



SAN RAFAEL CITY COUNCIL AGENDA REPORT

Department: Human Resources

Prepared by: Carmen Valdez,
Interim Human Resources Director

City Manager Approval: 

TOPIC: JOB CLASSIFICATION AND COMPENSATION ADJUSTMENTS – UPDATE TO MANAGEMENT ANALYST SERIES AND ADJUST SENIOR ACCOUNTING ASSISTANT COMPENSATION

SUBJECT: ADOPT RESOLUTION APPROVING THE FOLLOWING JOB CLASSIFICATION AND COMPENSATION ADJUSTMENTS

1. Align the management analyst series, such that there is a more logical progression when promoting from a Management Analyst to the Senior Management Analyst level.
2. Create a Senior Management Analyst I and II Job Specification.
3. Approve adjustment to the Senior Accounting Assistant salary by adopting change to the SEIU salary schedule.

RECOMMENDATION:

Adopt the Resolution approving the creation of Senior Management Analyst I and II classifications and updating SEIU salary schedule to adjust the Senior Accounting Assistant salary.

BACKGROUND:

The City currently has a Management Analyst series of job classifications, which includes an Associate Management Analyst and a Management Analyst (both represented by AFSCME Local 1). There is also a Senior Management Analyst that is in the unrepresented Mid-Management group.

ANALYSIS:

Management Analyst Series

It was recently identified that there is a large gap in compensation between the represented Management Analyst position and the higher-level Senior Management Analyst position. The creation of two levels of the Senior Management Analyst position (I and II) allows for a smooth transition from one position to the other, both in terms of the complexity of the work and the appropriate increase in

FOR CITY CLERK ONLY

Council Meeting: _____

Disposition: _____

compensation. Currently the increase from the top step of the Management Analyst position to the first step in the Senior Management Analyst position is a 38% increase in pay.

By creating two levels of the Senior Management Analyst position, it bridges that gap such that the increase from Management Analyst to the Senior Management Analyst I, would be a 16% increase in pay, which is a more appropriate transition. The top range of the current Senior Management Analyst position remains the same, and staff is recommending lowering the bottom of the range to create the Senior Management Analyst I position (see Table 1 below). The creation of the Senior Management Analyst II creates an opportunity for successful internal candidates to promote.

By aligning this series, it allows for greater flexibility in hiring to meet department needs and for the City to bring in talent to the organization at the appropriate level and give them room to grow.

Table 1

AS IS CURRENTLY					
	A	B	C	D	E
Senior Management Analyst	8,789	9,229	9,690	10,175	10,683

AS PROPOSED					
	A	B	C	D	E
Senior Management Analyst I	7,382	7,751	8,139	8,546	8,973
Senior Management Analyst II	8,789	9,229	9,690	10,175	10,683

Senior Accounting Assistant

Staff recommends making a minor adjustment to the salary schedule of the newly created SEIU position, Senior Accounting Assistant, in order to align with SEIU’s MOU which requires that each promotional opportunity provide a 5% raise. The proposed salary schedule (see Table 2 below) incorporates the proposed adjustment to allow those promoting from the Accounting Assistant II position (Step E) to the Senior Accounting Assistant to receive the full 5% raise.

Table 2

AS IS CURRENTLY					
	A	B	C	D	E
Accounting Assistant II	4,840	5,082	5,336	5,603	5,883
Senior Accounting Assistant	5,324	5,591	5,870	6,164	6,472

AS PROPOSED TO CORRECT					
	A	B	C	D	E
Accounting Assistant II	4,840	5,082	5,336	5,603	5,883
Senior Accounting Assistant	5,336	5,603	5,883	6,177	6,486

FISCAL IMPACT:

There is no increase to the salary range for the management analyst series therefore the creation of this new classification is cost neutral. The increase to the SEIU salary schedule is de minimis.

OPTIONS:

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

- Approve the Resolution as submitted.
- Request changes to the recommendations.
- Direct staff to develop alternatives to the recommendation.

RECOMMENDED ACTION:

Adopt the Resolution approving the creation of Senior Management Analyst I and II classifications and updating SEIU salary schedule to adjust the Senior Accounting Assistant salary.

ATTACHMENTS:

1. Resolution
2. Senior Management Analyst I and II Job Specification
3. Mid-Management Salary Schedule
4. SEIU Salary Schedule

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN RAFAEL APPROVING THE FOLLOWING PERSONNEL CLASSIFICATION AND COMPENSATION ADJUSTMENTS:

- 1. ALIGN THE MANAGEMENT ANALYST SERIES, SUCH THAT THERE IS A MORE LOGICAL PROGRESSION WHEN PROMOTING FROM A MANAGEMENT ANALYST TO THE SENIOR MANAGEMENT ANALYST LEVEL.**
- 2. CREATE A SENIOR MANAGEMENT ANALYST I AND II JOB SPECIFICATION.**
- 3. APPROVE ADJUSTMENT TO THE SENIOR ACCOUNTING ASSISTANT SALARY BY ADOPTING CHANGE TO THE SEIU SALARY SCHEDULE.**

WHEREAS, the City currently has a Management Analyst series of job classifications which includes the Associate Management Analyst and Management Analyst, both represented by AFSCME Local 1. There is also a Senior Management Analyst that is in the unrepresented Mid-Management group; and

WHEREAS, currently, there isn't alignment with the represented Management Analyst position to the much higher-level unrepresented Senior Management Analyst position, as there is a large gap in compensation between the represented Management Analyst position and the higher-level Senior Management Analyst position; and

WHEREAS, creating a Senior Management Analyst I and II classification will provide a transitional position that performs more complex analytical support than the Management Analyst and allows room for growth in the series; and

WHEREAS, staff recommends an adjustment to the SEIU salary schedule for the position of Senior Accounting Assistant recently approved by the City Council on July 19, 2021; and

WHEREAS, the personnel actions recommended will address the department needs as well as taking into consideration the City Council priorities;

NOW, THEREFORE, BE IT RESOLVED the City Council of the City of San Rafael hereby approves the recommended personnel compensation and classification changes listed below:

AS PROPOSED					
	A	B	C	D	E
Senior Management Analyst I	7,382	7,751	8,139	8,546	8,973
Senior Management Analyst II	8,789	9,229	9,690	10,175	10,683

AS PROPOSED					
	A	B	C	D	E
Senior Accounting Assistant	5,336	5,603	5,883	6,177	6,486

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 Monday, the 4th day of October 2021, by the following vote to wit:

AYES: COUNCILMEMBERS:

NOES: COUNCILMEMBERS:

ABSENT: COUNCILMEMBERS:

LINDSAY LARA, City Clerk



City of San Rafael - Job Class Specification

Senior Management Analyst I & II

SUMMARY

Provides advanced staff level assistance to executive or other management level staff, performing a wide variety of responsible and complex administrative and analytic duties, including providing information to the public and communicating Department and City activities and programs. Conducts, operational and fiscal analysis, budget review and analysis, and other complex analyses and reports. Receives supervision from the Department Director or other upper level staff, with on-going and regular interaction with executive level and mid-management level staff. Supervises, plans, organizes, and reviews the work of assigned staff.

Incumbents may be assigned to any department with responsibility for dealing with a wide array of assignments and special projects and other related work as required.

DISTINGUISHING CHARACTERISTICS

Senior Management Analyst I – This is the entry-level classification in the Senior Management Analyst Series. Initially, incumbents in this class perform the more routine administrative analysis and research on new and current projects while learning City policies and procedures and gaining specialized knowledge related to the area of assignment. As experience is gained, there is a greater independence of action within established guidelines. Incumbents may provide supervision to clerical or technical personnel. The Senior Management Analyst I is distinguished from the Senior Management Analyst II in that the latter is the lead professional level within the series carrying full responsibility for developing and interpreting city-wide policies and initiatives and independently performing the higher level administrative management support work requiring extensive specialized knowledge in the area of assignment.

