



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: JULY 1, 2025

DEPARTMENT: HUMAN RESOURCES

FROM: MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR

TITLE: MODIFICATION TO CLASSIFICATION – SALARY SCHEDULE;
WORKFORCE ADJUSTMENT – OVER HIRE

RECOMMENDED MOTION:

A motion to approve a Resolution amending the Classification – Salary Schedule and workforce adjustment, over hire for the Community Development Department. These amendments include new classifications and classification changes approved through the FY 25-26 budget, in addition to previously approved salary adjustments due in the first full pay period of July 2025.

EXECUTIVE SUMMARY:

Staff recommends that the City Council approve the attached Resolution modifying the Classification – Salary Schedule to reflect new classifications added through the FY 25-26 budget process, classification changes, and previously approved cost of living adjustments. Additionally, staff recommend approval of one over hire Combination Building Inspector in the Community Development Department.

BACKGROUND:

Administration

Through the FY 25-26 budget process, the City Clerk classification was shifted from the Confidential Management unit to the Department Directors unit and must also be shifted on the Classification – Salary Schedule. A Senior Airport Technician was approved through the FY 25-26 budget, the position should be Senior Airport Maintenance Worker and should be added to the Classification – Salary Schedule.

Additionally, staff recommend replacing the vacant Senior Economic Development Manager with a Deputy Director of Economic Development to stand an Economic Development Division that will oversee the City's economic development programs and initiatives under the direction of the Assistant City Manager.

Community Development

Through the FY 25-26 budget process the following classifications were approved to be added to the workforce and must be added to the Classification – Salary Schedule.

Business Navigator Supervising Plan Checker

Additionally, the Community Development Department requests authorization to over hire one Combination Building Inspector II. Due to current and anticipated projects, staff request authorization to over hire one position as soon as a qualified candidate is identified.

Finance

Staff request to adjust the salary range for the classifications of Accounting Manager and replace the vacant Sr. Finance Management Analyst with a Finance Manager. Currently, the two positions are equal on the salary range, oversee critical functions of the Finance Department and report to the Assistant Finance Director. The Accounting Manager is a difficult to fill position. The City recruited in 2021, 2022, 2023, and 2024.

2021 – 2 applications; position filled

2022 – 16 applications, 13 applicants were not qualified, 1 withdrew, no selection

2023 – 24 applications, 18 applicants were not qualified, 6 invited to interview; filled

2024 – 11 applications, 7 applicants were not qualified, 4 invited to interview, no selection

In 2023 the Accounting Manager was 7% below market in total compensation when compared to comparator agencies. A recent survey (February 2025) found the position to be approximately 15.5% below market in total compensation when compared to the same comparator agencies. Staff recommend adjusting the salary range 10% to \$11,999 at Step 6. This will bring the position closer to market, is comparable to other Managers in the unit, and maintains a separation of 10% between this position and the direct supervisor.

Fire Department

Through the FY 25-26 budget process a Deputy Fire Marshal was approved to be added to workforce and must be shifted to the Association of Management Personnel of Salinas (AMPS) unit.

Library and Community Services

Through the FY 25-26 budget process a Customer Experience Manager was added to workforce and must be added to the Classification – Salary Schedule under the AMPS unit.

Police Department

Staff request to add the classification of Retirement Annuitant – Public Safety Analyst as a new non-sworn extra help (temporary) position in the Police Department that will help support highly technical administrative functions and support management in the various divisions of the department as assigned. Additionally, staff request to add the temporary classification of Senior Police Services Technician to the Classification – Salary Schedule.

Lastly, the Classification – Salary Schedule will need to be adjusted to reflect a previously approved 2% salary adjustments for the AMPS unit, and 3% for Service Employees International Union (SEIU) Blue Collar, SEIU Crew Supervisors, and Salinas Municipal Employees Association (SMEA) effective in the first full pay period of July 2025.

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

CALIFORNIA GOVERNMENT CODE §84308 APPLIES:

No, Government Code §84308/Levine Act does not apply to this item.

STRATEGIC PLAN INITIATIVE:

The proposed action meets the Effective and Culturally Responsive Government Council goal.

DEPARTMENTAL COORDINATION:

All departments collaborated through the budget process.

FISCAL AND SUSTAINABILITY IMPACT:

Administration: The impact to the budget in FY 25-26 is approximately \$8,200 in base wages for the Deputy Director of Economic Development. This is anticipated to be offset by salary savings while staff recruit for the position. The Senior Airport Maintenance Worker represents an increase of approximately \$800 for the fiscal year in base wages which will be covered through the Airport Enterprise Fund.

Community Development: The Combination Building Inspector over hire will not impact the FY budget until the position is filled and will be covered through the Enterprise Fund.

Finance: The impact for FY 25-26 is approximately \$24,000 and anticipated to be offset by salary savings while staff recruits for these positions and from other vacancies.

All other items were approved through the FY 25-26 budget process.

