Irrigation Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping and Irrigation Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping Operations Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Parks & Landscaping Maintenance	Landscaping Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Parks & Landscaping Maintenance	Parks & Landscaping Maintenance	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Parks & Landscaping Maintenance	Sports Field and Parks Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Parks & Landscaping Maintenance	Urban Parks Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Parks & Recreation	Planning & Zoning	City Planner	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Parks & Recreation	Planning & Zoning	Landscape Architect	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Planning & Zoning	Landscape Architect Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Parks & Recreation	Planning & Zoning	Planning Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Parks & Recreation	Rangers	Urban Ranger Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Parks & Recreation	Rangers	Urban Ranger Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Recreation Operations	Business Services Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Parks & Recreation	Recreation Operations	Recreation Center Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Parks & Recreation	Recreation Operations	Recreation Member Service Supervisor	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00

N-Schedule Job Structure
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Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Parks & Recreation	Recreation Programs & Instruction	Parks and Recreation Supervisor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Parks & Recreation	Recreation Programs & Instruction	Physical Therapist	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Parks & Recreation	Recreation Programs & Instruction	Recreation Program Supervisor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Parks & Recreation	Volunteer Services	Volunteer Services and Partnerships Supervisor	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Planning & Development Services	Building Inspection	Building Inspection Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	City Project Management	City Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	Civil Engineering	Civil Engineer	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	Civil Engineering	Civil Engineer Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	Civil Engineering	Civil Engineering Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Planning & Development Services	Civil Engineering	Civil Engineering Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Planning & Development Services	Civil Engineering	Civil Engineering Senior Project Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Planning & Development Services	Civil Engineering	Engineering Permit and Inspection Supervisor	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Planning & Development Services	Code Compliance	Building Code Compliance Examiner	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Planning & Development Services	Code Compliance	Building Code Compliance Examiner Senior	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Planning & Development Services	Code Compliance	Building Code Compliance Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	Code Compliance	Chief Building Official	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Planning & Development Services	Code Compliance	Code Compliance Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	Code Compliance	Energy Code Compliance Examiner Principal	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	Ecology	Resource Project Manager and Advisor Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Planning & Development Services	GIS	GIS Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	GIS	GIS Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Planning & Development Services	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Planning & Development Services	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	IT Applications	IT Applications Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Planning & Development Services	IT Applications	IT Applications Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Planning & Development Services	Leadership	Planning and Development Services Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Planning & Development Services	Leadership	Planning and Development Services Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Planning & Development Services	Licensing & Permits	Contractor and Rental Licensing Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	Licensing & Permits	Permits Operations Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	Licensing & Permits	Planning and Development Operations Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Planning & Development Services	Planning & Zoning	City Planner	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Planning & Development Services	Planning & Zoning	City Planner Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	Planning & Zoning	Code Amendment Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	Planning & Zoning	Comprehensive Planning Manager Senior	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Planning & Development Services	Planning & Zoning	Comprehensive Planning Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	Planning & Zoning	Development Review Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	Planning & Zoning	Development Review Planning Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Planning & Development Services	Planning & Zoning	Historic Preservation Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	Planning & Zoning	Internal Operations and Board Support Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Planning & Development Services	Planning & Zoning	Landscape Architect Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Planning & Development Services	Planning & Zoning	Planning Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Planning & Development Services	Planning & Zoning	Urban Design Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	Planning & Zoning	Zoning Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Planning & Development Services	Planning & Zoning	Zoning Plans Examiner	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Planning & Development Services	Planning & Zoning	Zoning Plans Examiner Senior	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Planning & Development Services	Policy	Policy Advisor Senior	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Planning & Development Services	Records	Records Administrator	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Police	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Police	General Accounting	Financial Analyst	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Police	IT Data Analytics	Data Analyst Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Police	Police	Animal Protection Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Police	Police	Code Enforcement Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Police	Police	Dispatch Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Police	Police	Photo Enforcement Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Police	Police	Police Communications Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Police	Police	Police Records Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Police	Police	Police Records Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Police	Police	Victim Services Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Public Works - Business Services Division	Administrative Support	Business Services Senior Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Public Works - Business Services Division	Administrative Support	Business Services Supervisor	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Public Works - Business Services Division	Administrative Support	Financial Services Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Public Works - Business Services Division	Administrative Support	Senior Operations Specialist	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00

