

COMMISSION ON COMMUNITY INVESTMENT AND INFRASTRUCTURE

RESOLUTION NO. 31-2018

**ESTABLISHING CLASSIFICATIONS OF POSITIONS AND COMPENSATION
SCHEDULES FOR SUCCESSOR AGENCY STAFF AND ESTABLISHING
AUTHORITY FOR APPOINTMENT TO AND VACATION FROM POSITIONS
UNDER SAID CLASSIFICATIONS AND OTHER MATTERS**

- WHEREAS, The Successor Agency, commonly known as the Office of Community Investment and Infrastructure (“OCII”), approved, by Resolution Nos. 5-2015 and 6-2105 (February 9, 2015), three-year contracts with both Local 21 and Local 1021, established staggered cost of living increases over the terms of the contracts, which expire on June 30, 2017, and made other changes in the terms and conditions of employment (“Memoranda of Agreements” or “MOAs”); and,
- WHEREAS, Under First Amendments to the MOAs that OCII has approved, the MOAs are extended to June 30, 2019 and the represented employees received a 3% base wage increase in the first full pay period in July 2017 and will receive another 3% increase effective the first full pay period in July 2018 (the “First Amendments”); and,
- WHEREAS Unrepresented classifications have historically received the same salary increases as represented employees, and,
- WHEREAS, This Salary Resolution incorporates the above-described salary increases under the First Amendments to represented and unrepresented employees. This Salary Resolution is consistent with the FY2018-19 budget approved by the Commission in Resolution No. 23-2018 (May 1, 2018) and subject to approval by the Board of Supervisors; and,
- WHEREAS, Employees in positions whose classification listing is followed in this Resolution by a “Z” symbol will be entitled to compensatory time off at one and one-half times the number of overtime hours worked pursuant to the provisions of OCII Personnel Policy; and,
- WHEREAS, Prior to the adoption of the MOAs in 2015, the Department of Human Resources (DHR) of the City and County of San Francisco (“CCSF”) and both SEIU #1021 and IFPTE Local #21 reviewed the class descriptions for both OCII classes and City and County classes. Based on the review of the OCII class description of duties and job requirements, these parties identified a comparable CCSF job classification; and,
- WHEREAS, Since the 2015 review of class descriptions, OCII’s Human Resources Division has reviewed, with the assistance of an outside consultant, all OCII staff classifications, compared them with similar CCSF job classifications, and determined that the OCII salary rates for Senior Programmer Analyst, Staff

Associate V, Administrative Secretary, Records Specialist II and Senior Office Assistant required an adjustment to conform to the CCSF benchmarks and that the OCII classification for Human Resources Manager required a new CCSF benchmark to reflect additional duties that the Human Resources Manager had assumed; and,

WHEREAS, OCII's Human Resources Division has also determined that OCII should add a new classification, Principal Personnel Analyst, with a benchmark tied to CCSF Principal Human Resources Analyst (1246), which supervises a unit or small division of professional staff involved in the more difficult matters associated with recruitment, examinations, employee and/or labor relations, classification and compensation, benefits administration and human resources operations; and,

WHEREAS Salaries have been established based on the current salary for the comparable CCSF job classifications; and,

WHEREAS Extended salary ranges provided in the MOAs are published in compliance with CalPERS requirements that pensionable salary rates be publicly adopted and published; and,

WHEREAS, The Salary Resolution lists all of the Successor Agency's classifications and provides salary benchmarks for those classifications based on the prior review described above of comparable positions in the CCSF. The Salary Resolution lists Class Numbers for the comparable City positions and that are available at <http://www.sfdhr.org/index.aspx?page=32>. NOW, THEREFORE, BE IT

RESOLVED, The following classifications and comparability benchmarks with City classes are in effect for Successor Agency staff:

SEQ NO.	CLASS NO.	SUCCESSOR AGENCY CLASSIFICATION	CLASS (Z/P)	COMPARABLE CITY CLASS MATCH
1	500	Executive Director	Z	0965
2	1060	Deputy Executive Director	Z	0954
3	520	Agency General Counsel	Z	8181
4	525	Deputy General Counsel	Z	8177
5	1010	Assistant Deputy Executive Director	Z	1377
6	580	Senior Attorney	Z	8177
7	570	Construction Coordinator	Z	6319
8	605	Senior Architect	Z	5268

SEQ NO.	CLASS NO.	SUCCESSOR AGENCY CLASSIFICATION	CLASS (Z/P)	COMPARABLE CITY CLASS MATCH
10	555	Senior Project Manager, Supervisory	Z	5504
11	965	Human Resources Manager	Z	0932
12	1015	Contract & Fiscal Services Manager	Z	0932
13	535	Development Services Manager	Z	0932
14	540	Housing Program Manager	Z	0932
15	550	Senior Project Manager	Z	5504
16	556	Architecture & Engineering Supervisor	Z	5211
17	606	Planning Supervisor	Z	5283
18	610	Senior Landscape Architect	Z	5274
19	625	Information Systems Supervisor	Z	1044
20	630	Senior Financial Analyst	Z	1825
21	970	Accounting Supervisor	Z	0931
22	1045	Senior Development Specialist, Supervisory	Z	0931
23	585	Contract Compliance Supervisor	Z	0931
24	560	Administrative Services Manager	Z	0931
25	590	Project Manager	Z	5502
26	940	Property Management Supervisor	Z	4142
27	955	Relocation Supervisor	Z	2912
28	595	Senior Development Specialist	Z	0923
29	1025	Housing Construction Specialist	Z	5502
30	635	Architect	Z	5241
31	620	Civil Engineer	Z	5274
32	975	Environmental Assessment Specialist	Z	5298
33	1100	Accountant IV	Z	1657
34	660	Staff Attorney II	Z	8177
35	655	Senior Planner	Z	5293
36	1065	Contract Compliance Specialist III	Z	2978
37	665	Building/Construction Specialist II	Z	6318
38	990	Assistant Project Manager	Z	1824

