

SAN RAFAEL UNREPRESENTED MID-MANAGEMENT

Exhibit A

SALARY SCHEDULE

Effective July 1, 2018

Grade	Position	A	B	C	D	E
7315	Accounting Manager	\$ 8,529	\$ 8,956	\$ 9,403	\$ 9,874	\$ 10,367
8106	Assistant Director of Community Services	\$ 9,284	\$ 9,748	\$ 10,236	\$ 10,747	\$ 11,285
2125	Assistant Library Director	\$ 9,284	\$ 9,748	\$ 10,235	\$ 10,747	\$ 11,285
2202	Assistant Public Works Director / City Engineer	\$ 11,063	\$ 11,616	\$ 12,196	\$ 12,806	\$ 13,447
2302	Chief Building Official	\$ 10,281	\$ 10,795	\$ 11,334	\$ 11,901	\$ 12,496
2122	Code Enforcement Supervisor	\$ 7,076	\$ 7,430	\$ 7,801	\$ 8,191	\$ 8,601
1105	Deputy City Attorney I	\$ 9,317	\$ 9,783	\$ 10,272	\$ 10,785	\$ 11,325
1109	Deputy City Attorney II	\$ 10,272	\$ 10,786	\$ 11,325	\$ 11,892	\$ 12,486
2120	Deputy Fire Marshall	\$ 8,750	\$ 9,188	\$ 9,647	\$ 10,130	\$ 10,636
2135	Deputy Public Works Director	\$ 10,050	\$ 10,553	\$ 11,081	\$ 11,635	\$ 12,216
7313	Economic Development Coordinator	\$ 8,443	\$ 8,865	\$ 9,308	\$ 9,774	\$ 10,262
2128	Economic Development Manager	\$ 9,284	\$ 9,748	\$ 10,236	\$ 10,747	\$ 11,285
7117	Emergency Services Manager	\$ 8,237	\$ 8,649	\$ 9,082	\$ 9,536	\$ 10,013
9005	Events Coordinator*	\$ 7,318	\$ 7,684	\$ 8,068	\$ 8,471	\$ 8,895
4201	Information Technology Manager	\$ 11,063	\$ 11,616	\$ 12,197	\$ 12,806	\$ 13,447
2208	Operations and Maintenance Manager	\$ 9,021	\$ 9,472	\$ 9,946	\$ 10,443	\$ 10,965
2703	Parking Services Manager	\$ 8,443	\$ 8,865	\$ 9,308	\$ 9,774	\$ 10,262
7312	Parks Superintendent	\$ 8,237	\$ 8,649	\$ 9,082	\$ 9,536	\$ 10,013
2116	Planning Manager	\$ 9,455	\$ 9,927	\$ 10,424	\$ 10,945	\$ 11,492
9453	Principal Planner	\$ 8,443	\$ 8,865	\$ 9,308	\$ 9,774	\$ 10,262
1202	Public Works Administrative Manager	\$ 8,442	\$ 8,865	\$ 9,308	\$ 9,773	\$ 10,262
8103	Recreation Supervisor	\$ 7,076	\$ 7,430	\$ 7,801	\$ 8,191	\$ 8,601
2206	Senior Civil Engineer (SRSD)	\$ 9,784	\$ 10,273	\$ 10,787	\$ 11,326	\$ 11,893
7317	Senior Code Enforcement Supervisor	\$ 7,810	\$ 8,201	\$ 8,611	\$ 9,041	\$ 9,493
2105	Senior Management Analyst	\$ 8,044	\$ 8,446	\$ 8,869	\$ 9,312	\$ 9,778
2132	Senior Network Administrator	\$ 9,284	\$ 9,748	\$ 10,236	\$ 10,747	\$ 11,285
8102	Senior Recreation Supervisor	\$ 7,810	\$ 8,200	\$ 8,610	\$ 9,041	\$ 9,493
7310	Sewer Maintenance Superintendent	\$ 8,237	\$ 8,649	\$ 9,082	\$ 9,536	\$ 10,013
7311	Street Maintenance Superintendent	\$ 8,237	\$ 8,649	\$ 9,082	\$ 9,536	\$ 10,013

