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 04H	\$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	-	· · · ·	N 01H	\$23.11	\$28.32	\$33.53
Facilities & Fleet	Fleet Maintenance	Fleet Mechanic Assistant	Non-Union	Non-Exempt	N 01H N 02H	\$23.11 \$25.42	\$28.32 \$31.15	\$33.53 \$36.87
Facilities & Fleet	Fleet Maintenance	Skilled Mechanic	Non-Union Non-Union	Non-Exempt	N 02H	\$33.84	\$41.46	\$30.87
		Executive Assistant		Non-Exempt				
Finance	Administrative Support		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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Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Мах
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 / Seisean Orew Lead	Non-Union	Non-Exempt	N 02H	\$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	\$20.32	\$44.65
Parks & Recreation	Administrative Support	Operations Coordinator	Non-Union	· · ·	N 04H	\$23.11	\$28.32	\$33.53
Parks & Recreation	Aquatic Operations	Water Safety Program Lead	Non-Union	Non-Exempt Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Parks & Recreation	Community Outreach	Volunteer Program Lead	-					1
Parks & Recreation		Forestry Crew Member	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Parks & Recreation	Forestry	*	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
Parks & Recreation	General Accounting General Parks & Recreation	Accounting Coordinator	Non-Union	Non-Exempt	N 01H	\$23.11	\$28.32	\$33.53
		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 Parks & Recreation	Rangers	Urban Ranger I Recreation Instructor - EXPAND	Non-Union	Non-Exempt	N 03H	\$27.96	\$34.27	\$40.58
	Recreation Programs & Instruction		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 GIS	Board Specialist GIS Analyst	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
Planning & Development Services		Broadband Right-of-Way Inspector	Non-Union Non-Union	Non-Exempt	N 04H N 04H	\$30.77 \$30.77	\$37.71 \$37.71	\$44.65 \$44.65
Planning & Development Services Planning & Development Services	Right of Way Inspection Right of Way Inspection	Broadband Right-of-way Inspector Broadband ROW Permit & Inspection Technician	-	Non-Exempt	N 04H		\$37.71	\$44.65 \$40.58
· · ·		Animal Protection & Code Enforcement Coordinator	Non-Union	Non-Exempt		\$27.96		
Police Police	Administrative Support Administrative Support	Executive Assistant	Non-Union	Non-Exempt	N 01H N 04H	\$23.11	\$28.32	\$33.53
Police	11		Non-Union	Non-Exempt		\$30.77	\$37.71	\$44.65
Police	Administrative Support	Operations Specialist	Non-Union	Non-Exempt	N 02H	\$25.42 \$23.11	\$31.15 \$28.32	\$36.87 \$33.53
Police	Administrative Support	Patrol Services Coordinator Police Support Services Coordinator	Non-Union	Non-Exempt				\$33.53 \$33.53
Police	Administrative Support Administrative Support	Professional Standards Unit Coordinator	Non-Union	Non-Exempt	N 01H N 01H	\$23.11	\$28.32 \$28.32	
Police	Administrative Support	Sex Offender Registry Specialist	Non-Union Non-Union	Non-Exempt Non-Exempt	N 01H	\$23.11 \$27.96	\$28.32 \$34.27	\$33.53 \$40.58
Police	11	Accounting Specialist			N 03H	\$27.96	\$34.27	\$36.87
Police	General Accounting Police	Criminalist	Non-Union Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$30.87
Police	Police	Investigation Specialist		Non-Exempt				
Police	Police	Police Communications Specialist	Non-Union Non-Union	Non-Exempt Non-Exempt	N 03H N 01H	\$27.96 \$23.11	\$34.27 \$28.32	\$40.58 \$33.53
Police	Police	Police Communications Specialist Police Training Specialist			N 01H		\$20.32	\$36.87
Police	Police	÷ ,	Non-Union	Non-Exempt	-	\$25.42		
		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 Public Works-Business Services Division	Administrative Support	Operations Specialist	Non-Union	Non-Exempt	N 02H	\$25.42	\$31.15	\$36.87
	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

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 055	\$70,387.20	\$86,236.80	\$102,086.40
Climate Initiatives		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 093	\$77,417.60	\$94,785.60	\$112,153.60
Climate Initiatives	Electrical Engineering	Electrical Engineer Senior	Non-Union	Exempt	N 08S	\$93.683.20	\$94,785.00	\$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 135 N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Climate Initiatives	Policy	Policy Advisor Senior	Non-Union	Exempt	N 085	\$103,043.20	\$128,814.40	\$154,564.80
Climate Initiatives	Sustainability	Sustainability Data Analyst Senior	Non-Union	Exempt	N 093	\$85,155.20	\$105,830.40	\$126,505.60
Climate Initiatives	Sustainability	Sustainability Program Manager	Non-Union	Exempt	N 075	\$64,001.60	\$78,436.80	\$92,872.00
Climate Initiatives	Sustainability	Sustainability Senior Manager	Non-Union	Exempt	N 045	\$103,043.20	\$128.814.40	\$154,564.80
Climate Initiatives	Sustainability	Sustainability Senior Program Manager	Non-Union	Exempt	N 093	\$77,417.60	\$94,785.60	\$112,153.60
		Bilingual Community Engagement Senior Program Manager	Non-Union	Exempt	N 065 N 07S	\$85,155,20	\$94,785.60	\$12,153.60
Communications & Engagement Communications & Engagement	Community Engagement Community Engagement	Community Engagement Program Manager	Non-Union		N 075 N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Communications & Engagement	Community Engagement	Community Engagement Senior Program Manager	Non-Union	Exempt		\$77,417.60	\$94,785.60	\$92,872.00
Communications & Engagement	Community Engagement	Community Engagement Senior Project Manager	Non-Union	Exempt Exempt	N 06S N 07S	\$85,155.20	\$94,785.60	\$12,153.60
	Digital Communications	Digital Communications Senior Program Manager			N 075 N 06S		\$94,785.60	