SEQ NO.	CLASS NO.	SUCCESSOR AGENCY CLASSIFICATION	CLASS (Z/P)	COMPARABLE CITY CLASS MATCH
39	1050	Contract Administration Specialist	Z	1824
40	615	Development Specialist	Z	1824
41	675	Building/Construction Specialist I	Z	6317
42	640	Contract Compliance Specialist II	Z	2992
43	945	Property Management Specialist	Z	4140
44	690	Associate Civil Engineer	Z	5207
45	700	Architectural Associate	Z	5266
46	670	Financial Systems Accountant	Z	1657
47	995	Commission Secretary	Z	1548
48	725	Staff Attorney I	Z	8177
49	1000	Executive Assistant to Executive Director	Z	1370
50	695	Accountant III	Z	1654
51	715	Senior Personnel Analyst	Z	1244
52	730	Associate Planner	Z	5291
53	685	Public Affairs Officer	Z	1314
54	720	Senior Programmer Analyst	Z	1063
55	770	Senior Community Services Specialist	Z	2912
56	705	Assistant Development Specialist	Z	1823
57	745	Records & Information Supervisor	Z	1408
58	735	Contract Compliance Specialist I	Z	2975
59	780	Architectural Assistant	Z	5260
60	760	Senior Legal Secretary	Z	1460
61	740	Harbormaster	Z	0922
62	1030	Management Assistant III	Z	1844
63	785	Assistant Planner	Z	5278
64	755	Administrative Analyst	Z	1822
65	775	Accountant II	Z	1652
66	750	Personnel Analyst	Z	1241
67	765	Programmer Analyst	Z	1062

SEQ NO.	CLASS NO.	SUCCESSOR AGENCY CLASSIFICATION	CLASS (Z/P)	COMPARABLE CITY CLASS MATCH
70	810	Administrative Secretary	P	1406
71	790	Assistant Harbormaster	Z	3233
72	1035	Management Assistant II	Z	1842
73	795	Community Services Specialist	Z	2910
74	820	Accountant I	Z	1650
75	815	Facility Maintenance Supervisor	Z	7215
76	825	Senior Harbor Attendant	P	3232
77	850	Secretary	P	1444
75	1040	Management Assistant I	Z	1840
79	830	Harbor Office Supervisor	P	1408
80	855	Records Specialist II	P	1406
81	860	Senior Office Assistant	P	1406
82	845	Purchasing Assistant	P	1950
83	840	Harbor Attendant	P	7514
84	875	Office Assistant II	P	1426
85	840	Facility Maintenance Worker	P	7514
86	880	Record Specialist I	P	1404
87	882	Project/Planning Associate	P	5276
88	865	Harbor Office Assistant	P	1404
89	870	Law Clerk II	P	1460
90	885	Account Clerk II	P	1632
91	895	Office Assistant I	P	1426
92	890	Harbor Security Officer	P	8202
93	900	Law Clerk I	P	5276
94	905	Account Clerk I	P	1630
95	985	Staff Associate I	Z	1362
96	915	Staff Associate II	Z	1365
97	920	Staff Associate III	Z	1823
98	921	Staff Associate IV	Z	1824

SEQ NO.	CLASS NO.	SUCCESSOR AGENCY CLASSIFICATION	CLASS (Z/P)	COMPARABLE CITY CLASS MATCH
99	930	Staff Associate V	Z	5502
100	935	Staff Associate VI	Z	5504
101	1110	Principal Personnel Analyst	Z	1246

IT IS FURTHER RESOLVED that:

1. Appointment to OCII classification of Executive Director shall be made by the Commission and the person shall serve at the pleasure of OCII subject to the provisions of any employment agreement.
2. The Executive Director or his or her designee is authorized as required by the workload of OCII and the written budgets approved by OCII, to make appointments to positions in all OCII classifications and to vacate such positions.
3. In accordance with the Personnel Policy and Memoranda of Agreements (MOAs) with SEIU, Local 1021, and with IFPTE, Local 21, each person employed with OCII will be entitled to receive for his or her services, in his/her position, the rate of compensation described for the salary range number from Step 1 through Step 5, and, if applicable, for the extended range, as assigned to the classification to which his or her position is allocated and is illustrated in Attachment "A."
4. This Salary Resolution incorporates salary increases that OCII is obligated to provide represented employees during the terms of their MOAs described above; accordingly, the salary ranges listed in this resolution and in Attachment A will be automatically adjusted to reflect said increases during the term of the MOAs, as amended by the First Amendments, which expire on June 30, 2019.
5. Unrepresented classes are hereby authorized to receive a salary increase equivalent to salary increases received by represented employees on that date.
6. The provisions of the MOAs between the OCII and IFPTE Local #21 with regard to compensatory time cash-outs, bereavement leave and floating holidays shall apply to unrepresented classes.
7. The classifications of Executive Director and all other unrepresented classifications have received, and will receive, salary increases that are consistent with the increases provided under the Local 21 and Local 1021 MOAs, including a 3% increase, effective the first full pay period in July 2018.
8. Employees who are required to translate to and from foreign language for ten (10) or more work hours biweekly, including sign language as used by the deaf, may be granted additional compensation of thirty-five (\$35.00) dollars biweekly.
9. Employees who were permanently assigned as primary operators of word processing equipment prior to September 25, 1995 may be granted a premium of \$.91 per hour in their regular compensation rate for such hours that they are assigned to and actually work with word processing equipment following satisfactory completion of training in the word processing equipment to which assigned.