Fund	Appropriation	Appropriation Name	Total Appropriation	Amount for recommendation	FY 25-26 Operating Budget Page	Last Budget Action (Date, Resolution)*
1000	12.1111	Salaries and Benefits	\$897,830	\$8,200	80	6/17/25, 23269
6100	50.5340	Salaries and Benefits	\$2,299,910	\$800	80	6/17/25, 23269
1000	20.2031	Salaries and Benefits	\$202,150	\$12,000	124	6/17/25, 23269
1200	20.2036	Salaries and Benefits	\$1,178,690	\$12,000	124	6/17/25, 23269

* The FY 25-26 Adopted Budget was adopted on June 17, 2025.

ATTACHMENTS:

Resolution

Exhibit A: Classification—Salary Schedule

RESOLUTION NO. _____ (N.C.S.)

**A RESOLUTION AMENDING THE CLASSIFICATION - SALARY SCHEDULE AND
WORKFORCE ADJUSTMENT**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Classification-Salary Schedule previously adopted by the City Council by Resolution is hereby amended (as shown on the attached Exhibit A: Classification—Salary Schedule) to include the newly budgeted FY 25-26 positions in Administration, Community Development, Library and Community Services, and include the shift of the City Clerk to the Department Directors unit, the Deputy Fire Marshal shift to AMPS; a salary adjustment for the Accounting Manager and addition of Finance Manager in the place of the Sr. Finance Management Analyst; addition of a Retirement Annuitant Public Safety Analyst and Sr. Police Services Technician; addition of one Combination Building Inspector II over hire in Community Development; and previously authorized salary adjustments for the AMPS, SEIU Blue Collar, SEIU Crew Supervisors, and SMEA units, effective July 7, 2025.

PASSED AND APPROVED this 1st day of July 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Dennis Donohue, Mayor

ATTEST:

Patricia M. Barajas, City Clerk

Attachment: Exhibit A: Classification—Salary Schedule

Exhibit A

Effective July 1, 2025

Executive Group

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
14		City Clerk	52.3418	9,073	54.9591	9,526	57.7087	10,003	60.5902	10,502	63.6194	11,027	66.8035	11,579

Confidential Management

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
17		Accounting Manager	54.0967	9,377	56.9483	9,871	59.7942	10,364	62.7834	10,882	65.9241	11,427	69.2245	11,999

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
17		Deputy Director of Economic Dev.	64.7916	11,231	68.0312	11,792	71.4327	12,382	75.0043	13,001	78.7546	13,651	82.6923	14,333

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
17		Finance Manager	54.0967	9,377	56.9483	9,871	59.7942	10,364	62.7834	10,882	65.9241	11,427	69.2245	11,999

AMPS

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
15		Business Navigator	41.2801	7,155	43.3479	7,514	45.5149	7,889	47.7964	8,285	50.1848	8,699	52.6949	9,134

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
15		Customer Experience Manager	42.7265	7,406	44.8696	7,777	47.1143	8,166	49.4684	8,575	51.9476	9,004	54.5445	9,454

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
15		Deputy Fire Marshal	60.1033	10,418	63.1085	10,939	66.2639	11,486	69.5771	12,060	73.0560	12,663	76.7088	13,296

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
15		Supervising Plan Checker	60.1680	10,429	63.1764	10,951	66.3352	11,498	69.6520	12,073	73.1346	12,677	76.7913	13,310

SEIU

SEIU Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
25		Sr. Airport Maintenance Worker	29.6286	5,136	31.1012	5,391	32.6579	5,661	34.2985	5,945	36.0075	6,241	37.8084	6,553

Temporary

Benefit Group	Grade	Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
29		Retired Annuitant - Public Safety Anal	43.5436	45.7208	48.0055	50.4042	52.9242

Benefit Group	Grade	Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
29	29.9436	Senior Police Services Tech	19.3500	20.3193	21.3346	22.4019	23.5154

