



**SAN RAFAEL CITY COUNCIL AGENDA REPORT**

Department: Human Resources

Prepared by: Marissa Sanchez, HR Director

City Manager Approval: \_\_\_\_\_

**TOPIC: PERSONNEL CHANGES**

**SUBJECT: ADOPT A RESOLUTION APPROVING THE FOLLOWING PERSONNEL CHANGES: RETITLING OF THE ASSISTANT DIRECTOR OF COMMUNITY DEVELOPMENT JOB CLASSIFICATION, RETITLING OF THE CHILDCARE DIRECTOR JOB CLASSIFICATION, CORRECTING THE OPERATIONS & MAINTENANCE SUPERINTENDENT SALARY RANGE; AND ADDING THE SENIOR HUMAN RESOURCES ANALYST, WILDFIRE MITIGATION PROGRAM MANAGER, CHIEF ASSISTANT CITY ATTORNEY POSITIONS; AND AMENDING THE SAN RAFAEL MID-MANAGEMENT EMPLOYEE ASSOCIATION, SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021, AND UNREPRESENTED MID-MANAGEMENT AND EXECUTIVE SALARY SCHEDULES; AND UPDATING THE UNREPRESENTED MID-MANAGEMENT SALARY RESOLUTION**

**RECOMMENDATION:**

Adopt a resolution approving changes to the San Rafael Mid-Management Employee Association (SRMMEA), Service Employees International Union (SEIU) Local 1021, and unrepresented mid-management and executive salary schedules, and approve minor changes to the unrepresented mid-manager salary resolution.

**BACKGROUND:**

The Human Resources Department periodically seeks to establish, reallocate, amend, or delete positions to reorganize or restructure staffing to most effectively and efficiently serve the community and City goals. This staff report outlines the current recommendations.

**ANALYSIS:**

**Proposed Updates to the SRMMEA Salary Schedule:**

**Community Services Division & Division Director Position**

San Rafael is committed to creating a more inclusive and equitable city where every resident has the opportunity to thrive. With this in mind, the City is establishing a new Community Services Division of the City Manager’s Office. The Division is dedicated to enhancing the quality of life for all residents, with a special focus on traditionally underserved and vulnerable

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FOR CITY CLERK ONLY

Council Meeting:

Disposition:

populations, keeping equity at the forefront. This Division is at the forefront of addressing critical social and community issues, including homelessness response, and other services that uplift community members in need.

The Division's mission is to develop and implement innovative strategies and programs that ensure access to vital resources, fostering community resilience, and promoting overall well-being, with a focus on equity. The Community Services Division will work collaboratively with the County of Marin, other local agencies, community-based organizations, service providers, and stakeholders to deliver services that are compassionate, effective, and responsive to the unique needs of our community. The current staffing proposed for this new Division is to reassign two full time equivalent (FTE) positions, so no new staff are being proposed. Given the volume of work currently needed to address homelessness, for the first few years, this new Division will be primarily focused on homelessness response. However, the plan will be to grow and develop programming that reaches more of our community members in need.

The Assistant Director of Community Development is a single classification represented by the San Rafael Mid-Management Employee Association (SRMMEA). Recently, this position has focused on overseeing the work of the Housing Division and managing the City's homelessness response.

In recognition of the cross-departmental nature of addressing the needs of the unsheltered population, the impact of encampments on the community, and the need for ongoing stakeholder engagement with our County and non-profit service providers, staff recommends changing the job title of the Assistant Director of Community Development to Community Services Division Director. The position would report directly to the Assistant City Manager and be supported by the Housing and Homelessness Analyst. In this new role, the Division Director will manage a broad range of responsibilities, from strategic planning and policy development to budget management, and communication strategies, to interdepartmental and interagency coordination. The Division Director will also be responsible for securing and managing funding, developing and maintaining partnerships, and ensuring that the Division's programs are both effective and sustainable. They will be a key liaison between the City and various stakeholders, including other government agencies and elected officials, community organizations, and residents. Their work will involve close collaboration with other City departments, public and private partners, and community groups to advance initiatives that address homelessness and other programs that support vulnerable populations. The Division Director will lead and coordinate community engagement efforts and will work collaboratively with the City's Housing Division on achieving the City's goals related to housing and homelessness.

Under the proposed resolution, the SRMMEA Assistant Director of Community Development would be removed from the SRMMEA salary schedule, and the Community Services Division Director classification would be added.

**Wildfire Mitigation Program Manager**

As part of the City's ongoing commitment to wildfire hazard mitigation, the City has created the Wildfire Mitigation Program Manager to be included in the SRMMEA salary schedule. The Wildfire Mitigation Program Manager will be responsible for developing, operating, and

administrating programs and projects that support the City's Wildfire Prevention and Protection Action Plan and the Marin Wildfire Prevent Authority's goals and annual work plan.

In addition, there are two administrative errors that must be corrected. The SRMMEA Salary Schedule is titled "Unrepresented Mid-Management" and must be revised to state "SRMMEA Salary Schedule." Staff discovered a typo in the Operations & Maintenance Superintendent salary range for fiscal years 2025-26 and 2026-27. City Council action for this item is only needed to codify this correction.

**Proposed Updates to the SEIU Local 1021 Salary Schedule:** A classification study was conducted for the Childcare Director position with the City; the City's consultant that conducted the survey recommended re-titling the Childcare Director classification as Childcare Supervisor. This was discussed with SEIU Local 1021 representatives, and the new title should now be incorporated into the salary schedule, using the same range as the previous Childcare Director. City Council action for this item is only needed to codify this update.

**Proposed Updates to the Unrepresented Mid-Management Salary Schedule and Salary Resolution:** City staff propose adding the Senior Human Resources Analyst to the unrepresented mid-management salary schedule. This position would support various human resources functions, with an emphasis on labor relations, data analysis, recruitment, employee relations, and benefits administration.

Additionally, City staff propose modifying language about seniority in the Unrepresented Mid-Management Salary Resolution to bring benefits for this group of employees in line with that of the employees represented by SRMMEA.

**Proposed Updates to the Unrepresented Executive Salary Schedule:** The City Attorney and City Manager's Offices recently worked with MRG Consultants to conduct a comprehensive classification study for the City Attorney's Office, and it was determined that the range of attorney job classifications should be expanded to allow the City to recruit candidates that may have a broad breadth of experience and to allow for potential growth. Based on the recommendations from MRG, staff recommend adding a Chief Assistant City Attorney position to the unrepresented executive salary schedule. At this time, it is envisioned that the City will hire either a Chief Assistant City Attorney or an Assistant City Attorney. An individual may be hired at either level based on their experience, qualifications, and the needs of the City.

**FISCAL IMPACT:**

The recommendations in this staff report total approximately \$125,000. These costs will be absorbed within the existing approved fiscal year 2024-25 budget.

**OPTIONS:**

The City Council has the following options to consider on this matter:

1. Approve the resolution and updated unrepresented mid-manager salary resolution as presented.
2. Request changes to the recommendations.
3. Direct staff to develop alternatives to the recommendation.

**RECOMMENDED ACTION:**

Adopt a resolution approving changes to the San Rafael Mid-Management Employee Association (SRMMEA), Service Employees International Union (SEIU) Local 1021, and unrepresented mid-management and executive salary schedules, and approve minor changes to the unrepresented mid-manager salary resolution.