10. Supervisory employees whose compensation schedule is less than one range number over the compensation schedule of the employee supervised shall be granted a 5% supervisory differential adjustment so as to provide the supervisory employee with a salary that is no more than 5% higher than the employee who is being supervised.
11. Employees offered Extended Range as outlined in the Agreement, salary shall be reported in full (base rate pay plus special compensation) to the California Public Retirement Employee System ("CalPERS") based on the amount set forth and approved by the Executive Director.

I hereby certify that the foregoing resolution was adopted by the Commission at its meeting of June 19, 2018.

Commission Secretary

Exhibit A: Salary Chart

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - July 1, 2018

EXHIBIT A

Seq. No.	Class No.	Agency Classification	Step 1 Jul 2017	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	2.5% Extended Range	5% Extended Range	7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly			
1	500	Executive Director (Z)	\$ 9,547	\$ 9,833	\$ 10,325	\$ 10,841	\$ 11,383	\$ 11,953	\$ 122.92	\$ 129.06	\$ 135.52	\$ 142.29	\$ 149.41	N/A	N/A	N/A
3	520	Agency General Counsel (Z)	\$ 7,183	\$ 7,398	\$ 7,768	\$ 8,157	\$ 8,565	\$ 8,993	\$ 92.48	\$ 97.11	\$ 101.96	\$ 107.06	\$ 112.41	N/A	N/A	N/A
2	1060	Deputy Executive Director (Z)	\$ 6,697	\$ 6,898	\$ 7,243	\$ 7,605	\$ 7,985	\$ 8,384	\$ 86.22	\$ 90.54	\$ 95.06	\$ 99.81	\$ 104.81	N/A	N/A	N/A
10	555	Senior Project Manager, Supervisory (Z)	\$ 6,086	\$ 6,269	\$ 6,582	\$ 6,911	\$ 7,257	\$ 7,619	\$ 78.36	\$ 82.28	\$ 86.39	\$ 90.71	\$ 95.24	\$ 7,810	\$ 8,000	\$ 8,191
5	1010	Assistant Deputy Executive Director (Z)	\$ 5,877	\$ 6,053	\$ 6,356	\$ 6,674	\$ 7,007	\$ 7,358	\$ 75.67	\$ 79.45	\$ 83.42	\$ 87.59	\$ 91.97	N/A	N/A	N/A
4	525	Deputy General Counsel (Z)	\$ 5,784	\$ 5,958	\$ 6,255	\$ 6,568	\$ 6,897	\$ 7,241	\$ 74.47	\$ 78.19	\$ 82.10	\$ 86.21	\$ 90.52	\$ 7,422	\$ 7,603	\$ 7,785
6	580	**Senior Attorney (Z)	\$ 5,784	\$ 5,958	\$ 6,255	\$ 6,568	\$ 6,897	\$ 7,241	\$ 74.47	\$ 78.19	\$ 82.10	\$ 86.21	\$ 90.52	\$ 7,422	\$ 7,603	\$ 7,785
48	725	**Staff Attorney I (Z)	\$ 5,784	\$ 5,958	\$ 6,255	\$ 6,568	\$ 6,897	\$ 7,241	\$ 74.47	\$ 78.19	\$ 82.10	\$ 86.21	\$ 90.52	\$ 7,422	\$ 7,603	\$ 7,785
34	660	**Staff Attorney II (Z)	\$ 5,784	\$ 5,958	\$ 6,255	\$ 6,568	\$ 6,897	\$ 7,241	\$ 74.47	\$ 78.19	\$ 82.10	\$ 86.21	\$ 90.52	\$ 7,422	\$ 7,603	\$ 7,785
9	565	Senior Civil Engineer (Z)	\$ 5,419	\$ 5,582	\$ 5,861	\$ 6,154	\$ 6,461	\$ 6,784	\$ 69.77	\$ 73.26	\$ 76.92	\$ 80.77	\$ 84.81	\$ 6,954	\$ 7,124	\$ 7,293
16	556	Architecture & Engineering Supervisor (Z)	\$ 5,419	\$ 5,582	\$ 5,861	\$ 6,154	\$ 6,461	\$ 6,784	\$ 69.77	\$ 73.26	\$ 76.92	\$ 80.77	\$ 84.81	\$ 6,954	\$ 7,124	\$ 7,293
17	606	Planning Supervisor (Z)	\$ 5,159	\$ 5,314	\$ 5,579	\$ 5,858	\$ 6,151	\$ 6,459	\$ 66.42	\$ 69.74	\$ 73.23	\$ 76.89	\$ 80.74	\$ 6,620	\$ 6,782	\$ 6,943
13	535	Development Services Manager (Z)	\$ 5,083	\$ 5,235	\$ 5,497	\$ 5,772	\$ 6,061	\$ 6,364	\$ 65.44	\$ 68.72	\$ 72.15	\$ 75.76	\$ 79.55	\$ 6,523	\$ 6,682	\$ 6,841
14	540	Housing Program Manager (Z)	\$ 5,083	\$ 5,235	\$ 5,497	\$ 5,772	\$ 6,061	\$ 6,364	\$ 65.44	\$ 68.72	\$ 72.15	\$ 75.76	\$ 79.55	\$ 6,523	\$ 6,682	\$ 6,841