Effective July 7, 2025

AMPS														
Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
15	15.1121	Airport Manager	55.9063	9,690	58.6984	10,174	61.6343	10,683	64.7135	11,217	67.9523	11,778	71.3588	12,369
15	15.2015	Accountant Auditor	36.9902	6,412	38.8439	6,733	40.7897	7,070	42.8273	7,423	44.9713	7,795	47.2212	8,185
15	15.1717	Asst Community Development Dir	70.6393	12,244	74.1754	12,857	77.8882	13,501	81.7846	14,176	85.8730	14,885	90.1612	15,628
15	15.5002	Asst PW Director/City Engineer	76.2938	13,224	80.1085	13,885	84.1140	14,580	88.3198	15,309	92.7358	16,074	97.3725	16,878
15	15.5021	Associate Engineer	49.9508	8,658	52.4492	9,091	55.0719	9,546	57.8272	10,023	60.7147	10,524	63.7502	11,050
15	15.3021	Associate Planner	43.5610	7,551	45.7404	7,928	48.0286	8,325	50.4333	8,742	52.9552	9,179	55.6013	9,638
15	15.3107	Chief Building Official	63.4613	11,000	66.6362	11,550	69.9707	12,128	73.4651	12,734	77.1424	13,371	81.0035	14,041
15	15.5003	City Engineer	70.6393	12,244	74.1754	12,857	77.8882	13,501	81.7846	14,176	85.8730	14,885	90.1612	15,628
15	15.3104	Code Enforcement Manager	51.9496	9,005	54.5500	9,455	57.2783	9,928	60.1425	10,425	63.1420	10,945	66.3011	11,492
15	15.3031	Community Dev Analyst	42.1057	7,298	44.2149	7,664	46.4252	8,047	48.7524	8,450	51.1885	8,873	53.7488	9,316
15	15.6007	Community Education Manager	43.5811	7,554	45.7669	7,933	48.0566	8,330	50.4578	8,746	52.9865	9,184	55.6354	9,643
15	15.1146	Community Safety Administrator	47.8252	8,290	50.2104	8,703	52.7313	9,140	55.3639	9,596	58.1321	10,076	61.0359	10,580
15	15.6101	Community Services Manager	45.3202	7,856	47.5859	8,248	49.9711	8,662	52.4682	9,094	55.0925	9,549	57.8450	10,026
15	15.2108	Computer Systems Administrator	57.5471	9,975	60.4267	10,474	63.4466	10,997	66.6143	11,546	69.9532	12,125	73.4477	12,731
15	15.5026	Construction Inspector Supv	45.0970	7,817	47.3544	8,208	49.7238	8,619	52.2127	9,050	54.8213	9,502	57.5578	9,977
15	15.4028	Crime Analyst	45.0863	7,815	47.3437	8,206	49.7097	8,616	52.2004	9,048	54.8074	9,500	57.5471	9,975
15	15.4017	Criminalist	56.5429	9,801	59.3758	10,292	62.3375	10,805	65.4580	11,346	68.7377	11,915	72.1690	12,509
15	15.5010	Deputy City Engineer	63.4613	11,000	66.6362	11,550	69.9707	12,128	73.4651	12,734	77.1424	13,371	81.0035	14,041
15	15.6001	Deputy Librarian	56.9913	9,878	59.8393	10,372	62.8308	10,891	65.9738	11,435	69.2767	12,008	72.7389	12,608
15	15.5382	Facilities Maintenance Manager	51.9496	9,005	54.5500	9,455	57.2783	9,928	60.1425	10,425	63.1420	10,945	66.3011	11,492
15	15.5336	Fleet Maintenance Manager	51.9496	9,005	54.5500	9,455	57.2783	9,928	60.1425	10,425	63.1420	10,945	66.3011	11,492
15	15.5016	GIS Administrator	51.4469	8,917	54.0238	9,364	56.7202	9,832	59.5520	10,322	62.5358	10,840	65.6548	11,380
15	15.3027	Homeless Services Manager	55.3367	9,592	58.0996	10,071	61.0104	10,575	64.0535	11,103	67.2601	11,658	70.6301	12,243
15	15.2101	Information Systems Manager	60.4376	10,476	63.6413	11,000	66.6362	11,550	69.9707	12,128	73.4651	12,734	77.1424	13,371
15	15.3017	Inspection Services Manager	59.5520	10,322	62.5358	10,840	65.6548	11,380	68.9417	11,950	72.3959	12,549	76.0096	13,175
15	15.2111	Integration/Applications Admin	57.5471	9,975	60.4267	10,474	63.4466	10,997	66.6143	11,546	69.9532	12,125	73.4477	12,731
15	15.3014	Investigative Specialist	34.1186	5,914	35.8260	6,210	37.6205	6,521	39.5022	6,847	41.4785	7,190	43.5522	7,549