Senior Management Analyst II – This class is a full journey level class in the Senior Management Analyst Series, and as such, is experienced to work independently in identifying the need for and developing changes to operating practices, systems, programs and policies. The incumbent performs the full array of duties within the area of assignment, including complex analytical projects and providing staff support to department administration and city officials as well as working with high degree of independence in interacting with all levels of city employees, managers, elected officials, community groups, and other governmental agencies and the public. Employees at this level receive only occasional instruction or assistance as new or unusual situations arise and they are expected to be fully aware of the operating procedures and policies within the assigned department. Incumbents may supervise assigned staff and/or provide functional lead supervision on specialized projects as assigned. The Senior Management Analyst II is distinguished from Management I in the latter is the entry level classification in the series in which incumbents perform more routine analysis and research activities while learning City policies, procedures and gaining specialized knowledge related to area of assignment.

These positions are not flexibly staffed, and incumbents will be required to apply for advancement as vacancies exist and there is a department need.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. This list is meant to be representative, not exhaustive. Some incumbents may not perform all the duties listed while in other cases related duties may also be assigned.

- Assists or leads projects, tasks, and assignments that are priorities for the Mayor and City Council and/or the senior management staff.
- Assumes direct responsibility for managing a variety of projects and programs; oversee assigned administrative support functions including budget.
- Supervises, plans, organizes, and reviews the work of lower level technical and clerical staff.
- Develops and implements operational, administrative, program, and other policies and procedures; assists in contract negotiations and administration.
- Leads departmental communication efforts, providing information to the public and interacting with media on issues pertaining to the functions and issues of the Department and City.
- Participates in drafting and implementing Departmental and/or City-wide goals, policies, and procedures.
- Manages or participates in special projects including complex research of new programs and services, budget analysis and preparation, and feasibility analyses; prepare and present reports; participates in a variety of Department operations.
- Assists in the preparation of ordinances and other supporting program documents; prepares and monitors program contracts and related proposals; monitors compliance with applicable contractual agreements.
- Reviews council reports to ensure financial information is accurate and that policy issues have been addressed in advance.
- Tracks the impact of State and Federal legislation on the Department or City and make recommendations regarding City positions.
- Conducts research and analyzes a wide variety of technical and complex public policy and administrative issues.
- Conducts complex studies and surveys pertaining to administration, personnel and operations; identifies issues, formulates recommendations and options for addressing issues.
- Acts as staff support to the Mayor and City Council and City Manager on intergovernmental committees.

Budget-related functions:

- Prepares and monitors department annual and capital budgets, mid-year budget review, work plans and periodic forecasts; provides complete analysis of revenues and expenditures for each program, re-forecasts and develops new budgets.
- Compiles narrative, fiscal and status reports on department, division, project and fund revenues and expenditures and assists with necessary adjustments.
- Manages department procurement; authorizes expenditures in accordance with budget; and assists in monitoring and controlling budget activities.
- Prepares and administers various grants for the department; monitors active grants to ensure that all stipulations and regulations regarding the use of funds are met; and maintains required records to ensure compliance.
- Prepares and administers complex contracts and memorandums of understandings.

Communication-related functions:

- Responds to media and citizen inquires on behalf of the Department.
- Participates in the public information functions of the City's Emergency Operation Center.
- Maintains positive working relationships with the members of the media.
- Answers inquiries or complaints from the public and other governmental agencies by providing superior customer service.
- Plans and coordinates press conferences.
- Prepares and distributes press releases and media advisories.

- Creates, produces, and edits Department and/or City publications including a newsletter, annual report, and other informational publications. Suggests and implements new ideas for more effective communications.
- Creates and produces internal organizational newsletters or other required publications.
- Serves as the Department and/or City's website content reviewer, and provide guidance and direction to the City's Technology Committee.
- Conducts community outreach and civic engagement events.

Other functions:

- May provide support to the City's labor negotiating team.
- Assists the department director in personnel related departmental issues. May act as a liaison with the Human Resources Department regarding employee performance evaluation tracking, requests for leave of absence, and progressive disciplinary processes.
- Acts as staff to City Advisory Committees, as directed by senior executive staff.
- Prepares City Council agenda reports.
- Serves as a liaison to other organizations and entities to forward the goals of the Department or City.
- Performs related duties as required.

The Senior Management Analyst working in the Public Works department coordinates, prepares and monitors operating and Capital Improvement Project (CIP) budgets, serves as a liaison for interdepartmental CIP activities and prepares progress reports detailing the annual CIP program and CIP project expenditures. In addition, the position supervises the administrative team, negotiates and oversees contracts, writes grant applications, performs grant management, and a variety of complex administrative and analytical projects

KNOWLEDGE OF:

- Principles and practices of local government and public administration.
- Methods of research, program analysis, and report preparation.
- State legislative procedures.
- Communications strategies.
- Public relations and relationship building.
- Negotiations.
- Computer skills including graphics software.
- Municipal budget development and administration.
- Grant writing and management.

ABILITY TO:

- Communicate effectively both orally and in writing.
- Work in cooperatively with management, staff, and the public.
- Evaluate program policy and practice.
- Plan, coordinate and evaluate the work of staff.
- Compile, organize and analyze complex statistical data.
- Prepare clear and concise analytical and financial reports.
- Prioritize and meet multiple, frequently changing deadlines.
- Work independently and collaboratively to resolve issues and reach consensus.
- Interpret, apply and communicate policies, procedures and regulations.
- Make oral presentations

EDUCATION and/or EXPERIENCE:

Any combination of education and experience that demonstrates possession of the requisite knowledge, skill and abilities. A typical way to obtain these would be:

- Equivalent to graduation from an accredited four-year college or university with major course

work in public administration, business administration or a related field. A master's degree in public administration, public policy, or business administration is highly desirable.

- A valid driver's license is required.

Senior Management Analyst I

- Three to four years of progressively responsible analytical experience.

Senior Management Analyst II – in addition to the requirements for the Senior Management Analyst I:

- Five years or more of experience performing increasingly complex, professional, analytical work with a high degree of autonomy.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand, walk, sit, and talk or hear. The employee frequently is required to use hands to finger, handle, or feel and reach with hands and arms. The employee must regularly lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly exposed to video display and regularly works in inside environmental conditions. The employee frequently works in evenings or weekends. The employee occasionally works with use of personal vehicle. The noise level in the work environment is usually moderate.

FLSA Status:	Exempt
Prepared Date:	April 10, 2015
Revision Date:	December 5, 2016
2 nd Revision	September 29, 2021
Approved By:	City of San Rafael

