

City of San Rafael
SEIU - SALARY SCHEDULE
Effective July 1, 2024

Grade	Position	A	B	C	D	E
7241	Accountant I	\$ 6,720	\$ 7,056	\$ 7,409	\$ 7,779	\$ 8,168
7240	Accountant II	\$ 7,057	\$ 7,409	\$ 7,780	\$ 8,169	\$ 8,577
7200	Accounting Assistant I	\$ 4,895	\$ 5,139	\$ 5,396	\$ 5,666	\$ 5,949
7201	Accounting Assistant II	\$ 5,391	\$ 5,661	\$ 5,944	\$ 6,241	\$ 6,553
7300	Senior Accounting Assistant	\$ 5,944	\$ 6,241	\$ 6,553	\$ 6,881	\$ 7,225
7299	Accounting Technician	\$ 6,722	\$ 7,058	\$ 7,411	\$ 7,782	\$ 8,171
7205	Administrative Analyst	\$ 6,352	\$ 6,670	\$ 7,003	\$ 7,353	\$ 7,721
7211	Administrative Assistant I	\$ 5,073	\$ 5,327	\$ 5,593	\$ 5,873	\$ 6,166
7212	Administrative Assistant II	\$ 5,594	\$ 5,873	\$ 6,167	\$ 6,475	\$ 6,799
7295	Senior Administrative Assistant	\$ 6,023	\$ 6,324	\$ 6,640	\$ 6,972	\$ 7,321
7216	Administrative Assistant to the City Clerk	\$ 6,023	\$ 6,324	\$ 6,640	\$ 6,972	\$ 7,321
7210	Assistant Planner	\$ 7,184	\$ 7,544	\$ 7,921	\$ 8,317	\$ 8,733
7208	Associate Planner	\$ 7,929	\$ 8,325	\$ 8,741	\$ 9,179	\$ 9,637
7217	Building Inspector I	\$ 6,510	\$ 6,836	\$ 7,178	\$ 7,536	\$ 7,913
7218	Building Inspector II	\$ 7,184	\$ 7,544	\$ 7,921	\$ 8,317	\$ 8,733
7220	Business License Examiner	\$ 5,660	\$ 5,943	\$ 6,240	\$ 6,552	\$ 6,880
9352	Child Care Director	\$ 5,043	\$ 5,295	\$ 5,560	\$ 5,838	\$ 6,130
9351	Child Care Instructor I	\$ 2,820	\$ 2,961	\$ 3,109	\$ 3,264	\$ 3,427
9350	Child Care Instructor II	\$ 3,619	\$ 3,800	\$ 3,990	\$ 4,190	\$ 4,399
7222	Code Enforcement Official I	\$ 5,215	\$ 5,476	\$ 5,750	\$ 6,038	\$ 6,339
7223	Code Enforcement Official II	\$ 5,755	\$ 6,043	\$ 6,345	\$ 6,662	\$ 6,995
7380	Code Enforcement Official III	\$ 6,835	\$ 7,176	\$ 7,535	\$ 7,912	\$ 8,307
2119	Construction Inspector - SRSD	\$ 7,076	\$ 7,430	\$ 7,802	\$ 8,192	\$ 8,601
7224	Custodian	\$ 4,857	\$ 5,100	\$ 5,355	\$ 5,623	\$ 5,904
4210	Data Analyst I	\$ 7,339	\$ 7,706	\$ 8,091	\$ 8,496	\$ 8,920
4211	Data Analyst II	\$ 8,073	\$ 8,476	\$ 8,900	\$ 9,345	\$ 9,812
4212	Data Analyst III	\$ 8,880	\$ 9,324	\$ 9,790	\$ 10,280	\$ 10,794
7226	Deputy City Clerk I	\$ 6,174	\$ 6,483	\$ 6,807	\$ 7,147	\$ 7,505
3702	Deputy City Clerk II	\$ 7,505	\$ 7,879	\$ 8,273	\$ 8,687	\$ 9,121
7120	Emergency Management Coordinator	\$ 5,883	\$ 6,177	\$ 6,486	\$ 6,810	\$ 7,151
7121	Environmental Management Coordinator	\$ 5,883	\$ 6,177	\$ 6,486	\$ 6,810	\$ 7,151
7232	Facility Repair Supervisor	\$ 7,733	\$ 8,119	\$ 8,525	\$ 8,952	\$ 9,399
7291	Facility Repair Worker I	\$ 5,487	\$ 5,762	\$ 6,050	\$ 6,352	\$ 6,670
7233	Facility Repair Worker II	\$ 6,052	\$ 6,354	\$ 6,672	\$ 7,006	\$ 7,356