**ATTACHMENTS:**

Attachment A: Resolution

Attachment B: SRMMEA Salary Schedule

Attachment C: SEIU Local 1021 Salary Schedule

Attachment D: Unrepresented Mid-Management Salary Schedule

Attachment E: Unrepresented Mid-Management Salary Resolution

Attachment F: Unrepresented Executive Management Salary Schedule

**RESOLUTION NO.**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN RAFAEL  
APPROVING CHANGES TO THE SAN RAFAEL MID-MANAGEMENT EMPLOYEE  
ASSOCIATION (SRMMEA) AND UNREPRESENTED MID-MANAGEMENT AND EXECUTIVE  
SALARY SCHEDULES**

**WHEREAS**, the City must, from time to time, add or otherwise adjust job classifications, job specifications and/or compensation in order to satisfy the changing needs and demands of the workforce and to more closely match the tasks which need to be performed by employees in the City's various departments; and

**WHEREAS**, City staff has analyzed the job description of the Assistant Director of Community Development and determined the scope of work for this position should be updated to address homelessness interventions and community services and commensurate with the change in job responsibilities, the job title on the San Rafael Mid-Management Employee Association (SRMMEA) Salary Schedule should be changed from the Assistant Director of Community Development to Community Services Division Director; and

**WHEREAS**, there was an administrative error in the title of the SRMMEA Salary Schedule; and

**WHEREAS**, there was an administrative error in the salary range for the Operations & Maintenance Superintendent on the SRMMEA Salary Schedule; and

**WHEREAS**, staff recommends the addition of the Wildfire Mitigation Program Manager job classification to the SRMMEA Salary Schedule; and

**WHEREAS**, staff recommends the retitling of the Childcare Director job classification to the Childcare Supervisor on the Service Employees International Union (SEIU) Local 1021 Salary Schedule; and

**WHEREAS**, staff recommends the addition of the Senior Human Resources Analyst job classification to the Unrepresented Mid-Management Salary Schedule; and

**WHEREAS**, staff recommends revising language about seniority in the Unrepresented Mid-Management Salary Resolution to bring benefits for this group of employees in line with that of the SRMMEA; and

**WHEREAS**, staff recommends the addition of the Chief Assistant City Attorney job classification to the Unrepresented Executive Salary Schedule; and

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of San Rafael hereby approves the recommended personnel compensation and classification changes included with the Staff Report for this Resolution.

**I, Lindsay Lara**, Clerk of the City of San Rafael, hereby certify foregoing resolution was duly and regularly introduced and adopted at a regular meeting on the City Council of said City held on Tuesday, the 3<sup>rd</sup> day of September 2024, by the following vote to wit:

AYES: COUNCILMEMBERS:  
NOES: COUNCILMEMBERS:  
ABSENT: COUNCILMEMBERS:

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LINDSAY LARA, City Clerk

**SAN RAFAEL MID-MANAGEMENT EMPLOYEE ASSOCIATION**

**SALARY SCHEDULE**

Effective July 1, 2024

<b>Grade</b>	<b>Position</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
2304	Assistant Community & Economic Development Director	\$ 13,676	\$ 14,360	\$ 15,078	\$ 15,832	\$ 16,624
2400	Assistant Library and Recreation Director	\$ 12,036	\$ 12,638	\$ 13,270	\$ 13,933	\$ 14,630
2202	Assistant Public Works Director	\$ 13,530	\$ 14,207	\$ 14,917	\$ 15,663	\$ 16,446
2302	Chief Building Official	\$ 12,574	\$ 13,202	\$ 13,863	\$ 14,556	\$ 15,284
4203	Civic Engagement Manager	\$ 10,843	\$ 11,385	\$ 11,955	\$ 12,552	\$ 13,180
2122	Code Enforcement Supervisor	\$ 8,186	\$ 8,595	\$ 9,025	\$ 9,477	\$ 9,950
4204	Data & Infrastructure Manager	\$ 11,667	\$ 12,251	\$ 12,863	\$ 13,506	\$ 14,182
4213	Deputy Building Official	\$ 11,101	\$ 11,656	\$ 12,239	\$ 12,851	\$ 13,493
7125	Deputy Director of Emergency Management	\$ 13,531	\$ 14,207	\$ 14,918	\$ 15,663	\$ 16,447
2120	Deputy Fire Marshall	\$ 10,702	\$ 11,237	\$ 11,799	\$ 12,389	\$ 13,009
2135	Deputy PW Administrative Services Director	\$ 12,292	\$ 12,907	\$ 13,552	\$ 14,230	\$ 14,941
2135	Deputy Public Works Director	\$ 12,292	\$ 12,907	\$ 13,552	\$ 14,230	\$ 14,941
7117	Emergency Services Manager	\$ 9,883	\$ 10,377	\$ 10,896	\$ 11,441	\$ 12,013
2137	Housing Manager	\$ 11,844	\$ 12,436	\$ 13,058	\$ 13,710	\$ 14,396
2303	<b>Community Services Division Director</b>	\$ 13,025	\$ 13,676	\$ 14,360	\$ 15,078	\$ 15,832
2208	Operations and Maintenance Manager	\$ 11,300	\$ 11,865	\$ 12,459	\$ 13,082	\$ 13,736
2208	Operations and Maintenance Manager (SRSD)	\$ 11,300	\$ 11,865	\$ 12,459	\$ 13,082	\$ 13,736
7318	Operations & Maintenance Superintendent	\$ 10,124	\$ 10,631	\$ 11,162	\$ 11,720	\$ 12,306
2703	Parking Services Manager	\$ 10,326	\$ 10,842	\$ 11,385	\$ 11,954	\$ 12,551
7312	Parks Superintendent	\$ 10,124	\$ 10,631	\$ 11,162	\$ 11,720	\$ 12,306
2116	Planning Manager	\$ 11,844	\$ 12,436	\$ 13,058	\$ 13,710	\$ 14,396
2206	Principal Civil Engineer (SRSD)	\$ 13,806	\$ 14,497	\$ 15,222	\$ 15,983	\$ 16,782
4206	Product Manager	\$ 10,843	\$ 11,385	\$ 11,955	\$ 12,552	\$ 13,180
8103	Recreation Supervisor	\$ 8,531	\$ 8,957	\$ 9,405	\$ 9,875	\$ 10,369
9511	Risk Manager	\$ 11,508	\$ 12,084	\$ 12,688	\$ 13,322	\$ 13,988
7317	Senior Code Enforcement Supervisor	\$ 9,036	\$ 9,487	\$ 9,962	\$ 10,460	\$ 10,983
2101	Senior Management Analyst I	\$ 8,384	\$ 8,803	\$ 9,243	\$ 9,705	\$ 10,191
2105	Senior Management Analyst II	\$ 9,982	\$ 10,481	\$ 11,005	\$ 11,555	\$ 12,133
2203	Senior Project Manager	\$ 10,021	\$ 10,522	\$ 11,048	\$ 11,600	\$ 12,181
8102	Senior Recreation Supervisor	\$ 9,643	\$ 10,125	\$ 10,631	\$ 11,163	\$ 11,721
7310	Sewer Maintenance Superintendent	\$ 10,124	\$ 10,631	\$ 11,162	\$ 11,720	\$ 12,306
7311	Street Maintenance Superintendent	\$ 10,124	\$ 10,631	\$ 11,162	\$ 11,720	\$ 12,306
7245	Supervising Librarian	\$ 8,737	\$ 9,174	\$ 9,632	\$ 10,114	\$ 10,620
2150	Sustainability Program Manager	\$ 8,573	\$ 9,002	\$ 9,452	\$ 9,925	\$ 10,421
<b>TBD</b>	<b>Wildfire Program Mitigation Manager</b>	<b>\$ 9,883</b>	<b>\$ 10,377</b>	<b>\$ 10,896</b>	<b>\$ 11,441</b>	<b>\$ 12,013</b>

