

Grade and Step Pay Plan 5% Grades 5% Steps

Step	1	2	3	4	5
Grade					
15	\$2,773	\$2,912	\$3,057	\$3,210	\$3,370
16	\$2,912	\$3,057	\$3,210	\$3,370	\$3,539
17	\$3,057	\$3,210	\$3,370	\$3,539	\$3,716
18	\$3,210	\$3,370	\$3,539	\$3,716	\$3,902
19	\$3,370	\$3,539	\$3,716	\$3,902	\$4,097
20	\$3,539	\$3,716	\$3,902	\$4,097	\$4,302
21	\$3,716	\$3,902	\$4,097	\$4,302	\$4,517
22	\$3,902	\$4,097	\$4,302	\$4,517	\$4,743
23	\$4,097	\$4,302	\$4,517	\$4,743	\$4,980
24	\$4,302	\$4,517	\$4,743	\$4,980	\$5,229
25	\$4,517	\$4,743	\$4,980	\$5,229	\$5,490
26	\$4,743	\$4,980	\$5,229	\$5,490	\$5,765
27	\$4,980	\$5,229	\$5,490	\$5,765	\$6,053
28	\$5,229	\$5,490	\$5,765	\$6,053	\$6,356
29	\$5,490	\$5,765	\$6,053	\$6,356	\$6,673
30	\$5,765	\$6,053	\$6,356	\$6,673	\$7,007
31	\$6,053	\$6,356	\$6,673	\$7,007	\$7,357
32	\$6,356	\$6,673	\$7,007	\$7,357	\$7,725
33	\$6,673	\$7,007	\$7,357	\$7,725	\$8,111
34	\$7,007	\$7,357	\$7,725	\$8,111	\$8,517
35	\$7,357	\$7,725	\$8,111	\$8,517	\$8,943
36	\$7,725	\$8,111	\$8,517	\$8,943	\$9,390
37	\$8,111	\$8,517	\$8,943	\$9,390	\$9,860
38	\$8,517	\$8,943	\$9,390	\$9,860	\$10,353
39	\$8,943	\$9,390	\$9,860	\$10,353	\$10,870
40	\$9,390	\$9,860	\$10,353	\$10,870	\$11,414
41	\$9,860	\$10,353	\$10,870	\$11,414	\$11,984
42	\$10,353	\$10,870	\$11,414	\$11,984	\$12,584
43	\$10,870	\$11,414	\$11,984	\$12,584	\$13,213
44	\$11,414	\$11,984	\$12,584	\$13,213	\$13,873
45	\$11,984	\$12,584	\$13,213	\$13,873	\$14,567
46	\$12,584	\$13,213	\$13,873	\$14,567	\$15,295
47	\$13,213	\$13,873	\$14,567	\$15,295	\$16,060
48	\$13,873	\$14,567	\$15,295	\$16,060	\$16,863
49	\$14,567	\$15,295	\$16,060	\$16,863	\$17,706
50	\$15,295	\$16,060	\$16,863	\$17,706	\$18,592
51	\$16,060	\$16,863	\$17,706	\$18,592	\$19,521
52	\$16,863	\$17,706	\$18,592	\$19,521	\$20,497
53	\$17,706	\$18,592	\$19,521	\$20,497	\$21,522
54	\$18,592	\$19,521	\$20,497	\$21,522	\$22,598
55	\$19,521	\$20,497	\$21,522	\$22,598	\$23,728

FY 2009 Salary Plan
Table 5 - Salary Ranges Per Job Class - (Job Class Order)