15	15.5384	Maintenance Manager	51.9496	9,005	54.5500	9,455	57.2783	9,928	60.1425	10,425	63.1420	10,945	66.3011	11,492
15	15.4030	Management Analyst	45.5224	7,891	47.7951	8,284	50.1921	8,700	52.7062	9,136	55.3367	9,592	58.0996	10,071
15	15.2106	Network/Sys Administrator	57.5471	9,975	60.4267	10,474	63.4466	10,997	66.6143	11,546	69.9532	12,125	73.4477	12,731
15	15.5423	NPDES Permit Manager	51.4469	8,917	54.0238	9,364	56.7202	9,832	59.5520	10,322	62.5358	10,840	65.6548	11,380
15	15.5301	Park Operations Manager	51.9496	9,005	54.5500	9,455	57.2783	9,928	60.1425	10,425	63.1420	10,945	66.3011	11,492
15	15.3108	Permit Analyst	36.7050	6,362	38.5360	6,680	40.4686	7,015	42.4959	7,366	44.6206	7,734	46.8517	8,121
15	15.3105	Permit Center Coordinator	42.3128	7,334	44.4346	7,702	46.6606	8,088	48.9901	8,492	51.4469	8,917	54.0238	9,364
15	15.3117	Plan Check Engineer	49.4518	8,572	51.9245	9,000	54.5207	9,450	57.2467	9,923	60.1091	10,419	63.1145	10,940
15	15.3001	Planning Manager	59.5520	10,322	62.5358	10,840	65.6548	11,380	68.9417	11,950	72.3959	12,549	76.0096	13,175
15	15.1171	Police Records Coordinator	42.3128	7,334	44.4346	7,702	46.6606	8,088	48.9901	8,492	51.4469	8,917	54.0238	9,364
15	15.1111	Police Services Administrator	55.3367	9,592	58.0996	10,071	61.0104	10,575	64.0535	11,103	67.2601	11,658	70.6301	12,243
15	15.1151	Pub Works Admin Supv	46.6606	8,088	48.9901	8,492	51.4469	8,917	54.0238	9,364	56.7202	9,832	59.5520	10,322
15	15.6105	Recreation-Parks Superintendent	56.9913	9,878	59.8393	10,372	62.8308	10,891	65.9738	11,435	69.2767	12,008	72.7389	12,608
15	15.2016	Senior Accountant	40.6892	7,053	42.7283	7,406	44.8687	7,777	47.1099	8,166	49.4684	8,575	51.9433	9,004
15	15.2021	Senior Buyer	41.7063	7,229	43.7965	7,591	45.9903	7,972	48.2876	8,370	50.7051	8,789	53.2420	9,229
15	15.5011	Senior Civil Engineer	59.2729	10,274	62.2326	10,787	65.3439	11,326	68.6143	11,893	72.0448	12,488	75.6507	13,113
15	15.3111	Sr Code Enforcement Officer	45.0970	7,817	47.3544	8,208	49.7238	8,619	52.2127	9,050	54.8213	9,502	57.5578	9,977
15	15.3013	Sr Community Development Analyst	46.6606	8,088	48.9901	8,492	51.4469	8,917	54.0238	9,364	56.7202	9,832	59.5520	10,322
15	15.1137	Sr Economic Development Manager	61.6996	10,695	64.7788	11,228	68.0207	11,790	71.4188	12,379	74.9931	12,999	78.7438	13,649
15	15.6011	Senior Librarian	43.3737	7,518	45.5438	7,894	47.8252	8,290	50.2104	8,703	52.7313	9,140	55.3639	9,596
15	15.3011	Senior Planner	51.4469	8,917	54.0238	9,364	56.7202	9,832	59.5520	10,322	62.5358	10,840	65.6548	11,380
15	15.3077	Stormwater Compliance Inspector	40.6892	7,053	42.7283	7,406	44.8687	7,777	47.1099	8,166	49.4684	8,575	51.9433	9,004
15	15.5451	Street Maintenance Manager	51.9496	9,005	54.5500	9,455	57.2783	9,928	60.1425	10,425	63.1420	10,945	66.3011	11,492
15	15.5446	Supt of Maintenance Services	56.9913	9,878	59.8393	10,372	62.8308	10,891	65.9738	11,435	69.2767	12,008	72.7389	12,608
15	15.5442	Sustainability Analyst	50.1921	8,700	52.7062	9,136	55.3367	9,592	58.0996	10,071	61.0104	10,575	64.0535	11,103
15	15.6006	Technical Services Manager	43.5811	7,554	45.7669	7,933	48.0566	8,330	50.4578	8,746	52.9865	9,184	55.6354	9,643
15	15.5008	Traffic Engineer	59.2729	10,274	62.2326	10,787	65.3439	11,326	68.6143	11,893	72.0448	12,488	75.6507	13,113
15	15.5416	Wastewater Manager	51.9496	9,005	54.5500	9,455	57.2783	9,928	60.1425	10,425	63.1420	10,945	66.3011	11,492

