

RESOLUTION NO. 7882

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOUTH PASADENA APPROVING CLASSIFICATION CHANGES, UPDATING JOB DESCRIPTIONS, ADDING TWO NEW POSITIONS AND ADOPTING THE UPDATED MASTER SALARY SCHEDULE FOR FISCAL YEAR 2024-2025

THE CITY COUNCIL OF THE CITY OF SOUTH PASADENA DOES HEREBY RESOLVE:

WHEREAS, the City wishes to adopt the Budget and Purchasing Manager job description and salary schedule; and

WHEREAS, the City wishes to add one Administrative Secretary position to the Public Works Department; and

WHEREAS, the City wishes to add one Management Aide position to the Human Resources Division; and

WHEREAS, the City wishes to adopt an updated job specification and salary range as outlined in the FY 2024-25 Master Salary Schedule for the position of Accounting Manager-Controller; and

WHEREAS, the City wishes to approve the updated Master Salary Schedule for Fiscal Year 2024-2025, to reflect the added and updated positions, in accordance with Title 2 of the California Code of Regulations Section 570.5 and the California Employees Retirement System ("CalPERS").

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SOUTH PASADENA, CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS:

SECTION 1. The position of Budget and Purchasing Manager is hereby established. The job description for the position of Budget and Purchasing Manager, as set forth in Exhibit A, is hereby adopted.

SECTION 2. The addition of one Administrative Secretary position to the Public Works Department is hereby adopted.


SECTION 3. The addition of one Management Aide position to the Human Resources Division is hereby adopted.

SECTION 4. The job specification for Accounting Manager is hereby updated and revised to the position of Accounting Manager-Controller and salary range as outlined in the FY 2024-25 Master Salary Schedule for the position of Accounting Manager-Controller as set forth in Exhibit B, is hereby adopted.


SECTION 5. The updated Master Salary Schedule for Fiscal Year 2024-2025, as set forth in Exhibit C, in accordance with Title 2 of the California Code of Regulations Section 570.5 and the California Employees Retirement System ("CalPERS"), is hereby adopted.

SECTION 6. This Resolution shall take effect immediately upon its adoption.


PASSED, APPROVED AND ADOPTED ON this 20th day of November, 2024.


Mayor Evelyn G. Zneimer

ATTEST:


Mark Perez, Deputy City Clerk
(seal)

APPROVED AS TO FORM:


Roxanne Diaz, City Attorney

I HEREBY CERTIFY the foregoing resolution was duly adopted by the City Council of the City of South Pasadena, California, at a regular meeting held on the 20th day of November 2024, by the following vote:

AYES: Braun, Cacciotti, Donovan, Primuth, Mayor Zneimer

NOES: None.

ABSENT: None.

ABSTAINED: None.



Mark Perez, Deputy City Clerk
(seal)

EXHIBIT A

JOB DESCRIPTION FOR BUDGET AND PURCHASING MANAGER POSITION

TITLE: **BUDGET AND PROCUREMENT MANAGER**

DEFINITION: Under general direction of the Department Director, manages, directs, supervises, and oversees all budgeting and procurement activities and operations for the City. Performs high level research, budget development and analysis, and interprets policies and procedures related to budgeting and procurement. Coordinates and supervises the preparation and administration of personnel, operating, capital, and debt service budgets, and the analysis of service delivery for all City departments. Establishes policies, sets goals and objectives, creates and monitors all City budgets. Provides advice and guidance regarding budget and purchasing matters to the Council, the City Manager, Department Directors, and other City personnel.

DISTINGUISHING CHARACTERISTICS:

This is a single-incumbent managerial-level professional class in the Budget and Purchasing series. This class is designated as "at-will" and is exempt from the classified service. In addition to the responsibilities of a Manager, the incumbent in this class has primary responsibility for preparation, research, oversight, and management of the City's budgeting and procurement activities. An employee in this class supervises assigned staff and exercises considerable discretion and independent judgment in performing assigned duties and may serve in the absence of the director

EXAMPLES OF DUTIES:

- Assists in managing, coordinating, planning, and facilitating the budget and purchasing operations of the Finance Department; assists in developing and implementing Finance Department goals, objectives, policies, and procedures and measures accomplishments against stated objectives.
- Administer and oversee the development, consolidation, and distribution of the City's budgets, including personnel, operating, capital, and debt service funds.
- Supervise staff responsible for budget preparation and coordinate with department heads, City Council, the City Manager, and other City management to address and resolve budget issues.
- Review revenue forecasts, analyze cost projections, and monitor budget variances; advise on budget adjustments to align with financial goals.
- Prepare and publish budget documents according to Government Finance Officers Association (GFOA) award criteria, ensuring distribution to relevant stakeholders.
- Establish and implement policies, procedures, and performance standards for budget development, purchasing, and procurement; streamline processes to enhance efficiency.

- Formulate strategic financial plans and set goals and objectives for budget operations, ensuring alignment with City objectives and regulatory standards.
- Oversee and evaluate processes related to budgetary and financial operations to ensure conformity with City ordinances, best practices, and public policy standards.
- Manage and coordinate City purchasing operations, in collaboration with City departments, including developing specifications, preparing bid documents, evaluating bids or proposals to recommend optimal solutions
- Oversee procurement policies to ensure alignment with cost-effectiveness, quality, and budgetary goals; negotiate and establish contracts and purchasing agreements and conduct periodic reviews and updates to align with new standards and practices
- Research new products and suppliers to enhance procurement quality and reduce costs, aligning with City and community needs.
- Engage and communicate with various City departments and external stakeholders on budgetary and procurement-related projects and policies.
- Present financial updates and recommendations to City Council, budget review committees, department heads, and other government boards as directed.
- Facilitate meetings, represent the City at council sessions, and effectively communicate the impact of departmental activities on the budget.
- Assign and prioritize tasks within the department, ensuring efficient and timely completion of work.
- Evaluate the performance of assigned staff, manage personnel actions, and address training, development, and disciplinary needs.
- Serve as a management representative during union negotiations, providing research, data analysis, and strategic input as part of the labor relations team.
- Conduct financial and cost analyses, recommending resource allocation, budgeting needs, and purchasing decisions; assist in labor negotiation costings.
- Initiate and lead special projects, reports, and programs to support City financial operations, including operating results and economic indicators analysis.
- Stay current on best practices in government financial management, debt service, accounting, and operations by attending professional training and conferences.
- Ensure compliance with all applicable governmental regulations and internal policies, maintaining high standards of professionalism and integrity in all financial operations.
- Performs other related duties as assigned.

MINIMUM QUALIFICATIONS:

- Bachelor's degree from an accredited college or university in Finance, Purchasing, Public or Business Administration, or a related field.
- Five (5) years of professional level purchasing, procurement, and budgeting experience in a municipal agency or equivalent, of which at least three years involved supervision and/or lead direction of subordinate staff.

Note: An equivalent combination of experience, education, and/or training may substitute for the listed minimum requirements.

KNOWLEDGE, SKILLS, AND ABILITIES:**Knowledge of:**

- Advanced accounting, finance, and budgeting principles specific to the public sector, including fund accounting, internal control systems, and investment practices.
- City Charter, administrative regulations, applicable departmental policies, personnel ordinances, collective bargaining agreements, and other regulatory documents.
- Effective methods for managing complex, multi-departmental projects and programs in a municipal government environment.

Skills and Abilities to:

- Handle public funds responsibly and accurately, following fiscal guidelines, regulations, and standards.
- Apply mathematical and statistical techniques to analyze financial data, support budgeting, and solve practical problems.
- Use advanced mathematical and financial concepts, including formulas, graphs, and charts, to support decision-making.
- Exercise sound judgment based on management direction and established guidelines.
- Differentiate between emergency and non-emergency situations and respond appropriately.
- Assess, analyze, and interpret complex problems, drawing logical conclusions and making informed decisions under pressure.
- Convey authority and influence when interacting with the public, colleagues, and other agencies.
- Assemble, organize, and present financial, statistical, and factual information clearly and accurately, both in writing and verbally, for diverse audiences.
- Maintain courteous and tactful communication, especially in confrontational or public-facing situations.
- Effectively lead, assign, and review the work of subordinate employees, fostering a productive and collaborative team environment.
- Balance multiple assignments, re-prioritize tasks as needed, and perform well under tight deadlines.
- Use discretion with sensitive and confidential information, ensuring integrity and security.
- Independently manage tasks with minimal supervision, focusing on achieving City goals and objectives.