*Effective 6/1/18 position is Y-rated

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SALARY SCHEDULE

Effective July 1, 2019

Grade	Position	A	B	C	D	E
7315	Accounting Manager	\$ 8,700	\$ 9,135	\$ 9,591	\$ 10,071	\$ 10,575
8106	Assistant Director of Community Services	\$ 9,470	\$ 9,943	\$ 10,440	\$ 10,962	\$ 11,510
2125	Assistant Library Director	\$ 9,470	\$ 9,943	\$ 10,440	\$ 10,962	\$ 11,510
2202	Assistant Public Works Director / City Engineer	\$ 11,284	\$ 11,848	\$ 12,440	\$ 13,062	\$ 13,716
2302	Chief Building Official	\$ 10,486	\$ 11,011	\$ 11,561	\$ 12,139	\$ 12,746
2122	Code Enforcement Supervisor	\$ 7,217	\$ 7,578	\$ 7,957	\$ 8,355	\$ 8,773
1105	Deputy City Attorney I	\$ 9,503	\$ 9,978	\$ 10,477	\$ 11,001	\$ 11,551
1109	Deputy City Attorney II	\$ 10,478	\$ 11,002	\$ 11,552	\$ 12,129	\$ 12,736
2120	Deputy Fire Marshall	\$ 8,925	\$ 9,372	\$ 9,840	\$ 10,332	\$ 10,849
2135	Deputy Public Works Director	\$ 10,251	\$ 10,764	\$ 11,302	\$ 11,867	\$ 12,461
7313	Economic Development Coordinator	\$ 8,612	\$ 9,042	\$ 9,494	\$ 9,969	\$ 10,468
2128	Economic Development Manager	\$ 9,470	\$ 9,943	\$ 10,440	\$ 10,962	\$ 11,510
7117	Emergency Services Manager	\$ 8,402	\$ 8,822	\$ 9,263	\$ 9,727	\$ 10,213
9005	Events Coordinator*	\$ 7,318	\$ 7,684	\$ 8,068	\$ 8,471	\$ 8,895
4201	Information Technology Manager	\$ 11,284	\$ 11,848	\$ 12,440	\$ 13,062	\$ 13,716
2208	Operations and Maintenance Manager	\$ 9,201	\$ 9,661	\$ 10,144	\$ 10,652	\$ 11,184
2703	Parking Services Manager	\$ 8,612	\$ 9,042	\$ 9,494	\$ 9,969	\$ 10,468
7312	Parks Superintendent	\$ 8,402	\$ 8,822	\$ 9,263	\$ 9,727	\$ 10,213
2116	Planning Manager	\$ 9,644	\$ 10,126	\$ 10,632	\$ 11,164	\$ 11,722
9453	Principal Planner	\$ 8,612	\$ 9,042	\$ 9,494	\$ 9,969	\$ 10,468
1202	Public Works Administrative Manager	\$ 8,611	\$ 9,042	\$ 9,494	\$ 9,969	\$ 10,467
8103	Recreation Supervisor	\$ 7,218	\$ 7,578	\$ 7,957	\$ 8,355	\$ 8,773
2206	Senior Civil Engineer (SRSD)	\$ 9,980	\$ 10,479	\$ 11,003	\$ 11,553	\$ 12,130
7317	Senior Code Enforcement Supervisor	\$ 7,966	\$ 8,365	\$ 8,783	\$ 9,222	\$ 9,683
2105	Senior Management Analyst	\$ 8,205	\$ 8,615	\$ 9,046	\$ 9,498	\$ 9,973
2132	Senior Network Administrator	\$ 9,470	\$ 9,943	\$ 10,440	\$ 10,962	\$ 11,510
8102	Senior Recreation Supervisor	\$ 7,966	\$ 8,364	\$ 8,783	\$ 9,222	\$ 9,683
7310	Sewer Maintenance Superintendent	\$ 8,402	\$ 8,822	\$ 9,263	\$ 9,727	\$ 10,213
7311	Street Maintenance Superintendent	\$ 8,402	\$ 8,822	\$ 9,263	\$ 9,727	\$ 10,213

*Effective 6/1/18 position is Y-rated