N-Schedule Job Structure
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Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Public Works - Business Services Division	City Project Management	City Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Public Works - Business Services Division	General Accounting	Accountant	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Public Works - Business Services Division	GIS	Asset Program Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Public Works - Business Services Division	GIS	GIS Administrator Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Public Works - Business Services Division	GIS	GIS Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Public Works - Business Services Division	GIS	GIS Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Public Works - Business Services Division	GIS	GIS Supervisor	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Public Works - Business Services Division	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Public Works - Business Services Division	IT Applications	IT Applications Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Public Works - Business Services Division	Leadership	Public Works Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Transportation & Mobility	Airport Operations	Airport Manager	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Transportation & Mobility	Airport Operations	Airport Safety and Infrastructure Operations Coordinator	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Transportation & Mobility	Airport Operations	Assistant Airport Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Transportation & Mobility	Airport Operations	Manager of Administration, Compliance and Revenue Generation	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Civil Engineering	Civil Engineer	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Civil Engineering	Civil Engineer Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Transportation & Mobility	Civil Engineering	Civil Engineering Associate	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Transportation & Mobility	Civil Engineering	Civil Engineering Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Transportation & Mobility	Civil Engineering	Civil Engineering Principal Project Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Transportation & Mobility	Civil Engineering	Civil Engineering Senior Associate	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Transportation & Mobility	Civil Engineering	Civil Engineering Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Transportation & Mobility	Civil Engineering	Civil Engineering Senior Project Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Transportation & Mobility	Construction Project Management	Construction Project Analyst	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Construction Project Management	Construction Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Transportation & Mobility	Leadership	Transportation and Mobility Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Transportation & Mobility	Leadership	Transportation and Mobility Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Transportation & Mobility	Transportation Maintenance	Traffic Signal Maintenance Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Transportation Maintenance	Traffic Signs and Markings Maintenance Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Transportation Maintenance	Transportation Maintenance Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Transportation & Mobility	Transportation Maintenance	Transportation Maintenance Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Transportation & Mobility	Transportation Maintenance	Transportation Maintenance Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Transportation Planning	Policy Advisor	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Transportation & Mobility	Transportation Planning	Transportation Planner	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Transportation & Mobility	Transportation Planning	Transportation Planner Principal	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Transportation & Mobility	Transportation Planning	Transportation Planner Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Transportation & Mobility	Transportation Planning	Transportation Planning Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Transportation & Mobility	Transportation Planning	Transportation Principal Project Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Utilities	Billing Services	Billing Services Analyst	Non-Union	Exempt	N-03S	56,472.00	69,212.00	81,952.00
Utilities	Billing Services	Billing Services Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Budget Analysis	Budget Analyst	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Utilities	Budget Analysis	Budget Analyst Principal	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Utilities	Civil Engineering	Civil Engineer	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Civil Engineering	Civil Engineer Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Utilities	Civil Engineering	Civil Engineering Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Utilities	Civil Engineering	Civil Engineering Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Utilities	Civil Engineering	Civil Engineering Senior Project Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Utilities	Civil Engineering	Treatment Process Engineer	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Civil Engineering	Treatment Process Senior Engineer	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Utilities	Civil Engineering	Utilities Engineering Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Utilities	Civil Engineering	Utilities Engineering Senior Manager	Non-Union	Exempt	N-10S	110,052.80	137,571.20	165,089.60
Utilities	Civil Engineering	Water Quality Engineer	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Community Engagement	Community Engagement Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Construction Project Management	Construction Project Analyst	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Field Operations	Flood and Greenways Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Field Operations	Public Space Management Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Field Operations	Stormwater Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Field Operations	Utilities Field Services Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Field Operations	Utilities Maintenance Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Utilities	Field Operations	Utilities Maintenance Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Utilities	Field Operations	Wastewater Collection Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Field Operations	Water Distribution Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00