**SAN RAFAEL MID-MANAGEMENT EMPLOYEE ASSOCIATION**

**SALARY SCHEDULE**

Effective July 1, 2025

<b>Grade</b>	<b>Position</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
2304	Assistant Community & Economic Development Director	\$ 14,086	\$ 14,791	\$ 15,530	\$ 16,307	\$ 17,122
2400	Assistant Library and Recreation Director	\$ 12,698	\$ 13,333	\$ 14,000	\$ 14,700	\$ 15,435
2202	Assistant Public Works Director	\$ 14,139	\$ 14,846	\$ 15,588	\$ 16,368	\$ 17,186
2302	Chief Building Official	\$ 13,140	\$ 13,797	\$ 14,486	\$ 15,211	\$ 15,971
4203	Civic Engagement Manager	\$ 11,440	\$ 12,012	\$ 12,612	\$ 13,243	\$ 13,905
2122	Code Enforcement Supervisor	\$ 8,555	\$ 8,982	\$ 9,431	\$ 9,903	\$ 10,398
4204	Data & Infrastructure Manager	\$ 12,017	\$ 12,618	\$ 13,249	\$ 13,912	\$ 14,607
4213	Deputy Building Official	\$ 11,434	\$ 12,006	\$ 12,606	\$ 13,236	\$ 13,898
7125	Deputy Director of Emergency Management	\$ 14,139	\$ 14,846	\$ 15,589	\$ 16,368	\$ 17,187
2120	Deputy Fire Marshall	\$ 11,184	\$ 11,743	\$ 12,330	\$ 12,947	\$ 13,594
2135	Deputy PW Administrative Services Director	\$ 12,845	\$ 13,488	\$ 14,162	\$ 14,870	\$ 15,614
2135	Deputy Public Works Director	\$ 12,845	\$ 13,488	\$ 14,162	\$ 14,870	\$ 15,614
7117	Emergency Services Manager	\$ 10,180	\$ 10,688	\$ 11,223	\$ 11,784	\$ 12,373
2137	Housing Manager	\$ 12,495	\$ 13,120	\$ 13,776	\$ 14,465	\$ 15,188
2303	Community Services Division Director	\$ 13,416	\$ 14,086	\$ 14,791	\$ 15,530	\$ 16,307
2208	Operations and Maintenance Manager	\$ 11,922	\$ 12,518	\$ 13,144	\$ 13,801	\$ 14,491
2208	Operations and Maintenance Manager (SRSD)	\$ 11,922	\$ 12,518	\$ 13,144	\$ 13,801	\$ 14,491
7318	Operations & Maintenance Superintendent	\$ 10,529	\$ 11,056	\$ 11,609	\$ 12,189	\$ 12,798
2703	Parking Services Manager	\$ 10,791	\$ 11,330	\$ 11,897	\$ 12,492	\$ 13,116
7312	Parks Superintendent	\$ 10,529	\$ 11,056	\$ 11,609	\$ 12,189	\$ 12,798
2116	Planning Manager	\$ 12,495	\$ 13,120	\$ 13,776	\$ 14,465	\$ 15,188
2206	Principal Civil Engineer (SRSD)	\$ 14,221	\$ 14,932	\$ 15,678	\$ 16,462	\$ 17,285
4206	Product Manager	\$ 11,440	\$ 12,012	\$ 12,612	\$ 13,243	\$ 13,905
8103	Recreation Supervisor	\$ 8,829	\$ 9,271	\$ 9,734	\$ 10,221	\$ 10,732
9511	Risk Manager	\$ 11,854	\$ 12,446	\$ 13,069	\$ 13,722	\$ 14,408
7317	Senior Code Enforcement Supervisor	\$ 9,442	\$ 9,914	\$ 10,410	\$ 10,931	\$ 11,477
2101	Senior Management Analyst I	\$ 8,761	\$ 9,199	\$ 9,659	\$ 10,142	\$ 10,649
2105	Senior Management Analyst II	\$ 10,431	\$ 10,953	\$ 11,500	\$ 12,075	\$ 12,679
2203	Senior Project Manager	\$ 10,322	\$ 10,838	\$ 11,380	\$ 11,949	\$ 12,546
8102	Senior Recreation Supervisor	\$ 10,173	\$ 10,682	\$ 11,216	\$ 11,777	\$ 12,366
7310	Sewer Maintenance Superintendent	\$ 10,529	\$ 11,056	\$ 11,609	\$ 12,189	\$ 12,798
7311	Street Maintenance Superintendent	\$ 10,529	\$ 11,056	\$ 11,609	\$ 12,189	\$ 12,798
7245	Supervising Librarian	\$ 9,261	\$ 9,724	\$ 10,210	\$ 10,721	\$ 11,257
2150	Sustainability Program Manager	\$ 9,174	\$ 9,632	\$ 10,114	\$ 10,620	\$ 11,150
<b>TBD</b>	<b>Wildfire Program Mitigation Manager</b>	<b>\$ 10,180</b>	<b>\$ 10,688</b>	<b>\$ 11,223</b>	<b>\$ 11,784</b>	<b>\$ 12,373</b>



**SAN RAFAEL MID-MANAGEMENT EMPLOYEE ASSOCIATION**

**SALARY SCHEDULE**

Effective July 1, 2026

<b>Grade</b>	<b>Position</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
2304	Assistant Community & Economic Development Director	\$ 14,509	\$ 15,235	\$ 15,996	\$ 16,796	\$ 17,636
2400	Assistant Library and Recreation Director	\$ 13,333	\$ 14,000	\$ 14,700	\$ 15,435	\$ 16,206
2202	Assistant Public Works Director	\$ 14,705	\$ 15,440	\$ 16,212	\$ 17,022	\$ 17,874
2302	Chief Building Official	\$ 13,665	\$ 14,348	\$ 15,066	\$ 15,819	\$ 16,610
4203	Civic Engagement Manager	\$ 12,012	\$ 12,612	\$ 13,243	\$ 13,905	\$ 14,600
2122	Code Enforcement Supervisor	\$ 8,897	\$ 9,342	\$ 9,809	\$ 10,299	\$ 10,814
4204	Data & Infrastructure Manager	\$ 12,378	\$ 12,997	\$ 13,647	\$ 14,329	\$ 15,045
4213	Deputy Building Official	\$ 11,777	\$ 12,366	\$ 12,984	\$ 13,633	\$ 14,315
7125	Deputy Director of Emergency Management	\$ 14,705	\$ 15,440	\$ 16,212	\$ 17,023	\$ 17,874
2120	Deputy Fire Marshall	\$ 11,631	\$ 12,213	\$ 12,824	\$ 13,465	\$ 14,138
2135	Deputy PW Administrative Services Director	\$ 13,359	\$ 14,027	\$ 14,729	\$ 15,465	\$ 16,238
2135	Deputy Public Works Director	\$ 13,359	\$ 14,027	\$ 14,729	\$ 15,465	\$ 16,238
7117	Emergency Services Manager	\$ 10,485	\$ 11,009	\$ 11,560	\$ 12,138	\$ 12,744
2137	Housing Manager	\$ 13,120	\$ 13,776	\$ 14,465	\$ 15,188	\$ 15,947
2303	Community Services Division Director	\$ 13,818	\$ 14,509	\$ 15,235	\$ 15,996	\$ 16,796
2208	Operations and Maintenance Manager	\$ 12,518	\$ 13,144	\$ 13,801	\$ 14,491	\$ 15,216
2208	Operations and Maintenance Manager (SRSD)	\$ 12,518	\$ 13,144	\$ 13,801	\$ 14,491	\$ 15,216
7318	Operations & Maintenance Superintendent	\$ 10,950	\$ 11,498	\$ 12,073	\$ 12,676	\$ 13,310
2703	Parking Services Manager	\$ 11,222	\$ 11,784	\$ 12,373	\$ 12,991	\$ 13,641
7312	Parks Superintendent	\$ 10,950	\$ 11,498	\$ 12,073	\$ 12,676	\$ 13,310
2116	Planning Manager	\$ 13,120	\$ 13,776	\$ 14,465	\$ 15,188	\$ 15,947
2206	Principal Civil Engineer (SRSD)	\$ 14,647	\$ 15,380	\$ 16,149	\$ 16,956	\$ 17,804
4206	Product Manager	\$ 12,012	\$ 12,612	\$ 13,243	\$ 13,905	\$ 14,600
8103	Recreation Supervisor	\$ 9,138	\$ 9,595	\$ 10,075	\$ 10,579	\$ 11,108
9511	Risk Manager	\$ 12,209	\$ 12,820	\$ 13,461	\$ 14,134	\$ 14,840
7317	Senior Code Enforcement Supervisor	\$ 9,820	\$ 10,311	\$ 10,827	\$ 11,368	\$ 11,936
2101	Senior Management Analyst I	\$ 9,112	\$ 9,567	\$ 10,045	\$ 10,548	\$ 11,075
2105	Senior Management Analyst II	\$ 10,848	\$ 11,391	\$ 11,960	\$ 12,558	\$ 13,186
2203	Senior Project Manager	\$ 10,631	\$ 11,163	\$ 11,721	\$ 12,307	\$ 12,922
8102	Senior Recreation Supervisor	\$ 10,682	\$ 11,216	\$ 11,777	\$ 12,366	\$ 12,984
7310	Sewer Maintenance Superintendent	\$ 10,950	\$ 11,498	\$ 12,073	\$ 12,676	\$ 13,310
7311	Street Maintenance Superintendent	\$ 10,950	\$ 11,498	\$ 12,073	\$ 12,676	\$ 13,310
7245	Supervising Librarian	\$ 9,817	\$ 10,308	\$ 10,823	\$ 11,364	\$ 11,932
2150	Sustainability Program Manager	\$ 9,816	\$ 10,306	\$ 10,822	\$ 11,363	\$ 11,931
TBD	Wildfire Program Mitigation Manager	\$ 10,485	\$ 11,009	\$ 11,560	\$ 12,138	\$ 12,744