Class Code	Occupational Job Families and Job Classes	-- Recommended --			
		Grade	Min Step	Calculated Midpoint	Max Step
Office Support Group					
1001	Office Specialist I	16	\$2,912	\$3,225	\$3,539
1003	* Office Specialist II	19	\$3,370	\$3,734	\$4,097
1004	* Administrative Assistant	22	\$3,902	\$4,322	\$4,743
1005	Senior Administrative Assistant	25	\$4,517	\$5,003	\$5,490
1007	* Executive Assistant	27	\$4,980	\$5,516	\$6,053
Administrative Support Group					
1011	Management Analyst I	26	\$4,743	\$5,254	\$5,765
1012	* Management Analyst II	28	\$5,229	\$5,792	\$6,356
1013	Senior Management Analyst	30	\$5,765	\$6,386	\$7,007
1014	Principal Management Analyst	31	\$6,053	\$6,705	\$7,357
Accounting Support Group					
1021	* Accounting Specialist I	18	\$3,210	\$3,556	\$3,902
1022	Accounting Specialist II	20	\$3,539	\$3,920	\$4,302
1023	Senior Accounting Specialist	22	\$3,902	\$4,322	\$4,743
Financial Management Group					
1031	Accountant I	26	\$4,743	\$5,254	\$5,765
1033	Senior Accountant	31	\$6,053	\$6,705	\$7,357
1035	* Accounting Supervisor	33	\$6,673	\$7,392	\$8,111
1037	* Finance Manager	37	\$8,111	\$8,986	\$9,860
Customer Services Group					
1042	Customer Services Specialist I	17	\$3,057	\$3,387	\$3,716
1043	* Customer Services Specialist II	19	\$3,370	\$3,734	\$4,097
1044	Senior Customer Services Specialist	20	\$3,539	\$3,920	\$4,302
Purchasing Group					
1052	Central Services Officer	33	\$6,673	\$7,392	\$8,111
1053	Central Services Assistant	22	\$3,902	\$4,322	\$4,743
Utility Billing Group					
1054	Utility Billing Specialist I	18	\$3,210	\$3,556	\$3,902
1055	Utility Billing Specialist II	20	\$3,539	\$3,920	\$4,302
1056	Utility Billing Coordinator	22	\$3,902	\$4,322	\$4,743
Information Technology Group					
1061	* Information Systems Technician	23	\$4,097	\$4,538	\$4,980
1063	Information Systems Specialist	30	\$5,765	\$6,386	\$7,007
1066	GIS Coordinator	30	\$5,765	\$6,386	\$7,007
1067	* Information Systems Analyst	33	\$6,673	\$7,392	\$8,111
1069	* Information Systems Manager	38	\$8,517	\$9,435	\$10,353
Human Resources and Risk Management Group					
1071	Human Resources Assistant	20	\$3,539	\$3,920	\$4,302
1074	Risk Management Analyst	26	\$4,743	\$5,254	\$5,765
1015	Benefits Analyst	27	\$4,980	\$5,516	\$6,053
1075	* Human Resources Analyst II	29	\$5,490	\$6,082	\$6,673
1079	* Human Resources Manager	38	\$8,517	\$9,435	\$10,353

*Salary Survey Benchmark
PSPC

FY 2009 Salary Plan
Table 5 - Salary Ranges Per Job Class - (Job Class Order)

Class Code	Occupational Job Families and Job Classes	-- Recommended --			
		Grade	Min Step	Calculated Midpoint	Max Step
City Clerk Group					
1081	Records Management Coordinator	24	\$4,302	\$4,765	\$5,229
1083	* Deputy City Clerk	26	\$4,743	\$5,254	\$5,765
1085	City Clerk/Executive Analyst	35	\$7,357	\$8,150	\$8,943
City Manager Group					
1091	Assistant to City Manager	28	\$5,229	\$5,792	\$6,356
1039	* Assistant City Manager / FAS Director	46	\$12,584	\$13,939	\$15,295
1095	* City Manager	49	\$14,567	\$16,137	\$17,706
Building Inspections Group					
1501	* Permit Technician	22	\$3,902	\$4,322	\$4,743
1502	Senior Permit Technician	25	\$4,517	\$5,003	\$5,490
1503	* Plans Examiner	28	\$5,229	\$5,792	\$6,356
1504	Senior Plans Examiner	31	\$6,053	\$6,705	\$7,357
1505	* Plan Check Engineer	35	\$7,357	\$8,150	\$8,943
1506	Senior Plan Check Engineer	37	\$8,111	\$8,986	\$9,860
1511	Building Inspector I	25	\$4,517	\$5,003	\$5,490
1512	* Building Inspector II	27	\$4,980	\$5,516	\$6,053
1513	Senior Building Inspector	30	\$5,765	\$6,386	\$7,007
1514	* Building Official	39	\$8,943	\$9,907	\$10,870
Engineering Group					
2001	* Engineering Technician	25	\$4,517	\$5,003	\$5,490
2002	Senior Engineering Technician	27	\$4,980	\$5,516	\$6,053
2003	* Assistant Engineer	31	\$6,053	\$6,705	\$7,357
2004	* Associate Civil Engineer	33	\$6,673	\$7,392	\$8,111
2005	* Senior Civil Engineer	35	\$7,357	\$8,150	\$8,943
2006	Principal Civil Engineer	37	\$8,111	\$8,986	\$9,860
2009	* City Engineer	40	\$9,390	\$10,402	\$11,414
Planning Group					
2101	* Assistant Planner	26	\$4,743	\$5,254	\$5,765
2102	* Associate Planner	29	\$5,490	\$6,082	\$6,673
2103	* Senior Planner	32	\$6,356	\$7,040	\$7,725
2104	Principal Planner	35	\$7,357	\$8,150	\$8,943
2105	City Planner	38	\$8,517	\$9,435	\$10,353
2109	* Community Development Director	43	\$10,870	\$12,041	\$13,213
Code Compliance Group					
2111	Code Compliance Technician	22	\$3,902	\$4,322	\$4,743
2112	* Code Compliance Officer	25	\$4,517	\$5,003	\$5,490
2113	Senior Code Compliance Officer	28	\$5,229	\$5,792	\$6,356
2114	Business Relations Officer	22	\$3,902	\$4,322	\$4,743
2115	Code Compliance Manager	32	\$6,356	\$7,040	\$7,725
Housing Programs Group					
2122	Senior Housing Coordinator	31	\$6,053	\$6,705	\$7,357