- Adapt to changing priorities, respond to emergencies, and perform effectively in high-stress situations.
- Display analytical thinking that combines experience, insight, and perspective to find practical solutions.
- Proficiently create and maintain spreadsheets, presentations, and databases with complex formulas and visual data representations.
- Demonstrate advanced proficiency in accounting, finance, and budgeting software relevant to governmental operations.

WORKING CONDITIONS AND PHYSICAL DEMANDS:

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

Tasks are generally performed in a typical office environment. The position is generally sedentary. Employees usually sit but may walk or stand for brief periods. Tasks may require unassisted lifting, carrying, pushing, and/or pulling of lightweight objects up to 20 pounds. Tasks may require prolonged periods of visual concentration or keyboard/mouse use.

Requires the ability to speak, hear (perceive sound), and/or signal people to convey and exchange information; differentiate between colors or shades of color; read a variety of materials, at times complex; apply principles of rational problem-solving; record and deliver information, explain procedures, issue and follow oral and written instructions; and communicate effectively and efficiently in Standard English as the primary language while performing job duties.

FLSA Status: Exempt

EXHIBIT B

**JOB DESCRIPTION AND SALARY RANGE FOR ACCOUNTING MANAGER-
CONTROLLER POSITION**

TITLE: ACCOUNTING MANAGER-CONTROLLER

DEFINITION: Under general direction of the Department Director, manages, plans, directs, supervises, and oversees activities related to the City's accounting processes, financial operations and payroll procedures. Oversees and manages the City's payroll processes, performs financial analysis and Performs high level financial analysis, evaluates and implements short and long term financial service strategies for maintaining accounting activities, recommends and directs the issuance of bonds and other debt instruments for sound fiscal management and fiduciary compliance. Provides accounting services and instruction to City departments and ensures fiscal accountability.

DISTINGUISHING CHARACTERISTICS:

This is a single-incumbent managerial-level professional class in the Financial and Accounting series. This class is designated as "at-will" and is exempt from the classified service. In addition to the responsibilities of an accountant, the incumbent in this class has primary responsibility for general accounting, accounting operations, and contract administration and may serve in the absence of the director. An employee in this class exercises supervision over assigned accounting staff and exercises considerable discretion and independent judgment in performing assigned duties based on extensive experience and training in public sector finance and accounting.

EXAMPLES OF DUTIES:

- Assists in managing, coordinating, planning, and facilitating the accounting operations of the Finance Department and accounting operations; assists in developing and implementing Finance Department goals, objectives, policies, and procedures and measures accomplishments against stated objectives.
- Manages the City's general and subsidiary accounting ledgers and systems, monthly and annual closings, trial balances, property/inventory control, budget control, project accounting, grant financial management, and financial reporting.
- Develops responses to all internal and external audit findings and recommends corrective action. Ensures corrective action is taken regarding these responses.
- Plans, organizes, and supervises the work of professional and clerical subordinates in the maintenance and integration of the accounting system; maintains a general accounting system for the City government and each of its offices, departments, and agencies.
- Evaluates internal controls, policies, programs, operations and implements and enforces internal accounting control.

- Keeps current with Governmental Accounting Standards Board (GASB) pronouncements and implements new standards.
- Oversees and performs banking operations, inclusive of bank reconciliations and interacts with financial institutions and agencies to maintain City banking relationships.
- Assists in developing, justifying, and administering divisional and departmental budgets and accounts.
- Oversees and manages the City's Payroll services; coordinates the transmittal of employee timekeeping data; ensures the appropriate application and interpretation of City policies and procedures, and the provisions of various memoranda of understanding related to Payroll; resolves complex issues involving employee compensation.
- Respond to inquiries and complaints regarding accounts payable/receivables and other accounting and budgetary matters; coordinate and support accounting-related activities with other City departments, divisions, and sections and with outside governmental and community agencies.
- Conducts a variety of financial planning, analysis, and negotiations associated with revenue generation, debt issuance and portfolio, and the financial performance of enterprises funds.
- Performs financial planning activities related to investment analysis, sources and uses of funds, accounting, debt administration, and extensive budgeting planning and forecasting.
- Analyzes, reviews, and prepares complex financial statements and reports; draws conclusions and makes recommendations; submits mandated reports to regulatory and grant agencies; ensures compliance with laws, codes, and regulations governing regulatory and municipal accounting.
- Ensures compliance with provisions of Federal, State, County and City statutes relating to financial matters.
- Researches, develops and prepares studies, reports, correspondence, and technical materials on financial matters.
- Responsible for completing the State Controller's Report, the Annual Comprehensive Financial Report (ACFR), and preparing other annual financial reports; coordinates the annual financial audit with external auditors.
- Provides financial data, financial information, and guidance to other City departments; provides timely and accurate monthly reports to the Departments.
- Performs other related duties as assigned.

MINIMUM QUALIFICATIONS:

- Bachelor's degree from an accredited college or university in Finance, Accounting, or a related field. A Master's degree and designation as a Certified Public Accountant (CPA) are highly desirable.
- Five (5) years of professional-level finance and accounting experience in a municipal agency or equivalent, of which at least three years involved supervision and/or lead direction of subordinate staff.

Note: An equivalent combination of experience, education, and/or training may substitute for the listed minimum requirements.

KNOWLEDGE, SKILLS, AND ABILITIES:**Knowledge of:**

- Governmental Accounting Standards Board (GASB) and Generally Accepted Accounting Principles (GAAP) as they apply to municipal finance.
- Principles and practices of effective administration, including planning, directing, evaluating, and coordinating complex financial operations.
- Laws, ordinances, standards, and municipal finance and accounting regulations.
- Modern computer applications, including financial management software, with adaptability to new software as needed.
- Principles of effective supervision and training.

Skills and Ability to:

Communicate effectively in both written and verbal formats to ensure clarity in task assignments, report generation, and stakeholder interactions.

- Analyze and interpret financial data to identify trends, solve complex problems, and inform strategic decisions.
- Organize and manage multiple priorities, balancing deadlines and producing accurate work within resource constraints.
- Exercise sound judgment in handling sensitive and confidential information, maintaining security and integrity.
- Supervise and evaluate the performance of subordinate personnel, providing guidance and feedback to enhance productivity.
- Prepare, review, and present accurate, well-organized financial statements, reports, and recommendations to diverse stakeholders.
- Engage professionally with individuals at all organizational levels, fostering clear and effective communication.
- Manage and coordinate complex projects and programs, collaborating with departments to deliver results on time and within budget.
- Adapt to changing priorities, reprioritizing tasks as necessary to respond to emergent needs effectively.
- Utilize technology for data analysis, financial forecasting, and research, supporting informed financial planning and decision-making.
- Convey complex financial concepts clearly to diverse audiences, tailoring language and format as appropriate for the topic and audience.

WORKING CONDITIONS AND PHYSICAL DEMANDS:

The work environment characteristics described here are representative of those employee encountered by employees while performing the essential functions of the job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

Tasks are generally performed in a typical office environment. The position is generally sedentary. Employees usually sit but may walk or stand for brief periods. Tasks may require unassisted lifting, carrying, pushing, and/or pulling of lightweight objects up to 20 pounds. Tasks may require prolonged periods of visual concentration or keyboard/mouse use.

Requires the ability to speak, hear (perceive sound), and/or signal people to convey and exchange information; differentiate between colors or shades of color; read a variety of materials, at times complex; apply principles of rational problem-solving; record and deliver information, explain procedures, issue and follow oral and written instructions; and communicate effectively and efficiently in Standard English as the primary language while performing job duties.