**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 Supervisor	\$ 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

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 Supervisor	\$ 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

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 Supervisor	\$ 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

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

**SAN RAFAEL UNREPRESENTED MID-MANAGEMENT**

**SALARY SCHEDULE**

Effective July 1, 2024

<b>Grade</b>	<b>Position</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
7315	Accounting Manager	\$ 10,785	\$ 11,324	\$ 11,891	\$ 12,485	\$ 13,109
1105	Deputy City Attorney I	\$ 11,504	\$ 12,079	\$ 12,683	\$ 13,317	\$ 13,983
1109	Deputy City Attorney II	\$ 12,683	\$ 13,318	\$ 13,983	\$ 14,683	\$ 15,417
7127	Deputy Fire Chief	\$ 15,689	\$ 16,474	\$ 17,298	\$ 18,162	\$ 19,071
2107	Human Resources Operations Manager	\$ 10,463	\$ 10,986	\$ 11,536	\$ 12,113	\$ 12,718
2143	Principal Human Resources Analyst	\$ 10,463	\$ 10,986	\$ 11,536	\$ 12,113	\$ 12,718
TBD	Senior Human Resources Analyst	\$ 9,982	\$ 10,481	\$ 11,005	\$ 11,555	\$ 12,133



**SAN RAFAEL UNREPRESENTED MID-MANAGEMENT**

**SALARY SCHEDULE**

Effective July 1, 2025

<b>Grade</b>	<b>Position</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
7315	Accounting Manager	\$ 11,432	\$ 12,004	\$ 12,604	\$ 13,234	\$ 13,896
1105	Deputy City Attorney I	\$ 12,136	\$ 12,743	\$ 13,380	\$ 14,049	\$ 14,752
1109	Deputy City Attorney II	\$ 13,381	\$ 14,050	\$ 14,753	\$ 15,490	\$ 16,265
7127	Deputy Fire Chief	\$ 16,788	\$ 17,627	\$ 18,508	\$ 19,434	\$ 20,406
2107	Human Resources Operations Manager	\$ 11,091	\$ 11,646	\$ 12,228	\$ 12,839	\$ 13,481
2143	Principal Human Resources Analyst	\$ 11,091	\$ 11,646	\$ 12,228	\$ 12,839	\$ 13,481
TBD	Senior Human Resources Analyst	\$ 10,431	\$ 10,953	\$ 11,500	\$ 12,075	\$ 12,679

**SAN RAFAEL UNREPRESENTED MID-MANAGEMENT**

**SALARY SCHEDULE**

[Effective July 1, 2026](#)

<b>Grade</b>	<b>Position</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
7315	Accounting Manager	\$ 12,118	\$ 12,724	\$ 13,360	\$ 14,028	\$ 14,730
1105	Deputy City Attorney I	\$ 12,743	\$ 13,380	\$ 14,049	\$ 14,752	\$ 15,489
1109	Deputy City Attorney II	\$ 14,050	\$ 14,753	\$ 15,490	\$ 16,265	\$ 17,078
7127	Deputy Fire Chief	\$ 17,963	\$ 18,861	\$ 19,804	\$ 20,794	\$ 21,834
2107	Human Resources Operations Manager	\$ 11,757	\$ 12,344	\$ 12,962	\$ 13,610	\$ 14,290
2143	Principal Human Resources Analyst	\$ 11,757	\$ 12,344	\$ 12,962	\$ 13,610	\$ 14,290
TBD	Senior Human Resources Analyst	\$ 10,848	\$ 11,391	\$ 11,960	\$ 12,558	\$ 13,186

## RESOLUTION NO.

### AMENDED RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN RAFAEL ESTABLISHING THE COMPENSATION AND WORKING CONDITIONS FOR UNREPRESENTED MID-MANAGEMENT EMPLOYEES (July 1, 2024 through June 30, 2027)

#### 1. MID-MANAGEMENT EMPLOYEES

The Mid-Management Employees of the City of San Rafael are the Mid-Management Job Class Titles ("Mid-Managers") enumerated in Exhibit A, attached hereto and incorporated herein. This Resolution shall constitute the compensation and conditions of employment for Unrepresented Mid-Managers for the period from July 1, 2024 through June 30, 2027.

#### 2. SALARY AND COMPENSATION GOALS

##### A. *GOALS AND COMPENSATION DEFINITIONS*

It is the goal of the City Council to try to achieve a total compensation package for all Mid-Managers that is competitive compared to similar cities in our labor market. The survey cities are Fairfield, Hayward, San Leandro, South San Francisco, Alameda, Napa, Novato and Santa Rosa. The Council's goal is to attract and retain the most qualified Mid-Managers in accordance with the City's ability to pay.

Total Compensation for survey purposes shall be defined as: Top step salary (excluding longevity pay steps), educational incentive pay, holiday pay, uniform allowance, employer paid deferred compensation (except for such portion that may be part of employee cafeteria plan), employer's contribution towards employees' share of retirement, employer's retirement contribution, employer paid contributions toward insurance premiums for health, life, long term disability, dental and vision plans, management allowance, and employer paid cafeteria/flexible spending accounts.

##### B. *COMPENSATION SURVEYS*

In order to measure progress towards the above-stated goal, the City shall survey Mid-Management positions in the final year of the Resolution in advance of discussions regarding a successor Resolution.

Identified positions from other agencies include positions that are filled as well as those that may be unfilled, so long as the position is identified by the survey agency as being on the salary schedule and having a job class description. Other city/agency positions are established as benchmark positions in San Rafael's compensation survey based upon similar work and similar job requirements.

The City shall review the survey data for accuracy and completeness. The City shall provide the survey data to all Mid-Managers. During the term of this Resolution, Mid-Managers agree to work with the City to identify and implement a new benchmark strategy such as an alignment of Mid-Manager salaries with the respective department director.

##### C. *SALARY INCREASES*

Individual classification salary increase percentages depend on the labor market adjustment applied to each position. The salary schedule included with this salary resolution authorizes the proposed new salary for each position.

#### 3. INSURANCE

Health & Dental Insurance benefits are prorated for part-time employees in accordance with the percentage of full-time work schedule. Domestic partners who are registered with the Secretary of State and same-sex spouses are considered dependents under these benefits. Pertinent taxes will be

applied to coverage provided to registered domestic partners and same sex spouses as required by federal and state laws.

**A. HEALTH INSURANCE**

1. **Health Insurance for Active Employees.** Effective January 1, 2009, the City implemented a full flex cafeteria plan for active employees, in accordance with IRS Code Section 125. Active employees participating in the City's full flex cafeteria plan shall receive a monthly flex dollar allowance to purchase benefits under the full flex cafeteria plan.

The monthly flex dollar allowance effective the paycheck of July 1, 2024 shall be:

For employee only:	\$ 735.86
For employee and one dependent:	\$1,471.71
For employee and two or more dependents:	\$1,913.24

The monthly flex dollar allowance effective the paycheck of December 15, 2024, shall be:

For employee only:	\$ 950.00
For employee and one dependent:	\$ 1,900.00
For employee and two or more dependents:	\$ 2,400.00

Effective December 15, 2025, and December 15, 2026, the flex dollar allowances shall increase on the December 15th paycheck up to a maximum of five percent (5.0%) on an annual basis. If the Kaiser Bay Area premium rate increase is less than five percent (5.0%), the flex dollar allowance shall only increase the amount of the Kaiser Bay Area premium increase. In the event that the Kaiser Bay Area premium rate increase for the upcoming calendar year exceeds ten percent (10%) and is less than fifteen percent (15%), the City and the employee will split the cost of the increase above ten percent (10%) evenly; each paying 50% of the dollar value of the increase between 10-15%.