*Salary Survey Benchmark
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FY 2009 Salary Plan
Table 5 - Salary Ranges Per Job Class - (Job Class Order)

Class Code	Occupational Job Families and Job Classes	-- Recommended --			
		Grade	Min Step	Calculated Midpoint	Max Step
CASA Group					
5101	Kennel Attendant	15	\$2,773	\$3,072	\$3,370
5103	Reserve Animal Services Officer	16	\$2,912	\$3,225	\$3,539
5104	* Animal Services Officer	25	\$4,517	\$5,003	\$5,490
5105	Animal Services Supervisor	28	\$5,229	\$5,792	\$6,356
5109	General Manager - CASA	34	\$7,007	\$7,762	\$8,517
Recreation Group					
6101	* Recreation Specialist	15	\$2,773	\$3,072	\$3,370
6103	* Recreation Coordinator	23	\$4,097	\$4,538	\$4,980
6106	Recreation Facility Specialist	19	\$3,370	\$3,734	\$4,097
6107	Recreation Facilities Coordinator	23	\$4,097	\$4,538	\$4,980
6108	* Recreation Supervisor	27	\$4,980	\$5,516	\$6,053
6109	* Recreation Manager	35	\$7,357	\$8,150	\$8,943
Parks Group					
6112	Landscape Architect	32	\$6,356	\$7,040	\$7,725
6113	Maintenance Contract Inspector	24	\$4,302	\$4,765	\$5,229
6114	Senior Beaches & Parks Inspector	26	\$4,743	\$5,254	\$5,765
6117	Beaches & Parks Maintenance Manager	34	\$7,007	\$7,762	\$8,517
6119	* Beaches, Parks & Recreation Director	42	\$10,353	\$11,468	\$12,584
Marine Safety Group					
6121	Ocean Lifeguard Supervisor	22	\$3,902	\$4,322	\$4,743
6123	* Marine Safety Officer	25	\$4,517	\$5,003	\$5,490
6125	Marine Safety Lieutenant	30	\$5,765	\$6,386	\$7,007
6127	* Marine Safety Chief	35	\$7,357	\$8,150	\$8,943
Golf Course Group					
6131	Golf Course Maintenance Worker	19	\$3,370	\$3,734	\$4,097
6132	Golf Course Mechanic	23	\$4,097	\$4,538	\$4,980
6133	Golf Course Maintenance Supervisor	28	\$5,229	\$5,792	\$6,356
6135	Golf Course Manager	34	\$7,007	\$7,762	\$8,517
Maintenance Services Group					
7105	Parking Meter Technician	22	\$3,902	\$4,322	\$4,743
7106	* Street Sweeper Operator	21	\$3,716	\$4,116	\$4,517
7101	* Maintenance Worker I	18	\$3,210	\$3,556	\$3,902
7102	* Maintenance Worker II	20	\$3,539	\$3,920	\$4,302
7104	* Maintenance Leadworker	23	\$4,097	\$4,538	\$4,980
7112	Maintenance Operations Supervisor	32	\$6,356	\$7,040	\$7,725
7113	* Maintenance Services Manager	35	\$7,357	\$8,150	\$8,943
Public Works Administration Group					
7201	* Construction Inspector	27	\$4,980	\$5,516	\$6,053
7202	Senior Construction Inspector	30	\$5,765	\$6,386	\$7,007
7203	Contract Maintenance Coordinator	25	\$4,517	\$5,003	\$5,490
7204	Emergency Planning Officer	29	\$5,490	\$6,082	\$6,673
7209	* Public Works Director	44	\$11,414	\$12,644	\$13,873
Communications Group					
7301	Communications Technician	21	\$3,716	\$4,116	\$4,517
7302	Senior Communications Technician	24	\$4,302	\$4,765	\$5,229