CREW SUPERVISORS														
Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
23	23.5341	Equipment Mechanic Crew Sup	42.1001	7,297	44.2039	7,662	46.4211	8,046	48.7433	8,449	51.1789	8,871	53.7439	9,316
24	24.5381	Facility Maint Mech Crew Sup	42.1001	7,297	44.2039	7,662	46.4211	8,046	48.7433	8,449	51.1789	8,871	53.7439	9,316
23	23.5456	P.S. Maint Crew Supv	42.1001	7,297	44.2039	7,662	46.4211	8,046	48.7433	8,449	51.1789	8,871	53.7439	9,316
24	24.5311	Park Maint Crew Supvsr	42.1001	7,297	44.2039	7,662	46.4211	8,046	48.7433	8,449	51.1789	8,871	53.7439	9,316
23	23.5306	Urban Forestry Crew Supv	42.1001	7,297	44.2039	7,662	46.4211	8,046	48.7433	8,449	51.1789	8,871	53.7439	9,316
23	24.5711	Wastewater Crew Sup	42.1001	7,297	44.2039	7,662	46.4211	8,046	48.7433	8,449	51.1789	8,871	53.7439	9,316

SEIU														
Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
25	25.5317	Airport Maintenance Worker	25.2203	4,372	26.4855	4,591	27.8137	4,821	29.2049	5,062	30.6666	5,316	32.1914	5,580
25	25.5376	Airport Operations Supv	40.8917	7,088	42.9349	7,442	45.0884	7,815	47.3440	8,206	49.7097	8,616	52.2011	9,048
25	25.5411	Community Facilities Service Wkr	23.2161	4,024	24.3792	4,226	25.5896	4,436	26.8708	4,658	28.2225	4,892	29.6293	5,136
25	25.4017	Emergency Vehicle Upfitter	34.8273	6,037	36.5663	6,338	38.3958	6,655	40.3163	6,988	42.3270	7,337	44.4464	7,704
25	25.5361	Equipment Inventory Tech	29.0636	5,038	30.5174	5,290	32.0342	5,553	33.6376	5,831	35.3274	6,123	37.0877	6,429
25	25.5366	Equipment Mechanic I	27.4130	4,752	28.7804	4,989	30.2190	5,238	31.7278	5,499	33.3152	5,775	34.9816	6,063
25	25.5356	Equipment Mechanic II	30.2190	5,238	31.7278	5,499	33.3152	5,775	34.9816	6,063	36.7263	6,366	38.5652	6,685
25	25.5396	Facility Maint Mechanic	26.8708	4,658	28.2225	4,892	29.6293	5,136	31.1068	5,392	32.6631	5,662	34.2976	5,945
25	25.5401	Facility Maint Worker	25.2203	4,372	26.4855	4,591	27.8137	4,821	29.2049	5,062	30.6666	5,316	32.1914	5,580
25	25.5398	Graffiti Abatement Worker	24.8588	4,309	26.1005	4,524	27.4130	4,752	28.7804	4,989	30.2190	5,238	31.7278	5,499
25	25.5466	Inmate Crew Coordinator	31.5705	5,472	33.1502	5,746	34.8086	6,033	36.5454	6,335	38.3689	6,651	40.2945	6,984
25	25.5481	Motor Sweeper Operator	28.6391	4,964	30.0693	5,212	31.5705	5,472	33.1502	5,746	34.8086	6,033	36.5454	6,335
25	25.5499	Neighborhood Svcs Worker	23.3261	4,043	24.4895	4,245	25.7154	4,457	27.0042	4,681	28.3561	4,915	29.7708	5,160
25	25.5331	Park Maintenance Worker	25.2203	4,372	26.4855	4,591	27.8137	4,821	29.2049	5,062	30.6666	5,316	32.1914	5,580
25	25.4081	Public Safety Facilities Worker	23.2161	4,024	24.3792	4,226	25.5896	4,436	26.8708	4,658	28.2225	4,892	29.6293	5,136
25	25.5496	Public Service Maint Wkr I	23.3261	4,043	24.4895	4,245	25.7154	4,457	27.0042	4,681	28.3561	4,915	29.7708	5,160
25	25.5491	Public Service Maint Wkr II	25.7154	4,457	27.0042	4,681	28.3561	4,915	29.7708	5,160	31.2564	5,418	32.8202	5,689
25	25.5486	Public Service Maint Wkr III	28.6391	4,964	30.0693	5,212	31.5705	5,472	33.1502	5,746	34.8086	6,033	36.5454	6,335
25	25.5471	Public Service Maint Wkr IV	31.5705	5,472	33.1502	5,746	34.8086	6,033	36.5454	6,335	38.3689	6,651	40.2945	6,984
25	25.5477	Pub Works Resource Coordinator	31.5705	5,472	33.1502	5,746	34.8086	6,033	36.5454	6,335	38.3689	6,651	40.2945	6,984
25	25.5351	Pump Maint Mechanic	30.2190	5,238	31.7278	5,499	33.3152	5,775	34.9816	6,063	36.7263	6,366	38.5652	6,685
25	25.5391	Senior Airport Technician	30.2190	5,238	31.7278	5,499	33.3152	5,775	34.9816	6,063	36.7263	6,366	38.5652	6,685
25	25.5476	SL/Traffic Signal Tech	28.6391	4,964	30.0693	5,212	31.5705	5,472	33.1502	5,746	34.8086	6,033	36.5454	6,335
25	25.5406	Sr Comm Facilities Svc Wk	24.8588	4,309	26.1005	4,524	27.4130	4,752	28.7804	4,989	30.2190	5,238	31.7278	5,499
25	25.5479	Senior Equipment Mechanic	34.8273	6,037	36.5663	6,338	38.3958	6,655	40.3163	6,988	42.3270	7,337	44.4464	7,704
25	25.5386	Sr Facility Maint Mech	30.2190	5,238	31.7278	5,499	33.3152	5,775	34.9816	6,063	36.7263	6,366	38.5652	6,685
25	25.5377	Sr Park Maintenance Worker	30.5174	5,290	32.0342	5,553	33.6376	5,831	35.3274	6,123	37.0877	6,429	38.9426	6,750
25	25.5357	Sr Pump Maintenance Mechanic	34.8273	6,037	36.5663	6,338	38.3958	6,655	40.3163	6,988	42.3270	7,337	44.4464	7,704
25	25.5316	Sr Urban Forestry Worker	30.5174	5,290	32.0342	5,553	33.6376	5,831	35.3274	6,123	37.0877	6,429	38.9426	6,750
25	25.4076	Sr Vehicle Maint Asst	25.1025	4,351	26.3599	4,569	27.6803	4,798	29.0636	5,038	30.5174	5,290	32.0342	5,553
25	25.5437	Sr. Wastewater Operator	34.8273	6,037	36.5663	6,338	38.3958	6,655	40.3163	6,988	42.3270	7,337	44.4464	7,704
25	25.5326	Urban Forestry Worker I	26.1005	4,524	27.4130	4,752	28.7804	4,989	30.2190	5,238	31.7278	5,499	33.3152	5,775
25	25.5321	Urban Forestry Worker II	27.6803	4,798	29.0636	5,038	30.5174	5,290	32.0342	5,553	33.6376	5,831	35.3274	6,123
25	25.5436	Wastewater Operator	29.4878	5,111	30.9654	5,367	32.5058	5,634	34.1326	5,916	35.8381	6,212	37.6301	6,523
25	25.5435	Wastewater Operator-In-Training	25.7154	4,457	27.0042	4,681	28.3560	4,915	29.7708	5,160	31.2565	5,418	32.8201	5,689