SAN RAFAEL UNREPRESENTED MID-MANAGEMENT

SALARY SCHEDULE

Effective October 4, 2021

Grade	Position	A	B	C	D	E
7315	Accounting Manager	\$ 9,319	\$ 9,785	\$ 10,274	\$ 10,788	\$ 11,327
2400	Assistant Library and Recreation Director	\$ 10,600	\$ 11,130	\$ 11,686	\$ 12,271	\$ 12,884
2202	Assistant Public Works Director / City Engineer	\$ 12,029	\$ 12,631	\$ 13,262	\$ 13,925	\$ 14,621
2302	Chief Building Official	\$ 11,179	\$ 11,738	\$ 12,325	\$ 12,941	\$ 13,588
4203	Civic Design Manager	\$ 9,910	\$ 10,405	\$ 10,926	\$ 11,472	\$ 12,045
2122	Code Enforcement Supervisor	\$ 7,553	\$ 7,930	\$ 8,327	\$ 8,743	\$ 9,180
4204	Data & Infrastructure Manager	\$ 10,974	\$ 11,522	\$ 12,098	\$ 12,703	\$ 13,338
1105	Deputy City Attorney I	\$ 10,131	\$ 10,637	\$ 11,169	\$ 11,728	\$ 12,314
1109	Deputy City Attorney II	\$ 11,170	\$ 11,728	\$ 12,315	\$ 12,931	\$ 13,577
2120	Deputy Fire Marshall	\$ 9,515	\$ 9,991	\$ 10,490	\$ 11,015	\$ 11,566
2135	Deputy Public Works Director	\$ 10,929	\$ 11,475	\$ 12,049	\$ 12,651	\$ 13,284
7313	Economic Development Coordinator	\$ 9,181	\$ 9,640	\$ 10,122	\$ 10,628	\$ 11,159
2128	Economic Development Manager	\$ 10,095	\$ 10,600	\$ 11,130	\$ 11,686	\$ 12,271
7117	Emergency Services Manager	\$ 8,957	\$ 9,405	\$ 9,875	\$ 10,369	\$ 10,888
2107	Human Resources Operations Manager	\$ 9,041	\$ 9,493	\$ 9,968	\$ 10,466	\$ 10,989
2208	Operations and Maintenance Manager	\$ 9,856	\$ 10,349	\$ 10,867	\$ 11,410	\$ 11,981
2208	Operations and Maintenance Manager (SRSD)	\$ 9,856	\$ 10,349	\$ 10,867	\$ 11,410	\$ 11,981
2703	Parking Services Manager	\$ 9,181	\$ 9,640	\$ 10,122	\$ 10,628	\$ 11,159
7312	Parks Superintendent	\$ 9,000	\$ 9,450	\$ 9,923	\$ 10,419	\$ 10,940
2116	Planning Manager	\$ 10,330	\$ 10,847	\$ 11,389	\$ 11,959	\$ 12,557
TBD	Product Manager	\$ 9,910	\$ 10,405	\$ 10,926	\$ 11,472	\$ 12,045
8103	Recreation Supervisor	\$ 7,694	\$ 8,079	\$ 8,483	\$ 8,907	\$ 9,352
2206	Senior Civil Engineer (SRSD)	\$ 10,639	\$ 11,171	\$ 11,729	\$ 12,316	\$ 12,932
7317	Senior Code Enforcement Supervisor	\$ 8,337	\$ 8,753	\$ 9,191	\$ 9,651	\$ 10,133
TBD	Senior Management Analyst I	\$ 7,382	\$ 7,751	\$ 8,139	\$ 8,546	\$ 8,973
2105	Senior Management Analyst II	\$ 8,789	\$ 9,229	\$ 9,690	\$ 10,175	\$ 10,683
2203	Senior Project Manager	\$ 9,171	\$ 9,629	\$ 10,111	\$ 10,616	\$ 11,147
8102	Senior Recreation Supervisor	\$ 8,492	\$ 8,917	\$ 9,363	\$ 9,831	\$ 10,322
7310	Sewer Maintenance Superintendent	\$ 9,000	\$ 9,450	\$ 9,923	\$ 10,419	\$ 10,940
7311	Street Maintenance Superintendent	\$ 9,000	\$ 9,450	\$ 9,923	\$ 10,419	\$ 10,940
2150	Sustainability Program Manager	\$ 7,408	\$ 7,778	\$ 8,167	\$ 8,576	\$ 9,005

SAN RAFAEL UNREPRESENTED MID-MANAGEMENT

SALARY SCHEDULE

Effective July 1, 2022

Grade	Position	A	B	C	D	E
7315	Accounting Manager	\$ 9,692	\$ 10,177	\$ 10,685	\$ 11,220	\$ 11,781
2400	Assistant Library and Recreation Director	\$ 10,971	\$ 11,519	\$ 12,095	\$ 12,700	\$ 13,335
2202	Assistant Public Works Director / City Engineer	\$ 12,450	\$ 13,073	\$ 13,726	\$ 14,413	\$ 15,133
2302	Chief Building Official	\$ 11,570	\$ 12,149	\$ 12,756	\$ 13,394	\$ 14,064
4203	Civic Design Manager	\$ 10,068	\$ 10,572	\$ 11,100	\$ 11,655	\$ 12,238
2122	Code Enforcement Supervisor	\$ 7,674	\$ 8,057	\$ 8,460	\$ 8,883	\$ 9,327
4204	Data & Infrastructure Manager	\$ 11,149	\$ 11,707	\$ 12,292	\$ 12,907	\$ 13,552
1105	Deputy City Attorney I	\$ 10,485	\$ 11,010	\$ 11,560	\$ 12,138	\$ 12,745
1109	Deputy City Attorney II	\$ 11,561	\$ 12,139	\$ 12,746	\$ 13,383	\$ 14,052
2120	Deputy Fire Marshall	\$ 9,848	\$ 10,340	\$ 10,857	\$ 11,400	\$ 11,970
2135	Deputy Public Works Director	\$ 11,311	\$ 11,877	\$ 12,470	\$ 13,094	\$ 13,749
7313	Economic Development Coordinator	\$ 9,502	\$ 9,977	\$ 10,476	\$ 11,000	\$ 11,550
2128	Economic Development Manager	\$ 10,448	\$ 10,971	\$ 11,519	\$ 12,095	\$ 12,700
7117	Emergency Services Manager	\$ 9,271	\$ 9,734	\$ 10,221	\$ 10,732	\$ 11,269
2107	Human Resources Operations Manager	\$ 9,403	\$ 9,873	\$ 10,366	\$ 10,885	\$ 11,429
2208	Operations and Maintenance Manager	\$ 10,251	\$ 10,763	\$ 11,301	\$ 11,867	\$ 12,460
2208	Operations and Maintenance Manager (SRSD)	\$ 10,251	\$ 10,763	\$ 11,301	\$ 11,867	\$ 12,460
2703	Parking Services Manager	\$ 9,502	\$ 9,977	\$ 10,476	\$ 11,000	\$ 11,550
7312	Parks Superintendent	\$ 9,360	\$ 9,829	\$ 10,320	\$ 10,836	\$ 11,378
2116	Planning Manager	\$ 10,743	\$ 11,281	\$ 11,845	\$ 12,437	\$ 13,059
TBD	Product Manager	\$ 10,068	\$ 10,572	\$ 11,100	\$ 11,655	\$ 12,238
8103	Recreation Supervisor	\$ 7,964	\$ 8,362	\$ 8,780	\$ 9,219	\$ 9,680
2206	Senior Civil Engineer (SRSD)	\$ 11,011	\$ 11,562	\$ 12,140	\$ 12,747	\$ 13,384
7317	Senior Code Enforcement Supervisor	\$ 8,470	\$ 8,893	\$ 9,338	\$ 9,805	\$ 10,295
TBD	Senior Management Analyst I	\$ 7,677	\$ 8,061	\$ 8,464	\$ 8,888	\$ 9,332
2105	Senior Management Analyst II	\$ 9,141	\$ 9,598	\$ 10,078	\$ 10,582	\$ 11,111
2203	Senior Project Manager	\$ 9,446	\$ 9,918	\$ 10,414	\$ 10,935	\$ 11,481
8102	Senior Recreation Supervisor	\$ 8,790	\$ 9,229	\$ 9,690	\$ 10,175	\$ 10,684
7310	Sewer Maintenance Superintendent	\$ 9,360	\$ 9,829	\$ 10,320	\$ 10,836	\$ 11,378
7311	Street Maintenance Superintendent	\$ 9,360	\$ 9,829	\$ 10,320	\$ 10,836	\$ 11,378
2150	Sustainability Program Manager	\$ 7,704	\$ 8,090	\$ 8,494	\$ 8,919	\$ 9,365