Communications & Engagement Communications & Engagement	Digital Communications	Digital Communications Senior Program Manager	Non-Union	Exempt	N 065 N 05S	\$77,417.60		\$112,153.60
Communications & Engagement	General Communications	Communications and Engagement Operations Administrator	Non-Union Non-Union	Exempt Exempt	N 055 N 04S	\$70,387.20 \$64,001.60	\$86,236.80 \$78,436.80	\$102,086.40 \$92,872.00
Communications & Engagement	General Communications	Communications and Engagement Operations Administrator	Non-Union Non-Union		N 045 N 08S	\$64,001.60 \$93,683.20	\$78,436.80 \$116,417.60	\$92,872.00
Communications & Engagement	General Communications	Communications Manager	Non-Union Non-Union	Exempt Exempt	N 085	\$93,683.20 \$64,001.60	\$78,436.80	\$139,152.00 \$92,872.00
Communications & Engagement	General Communications	Communications Program Manager	Non-Union Non-Union	Exempt	N 045 N 10S	\$64,001.60	\$78,436.80 \$141,689.60	\$92,872.00
Communications & Engagement	General Communications	Communications Senior Manager	Non-Union Non-Union	Exempt	N 105 N 06S	\$77,417.60	\$141,689.60	\$170,040.00 \$112,153.60
Communications & Engagement	General Communications	Communications Senior Project Manager	Non-Union	Exempt	N 065 N 07S	\$85,155.20	\$94,785.60	\$12,153.60
Communications & Engagement	General Communications	Community Engagement Manager	Non-Union		N 075 N 08S	\$93,683.20	\$105,830.40	\$120,505.00
Communications & Engagement	General Communications	Public Information Officer		Exempt	N 085 N 065			
Communications & Engagement	Leadership	Communications and Engagement Director	Non-Union Non-Union	Exempt	N 065 N 13S	\$77,417.60 \$150,883.20	\$94,785.60 \$188,614.40	\$112,153.60 \$226,324.80
Communications & Engagement	Multimedia Services	Bilingual Senior Producer and Anchor	Non-Union Non-Union	Exempt Exempt	N 135 N 06S	\$150,883.20	\$188,614.40 \$94,785.60	\$226,324.80 \$112,153.60
Communications & Engagement	Multimedia Services	Creative Design Senior Program Manager	Non-Union	Exempt	N 065 N 06S	\$77,417.60	\$94,785.60	\$112,153.60
	Multimedia Services Multimedia Services							
Communications & Engagement Communications & Engagement	Multimedia Services Multimedia Services	Creative Services Manager Creative Services Producer	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
			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 Community Vitality	Budget Analysis	Budget Analyst	Non-Union	Exempt	N 05S N 05S	\$70,387.20	\$86,236.80	\$102,086.40
	Community Outreach	Events Senior Program Manager	Non-Union	Exempt	N 055	\$70,387.20	\$86,236.80	\$102,086.40

Commany Visary Commany	Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Convently Valling Convently Valling Sevent Project Manger Non-lane Example 61.07	·		Community Vitality Project Analyst						
Community Unity Community Unity Community Unity Community Unity Party Hole Hole <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>									
Commany Valley Catherry Seven Chattery Berlow Name and Name Learny Berlow Bit ALBARD Seventy Valley Bit ALBARD Seventy Valley Bit ALBARD Dist ALBARD <thdist albardd<="" th=""> Dist ALBARDD <thdist< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></thdist<></thdist>									
Commany Multy Testing-Subing Multimenance Party Multy Carenary Multy Carenary Multy Park Proteom Non-Jano Family Multy Party Multy Park Proteom Non-Jano Party Multy Party Multy Park Proteom Non-Jano Non-Jano Non-Jano<	Community Vitality	Customer Service	Customer Service Supervisor		Exempt	N 03S	\$58,156.80	\$71,281.60	
Community Visiting Description Non-Line Pear and Part 19 Non-Line Sector Pear 19 Non-Line Sector <t< td=""><td>Community Vitality</td><td>Facility/Building Maintenance</td><td>Parking Maintenance Supervisor</td><td></td><td>Exempt</td><td>N 05S</td><td>\$70,387.20</td><td>\$86,236.80</td><td>\$102,086.40</td></t<>	Community Vitality	Facility/Building Maintenance	Parking Maintenance Supervisor		Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Community Walking Parking Enformative Operation Walking Nucleion Example Net Linking Net Linki	Community Vitality	Leadership	Community Vitality Deputy Director	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Communy Valy Parking Enforcement	Community Vitality	Leadership	Community Vitality Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
Souther A. Freit Construction Propert Management Construction Propert Management South Angel Nu-Linen Energy Name Status South Angel Status Status	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
Facilities A Finist Facilities Tenger Management Facilities A Finist Non-Lineon Facilities A Finist	Community Vitality	Parking Enforcement	Parking Enforcement Supervisor	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Facilities A Poet Pacilities Projet Management Facilities Projet Management Pacilities	Facilities & Fleet	Construction Project Management	Construction Project Analyst	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Pacistics A Fleid Pacistics Project Management Pacistics Project Management Pacistics Project Management Pacistics Project Management Pacistics A Fleid Non- Earner Non-	Facilities & Fleet	Facilities Project Management	Facilities Energy Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Pacifies A Park Pacifies Proof Management Pacifies Since Proof Management	Facilities & Fleet	Facilities Project Management	Facilities Principal Project Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Pietet Pachtes Pietet Pachtes Pietet Piete	Facilities & Fleet	Facilities Project Management	