FLSA Status: Exempt

EXHIBIT C

UPDATED MASTER SALARY SCHEDULE FOR 2024-2025

CITY OF SOUTH PASADENA SALARY SCHEDULE

Effective First Full Pay Period Following July 1, 2024

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
CITY COUNCIL	N/A	\$ 3,600	--	--	--	--	--	--
		\$ 300	--	--	--	--	--	--
CITY TREASURER	N/A	\$ 8,472	--	--	--	--	--	--
		\$ 706	--	--	--	--	--	--

Amounts shown are annual, and monthly equivalents.

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
CITY MANAGER	N/A	\$ 239,498	--	--	--	--	--	--
		\$ 19,958	--	--	--	--	--	--
		\$ 115.14	--	--	--	--	--	--

Amounts shown are annual, monthly, and hourly equivalents.

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
ACCOUNT CLERK	PSEA	\$ 46,668	\$ 48,996	\$ 51,444	\$ 54,024	\$ 56,724		
		\$ 3,889	\$ 4,083	\$ 4,287	\$ 4,502	\$ 4,727		
		\$ 22.44	\$ 23.56	\$ 24.73	\$ 25.97	\$ 27.27		
ACCOUNTANT	PSEA	\$ 70,296	\$ 73,800	\$ 77,496	\$ 81,372	\$ 85,440		
		\$ 5,858	\$ 6,150	\$ 6,458	\$ 6,781	\$ 7,120		
		\$ 33.80	\$ 35.48	\$ 37.26	\$ 39.12	\$ 41.08		
ACCOUNTING TECHNICIAN I	PSEA	\$ 52,752	\$ 55,380	\$ 58,152	\$ 61,056	\$ 64,116		
		\$ 4,396	\$ 4,615	\$ 4,846	\$ 5,088	\$ 5,343		
		\$ 25.36	\$ 26.63	\$ 27.96	\$ 29.35	\$ 30.83		
ACCOUNTING TECHNICIAN II	PSEA	\$ 58,572	\$ 61,500	\$ 64,572	\$ 67,800	\$ 71,196		
		\$ 4,881	\$ 5,125	\$ 5,381	\$ 5,650	\$ 5,933		
		\$ 28.16	\$ 29.57	\$ 31.04	\$ 32.60	\$ 34.23		
ADMINISTRATIVE SECRETARY	PSEA	\$ 57,012	\$ 59,856	\$ 62,856	\$ 66,000	\$ 69,300		
		\$ 4,751	\$ 4,988	\$ 5,238	\$ 5,500	\$ 5,775		
		\$ 27.41	\$ 28.78	\$ 30.22	\$ 31.73	\$ 33.32		
ASSISTANT PLANNER	PSEA	\$ 70,296	\$ 73,800	\$ 77,496	\$ 81,372	\$ 85,440		
		\$ 5,858	\$ 6,150	\$ 6,458	\$ 6,781	\$ 7,120		
		\$ 33.80	\$ 35.48	\$ 37.26	\$ 39.12	\$ 41.08		

Amounts shown are annual, monthly, and hourly equivalents.

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
ASSOCIATE CIVIL ENGINEER	PSEA	\$ 87,732	\$ 92,112	\$ 96,720	\$ 101,556	\$ 106,632		
		\$ 7,311	\$ 7,676	\$ 8,060	\$ 8,463	\$ 8,886		
		\$ 42.18	\$ 44.28	\$ 46.50	\$ 48.83	\$ 51.27		
ASSOCIATE PLANNER	PSEA	\$ 77,952	\$ 81,840	\$ 85,932	\$ 90,240	\$ 94,752		
		\$ 6,496	\$ 6,820	\$ 7,161	\$ 7,520	\$ 7,896		
		\$ 37.48	\$ 39.35	\$ 41.31	\$ 43.38	\$ 45.55		
BUILDING MAINTENANCE WORKER	PSEA	\$ 59,676	\$ 62,652	\$ 65,784	\$ 69,072	\$ 72,528		
		\$ 4,973	\$ 5,221	\$ 5,482	\$ 5,756	\$ 6,044		
		\$ 28.69	\$ 30.12	\$ 31.63	\$ 33.21	\$ 34.87		
CIVIL ENGINEERING ASSISTANT	PSEA	\$ 74,196	\$ 77,904	\$ 81,804	\$ 85,896	\$ 90,192		
		\$ 6,183	\$ 6,492	\$ 6,817	\$ 7,158	\$ 7,516		
		\$ 35.67	\$ 37.45	\$ 39.33	\$ 41.30	\$ 43.36		
COMMUNITY IMPROVEMENT COORDINATOR	PSEA	\$ 61,068	\$ 64,128	\$ 67,332	\$ 70,704	\$ 74,232		
		\$ 5,089	\$ 5,344	\$ 5,611	\$ 5,892	\$ 6,186		
		\$ 29.36	\$ 30.83	\$ 32.37	\$ 33.99	\$ 35.69		
COMMUNITY SERVICES COORDINATOR	PSEA	\$ 62,544	\$ 65,664	\$ 68,952	\$ 72,396	\$ 76,020		
		\$ 5,212	\$ 5,472	\$ 5,746	\$ 6,033	\$ 6,335		
		\$ 30.07	\$ 31.57	\$ 33.15	\$ 34.81	\$ 36.55		
DEPUTY CITY CLERK	PSEA	\$ 70,296	\$ 73,800	\$ 77,496	\$ 81,372	\$ 85,440		
		\$ 5,858	\$ 6,150	\$ 6,458	\$ 6,781	\$ 7,120		
		\$ 33.80	\$ 35.48	\$ 37.26	\$ 39.12	\$ 41.08		
ELECTRICIAN	PSEA	\$ 65,868	\$ 69,168	\$ 72,624	\$ 76,260	\$ 80,064		
		\$ 5,489	\$ 5,764	\$ 6,052	\$ 6,355	\$ 6,672		
		\$ 31.67	\$ 33.25	\$ 34.92	\$ 36.66	\$ 38.49		
FACILITIES AND PARKS SUPERVISOR	PSEA	\$ 85,260	\$ 89,520	\$ 93,996	\$ 98,700	\$ 103,632		
		\$ 7,105	\$ 7,460	\$ 7,833	\$ 8,225	\$ 8,636		
		\$ 40.99	\$ 43.04	\$ 45.19	\$ 47.45	\$ 49.82		
FACILITIES MAINTENANCE SUPERVISOR	PSEA	\$ 80,448	\$ 84,480	\$ 88,704	\$ 93,132	\$ 97,788		
		\$ 6,704	\$ 7,040	\$ 7,392	\$ 7,761	\$ 8,149		
		\$ 38.68	\$ 40.62	\$ 42.65	\$ 44.78	\$ 47.01		
FILM LIAISON	PSEA	\$ 62,544	\$ 65,664	\$ 68,952	\$ 72,396	\$ 76,020		
		\$ 5,212	\$ 5,472	\$ 5,746	\$ 6,033	\$ 6,335		
		\$ 30.07	\$ 31.57	\$ 33.15	\$ 34.81	\$ 36.55		
GRANTS ANALYST	PSEA	\$ 73,740	\$ 77,424	\$ 81,300	\$ 85,368	\$ 89,628		
		\$ 6,145	\$ 6,452	\$ 6,775	\$ 7,114	\$ 7,469		
		\$ 35.45	\$ 37.22	\$ 39.09	\$ 41.04	\$ 43.09		