SMEA Benefit Group	Grade	Position	2023				2024				2025				2026			
			Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly				
26	26.7046	Administrative Aide	27.9308	4,841	29.3247	5,083	30.7921	5,337	32.3328	5,604	33.9470	5,884	35.6416	6,178				
26	26.7001	Administrative Analyst I	33.6167	5,827	35.2968	6,118	37.0648	6,425	38.9138	6,745	40.8653	7,083	42.9125	7,438				
26	26.7091	Administrative Clerk I	18.3638	3,183	19.2809	3,342	20.2419	3,509	21.2618	3,685	22.3181	3,868	23.4341	4,062				
26	26.7086	Administrative Clerk II	19.2809	3,342	20.2419	3,509	21.2618	3,685	22.3181	3,868	23.4341	4,062	24.6058	4,265				
26	26.7041	Administrative Secretary	27.9308	4,841	29.3247	5,083	30.7921	5,337	32.3328	5,604	33.9470	5,884	35.6416	6,178				
26	26.4071	Animal Care Tech	24.1231	4,181	25.3335	4,391	26.6028	4,611	27.9308	4,841	29.3247	5,083	30.7921	5,337				
26	26.4056	Animal Control Officer	25.5903	4,436	26.8669	4,657	28.2097	4,890	29.6183	5,134	31.1001	5,391	32.6557	5,660				
26	26.4046	Animal Services Supv	29.6183	5,134	31.1001	5,391	32.6557	5,660	34.2843	5,943	36.0012	6,240	37.7985	6,552				
26	26.4086	Animal Servs Office Asst	21.5698	3,739	22.6484	3,926	23.7783	4,122	24.9669	4,328	26.2141	4,544	27.5272	4,771				
26	26.5031	Assistant Engineer	39.3025	6,812	41.2688	7,153	43.3303	7,511	45.5021	7,887	47.7766	8,281	50.1682	8,696				
26	26.3041	Assistant Planner	36.7054	6,362	38.5469	6,681	40.4765	7,016	42.5011	7,367	44.6292	7,736	46.8594	8,122				
26	26.3126	Bldg Permit Spec	36.1772	6,271	37.9893	6,585	39.8895	6,914	41.8852	7,260	43.9834	7,624	46.1771	8,182				
26	26.2123	Business Systems Analyst	36.9859	6,411	38.8267	6,730	40.7657	7,066	42.8030	7,419	44.9516	7,792	47.2051	8,085				
26	26.3151	Code Enforcement Officer I	32.8170	5,688	34.4531	5,972	36.1772	6,271	37.9893	6,585	39.8895	6,914	41.8852	7,260				
26	26.3136	Code Enforcement Officer II	36.0012	6,240	37.7985	6,552	39.6915	6,880	41.6797	7,224	43.7632	7,586	45.9569	7,966				
26	26.3131	Comb Bldg Inspector II	36.0012	6,240	37.7985	6,552	39.6915	6,880	41.6797	7,224	43.7632	7,586	45.9569	7,966				
26	26.3141	Combo Bldg Insp I	32.8170	5,688	34.4531	5,972	36.1772	6,271	37.9893	6,585	39.8895	6,914	41.8852	7,260				
26	26.3051	Comm Improve Asst	28.7670	4,986	30.1977	5,234	31.7091	5,496	33.2939	5,771	34.9593	6,060	36.7054	6,362				
26	26.3017	Community Outreach Assistant	28.7670	4,986	30.1977	5,234	31.7091	5,496	33.2939	5,771	34.9593	6,060	36.7054	6,362				
26	26.7003	Community Safety Program Coord	33.6167	5,827	35.2968	6,118	37.0648	6,425	38.9138	6,745	40.8653	7,083	42.9125	7,438				
26	26.4017	Community Service Aide	21.5698	3,739	22.6484	3,926	23.7783	4,122	24.9669	4,328	26.2141	4,544	27.5272	4,771				
26	26.4066	Community Service Officer	25.5903	4,436	26.8669	4,657	28.2097	4,890	29.6183	5,134	31.1001	5,391	32.6557	5,660				
26	26.5051	Construction Inspector	32.8170	5,688	34.4531	5,972	36.1772	6,271	37.9893	6,585	39.8895	6,914	41.8852	7,260				
26	26.5071	Engineering Aide I	25.4585	4,413	26.7349	4,634	28.0702	4,865	29.4715	5,108	30.9460	5,364	32.4942	5,632				