Facilities Project Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Facilities A Piet Facilities Operated Management Non-Link Learnyl Net Biels 67.112.035.00 151.21.035.00 15	Facilities & Fleet	Facilities Project Management	Facilities Project Planner II	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Facilities A. Fleidt Facilities Althorizance Facilities Althor	Facilities & Fleet	Facilities Project Management	Facilities Senior Project Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Pacifies A Floid Pacifies Mathemanoa Pacifies Mathemanoa Pacifies Mathemanoa Pacifies Mathemanoa Pacifies Mathemanoa Pacifies A Floid Pacifies A Floid Status A Floid <tbatureexamp< th=""> Status A Floi</tbatureexamp<>	Facilities & Fleet	Facilities Project Management	Facilities Systems Project Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Facility Science Flaint Science Science </td <td>Facilities & Fleet</td> <td>Facility/Building Maintenance</td> <td>Facilities Maintenance Manager</td> <td>Non-Union</td> <td>Exempt</td> <td>N 07S</td> <td>\$85,155.20</td> <td>\$105,830.40</td> <td>\$126,505.60</td>	Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Manager	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Facilities A Fleet Peet Maintenance Fleet A Bailo Senior Managar Non-Linon Example N 4168 81/13.080.00 8	Facilities & Fleet	Facility/Building Maintenance	Facilities Maintenance Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Facilities A Fleet Fleet Materiance Supervisor Non-Linon Earryt N 645 S77.47.20 943,785.00 913,712,50.00 913,714,70.00 913,714,70.00 913,714,70.00 913,714,70.00 913,714,70.00 913,714,70.00 913,714,70.00 913,714,70.00 913,714,70.00 913,714,70.00 913,714,70.00 913,714,70.00 913,714,70.00 913,714,70.00 </td <td>Facilities & Fleet</td> <td>Facility/Building Maintenance</td> <td>Facilities Supervisor</td> <td>Non-Union</td> <td>Exempt</td> <td>N 03S</td> <td>\$58,156.80</td> <td>\$71,281.60</td> <td>\$84,406.40</td>	Facilities & Fleet	Facility/Building Maintenance	Facilities Supervisor	Non-Union	Exempt	N 03S	\$58,156.80	\$71,281.60	\$84,406.40
Facilities A Finet Leademhip Facilities a Tiese Diversion Non-Union Exempt N138 S124.686.00 \$155.877.5.0 \$157.074.20 </td <td>Facilities & Fleet</td> <td>Fleet Maintenance</td> <td>Fleet & Radio Senior Manager</td> <td>Non-Union</td> <td>Exempt</td> <td>N 10S</td> <td>\$113,360.00</td> <td>\$141,689.60</td> <td>\$170,040.00</td>	Facilities & Fleet	Fleet Maintenance	Fleet & Radio Senior Manager	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Facilities A Freed Leadership Facilities A Freed Non-Union Exempt N 138 \$110.833.00	Facilities & Fleet	Fleet Maintenance	Fleet Maintenance Supervisor	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Facilities A Fledt Redio Systems Radio Systems <thradis systems<="" th=""> Radio Systems Radi</thradis>	Facilities & Fleet	Leadership	Facilities and Fleet Deputy Director	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Facilities Arged Radio Systems Radio Systems Radio Systems Non-Linom Exempt N 065 \$77.17.00 58.478.00 \$112.133.00 Frainles Budget Analysis Budget Analysis Budget Analysis Budget Analysis Stota 17.00	Facilities & Fleet	Leadership	Facilities and Fleet Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
Facilities Proget Management Facilities Energy Manager Senior Non-Horn Exempt N 485 \$\$30,83.20 \$\$11,64.17.00 \$\$13,91.52.00 Prance Budget Analysis Grants Nanager Non-Jinon Exempt N 685 \$\$73,872.00 \$\$81,283.00 \$\$11,210.00 \$\$17,010.00 \$\$17,010.00 \$\$17,010.00 \$\$17,010.00 \$\$17,010.00 \$\$17,010.00 \$\$17,010.00 \$\$17,010.00 \$\$17,010.00 \$\$77,417.00 \$\$17,010.00 \$\$17,010.00 \$\$17,010.00 \$\$77,415.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00 \$\$17,117.00	Facilities & Fleet	Radio Systems	Radio Systems Architect	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
France Budget Analysis Status Status <t< td=""><td>Facilities & Fleet</td><td>Radio Systems</td><td>Radio Systems Engineer</td><td>Non-Union</td><td>Exempt</td><td>N 06S</td><td>\$77,417.60</td><td>\$94,785.60</td><td>\$112,153.60</td></t<>	Facilities & Fleet	Radio Systems	Radio Systems Engineer	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
France Budget Analysis Still 338.00 Still 477.00 Styll 52.00 Still 338.00 Still 477.00 Styll 47	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 Charlysis Budget Charlysis Str7.417.00 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	Finance	Budget Analysis	Budget Analyst	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Finance Budget Analysis Budget Analysis Grant Manager Non-Union Exempt N 198 \$113.390.00 \$114.189.60 \$157.040.00 Finance Budget Analysis Grants Program Administrator Non-Union Exempt N 058 \$73.087.20 \$88.623.68.00 \$102.086.40 Finance Budget Analysis Grants Program Administrator Non-Union Exempt N 068 \$77.417.60 \$94.785.00 \$112.153.60 Finance Budget Analysis Grants Senior Program Manager Non-Union Exempt N 068 \$77.417.60 \$94.785.00 \$112.153.60 Finance General Accounting Accountant Non-Union Exempt N 068 \$77.417.60 \$94.785.00 \$112.153.60 Finance General Accounting Accountant Senior Program Nanager Non-Union Exempt N 068 \$77.417.60 \$94.785.00 \$112.153.60 Finance General Accounting Accountant Senior Program Nanager Non-Union Exempt N 068 \$77.417.60 \$94.785.00 \$112.153.80 \$116.4176.80 \$116.4176.80<	Finance	Budget Analysis	Budget Analyst Principal	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Finance Budget Analysis Grants Manager Non-Union Exempt N 085 593,083.20 \$116,147.50 \$130,120.00 