7294	Facility Repair Worker III	\$ 6,513	\$ 6,838	\$ 7,180	\$ 7,539	\$ 7,916
7108	Fire Prevention Inspector I	\$ 8,226	\$ 8,638	\$ 9,070	\$ 9,523	\$ 9,999
7107	Fire Prevention Inspector II	\$ 9,069	\$ 9,522	\$ 9,998	\$ 10,498	\$ 11,023
7298	IT Help Desk Supervisor	\$ 8,073	\$ 8,476	\$ 8,900	\$ 9,345	\$ 9,812
7243	Librarian I	\$ 6,716	\$ 7,052	\$ 7,404	\$ 7,775	\$ 8,163
7244	Librarian II	\$ 7,055	\$ 7,408	\$ 7,778	\$ 8,167	\$ 8,575
2404	Library Aide	\$ 3,219	\$ 3,380	\$ 3,549	\$ 3,727	\$ 3,913
7246	Library Assistant I	\$ 4,422	\$ 4,643	\$ 4,875	\$ 5,119	\$ 5,375
7247	Library Assistant II	\$ 5,001	\$ 5,251	\$ 5,513	\$ 5,789	\$ 6,079
2405	Library Tech Services Supervisor	\$ 6,394	\$ 6,714	\$ 7,049	\$ 7,402	\$ 7,772

EXHIBIT A

7292	Literacy Program Supervisor	\$ 7,783	\$ 8,173	\$ 8,581	\$ 9,010	\$ 9,461
7249	Mail and Stores Clerk	\$ 4,384	\$ 4,603	\$ 4,833	\$ 5,075	\$ 5,329
7255	Network Analyst	\$ 7,340	\$ 7,707	\$ 8,092	\$ 8,497	\$ 8,922
7274	Network Support Technician	\$ 5,614	\$ 5,895	\$ 6,190	\$ 6,499	\$ 6,824
7285	Office Assistant I	\$ 4,175	\$ 4,383	\$ 4,603	\$ 4,833	\$ 5,074
7284	Office Assistant II	\$ 4,716	\$ 4,952	\$ 5,199	\$ 5,459	\$ 5,732
7256	Park Equipment Mechanic	\$ 6,356	\$ 6,674	\$ 7,008	\$ 7,358	\$ 7,726
7257	Parking Attendant I	\$ 2,390	\$ 2,509	\$ 2,635	\$ 2,767	\$ 2,905
7275	Parking Attendant II	\$ 2,632	\$ 2,764	\$ 2,902	\$ 3,047	\$ 3,199
6208	Parking Enforcement Officer	\$ 5,830	\$ 6,122	\$ 6,428	\$ 6,749	\$ 7,087
6212	Parking Equipment Technician	\$ 5,625	\$ 5,906	\$ 6,201	\$ 6,512	\$ 6,837
6209	Parking Maintenance & Collections	\$ 5,625	\$ 5,906	\$ 6,201	\$ 6,511	\$ 6,837
6211	Parking Operations Supervisor	\$ 7,733	\$ 8,119	\$ 8,525	\$ 8,951	\$ 9,399
7258	Parks & Graffiti Worker	\$ 5,102	\$ 5,357	\$ 5,625	\$ 5,906	\$ 6,201
2123	Parks Lead Maintenance Worker	\$ 6,513	\$ 6,838	\$ 7,180	\$ 7,539	\$ 7,916
7271	Parks Maintenance Supervisor	\$ 7,733	\$ 8,119	\$ 8,525	\$ 8,952	\$ 9,399
7236	Parks Maintenance Worker I	\$ 5,357	\$ 5,625	\$ 5,906	\$ 6,202	\$ 6,512
7238	Parks Maintenance Worker II	\$ 5,625	\$ 5,906	\$ 6,202	\$ 6,512	\$ 6,837
7296	Permit Services Coordinator	\$ 7,755	\$ 8,143	\$ 8,550	\$ 8,978	\$ 9,426
7396	Permit Services Supervisor	\$ 8,725	\$ 9,161	\$ 9,620	\$ 10,101	\$ 10,606
7196	Permit Technician I	\$ 5,381	\$ 5,650	\$ 5,933	\$ 6,229	\$ 6,541
7197	Permit Technician II	\$ 5,919	\$ 6,215	\$ 6,525	\$ 6,852	\$ 7,194
7198	Permit Technician III	\$ 6,511	\$ 6,836	\$ 7,178	\$ 7,537	\$ 7,914
7261	Planning Technician	\$ 5,614	\$ 5,895	\$ 6,190	\$ 6,499	\$ 6,824
9453	Principal Planner	\$ 10,378	\$ 10,897	\$ 11,442	\$ 12,014	\$ 12,614
7234	Printing Press Operator	\$ 5,459	\$ 5,732	\$ 6,018	\$ 6,319	\$ 6,635