SAN RAFAEL UNREPRESENTED MID-MANAGEMENT

SALARY SCHEDULE

Effective July 1, 2023

Grade	Position	A	B	C	D	E
7315	Accounting Manager	\$ 10,080	\$ 10,584	\$ 11,113	\$ 11,668	\$ 12,252
2400	Assistant Library and Recreation Director	\$ 11,355	\$ 11,923	\$ 12,519	\$ 13,145	\$ 13,802
2202	Assistant Public Works Director / City Engineer	\$ 12,886	\$ 13,530	\$ 14,207	\$ 14,917	\$ 15,663
2302	Chief Building Official	\$ 11,975	\$ 12,574	\$ 13,202	\$ 13,863	\$ 14,556
4203	Civic Design Manager	\$ 10,229	\$ 10,741	\$ 11,278	\$ 11,842	\$ 12,434
2122	Code Enforcement Supervisor	\$ 7,796	\$ 8,186	\$ 8,595	\$ 9,025	\$ 9,477
4204	Data & Infrastructure Manager	\$ 11,328	\$ 11,894	\$ 12,489	\$ 13,113	\$ 13,769
1105	Deputy City Attorney I	\$ 10,852	\$ 11,395	\$ 11,965	\$ 12,563	\$ 13,191
1109	Deputy City Attorney II	\$ 11,965	\$ 12,564	\$ 13,192	\$ 13,852	\$ 14,544
2120	Deputy Fire Marshall	\$ 10,193	\$ 10,702	\$ 11,237	\$ 11,799	\$ 12,389
2135	Deputy Public Works Director	\$ 11,707	\$ 12,292	\$ 12,907	\$ 13,552	\$ 14,230
7313	Economic Development Coordinator	\$ 9,834	\$ 10,326	\$ 10,842	\$ 11,385	\$ 11,954
2128	Economic Development Manager	\$ 10,814	\$ 11,355	\$ 11,923	\$ 12,519	\$ 13,145
7117	Emergency Services Manager	\$ 9,595	\$ 10,075	\$ 10,579	\$ 11,108	\$ 11,663
2107	Human Resources Operations Manager	\$ 9,779	\$ 10,268	\$ 10,781	\$ 11,320	\$ 11,886
2208	Operations and Maintenance Manager	\$ 10,661	\$ 11,194	\$ 11,754	\$ 12,341	\$ 12,958
2208	Operations and Maintenance Manager (SRSD)	\$ 10,661	\$ 11,194	\$ 11,754	\$ 12,341	\$ 12,958
2703	Parking Services Manager	\$ 9,834	\$ 10,326	\$ 10,842	\$ 11,385	\$ 11,954
7312	Parks Superintendent	\$ 9,735	\$ 10,222	\$ 10,733	\$ 11,269	\$ 11,833
2116	Planning Manager	\$ 11,173	\$ 11,732	\$ 12,318	\$ 12,934	\$ 13,581
TBD	Product Manager	\$ 10,229	\$ 10,741	\$ 11,278	\$ 11,842	\$ 12,434
8103	Recreation Supervisor	\$ 8,242	\$ 8,654	\$ 9,087	\$ 9,541	\$ 10,019
2206	Senior Civil Engineer (SRSD)	\$ 11,397	\$ 11,966	\$ 12,565	\$ 13,193	\$ 13,853
7317	Senior Code Enforcement Supervisor	\$ 8,605	\$ 9,036	\$ 9,487	\$ 9,962	\$ 10,460
TBD	Senior Management Analyst I	\$ 7,985	\$ 8,384	\$ 8,803	\$ 9,243	\$ 9,705
2105	Senior Management Analyst II	\$ 9,507	\$ 9,982	\$ 10,481	\$ 11,005	\$ 11,555
2203	Senior Project Manager	\$ 9,729	\$ 10,216	\$ 10,726	\$ 11,263	\$ 11,826
8102	Senior Recreation Supervisor	\$ 9,097	\$ 9,552	\$ 10,030	\$ 10,531	\$ 11,058
7310	Sewer Maintenance Superintendent	\$ 9,735	\$ 10,222	\$ 10,733	\$ 11,269	\$ 11,833
7311	Street Maintenance Superintendent	\$ 9,735	\$ 10,222	\$ 10,733	\$ 11,269	\$ 11,833
2150	Sustainability Program Manager	\$ 8,013	\$ 8,413	\$ 8,834	\$ 9,275	\$ 9,739

City of San Rafael
SEIU - SALARY SCHEDULE
Effective July 1, 2021

Grade	Position	A	B	C	D	E
7241	Accountant I	\$ 6,033	\$ 6,334	\$ 6,651	\$ 6,983	\$ 7,333
7240	Accountant II	\$ 6,335	\$ 6,651	\$ 6,984	\$ 7,333	\$ 7,700
7200	Accounting Assistant I	\$ 4,394	\$ 4,614	\$ 4,844	\$ 5,086	\$ 5,341
7201	Accounting Assistant II	\$ 4,840	\$ 5,082	\$ 5,336	\$ 5,603	\$ 5,883
TBD	Senior Accounting Assistant*	\$ 5,336	\$ 5,603	\$ 5,883	\$ 6,177	\$ 6,486
7299	Accounting Technician	\$ 6,034	\$ 6,336	\$ 6,653	\$ 6,986	\$ 7,335
7205	Administrative Analyst	\$ 5,647	\$ 5,930	\$ 6,226	\$ 6,537	\$ 6,864
7211	Administrative Assistant I	\$ 4,554	\$ 4,782	\$ 5,021	\$ 5,272	\$ 5,536
7212	Administrative Assistant II	\$ 5,021	\$ 5,272	\$ 5,536	\$ 5,813	\$ 6,104
7295	Senior Administrative Assistant	\$ 5,407	\$ 5,677	\$ 5,961	\$ 6,259	\$ 6,572
7216	Administrative Assistant to the City Clerk	\$ 5,407	\$ 5,677	\$ 5,961	\$ 6,259	\$ 6,572
7210	Assistant Planner	\$ 6,387	\$ 6,707	\$ 7,042	\$ 7,394	\$ 7,764
7208	Associate Planner	\$ 7,049	\$ 7,402	\$ 7,772	\$ 8,160	\$ 8,568
7217	Building Inspector I	\$ 5,788	\$ 6,077	\$ 6,381	\$ 6,700	\$ 7,035
7218	Building Inspector II	\$ 6,387	\$ 6,707	\$ 7,042	\$ 7,394	\$ 7,764
7475	Building Technician I	\$ 4,991	\$ 5,241	\$ 5,503	\$ 5,778	\$ 6,067
7220	Business License Examiner	\$ 5,081	\$ 5,335	\$ 5,602	\$ 5,882	\$ 6,176
7222	Code Enforcement Official I	\$ 4,637	\$ 4,869	\$ 5,112	\$ 5,368	\$ 5,636
7223	Code Enforcement Official II	\$ 5,116	\$ 5,372	\$ 5,641	\$ 5,923	\$ 6,219
7380	Code Enforcement Official III	\$ 6,076	\$ 6,380	\$ 6,699	\$ 7,034	\$ 7,386
2119	Construction Inspector - SRSD	\$ 6,291	\$ 6,606	\$ 6,936	\$ 7,283	\$ 7,647
7224	Custodian	\$ 4,318	\$ 4,534	\$ 4,761	\$ 4,999	\$ 5,249
4210	Data Analyst I	\$ 6,525	\$ 6,851	\$ 7,193	\$ 7,553	\$ 7,931
4211	Data Analyst II	\$ 7,177	\$ 7,536	\$ 7,913	\$ 8,308	\$ 8,724
4212	Data Analyst III	\$ 7,895	\$ 8,290	\$ 8,704	\$ 9,139	\$ 9,596
7226	Deputy City Clerk	\$ 5,543	\$ 5,820	\$ 6,111	\$ 6,416	\$ 6,737
7120	Emergency Management Coordinator	\$ 5,230	\$ 5,492	\$ 5,766	\$ 6,055	\$ 6,357
7121	Environmental Management Coordinator	\$ 5,230	\$ 5,492	\$ 5,766	\$ 6,055	\$ 6,357
7232	Facility Repair Supervisor	\$ 6,875	\$ 7,219	\$ 7,580	\$ 7,959	\$ 8,357
7291	Facility Repair Worker I	\$ 4,879	\$ 5,122	\$ 5,379	\$ 5,647	\$ 5,930
7233	Facility Repair Worker II	\$ 5,380	\$ 5,649	\$ 5,932	\$ 6,228	\$ 6,540
7294	Facility Repair Worker III	\$ 5,790	\$ 6,080	\$ 6,384	\$ 6,703	\$ 7,038
7108	Fire Prevention Inspector I	\$ 7,314	\$ 7,680	\$ 8,064	\$ 8,467	\$ 8,890
7107	Fire Prevention Inspector II	\$ 8,063	\$ 8,466	\$ 8,889	\$ 9,334	\$ 9,800
7298	IT Help Desk Supervisor	\$ 7,177	\$ 7,536	\$ 7,913	\$ 8,309	\$ 8,724
7243	Librarian I	\$ 5,598	\$ 5,878	\$ 6,172	\$ 6,480	\$ 6,804
7244	Librarian II	\$ 5,880	\$ 6,174	\$ 6,483	\$ 6,807	\$ 7,147
2404	Library Aide	\$ 2,683	\$ 2,817	\$ 2,958	\$ 3,106	\$ 3,261
7246	Library Assistant I	\$ 3,686	\$ 3,870	\$ 4,064	\$ 4,267	\$ 4,480
7247	Library Assistant II	\$ 4,168	\$ 4,377	\$ 4,595	\$ 4,825	\$ 5,067