Finance Budget Analysis Grants Program Analyst Non-Union Exempt N 045 \$540,016.00 \$730,387.20 \$852,258.00 \$1502,208.00 \$1502,208.00 \$1502,208.00 \$1502,208.00 \$1512,2153,00 \$1512,2153,00 \$1512,2153,00 \$1512,2153,00 \$1512,2153,00 \$1512,2153,00 \$1512,2153,00 \$1512,2153,00 \$1512,2153,00 \$1512,2153,00 \$1512,2153,00 \$1512,513,00 \$152,512,00 \$1512,512,00 <td>Finance</td> <td>Budget Analysis</td> <td>Budget Analyst Senior</td> <td>Non-Union</td> <td>Exempt</td> <td>N 06S</td> <td>\$77,417.60</td> <td>\$94,785.60</td> <td>\$112,153.60</td>	Finance	Budget Analysis	Budget Analyst Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance Budget Analysis Grants Program Administrator Non-Union Exempt N 658 \$70,387.20 \$86,283.60 \$102,086.40 Finance Budget Analysis Grants Sentor Program Manager Non-Union Exempt N 658 \$77,417.60 \$34,785.60 \$112,153.60 Finance Budget Analysis PADS Budget Analysis Store Program Manager Non-Union Exempt N 658 \$77,417.60 \$34,785.60 \$112,153.60 Finance General Accounting Accountant Non-Union Exempt N 648 \$564,001.60 \$76,438.60 \$322,872.00 Finance General Accounting Accountant Non-Union Exempt N 648 \$377,47.60 \$347,85.60 \$112,458.60 Finance General Accounting Accountant Senior Non-Union Exempt N 448 \$140,401.60 \$76,438.60 \$262,272.00 Finance General Accounting Accountant Senior Non-Union Exempt N 148 \$124,656.00 \$156,875.20 \$117,456.40 \$277,456.40 \$226,272.00 F	Finance	Budget Analysis	Budget Officer	Non-Union	Exempt	N 10S	\$113,360.00	\$141,689.60	\$170,040.00
Finance Budget Analysis Grants Forogram Manager Non-Union Exempt N 045 \$\$74,078.00 \$\$78,438.80 \$\$22,872.00 Finance Budget Analysis Grants Service Program Manager Non-Union Exempt N 055 \$\$77,417.00 \$\$94,725.60 \$\$112,153.60 Finance General Accounting Accountant Non-Union Exempt N 045 \$\$77,417.00 \$\$94,725.60 \$\$112,153.60 Finance General Accounting Accountant Senior Non-Union Exempt N 045 \$\$77,417.00 \$\$94,725.60 \$\$112,153.60 Finance General Accounting Accountant Senior Non-Union Exempt N 045 \$\$77,417.00 \$\$142,854.80 \$\$17,258.80 \$\$22,872.00 Finance General Accounting Controller Non-Union Exempt N 045 \$\$47,016.00 \$\$27,872.00 Finance General Accounting Controller Non-Union Exempt N 045 \$\$40,016.00 \$\$78,438.80 \$\$22,872.00 Finance Idadestrainstanor Idadestrainstanor	Finance	Budget Analysis	Grants Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Finance Budget Analysis Grants Senior Program Manager Non-Union Exempt N 685 577,417.60 \$94,785.60 \$112,153.80 Finance General Accounting Accountant Non-Union Exempt N 665 \$77,417.60 \$94,785.60 \$112,153.80 Finance General Accounting Accountant Senior Non-Union Exempt N 645 \$77,417.60 \$94,785.60 \$112,153.80 Finance General Accounting Accountant Senior Non-Union Exempt N 645 \$77,417.60 \$94,785.60 \$112,153.60 Finance General Accounting Accountant Senior Non-Union Exempt N 645 \$77,417.60 \$94,785.60 \$112,513.60 Finance General Accounting Controller Non-Union Exempt N 145 \$128,814.40 \$228,814.40 \$228,814.40 \$228,323.00 Finance Leadership Chief Financial Officer Non-Union Exempt N 645 \$54,001.60 \$78,438.60 \$92,872.00 Finance Leadership Finance Delyt Director	Finance	Budget Analysis	Grants Program Administrator	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Finance Budget Analysis P&DS Budget Analysit Senior Non-Union Exempt N 06S \$77,417.60 \$\$47,85.60 \$112,153.80 Finance General Accounting Accountant Non-Union Exempt N 04S \$\$64,001.60 \$\$77,437.60 \$\$94,785.60 \$\$112,153.80 Finance General Accounting Accountant Genior Non-Union Exempt N 04S \$\$64,001.60 \$\$77,437.60 \$\$94,785.60 \$\$112,153.60 Finance General Accounting Controller Non-Union Exempt N 04S \$\$64,001.60 \$\$77,437.60 \$\$94,785.20 \$\$112,153.60 Finance General Accounting Controller Non-Union Exempt N 14S \$\$128,154.04 \$\$228,217.60 \$\$228,320 Finance Leadership Finance Indeputy Director Non-Union Exempt N 14S \$\$150,883.20 \$\$116,417.60 \$\$193,952.00 Finance Licensing Anager Non-Union Exempt N 04S \$\$46,001.60 \$\$78,438.60 \$922,827.20 Finance Paroli Pa	Finance	Budget Analysis	Grants Program Analyst	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance General Accounting Accountant Senior Non-Union Exempt N 04S \$64.001.60 \$77.438.80 \$92.872.00 Finance General Accounting Assistant Controller Non-Union Exempt N 06S \$77.417.60 \$94.785.60 \$112.153.60 Finance General Accounting Assistant Controller Non-Union Exempt N 14S \$124.666.00 \$155.675.20 \$127.20 Finance General Accounting Controller Non-Union Exempt N 14S \$124.666.00 \$77.436.80 \$222.72.00 Finance Leadership Chief Financial Officer Non-Union Exempt N 14S \$182.882.40 \$228.217.00 \$273.832.04 \$183.814.40 \$223.82.40 \$223.217.00 \$273.832.04 \$186.814.