12	1015	Contract and Fiscal Services Manager (Z)	\$ 5,083	\$ 5,235	\$ 5,497	\$ 5,772	\$ 6,061	\$ 6,364	\$ 65.44	\$ 68.72	\$ 72.15	\$ 75.76	\$ 79.55	\$ 6,523	\$ 6,682	\$ 6,841
11	965	Human Resources Manager	\$ 5,083	\$ 5,235	\$ 5,497	\$ 5,772	\$ 6,061	\$ 6,364	\$ 65.44	\$ 68.72	\$ 72.15	\$ 75.76	\$ 79.55	N/A	N/A	N/A
15	550	Senior Project Manager (Z)	\$ 5,023	\$ 5,174	\$ 5,432	\$ 5,704	\$ 5,989	\$ 6,289	\$ 64.67	\$ 67.90	\$ 71.30	\$ 74.86	\$ 78.61	\$ 6,446	\$ 6,603	\$ 6,760
19	625	Information Systems Supervisor (Z)	\$ 4,778	\$ 4,921	\$ 5,167	\$ 5,426	\$ 5,697	\$ 5,982	\$ 61.52	\$ 64.59	\$ 67.82	\$ 71.21	\$ 74.77	\$ 6,131	\$ 6,281	\$ 6,431
21	970	Accounting Supervisor (Z)	\$ 4,739	\$ 4,881	\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 61.01	\$ 64.07	\$ 67.27	\$ 70.63	\$ 74.16	\$ 6,081	\$ 6,230	\$ 6,378
23	585	Contract Compliance Supervisor (Z)	\$ 4,739	\$ 4,881	\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 61.01	\$ 64.07	\$ 67.27	\$ 70.63	\$ 74.16	\$ 6,081	\$ 6,230	\$ 6,378
22	1045	Senior Development Specialist (Supervisory) (Z)	\$ 4,739	\$ 4,881	\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 61.01	\$ 64.07	\$ 67.27	\$ 70.63	\$ 74.16	\$ 6,081	\$ 6,230	\$ 6,378
24	560	Administrative Services Manager (Z)	\$ 4,739	\$ 4,881	\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,933	\$ 61.01	\$ 64.07	\$ 67.27	\$ 70.63	\$ 74.16	\$ 6,081	\$ 6,230	\$ 6,378
8	605	Senior Architect (Z)	\$ 4,688	\$ 4,829	\$ 5,070	\$ 5,324	\$ 5,590	\$ 5,869	\$ 60.36	\$ 63.38	\$ 66.54	\$ 69.87	\$ 73.37	\$ 6,016	\$ 6,163	\$ 6,309
30	635	Architect (Z)	\$ 4,681	\$ 4,821	\$ 5,063	\$ 5,316	\$ 5,581	\$ 5,860	\$ 60.27	\$ 63.28	\$ 66.45	\$ 69.77	\$ 73.26	\$ 6,007	\$ 6,154	\$ 6,300
31	620	Civil Engineer (Z)	\$ 4,681	\$ 4,821	\$ 5,063	\$ 5,316	\$ 5,581	\$ 5,860	\$ 60.27	\$ 63.28	\$ 66.45	\$ 69.77	\$ 73.26	\$ 6,007	\$ 6,154	\$ 6,300
18	610	Senior Landscape Architect (Z)	\$ 4,681	\$ 4,821	\$ 5,063	\$ 5,316	\$ 5,581	\$ 5,860	\$ 60.27	\$ 63.28	\$ 66.45	\$ 69.77	\$ 73.26	\$ 6,007	\$ 6,154	\$ 6,300
36	585	Contract Compliance Specialist III (Z)	\$ 4,488	\$ 4,623	\$ 4,854	\$ 5,096	\$ 5,351	\$ 5,619	\$ 57.78	\$ 60.67	\$ 63.71	\$ 66.89	\$ 70.24	\$ 5,759	\$ 5,900	\$ 6,040
20	630	Senior Financial Analyst (Z)	\$ 4,470	\$ 4,604	\$ 4,834	\$ 5,076	\$ 5,330	\$ 5,596	\$ 57.55	\$ 60.43	\$ 63.45	\$ 66.62	\$ 69.95	\$ 5,736	\$ 5,876	\$ 6,016
28	595	Senior Development Specialist (Z)	\$ 4,391	\$ 4,523	\$ 4,749	\$ 4,986	\$ 5,236	\$ 5,497	\$ 56.53	\$ 59.36	\$ 62.33	\$ 65.45	\$ 68.72	\$ 5,635	\$ 5,772	\$ 5,910
101	1110	Principal Personnel Analyst	\$ 4,365	\$ 4,496	\$ 4,721	\$ 4,957	\$ 5,205	\$ 5,465	\$ 56.20	\$ 59.01	\$ 61.96	\$ 65.06	\$ 68.31	\$ 5,601	\$ 5,738	\$ 5,875
35	655	Senior Planner (Z)	\$ 4,352	\$ 4,483	\$ 4,707	\$ 4,942	\$ 5,189	\$ 5,449	\$ 56.03	\$ 58.83	\$ 61.78	\$ 64.86	\$ 68.11	\$ 5,585	\$ 5,721	\$ 5,857
25	590	Project Manager (Z)	\$ 4,339	\$ 4,469	\$ 4,693	\$ 4,927	\$ 5,174	\$ 5,432	\$ 55.86	\$ 58.66	\$ 61.59	\$ 64.67	\$ 67.90	\$ 5,568	\$ 5,704	\$ 5,840
29	1025	Housing Construction Specialist (Z)	\$ 4,339	\$ 4,469	\$ 4,693	\$ 4,927	\$ 5,174	\$ 5,432	\$ 55.86	\$ 58.66	\$ 61.59	\$ 64.67	\$ 67.90	\$ 5,568	\$ 5,704	\$ 5,840
26	940	Property Management Supervisor (Z)	\$ 4,204	\$ 4,330	\$ 4,547	\$ 4,774	\$ 5,013	\$ 5,263	\$ 54.13	\$ 56.83	\$ 59.67	\$ 62.66	\$ 65.79	\$ 5,395	\$ 5,526	\$ 5,658