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
HUMAN RESOURCES ANALYST	PSEA	\$ 73,740	\$ 77,424	\$ 81,300	\$ 85,368	\$ 89,628		
		\$ 6,145	\$ 6,452	\$ 6,775	\$ 7,114	\$ 7,469		
		\$ 35,45	\$ 37,22	\$ 39,09	\$ 41,04	\$ 43,09		
LIBRARIAN	PSEA	\$ 69,480	\$ 72,948	\$ 76,596	\$ 80,424	\$ 84,456		
		\$ 5,790	\$ 6,079	\$ 6,383	\$ 6,702	\$ 7,038		
		\$ 33,40	\$ 35,07	\$ 36,83	\$ 38,67	\$ 40,60		
LIBRARY ASSOCIATE	PSEA	\$ 55,464	\$ 58,236	\$ 61,152	\$ 64,200	\$ 67,416		
		\$ 4,622	\$ 4,853	\$ 5,096	\$ 5,350	\$ 5,618		
		\$ 26,67	\$ 28,00	\$ 29,40	\$ 30,87	\$ 32,41		
LIBRARY CLERK I	PSEA	\$ 43,308	\$ 45,468	\$ 47,736	\$ 50,124	\$ 52,632		
		\$ 3,609	\$ 3,789	\$ 3,978	\$ 4,177	\$ 4,386		
		\$ 20,82	\$ 21,86	\$ 22,95	\$ 24,10	\$ 25,30		
LIBRARY CLERK II	PSEA	\$ 47,328	\$ 49,704	\$ 52,188	\$ 54,792	\$ 57,528		
		\$ 3,944	\$ 4,142	\$ 4,349	\$ 4,566	\$ 4,794		
		\$ 22,75	\$ 23,90	\$ 25,09	\$ 26,34	\$ 27,66		
LIBRARY DIGITAL SERVICES MANAGER	PSEA	\$ 70,296	\$ 73,800	\$ 77,496	\$ 81,372	\$ 85,440		
		\$ 5,858	\$ 6,150	\$ 6,458	\$ 6,781	\$ 7,120		
		\$ 33,80	\$ 35,48	\$ 37,26	\$ 39,12	\$ 41,08		
LIBRARY PUBLIC SERVICES MANAGER	PSEA	\$ 94,500	\$ 99,228	\$ 104,184	\$ 109,392	\$ 114,864		
		\$ 7,875	\$ 8,269	\$ 8,682	\$ 9,116	\$ 9,572		
		\$ 45,43	\$ 47,71	\$ 50,09	\$ 52,59	\$ 55,22		
LIBRARY SUPPORT SERVICES MANAGER	PSEA	\$ 94,500	\$ 99,228	\$ 104,184	\$ 109,392	\$ 114,864		
		\$ 7,875	\$ 8,269	\$ 8,682	\$ 9,116	\$ 9,572		
		\$ 45,43	\$ 47,71	\$ 50,09	\$ 52,59	\$ 55,22		
LIBRARY TECHNICAL ASSISTANT	PSEA	\$ 56,604	\$ 59,436	\$ 62,400	\$ 65,520	\$ 68,796		
		\$ 4,717	\$ 4,953	\$ 5,200	\$ 5,460	\$ 5,733		
		\$ 27,21	\$ 28,58	\$ 30,00	\$ 31,50	\$ 33,08		
MAINTENANCE WORKER I	PSEA	\$ 47,868	\$ 50,268	\$ 52,776	\$ 55,416	\$ 58,188		
		\$ 3,989	\$ 4,189	\$ 4,398	\$ 4,618	\$ 4,849		
		\$ 23,01	\$ 24,17	\$ 25,37	\$ 26,64	\$ 27,98		
MAINTENANCE WORKER II	PSEA	\$ 52,128	\$ 54,732	\$ 57,480	\$ 60,348	\$ 63,360		
		\$ 4,344	\$ 4,561	\$ 4,790	\$ 5,029	\$ 5,280		
		\$ 25,06	\$ 26,31	\$ 27,63	\$ 29,01	\$ 30,46		
MANAGEMENT AIDE	PSEA	\$ 57,012	\$ 59,856	\$ 62,856	\$ 66,000	\$ 69,300		
		\$ 4,751	\$ 4,988	\$ 5,238	\$ 5,500	\$ 5,775		
		\$ 27,41	\$ 28,78	\$ 30,22	\$ 31,73	\$ 33,32		

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
MANAGEMENT ANALYST	PSEA	\$ 73,740	\$ 77,424	\$ 81,300	\$ 85,368	\$ 89,628		
		\$ 6,145	\$ 6,452	\$ 6,775	\$ 7,114	\$ 7,469		
		\$ 35.45	\$ 37.22	\$ 39.09	\$ 41.04	\$ 43.09		
MANAGEMENT ASSISTANT	PSEA	\$ 62,544	\$ 65,664	\$ 68,952	\$ 72,396	\$ 76,020		
		\$ 5,212	\$ 5,472	\$ 5,746	\$ 6,033	\$ 6,335		
		\$ 30.07	\$ 31.57	\$ 33.15	\$ 34.81	\$ 36.55		
PARKS SUPERVISOR	PSEA	\$ 75,720	\$ 79,500	\$ 83,484	\$ 87,660	\$ 92,040		
		\$ 6,310	\$ 6,625	\$ 6,957	\$ 7,305	\$ 7,670		
		\$ 36.40	\$ 38.22	\$ 40.14	\$ 42.14	\$ 44.25		
PERMIT COUNTER TECHNICIAN	PSEA	\$ 52,236	\$ 54,852	\$ 57,600	\$ 60,480	\$ 63,504		
		\$ 4,353	\$ 4,571	\$ 4,800	\$ 5,040	\$ 5,292		
		\$ 25.11	\$ 26.37	\$ 27.69	\$ 29.08	\$ 30.53		
PROGRAM SPECIALIST	PSEA	\$ 57,012	\$ 59,856	\$ 62,856	\$ 66,000	\$ 69,300		
		\$ 4,751	\$ 4,988	\$ 5,238	\$ 5,500	\$ 5,775		
		\$ 27.41	\$ 28.78	\$ 30.22	\$ 31.73	\$ 33.32		
PUBLIC WORKS ASSISTANT	PSEA	\$ 73,176	\$ 76,836	\$ 80,676	\$ 84,708	\$ 88,944		
		\$ 6,098	\$ 6,403	\$ 6,723	\$ 7,059	\$ 7,412		
		\$ 35.18	\$ 36.94	\$ 38.79	\$ 40.73	\$ 42.76		
PUBLIC WORKS INSPECTOR	PSEA	\$ 72,372	\$ 75,996	\$ 79,788	\$ 83,784	\$ 87,972		
		\$ 6,031	\$ 6,333	\$ 6,649	\$ 6,982	\$ 7,331		
		\$ 34.79	\$ 36.54	\$ 38.36	\$ 40.28	\$ 42.29		
SENIOR COMMUNITY IMPROVEMENT COORDINATOR	PSEA	\$ 70,284	\$ 73,800	\$ 77,496	\$ 81,372	\$ 85,440		
		\$ 5,857	\$ 6,150	\$ 6,458	\$ 6,781	\$ 7,120		
		\$ 33.79	\$ 35.48	\$ 37.26	\$ 39.12	\$ 41.08		
SENIOR ELECTRICIAN	PSEA	\$ 70,476	\$ 73,992	\$ 77,700	\$ 81,588	\$ 85,656		
		\$ 5,873	\$ 6,166	\$ 6,475	\$ 6,799	\$ 7,138		
		\$ 33.88	\$ 35.57	\$ 37.36	\$ 39.23	\$ 41.18		
SENIOR MAINTENANCE WORKER	PSEA	\$ 62,124	\$ 65,232	\$ 68,484	\$ 71,916	\$ 75,504		
		\$ 5,177	\$ 5,436	\$ 5,707	\$ 5,993	\$ 6,292		
		\$ 29.87	\$ 31.36	\$ 32.93	\$ 34.58	\$ 36.30		
SENIOR PLANNER	PSEA	\$ 90,720	\$ 95,256	\$ 100,020	\$ 105,012	\$ 110,268		
		\$ 7,560	\$ 7,938	\$ 8,335	\$ 8,751	\$ 9,189		
		\$ 43.62	\$ 45.80	\$ 48.09	\$ 50.49	\$ 53.01		
SENIOR WATER PRODUCTION/TREATMENT OPERATOR	PSEA	\$ 62,988	\$ 66,132	\$ 69,444	\$ 72,912	\$ 76,560		
		\$ 5,249	\$ 5,511	\$ 5,787	\$ 6,076	\$ 6,380		
		\$ 30.28	\$ 31.79	\$ 33.39	\$ 35.05	\$ 36.81		