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40 \$223.82.40	Finance	Budget Analysis	Grants Senior Program Manager	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance Ceneral Accounting Assistant Controller Non-Union Exempt N 653 \$77,417.60 \$94,785.60 \$112,153.60 Finance General Accounting Assistant Controller Non-Union Exempt N 065 \$120,813.20 \$128,81.40 \$154,564.80 Finance General Accounting Controller Non-Union Exempt N 045 \$64,001.60 \$72,832.00 \$228,817.40 \$154,564.80 Finance Leadership Chief Financial Officer Non-Union Exempt N 045 \$64,001.60 \$73,438.00 \$22,872.00 Finance Leadership Finance Deputy Director Non-Union Exempt N 155 \$150,883.20 \$188,614.40 \$226,824.80 Finance Licensing & Permits Licensing Manager Non-Union Exempt N 045 \$64,001.60 \$78,436.80 \$22,872.00 Finance Payoll Payoll Manager Non-Union Exempt N 045 \$64,001.60 \$78,436.80 \$22,872.00 Finance Payoll Payoll Manager Non-Union	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 Assistant Controller Non-Union Exempt N 98 \$133,043.20 \$128,814.40 \$142,664.80 Finance General Accounting Controller Non-Union Exempt N 143 \$124,806.00 \$152,814.40 \$154,664.80 Finance Leadership Chief Financial Officer Non-Union Exempt N 145 \$182,802.40 \$222,70.00 Finance Leadership Finance Deputy Director Non-Union Exempt N 155 \$182,802.40 \$228,324.80 Finance Licensing & Permits Licensing Analyst Non-Union Exempt N 945 \$93,083.20 \$184,814.40 \$228,220.00 Finance Licensing Analyst Licensing Manager Non-Union Exempt N 945 \$93,083.20 \$116,117.60 \$139,152.00 Finance Procurement Procurement Buyer Non-Union Exempt N 945 \$64,001.60 \$78,436.80 \$92,872.00 Finance Procurement Procurement Buyer Non-Union Exempt N 945 \$93,083.	Finance	General Accounting	Accountant	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
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 14S \$124,696.00 \$155,875.20 \$187,054.40 Finance Leadership Chief Financial Officer Non-Union Exempt N 14S \$124,696.00 \$228,217.00 \$227,332.00 Finance Leadership Finance Deputy Director Non-Union Exempt N 13S \$150,883.20 \$116,417.60 \$228,217.00 Finance Licensing & Permits Licensing Manager Non-Union Exempt N 08S \$38,683.20 \$116,417.60 \$139,152.00 Finance Payroll Payroll Manager Non-Union Exempt N 08S \$39,683.20 \$116,417.60 \$139,152.00 Finance Procurement Buyer Non-Union Exempt N 08S \$374,437.60 \$372,437.80 \$372,437.80 \$372,437.80 \$372,437.80 \$372,437.80 \$372,437.80 \$372,437.80 \$372,437.80 <td>Finance</td> <td>General Accounting</td> <td>Accountant Senior</td> <td>Non-Union</td> <td>Exempt</td> <td>N 06S</td> <td>\$77,417.60</td> <td>\$94,785.60</td> <td>\$112,153.60</td>	Finance	General Accounting	Accountant Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance IT Applications IT Applications Administrator I Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Leadership Chief Financia Officier Non-Union Exempt N 15S \$152,582.40 \$228,217.60 \$273,832.00 \$228,217.60 \$273,832.00 \$228,217.60 \$273,832.00 \$228,217.60 \$273,832.00 \$186,417.40 \$228,22.00 \$228,217.60 \$273,832.00 \$186,417.60 \$139,152.00 \$173,832.00 \$186,417.60 \$139,152.00 \$173,913,9152.00 \$173,913,9152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00 \$116,417.60 \$139,152.00	Finance	General Accounting	Assistant Controller	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
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 14S \$150,882.00 \$188,614.40 \$226,324.80 Finance Licensing & Permits Licensing Manager Non-Union Exempt N 04S \$93,683.20 \$116,417.60 \$139,152.00 Finance Payroll Payroll Manager Non-Union Exempt N 04S \$93,683.20 \$116,417.60 \$139,152.00 Finance Procurement Procurement Buyer Non-Union Exempt N 04S \$94,031.00 \$78,436.80 \$92,270.00 Finance Procurement Procurement Buyer Senior Non-Union Exempt N 04S \$77,417.60 \$94,785.60 \$112,153.60 Finance Procurement Purchasing Manager Non-Union Exempt N 05S \$70,387.20 \$86,236.80 \$120,206.40 Finance Risk Management Digital Accessibility Program Manager Non-Union	Finance	General Accounting	Controller	Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	\$187,054.40
Finance Leadership Finance Deputy Director Non-Union Exempt N 13S \$150,883.20 \$188,614.40 \$226,324.80 Finance Licensing & Permits Licensing Manager Non-Union Exempt N 43 \$64,001.60 \$78,436.80 \$92,672.00 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 Procurrement Buyer Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,672.00 Finance Procurrement Buyer Senior Non-Union Exempt N 04S \$54,001.60 \$71,417.60 \$139,152.00 Finance Procurrement Purchasing Manager Non-Union Exempt N 04S \$503,043.20 \$128,814.40 \$154,564.80 Finance Risk Management Digital Accessibility Program Manager Non-Union Exempt N 05S	Finance	IT Applications	IT Applications Administrator I	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance Licensing & Permits Licensing Manager Non-Union Exempt N 04S \$84,001.00 \$78,436.80 \$92,872.00 Finance Licensing & Permits Licensing Manager Non-Union Exempt N 04S \$84,001.60 \$78,436.80 \$92,872.00 Finance Payroll Payroll Manager Non-Union Exempt N 04S \$84,001.60 \$78,436.80 \$92,872.00 Finance Payroll Manager Non-Union Exempt N 04S \$84,001.60 \$78,436.80 \$92,872.00 Finance Procurement Procurement Buyer Non-Union Exempt N 04S \$84,001.60 \$78,436.80 \$92,872.00 Finance Procurement Procurement Buyer Senior Non-Union Exempt N 04S \$\$103,043.20 \$124.84.80 \$12,153.60 Finance Risk Management ADA Coordinator Non-Union Exempt N 05S \$70,387.20 \$86,238.80 \$102,086.40 Finance Risk Management Internal Auditor Senior Non-Union Exempt N 05S <	Finance	Leadership	Chief Financial Officer	Non-Union	Exempt	N 15S	\$182,582.40	\$228,217.60	\$273,832.00
Finance Licensing & Permits Licensing Manager Non-Union Exempt N 08S \$93,683.20 \$116,417.60 \$139,152.00 Finance Payoll Payoll Manager Non-Union Exempt N 08S \$93,683.20 \$116,417.60 \$139,152.00 Finance Procurement Procurement Buyer Non-Union Exempt N 08S \$93,683.20 \$116,417.60 \$139,152.00 Finance Procurement Procurement Buyer Senior Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Procurement Purchasing Manager Non-Union Exempt N 04S \$57,7417.60 \$94,785.60 \$112,153.60 Finance Risk Management ADA Coordinator Non-Union Exempt N 04S \$70,387.20 \$86,236.80 \$102,086.40 Finance Risk Management Digital Accessibility Program Manager Non-Union Exempt N 04S \$70,387.20 \$86,236.80 \$102,086.40 Finance Risk Management Internal Auditor Senior Non-Union	Finance	Leadership	Finance Deputy Director	Non-Union	Exempt	N 13S	\$150,883.20	\$188,614.40	\$226,324.80