2405	Library Tech Services Supervisor	\$ 5,329	\$ 5,596	\$ 5,876	\$ 6,169	\$ 6,478
7292	Literacy Program Supervisor	\$ 6,487	\$ 6,812	\$ 7,152	\$ 7,510	\$ 7,886
7249	Mail and Stores Clerk	\$ 3,936	\$ 4,132	\$ 4,339	\$ 4,556	\$ 4,784
7255	Network Analyst	\$ 6,526	\$ 6,852	\$ 7,195	\$ 7,554	\$ 7,932
7274	Network Support Technician	\$ 4,991	\$ 5,241	\$ 5,503	\$ 5,778	\$ 6,067
7285	Office Assistant I	\$ 3,748	\$ 3,935	\$ 4,132	\$ 4,338	\$ 4,555
7284	Office Assistant II	\$ 4,234	\$ 4,445	\$ 4,668	\$ 4,901	\$ 5,146
7256	Park Equipment Mechanic	\$ 5,651	\$ 5,934	\$ 6,230	\$ 6,542	\$ 6,869
7257	Parking Attendant I	\$ 2,145	\$ 2,253	\$ 2,365	\$ 2,484	\$ 2,608
7275	Parking Attendant II	\$ 2,363	\$ 2,481	\$ 2,605	\$ 2,735	\$ 2,872
6208	Parking Enforcement Officer	\$ 5,234	\$ 5,496	\$ 5,771	\$ 6,059	\$ 6,362
6212	Parking Equipment Technician	\$ 5,001	\$ 5,251	\$ 5,513	\$ 5,789	\$ 6,079
6209	Parking Maintenance & Collections	\$ 5,001	\$ 5,251	\$ 5,513	\$ 5,789	\$ 6,079
6211	Parking Operations Supervisor	\$ 6,875	\$ 7,218	\$ 7,579	\$ 7,958	\$ 8,356
7258	Parks & Graffiti Worker	\$ 4,536	\$ 4,763	\$ 5,001	\$ 5,251	\$ 5,513
2123	Parks Lead Maintenance Worker	\$ 5,790	\$ 6,080	\$ 6,384	\$ 6,703	\$ 7,038
7271	Parks Maintenance Supervisor	\$ 6,875	\$ 7,219	\$ 7,580	\$ 7,959	\$ 8,357
7236	Parks Maintenance Worker I	\$ 4,763	\$ 5,001	\$ 5,251	\$ 5,514	\$ 5,789
7238	Parks Maintenance Worker II	\$ 5,001	\$ 5,251	\$ 5,514	\$ 5,789	\$ 6,079
7296	Permit Services Coordinator	\$ 6,895	\$ 7,240	\$ 7,602	\$ 7,982	\$ 8,381
7261	Planning Technician	\$ 4,991	\$ 5,241	\$ 5,503	\$ 5,778	\$ 6,067
9453	Principal Planner	\$ 9,227	\$ 9,688	\$ 10,172	\$ 10,681	\$ 11,215
7234	Printing Press Operator	\$ 4,900	\$ 5,145	\$ 5,403	\$ 5,673	\$ 5,956
1201	Program Coordinator	\$ 5,245	\$ 5,508	\$ 5,783	\$ 6,072	\$ 6,376
7290	Public Works Dispatcher	\$ 5,001	\$ 5,251	\$ 5,514	\$ 5,789	\$ 6,079
7263	Revenue Supervisor	\$ 7,697	\$ 8,082	\$ 8,486	\$ 8,910	\$ 9,355
2309	Senior Building Inspector	\$ 7,582	\$ 7,961	\$ 8,360	\$ 8,778	\$ 9,216
7219	Senior Building Technician	\$ 5,788	\$ 6,078	\$ 6,382	\$ 6,701	\$ 7,036
7265	Senior Library Assistant	\$ 4,377	\$ 4,596	\$ 4,826	\$ 5,067	\$ 5,321
7264	Senior Planner	\$ 7,977	\$ 8,376	\$ 8,795	\$ 9,234	\$ 9,696
2204	Sewer Lead Maintenance Worker	\$ 6,385	\$ 6,704	\$ 7,039	\$ 7,391	\$ 7,761
7266	Sewer Maintenance Worker I	\$ 5,124	\$ 5,381	\$ 5,650	\$ 5,932	\$ 6,229
7267	Sewer Maintenance Worker II	\$ 5,515	\$ 5,790	\$ 6,080	\$ 6,384	\$ 6,703
7281	Sewers Supervisor	\$ 7,218	\$ 7,578	\$ 7,957	\$ 8,355	\$ 8,773
7269	Shop & Equipment Supervisor	\$ 6,875	\$ 7,219	\$ 7,580	\$ 7,959	\$ 8,357
7280	Street Lead Maintenance Worker	\$ 5,790	\$ 6,080	\$ 6,384	\$ 6,703	\$ 7,038
7209	Street Maintenance Supervisor	\$ 6,875	\$ 7,219	\$ 7,580	\$ 7,959	\$ 8,357
7250	Street Maintenance Worker I	\$ 4,763	\$ 5,001	\$ 5,251	\$ 5,514	\$ 5,789
7251	Street Maintenance Worker II	\$ 5,001	\$ 5,251	\$ 5,514	\$ 5,789	\$ 6,079
7283	Street Sweeper Operator	\$ 5,251	\$ 5,514	\$ 5,789	\$ 6,079	\$ 6,383
7245	Supervising Librarian	\$ 6,487	\$ 6,812	\$ 7,152	\$ 7,510	\$ 7,886
8523	Supervising Parking Enforcement Officer	\$ 5,886	\$ 6,180	\$ 6,489	\$ 6,814	\$ 7,155
7288	Supervising Vehicle/Equipment Mechanic	\$ 6,082	\$ 6,386	\$ 6,705	\$ 7,040	\$ 7,392
7286	Vehicle/Equipment Mechanic I	\$ 5,125	\$ 5,381	\$ 5,650	\$ 5,932	\$ 6,229
7287	Vehicle/Equipment Mechanic II	\$ 5,651	\$ 5,934	\$ 6,230	\$ 6,542	\$ 6,869
2131	Volunteer Program Assistant	\$ 5,058	\$ 5,311	\$ 5,576	\$ 5,855	\$ 6,148