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
SENIOR WATER UTILITY WORKER	PSEA	\$ 63,732	\$ 66,924	\$ 70,272	\$ 73,788	\$ 77,472		
		\$ 5,311	\$ 5,577	\$ 5,856	\$ 6,149	\$ 6,456		
		\$ 30,64	\$ 32.18	\$ 33.78	\$ 35.48	\$ 37.25		
STREET SUPERVISOR	PSEA	\$ 76,536	\$ 80,364	\$ 84,372	\$ 88,596	\$ 93,024		
		\$ 6,378	\$ 6,697	\$ 7,031	\$ 7,383	\$ 7,752		
		\$ 36.80	\$ 38.64	\$ 40.56	\$ 42.59	\$ 44.72		
TRANSPORTATION DRIVER	PSEA	\$ 43,308	\$ 45,468	\$ 47,748	\$ 50,136	\$ 52,644		
		\$ 3,609	\$ 3,789	\$ 3,979	\$ 4,178	\$ 4,387		
		\$ 20.82	\$ 21.86	\$ 22.96	\$ 24.10	\$ 25.31		
WATER CONSERVATION ANALYST	PSEA	\$ 73,740	\$ 77,424	\$ 81,300	\$ 85,368	\$ 89,628		
		\$ 6,145	\$ 6,452	\$ 6,775	\$ 7,114	\$ 7,469		
		\$ 35.45	\$ 37.22	\$ 39.09	\$ 41.04	\$ 43.09		
WATER OPERATIONS SUPERVISOR	PSEA	\$ 86,712	\$ 91,044	\$ 95,592	\$ 100,368	\$ 105,396		
		\$ 7,226	\$ 7,587	\$ 7,966	\$ 8,364	\$ 8,783		
		\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.25	\$ 50.67		
WATER PRODUCTION/TREATMENT OPERATOR	PSEA	\$ 57,900	\$ 60,792	\$ 63,840	\$ 67,032	\$ 70,380		
		\$ 4,825	\$ 5,066	\$ 5,320	\$ 5,586	\$ 5,865		
		\$ 27.84	\$ 29.23	\$ 30.69	\$ 32.23	\$ 33.84		
WATER UTILITY WORKER I	PSEA	\$ 50,640	\$ 53,172	\$ 55,824	\$ 58,620	\$ 61,548		
		\$ 4,220	\$ 4,431	\$ 4,652	\$ 4,885	\$ 5,129		
		\$ 24.35	\$ 25.56	\$ 26.84	\$ 28.18	\$ 29.59		
WATER UTILITY WORKER II	PSEA	\$ 56,580	\$ 59,412	\$ 62,388	\$ 65,508	\$ 68,784		
		\$ 4,715	\$ 4,951	\$ 5,199	\$ 5,459	\$ 5,732		
		\$ 27.20	\$ 28.56	\$ 29.99	\$ 31.49	\$ 33.07		
ACCOUNTING MANAGER - CONTROLLER,	UNREPRESENTED	\$ 110,784	\$ 116,328	\$ 122,148	\$ 128,256	\$ 134,664	\$ 141,396	\$ 148,464
		\$ 9,232	\$ 9,694	\$ 10,179	\$ 10,688	\$ 11,222	\$ 11,783	\$ 12,372
		\$ 53.26	\$ 55.93	\$ 58.73	\$ 61.66	\$ 64.74	\$ 67.98	\$ 71.38
ASSISTANT CITY MANAGER	UNREPRESENTED	\$ 151,632	\$ 159,216	\$ 167,172	\$ 175,536	\$ 184,308	\$ 193,524	\$ 203,208
		\$ 12,636	\$ 13,268	\$ 13,931	\$ 14,628	\$ 15,359	\$ 16,127	\$ 16,934
		\$ 72.90	\$ 76.55	\$ 80.37	\$ 84.39	\$ 88.61	\$ 93.04	\$ 97.70
ASSISTANT LIBRARY DIRECTOR	UNREPRESENTED	\$ 96,516	\$ 101,340	\$ 106,404	\$ 111,732	\$ 117,312	\$ 123,180	\$ 129,336
		\$ 8,043	\$ 8,445	\$ 8,867	\$ 9,311	\$ 9,776	\$ 10,265	\$ 10,778
		\$ 46.40	\$ 48.72	\$ 51.16	\$ 53.72	\$ 56.40	\$ 59.22	\$ 62.18
ASSISTANT TO THE CITY MANAGER	UNREPRESENTED	\$ 104,412	\$ 109,632	\$ 115,104	\$ 120,864	\$ 126,912	\$ 133,248	\$ 139,920
		\$ 8,701	\$ 9,136	\$ 9,592	\$ 10,072	\$ 10,576	\$ 11,104	\$ 11,660
		\$ 50.20	\$ 52.71	\$ 55.34	\$ 58.11	\$ 61.02	\$ 64.06	\$ 67.27
BUDGET AND PURCHASING MANAGER,	UNREPRESENTED	\$ 110,784	\$ 116,328	\$ 122,148	\$ 128,256	\$ 134,664	\$ 141,396	\$ 148,464
		\$ 9,232	\$ 9,694	\$ 10,179	\$ 10,688	\$ 11,222	\$ 11,783	\$ 12,372
		\$ 53.26	\$ 55.93	\$ 58.73	\$ 61.66	\$ 64.74	\$ 67.98	\$ 71.38