*Salary Survey Benchmark
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FY 2009 Salary Plan
Table 5 - Salary Ranges Per Job Class - (Job Class Order)

Class Code	Occupational Job Families and Job Classes	-- Recommended --			
		Grade	Min Step	Calculated Midpoint	Max Step
Electrical Maintenance Group					
7401	Electrician's Assistant	20	\$3,539	\$3,920	\$4,302
7402	Electrician I	23	\$4,097	\$4,538	\$4,980
7403	* Electrician II	26	\$4,743	\$5,254	\$5,765
7404	Senior Electrician	29	\$5,490	\$6,082	\$6,673
7405	Master Electrician	31	\$6,053	\$6,705	\$7,357
Facilities Maintenance Group					
7501	* Facilities Maintenance Specialist	23	\$4,097	\$4,538	\$4,980
7502	Senior Facilities Maintenance Specialist	26	\$4,743	\$5,254	\$5,765
7505	* Facilities Maintenance Coordinator	28	\$5,229	\$5,792	\$6,356
Utilities Maintenance Group					
7601	Utilities Mechanic I	23	\$4,097	\$4,538	\$4,980
7602	* Utilities Mechanic II	25	\$4,517	\$5,003	\$5,490
7611	Electrical Instrument Tech I	24	\$4,302	\$4,765	\$5,229
7612	Electrical Instrument Tech II	26	\$4,743	\$5,254	\$5,765
7613	Senior Electrical Instrument Tech	28	\$5,229	\$5,792	\$6,356
7614	Lead Electrical Instrument Tech	30	\$5,765	\$6,386	\$7,007
7619	* Utilities Manager	37	\$8,111	\$8,986	\$9,860
Utility Distribution & Plant Operations Group					
7705	Utility Customer Service Representative	22	\$3,902	\$4,322	\$4,743
7701	* Utility Systems Operator I	22	\$3,902	\$4,322	\$4,743
7702	Utility Systems Operator II	23	\$4,097	\$4,538	\$4,980
7703	Lead Utility Systems Operator	24	\$4,302	\$4,765	\$5,229
7711	* Plant Operator I	22	\$3,902	\$4,322	\$4,743
7712	Plant Operator II	24	\$4,302	\$4,765	\$5,229
7713	Lead Plant Operator	26	\$4,743	\$5,254	\$5,765
7715	* Chief Plant Operator	29	\$5,490	\$6,082	\$6,673
7719	* Utilities Operations Supervisor	31	\$6,053	\$6,705	\$7,357
Laboratory and Environmental Services Group					
7801	* Laboratory Technician I	21	\$3,716	\$4,116	\$4,517
7802	Laboratory Technician II	23	\$4,097	\$4,538	\$4,980
7805	Pre-Treatment Compliance Inspector	26	\$4,743	\$5,254	\$5,765
7811	* Laboratory Supervisor	31	\$6,053	\$6,705	\$7,357
7813	Water Quality Code Compliance Officer	26	\$4,743	\$5,254	\$5,765
7815	Environmental Services Coordinator	23	\$4,097	\$4,538	\$4,980

*Salary Survey Benchmark
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FY 2009 Salary Plan
Table 6 - Salary Ranges Per Job Class - (Salary Range Order)