*New classification approved with 2021-2024 MOU

City of San Rafael
SEIU - SALARY SCHEDULE
Effective July 1, 2022

Grade	Position	A	B	C	D	E
7241	Accountant I	\$ 6,213	\$ 6,524	\$ 6,850	\$ 7,193	\$ 7,553
7240	Accountant II	\$ 6,525	\$ 6,851	\$ 7,194	\$ 7,553	\$ 7,931
7200	Accounting Assistant I	\$ 4,526	\$ 4,752	\$ 4,990	\$ 5,239	\$ 5,501
7201	Accounting Assistant II	\$ 4,985	\$ 5,234	\$ 5,496	\$ 5,771	\$ 6,059
TBD	Senior Accounting Assistant*	\$ 5,496	\$ 5,771	\$ 6,059	\$ 6,362	\$ 6,681
7299	Accounting Technician	\$ 6,215	\$ 6,526	\$ 6,853	\$ 7,195	\$ 7,555
7205	Administrative Analyst	\$ 5,859	\$ 6,152	\$ 6,460	\$ 6,783	\$ 7,122
7211	Administrative Assistant I	\$ 4,691	\$ 4,925	\$ 5,172	\$ 5,430	\$ 5,702
7212	Administrative Assistant II	\$ 5,172	\$ 5,431	\$ 5,702	\$ 5,987	\$ 6,287
7295	Senior Administrative Assistant	\$ 5,569	\$ 5,848	\$ 6,140	\$ 6,447	\$ 6,769
7216	Administrative Assistant to the City Clerk	\$ 5,569	\$ 5,848	\$ 6,140	\$ 6,447	\$ 6,769
7210	Assistant Planner	\$ 6,627	\$ 6,958	\$ 7,306	\$ 7,671	\$ 8,055
7208	Associate Planner	\$ 7,314	\$ 7,679	\$ 8,063	\$ 8,466	\$ 8,890
7217	Building Inspector I	\$ 6,005	\$ 6,305	\$ 6,621	\$ 6,952	\$ 7,299
7218	Building Inspector II	\$ 6,627	\$ 6,958	\$ 7,306	\$ 7,672	\$ 8,055
7475	Building Technician I	\$ 5,179	\$ 5,438	\$ 5,709	\$ 5,995	\$ 6,295
7220	Business License Examiner	\$ 5,233	\$ 5,495	\$ 5,770	\$ 6,058	\$ 6,361
7222	Code Enforcement Official I	\$ 4,811	\$ 5,051	\$ 5,304	\$ 5,569	\$ 5,848
7223	Code Enforcement Official II	\$ 5,308	\$ 5,574	\$ 5,852	\$ 6,145	\$ 6,452
7380	Code Enforcement Official III	\$ 6,304	\$ 6,619	\$ 6,950	\$ 7,298	\$ 7,663
2119	Construction Inspector - SRSD	\$ 6,527	\$ 6,854	\$ 7,196	\$ 7,556	\$ 7,934
7224	Custodian	\$ 4,470	\$ 4,693	\$ 4,928	\$ 5,174	\$ 5,433
4210	Data Analyst I	\$ 6,769	\$ 7,108	\$ 7,463	\$ 7,836	\$ 8,228
4211	Data Analyst II	\$ 7,446	\$ 7,819	\$ 8,209	\$ 8,620	\$ 9,051
4212	Data Analyst III	\$ 8,191	\$ 8,600	\$ 9,030	\$ 9,482	\$ 9,956
7226	Deputy City Clerk	\$ 5,709	\$ 5,994	\$ 6,294	\$ 6,609	\$ 6,939
7120	Emergency Management Coordinator	\$ 5,413	\$ 5,684	\$ 5,968	\$ 6,266	\$ 6,580
7121	Environmental Management Coordinator	\$ 5,413	\$ 5,684	\$ 5,968	\$ 6,266	\$ 6,580
7232	Facility Repair Supervisor	\$ 7,116	\$ 7,471	\$ 7,845	\$ 8,237	\$ 8,649
7291	Facility Repair Worker I	\$ 5,049	\$ 5,302	\$ 5,567	\$ 5,845	\$ 6,137
7233	Facility Repair Worker II	\$ 5,569	\$ 5,847	\$ 6,139	\$ 6,446	\$ 6,769
7294	Facility Repair Worker III	\$ 5,993	\$ 6,293	\$ 6,607	\$ 6,938	\$ 7,284
7108	Fire Prevention Inspector I	\$ 7,588	\$ 7,968	\$ 8,366	\$ 8,784	\$ 9,223
7107	Fire Prevention Inspector II	\$ 8,365	\$ 8,783	\$ 9,223	\$ 9,684	\$ 10,168
7298	IT Help Desk Supervisor	\$ 7,446	\$ 7,819	\$ 8,210	\$ 8,620	\$ 9,051
7243	Librarian I	\$ 5,808	\$ 6,098	\$ 6,403	\$ 6,723	\$ 7,059
7244	Librarian II	\$ 6,101	\$ 6,406	\$ 6,726	\$ 7,062	\$ 7,415
2404	Library Aide	\$ 2,784	\$ 2,923	\$ 3,069	\$ 3,223	\$ 3,384
7246	Library Assistant I	\$ 3,824	\$ 4,015	\$ 4,216	\$ 4,427	\$ 4,648
7247	Library Assistant II	\$ 4,325	\$ 4,541	\$ 4,768	\$ 5,006	\$ 5,256