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
CHIEF CITY CLERK	UNREPRESENTED	\$ 104,412	\$ 109,632	\$ 115,104	\$ 120,864	\$ 126,912	\$ 133,248	\$ 139,920
		\$ 8,701	\$ 9,136	\$ 9,592	\$ 10,072	\$ 10,576	\$ 11,104	\$ 11,660
		\$ 50.20	\$ 52.71	\$ 55.34	\$ 58.11	\$ 61.02	\$ 64.06	\$ 67.27
COMMUNITY DEVELOPMENT DIRECTOR	UNREPRESENTED	\$ 139,764	\$ 146,760	\$ 154,092	\$ 161,796	\$ 169,884	\$ 178,380	\$ 187,308
		\$ 11,647	\$ 12,230	\$ 12,841	\$ 13,483	\$ 14,157	\$ 14,865	\$ 15,609
		\$ 67.19	\$ 70.56	\$ 74.08	\$ 77.79	\$ 81.68	\$ 85.76	\$ 90.05
COMMUNITY SERVICES DIRECTOR	UNREPRESENTED	\$ 136,284	\$ 143,100	\$ 150,252	\$ 157,764	\$ 165,648	\$ 173,928	\$ 182,628
		\$ 11,357	\$ 11,925	\$ 12,521	\$ 13,147	\$ 13,804	\$ 14,494	\$ 15,219
		\$ 65.52	\$ 68.80	\$ 72.24	\$ 75.85	\$ 79.64	\$ 83.62	\$ 87.80
COMMUNITY SERVICES SUPERVISOR	UNREPRESENTED	\$ 66,984	\$ 70,332	\$ 73,848	\$ 77,544	\$ 81,420	\$ 85,488	\$ 89,772
		\$ 5,582	\$ 5,861	\$ 6,154	\$ 6,462	\$ 6,785	\$ 7,124	\$ 7,481
		\$ 32.20	\$ 33.81	\$ 35.50	\$ 37.28	\$ 39.14	\$ 41.10	\$ 43.16
DEPUTY CITY MANAGER	UNREPRESENTED	\$ 145,236	\$ 152,496	\$ 160,128	\$ 168,132	\$ 176,532	\$ 185,364	\$ 194,628
		\$ 12,103	\$ 12,708	\$ 13,344	\$ 14,011	\$ 14,711	\$ 15,447	\$ 16,219
		\$ 69.83	\$ 73.32	\$ 76.98	\$ 80.83	\$ 84.87	\$ 89.12	\$ 93.57
DEPUTY COMMUNITY DEVELOPMENT DIRECTOR	UNREPRESENTED	\$ 110,784	\$ 116,316	\$ 122,136	\$ 128,244	\$ 134,652	\$ 141,384	\$ 148,452
		\$ 9,232	\$ 9,693	\$ 10,178	\$ 10,687	\$ 11,221	\$ 11,782	\$ 12,371
		\$ 53.26	\$ 55.92	\$ 58.72	\$ 61.66	\$ 64.74	\$ 67.97	\$ 71.37
DEPUTY COMMUNITY SERVICES DIRECTOR	UNREPRESENTED	\$ 105,240	\$ 110,508	\$ 116,028	\$ 121,836	\$ 127,932	\$ 134,328	\$ 141,036
		\$ 8,770	\$ 9,209	\$ 9,669	\$ 10,153	\$ 10,661	\$ 11,194	\$ 11,753
		\$ 50.60	\$ 53.13	\$ 55.78	\$ 58.58	\$ 61.51	\$ 64.58	\$ 67.81
DEPUTY DIRECTOR OF PUBLIC WORKS	UNREPRESENTED	\$ 114,288	\$ 120,000	\$ 126,000	\$ 132,300	\$ 138,912	\$ 145,860	\$ 153,156
		\$ 9,524	\$ 10,000	\$ 10,500	\$ 11,025	\$ 11,576	\$ 12,155	\$ 12,763
		\$ 54.95	\$ 57.69	\$ 60.58	\$ 63.61	\$ 66.78	\$ 70.13	\$ 73.63
DEPUTY FINANCE DIRECTOR/CONTROLLER	UNREPRESENTED	\$ 110,784	\$ 116,328	\$ 122,148	\$ 128,256	\$ 134,664	\$ 141,396	\$ 148,464
		\$ 9,232	\$ 9,694	\$ 10,179	\$ 10,688	\$ 11,222	\$ 11,783	\$ 12,372
		\$ 53.26	\$ 55.93	\$ 58.73	\$ 61.66	\$ 64.74	\$ 67.98	\$ 71.38
DEPUTY FIRE CHIEF	UNREPRESENTED	\$ 133,908	\$ 140,604	\$ 147,636	\$ 155,016	\$ 162,768	\$ 170,904	\$ 179,448
		\$ 11,159	\$ 11,717	\$ 12,303	\$ 12,918	\$ 13,564	\$ 14,242	\$ 14,954
		\$ 64.38	\$ 67.60	\$ 70.98	\$ 74.53	\$ 78.25	\$ 82.17	\$ 86.27
DEPUTY POLICE CHIEF	UNREPRESENTED	\$ 149,484	\$ 156,960	\$ 164,808	\$ 173,052	\$ 181,704	\$ 190,788	\$ 200,328
		\$ 12,457	\$ 13,080	\$ 13,734	\$ 14,421	\$ 15,142	\$ 15,899	\$ 16,694
		\$ 71.87	\$ 75.46	\$ 79.23	\$ 83.20	\$ 87.36	\$ 91.73	\$ 96.31
ENVIRONMENTAL & SUSTAINABILITY MANAGER	UNREPRESENTED	\$ 95,112	\$ 99,864	\$ 104,856	\$ 110,100	\$ 115,608	\$ 121,392	\$ 127,452
		\$ 7,926	\$ 8,322	\$ 8,738	\$ 9,175	\$ 9,634	\$ 10,116	\$ 10,621
		\$ 45.73	\$ 48.01	\$ 50.41	\$ 52.93	\$ 55.58	\$ 58.36	\$ 61.28

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
EXECUTIVE ASSISTANT	UNREPRESENTED	\$ 72,564	\$ 76,188	\$ 79,992	\$ 84,000	\$ 88,200	\$ 92,604	\$ 97,236
		\$ 6,047	\$ 6,349	\$ 6,666	\$ 7,000	\$ 7,350	\$ 7,717	\$ 8,103
FINANCE DIRECTOR	UNREPRESENTED	\$ 34.89	\$ 36.63	\$ 38.46	\$ 40.38	\$ 42.40	\$ 44.52	\$ 46.75
		\$ 154,260	\$ 161,976	\$ 170,076	\$ 178,584	\$ 187,512	\$ 196,884	\$ 206,724
FINANCE MANAGER	UNREPRESENTED	\$ 12,855	\$ 13,498	\$ 14,173	\$ 14,882	\$ 15,626	\$ 16,407	\$ 17,227
		\$ 74.16	\$ 77.87	\$ 81.77	\$ 85.86	\$ 90.15	\$ 94.66	\$ 99.39
FIRE CHIEF	UNREPRESENTED	\$ 101,004	\$ 106,056	\$ 111,360	\$ 116,928	\$ 122,772	\$ 128,916	\$ 135,360
		\$ 8,417	\$ 8,838	\$ 9,280	\$ 9,744	\$ 10,231	\$ 10,743	\$ 11,280
FIRE DIVISION CHIEF	UNREPRESENTED	\$ 48.56	\$ 50.99	\$ 53.54	\$ 56.22	\$ 59.03	\$ 61.98	\$ 65.08
		\$ 166,500	\$ 174,828	\$ 183,564	\$ 192,744	\$ 202,380	\$ 212,508	\$ 223,128
HUMAN RESOURCES & RISK MANAGER	UNREPRESENTED	\$ 13,875	\$ 14,569	\$ 15,297	\$ 16,062	\$ 16,865	\$ 17,709	\$ 18,594
		\$ 80.05	\$ 84.05	\$ 88.25	\$ 92.67	\$ 97.30	\$ 102.17	\$ 107.27
LIBRARY DIRECTOR	UNREPRESENTED	\$ 121,944	\$ 128,052	\$ 134,448	\$ 141,168	\$ 148,236	\$ 155,640	\$ 163,428
		\$ 10,162	\$ 10,671	\$ 11,204	\$ 11,764	\$ 12,353	\$ 12,970	\$ 13,619
MANAGEMENT SERVICES DIRECTOR	UNREPRESENTED	\$ 41.88	\$ 43.97	\$ 46.17	\$ 48.48	\$ 50.91	\$ 53.45	\$ 56.12
		\$ 118,812	\$ 124,752	\$ 130,992	\$ 137,544	\$ 144,420	\$ 151,644	\$ 159,228
PLANNING MANAGER	UNREPRESENTED	\$ 9,901	\$ 10,396	\$ 10,916	\$ 11,462	\$ 12,035	\$ 12,637	\$ 13,269
		\$ 57.12	\$ 59.98	\$ 62.98	\$ 66.13	\$ 69.43	\$ 72.91	\$ 76.55
POLICE CHIEF	UNREPRESENTED	\$ 129,984	\$ 136,488	\$ 143,316	\$ 150,480	\$ 158,004	\$ 165,900	\$ 174,192
		\$ 10,832	\$ 11,374	\$ 11,943	\$ 12,540	\$ 13,167	\$ 13,825	\$ 14,516
POLICE LIEUTENANT	UNREPRESENTED	\$ 62.49	\$ 65.62	\$ 68.90	\$ 72.35	\$ 75.96	\$ 79.76	\$ 83.75
		\$ 139,764	\$ 146,760	\$ 154,104	\$ 161,796	\$ 169,896	\$ 178,392	\$ 187,308
PRINCIPAL ENGINEER	UNREPRESENTED	\$ 11,647	\$ 12,230	\$ 12,842	\$ 13,483	\$ 14,158	\$ 14,866	\$ 15,609
		\$ 67.19	\$ 70.56	\$ 74.09	\$ 77.79	\$ 81.68	\$ 85.77	\$ 90.05
UNREPRESENTED	UNREPRESENTED	\$ 104,412	\$ 109,632	\$ 115,104	\$ 120,864	\$ 126,912	\$ 133,248	\$ 139,920
		\$ 8,701	\$ 9,136	\$ 9,592	\$ 10,072	\$ 10,576	\$ 11,104	\$ 11,660
UNREPRESENTED	UNREPRESENTED	\$ 50.20	\$ 52.71	\$ 55.34	\$ 58.11	\$ 61.02	\$ 64.06	\$ 67.27
		\$ 166,500	\$ 174,828	\$ 183,564	\$ 192,744	\$ 202,380	\$ 212,496	\$ 223,128
UNREPRESENTED	UNREPRESENTED	\$ 13,875	\$ 14,569	\$ 15,297	\$ 16,062	\$ 16,865	\$ 17,708	\$ 18,594
		\$ 80.05	\$ 84.05	\$ 88.25	\$ 92.67	\$ 97.30	\$ 102.16	\$ 107.27
UNREPRESENTED	UNREPRESENTED	\$ 111,600	\$ 117,180	\$ 123,048	\$ 129,192	\$ 135,660	\$ 142,440	\$ 149,556
		\$ 9,300	\$ 9,765	\$ 10,254	\$ 10,766	\$ 11,305	\$ 11,870	\$ 12,463
UNREPRESENTED	UNREPRESENTED	\$ 53.65	\$ 56.34	\$ 59.16	\$ 62.11	\$ 65.22	\$ 68.48	\$ 71.90
		\$ 104,412	\$ 109,632	\$ 115,104	\$ 120,864	\$ 126,912	\$ 133,248	\$ 139,920
UNREPRESENTED	UNREPRESENTED	\$ 8,701	\$ 9,136	\$ 9,592	\$ 10,072	\$ 10,576	\$ 11,104	\$ 11,660
		\$ 50.20	\$ 52.71	\$ 55.34	\$ 58.11	\$ 61.02	\$ 64.06	\$ 67.27