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			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly			
61	740	Harbormaster (Z)	\$ 4,093	\$ 4,216	\$ 4,427	\$ 4,648	\$ 4,880	\$ 5,124	\$ 52.70	\$ 55.33	\$ 58.10	\$ 61.00	\$ 64.05	\$ 5,252	\$ 5,381	\$ 5,509
38	990	Assistant Project Manager (Z)	\$ 4,083	\$ 4,205	\$ 4,416	\$ 4,637	\$ 4,868	\$ 5,112	\$ 52.57	\$ 55.20	\$ 57.96	\$ 60.85	\$ 63.90	\$ 5,240	\$ 5,367	\$ 5,495
40	615	Development Specialist (Z)	\$ 4,083	\$ 4,205	\$ 4,416	\$ 4,637	\$ 4,868	\$ 5,112	\$ 52.57	\$ 55.20	\$ 57.96	\$ 60.85	\$ 63.90	\$ 5,240	\$ 5,367	\$ 5,495
39	1050	Contract Administration Specialist	\$ 4,083	\$ 4,205	\$ 4,416	\$ 4,637	\$ 4,868	\$ 5,112	\$ 52.57	\$ 55.20	\$ 57.96	\$ 60.85	\$ 63.90	\$ 5,240	\$ 5,367	\$ 5,495
44	690	Associate Civil Engineer (Z)	\$ 4,043	\$ 4,164	\$ 4,373	\$ 4,591	\$ 4,821	\$ 5,062	\$ 52.05	\$ 54.66	\$ 57.39	\$ 60.26	\$ 63.27	\$ 5,188	\$ 5,315	\$ 5,441
45	700	Architectural Associate (Z)	\$ 4,039	\$ 4,160	\$ 4,368	\$ 4,587	\$ 4,816	\$ 5,057	\$ 52.00	\$ 54.60	\$ 57.33	\$ 60.20	\$ 63.21	\$ 5,183	\$ 5,310	\$ 5,436
46	670	Financial Systems Accountant (Z)	\$ 3,925	\$ 4,043	\$ 4,245	\$ 4,457	\$ 4,680	\$ 4,914	\$ 50.53	\$ 53.06	\$ 55.71	\$ 58.50	\$ 61.42	\$ 5,037	\$ 5,160	\$ 5,283
33	1100	Accountant IV (Z)	\$ 3,925	\$ 4,043	\$ 4,245	\$ 4,457	\$ 4,680	\$ 4,914	\$ 50.53	\$ 53.06	\$ 55.71	\$ 58.50	\$ 61.42	\$ 5,037	\$ 5,160	\$ 5,283
7	570	Construction Coordinator (Z)	\$ 3,869	\$ 3,985	\$ 4,184	\$ 4,394	\$ 4,613	\$ 4,844	\$ 49.81	\$ 52.30	\$ 54.92	\$ 57.67	\$ 60.55	\$ 4,965	\$ 5,086	\$ 5,207
51	715	Senior Personnel Analyst (Z)	\$ 3,685	\$ 3,796	\$ 3,985	\$ 4,185	\$ 4,394	\$ 4,614	\$ 47.44	\$ 49.82	\$ 52.31	\$ 54.92	\$ 57.67	\$ 4,729	\$ 4,844	\$ 4,960
52	730	Associate Planner (Z)	\$ 3,668	\$ 3,778	\$ 3,967	\$ 4,165	\$ 4,374	\$ 4,592	\$ 47.23	\$ 49.59	\$ 52.07	\$ 54.67	\$ 57.40	\$ 4,707	\$ 4,822	\$ 4,937
32	975	Environmental Assessment Specialist (Z)	\$ 3,664	\$ 3,774	\$ 3,963	\$ 4,161	\$ 4,369	\$ 4,587	\$ 47.17	\$ 49.53	\$ 52.01	\$ 54.61	\$ 57.34	\$ 4,702	\$ 4,817	\$ 4,931
43	945	Property Management Specialist (Z)	\$ 3,642	\$ 3,751	\$ 3,939	\$ 4,136	\$ 4,343	\$ 4,560	\$ 46.89	\$ 49.24	\$ 51.70	\$ 54.28	\$ 57.00	\$ 4,674	\$ 4,788	\$ 4,902
49	1000	Executive Assistant to Executive Director (Z)	\$ 3,543	\$ 3,649	\$ 3,832	\$ 4,023	\$ 4,225	\$ 4,436	\$ 45.62	\$ 47.90	\$ 50.29	\$ 52.81	\$ 55.45	N/A	N/A	N/A
56	705	Assistant Development Specialist (Z)	\$ 3,527	\$ 3,633	\$ 3,814	\$ 4,005	\$ 4,205	\$ 4,416	\$ 45.41	\$ 47.68	\$ 50.06	\$ 52.57	\$ 55.20	\$ 4,526	\$ 4,636	\$ 4,747