26	26.5066	Engineering Aide II	28.0702	4,865	29.4715	5,108	30.9460	5,364	32.4942	5,632	34.1155	5,913	35.8177	6,208				
26	26.5431	Env Compliance Insp I	32.8170	5,688	34.4531	5,972	36.1772	6,271	37.9893	6,585	39.8895	6,914	41.8852	7,260				
26	26.5426	Env Compliance Insp II	36.0012	6,240	37.7985	6,552	39.6915	6,880	41.6797	7,224	43.7632	7,586	45.9569	7,966				
26	26.4607	Fire Inspector I	35.1414	6,091	36.9012	6,396	38.7435	6,716	40.6837	7,052	42.7217	7,405	44.8574	7,775				
26	26.4608	Fire Inspector II	38.2514	6,630	40.1670	6,962	42.1723	7,310	44.2843	7,676	46.5026	8,060	48.8272	8,463				
26	26.4035	Forensic Specialist I	32.8170	5,688	34.4531	5,972	36.1772	6,271	37.9893	6,585	39.8895	6,914	41.8852	7,260				
26	26.4030	Forensic Specialist II	36.0012	6,240	37.7985	6,552	39.6915	6,880	41.6797	7,224	43.7632	7,586	45.9569	7,966				
26	26.5058	GIS Analyst I	33.6167	5,827	35.2968	6,118	37.0648	6,425	38.9138	6,745	40.8653	7,083	42.9125	7,438				
26	26.5057	GIS Analyst II	36.9859	6,411	38.8267	6,730	40.7657	7,066	42.8030	7,419	44.9516	7,792	47.2051	8,182				
26	26.5047	GIS Analyst III	40.7657	7,066	42.8030	7,419	44.9516	7,792	47.2051	8,182	49.5654	8,591	52.0437	9,021				
26	26.5064	GIS Technician I	25.2665	4,380	26.5243	4,598	27.8671	4,830	29.2428	5,069	30.7036	5,322	32.2365	5,588				
26	26.5063	GIS Technician II	28.0702	4,865	29.4715	5,108	30.9460	5,364	32.4942	5,632	34.1155	5,913	35.8177	6,208				
26	26.2130	Information Technologies Tech I	28.8156	4,995	30.2550	5,244	31.7671	5,506	33.3581	5,782	35.0222	6,071	36.7787	6,375				
26	26.2128	Information Technologies Tech II	32.0172	5,550	33.6167	5,827	35.2968	6,118	37.0648	6,425	38.9138	6,745	40.8653	7,083				
26	26.5036	Junior Engineer	35.6416	6,178	37.4246	4,487	39.3025	6,812	41.2688	7,153	43.3303	7,511	45.5021	7,887				
26	26.6031	Librarian I	27.5272	4,771	28.9065	5,010	30.3444	5,260	31.8632	5,523	33.4553	5,799	35.1281	6,089				
26	26.6026	Librarian II	29.6183	5,134	31.1001	5,391	32.6557	5,660	34.2843	5,943	36.0012	6,240	37.7985	6,552				
26	26.6066	Library Aide	19.8603	3,442	20.8534	3,615	21.8960	3,795	22.9908	3,985	24.1403	4,184	25.3478	4,394				
26	26.6025	Library Technology Coordinator	32.9656	5,714	34.6169	6,000	36.3449	6,300	38.1770	6,617	40.0767	6,947	42.0801	7,294				
26	26.6056	Library Clerk	21.2618	3,685	22.3181	3,868	23.4335	4,062	24.6073	4,265	25.7837	4,479	27.12953	4,702				
26	26.6071	Library Page	18.8172	3,262	19.7581	3,425	20.7459	3,596	21.7833	3,776	22.8724	3,965	24.01598	4,163				
26	26.6051	Library Technician	21.8854	3,793	22.9785	3,983	24.1231	4,181	25.3335	4,391	26.6028	4,611	27.9308	4,841				
26	26.6046	Library Asst	21.8854	3,793	22.9785	3,983	24.1231	4,181	25.3335	4,391	26.6028	4,611	27.9308	4,841				
26	26.6061	Literacy Clerk	19.2809	3,342	20.2419	3,509	21.2618	3,685	22.3181	3,868	23.4335	4,062	24.6073	4,265				
26	26.6041	Literacy Specialist	24.7262	4,286	25.9667	4,501	27.2679	4,726	28.6291	4,962	30.0579	5,210	31.5618	5,471				
26	26.6106	Neighborhood Svcs Coord	33.6167	5,827	35.2968	6,118	37.0648	6,425	38.9138	6,745	40.8653	7,083	42.9125	7,438				