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 \$\$40,01.60 \$78,436.80 \$\$22,872.00 Finance Procurement Procurement Buyer Senior Non-Union Exempt N 06S \$77,417.60 \$\$42,816.40 \$\$154,566.48 Finance Procurement Purchasing Manager Non-Union Exempt N 06S \$77,417.60 \$\$94,785.60 \$\$112,153.60 Finance Risk Management Digital Accessibility Program Manager Non-Union Exempt N 06S \$70,387.20 \$86,236.80 \$102,086.40 Finance Risk Management Internal Auditor Senior Non-Union Exempt N 05S \$77,347.60 \$94,785.60 \$112,153.60 Finance Risk Management Internal Auditor Senior Non-Union Exempt N 04S \$64,001.60 \$78,438.80 \$92,872.00 Finance Risk Management Risk Analyst Senior Non-Union	Finance	Licensing & Permits	Licensing Analyst	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance Procurement Procurement Buyer Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Procurement 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 06S \$77,038.20 \$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 Digital Accessibility Program Manager Non-Union Exempt N 05S \$70,387.20 \$86,236.80 \$102,086.40 Finance Risk Management Internal Auditor Senior Non-Union Exempt N 06S \$77,417.60 \$94,785.60 \$112,153.60 Finance Risk Management Risk Analyst Non-Union Exempt N 06S \$77,417.60 \$94,785.60 \$112,153.60 Finance Risk Management Ris	Finance	Licensing & Permits	Licensing Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
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 05S \$70,387.20 \$86,236.80 \$102,086.40 Finance Risk Management Internal Auditor Senior Non-Union Exempt N 05S \$77,417.60 \$94,785.60 \$102,086.40 Finance Risk Management Risk Analyst Senior Non-Union Exempt N 05S \$77,417.60 \$94,785.60 \$112,153.60 Finance Risk Management Risk Analyst Non-Union Exempt N 04S \$64,001.60 \$78,435.60 \$112,153.60 Finance Risk Management Risk Analyst Senior	Finance	Payroll	Payroll Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
FinanceProcurementPurchasing ManagerNon-UnionExemptN 09S\$103,043.20\$128,814.40\$154,564.80FinanceRisk ManagementADA CoordinatorNon-UnionExemptN 05S\$70,387.20\$86,236.80\$102,086.40FinanceRisk ManagementDigital Accessibility Program ManagerNon-UnionExemptN 05S\$70,387.20\$86,236.80\$102,086.40FinanceRisk ManagementInternal Auditor SeniorNon-UnionExemptN 05S\$77,417.60\$94,785.60\$112,153.60FinanceRisk ManagementRisk AnalystNon-UnionExemptN 06S\$77,417.60\$94,785.60\$112,153.60FinanceRisk ManagementRisk Analyst SeniorNon-UnionExemptN 06S\$77,417.60\$94,785.60\$112,153.60FinanceRisk ManagementRisk Manager SeniorNon-UnionExemptN 06S\$77,417.60\$94,785.60\$112,153.60FinanceTaxTax Audit SupervisorNon-UnionExemptN 05S\$103,043.20\$128,814.40\$154,564.80FinanceTaxTax Auditor SeniorNon-UnionExemptN 05S\$103,043.20\$128,814.40\$154,564.80FinanceTaxTax Auditor SeniorNon-UnionExemptN 05S\$103,043.20\$128,814.40\$154,564.80FinanceTaxTax Auditor SeniorNon-UnionExemptN 05S\$103,043.20\$128,814.40\$126,505.60FinanceTaxTax Auditor SeniorNon-Uni	Finance	Procurement	Procurement Buyer	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance Risk Management ADA Coordinator Non-Union Exempt N 05S \$70,387.20 \$86,236.80 \$102,086.40 Finance Risk Management Digital Accessibility Program Manager Non-Union Exempt N 05S \$70,387.20 \$86,236.80 \$102,086.40 Finance Risk Management Internal Auditor Senior Non-Union Exempt N 05S \$77,417.60 \$94,785.60 \$112,153.200 Finance Risk Management Risk Analyst Non-Union Exempt N 06S \$77,417.60 \$94,785.60 \$112,153.200 Finance Risk Management Risk Analyst Senior Non-Union Exempt N 06S \$77,417.60 \$94,785.60 \$112,153.600 Finance Risk Management Risk Manager Senior Non-Union Exempt N 06S \$77,417.60 \$94,785.60 \$112,153.600 Finance Tax Tax Audit Supervisor Non-Union Exempt N 06S \$77,417.60 \$94,785.60 \$12,53.600 Finance Tax Tax Auditor Non-Union Exempt<	Finance	Procurement	Procurement Buyer Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
FinanceRisk ManagementDigital Accessibility Program ManagerNon-UnionExemptN 05S\$70,387.20\$86,236.80\$102,086.40FinanceRisk ManagementInternal Auditor SeniorNon-UnionExemptN 06S\$77,417.60\$94,785.60\$112,153.60FinanceRisk ManagementRisk AnalystNon-UnionExemptN 04S\$64,001.60\$78,436.80\$92,872.00FinanceRisk ManagementRisk Analyst SeniorNon-UnionExemptN 04S\$102,086.40\$112,153.60FinanceRisk ManagementRisk Manager SeniorNon-UnionExemptN 06S\$77,417.60\$94,785.60\$112,153.60FinanceTaxTax Audit SupervisorNon-UnionExemptN 06S\$77,417.60\$94,785.60\$112,153.60FinanceTaxTax Auditor SeniorNon-UnionExemptN 06S\$77,417.60\$94,785.60\$112,153.60FinanceTaxTax Auditor SeniorNon-UnionExemptN 07S\$85,155.20\$105,830.40\$126,505.60FinanceTaxTax Auditor SeniorNon-UnionExemptN 04S\$64,001.60\$78,436.80\$92,872.00FinanceTaxTax Auditor SeniorNon-UnionExemptN 04S\$64,001.60\$78,436.80\$92,872.00FinanceTaxTax Collections AgentNon-UnionExemptN 04S\$64,001.60\$78,436.80\$92,872.00FinanceTaxTax Collections AgentNon-UnionExemptN 04S\$6	Finance	Procurement	Purchasing Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
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 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 06S \$77,417.60 \$94,785.60 \$112,153.60 Finance Tax Tax Audit Supervisor Non-Union Exempt N 07S \$85,155.20 \$105,830.40 \$126,505.60 Finance Tax Tax Auditor Senior Non-Union Exempt N 07S \$84,785.60 \$112,153.60 Finance Tax Tax Auditor Senior Non-Union Exempt N 06S \$77,417.60<	Finance	Risk Management	ADA Coordinator	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