Class Code	Occupational Job Families and Job Classes	-- Recommended --			
		Grade	Min Step	Calculated Midpoint	Max Step
1095	* City Manager	49	\$14,567	\$16,137	\$17,706
1039	* Assistant City Manager / FAS Director	46	\$12,584	\$13,939	\$15,295
7209	* Public Works Director	44	\$11,414	\$12,644	\$13,873
2109	* Community Development Director	43	\$10,870	\$12,041	\$13,213
6119	* Beaches, Parks & Recreation Director	42	\$10,353	\$11,468	\$12,584
2009	* City Engineer	40	\$9,390	\$10,402	\$11,414
1514	* Building Official	39	\$8,943	\$9,907	\$10,870
2105	City Planner	38	\$8,517	\$9,435	\$10,353
1079	* Human Resources Manager	38	\$8,517	\$9,435	\$10,353
1069	* Information Systems Manager	38	\$8,517	\$9,435	\$10,353
1037	* Finance Manager	37	\$8,111	\$8,986	\$9,860
2006	Principal Civil Engineer	37	\$8,111	\$8,986	\$9,860
1506	Senior Plan Check Engineer	37	\$8,111	\$8,986	\$9,860
7619	* Utilities Manager	37	\$8,111	\$8,986	\$9,860
1085	City Clerk/Executive Analyst	35	\$7,357	\$8,150	\$8,943
7113	* Maintenance Services Manager	35	\$7,357	\$8,150	\$8,943
6127	* Marine Safety Chief	35	\$7,357	\$8,150	\$8,943
1505	* Plan Check Engineer	35	\$7,357	\$8,150	\$8,943
2104	Principal Planner	35	\$7,357	\$8,150	\$8,943
6109	* Recreation Manager	35	\$7,357	\$8,150	\$8,943
2005	* Senior Civil Engineer	35	\$7,357	\$8,150	\$8,943
6117	Beaches & Parks Maintenance Manager	34	\$7,007	\$7,762	\$8,517
5109	General Manager - CASA	34	\$7,007	\$7,762	\$8,517
6135	Golf Course Manager	34	\$7,007	\$7,762	\$8,517
1035	* Accounting Supervisor	33	\$6,673	\$7,392	\$8,111
2004	* Associate Civil Engineer	33	\$6,673	\$7,392	\$8,111
1052	Central Services Officer	33	\$6,673	\$7,392	\$8,111
1067	* Information Systems Analyst	33	\$6,673	\$7,392	\$8,111
2115	Code Compliance Manager	32	\$6,356	\$7,040	\$7,725
6112	Landscape Architect	32	\$6,356	\$7,040	\$7,725
7112	Maintenance Operations Supervisor	32	\$6,356	\$7,040	\$7,725
2103	* Senior Planner	32	\$6,356	\$7,040	\$7,725
2003	* Assistant Engineer	31	\$6,053	\$6,705	\$7,357
7811	* Laboratory Supervisor	31	\$6,053	\$6,705	\$7,357
7405	Master Electrician	31	\$6,053	\$6,705	\$7,357
1014	Principal Management Analyst	31	\$6,053	\$6,705	\$7,357
1033	Senior Accountant	31	\$6,053	\$6,705	\$7,357
2122	Senior Housing Coordinator	31	\$6,053	\$6,705	\$7,357
1504	Senior Plans Examiner	31	\$6,053	\$6,705	\$7,357
7719	* Utilities Operations Supervisor	31	\$6,053	\$6,705	\$7,357

*Salary Survey Benchmark
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FY 2009 Salary Plan
Table 6 - Salary Ranges Per Job Class - (Salary Range Order)