7305	Program Analyst	\$ 6,967	\$ 7,315	\$ 7,681	\$ 8,065	\$ 8,468
1201	Program Coordinator	\$ 5,900	\$ 6,195	\$ 6,505	\$ 6,830	\$ 7,171
7290	Public Works Dispatcher	\$ 5,625	\$ 5,906	\$ 6,202	\$ 6,512	\$ 6,837
7253	Public Works Inspector	\$ 6,433	\$ 6,755	\$ 7,092	\$ 7,447	\$ 7,819
7263	Revenue Supervisor	\$ 8,574	\$ 9,002	\$ 9,453	\$ 9,925	\$ 10,421
2309	Senior Building Inspector	\$ 8,528	\$ 8,955	\$ 9,403	\$ 9,873	\$ 10,366
7265	Senior Library Assistant	\$ 5,252	\$ 5,514	\$ 5,790	\$ 6,079	\$ 6,383
7264	Senior Planner	\$ 8,972	\$ 9,421	\$ 9,892	\$ 10,387	\$ 10,906
2204	Sewer Lead Maintenance Worker	\$ 7,182	\$ 7,541	\$ 7,918	\$ 8,314	\$ 8,729
7266	Sewer Maintenance Worker I	\$ 5,764	\$ 6,052	\$ 6,355	\$ 6,672	\$ 7,006
7267	Sewer Maintenance Worker II	\$ 6,203	\$ 6,513	\$ 6,839	\$ 7,180	\$ 7,539
7281	Sewers Supervisor	\$ 8,118	\$ 8,524	\$ 8,950	\$ 9,398	\$ 9,868
7269	Shop & Equipment Supervisor	\$ 7,733	\$ 8,120	\$ 8,525	\$ 8,952	\$ 9,399
7280	Street Lead Maintenance Worker	\$ 6,513	\$ 6,838	\$ 7,180	\$ 7,539	\$ 7,916
7209	Street Maintenance Supervisor	\$ 7,733	\$ 8,119	\$ 8,525	\$ 8,952	\$ 9,399
7250	Street Maintenance Worker I	\$ 5,357	\$ 5,625	\$ 5,906	\$ 6,202	\$ 6,512
7251	Street Maintenance Worker II	\$ 5,625	\$ 5,906	\$ 6,202	\$ 6,512	\$ 6,837
7283	Street Sweeper Operator	\$ 5,906	\$ 6,202	\$ 6,512	\$ 6,837	\$ 7,179
8523	Supervising Parking Enforcement Officer	\$ 6,557	\$ 6,885	\$ 7,229	\$ 7,590	\$ 7,970
7288	Supervising Vehicle/Equipment Mechanic	\$ 6,841	\$ 7,183	\$ 7,542	\$ 7,919	\$ 8,315
7286	Vehicle/Equipment Mechanic I	\$ 5,764	\$ 6,052	\$ 6,355	\$ 6,673	\$ 7,006
7287	Vehicle/Equipment Mechanic II	\$ 6,356	\$ 6,674	\$ 7,008	\$ 7,358	\$ 7,726
2131	Volunteer Program Assistant	\$ 5,689	\$ 5,973	\$ 6,272	\$ 6,586	\$ 6,915

City of San Rafael
SEIU - SALARY SCHEDULE
Effective July 1, 2025

Grade	Position	A	B	C	D	E
7241	Accountant I	\$ 6,989	\$ 7,338	\$ 7,705	\$ 8,090	\$ 8,495
7240	Accountant II	\$ 7,339	\$ 7,706	\$ 8,091	\$ 8,496	\$ 8,920
7200	Accounting Assistant I	\$ 5,090	\$ 5,345	\$ 5,612	\$ 5,893	\$ 6,187
7201	Accounting Assistant II	\$ 5,607	\$ 5,887	\$ 6,182	\$ 6,491	\$ 6,815
7300	Senior Accounting Assistant	\$ 6,182	\$ 6,491	\$ 6,815	\$ 7,156	\$ 7,514
7299	Accounting Technician	\$ 6,991	\$ 7,340	\$ 7,707	\$ 8,093	\$ 8,497
7205	Administrative Analyst	\$ 6,606	\$ 6,936	\$ 7,283	\$ 7,647	\$ 8,030
7211	Administrative Assistant I	\$ 5,276	\$ 5,540	\$ 5,817	\$ 6,108	\$ 6,413
7212	Administrative Assistant II	\$ 5,817	\$ 6,108	\$ 6,414	\$ 6,734	\$ 7,071
7295	Senior Administrative Assistant	\$ 6,264	\$ 6,577	\$ 6,906	\$ 7,251	\$ 7,614
7216	Administrative Assistant to the City Clerk	\$ 6,264	\$ 6,577	\$ 6,906	\$ 7,251	\$ 7,614
