

S-Schedule Job Structure

Last updated: 5/6/2026

Department	Job Title	Union Designation	FLSA	Grade	Min	Mid	Max
City Attorney's Office	Law Clerk	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
City Attorney's Office	Legal Intern	Non-Union	Non-Exempt	S-01	\$16.82	\$19.23	\$21.65
City Manager's Office	Small Business Development Center TechSource Trainee	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Housing & Human Services	Behavioral Health Crisis Response Substitute Clinician	Non-Union	Non-Exempt	S-11	\$40.20	\$49.22	\$58.23
Housing & Human Services	Older Adult Services Substitute Representative	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Human Resources	External Internships	Non-Union	Non-Exempt	S-01	\$16.82	\$19.23	\$21.65
Innovation & Technology	System Integration Specialist	Non-Union	Non-Exempt	S-13	\$48.64	\$60.45	\$72.25
Open Space & Mountain Parks	Agricultural Land Restoration Assistant Crew Lead	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Open Space & Mountain Parks	Agricultural Land Restoration Crew Member	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Open Space & Mountain Parks	Bilingual Junior Ranger Program Coordinator Senior	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Open Space & Mountain Parks	Customer Service Representative	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Open Space & Mountain Parks	Ecological Restoration Crew Member	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Open Space & Mountain Parks	Education and Outreach Representative	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Open Space & Mountain Parks	Education and Outreach Senior Representative	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Open Space & Mountain Parks	GIS Specialist	Non-Union	Non-Exempt	S-07	\$27.45	\$33.64	\$39.82
Open Space & Mountain Parks	Human Dimensions Field Technician I	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Open Space & Mountain Parks	Junior Ranger Assistant Crew Lead	Non-Union	Non-Exempt	S-02	\$17.55	\$21.06	\$24.57
Open Space & Mountain Parks	Junior Ranger Crew Lead	Non-Union	Non-Exempt	S-03	\$19.20	\$23.04	\$26.87
Open Space & Mountain Parks	Junior Ranger Crew Member	Non-Union	Non-Exempt	S-01	\$16.82	\$19.23	\$21.65
Open Space & Mountain Parks	Junior Ranger Program Coordinator Senior	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Open Space & Mountain Parks	Open Space Forestry Crew Member	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Open Space & Mountain Parks	Signs Crew Member	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Open Space & Mountain Parks	Trail Assistant Crew Lead	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Open Space & Mountain Parks	Trail Crew Member	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Open Space & Mountain Parks	Trailheads Crew Member	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Open Space & Mountain Parks	Vegetation Ecology Technician	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Open Space & Mountain Parks	Vegetation Stewardship Assistant Crew Lead	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Open Space & Mountain Parks	Vegetation Stewardship Crew Member	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Open Space & Mountain Parks	Volunteer Crew Lead	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Open Space & Mountain Parks	Volunteer Programs Crew Lead	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Open Space & Mountain Parks	Water Resources Technician	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Open Space & Mountain Parks	Wetland Technician	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Open Space & Mountain Parks	Wildlife Ecology Technician I	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Open Space & Mountain Parks	Wildlife Ecology Technician II	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Parks & Recreation	Boat Inspector	Non-Union	Non-Exempt	S-02	\$17.55	\$21.06	\$24.57
Parks & Recreation	Camp and Program Staff I	Non-Union	Non-Exempt	S-01	\$16.82	\$19.23	\$21.65
Parks & Recreation	Camp and Program Staff II	Non-Union	Non-Exempt	S-02	\$17.55	\$21.06	\$24.57
Parks & Recreation	Camp and Program Staff Lead	Non-Union	Non-Exempt	S-03	\$19.20	\$23.04	\$26.87
Parks & Recreation	Childcare Attendant	Non-Union	Non-Exempt	S-01	\$16.82	\$19.23	\$21.65
Parks & Recreation	Childcare Lead	Non-Union	Non-Exempt	S-03	\$19.20	\$23.04	\$26.87
Parks & Recreation	Ecological Restoration Crew Member	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Parks & Recreation	Events and Facility Monitor	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Parks & Recreation	Facilities Maintenance Technician II	Non-Union	Non-Exempt	S-07	\$27.45	\$33.64	\$39.82