54	720	A - Senior Programmer Analyst (Z)	\$ 3,517	\$ 3,623	\$ 3,804	\$ 3,994	\$ 4,194	\$ 4,403	\$ 45.28	\$ 47.55	\$ 49.92	\$ 52.42	\$ 55.04	\$ 4,513	\$ 4,623	\$ 4,733
54	720	B - Senior Programmer Analyst (Z)	\$ 3,392	\$ 3,494	\$ 3,668	\$ 3,852	\$ 4,044	\$ 4,247	\$ 43.67	\$ 45.86	\$ 48.15	\$ 50.56	\$ 53.08	\$ 4,353	\$ 4,459	\$ 4,565
37	665	Building/Construction Inspector II (Z)	\$ 3,509	\$ 3,614	\$ 3,795	\$ 3,985	\$ 4,184	\$ 4,393	\$ 45.18	\$ 47.44	\$ 49.81	\$ 52.30	\$ 54.91	\$ 4,503	\$ 4,613	\$ 4,723
42	640	Contract Compliance Specialist II (Z)	\$ 3,427	\$ 3,530	\$ 3,706	\$ 3,892	\$ 4,086	\$ 4,291	\$ 44.12	\$ 46.33	\$ 48.65	\$ 51.08	\$ 53.63	\$ 4,398	\$ 4,505	\$ 4,612
50	695	Accountant III (Z)	\$ 3,391	\$ 3,493	\$ 3,667	\$ 3,851	\$ 4,043	\$ 4,245	\$ 43.66	\$ 45.84	\$ 48.13	\$ 50.54	\$ 53.07	\$ 4,352	\$ 4,458	\$ 4,564
47	995	Commission Secretary (Z)	\$ 3,362	\$ 3,463	\$ 3,636	\$ 3,818	\$ 4,009	\$ 4,209	\$ 43.29	\$ 45.45	\$ 47.72	\$ 50.11	\$ 52.61	N/A	N/A	N/A
53	685	Public Affairs Officer (Z)	\$ 3,327	\$ 3,427	\$ 3,598	\$ 3,778	\$ 3,967	\$ 4,165	\$ 42.84	\$ 44.98	\$ 47.23	\$ 49.59	\$ 52.07	\$ 4,269	\$ 4,374	\$ 4,478
62	1030	Management Assistant III (Z)	\$ 3,190	\$ 3,286	\$ 3,450	\$ 3,622	\$ 3,804	\$ 3,994	\$ 41.07	\$ 43.12	\$ 45.28	\$ 47.55	\$ 49.92	\$ 4,094	\$ 4,193	\$ 4,293
63	785	Assistant Planner (Z)	\$ 3,092	\$ 3,185	\$ 3,344	\$ 3,511	\$ 3,687	\$ 3,871	\$ 39.81	\$ 41.80	\$ 43.89	\$ 46.08	\$ 48.39	\$ 3,968	\$ 4,065	\$ 4,161
64	755	Administrative Analyst (Z)	\$ 3,021	\$ 3,112	\$ 3,267	\$ 3,431	\$ 3,602	\$ 3,782	\$ 38.90	\$ 40.84	\$ 42.88	\$ 45.03	\$ 47.28	\$ 3,877	\$ 3,971	\$ 4,066
89	870	Law Clerk II	\$ 2,932	\$ 3,020	\$ 3,171	\$ 3,330	\$ 3,496	\$ 3,671	\$ 37.75	\$ 39.64	\$ 41.62	\$ 43.70	\$ 45.88	\$ 3,763	\$ 3,854	\$ 3,946
60	760	Senior Legal Secretary (Z)	\$ 2,932	\$ 3,020	\$ 3,171	\$ 3,330	\$ 3,496	\$ 3,671	\$ 37.75	\$ 39.64	\$ 41.62	\$ 43.70	\$ 45.88	\$ 3,763	\$ 3,854	\$ 3,946
41	675	Building/Construction Specialist I (Z)	\$ 2,887	\$ 2,974	\$ 3,122	\$ 3,278	\$ 3,442	\$ 3,614	\$ 37.17	\$ 39.03	\$ 40.98	\$ 43.03	\$ 45.18	\$ 3,705	\$ 3,795	\$ 3,886
65	775	Accountant II (Z)	\$ 2,805	\$ 2,889	\$ 3,034	\$ 3,185	\$ 3,345	\$ 3,512	\$ 36.11	\$ 37.92	\$ 39.82	\$ 41.81	\$ 43.90	\$ 3,600	\$ 3,687	\$ 3,775
67	765	Programmer Analyst (Z)	\$ 2,793	\$ 2,877	\$ 3,021	\$ 3,172	\$ 3,330	\$ 3,497	\$ 35.96	\$ 37.76	\$ 39.65	\$ 41.63	\$ 43.71	\$ 3,584	\$ 3,672	\$ 3,759
72	1035	Management Assistant II (Z)	\$ 2,782	\$ 2,865	\$ 3,009	\$ 3,159	\$ 3,317	\$ 3,483	\$ 35.82	\$ 37.61	\$ 39.49	\$ 41.46	\$ 43.54	\$ 3,570	\$ 3,657	\$ 3,744