Class Code	Occupational Job Families and Job Classes	-- Recommended --			
		Grade	Min Step	Calculated Midpoint	Max Step
1066	GIS Coordinator	30	\$5,765	\$6,386	\$7,007
1063	Information Systems Specialist	30	\$5,765	\$6,386	\$7,007
7614	Lead Electrical Instrument Tech	30	\$5,765	\$6,386	\$7,007
6125	Marine Safety Lieutenant	30	\$5,765	\$6,386	\$7,007
1513	Senior Building Inspector	30	\$5,765	\$6,386	\$7,007
7202	Senior Construction Inspector	30	\$5,765	\$6,386	\$7,007
1013	Senior Management Analyst	30	\$5,765	\$6,386	\$7,007
2102	* Associate Planner	29	\$5,490	\$6,082	\$6,673
7715	* Chief Plant Operator	29	\$5,490	\$6,082	\$6,673
7204	Emergency Planning Officer	29	\$5,490	\$6,082	\$6,673
1075	* Human Resources Analyst II	29	\$5,490	\$6,082	\$6,673
7404	Senior Electrician	29	\$5,490	\$6,082	\$6,673
5105	Animal Services Supervisor	28	\$5,229	\$5,792	\$6,356
7505	* Facilities Maintenance Coordinator	28	\$5,229	\$5,792	\$6,356
6133	Golf Course Maintenance Supervisor	28	\$5,229	\$5,792	\$6,356
1012	* Management Analyst II	28	\$5,229	\$5,792	\$6,356
1503	* Plans Examiner	28	\$5,229	\$5,792	\$6,356
1091	Assistant to the City Manager	28	\$5,229	\$5,792	\$6,356
2113	Senior Code Compliance Officer	28	\$5,229	\$5,792	\$6,356
7613	Senior Electrical Instrument Tech	28	\$5,229	\$5,792	\$6,356
1015	Benefits Analyst	27	\$4,980	\$5,516	\$6,053
1512	* Building Inspector II	27	\$4,980	\$5,516	\$6,053
7201	* Construction Inspector	27	\$4,980	\$5,516	\$6,053
1007	* Executive Assistant	27	\$4,980	\$5,516	\$6,053
6108	* Recreation Supervisor	27	\$4,980	\$5,516	\$6,053
2002	Senior Engineering Technician	27	\$4,980	\$5,516	\$6,053
1031	Accountant I	26	\$4,743	\$5,254	\$5,765
2101	* Assistant Planner	26	\$4,743	\$5,254	\$5,765
1083	* Deputy City Clerk	26	\$4,743	\$5,254	\$5,765
7612	Electrical Instrument Tech II	26	\$4,743	\$5,254	\$5,765
7403	* Electrician II	26	\$4,743	\$5,254	\$5,765
7713	Lead Plant Operator	26	\$4,743	\$5,254	\$5,765
1011	Management Analyst I	26	\$4,743	\$5,254	\$5,765
7805	Pre-Treatment Compliance Inspector	26	\$4,743	\$5,254	\$5,765
1074	Risk Management Analyst	26	\$4,743	\$5,254	\$5,765
6114	Senior Beaches & Parks Inspector	26	\$4,743	\$5,254	\$5,765
7502	Senior Facilities Maintenance Specialist	26	\$4,743	\$5,254	\$5,765
7813	Water Quality Code Compliance Officer	26	\$4,743	\$5,254	\$5,765
5104	* Animal Services Officer	25	\$4,517	\$5,003	\$5,490
1511	Building Inspector I	25	\$4,517	\$5,003	\$5,490
2112	* Code Compliance Officer	25	\$4,517	\$5,003	\$5,490
7203	Contract Maintenance Coordinator	25	\$4,517	\$5,003	\$5,490
2001	* Engineering Technician	25	\$4,517	\$5,003	\$5,490
6123	* Marine Safety Officer	25	\$4,517	\$5,003	\$5,490
1005	Senior Administrative Assistant	25	\$4,517	\$5,003	\$5,490
1502	Senior Permit Technician	25	\$4,517	\$5,003	\$5,490
7602	* Utilities Mechanic II	25	\$4,517	\$5,003	\$5,490

*Salary Survey Benchmark
PSPC

FY 2009 Salary Plan
Table 6 - Salary Ranges Per Job Class - (Salary Range Order)