2405	Library Tech Services Supervisor	\$ 5,529	\$ 5,806	\$ 6,096	\$ 6,401	\$ 6,721
7292	Literacy Program Supervisor	\$ 6,731	\$ 7,067	\$ 7,421	\$ 7,792	\$ 8,181
7249	Mail and Stores Clerk	\$ 4,054	\$ 4,256	\$ 4,469	\$ 4,693	\$ 4,927
7255	Network Analyst	\$ 6,771	\$ 7,109	\$ 7,464	\$ 7,838	\$ 8,230
7274	Network Support Technician	\$ 5,179	\$ 5,438	\$ 5,709	\$ 5,995	\$ 6,295
7285	Office Assistant I	\$ 3,860	\$ 4,053	\$ 4,256	\$ 4,469	\$ 4,692
7284	Office Assistant II	\$ 4,361	\$ 4,579	\$ 4,808	\$ 5,048	\$ 5,300
7256	Park Equipment Mechanic	\$ 5,849	\$ 6,141	\$ 6,448	\$ 6,771	\$ 7,109
7257	Parking Attendant I	\$ 2,210	\$ 2,320	\$ 2,436	\$ 2,558	\$ 2,686
7275	Parking Attendant II	\$ 2,434	\$ 2,555	\$ 2,683	\$ 2,817	\$ 2,958
6208	Parking Enforcement Officer	\$ 5,391	\$ 5,661	\$ 5,944	\$ 6,241	\$ 6,553
6212	Parking Equipment Technician	\$ 5,176	\$ 5,435	\$ 5,706	\$ 5,992	\$ 6,291
6209	Parking Maintenance & Collections	\$ 5,176	\$ 5,435	\$ 5,706	\$ 5,992	\$ 6,291
6211	Parking Operations Supervisor	\$ 7,115	\$ 7,471	\$ 7,845	\$ 8,237	\$ 8,649
7258	Parks & Graffiti Worker	\$ 4,694	\$ 4,929	\$ 5,176	\$ 5,434	\$ 5,706
2123	Parks Lead Maintenance Worker	\$ 5,993	\$ 6,293	\$ 6,607	\$ 6,938	\$ 7,284
7271	Parks Maintenance Supervisor	\$ 7,116	\$ 7,471	\$ 7,845	\$ 8,237	\$ 8,649
7236	Parks Maintenance Worker I	\$ 4,930	\$ 5,176	\$ 5,435	\$ 5,707	\$ 5,992
7238	Parks Maintenance Worker II	\$ 5,176	\$ 5,435	\$ 5,707	\$ 5,992	\$ 6,292
7296	Permit Services Coordinator	\$ 7,153	\$ 7,511	\$ 7,887	\$ 8,281	\$ 8,695
7261	Planning Technician	\$ 5,179	\$ 5,438	\$ 5,709	\$ 5,995	\$ 6,295
9453	Principal Planner	\$ 9,573	\$ 10,051	\$ 10,554	\$ 11,082	\$ 11,636
7234	Printing Press Operator	\$ 5,047	\$ 5,300	\$ 5,565	\$ 5,843	\$ 6,135
1201	Program Coordinator	\$ 5,442	\$ 5,714	\$ 6,000	\$ 6,300	\$ 6,615
7290	Public Works Dispatcher	\$ 5,176	\$ 5,435	\$ 5,707	\$ 5,992	\$ 6,292
7263	Revenue Supervisor	\$ 7,928	\$ 8,324	\$ 8,740	\$ 9,177	\$ 9,636
2309	Senior Building Inspector	\$ 7,867	\$ 8,260	\$ 8,673	\$ 9,107	\$ 9,562
7219	Senior Building Technician	\$ 6,006	\$ 6,306	\$ 6,621	\$ 6,952	\$ 7,300
7265	Senior Library Assistant	\$ 4,541	\$ 4,768	\$ 5,007	\$ 5,257	\$ 5,520
7264	Senior Planner	\$ 8,276	\$ 8,690	\$ 9,124	\$ 9,581	\$ 10,060
2204	Sewer Lead Maintenance Worker	\$ 6,608	\$ 6,939	\$ 7,286	\$ 7,650	\$ 8,032
7266	Sewer Maintenance Worker I	\$ 5,304	\$ 5,569	\$ 5,847	\$ 6,140	\$ 6,447
7267	Sewer Maintenance Worker II	\$ 5,708	\$ 5,993	\$ 6,293	\$ 6,607	\$ 6,938
7281	Sewers Supervisor	\$ 7,470	\$ 7,844	\$ 8,236	\$ 8,648	\$ 9,080
7269	Shop & Equipment Supervisor	\$ 7,116	\$ 7,471	\$ 7,845	\$ 8,237	\$ 8,649
7280	Street Lead Maintenance Worker	\$ 5,993	\$ 6,293	\$ 6,607	\$ 6,938	\$ 7,284
7209	Street Maintenance Supervisor	\$ 7,116	\$ 7,471	\$ 7,845	\$ 8,237	\$ 8,649
7250	Street Maintenance Worker I	\$ 4,930	\$ 5,176	\$ 5,435	\$ 5,707	\$ 5,992
7251	Street Maintenance Worker II	\$ 5,176	\$ 5,435	\$ 5,707	\$ 5,992	\$ 6,292
7283	Street Sweeper Operator	\$ 5,435	\$ 5,707	\$ 5,992	\$ 6,292	\$ 6,606
7245	Supervising Librarian	\$ 6,731	\$ 7,067	\$ 7,421	\$ 7,792	\$ 8,181
8523	Supervising Parking Enforcement Officer	\$ 6,063	\$ 6,366	\$ 6,684	\$ 7,018	\$ 7,369
7288	Supervising Vehicle/Equipment Mechanic	\$ 6,295	\$ 6,609	\$ 6,940	\$ 7,287	\$ 7,651
7286	Vehicle/Equipment Mechanic I	\$ 5,304	\$ 5,569	\$ 5,848	\$ 6,140	\$ 6,447
7287	Vehicle/Equipment Mechanic II	\$ 5,849	\$ 6,141	\$ 6,448	\$ 6,771	\$ 7,109
2131	Volunteer Program Assistant	\$ 5,248	\$ 5,510	\$ 5,785	\$ 6,075	\$ 6,378

*New classification approved with 2021-2024 MOU

City of San Rafael
SEIU - SALARY SCHEDULE
Effective July 1, 2023

Grade	Position	A	B	C	D	E
7241	Accountant I	\$ 6,400	\$ 6,720	\$ 7,056	\$ 7,409	\$ 7,779
7240	Accountant II	\$ 6,720	\$ 7,057	\$ 7,409	\$ 7,780	\$ 8,169
7200	Accounting Assistant I	\$ 4,661	\$ 4,895	\$ 5,139	\$ 5,396	\$ 5,666
7201	Accounting Assistant II	\$ 5,134	\$ 5,391	\$ 5,661	\$ 5,944	\$ 6,241
TBD	Senior Accounting Assistant*	\$ 5,661	\$ 5,944	\$ 6,241	\$ 6,553	\$ 6,881
7299	Accounting Technician	\$ 6,402	\$ 6,722	\$ 7,058	\$ 7,411	\$ 7,782
7205	Administrative Analyst	\$ 6,050	\$ 6,352	\$ 6,670	\$ 7,003	\$ 7,353
7211	Administrative Assistant I	\$ 4,832	\$ 5,073	\$ 5,327	\$ 5,593	\$ 5,873
7212	Administrative Assistant II	\$ 5,327	\$ 5,594	\$ 5,873	\$ 6,167	\$ 6,475
7295	Senior Administrative Assistant	\$ 5,736	\$ 6,023	\$ 6,324	\$ 6,640	\$ 6,972
7216	Administrative Assistant to the City Clerk	\$ 5,736	\$ 6,023	\$ 6,324	\$ 6,640	\$ 6,972
7210	Assistant Planner	\$ 6,842	\$ 7,184	\$ 7,544	\$ 7,921	\$ 8,317
7208	Associate Planner	\$ 7,551	\$ 7,929	\$ 8,325	\$ 8,741	\$ 9,179
7217	Building Inspector I	\$ 6,200	\$ 6,510	\$ 6,836	\$ 7,178	\$ 7,536
7218	Building Inspector II	\$ 6,842	\$ 7,184	\$ 7,544	\$ 7,921	\$ 8,317
7475	Building Technician I	\$ 5,347	\$ 5,614	\$ 5,895	\$ 6,190	\$ 6,499
7220	Business License Examiner	\$ 5,390	\$ 5,660	\$ 5,943	\$ 6,240	\$ 6,552
7222	Code Enforcement Official I	\$ 4,967	\$ 5,215	\$ 5,476	\$ 5,750	\$ 6,038
7223	Code Enforcement Official II	\$ 5,481	\$ 5,755	\$ 6,043	\$ 6,345	\$ 6,662
7380	Code Enforcement Official III	\$ 6,509	\$ 6,835	\$ 7,176	\$ 7,535	\$ 7,912
2119	Construction Inspector - SRSD	\$ 6,739	\$ 7,076	\$ 7,430	\$ 7,802	\$ 8,192
7224	Custodian	\$ 4,626	\$ 4,857	\$ 5,100	\$ 5,355	\$ 5,623
4210	Data Analyst I	\$ 6,989	\$ 7,339	\$ 7,706	\$ 8,091	\$ 8,496
4211	Data Analyst II	\$ 7,688	\$ 8,073	\$ 8,476	\$ 8,900	\$ 9,345
4212	Data Analyst III	\$ 8,457	\$ 8,880	\$ 9,324	\$ 9,790	\$ 10,280
7226	Deputy City Clerk	\$ 5,880	\$ 6,174	\$ 6,483	\$ 6,807	\$ 7,147
7120	Emergency Management Coordinator	\$ 5,603	\$ 5,883	\$ 6,177	\$ 6,486	\$ 6,810
7121	Environmental Management Coordinator	\$ 5,603	\$ 5,883	\$ 6,177	\$ 6,486	\$ 6,810
7232	Facility Repair Supervisor	\$ 7,365	\$ 7,733	\$ 8,119	\$ 8,525	\$ 8,952
7291	Facility Repair Worker I	\$ 5,226	\$ 5,487	\$ 5,762	\$ 6,050	\$ 6,352
7233	Facility Repair Worker II	\$ 5,764	\$ 6,052	\$ 6,354	\$ 6,672	\$ 7,006
7294	Facility Repair Worker III	\$ 6,203	\$ 6,513	\$ 6,838	\$ 7,180	\$ 7,539
7108	Fire Prevention Inspector I	\$ 7,835	\$ 8,226	\$ 8,638	\$ 9,070	\$ 9,523
7107	Fire Prevention Inspector II	\$ 8,637	\$ 9,069	\$ 9,522	\$ 9,998	\$ 10,498
7298	IT Help Desk Supervisor	\$ 7,688	\$ 8,073	\$ 8,476	\$ 8,900	\$ 9,345
7243	Librarian I	\$ 5,996	\$ 6,296	\$ 6,611	\$ 6,942	\$ 7,289
7244	Librarian II	\$ 6,299	\$ 6,614	\$ 6,945	\$ 7,292	\$ 7,656
2404	Library Aide	\$ 2,874	\$ 3,018	\$ 3,169	\$ 3,327	\$ 3,494
7246	Library Assistant I	\$ 3,948	\$ 4,146	\$ 4,353	\$ 4,571	\$ 4,799
7247	Library Assistant II	\$ 4,465	\$ 4,688	\$ 4,923	\$ 5,169	\$ 5,427