7210	Assistant Planner	\$ 7,472	\$ 7,845	\$ 8,238	\$ 8,650	\$ 9,082
7208	Associate Planner	\$ 8,246	\$ 8,658	\$ 9,091	\$ 9,546	\$ 10,023
7217	Building Inspector I	\$ 6,771	\$ 7,109	\$ 7,465	\$ 7,838	\$ 8,230
7218	Building Inspector II	\$ 7,472	\$ 7,845	\$ 8,238	\$ 8,650	\$ 9,082
7220	Business License Examiner	\$ 5,886	\$ 6,181	\$ 6,490	\$ 6,814	\$ 7,155
9352	Child Care Director	\$ 5,346	\$ 5,613	\$ 5,893	\$ 6,188	\$ 6,498
9351	Child Care Instructor I	\$ 2,989	\$ 3,138	\$ 3,295	\$ 3,460	\$ 3,633
9350	Child Care Instructor II	\$ 3,837	\$ 4,028	\$ 4,230	\$ 4,441	\$ 4,663
7222	Code Enforcement Official I	\$ 5,424	\$ 5,695	\$ 5,980	\$ 6,279	\$ 6,593
7223	Code Enforcement Official II	\$ 5,985	\$ 6,284	\$ 6,598	\$ 6,928	\$ 7,275
7380	Code Enforcement Official III	\$ 7,108	\$ 7,463	\$ 7,837	\$ 8,228	\$ 8,640
2119	Construction Inspector - SRSD	\$ 7,359	\$ 7,727	\$ 8,114	\$ 8,519	\$ 8,945
7224	Custodian	\$ 5,052	\$ 5,304	\$ 5,569	\$ 5,848	\$ 6,140
4210	Data Analyst I	\$ 7,632	\$ 8,014	\$ 8,415	\$ 8,835	\$ 9,277
4211	Data Analyst II	\$ 8,396	\$ 8,815	\$ 9,256	\$ 9,719	\$ 10,205
4212	Data Analyst III	\$ 9,235	\$ 9,697	\$ 10,182	\$ 10,691	\$ 11,225
7226	Deputy City Clerk I	\$ 6,421	\$ 6,742	\$ 7,079	\$ 7,433	\$ 7,805
3702	Deputy City Clerk II	\$ 7,805	\$ 8,195	\$ 8,604	\$ 9,034	\$ 9,486
7120	Emergency Management Coordinator	\$ 6,118	\$ 6,424	\$ 6,745	\$ 7,083	\$ 7,437
7121	Environmental Management Coordinator	\$ 6,118	\$ 6,424	\$ 6,745	\$ 7,083	\$ 7,437
7232	Facility Repair Supervisor	\$ 8,042	\$ 8,444	\$ 8,866	\$ 9,310	\$ 9,775
7291	Facility Repair Worker I	\$ 5,707	\$ 5,992	\$ 6,292	\$ 6,606	\$ 6,937
7233	Facility Repair Worker II	\$ 6,294	\$ 6,608	\$ 6,939	\$ 7,286	\$ 7,650
7294	Facility Repair Worker III	\$ 6,773	\$ 7,112	\$ 7,468	\$ 7,841	\$ 8,233
7108	Fire Prevention Inspector I	\$ 8,556	\$ 8,983	\$ 9,433	\$ 9,904	\$ 10,399
7107	Fire Prevention Inspector II	\$ 9,432	\$ 9,903	\$ 10,398	\$ 10,918	\$ 11,464
7298	IT Help Desk Supervisor	\$ 8,396	\$ 8,815	\$ 9,256	\$ 9,719	\$ 10,205
7243	Librarian I	\$ 7,119	\$ 7,475	\$ 7,849	\$ 8,241	\$ 8,653
7244	Librarian II	\$ 7,478	\$ 7,852	\$ 8,245	\$ 8,657	\$ 9,090
2404	Library Aide	\$ 3,412	\$ 3,583	\$ 3,762	\$ 3,950	\$ 4,148
7246	Library Assistant I	\$ 4,687	\$ 4,922	\$ 5,168	\$ 5,426	\$ 5,698
7247	Library Assistant II	\$ 5,301	\$ 5,566	\$ 5,844	\$ 6,137	\$ 6,443
2405	Library Tech Services Supervisor	\$ 6,778	\$ 7,116	\$ 7,472	\$ 7,846	\$ 8,238

EXHIBIT A

7292	Literacy Program Supervisor	\$ 8,250	\$ 8,663	\$ 9,096	\$ 9,551	\$ 10,028
7249	Mail and Stores Clerk	\$ 4,559	\$ 4,787	\$ 5,027	\$ 5,278	\$ 5,542
7255	Network Analyst	\$ 7,634	\$ 8,015	\$ 8,416	\$ 8,837	\$ 9,279