N-Schedule Job Structure
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Department (Job Family Group)	Job Sub-Family (Job Family)	Job Title	Union Designation	FLSA	Range	Min	Mid	Max
Utilities	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	IT Applications	IT Applications Administrator Senior	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Leadership	Public Utilities Deputy Director	Non-Union	Exempt	N-11S	121,056.00	151,320.00	181,604.80
Utilities	Leadership	Public Utilities Director	Non-Union	Exempt	N-13S	146,494.40	183,102.40	219,731.20
Utilities	Plant Operations	Hydroelectric Plant Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Plant Operations	Plant Maintenance Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Plant Operations	Plant Operations Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Plant Operations	Plant Process Automation Analyst	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Plant Operations	Plant Process Automation Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Utilities	Plant Operations	Plant Process Automation Senior Analyst	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Utilities	Plant Operations	Treatment Plant Program Manager	Non-Union	Exempt	N-05S	68,328.00	83,720.00	99,112.00
Utilities	Plant Operations	Treatment Plant Senior Program Manager	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Plant Operations	Utilities Operations Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Utilities	Water Quality	Greenways Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Quality	Water Quality Analyst	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Quality	Water Quality Chemist	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Quality	Water Quality Chemist Senior	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Utilities	Water Quality	Water Quality Compliance Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Quality	Water Quality Manager	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Utilities	Water Quality	Water Quality Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Utilities	Water Quality	Water Quality Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
Utilities	Water Resources	Water Conservation Program Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Resources	Water Resources Lead Operator	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Resources	Water Resources Operations Supervisor	Non-Union	Exempt	N-06S	75,171.20	92,029.60	108,888.00
Utilities	Water Resources	Water Resources Project Manager	Non-Union	Exempt	N-04S	62,129.60	76,148.80	90,168.00
Utilities	Water Resources	Water Resources Senior Engineer	Non-Union	Exempt	N-08S	90,958.40	113,027.20	135,096.00
Utilities	Water Resources	Water Resources Senior Manager	Non-Union	Exempt	N-09S	100,048.00	125,070.40	150,072.00
Utilities	Water Resources	Water Resources Senior Project Manager	Non-Union	Exempt	N-07S	82,680.00	102,752.00	122,824.00
City Attorney's Office	Legal Support	Legal Secretary Senior	Non-Union	Non-Exempt	N-03H	27.15	33.28	39.40
City Attorney's Office	Legal Support	Paralegal I	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
City Attorney's Office	Legal Support	Paralegal II	Non-Union	Non-Exempt	N-05H	32.85	40.25	47.65
City Attorney's Office	Legal Support	Paralegal Senior	Non-Union	Non-Exempt	N-06H	36.14	44.25	52.35
City Manager's Office	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
City Manager's Office	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
City Manager's Office	Administrative Support	Operations Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
City Manager's Office	Economic Vitality	SBDC Program Specialist	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Climate Initiatives	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Climate Initiatives	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Climate Initiatives	City Project Management	City Senior Project Manager	Non-Union	Non-Exempt	N-07H	39.75	49.40	59.05
Climate Initiatives	Sustainability	Sustainability Program Manager	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Communications & Engagement	Community Engagement	Community Engagement Specialist	Non-Union	Non-Exempt	N-03H	27.15	33.28	39.40
Communications & Engagement	Multimedia Services	Creative Services Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Community Vitality	Administrative Support	Community Vitality Operations Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Community Vitality	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Community Vitality	Community Vitality	District Vitality Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Community Vitality	General Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Facilities & Fleet	Administrative Support	Operations Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Facilities & Fleet	Facilities Project Management	Facilities Project Planner I	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Facilities & Fleet	General Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Facilities & Fleet	General Accounting	Accounting Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Finance	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Finance	General Accounting	Accounting Coordinator	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Finance	General Accounting	Accounting Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Finance	Licensing & Permits	Licensing Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Finance	Payroll	Payroll Specialist	Non-Union	Non-Exempt	N-03H	27.15	33.28	39.40
Finance	Tax	Tax Operations Specialist	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Fire	Administrative Support	Administrative Assistant	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Fire	Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N-04H	29.87	36.61	43.35
Housing & Human Services	Community Resolution Services	Community Resolution Specialist	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55
Housing & Human Services	Facilities Project Management	Facilities Operations Specialist	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Housing & Human Services	Family Resource Schools	Bilingual Family Resource Schools Program Assistant	Non-Union	Non-Exempt	N-02H	24.68	30.24	35.80
Housing & Human Services	Family Resource Schools	Family Resource Schools Program Assistant	Non-Union	Non-Exempt	N-01H	22.44	27.50	32.55

N-Schedule Job Structure

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

N-Schedule Job Structure
Last Updated 12/04/2024

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