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 Senior Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Tax Tax Auditor Senior Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Tax Tax Auditor Senior Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Tax Tax Collections Agent Non-Union Exempt N 04S \$64,001.60	Finance	Risk Management	Digital Accessibility Program Manager	Non-Union	Exempt	N 05S	\$70,387.20	\$86,236.80	\$102,086.40
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 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Tax Tax Collections Agent Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Tax Tax Collections Agent Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Tax Tax Collections Agent Non-Union Exempt N 04S \$64,001.60	Finance	Risk Management	Internal Auditor Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
Finance Risk Management Risk 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 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Tax Tax Collections Agent Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00 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 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Tax Tax Manager Non-Union Exempt N 04S \$64,001.60 \$78,436.80	Finance	ÿ			Exempt				
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 Collections Agent Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00 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 04S \$64,001.60 \$78,436.80 \$92,872.00	Finance	Risk Management		Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
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 Collections Agent Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00 Finance Tax Tax Manager Non-Union Exempt N 04S \$64,001.60 \$78,436.80 \$92,872.00				Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
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			Non-Union	Exempt		\$85,155.20		
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			Non-Union	Exempt	N 04S	\$64,001.60		\$92,872.00
Finance Tax Tax Manager Non-Union Exempt N 09S \$103,043.20 \$128,814.40 \$154,564.80	Finance	Tax	Tax Auditor Senior	Non-Union	Exempt	N 06S	\$77,417.60	\$94,785.60	\$112,153.60
	Finance		Tax Collections Agent	Non-Union	Exempt	N 04S	\$64,001.60	\$78,436.80	\$92,872.00
Finance Tax Tax Operations Supervisor Non-Union Exempt N 07S \$85,155.20 \$105,830.40 \$126,505.60	Finance		Tax Manager	Non-Union	Exempt			\$128,814.40	\$154,564.80
	Finance	Тах	Tax Operations Supervisor	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60

Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
Finance	Тах	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
					11 000	* 00,000,00	\$110 117 00	¢120,152,00
Human Resources	HR Systems & Operations	Human Resources Manager	Non-Union	Exempt	N 08S	\$93,683.20	\$116,417.60	\$139,152.00
Human Resources Human Resources	HR Systems & Operations HR Systems & Operations	Human Resources Manager Human Resources Senior Analyst	Non-Union Non-Union	Exempt	N 08S N 07S	\$93,683.20 \$85,155.20	\$116,417.60 \$105,830.40	\$126,505.60

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 IT IT Product Administrator Senior	Non-Union	Exempt	N 003	\$85,155.20	\$105,830.40	\$126,505.60
Innovation & Technology	IT Applications IT Business Analysis	IT Business Analyst			N 075			
Innovation & Technology	IT Business Analysis	IT Business Analyst IT Business Analyst Senior	Non-Union Non-Union	Exempt Exempt	N 055 N 07S	\$70,387.20 \$85,155.20	\$86,236.80 \$105,830.40	\$102,086.40 \$126,505.60
Innovation & Technology	IT Data Analytics	Business Analyst Senior			N 075	\$70,387.20	\$86,236.80	\$102,086.40
Innovation & Technology	IT Data Analytics	Chief Data Officer	Non-Union Non-Union	Exempt	N 055 N 12S	\$137,155.20	\$171,454.40	\$205,753.60
Innovation & Technology	IT Data Analytics	Data Analysis Manager		Exempt	N 125 N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Innovation & Technology	IT Data Analytics	Data Analysis Manager Data Analysis	Non-Union Non-Union	Exempt Exempt	N 095	\$70,387.20	\$86,236.80	\$102,086.40
Innovation & Technology	IT Data Analytics	Data Analyst Data Analyst Senior	Non-Union	Exempt	N 055	\$85,155.20	\$105,830.40	\$126,505.60
Innovation & Technology	IT Data Analytics	Data Analyst Senior			N 10S	\$113,360.00	\$141,689.60	\$120,505.00
Innovation & Technology	IT Data Analytics	Data Engineer Data Programs Analyst	Non-Union Non-Union	Exempt	N 105	\$64,001.60	\$78.436.80	\$92,872.00
	IT Data Analytics			Exempt	N 045 N 06S		1 - 7	
Innovation & Technology Innovation & Technology	IT Data Analytics	Data Programs Analyst Senior Data Programs Manager	Non-Union	Exempt	N 065	\$77,417.60 \$93,683.20	\$94,785.60 \$116,417.60	\$112,153.60 \$139,152.00
Innovation & Technology	IT Data Analytics	Data Scientist	Non-Union	Exempt	N 085	\$93,683.20	\$116,417.60	\$139,152.00
Innovation & Technology	IT Infrastructure	Data Scientist Data Infrastructure Manager	Non-Union	Exempt				\$139,152.00
	IT Infrastructure		Non-Union	Exempt	N 11S	\$124,696.00	\$155,875.20	1
Innovation & Technology		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 Network Architect	Non-Union	Exempt	N 07S	\$85,155.20	\$105,830.40	\$126,505.60
Innovation & Technology			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