7274	Network Support Technician	\$ 5,839	\$ 6,131	\$ 6,437	\$ 6,759	\$ 7,097
7285	Office Assistant I	\$ 4,342	\$ 4,559	\$ 4,787	\$ 5,026	\$ 5,277
7284	Office Assistant II	\$ 4,905	\$ 5,150	\$ 5,407	\$ 5,678	\$ 5,962
7256	Park Equipment Mechanic	\$ 6,611	\$ 6,941	\$ 7,288	\$ 7,653	\$ 8,035
7257	Parking Attendant I	\$ 2,486	\$ 2,610	\$ 2,740	\$ 2,877	\$ 3,021
7275	Parking Attendant II	\$ 2,737	\$ 2,874	\$ 3,018	\$ 3,169	\$ 3,327
6208	Parking Enforcement Officer	\$ 6,064	\$ 6,367	\$ 6,685	\$ 7,019	\$ 7,370
6212	Parking Equipment Technician	\$ 5,850	\$ 6,142	\$ 6,450	\$ 6,772	\$ 7,111
6209	Parking Maintenance & Collections	\$ 5,850	\$ 6,142	\$ 6,449	\$ 6,772	\$ 7,110
6211	Parking Operations Supervisor	\$ 8,042	\$ 8,444	\$ 8,866	\$ 9,310	\$ 9,775
7258	Parks & Graffiti Worker	\$ 5,306	\$ 5,571	\$ 5,850	\$ 6,142	\$ 6,449
2123	Parks Lead Maintenance Worker	\$ 6,773	\$ 7,112	\$ 7,468	\$ 7,841	\$ 8,233
7271	Parks Maintenance Supervisor	\$ 8,042	\$ 8,444	\$ 8,866	\$ 9,310	\$ 9,775
7236	Parks Maintenance Worker I	\$ 5,572	\$ 5,850	\$ 6,143	\$ 6,450	\$ 6,772
7238	Parks Maintenance Worker II	\$ 5,850	\$ 6,143	\$ 6,450	\$ 6,772	\$ 7,111
7296	Permit Services Coordinator	\$ 8,065	\$ 8,469	\$ 8,892	\$ 9,337	\$ 9,804
7396	Permit Services Supervisor	\$ 9,074	\$ 9,528	\$ 10,004	\$ 10,505	\$ 11,030
7196	Permit Technician I	\$ 5,596	\$ 5,876	\$ 6,170	\$ 6,478	\$ 6,802
7197	Permit Technician II	\$ 6,155	\$ 6,463	\$ 6,786	\$ 7,126	\$ 7,482
7198	Permit Technician III	\$ 6,771	\$ 7,110	\$ 7,465	\$ 7,839	\$ 8,231
7261	Planning Technician	\$ 5,839	\$ 6,131	\$ 6,437	\$ 6,759	\$ 7,097
9453	Principal Planner	\$ 10,793	\$ 11,333	\$ 11,899	\$ 12,494	\$ 13,119
7234	Printing Press Operator	\$ 5,677	\$ 5,961	\$ 6,259	\$ 6,572	\$ 6,901
7305	Program Analyst	\$ 7,246	\$ 7,608	\$ 7,988	\$ 8,388	\$ 8,807
1201	Program Coordinator	\$ 6,136	\$ 6,443	\$ 6,765	\$ 7,103	\$ 7,458
7290	Public Works Dispatcher	\$ 5,850	\$ 6,143	\$ 6,450	\$ 6,772	\$ 7,111
7253	Public Works Inspector	\$ 6,690	\$ 7,025	\$ 7,376	\$ 7,745	\$ 8,132
7263	Revenue Supervisor	\$ 8,917	\$ 9,363	\$ 9,831	\$ 10,322	\$ 10,838
2309	Senior Building Inspector	\$ 8,870	\$ 9,313	\$ 9,779	\$ 10,268	\$ 10,781
7265	Senior Library Assistant	\$ 5,567	\$ 5,845	\$ 6,137	\$ 6,444	\$ 6,766
7264	Senior Planner	\$ 9,331	\$ 9,798	\$ 10,288	\$ 10,802	\$ 11,342
2204	Sewer Lead Maintenance Worker	\$ 7,469	\$ 7,842	\$ 8,234	\$ 8,646	\$ 9,078
7266	Sewer Maintenance Worker I	\$ 5,994	\$ 6,294	\$ 6,609	\$ 6,939	\$ 7,286
7267	Sewer Maintenance Worker II	\$ 6,451	\$ 6,773	\$ 7,112	\$ 7,468	\$ 7,841
7281	Sewers Supervisor	\$ 8,443	\$ 8,865	\$ 9,308	\$ 9,774	\$ 10,263