**Upon the expiration of this resolution,** the flex dollar allowances shall increase on the December 15th paycheck of each subsequent year up to a maximum of three percent (3%) on an annual basis, based on but not to exceed the Kaiser Bay Area premium rate increase for the upcoming calendar year.

The City shall contribute to the cost of medical coverage for each eligible employee and his/her dependents, an amount not to exceed the California Public Employees' Medical and Hospital Care Act (PEMHCA) contribution, as determined by CalPERS on an annual basis. This portion of the monthly flex dollar allowance is identified as the City's contribution towards PEMHCA. The balance of the monthly flex dollar allowance (after the PEMHCA minimum contribution) may be used in accordance with the terms of the cafeteria plan to purchase health benefits.

**Conditional Opt-Out Payment:** An employee may elect to waive the City's health insurance coverage and receive the value of the Employee Only contribution as a monthly Opt-Out payment in accordance with the terms of the cafeteria plan, and the Affordable Care Act, if the employee complies with the following conditions:

- 1) The employee certifies that the employee and all individuals in the employee's tax family for whom coverage is waived, have alternative Minimum Essential Coverage as defined by the Patient Protection and Affordable Care Act through a provider other than a federal marketplace, a state exchange, or an individual policy.
- 2) During the City's annual open enrollment period, the employee must complete an annual written attestation confirming that the employee and the other members of the employee's tax family are enrolled in alternative Minimum Essential Coverage. The employee agrees to notify the City no later than 30 days if the employee or other member(s) of the

employee's tax family lose coverage under the alternative Minimum Essential Coverage Plan.

- 3) The employee understands that the City is legally required to immediately stop conditional opt-out payments if the City learns that the employee and/or members of the employee's family do not have the alternative Minimal Essential Coverage.

The City reserves the right to modify at any time, the amount an employee is eligible to receive under this paragraph, if required by IRS Cafeteria Plan regulations, other legislation or Federal and/or California agency guidance.

**Miscellaneous Allowance for Employees hired on or before January 1, 2009:**

The City shall pay to employees hired on or before January 1, 2009, a miscellaneous allowance in an amount equivalent to the difference between the employee's benefit election for coverage under PEMHCA and their flex dollar allowance, if their benefit election under PEMHCA exceeds their flex dollar allowance. The miscellaneous allowance shall be treated as income. An employee may use the miscellaneous allowance to pay for health coverage on a pre-tax basis as defined under the City's Cafeteria plan.

**2. Health Insurance for Retirees**

**MID-MANAGERS HIRED PRIOR TO APRIL 1, 2007**

- a. **For Mid-Managers who retired before December 1, 2001**, the City's contribution to retiree medical premiums shall be the PEMHCA minimum contribution as designated by PEMHCA on an annual basis.

**Longevity Payments:** The City shall make a longevity payment equivalent to the difference between the PEMHCA minimum contribution and the premium cost of coverage for the retiree, the retiree's spouse/registered domestic partner and/or qualified dependent children (as defined by PEMHCA) up to \$442 per month. The City's longevity contribution shall remain in effect during the lifetime of the Mid-Manager and Mid-Manager's spouse/registered domestic partner or surviving spouse/registered domestic partner.

- b. **Mid-Managers who retired on or after December 1, 2001** from the Marin County Employees Retirement Association (MCERA) within 120 days of leaving their City of San Rafael Mid-Management position (and who comply with the appropriate retirement provisions under the MCERA laws and regulations) are eligible to receive upon retirement the PEMHCA minimum contribution as designated by PEMHCA on an annual basis.

**Longevity Payments:** The City shall make a longevity payment equivalent to the difference between the PEMHCA minimum contribution and the premium cost of coverage for the retiree, the retiree's spouse/registered domestic partner and/or qualified dependent children (as defined by PEMHCA) capped at the contribution the City makes towards the health coverage of active Mid-Manager employees. The City's longevity contribution shall remain in effect during the lifetime of the Mid-Manager and Mid-Manager's spouse/registered domestic partner or surviving spouse/registered domestic partner.

As described in this subsection, the City shall reimburse retired Mid-Managers and their spouses or registered domestic partners the Medicare Part B standard premium amount as determined by the Centers of Medicare and Medicaid Services (CMS) on an annual basis. To initiate reimbursement, retirees must submit proof of payment of the Medicare Part B premiums to the Human Resources Department. If the Medicare Part B is deducted from social security, the retiree/spouse/domestic partner may submit a copy of the social security check, the Medicare Part B bill, or other relevant documentation. Reimbursements will be processed on a quarterly basis. This reimbursement shall remain in effect for the retired

Mid-Manager's life and that of the retired Mid-Manager's spouse/registered domestic partner or surviving spouse/registered domestic partner.

#### **MID-MANAGERS HIRED ON OR AFTER APRIL 1, 2007**

Mid-Managers who are hired on or after April 1, 2007, and who retire from the Marin County Employees Retirement Association (MCERA) within 120 days of leaving their City of San Rafael position (and comply with the appropriate retirement provisions under the MCERA laws and regulations) are eligible to continue in the City's group health insurance program. The City's contribution towards the coverage of retirees under this subsection (3.A.2.b.) shall be the PEMHCA minimum contribution as determined by CalPERS on an annual basis.

**Longevity Payments:** The City shall make a longevity payment equivalent to the difference between the PEMHCA minimum contribution and the premium cost of coverage, up to \$600, for the retiree. The City shall not be responsible for making any contributions towards the cost of coverage of the retiree's spouse, registered domestic partner or dependents. The City's longevity contribution shall cease upon the retired Mid-Manager's death.

The City shall not be responsible for reimbursing retired Mid-Managers and/or their spouses for any Medicare premiums paid by the retired Mid-Manager and/or the retired Mid-Manager's spouse or surviving spouse.

#### **MID-MANAGER HIRED ON OR AFTER JANUARY 1, 2009**

Mid-Managers who are hired on or after January 1, 2009, and who retire from the Marin County Employees Retirement Association (MCERA) within 120 days of leaving their City of San Rafael position (and comply with the appropriate retirement provisions under the MCERS laws and regulations) are eligible to continue in the City's group health insurance program. The City's contribution towards the coverage of retirees under this subsection (3.A.2.c) shall be the PEMHCA minimum contribution as determined by CalPERS on an annual basis.

The City shall not be responsible for reimbursing retired Mid-Managers and/or their spouses for any Medicare premiums paid by the retired Mid-Manager and/or the retired Mid-Manager's spouse or surviving spouse.

The City shall additionally make available a retiree health care trust to enable these employees to prefund retiree health care premiums while employed by the City. The retiree health care trust shall be funded by the mandatory annual conversion of 80 hours of sick time in service on July 1 of each year, provided an employee has a remaining balance of 75 hours of sick leave after the conversion.

#### ***B. LIFE INSURANCE***

The City shall provide a basic group life insurance plan in the amount of \$300,000 at no cost to the employee.

#### ***C. LONG-TERM DISABILITY INSURANCE***

The City shall provide long term disability (LTD) insurance, at no cost to the employee, with a benefit of two-thirds (2/3) of the employee's monthly salary, up to a maximum benefit of \$7,500 (reduced by any deductible benefits).

#### ***D. DENTAL INSURANCE***

The City shall make available to employees, an additional flex dollar allowance equal to \$113 per month to purchase dental coverage under the City's dental plan. The City shall pay dental premiums on behalf of the employee and eligible dependents.

**E. VISION PLAN**

The City will contract for and pay for a vision plan for “employee plus dependent” vision benefits.

**F. EMPLOYEE ASSISTANCE PLAN**

The City provides an Employee Assistance Program (EAP) with confidential personal counseling on work and family related issues such as eldercare, substance abuse, etc. Supervisors may also utilize the EAP to refer employees to counselors for work related assistance.