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
PRINCIPAL MANAGEMENT ANALYST	UNREPRESENTED	\$ 104,412	\$ 109,632	\$ 115,104	\$ 120,864	\$ 126,912	\$ 133,248	\$ 139,920
		\$ 8,701	\$ 9,136	\$ 9,592	\$ 10,072	\$ 10,576	\$ 11,104	\$ 11,660
		\$ 50.20	\$ 52.71	\$ 55.34	\$ 58.11	\$ 61.02	\$ 64.06	\$ 67.27
PUBLIC WORKS DIRECTOR	UNREPRESENTED	\$ 139,764	\$ 146,760	\$ 154,092	\$ 161,796	\$ 169,884	\$ 178,380	\$ 187,308
		\$ 11,647	\$ 12,230	\$ 12,841	\$ 13,483	\$ 14,157	\$ 14,865	\$ 15,609
		\$ 67.19	\$ 70.56	\$ 74.08	\$ 77.79	\$ 81.68	\$ 85.76	\$ 90.05
PUBLIC WORKS OPERATION MANAGER	UNREPRESENTED	\$ 95,112	\$ 99,864	\$ 104,856	\$ 110,100	\$ 115,608	\$ 121,392	\$ 127,452
		\$ 7,926	\$ 8,322	\$ 8,738	\$ 9,175	\$ 9,634	\$ 10,116	\$ 10,621
		\$ 45.73	\$ 48.01	\$ 50.41	\$ 52.93	\$ 55.58	\$ 58.36	\$ 61.28
SENIOR CIVIL ENGINEER	UNREPRESENTED	\$ 91,368	\$ 95,940	\$ 100,740	\$ 105,780	\$ 111,060	\$ 116,616	\$ 122,448
		\$ 7,614	\$ 7,995	\$ 8,395	\$ 8,815	\$ 9,255	\$ 9,718	\$ 10,204
		\$ 43.93	\$ 46.13	\$ 48.43	\$ 50.86	\$ 53.39	\$ 56.07	\$ 58.87
SENIOR HUMAN RESOURCES ANALYST	UNREPRESENTED	\$ 77,340	\$ 81,204	\$ 85,260	\$ 89,532	\$ 94,008	\$ 98,700	\$ 103,644
		\$ 6,445	\$ 6,767	\$ 7,105	\$ 7,461	\$ 7,834	\$ 8,225	\$ 8,637
		\$ 37.18	\$ 39.04	\$ 40.99	\$ 43.04	\$ 45.20	\$ 47.45	\$ 49.83
SENIOR MANAGEMENT ANALYST	UNREPRESENTED	\$ 77,340	\$ 81,204	\$ 85,260	\$ 89,532	\$ 94,008	\$ 98,700	\$ 103,644
		\$ 6,445	\$ 6,767	\$ 7,105	\$ 7,461	\$ 7,834	\$ 8,225	\$ 8,637
		\$ 37.18	\$ 39.04	\$ 40.99	\$ 43.04	\$ 45.20	\$ 47.45	\$ 49.83
TRANSPORTATION PROGRAM MANAGER	UNREPRESENTED	\$ 91,368	\$ 95,940	\$ 100,728	\$ 105,768	\$ 111,060	\$ 116,616	\$ 122,436
		\$ 7,614	\$ 7,995	\$ 8,394	\$ 8,814	\$ 9,255	\$ 9,718	\$ 10,203
		\$ 43.93	\$ 46.13	\$ 48.43	\$ 50.85	\$ 53.39	\$ 56.07	\$ 58.86
WATER OPERATIONS MANAGER	UNREPRESENTED	\$ 102,084	\$ 107,196	\$ 112,548	\$ 118,176	\$ 124,092	\$ 130,296	\$ 136,800
		\$ 8,507	\$ 8,933	\$ 9,379	\$ 9,848	\$ 10,341	\$ 10,858	\$ 11,400
		\$ 49.08	\$ 51.54	\$ 54.11	\$ 56.82	\$ 59.66	\$ 62.64	\$ 65.77
FIRE CAPTAIN	FFA	\$ 111,624	\$ 117,204	\$ 123,072	\$ 129,228	\$ 135,684		
		\$ 9,302	\$ 9,767	\$ 10,256	\$ 10,769	\$ 11,307		
		\$ 38.33	\$ 40.25	\$ 42.26	\$ 44.38	\$ 46.59		
FIREFIGHTER/PARAMEDIC	FFA	\$ 96,180	\$ 100,992	\$ 106,044	\$ 111,348	\$ 116,916		
		\$ 8,015	\$ 8,416	\$ 8,837	\$ 9,279	\$ 9,743		
		\$ 33.03	\$ 34.68	\$ 36.42	\$ 38.24	\$ 40.15		
FIRE ENGINEER	FFA	\$ 91,944	\$ 96,540	\$ 101,364	\$ 106,428	\$ 111,756	\$ 117,336	
		\$ 7,662	\$ 8,045	\$ 8,447	\$ 8,869	\$ 9,313	\$ 9,778	
		\$ 31.57	\$ 33.15	\$ 34.81	\$ 36.55	\$ 38.38	\$ 40.29	
FIREFIGHTER	FFA	\$ 72,960	\$ 76,608	\$ 80,448	\$ 84,468	\$ 88,692		
		\$ 6,080	\$ 6,384	\$ 6,704	\$ 7,039	\$ 7,391		
		\$ 25.05	\$ 26.31	\$ 27.63	\$ 29.01	\$ 30.46		