Class Code	Occupational Job Families and Job Classes	-- Recommended --			
		Grade	Min Step	Calculated Midpoint	Max Step
7611	Electrical Instrument Tech I	24	\$4,302	\$4,765	\$5,229
7703	Lead Utility Systems Operator	24	\$4,302	\$4,765	\$5,229
6113	Maintenance Contract Inspector	24	\$4,302	\$4,765	\$5,229
7712	Plant Operator II	24	\$4,302	\$4,765	\$5,229
1081	Records Management Coordinator	24	\$4,302	\$4,765	\$5,229
7302	Senior Communications Technician	24	\$4,302	\$4,765	\$5,229
7402	Electrician I	23	\$4,097	\$4,538	\$4,980
7815	Environmental Services Coordinator	23	\$4,097	\$4,538	\$4,980
7501	* Facilities Maintenance Specialist	23	\$4,097	\$4,538	\$4,980
6132	Golf Course Mechanic	23	\$4,097	\$4,538	\$4,980
1061	* Information Systems Technician	23	\$4,097	\$4,538	\$4,980
7802	Laboratory Technician II	23	\$4,097	\$4,538	\$4,980
7104	* Maintenance Leadworker	23	\$4,097	\$4,538	\$4,980
6103	* Recreation Coordinator	23	\$4,097	\$4,538	\$4,980
6107	Recreation Facilities Coordinator	23	\$4,097	\$4,538	\$4,980
7601	Utilities Mechanic I	23	\$4,097	\$4,538	\$4,980
7702	Utility Systems Operator II	23	\$4,097	\$4,538	\$4,980
1004	* Administrative Assistant	22	\$3,902	\$4,322	\$4,743
2114	Business Relations Officer	22	\$3,902	\$4,322	\$4,743
1053	Central Services Assistant	22	\$3,902	\$4,322	\$4,743
2111	Code Compliance Technician	22	\$3,902	\$4,322	\$4,743
6121	Ocean Lifeguard Supervisor	22	\$3,902	\$4,322	\$4,743
7105	Parking Meter Technician	22	\$3,902	\$4,322	\$4,743
1501	* Permit Technician	22	\$3,902	\$4,322	\$4,743
7711	* Plant Operator I	22	\$3,902	\$4,322	\$4,743
1023	Senior Accounting Specialist	22	\$3,902	\$4,322	\$4,743
1056	Utility Billing Coordinator	22	\$3,902	\$4,322	\$4,743
7705	Utility Customer Service Representative	22	\$3,902	\$4,322	\$4,743
7701	* Utility Systems Operator I	22	\$3,902	\$4,322	\$4,743
7801	* Laboratory Technician I	21	\$3,716	\$4,116	\$4,517
7106	* Street Sweeper Operator	21	\$3,716	\$4,116	\$4,517
1022	Accounting Specialist II	20	\$3,539	\$3,920	\$4,302
7401	Electrician's Assistant	20	\$3,539	\$3,920	\$4,302
1071	Human Resources Assistant	20	\$3,539	\$3,920	\$4,302
7102	* Maintenance Worker II	20	\$3,539	\$3,920	\$4,302
1044	Senior Customer Services Specialist	20	\$3,539	\$3,920	\$4,302
1055	Utility Billing Specialist II	20	\$3,539	\$3,920	\$4,302
1043	* Customer Services Specialist II	19	\$3,370	\$3,734	\$4,097
6131	Golf Course Maintenance Worker	19	\$3,370	\$3,734	\$4,097
1003	* Office Specialist II	19	\$3,370	\$3,734	\$4,097
6106	Recreation Facility Specialist	19	\$3,370	\$3,734	\$4,097
1021	* Accounting Specialist I	18	\$3,210	\$3,556	\$3,902
7101	* Maintenance Worker I	18	\$3,210	\$3,556	\$3,902
1054	Utility Billing Specialist I	18	\$3,210	\$3,556	\$3,902

*Salary Survey Benchmark
PSPC

FY 2009 Salary Plan
Table 6 - Salary Ranges Per Job Class - (Salary Range Order)

Class Code	Occupational Job Families and Job Classes	-- Recommended --			
		Grade	Min Step	Calculated Midpoint	Max Step
1042	Customer Services Specialist I	17	\$3,057	\$3,387	\$3,716
1001	Office Specialist I	16	\$2,912	\$3,225	\$3,539
5103	Reserve Animal Services Officer	16	\$2,912	\$3,225	\$3,539
5101	Kennel Attendant	15	\$2,773	\$3,072	\$3,370
6101	* Recreation Specialist	15	\$2,773	\$3,072	\$3,370

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Table 7 - Non-Benchmark to Benchmark Linkage Table

This table is to be utilized as a guide during annual salary plan updates, permitting non-benchmark job classes to be adjusted by the same number of salary ranges as the salary survey benchmark job class to which they have been linked.