**G. STATE DISABILITY INSURANCE**

Employees will have the full premium cost for State Disability Insurance (SDI) coverage automatically deducted from their paycheck and no City contribution will be made toward participation in the plan. It is incumbent upon the employee to keep the City advised of their medical status, within Health Insurance Portability and Accountability Act (HIPAA) guidelines, regarding their eligibility for SDI.

**4. RETIREMENT**

**A. EMPLOYER PAID MEMBER CONTRIBUTION (EPMC)**

Each Mid-Manager is responsible for paying the full cost of their employee contribution rate as established by the Marin County Employee Retirement Association.

Effective September 1, 2013, in accordance with MCERA and City administrative requirements, all Mid-Management employees will pay an additional contribution of one percent (1%) of pensionable compensation toward the normal cost of pension provided by the Marin County Employees Retirement Association, in addition to the current employee contribution towards pension as determined by MCERA.

The only employees excluded from this payment are long-term City employees with thirty or more years of City service who no longer have to pay any employee contribution to the Marin County Retirement System.

**B. COLA**

Mid-Managers participating in the Marin County Employee Retirement Association will pay their full share of members’ cost of living rates as allowed under Articles 6 and 6.8 of the 1937 Retirement Act. Miscellaneous and safety member contribution rates include both the basic and COLA portions (currently 50% of the COLA is charged to members as defined in the 1937 Act).

**C. RETIREMENT PLAN**

The City shall provide the Marin County Employee Retirement Association 2.7% @55 retirement program to all miscellaneous Mid-Manager subject to Marin County Employee Retirement Association procedures and regulations and applicable 1937 Act laws. This is based on an employee’s single highest year of compensation.

Employees hired on or after July 1, 2011 will receive an MCERA retirement benefit at the formula 2% at 55, calculated based on the average of their highest three years of compensation, in accordance with MCERA regulations. The annual pension adjustment shall be a maximum of 2% COLA. Minimum retirement age is 55.

Employees hired by the City on or after January 1, 2013 who are defined as “new members” of MCERA in accordance with the Public Employees’ Pension Reform Act (PEPRA) of 2013, shall be enrolled in the MCERA 2% @ 62 plan for Miscellaneous members. The employee is responsible for paying the employee contribution of half of the total normal cost of the plan, as defined by MCERA, through a payroll deduction. Final compensation will be based upon the highest annual average compensation earnable during the thirty-six (36) consecutive months of employment immediately

preceding the effective date of their retirement or some other period designated by the retiring employee.

**D. SERVICE CREDIT FOR SICK LEAVE**

Mid-Managers who are eligible to accrue sick leave and who retire from the City of San Rafael, on or after 07/01/95 and within 120 days of leaving City employment (excludes deferred retirements), shall receive employment service credit (incorporated from Resolution #9414, dated July 17, 1995), for retirement purposes only, for all hours of accrued, unused sick leave (exclusive of any sick leave hours they are eligible to receive and they elect to receive in compensation for at the time of retirement, pursuant to Section 5 A. of this Resolution). This provision will no longer be available to Mid-Managers hired after June 30, 2009.

**E. MANAGEMENT ALLOWANCE**

As of September 16, 2015, the Management Allowance of 4.54% was rolled into base pay for all Unrepresented Mid-Management employees.

**F. DEFERRED COMPENSATION**

The City will contribute one and six hundredths percent (1.06%) of pensionable compensation toward a City-provided deferred compensation plan.

**5. LEAVES OF ABSENCE**

**A. SICK LEAVE**

Mid-Managers shall earn sick leave credits at the rate of one (1) working day per month commencing with the date of employment. Accrued sick leave may be used during their probationary period.

Mid-Managers who leave City service in good standing shall receive compensation (cash in) of all accumulated, unused sick leave based upon the rate of three percent (3%) for each year of service up to a maximum of fifty percent (50%) of their sick leave balance. In the event of the death of an employee, payment for unused sick leave (based upon the previously stated formula) shall be paid to the employee's designated beneficiary.

Mid-Managers may accrue unlimited sick leave for usage purposes. However, a maximum of one thousand, two hundred hours (1,200) accrual applies for cash-in purposes at the time of City separation.

Mid-Managers may use sick leave prior to completion of probation. In recognition of Mid-Managers' exempt status under FLSA, time off for sick leave purposes shall not be deducted from a Mid-Manager's sick leave accrual, unless the employee is absent for the full work day.

Use of sick leave for work-related injuries or illnesses shall not be required when it is determined by the treating physician that this status is permanent and stationary.

**B. VACATION LEAVE**

1. **Vacation Accrual** - Vacation is accrued when an employee is on pay status and is credited on a semi-monthly basis. Eligible employees accrue vacation at the following rate for continuous service performed in pay status:

<u>Years of service</u>	<u>Leave Accrual rate/yearly</u>
1-5 years	15 days
6 years	16 days
7 years	17 days
8 years	18 days



9 years	19 days
10 years	20 days
11 years	21 days
12 years	22 days
13 years	23 days
14 years	24 days
15 plus years	25 days

In recognition of Mid-Managers' exempt status under FLSA, time off for vacation leave purposes shall not be deducted from a Mid-Manager's vacation accrual unless the employee is absent for the full workday.

**2. Administration of Vacation Leave**

The City Manager may advance vacation leave to a Mid-Manager; prior approval is required. Mid-Managers may accrue a maximum of 250 hours of vacation. Vacation leave accrual shall resume once the employee's accumulated vacation leave balance falls below the accrual limit of 250 hours. Mid-Managers who terminate their employment shall be paid in a lump sum for all accrued vacation leave earned prior to the date of termination. Mid-Managers may not utilize accrued vacation, administrative leave time, or personal leave time to extend their retirement date and service credit at the end of their city service. The vacation accrual may be increased to a maximum of 300 hours at the discretion of the City Manager.

**3. Annual Option for Payment of Accrued Vacation Leave**

A Mid-Manager who has taken at least ten (10) days of vacation in the preceding twelve (12) months, may request that their accrued vacation, not to exceed fifty-two and 1/2 (52.5) hours, be paid to them in cash. The request may be granted at the discretion of the City Manager. Mid-Managers may not cash-in more than fifty-two and 1/2 (52.5) hours within any twelve (12) month period.

**C. ADMINISTRATIVE LEAVE**

Mid-Managers shall receive ten (10) Administrative Leave days (75 hours) each calendar year subject to the approval of the Department Director and the City Manager. An additional three (3) days may be granted at the discretion and with approval of the department director and the City Manager. Unused Administrative Leave shall not carry over from one calendar year to the next, nor shall unused Administrative Leave balances be paid to a Mid-Manager upon their resignation.

In recognition of exempt status under FLSA time off for Administrative leave purposes shall not be deducted from a Mid-Manager's administrative leave accrual, unless the employee is absent for the full work day.

**D. HOLIDAYS**

City shall provide twelve designated holidays and one (1) floating holiday per calendar year to Mid-Managers. The hours for the floating holidays are automatically added to an employees' vacation accrual on a semi-annual basis.

In order to be eligible for compensation for the paid holiday, the employee must both be in paid status on the day before the holiday and on the day after the holiday.

All employees who are required to work on a day designated as an authorized holiday, other than a day on which an election is held throughout the state, shall be paid at the applicable rate of pay for the number of hours actually worked.

City paid holidays, and the days on which holidays are observed, are outlined in the annual holiday schedule.

**E. BEREAVEMENT LEAVE**

In the event of the death of a Mid-Manager's spouse, registered domestic partner, child, parent, sibling, parent in-law(s), grandchild, grandparent, relative who lives or has lived in the home of the employee, to such an extent that the relative was considered a member of the immediate family and/or another individual who has a legal familial relationship to the employee and resided in the employee's household, up to a maximum of five (5) days may be granted for paid bereavement leave. All bereavement leave must be exhausted within 3 months of the date of the death of the family member and may be taken intermittently.

In those cases where the death involves an individual who had such a relationship with the employee, as defined above, the employee shall sign a simple affidavit describing the relationship and submit this to the City Manager as part of the request for bereavement leave. Directors may make a request to the City Manager, to use bereavement leave for a relative other than those listed above.