7269	Shop & Equipment Supervisor	\$ 8,042	\$ 8,444	\$ 8,867	\$ 9,310	\$ 9,775
7280	Street Lead Maintenance Worker	\$ 6,773	\$ 7,112	\$ 7,468	\$ 7,841	\$ 8,233
7209	Street Maintenance Supervisor	\$ 8,042	\$ 8,444	\$ 8,866	\$ 9,310	\$ 9,775
7250	Street Maintenance Worker I	\$ 5,572	\$ 5,850	\$ 6,143	\$ 6,450	\$ 6,772
7251	Street Maintenance Worker II	\$ 5,850	\$ 6,143	\$ 6,450	\$ 6,772	\$ 7,111
7283	Street Sweeper Operator	\$ 6,143	\$ 6,450	\$ 6,772	\$ 7,111	\$ 7,466
8523	Supervising Parking Enforcement Officer	\$ 6,819	\$ 7,160	\$ 7,518	\$ 7,894	\$ 8,289
7288	Supervising Vehicle/Equipment Mechanic	\$ 7,114	\$ 7,470	\$ 7,843	\$ 8,236	\$ 8,647
7286	Vehicle/Equipment Mechanic I	\$ 5,995	\$ 6,294	\$ 6,609	\$ 6,939	\$ 7,286
7287	Vehicle/Equipment Mechanic II	\$ 6,610	\$ 6,941	\$ 7,288	\$ 7,652	\$ 8,035
2131	Volunteer Program Assistant	\$ 5,917	\$ 6,212	\$ 6,523	\$ 6,849	\$ 7,192

City of San Rafael
SEIU - SALARY SCHEDULE
Effective July 1, 2026

Grade	Position	A	B	C	D	E
7241	Accountant I	\$ 7,268	\$ 7,632	\$ 8,013	\$ 8,414	\$ 8,835
7240	Accountant II	\$ 7,632	\$ 8,014	\$ 8,415	\$ 8,835	\$ 9,277
7200	Accounting Assistant I	\$ 5,294	\$ 5,559	\$ 5,837	\$ 6,128	\$ 6,435
7201	Accounting Assistant II	\$ 5,831	\$ 6,123	\$ 6,429	\$ 6,750	\$ 7,088
7300	Senior Accounting Assistant	\$ 6,429	\$ 6,751	\$ 7,088	\$ 7,442	\$ 7,815
7299	Accounting Technician	\$ 7,271	\$ 7,634	\$ 8,016	\$ 8,417	\$ 8,837
7205	Administrative Analyst	\$ 6,870	\$ 7,214	\$ 7,575	\$ 7,953	\$ 8,351
7211	Administrative Assistant I	\$ 5,487	\$ 5,761	\$ 6,050	\$ 6,352	\$ 6,670
7212	Administrative Assistant II	\$ 6,050	\$ 6,352	\$ 6,670	\$ 7,004	\$ 7,354
7295	Senior Administrative Assistant	\$ 6,515	\$ 6,840	\$ 7,182	\$ 7,541	\$ 7,918
7216	Administrative Assistant to the City Clerk	\$ 6,515	\$ 6,840	\$ 7,182	\$ 7,541	\$ 7,918
7210	Assistant Planner	\$ 7,771	\$ 8,159	\$ 8,567	\$ 8,995	\$ 9,445
7208	Associate Planner	\$ 8,576	\$ 9,005	\$ 9,455	\$ 9,927	\$ 10,424
7217	Building Inspector I	\$ 7,042	\$ 7,394	\$ 7,763	\$ 8,151	\$ 8,559
7218	Building Inspector II	\$ 7,771	\$ 8,159	\$ 8,567	\$ 8,996	\$ 9,445
7220	Business License Examiner	\$ 6,122	\$ 6,428	\$ 6,749	\$ 7,087	\$ 7,441
9352	Child Care Director	\$ 5,666	\$ 5,950	\$ 6,247	\$ 6,559	\$ 6,887
9351	Child Care Instructor I	\$ 3,168	\$ 3,326	\$ 3,493	\$ 3,667	\$ 3,851
9350	Child Care Instructor II	\$ 4,067	\$ 4,270	\$ 4,484	\$ 4,708	\$ 4,943
7222	Code Enforcement Official I	\$ 5,641	\$ 5,923	\$ 6,219	\$ 6,530	\$ 6,857
7223	Code Enforcement Official II	\$ 6,224	\$ 6,536	\$ 6,862	\$ 7,206	\$ 7,566
7380	Code Enforcement Official III	\$ 7,392	\$ 7,762	\$ 8,150	\$ 8,557	\$ 8,985
2119	Construction Inspector - SRSD	\$ 7,654	\$ 8,036	\$ 8,438	\$ 8,860	\$ 9,303