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Parks & Recreation	Fitness Instructor	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Parks & Recreation	Golf Groundskeeper	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Parks & Recreation	Head Lifeguard	Non-Union	Non-Exempt	S-03	\$19.20	\$23.04	\$26.87
Parks & Recreation	Inclusion Specialist	Non-Union	Non-Exempt	S-03	\$19.20	\$23.04	\$26.87
Parks & Recreation	Irrigation Technician I	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Parks & Recreation	Lake Patrol	Non-Union	Non-Exempt	S-03	\$19.20	\$23.04	\$26.87
Parks & Recreation	Landscape Crew Member I	Non-Union	Non-Exempt	S-02	\$17.55	\$21.06	\$24.57
Parks & Recreation	Lead Lake Patrol	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Parks & Recreation	Lifeguard	Non-Union	Non-Exempt	S-01	\$16.82	\$19.23	\$21.65
Parks & Recreation	Lifeguard Instructor	Non-Union	Non-Exempt	S-03	\$19.20	\$23.04	\$26.87
Parks & Recreation	Lifeguard Instructor Trainer	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Parks & Recreation	Nutrition Coach	Non-Union	Non-Exempt	S-08	\$30.20	\$37.01	\$43.83
Parks & Recreation	Park Crew Member	Non-Union	Non-Exempt	S-02	\$17.55	\$21.06	\$24.57
Parks & Recreation	Physical Therapist	Non-Union	Non-Exempt	S-11	\$40.20	\$49.22	\$58.23
Parks & Recreation	Pools Senior Lifeguard	Non-Union	Non-Exempt	S-02	\$17.55	\$21.06	\$24.57
Parks & Recreation	Recreation Instructor I	Non-Union	Non-Exempt	S-01	\$16.82	\$19.23	\$21.65
Parks & Recreation	Recreation Instructor II	Non-Union	Non-Exempt	S-02	\$17.55	\$21.06	\$24.57
Parks & Recreation	Recreation Instructor III	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Parks & Recreation	Recreation Instructor IV	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Parks & Recreation	Recreation Member Service Representative I	Non-Union	Non-Exempt	S-01	\$16.82	\$19.23	\$21.65
Parks & Recreation	Recreation Member Service Representative II	Non-Union	Non-Exempt	S-02	\$17.55	\$21.06	\$24.57
Parks & Recreation	Recreation Program Specialist	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Parks & Recreation	Reservoir Head Lifeguard	Non-Union	Non-Exempt	S-03	\$19.20	\$23.04	\$26.87
Parks & Recreation	Reservoir Lifeguard	Non-Union	Non-Exempt	S-02	\$17.55	\$21.06	\$24.57
Parks & Recreation	Sports Facility Monitor	Non-Union	Non-Exempt	S-01	\$16.82	\$19.23	\$21.65
Parks & Recreation	Sports Official	Non-Union	Non-Exempt	S-03	\$19.20	\$23.04	\$26.87
Parks & Recreation	Swim Instructor	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40
Parks & Recreation	Trainer	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Parks & Recreation	Volunteer Program Specialist	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Parks & Recreation	Water Conservation Technician II	Non-Union	Non-Exempt	S-07	\$27.45	\$33.64	\$39.82
Planning & Development Services	Comprehensive Planning Trainee	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Planning & Development Services	Implementation Senior Project Manager	Non-Union	Non-Exempt	S-11	\$40.20	\$49.22	\$58.23
Planning & Development Services	Substitute Construction Inspector	Non-Union	Non-Exempt	S-10	\$36.55	\$44.78	\$53.01
Transportation & Mobility	Snow Plow Driver	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Transportation & Mobility	Transportation Maintenance Crew Member	Non-Union	Non-Exempt	S-03	\$19.20	\$23.04	\$26.87
Transportation & Mobility	Transportation Planning Intern	Non-Union	Non-Exempt	S-01	\$16.82	\$19.23	\$21.65
Transportation & Mobility	Transportation Planning Trainee	Non-Union	Non-Exempt	S-05	\$22.98	\$28.14	\$33.32
Transportation & Mobility	Transportation Special Project Manager	Non-Union	Non-Exempt	S-14	\$53.50	\$66.88	\$80.25
Utilities	Cook	Non-Union	Non-Exempt	S-03	\$19.20	\$23.04	\$26.87
Utilities	Water Resources Maintenance Crew Lead	Non-Union	Non-Exempt	S-06	\$24.96	\$30.59	\$36.21
Utilities	Water Resources Maintenance Crew Member	Non-Union	Non-Exempt	S-04	\$21.01	\$25.20	\$29.40