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 065 N 08S	\$93,683.20	\$94,785.60	\$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 055	\$77,417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Environmental Education & Outreach	Community Outreach Senior Manager	Non-Union	Exempt	N 065 N 08S	\$93.683.20	\$94,785.60	\$139,152.00
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Manager	Non-Union	Exempt	N 085 N 07S	\$93,683.20	\$105,830.40	\$139,152.00
Open Space & Mountain Parks	Environmental Education & Outreach	Education and Outreach Program Manager	Non-Union		N 075	\$64,001.60	\$78,436.80	\$92,872.00
Open Space & Mountain Parks	Environmental Education & Outreach			Exempt Exempt	N 045 N 06S		\$78,436.80	\$92,872.00
Open Space & Mountain Parks	Facilities Project Management	Education and Outreach Senior Program Manager Facilities Project Planner II	Non-Union	Exempt	N 065 N 065	\$77,417.60 \$77.417.60	\$94,785.60	\$112,153.60
Open Space & Mountain Parks	Facility/Building Maintenance	Facilities Maintenance Senior Manager	Non-Union Non-Union	Exempt	N 065 N 08S	\$93,683.20	\$94,785.60	\$139,152.00
Open Space & Mountain Parks	Facility/Building Maintenance	Road and Bridge Asset Senior Program Manager	Non-Union		N 06S	\$93,083.20	\$94,785.60	\$139,152.00
Open Space & Mountain Parks	Fleet Maintenance	OSMP Equipment and Vehicle Program Supervisor	Non-Union	Exempt Exempt	N 065	\$70,387.20	\$86,236.80	\$102,086.40
Open Space & Mountain Parks	Forestry	Forestry Operations Supervisor						
Open Space & Mountain Parks	General Accounting	Accountant Senior	Non-Union Non-Union	Exempt Exempt	N 06S N 06S	\$77,417.60 \$77,417.60	\$94,785.60 \$94,785.60	\$112,153.60 \$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		N 085 N 04S	\$93,683.20	\$78,436.80	\$92,872.00
Open Space & Mountain Parks	GIS	GIS Analyst GIS Analyst Senior		Exempt				
Open Space & Mountain Parks	GIS	GIS Manager	Non-Union	Exempt Exempt	N 06S N 08S	\$77,417.60 \$93,683.20	\$94,785.60 \$116,417.60	\$112,153.60
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Analyst	Non-Union		N 085			\$139,152.00
Open Space & Mountain Parks	Human Dimensions	Human Dimensions Analyst Senior	Non-Union Non-Union	Exempt	N 055 N 06S	\$70,387.20 \$77.417.60	\$86,236.80 \$94,785,60	\$102,086.40 \$112,153.60
Open Space & Mountain Parks	Human Dimensions		-	Exempt			1. 1	1 1 1 1 1
Open Space & Mountain Parks	IT Applications	Human Dimensions Manager IT Applications Administrator Senior	Non-Union Non-Union	Exempt	N 07S N 06S	\$85,155.20 \$77,417.60	\$105,830.40 \$94,785.60	\$126,505.60 \$112,153.60
Open Space & Mountain Parks	IT Applications IT Applications	IT Applications Administrator Senior		Exempt	N 065 N 10S	\$113,360.00	\$94,785.60 \$141,689.60	\$112,153.60 \$170,040.00
Open Space & Mountain Parks	IT Applications IT Data Analytics	Data Analyst	Non-Union Non-Union	Exempt Exempt	N 105 N 05S	\$70,387.20	\$141,689.60	\$170,040.00
Open Space & Mountain Parks	IT Data Analytics	Data Analyst Data Operations Analyst		Exempt	N 055 N 05S	\$70,387.20	\$86,236.80	\$102,086.40
Open Space & Mountain Parks Open Space & Mountain Parks	Leadership	Open Space and Mountain Parks Deputy Director	Non-Union Non-Union		N 05S N 11S	\$70,387.20 \$124,696.00	\$86,236.80 \$155,875.20	\$102,086.40 \$187,054.40
Open Space & Mountain Parks	Leadership	Open Space and Mountain Parks Deputy Director	Non-Union Non-Union	Exempt	N 115 N 13S	\$124,696.00 \$150,883.20	\$155,875.20	\$187,054.40 \$226,324.80
				Exempt				
Open Space & Mountain Parks Open Space & Mountain Parks	Open Space & Mountain Parks Parks & Landscaping Maintenance	Science and Climate Resilience Senior Manager Vegetation Stewardship Senior Manager	Non-Union	Exempt	N 09S N 08S	\$103,043.20	\$128,814.40	\$154,564.80
Open Space & Mountain Parks	Planning & Zoning	Landscape Architect Senior	Non-Union	Exempt		\$93,683.20	\$116,417.60	\$139,152.00
Open Space & Mountain Parks	Planning & Zoning Planning & Zoning	Open Space Planner	Non-Union	Exempt	N 07S	\$85,155.20 \$64,001.60	\$105,830.40 \$78,436.80	\$126,505.60 \$92,872.00
	* *		Non-Union	Exempt	N 04S			
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

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
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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 105	\$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			N 05S			
Planning & Development Services	Code Compliance	Building Code Plans Examiner Senior	Non-Union Non-Union	Exempt Exempt	N 055 N 06S	\$70,387.20 \$77,417.60	\$86,236.80 \$94,785.60	\$102,086.40 \$112,153.60
Planning & Development Services	Code Compliance	Building Code Plans Manager	Non-Union	Exempt	N 065 N 08S	\$93,683.20	\$94,785.60	\$139,152.00
Planning & Development Services	Code Compliance	Chief Building Official	Non-Union	-			\$141.689.60	\$139,152.00
	· · ·		-	Exempt	N 10S	\$113,360.00		1 1/1 1 11
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 05S	\$70,387.20	\$86,236.80	\$102,086.40
Planning & Development Services	Policy	Development Code Amendment Manager	Non-Union	Exempt	N 09S	\$103,043.20	\$128,814.40	\$154,564.80
Planning & Development Services	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
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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
	GIS	Asset Program Analyst Senior	Non-Union	Exempt	N 043	\$77.417.60	\$94,785.60	\$112.153.60
Public Works-Business Services Division	GIS	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
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Department	Job Family	Job Title	Union Designation	FLSA	Grade	Min	Mid	Мах
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
	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