7224	Custodian	\$ 5,254	\$ 5,516	\$ 5,792	\$ 6,082	\$ 6,386
4210	Data Analyst I	\$ 7,938	\$ 8,334	\$ 8,751	\$ 9,189	\$ 9,648
4211	Data Analyst II	\$ 8,731	\$ 9,168	\$ 9,626	\$ 10,108	\$ 10,613
4212	Data Analyst III	\$ 9,604	\$ 10,085	\$ 10,589	\$ 11,118	\$ 11,674
7226	Deputy City Clerk I	\$ 6,678	\$ 7,012	\$ 7,363	\$ 7,731	\$ 8,117
3702	Deputy City Clerk II	\$ 8,117	\$ 8,522	\$ 8,948	\$ 9,396	\$ 9,866
7120	Emergency Management Coordinator	\$ 6,363	\$ 6,681	\$ 7,015	\$ 7,366	\$ 7,734
7121	Environmental Management Coordinator	\$ 6,363	\$ 6,681	\$ 7,015	\$ 7,366	\$ 7,734
7232	Facility Repair Supervisor	\$ 8,364	\$ 8,782	\$ 9,221	\$ 9,682	\$ 10,166
7291	Facility Repair Worker I	\$ 5,935	\$ 6,232	\$ 6,543	\$ 6,871	\$ 7,214
7233	Facility Repair Worker II	\$ 6,546	\$ 6,873	\$ 7,216	\$ 7,577	\$ 7,956
7294	Facility Repair Worker III	\$ 7,044	\$ 7,396	\$ 7,766	\$ 8,155	\$ 8,562
7108	Fire Prevention Inspector I	\$ 8,898	\$ 9,343	\$ 9,810	\$ 10,300	\$ 10,815
7107	Fire Prevention Inspector II	\$ 9,809	\$ 10,299	\$ 10,814	\$ 11,355	\$ 11,923
7298	IT Help Desk Supervisor	\$ 8,732	\$ 9,168	\$ 9,626	\$ 10,108	\$ 10,613
7243	Librarian I	\$ 7,546	\$ 7,923	\$ 8,320	\$ 8,736	\$ 9,172
7244	Librarian II	\$ 7,927	\$ 8,323	\$ 8,739	\$ 9,176	\$ 9,635
2404	Library Aide	\$ 3,617	\$ 3,798	\$ 3,988	\$ 4,187	\$ 4,397
7246	Library Assistant I	\$ 4,969	\$ 5,217	\$ 5,478	\$ 5,752	\$ 6,039
7247	Library Assistant II	\$ 5,619	\$ 5,900	\$ 6,195	\$ 6,505	\$ 6,830
2405	Library Tech Services Supervisor	\$ 7,184	\$ 7,543	\$ 7,921	\$ 8,317	\$ 8,732

EXHIBIT A

7292	Literacy Program Supervisor	\$ 8,745	\$ 9,183	\$ 9,642	\$ 10,124	\$ 10,630
7249	Mail and Stores Clerk	\$ 4,742	\$ 4,979	\$ 5,228	\$ 5,489	\$ 5,764
7255	Network Analyst	\$ 7,939	\$ 8,336	\$ 8,753	\$ 9,190	\$ 9,650
7274	Network Support Technician	\$ 6,072	\$ 6,376	\$ 6,695	\$ 7,030	\$ 7,381
7285	Office Assistant I	\$ 4,515	\$ 4,741	\$ 4,978	\$ 5,227	\$ 5,488
7284	Office Assistant II	\$ 5,101	\$ 5,356	\$ 5,624	\$ 5,905	\$ 6,200
7256	Park Equipment Mechanic	\$ 6,875	\$ 7,219	\$ 7,580	\$ 7,959	\$ 8,357
7257	Parking Attendant I	\$ 2,585	\$ 2,714	\$ 2,850	\$ 2,992	\$ 3,142
7275	Parking Attendant II	\$ 2,847	\$ 2,989	\$ 3,139	\$ 3,296	\$ 3,460
6208	Parking Enforcement Officer	\$ 6,306	\$ 6,622	\$ 6,953	\$ 7,300	\$ 7,665
6212	Parking Equipment Technician	\$ 6,084	\$ 6,388	\$ 6,707	\$ 7,043	\$ 7,395
6209	Parking Maintenance & Collections	\$ 6,084	\$ 6,388	\$ 6,707	\$ 7,043	\$ 7,395
6211	Parking Operations Supervisor	\$ 8,364	\$ 8,782	\$ 9,221	\$ 9,682	\$ 10,166
7258	Parks & Graffiti Worker	\$ 5,518	\$ 5,794	\$ 6,084	\$ 6,388	\$ 6,707