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
FIRE INSPECTOR	FFA	\$ 79,140	\$ 83,100	\$ 87,252	\$ 91,620	\$ 96,192		
		\$ 6,595	\$ 6,925	\$ 7,271	\$ 7,635	\$ 8,016		
		\$ 38.05	\$ 39.95	\$ 41.95	\$ 44.05	\$ 46.25		
POLICE SERGEANT	POA	\$ 115,788	\$ 121,572	\$ 127,656	\$ 134,040	\$ 140,736		
		\$ 9,649	\$ 10,131	\$ 10,638	\$ 11,170	\$ 11,728		
		\$ 55.67	\$ 58.45	\$ 61.37	\$ 64.44	\$ 67.66		
POLICE CORPORAL	POA	\$ 96,492	\$ 101,328	\$ 106,392	\$ 111,708	\$ 117,288		
		\$ 8,041	\$ 8,444	\$ 8,866	\$ 9,309	\$ 9,774		
		\$ 46.39	\$ 48.72	\$ 51.15	\$ 53.71	\$ 56.39		
POLICE OFFICER	POA	\$ 87,720	\$ 92,100	\$ 96,708	\$ 101,544	\$ 106,620		
		\$ 7,310	\$ 7,675	\$ 8,059	\$ 8,462	\$ 8,885		
		\$ 42.17	\$ 44.28	\$ 46.49	\$ 48.82	\$ 51.26		
POLICE OFFICER RECRUIT	POA	\$ 84,408	\$ 88,620	\$ 93,060	\$ 97,704	\$ 102,600		
		\$ 7,034	\$ 7,385	\$ 7,755	\$ 8,142	\$ 8,550		
		\$ 40.58	\$ 42.61	\$ 44.74	\$ 46.97	\$ 49.33		
POLICE ASSISTANT	POA	\$ 59,088	\$ 62,052	\$ 65,148	\$ 68,412	\$ 71,832		
		\$ 4,924	\$ 5,171	\$ 5,429	\$ 5,701	\$ 5,986		
		\$ 28.41	\$ 29.83	\$ 31.32	\$ 32.89	\$ 34.53		
POLICE ASSISTANT II	POA	\$ 65,004	\$ 68,244	\$ 71,664	\$ 75,240	\$ 79,008		
		\$ 5,417	\$ 5,687	\$ 5,972	\$ 6,270	\$ 6,584		
		\$ 31.25	\$ 32.81	\$ 34.45	\$ 36.17	\$ 37.98		
POLICE CLERK I	POA	\$ 41,940	\$ 44,040	\$ 46,236	\$ 48,552	\$ 50,976		
		\$ 3,495	\$ 3,670	\$ 3,853	\$ 4,046	\$ 4,248		
		\$ 20.16	\$ 21.17	\$ 22.23	\$ 23.34	\$ 24.51		
POLICE CLERK II	POA	\$ 48,096	\$ 50,508	\$ 53,028	\$ 55,680	\$ 58,464		
		\$ 4,008	\$ 4,209	\$ 4,419	\$ 4,640	\$ 4,872		
		\$ 23.12	\$ 24.28	\$ 25.49	\$ 26.77	\$ 28.11		
PARKING CONTROL OFFICER	POA	\$ 51,408	\$ 53,976	\$ 56,676	\$ 59,508	\$ 62,484		
		\$ 4,284	\$ 4,498	\$ 4,723	\$ 4,959	\$ 5,207		
		\$ 24.72	\$ 25.95	\$ 27.25	\$ 28.61	\$ 30.04		
SENIOR CLERK	POA	\$ 63,156	\$ 66,312	\$ 69,636	\$ 73,104	\$ 76,764		
		\$ 5,263	\$ 5,526	\$ 5,803	\$ 6,092	\$ 6,397		
		\$ 30.36	\$ 31.88	\$ 33.48	\$ 35.15	\$ 36.91		
PRINCIPAL MANAGEMENT ANALYST	PSEA-PT	\$ 50.20	\$ 52.71	\$ 55.35	\$ 58.11	\$ 61.02		
SENIOR MANAGEMENT ANALYST	PSEA-PT	\$ 40.99	\$ 43.04	\$ 45.19	\$ 47.45	\$ 49.82		
MANAGEMENT ANALYST	PSEA-PT	\$ 35.45	\$ 37.22	\$ 39.08	\$ 41.04	\$ 43.09		

POSITION TITLE	BARGAINING UNIT	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
COMMUNITY SERVICES COORDINATOR	PSEA-PT	\$ 31.53	\$ 33.11	\$ 34.76	\$ 36.50	\$ 38.32		
MANAGEMENT ASSISTANT	PSEA-PT	\$ 30.53	\$ 32.06	\$ 33.66	\$ 35.34	\$ 37.11		
REFERENCE LIBRARIAN	PSEA-PT	\$ 33.41	\$ 35.08	\$ 36.83	\$ 38.68	\$ 40.61		
LIBRARIAN	PSEA-PT	\$ 33.41	\$ 35.08	\$ 36.83	\$ 38.68	\$ 40.61		
MANAGEMENT AIDE	PSEA-PT	\$ 27.41	\$ 28.78	\$ 30.22	\$ 31.73	\$ 33.32		
PROGRAM SPECIALIST	PSEA-PT	\$ 27.41	\$ 28.78	\$ 30.22	\$ 31.73	\$ 33.32		
FILM LIAISON	PSEA-PT	\$ 30.07	\$ 31.57	\$ 33.15	\$ 34.81	\$ 36.55		
MANAGEMENT INTERN (INCUMBENT)	PSEA-PT	\$ 24.39	\$ 25.61	\$ 26.89	\$ 28.23	\$ 29.65		
MANAGEMENT INTERN (HIRED AFTER 11/5/14)	PSEA-PT	\$ 24.39	\$ 25.61	\$ 26.89	--	--		
FIRE PREVENTION SPECIALIST	PSEA-PT	\$ 23.66	\$ 24.84	\$ 26.09	\$ 27.39	\$ 28.76		
RECREATION CAMP DIRECTOR	PSEA-PT	\$ 23.66	\$ 24.84	\$ 26.09	\$ 27.39	\$ 28.76		
MAINTENANCE ASSISTANT	PSEA-PT	\$ 22.54	\$ 23.67	\$ 24.85	\$ 26.09	\$ 27.40		
LEAD TRANSPORTATION DRIVER	PSEA-PT	\$ 22.54	\$ 23.67	\$ 24.85	\$ 26.09	\$ 27.40		
TRANSPORTATION DRIVER	PSEA-PT	\$ 20.82	\$ 21.86	\$ 22.95	\$ 24.10	\$ 25.31		
RECREATION LEADER	PSEA-PT	\$ 17.95	\$ 18.85	\$ 19.79	\$ 20.78	\$ 21.82		
SITE MANAGER	PSEA-PT	\$ 17.95	\$ 18.85	\$ 19.79	\$ 20.78	\$ 21.82		
TYPIST CLERK II	PSEA-PT	\$ 17.51	\$ 18.39	\$ 19.30	\$ 20.27	\$ 21.28		
PARKING CONTROL AIDE	PSEA-PT	\$ 17.35	\$ 18.22	\$ 19.13	\$ 20.08	\$ 21.09		
INTERN (INCUMBENT)	PSEA-PT	\$ 17.18	\$ 18.04	\$ 18.94	\$ 19.89	\$ 20.88		
INTERN (HIRED AFTER 11/5/14)	PSEA-PT	\$ 17.18	\$ 18.04	\$ 18.94	--	--		
TYPIST CLERK I	PSEA-PT	\$ 16.55	\$ 17.38	\$ 18.25	\$ 19.16	\$ 20.12		
POLICE CADET	PSEA-PT	\$ 16.96	\$ 17.81	\$ 18.70	\$ 19.63	\$ 20.61		
ACCOUNTING CLERK	PSEA-PT	\$ 16.94	\$ 17.79	\$ 18.68	\$ 19.61	\$ 20.59		
LIBRARY AIDE II	PSEA-PT	\$ 16.78	\$ 17.62	\$ 18.50	\$ 19.42	\$ 20.40		
LIBRARY AIDE I	PSEA-PT	\$ 16.32	\$ 17.14	\$ 17.99	\$ 18.89	\$ 19.84		
HIGH SCHOOL INTERN (INCUMBENT)	PSEA-PT	\$ 16.32	\$ 17.14	\$ 17.99	\$ 18.89	\$ 19.84		
HIGH SCHOOL INTERN (HIRED AFTER 11/5/14)	PSEA-PT	\$ 16.32	\$ 17.14	\$ 17.99	--	--		

**Actual salary may differ due to rounding.*

1. Effective 11/20/2024 Accounting Manager-Controller
(Position update - title, job description, salary)

2. Effective 11/20/2024 Budget and Purchasing Manager
(New position)