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - July 1, 2018

EXHIBIT A

Seq. No.	Class No.	Agency Classification	Step 1 Jul 2017	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	2.5% Extended Range	5% Extended Range	7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly			
58	735	Contract Compliance Specialist I (Z)	\$ 2,781	\$ 2,864	\$ 3,008	\$ 3,158	\$ 3,316	\$ 3,482	\$ 35.81	\$ 37.60	\$ 39.48	\$ 41.45	\$ 43.52	\$ 3,569	\$ 3,656	\$ 3,743
59	780	Architectural Assistant (Z)	\$ 2,749	\$ 2,831	\$ 2,973	\$ 3,122	\$ 3,278	\$ 3,442	\$ 35.39	\$ 37.16	\$ 39.02	\$ 40.97	\$ 43.02	\$ 3,528	\$ 3,614	\$ 3,700
55	770	Senior Community Services Specialist (Z)	\$ 2,743	\$ 2,825	\$ 2,967	\$ 3,115	\$ 3,271	\$ 3,434	\$ 35.32	\$ 37.08	\$ 38.94	\$ 40.88	\$ 42.93	\$ 3,520	\$ 3,606	\$ 3,692
27	955	Relocation Supervisor (Z)	\$ 2,743	\$ 2,825	\$ 2,967	\$ 3,115	\$ 3,271	\$ 3,434	\$ 35.32	\$ 37.08	\$ 38.94	\$ 40.88	\$ 42.93	\$ 3,520	\$ 3,606	\$ 3,692
69	803	Support Services Supervisor (P)	\$ 2,774	\$ 2,857	\$ 3,000	\$ 3,150	\$ 3,308	\$ 3,473	\$ 35.72	\$ 37.50	\$ 39.38	\$ 41.34	\$ 43.41	\$ 3,560	\$ 3,647	\$ 3,733
66	750	Personnel Analyst (Z)	\$ 2,605	\$ 2,683	\$ 2,817	\$ 2,958	\$ 3,106	\$ 3,261	\$ 33.54	\$ 35.22	\$ 36.98	\$ 38.83	\$ 40.77	\$ 3,343	\$ 3,424	\$ 3,506
70	810	A - Administrative Secretary (P)	\$ 2,580	\$ 2,657	\$ 2,790	\$ 2,930	\$ 3,076	\$ 3,230	\$ 33.22	\$ 34.88	\$ 36.62	\$ 38.45	\$ 40.38	\$ 3,311	\$ 3,392	\$ 3,472
70	810	B - Administrative Secretary (P)	\$ 1,937	\$ 1,995	\$ 2,095	\$ 2,200	\$ 2,310	\$ 2,425	\$ 24.94	\$ 26.19	\$ 27.50	\$ 28.87	\$ 30.31	\$ 2,486	\$ 2,546	\$ 2,607
79	830	Harbor Office Supervisor (P)	\$ 2,557	\$ 2,634	\$ 2,765	\$ 2,904	\$ 3,049	\$ 3,201	\$ 32.92	\$ 34.57	\$ 36.30	\$ 38.11	\$ 40.02	\$ 3,281	\$ 3,361	\$ 3,441
57	745	Records & Information Supervisor (Z)	\$ 2,557	\$ 2,634	\$ 2,765	\$ 2,904	\$ 3,049	\$ 3,201	\$ 32.92	\$ 34.57	\$ 36.30	\$ 38.11	\$ 40.02	\$ 3,281	\$ 3,361	\$ 3,441
68	800	Executive Secretary	\$ 2,557	\$ 2,634	\$ 2,765	\$ 2,904	\$ 3,049	\$ 3,201	\$ 32.92	\$ 34.57	\$ 36.30	\$ 38.11	\$ 40.02	\$ 3,281	\$ 3,361	\$ 3,441
74	820	Accountant I (Z)	\$ 2,531	\$ 2,607	\$ 2,737	\$ 2,874	\$ 3,018	\$ 3,169	\$ 32.59	\$ 34.22	\$ 35.93	\$ 37.72	\$ 39.61	\$ 3,248	\$ 3,327	\$ 3,406
78	1040	Management Assistant I (Z)	\$ 2,452	\$ 2,526	\$ 2,652	\$ 2,784	\$ 2,924	\$ 3,070	\$ 31.57	\$ 33.15	\$ 34.81	\$ 36.55	\$ 38.37	\$ 3,147	\$ 3,223	\$ 3,300
75	815	Facility Maintenance Supervisor (Z)	\$ 2,445	\$ 2,518	\$ 2,644	\$ 2,776	\$ 2,915	\$ 3,061	\$ 31.48	\$ 33.05	\$ 34.71	\$ 36.44	\$ 38.26	\$ 3,138	\$ 3,214	\$ 3,291
71	790	Assistant Harbormaster (Z)	\$ 2,412	\$ 2,484	\$ 2,609	\$ 2,739	\$ 2,876	\$ 3,020	\$ 31.05	\$ 32.61	\$ 34.24	\$ 35.95	\$ 37.75	\$ 3,095	\$ 3,171	\$ 3,246
73	795	Community Services Specialist (Z)	\$ 2,393	\$ 2,465	\$ 2,588	\$ 2,717	\$ 2,853	\$ 2,996	\$ 30.81	\$ 32.35	\$ 33.97	\$ 35.67	\$ 37.45	\$ 3,071	\$ 3,146	\$ 3,221