The above bereavement clause shall also apply in the event of a reproductive loss for an employee. The City agrees to maintain employee confidentiality related to the reproductive loss leave.

**F. CATASTROPHIC LEAVE**

All Mid-Managers shall abide by the City's Catastrophic Leave Policy.

**G. PAID PARENTAL LEAVE**

Effective July 1, 2024, any employee who has been continuously employed by the City for at least 12 months prior to the start of the leave shall be eligible for Paid Parental Leave (PPL) to use within 12 months of the following eligible events:

1. Birth of a child of the employee, the employee's spouse, or the employee's registered domestic partner.
2. Placement of a child with the employee for adoption.

For the purposes of PPL, the definition of "parent" and "child" are as defined by the California Family Rights Act.

**Benefit and Use:**

1. Eligible employees shall be granted 300 PPL hours to use within 12 months of the qualifying event for the purposes of disability due to pregnancy and/or baby bonding. Regular part-time employees shall be eligible for a prorated number of PPL hours, based on scheduled and budgeted FTE.
2. PPL is based on a 12-month rolling calendar. No more than 300 PPL hours may be used in any 12-month period. PPL may not be used or extended beyond the 12-month time frame and any accrued and unused PPL will be forfeited at the end of the 12-month period for the qualifying event.
3. Upon termination of the employee's employment at the City, they will not be paid for any accrued and unused PPL for which they were eligible.
4. PPL is based on the employee's regularly scheduled hourly base wage. It is considered "paid status" for the purpose of merit, seniority, benefit premium contributions, retirement service credit, vacation and sick leave accrual, and City benefit eligibility and contributions.
5. PPL shall be used in a block of continuous time or on an intermittent or reduced schedule. Intermittent leaves or reduced schedules must be arranged and approved by the employee's supervisor in advance.
6. PPL shall run concurrently with FMLA/CFRA and with PDL as set forth in paragraph 7, below. Eligible employees will be reinstated to the same or equivalent position in accordance with FMLA/CFRA protections. This may include altered assignments to accommodate the department's operational needs when the employee is working a reduced work schedule.

7. Pregnancy Disability Leave (PDL): An eligible employee on PDL must reduce their sick leave balance to 40 hours or less to use PPL concurrently with PDL. An eligible employee is not required to further reduce their balance once they have reached the initial threshold of 40 hours or less.

Coordination of Benefits & Leaves:

- PPL taken under this policy will run concurrently with leave under the FMLA, CFRA, and PDL once the eligible employee's sick leave balance is reduced to 40 hours or less.
- PPL will be fully integrated with any short-term disability or California Paid Family Leave program but shall not exceed one hundred percent (100%) of the employee's normal gross salary rate.
- The use of Short-Term Disability (STD) and Paid Family Leave (PFL) will not reduce available hours under the PPL leave entitlement.
- For time covered by FMLA/CFRA job protected leave for baby bonding purposes, PPL must be used prior to other accrued leave or unpaid leave except as discussed in number 7 above.
- If an employee has exhausted FMLA/CFRA entitlements for reasons other than baby bonding, PPL must be used prior to other accrued leaves or Leave Without Pay for arranged leaves for the purpose of baby bonding. Scheduling of non-FMLA/CFRA protected PPL is subject to department approval.
- An employee who is eligible for PPL but is on leave for other reasons cannot use PPL except as described in paragraph 7 above.

**F. END OF LIFE CARE LEAVE**

Eligibility:

Effective July 1, 2024, employees who have been continuously employed by the City for at least 12 months prior to the start of the leave shall be eligible for End of Life Care leave to provide end of life care for an immediate family member, which shall include an employee's spouse, registered domestic partner, child, parent, sibling, parent, parent in-law(s), grandparent, or grandchild.

End of Life care may be used to provide support, assistance and care to an immediate family member, as defined above, who is receiving end of life services through hospice or a medical facility.

Benefit and Use:

1. Eligible employees shall receive 80 hours of End of Life Care leave to be used during their employment with the City for use to support an immediate family member near the end of life, as described above.
2. Upon termination of the employee's employment at the City, they will not be paid for any accrued and unused End of Life Care leave for which they were eligible. Further, if an employee leaves City employment and returns to City service later in their career, the employee shall receive any unused hours from their previous employment with the City but shall not be granted any additional hours of for End of Life Care Leave.
3. End of Life Care leave is based on the employee's regularly scheduled hourly base wage. It is considered "paid status" for the purpose of merit, seniority, benefit premium contributions, retirement service credit, vacation and sick leave accrual, and City benefit eligibility and contributions.

4. End of Life Care leave shall be used in a block of continuous time or on an intermittent or reduced schedule. Intermittent leaves or reduced schedules must be arranged and approved by the employee's supervisor in advance.
5. End of Life Care shall run concurrently with FMLA/CFRA. Eligible employees will be reinstated to the same or equivalent position in accordance with FMLA/CFRA protections. This may include altered assignments to accommodate the department's operational needs when the employee is working a reduced work schedule.
6. An employee who is eligible for End of Life Care Leave but is on leave for other reasons cannot use PPL except as described in paragraph 5 above.

## **6. EMPLOYMENT TERMS**

### **A. *HOURS OF WORK***

The WORK WEEK will reflect thirty-seven and one-half (37.5) hours for all job classes. Unless otherwise designated, the normal business hours for vacation, sick and administrative leave deduction and sick and administrative leave accrual purposes for Mid-Managers shall be 7.5 hours per day.

### **B. *DRUG FREE WORK PLACE***

All Mid-Managers shall abide by the City's Drug and Alcohol Policy.

### **C. *FURLOUGH PLAN***

Mid-Managers endorse the Furlough Program described in Exhibit B attached to this Resolution.

### **D. *PAY FOR PERFORMANCE EVALUATION SYSTEM***

Mid-Managers shall be evaluated annually based upon the evaluation program adopted by the City Council in October of 1996 and incorporated by reference herein.

### **E. *OUTSIDE EMPLOYMENT***

All Mid-Managers shall abide by the City's Outside Employment Policy.

### **F. *CITY VEHICLE***

Under limited circumstances, a city vehicle may be provided to a Mid-Manager if it is determined to be needed to complete his/her job duties and upon approval of the City Manager.

### **G. *UNIFORM ALLOWANCE***

If required to wear a uniform which is not provided by the City, employee shall receive an annual uniform allowance of \$545 per year, paid in two installments, in June and December.

### **H. *GYM REIMBURSEMENT***

Employees are eligible to receive up to \$16.50 per month reimbursement for all eligible health and wellness expenses as follows: preventative medical examinations (minus any amount paid by a private insurance plan), paid health or gym club memberships, licensed weight loss facility memberships, physical therapy sessions, smoking cessation programs, wellness counseling, acupuncture, or meditation programs. Such reimbursement shall be reported as taxable income to the employee.

### **I. *PROFESSIONAL DEVELOPMENT***

The City Manager commits to working with each department's management team to establish dedicated professional development time throughout the year.

### **J. *OUT OF CLASS COMPENSATION***

Employees assigned in writing by their Department Director to perform additional duties of a higher paid classification shall be compensated at a rate not less than 5% greater than the employee's

current base salary. Eligibility for out-of-class compensation requires a minimum assignment of ten (10) consecutive days.

The out-of-class pay becomes effective on the first day of the assignment. If the assignment extends beyond four consecutive weeks, then the employee shall be compensated at the lower step of the classification within which the duties fall if that is greater than 5% of the employee's base pay. The Department Director is required to complete a Personnel Action Report (PAR), to initiate out-of-class compensation.

#### **K. BILINGUAL PAY**

Within the job classifications specified in this resolution an employee may receive bilingual pay for full fluency in a foreign language.

Full fluency is defined as a skill level that will allow the employee to fully assist someone else who does not speak English in coping with situations or problems by translating for, conversing with and/or reading or writing written material.

An employee can petition their Department Director for this bilingual pay incentive. With the Department Director's recommendation and on review by the Human Resources Director and approval of the City Manager the employee may begin to receive this bilingual pay incentive.