Non-Benchmark Job Class	Benchmark Job Class
Accountant I	Senior Accountant
Accounting Specialist II	Accounting Specialist I
Animal Services Supervisor	Animal Services Officer
Assistant to the City Manager	Executive Assistant
Beaches & Parks Maintenance Manager	Beaches, Parks & Recreation Director
Benefits Analyst	Human Resources Analyst II
Building Inspector I	Building Inspector II
Business Relations Officer	Code Compliance Officer
Central Services Assistant	Accounting Specialist I
Central Services Officer	Accounting Supervisor
City Planner	Senior Planner
Code Compliance Manager	Code Compliance Officer
Code Compliance Technician	Code Compliance Officer
Communications Technician	Information Systems Technician
Contract Maintenance Coordinator	Construction Inspector
Customer Services Specialist I	Customer Services Specialist II
Electrical Instrument Tech I	Utilities Mechanic II
Electrical Instrument Tech II	Utilities Mechanic II
Electrician I	Electrician II
Electrician's Assistant	Electrician II
Emergency Planning Officer	Management Analyst II
Environmental Services Coordinator	Code Compliance Officer
General Manager - CASA	Animal Services Officer
GIS Coordinator	Information Systems Analyst
Golf Course Maintenance Supervisor	Maintenance Services Manager
Golf Course Maintenance Worker	Maintenance Worker II
Golf Course Manager	Maintenance Services Manager
Golf Course Mechanic	Maintenance Leadworker
Human Resources Assistant	Human Resources Analyst II
Information Systems Specialist	Information Systems Technician
Kennel Attendant	Animal Services Officer
Laboratory Technician II	Laboratory Technician I
Landscape Architect	Associate Planner
Lead Electrical Instrument Tech	Utilities Mechanic II
Lead Plant Operator	Plant Operator I
Lead Utility Systems Operator	Plant Operator I
Maintenance Contract Inspector	Code Compliance Officer
Maintenance Operations Supervisor	Maintenance Services Manager
Management Analyst I	Management Analyst II
Marine Safety Lieutenant	Marine Safety Chief
Master Electrician	Electrician II
Ocean Lifeguard Supervisor	Marine Safety Officer
Office Specialist I	Office Specialist II
Parking Meter Technician	Customer Services Specialist II
Plant Operator II	Plant Operator I
Pre-Treatment Compliance Inspector	Utility Systems Operator I
Principal Civil Engineer	Senior Civil Engineer
Principal Management Analyst	Management Analyst II
Principal Planner	Senior Planner
Records Management Coordinator	Deputy City Clerk
Recreation Facilities Coordinator	Recreation Coordinator
Recreation Facility Specialist	Recreation Specialist

FY 2009 Salary Plan

Table 7 - Non-Benchmark to Benchmark Linkage Table

This table is to be utilized as a guide during annual salary plan updates, permitting non-benchmark job classes to be adjusted by the same number of salary ranges as the salary survey benchmark job class to which they have been linked.

Non-Benchmark Job Class	Benchmark Job Class
Reserve Animal Services Officer	Animal Services Officer
Risk Management Analyst	Human Resources Analyst II
Senior Accounting Specialist	Accounting Specialist I
Senior Administrative Assistant	Administrative Assistant
Senior Beaches & Parks Inspector	Code Compliance Officer
Senior Building Inspector	Building Inspector II
Senior Code Compliance Officer	Code Compliance Officer
Senior Communications Technician	Information Systems Technician
Senior Construction Inspector	Construction Inspector
Senior Customer Services Specialist	Customer Services Specialist II
Senior Electrical Instrument Tech	Utilities Mechanic II
Senior Electrician	Electrician II
Senior Engineering Technician	Engineering Technician
Senior Facilities Maintenance Specialist	Facilities Maintenance Specialist
Senior Housing Coordinator	Management Analyst II
Senior Management Analyst	Management Analyst II
Senior Permit Technician	Permit Technician
Senior Plan Check Engineer	Plan Check Engineer
Senior Plans Examiner	Plans Examiner
Utilities Mechanic I	Utilities Mechanic II
Utility Billing Coordinator	Customer Services Specialist II
Utility Billing Specialist I	Customer Services Specialist II
Utility Billing Specialist II	Customer Services Specialist II
Utility Customer Service Representative	Customer Services Specialist II
Utility Systems Operator II	Utility Systems Operator I
Water Quality Code Compliance Officer	Code Compliance Officer

Table 8 - Estimated Fiscal Impact of FY 2009 Salary Plan
100% of Prevailing Rates Competitiveness Policy - 5% Grades and 5% Steps

Number of Employees	217
Total Payroll	\$13,886,703
Number of Employees Below Minimum Step	26
As % of total employees	11.98%
Total \$ below Minimum Step	\$48,752
As % of total payroll	0.35%
Average amount below Minimum Step	\$1,875
Number of Employees Below Nearest Step, Above Min. Step	185
As % of total employees	85.25%
Total \$ below Nearest Step	\$314,028
As % of total payroll	2.26%
Average amount below Nearest Step	\$1,697
Total Estimated Fiscal Impact (Base Salary Only)	\$362,781
As % of total base salary payroll	2.61%
Number of Employees Above Maximum Step	6
As % of total employees	2.76%
Total \$ over Maximum Step	\$238
As % of total payroll	0.00%
Average amount over Maximum Step	\$0