2123	Parks Lead Maintenance Worker	\$ 7,044	\$ 7,396	\$ 7,766	\$ 8,155	\$ 8,562
7271	Parks Maintenance Supervisor	\$ 8,364	\$ 8,782	\$ 9,221	\$ 9,682	\$ 10,166
7236	Parks Maintenance Worker I	\$ 5,794	\$ 6,084	\$ 6,388	\$ 6,708	\$ 7,043
7238	Parks Maintenance Worker II	\$ 6,084	\$ 6,388	\$ 6,708	\$ 7,043	\$ 7,395
7296	Permit Services Coordinator	\$ 8,388	\$ 8,807	\$ 9,248	\$ 9,710	\$ 10,196
7396	Permit Services Supervisor	\$ 9,437	\$ 9,909	\$ 10,404	\$ 10,925	\$ 11,471
7196	Permit Technician I	\$ 5,820	\$ 6,111	\$ 6,417	\$ 6,737	\$ 7,074
7197	Permit Technician II	\$ 6,402	\$ 6,722	\$ 7,058	\$ 7,411	\$ 7,781
7198	Permit Technician III	\$ 7,042	\$ 7,394	\$ 7,764	\$ 8,152	\$ 8,560
7261	Planning Technician	\$ 6,072	\$ 6,376	\$ 6,695	\$ 7,030	\$ 7,381
9453	Principal Planner	\$ 11,225	\$ 11,786	\$ 12,375	\$ 12,994	\$ 13,644
7234	Printing Press Operator	\$ 5,904	\$ 6,199	\$ 6,509	\$ 6,835	\$ 7,177
7305	Program Analyst	\$ 7,535	\$ 7,912	\$ 8,308	\$ 8,723	\$ 9,159
1201	Program Coordinator	\$ 6,381	\$ 6,700	\$ 7,035	\$ 7,387	\$ 7,756
7290	Public Works Dispatcher	\$ 6,084	\$ 6,388	\$ 6,708	\$ 7,043	\$ 7,395
7253	Public Works Inspector	\$ 6,958	\$ 7,306	\$ 7,671	\$ 8,055	\$ 8,458
7263	Revenue Supervisor	\$ 9,273	\$ 9,737	\$ 10,224	\$ 10,735	\$ 11,272
2309	Senior Building Inspector	\$ 9,224	\$ 9,686	\$ 10,170	\$ 10,678	\$ 11,212
7265	Senior Library Assistant	\$ 5,901	\$ 6,196	\$ 6,506	\$ 6,831	\$ 7,172
7264	Senior Planner	\$ 9,704	\$ 10,190	\$ 10,699	\$ 11,234	\$ 11,796
2204	Sewer Lead Maintenance Worker	\$ 7,768	\$ 8,156	\$ 8,564	\$ 8,992	\$ 9,442
7266	Sewer Maintenance Worker I	\$ 6,234	\$ 6,546	\$ 6,873	\$ 7,217	\$ 7,578
7267	Sewer Maintenance Worker II	\$ 6,709	\$ 7,044	\$ 7,397	\$ 7,766	\$ 8,155
7281	Sewers Supervisor	\$ 8,781	\$ 9,220	\$ 9,681	\$ 10,165	\$ 10,673
7269	Shop & Equipment Supervisor	\$ 8,364	\$ 8,782	\$ 9,221	\$ 9,682	\$ 10,166
7280	Street Lead Maintenance Worker	\$ 7,044	\$ 7,396	\$ 7,766	\$ 8,155	\$ 8,562
7209	Street Maintenance Supervisor	\$ 8,364	\$ 8,782	\$ 9,221	\$ 9,682	\$ 10,166
7250	Street Maintenance Worker I	\$ 5,794	\$ 6,084	\$ 6,388	\$ 6,708	\$ 7,043
7251	Street Maintenance Worker II	\$ 6,084	\$ 6,388	\$ 6,708	\$ 7,043	\$ 7,395
7283	Street Sweeper Operator	\$ 6,388	\$ 6,708	\$ 7,043	\$ 7,395	\$ 7,765
8523	Supervising Parking Enforcement Officer	\$ 7,092	\$ 7,446	\$ 7,819	\$ 8,210	\$ 8,620
7288	Supervising Vehicle/Equipment Mechanic	\$ 7,399	\$ 7,769	\$ 8,157	\$ 8,565	\$ 8,993
7286	Vehicle/Equipment Mechanic I	\$ 6,234	\$ 6,546	\$ 6,873	\$ 7,217	\$ 7,578
7287	Vehicle/Equipment Mechanic II	\$ 6,875	\$ 7,219	\$ 7,580	\$ 7,959	\$ 8,356
2131	Volunteer Program Assistant	\$ 6,153	\$ 6,461	\$ 6,784	\$ 7,123	\$ 7,479