26	26.2124	Network System Specialist	34.7876	6,030	36.5303	6,332	38.3525	6,648	40.2758	6,981	42.2933	7,331	44.4049	7,697				
26	26.7081	Office Assistant	21.5698	3,739	22.6484	3,926	23.7783	4,122	24.9669	4,328	26.2141	4,544	27.5272	4,771				
26	26.7061	Office Technician	25.5903	4,436	26.8669	4,657	28.2097	4,890	29.6183	5,134	31.1001	5,391	32.6557	5,660				
26	26.3156	Permit Center Clerk	28.7670	4,986	30.1977	5,234	31.7091	5,496	33.2939	5,771	34.9593	6,060	36.7054	6,362				
26	26.7067	Permit Services Technician	31.7091	5,131	33.2939	5,387	34.9593	5,657	36.7054	5,939	38.5407	6,236	40.4678	6,548				
26	26.3121	Plan Checker I	37.4246	6,298	39.3025	6,614	41.2688	6,945	43.3302	7,292	45.5021	7,657	47.7760	8,083				
26	26.3116	Plan Checker II	40.5500	7,029	42.6404	7,391	44.8334	7,771	47.1283	8,169	49.5487	8,588	52.0874	9,028				
26	26.7076	Police Services Technician	25.4585	4,413	26.7349	4,634	28.0702	4,865	29.4715	5,108	30.9460	5,364	32.4942	5,632				
26	26.7085	Print Shop Technician	25.4585	4,413	26.7349	4,634	28.0702	4,865	29.4715	5,108	30.9460	5,364	32.4942	5,632				
26	26.3037	Project Coordinator	34.4531	5,972	36.1772	6,271	37.9893	6,585	39.8894	6,914	41.8852	7,260	43.9791	7,623				
26	26.4068	Property/Evidence Supervisor	31.0641	5,384	32.6164	5,654	34.4179	5,966	36.1408	6,264	37.9488	6,578	39.8486	6,907				
26	26.4061	Property/Evidence Technician	25.5903	4,436	26.8669	4,657	28.2097	4,890	29.6183	5,134	31.1001	5,391	32.6557	5,660				
26	26.7026	Public Works Assistant	28.7670	4,986	30.1977	5,234	31.7091	5,496	33.2939	5,771	34.9593	6,060	36.7054	6,362				
26	26.2051	Purchasing Technician	25.5903	4,436	26.8669	4,657	28.2097	4,890	29.6183	5,134	31.1001	5,391	32.6557	5,660				
26	26.5061	PW Compliance Officer I	29.0385	5,033	30.4913	5,285	32.0172	5,550	33.6167	5,827	35.2968	6,118	37.0648	6,425				
26	26.6121	Recreation Asst	23.4325	4,062	24.6041	4,265	25.8342	4,478	27.1260	4,702	28.4822	4,937	31.0261	5,391				
26	26.6111	Recreation Coordinator	33.6167	5,827	35.2968	6,118	37.0648	6,425	38.9138	6,745	40.8653	7,083	42.9125	7,438				
26	26.2048	Revenue Technician	26.9586	4,673	28.3005	4,905	29.7114	5,150	31.1913	5,406	32.7467	5,676	34.3847	5,960				
26	26.7071	Secretary	21.5357	3,733	22.6484	3,926	23.7783	4,122	24.9669	4,328	26.2141	4,544	27.5272	4,771				
26	26.7056	Senior Police Services Tech	25.5903	4,436	26.8669	4,657	28.2097	4,890	29.6183	5,134	31.1001	5,391	32.6557	5,660				
26	26.6114	Senior Recreation Assistant	26.2182	4,544	27.5291	4,772	28.9055	5,010	30.3507	5,261	31.8683	5,524	34.80018	6,032				
26	26.6116	Sports Program Asst	26.2182	4,544	27.5291	4,772	28.9055	5,010	30.3507	5,261	31.8683	5,524	34.80018	6,032				
26	26.2056	Sr Accounting Clerk	24.4826	4,244	25.7149	4,457	26.9990	4,680	28.3489	4,914	29.7650	5,159	31.2543	5,417				
26	26.2041	Sr Accounting Technician	29.4715	5,108	30.9460	5,364	32.4942	5,632	34.1155	5,913	35.8177	6,208	37.6154	6,520				
26	26.5041	Sr Construction Inspector	35.1281	6,089	36.8815	6,												