82	845	Purchasing Assistant (P)	\$ 2,375	\$ 2,446	\$ 2,569	\$ 2,697	\$ 2,832	\$ 2,973	\$ 30.58	\$ 32.11	\$ 33.71	\$ 35.40	\$ 37.17	\$ 3,048	\$ 3,122	\$ 3,196
90	885	Account Clerk II (P)	\$ 2,324	\$ 2,394	\$ 2,513	\$ 2,639	\$ 2,771	\$ 2,910	\$ 29.92	\$ 31.42	\$ 32.99	\$ 34.64	\$ 36.37	\$ 2,982	\$ 3,055	\$ 3,128
80	855	A - Records Specialist II (P)	\$ 2,181	\$ 2,246	\$ 2,359	\$ 2,477	\$ 2,601	\$ 2,731	\$ 28.08	\$ 29.48	\$ 30.96	\$ 32.51	\$ 34.13	\$ 2,799	\$ 2,867	\$ 2,935
80	855	B - Records Specialist II (P)	\$ 1,937	\$ 1,995	\$ 2,095	\$ 2,200	\$ 2,310	\$ 2,425	\$ 24.94	\$ 26.19	\$ 27.50	\$ 28.87	\$ 30.31	\$ 2,486	\$ 2,546	\$ 2,607
81	860	A - Senior Office Assistant (P)	\$ 2,181	\$ 2,246	\$ 2,359	\$ 2,477	\$ 2,601	\$ 2,731	\$ 28.08	\$ 29.48	\$ 30.96	\$ 32.51	\$ 34.13	\$ 2,799	\$ 2,867	\$ 2,935
81	860	B - Senior Office Assistant (P)	\$ 1,937	\$ 1,995	\$ 2,095	\$ 2,200	\$ 2,310	\$ 2,425	\$ 24.94	\$ 26.19	\$ 27.50	\$ 28.87	\$ 30.31	\$ 2,486	\$ 2,546	\$ 2,607
85	835	Facility Maintenance Worker (P)	\$ 2,208	\$ 2,274	\$ 2,388	\$ 2,507	\$ 2,633	\$ 2,764	\$ 28.43	\$ 29.85	\$ 31.34	\$ 32.91	\$ 34.55	\$ 2,833	\$ 2,903	\$ 2,972
83	840	Harbor Attendant (P)	\$ 2,208	\$ 2,274	\$ 2,388	\$ 2,507	\$ 2,633	\$ 2,764	\$ 28.43	\$ 29.85	\$ 31.34	\$ 32.91	\$ 34.55	\$ 2,833	\$ 2,903	\$ 2,972
76	825	Senior Harbor Attendant (P)	\$ 2,136	\$ 2,200	\$ 2,310	\$ 2,426	\$ 2,547	\$ 2,674	\$ 27.50	\$ 28.88	\$ 30.32	\$ 31.84	\$ 33.43	\$ 2,741	\$ 2,808	\$ 2,875
84	875	Office Assistant II (P)	\$ 2,131	\$ 2,195	\$ 2,305	\$ 2,420	\$ 2,541	\$ 2,668	\$ 27.44	\$ 28.81	\$ 30.25	\$ 31.76	\$ 33.35	\$ 2,735	\$ 2,801	\$ 2,868
91	895	Office Assistant I (P)	\$ 2,131	\$ 2,195	\$ 2,305	\$ 2,420	\$ 2,541	\$ 2,668	\$ 27.44	\$ 28.81	\$ 30.25	\$ 31.76	\$ 33.35	\$ 2,735	\$ 2,801	\$ 2,868
87	882	Project/Planning Associate (P)	\$ 2,099	\$ 2,162	\$ 2,270	\$ 2,384	\$ 2,503	\$ 2,628	\$ 27.02	\$ 28.38	\$ 29.79	\$ 31.28	\$ 32.85	\$ 2,694	\$ 2,759	\$ 2,825
93	900	Law Clerk I	\$ 2,099	\$ 2,162	\$ 2,270	\$ 2,384	\$ 2,503	\$ 2,628	\$ 27.02	\$ 28.38	\$ 29.79	\$ 31.28	\$ 32.85	\$ 2,694	\$ 2,759	\$ 2,825
77	850	Secretary (P)	\$ 2,032	\$ 2,093	\$ 2,198	\$ 2,307	\$ 2,423	\$ 2,544	\$ 26.16	\$ 27.47	\$ 28.84	\$ 30.29	\$ 31.80	\$ 2,608	\$ 2,671	\$ 2,735
94	905	Account Clerk I (P)	\$ 2,007	\$ 2,067	\$ 2,171	\$ 2,279	\$ 2,393	\$ 2,513	\$ 25.84	\$ 27.13	\$ 28.49	\$ 29.91	\$ 31.41	\$ 2,576	\$ 2,638	\$ 2,701
86	880	Records Specialist I (P)	\$ 1,868	\$ 1,924	\$ 2,020	\$ 2,121	\$ 2,227	\$ 2,339	\$ 24.05	\$ 25.25	\$ 26.52	\$ 27.84	\$ 29.23	\$ 2,397	\$ 2,456	\$ 2,514

EXHIBIT A

* Ranges from 2.5% up to 7.5% Maximum
 ** Attorney Pay Range Varies
 *** 550 Series OCII - Step 5 is equal to CCSF Step 1
 **** 093 Series OCII Step 1 is equal to CCSF Step 2
 A Hired on or before 06/30/2018
 B Hired after 07/01/2018