2405	Library Tech Services Supervisor	\$ 5,709	\$ 5,994	\$ 6,294	\$ 6,609	\$ 6,939
7292	Literacy Program Supervisor	\$ 6,949	\$ 7,297	\$ 7,662	\$ 8,045	\$ 8,447
7249	Mail and Stores Clerk	\$ 4,175	\$ 4,384	\$ 4,603	\$ 4,833	\$ 5,075
7255	Network Analyst	\$ 6,991	\$ 7,340	\$ 7,707	\$ 8,092	\$ 8,497
7274	Network Support Technician	\$ 5,347	\$ 5,614	\$ 5,895	\$ 6,190	\$ 6,499
7285	Office Assistant I	\$ 3,976	\$ 4,175	\$ 4,383	\$ 4,603	\$ 4,833
7284	Office Assistant II	\$ 4,491	\$ 4,716	\$ 4,952	\$ 5,199	\$ 5,459
7256	Park Equipment Mechanic	\$ 6,054	\$ 6,356	\$ 6,674	\$ 7,008	\$ 7,358
7257	Parking Attendant I	\$ 2,276	\$ 2,390	\$ 2,509	\$ 2,635	\$ 2,767
7275	Parking Attendant II	\$ 2,507	\$ 2,632	\$ 2,764	\$ 2,902	\$ 3,047
6208	Parking Enforcement Officer	\$ 5,553	\$ 5,830	\$ 6,122	\$ 6,428	\$ 6,749
6212	Parking Equipment Technician	\$ 5,357	\$ 5,625	\$ 5,906	\$ 6,201	\$ 6,512
6209	Parking Maintenance & Collections	\$ 5,357	\$ 5,625	\$ 5,906	\$ 6,201	\$ 6,511
6211	Parking Operations Supervisor	\$ 7,364	\$ 7,733	\$ 8,119	\$ 8,525	\$ 8,951
7258	Parks & Graffiti Worker	\$ 4,859	\$ 5,102	\$ 5,357	\$ 5,625	\$ 5,906
2123	Parks Lead Maintenance Worker	\$ 6,203	\$ 6,513	\$ 6,838	\$ 7,180	\$ 7,539
7271	Parks Maintenance Supervisor	\$ 7,365	\$ 7,733	\$ 8,119	\$ 8,525	\$ 8,952
7236	Parks Maintenance Worker I	\$ 5,102	\$ 5,357	\$ 5,625	\$ 5,906	\$ 6,202
7238	Parks Maintenance Worker II	\$ 5,357	\$ 5,625	\$ 5,906	\$ 6,202	\$ 6,512
7296	Permit Services Coordinator	\$ 7,386	\$ 7,755	\$ 8,143	\$ 8,550	\$ 8,978
7261	Planning Technician	\$ 5,347	\$ 5,614	\$ 5,895	\$ 6,190	\$ 6,499
9453	Principal Planner	\$ 9,884	\$ 10,378	\$ 10,897	\$ 11,442	\$ 12,014
7234	Printing Press Operator	\$ 5,199	\$ 5,459	\$ 5,732	\$ 6,018	\$ 6,319
1201	Program Coordinator	\$ 5,619	\$ 5,900	\$ 6,195	\$ 6,505	\$ 6,830
7290	Public Works Dispatcher	\$ 5,357	\$ 5,625	\$ 5,906	\$ 6,202	\$ 6,512
7263	Revenue Supervisor	\$ 8,166	\$ 8,574	\$ 9,002	\$ 9,453	\$ 9,925
2309	Senior Building Inspector	\$ 8,122	\$ 8,528	\$ 8,955	\$ 9,403	\$ 9,873
7219	Senior Building Technician	\$ 6,201	\$ 6,511	\$ 6,836	\$ 7,178	\$ 7,537
7265	Senior Library Assistant	\$ 4,689	\$ 4,923	\$ 5,170	\$ 5,428	\$ 5,700
7264	Senior Planner	\$ 8,545	\$ 8,972	\$ 9,421	\$ 9,892	\$ 10,387
2204	Sewer Lead Maintenance Worker	\$ 6,840	\$ 7,182	\$ 7,541	\$ 7,918	\$ 8,314
7266	Sewer Maintenance Worker I	\$ 5,489	\$ 5,764	\$ 6,052	\$ 6,355	\$ 6,672
7267	Sewer Maintenance Worker II	\$ 5,907	\$ 6,203	\$ 6,513	\$ 6,839	\$ 7,180
7281	Sewers Supervisor	\$ 7,732	\$ 8,118	\$ 8,524	\$ 8,950	\$ 9,398
7269	Shop & Equipment Supervisor	\$ 7,365	\$ 7,733	\$ 8,120	\$ 8,525	\$ 8,952
7280	Street Lead Maintenance Worker	\$ 6,203	\$ 6,513	\$ 6,838	\$ 7,180	\$ 7,539
7209	Street Maintenance Supervisor	\$ 7,365	\$ 7,733	\$ 8,119	\$ 8,525	\$ 8,952
7250	Street Maintenance Worker I	\$ 5,102	\$ 5,357	\$ 5,625	\$ 5,906	\$ 6,202
7251	Street Maintenance Worker II	\$ 5,357	\$ 5,625	\$ 5,906	\$ 6,202	\$ 6,512
7283	Street Sweeper Operator	\$ 5,625	\$ 5,906	\$ 6,202	\$ 6,512	\$ 6,837
7245	Supervising Librarian	\$ 6,949	\$ 7,297	\$ 7,662	\$ 8,045	\$ 8,447
8523	Supervising Parking Enforcement Officer	\$ 6,245	\$ 6,557	\$ 6,885	\$ 7,229	\$ 7,590
7288	Supervising Vehicle/Equipment Mechanic	\$ 6,515	\$ 6,841	\$ 7,183	\$ 7,542	\$ 7,919
7286	Vehicle/Equipment Mechanic I	\$ 5,490	\$ 5,764	\$ 6,052	\$ 6,355	\$ 6,673
7287	Vehicle/Equipment Mechanic II	\$ 6,054	\$ 6,356	\$ 6,674	\$ 7,008	\$ 7,358
2131	Volunteer Program Assistant	\$ 5,418	\$ 5,689	\$ 5,973	\$ 6,272	\$ 6,586

*New classification approved with 2021-2024 MOU