Criteria for approval of the bilingual pay incentive by the City Manager includes:

- a. Certification by a recognized school of the appropriate skill level; and/or
- b. Demonstrated ability of the proficiency level on the job; and
- c. Department Director's recommendation and statement that the bilingual skill of the employee can be of value to the department and the employee in the completion of their regular work assignments.

Employees who have been approved for the bilingual pay incentive and are required in the performance of their duties to converse with the public in a language other than English shall receive an additional \$200.00 per month above their base salary.

Employees who also translate official written documents to or from a language other than English shall receive an additional \$50.00 for a total of \$250.00 per month above their base salary.

This bilingual pay incentive shall be reviewed annually and as long as the employee demonstrates (by work experience or re-testing, as determined by the City of San Rafael) the full fluency skill level; and as long as the Department Director indicates the value of this skill to the department and the employee in the completion of their regular work assignments.

Removal of the bilingual pay incentive would be considered a non-disciplinary action however removal of bilingual pay is appealable to the Human Resources Director. The determination of the Human Resources Director is not subject to any appeal/grievance procedure.

#### **L. AT WILL STATUS**

All positions covered by this resolution are at-will and as such serve at the pleasure of the appointing authority and may be removed at any time without cause and without right of appeal.

#### **M. SEVERANCE**

Except employees who have committed an abuse of office or position as defined by Government Code Section 53243.4 or committed a violation of the Fair Employment and Housing Act, an Unrepresented Executive Management employee who is involuntarily separated shall receive severance pay in a lump sum equal to the following, provided they sign a settlement and general release provided by the City:

- 1 year of service = two months of salary and two months of COBRA health insurance.
- 2 years of service = three months of salary and three months of COBRA health insurance.
- 3 years of service = four months of salary and four months of COBRA health insurance.
- 4 years of service = five months of salary and five months of COBRA health insurance.
- 5 or more years of service = six months of salary and six months of COBRA health insurance.

**N. SENIORITY**

Whenever seniority is used to determine a working condition (e.g. vacation accrual, vacation cap, severance pay, sick time pay out, etc.), it shall be determined by the employee's original start date with the City, regardless of original status (seasonal, fixed-term, etc.).

I, LINDSAY LARA, Clerk of the City of San Rafael, hereby certify that the foregoing resolution was duly and regularly introduced and adopted at a regular meeting of the Council of said City held on the 3<sup>rd</sup> day of September 2024 by the following vote, to wit:

**AYES: COUNCILMEMBERS:**

**NOES: COUNCILMEMBERS:**

**ABSENT: COUNCILMEMBERS:**

\_\_\_\_\_  
LINDSAY LARA, CITY CLERK

**SAN RAFAEL UNREPRESENTED EXECUTIVE MANAGEMENT  
SALARY SCHEDULE  
Effective July 1, 2024**

Grade	Position	A	B	C	D	E
2501	Assistant City Attorney	\$ 14,908	\$ 15,654	\$ 16,436	\$ 17,258	\$ 18,121
2001	Assistant City Manager	\$ 20,829	\$ 21,871	\$ 22,964	\$ 24,112	\$ 25,318
TBD	Chief Assistant City Attorney	\$ 17,145	\$ 18,002	\$ 18,902	\$ 19,847	\$ 20,839
2300	Director of Community & Economic Development	\$ 15,770	\$ 16,559	\$ 17,387	\$ 18,256	\$ 19,169
4205	Director of Digital Service & Open Government	\$ 14,977	\$ 15,726	\$ 16,512	\$ 17,337	\$ 18,204
2205	District Manager/Engineer (SRSD)	\$ 14,088	\$ 14,792	\$ 15,532	\$ 16,308	\$ 17,124
2140	Finance Director	\$ 14,772	\$ 15,510	\$ 16,286	\$ 17,100	\$ 17,955
7101	Fire Chief	\$ 20,623	\$ 21,654	\$ 22,737	\$ 23,873	\$ 25,067
1106	Human Resources Director	\$ 14,908	\$ 15,654	\$ 16,436	\$ 17,258	\$ 18,121
2406	Library and Recreation Director	\$ 15,516	\$ 16,292	\$ 17,106	\$ 17,961	\$ 18,859
6101	Police Chief	\$ 20,623	\$ 21,654	\$ 22,737	\$ 23,873	\$ 25,067
2201	Public Works Director	\$ 16,075	\$ 16,879	\$ 17,723	\$ 18,609	\$ 19,540

Position	Monthly Salary
City Manager (Appointed)	\$ 24,494

**SAN RAFAEL UNREPRESENTED EXECUTIVE MANAGEMENT  
SALARY SCHEDULE  
Effective July 1, 2025**

Grade	Position	A	B	C	D	E
2501	Assistant City Attorney	\$ 16,250	\$ 17,063	\$ 17,916	\$ 18,812	\$ 19,752
2001	Assistant City Manager	\$ 21,454	\$ 22,527	\$ 23,653	\$ 24,836	\$ 26,078
TBD	Chief Assistant City Attorney	\$ 18,345	\$ 19,262	\$ 20,225	\$ 21,236	\$ 22,298
2300	Director of Community & Economic Development	\$ 16,716	\$ 17,552	\$ 18,430	\$ 19,351	\$ 20,319
4205	Director of Digital Service & Open Government	\$ 16,325	\$ 17,141	\$ 17,998	\$ 18,898	\$ 19,843
2205	District Manager/Engineer (SRSD)	\$ 14,510	\$ 15,236	\$ 15,998	\$ 16,798	\$ 17,637
2140	Finance Director	\$ 15,953	\$ 16,751	\$ 17,589	\$ 18,468	\$ 19,391
7101	Fire Chief	\$ 21,241	\$ 22,303	\$ 23,419	\$ 24,590	\$ 25,819
1106	Human Resources Director	\$ 16,250	\$ 17,063	\$ 17,916	\$ 18,812	\$ 19,752
2406	Library and Recreation Director	\$ 16,602	\$ 17,432	\$ 18,304	\$ 19,219	\$ 20,180
6101	Police Chief	\$ 21,241	\$ 22,303	\$ 23,419	\$ 24,590	\$ 25,819
2201	Public Works Director	\$ 17,120	\$ 17,976	\$ 18,875	\$ 19,819	\$ 20,810

Position	Monthly Salary
City Manager (Appointed)	\$ 24,494



**SAN RAFAEL UNREPRESENTED EXECUTIVE MANAGEMENT  
SALARY SCHEDULE  
Effective July 1, 2026**

Grade	Position	A	B	C	D	E
2501	Assistant City Attorney	\$ 17,550	\$ 18,428	\$ 19,349	\$ 20,316	\$ 21,332
2001	Assistant City Manager	\$ 22,098	\$ 23,203	\$ 24,363	\$ 25,581	\$ 26,860
TBD	Chief Assistant City Attorney	\$ 18,895	\$ 19,840	\$ 20,832	\$ 21,873	\$ 22,967
2300	Director of Community & Economic Development	\$ 17,218	\$ 18,079	\$ 18,983	\$ 19,932	\$ 20,929
4205	Director of Digital Service & Open Government	\$ 17,794	\$ 18,684	\$ 19,618	\$ 20,599	\$ 21,629
2205	District Manager/Engineer (SRSD)	\$ 14,946	\$ 15,693	\$ 16,478	\$ 17,302	\$ 18,167
2140	Finance Director	\$ 17,230	\$ 18,091	\$ 18,996	\$ 19,945	\$ 20,943
7101	Fire Chief	\$ 21,879	\$ 22,973	\$ 24,121	\$ 25,327	\$ 26,594
1106	Human Resources Director	\$ 17,550	\$ 18,428	\$ 19,349	\$ 20,316	\$ 21,332
2406	Library and Recreation Director	\$ 17,598	\$ 18,478	\$ 19,402	\$ 20,372	\$ 21,390
6101	Police Chief	\$ 21,879	\$ 22,973	\$ 24,121	\$ 25,327	\$ 26,594
2201	Public Works Director	\$ 17,634	\$ 18,516	\$ 19,441	\$ 20,413	\$ 21,434

Position	Monthly Salary
City Manager (Appointed)	\$ 24,494