

COMMISSION ON COMMUNITY INVESTMENT AND INFRASTRUCTURE

RESOLUTION NO. 21-2024

Adopted August 20, 2024

**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 a Personnel Policy, as amended by Agency Resolution No. 57-2015, that requires the periodic adoption of a resolution establishing position classifications and a compensation schedule plan applicable to each classification and providing “the basis of comparability for each classification with positions in public service, where applicable, in the City and County of San Francisco that are similar in responsibility and required competence,” Article I of the Personnel Policy; and,
- WHEREAS, OCII has approved, by Resolution Nos. 19-2024 and 20-2024, salary increases and other terms and conditions of employment in collective bargaining agreements with IFPTE Local 21 and SEIU Local 1021 covering July 1, 2024 through June 30, 2027 (“Memoranda of Agreements” or “MOAs”); and,
- WHEREAS, Under the MOAs, union-represented employees will receive a 1.50% base wage increase effective July 1, 2024, a 1.50% increase effective January 1, 2025, a 2.00% increase effective July 1, 2025, a 1.5% increase effective January 3, 2026, a 2% increase effective June 30, 2026, a 2% increase effective, and a 2% July 2, 2027. Because of the wage structure of this proposal, no wage deferrals or offramps will be utilized; 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 to the represented and unrepresented employees. This Salary Resolution is consistent with the FY 2024-25 budget approved by the Commission in Resolution No. 09-2024 (April 16, 2024) and approved by the Board of Supervisors Interim Resolution No. 361-24 (July 16, 2024); 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 the MOAs; and,

WHEREAS, Prior to the adoption of the MOAs in 2019, the Department of Human Resources (DHR) of the City and County of San Francisco (“CCSF”), 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 for OCII positions; and,

WHEREAS, The OCII salary increases authorized by this Resolution are based on the current increased salaries for the comparable CCSF job classifications and those salary increases will apply retroactively to OCII employees effective July 1, 2024; and,

WHEREAS, The Salary Resolution lists all the Successor Agency’s classifications and establishes the comparable CCSF job classification based on the review of comparable CCSF positions described above. The Salary Resolution lists Class Numbers for the comparable City job classifications that are available at <http://www.sfdhr.org/index.aspx?page=32>. Now, therefore be it

RESOLVED, The following classifications and comparable CCSF job classifications 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
9	565	Senior Civil Engineer	Z	5211
10	555	Senior Project Manager, Supervisory	Z	5506
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
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	0922

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
68	800	Executive Secretary	Z	1450
69	803	Support Services Supervisor	P	1764
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
78	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	1404
85	835	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	1402
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
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, Memoranda of Agreements (MOAs) with SEIU, Local 1021, and with IFPTE, Local 21, and this Salary Resolution, 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 Exhibit “1.”

4. This Salary Resolution incorporates salary increases that OCII is obligated to provide represented employees during the terms of the 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 described in Exhibits 1 through 7.
5. The provisions of the MOAs between the OCII and IFPTE Local 21 with regard to compensatory time cash-outs, bereavement leave, extended range, severance pay, floating holidays, vacation cash out and reproductive loss shall apply to unrepresented classes.
6. The classifications of Executive Director and all other unrepresented classifications will receive salary increases consistent with the increases provided under the Local 21 and Local 1021 MOAs, including a 1.50% increase, effective July 1, 2024.
7. Employees who are required to translate to and from a 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.
8. 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.
9. 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.
10. The salaries of employees who receive an Extended Range, as provided for in the MOAs and approved by the Executive Director, shall be reported in full (base rate pay plus special compensation) to the California Public Retirement Employee System (“CalPERS”), but will only be pensionable to the extent consistent with CalPERS standards.

I hereby certify that the foregoing resolution was adopted by the Commission at its meeting of August 20, 2024.



Commission Secretary

- Exhibit 1: Salary Chart Effective 07/01/2024
- Exhibit 2: Salary Chart Effective 01/04/2025
- Exhibit 3: Salary Chart Effective 07/01/2025
- Exhibit 4: Salary Chart Effective 01/03/2026
- Exhibit 5: Salary Chart Effective 06/30/2026
- Exhibit 6: Salary Chart Effective 01/02/2027
- Exhibit 7: Salary Chart Effective 06/30/2027

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE

Payroll Effective Date - 07/01/2024 - 1.50%

EXHIBIT 1

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
1	500	(3) Executive Director (Z)	\$ 12,272	\$ 12,886	\$ 13,530	\$ 14,207	\$ 14,917	\$ 153.40	\$ 161.07	\$ 169.13	\$ 177.58	\$ 186.46	\$ 15,290	\$ 15,663	\$ 16,036
3	520	A - Agency General Counsel (Z)	\$ 9,233	\$ 9,696	\$ 10,181	\$ 10,690	\$ 11,224	\$ 115.42	\$ 121.20	\$ 127.26	\$ 133.62	\$ 140.31	\$ 11,505	\$ 11,786	\$ 12,066
3	520	B - Agency General Counsel (Z)	\$ 9,226	\$ 9,689	\$ 10,173	\$ 10,682	\$ 11,216	\$ 115.33	\$ 121.11	\$ 127.16	\$ 133.52	\$ 140.20	\$ 11,496	\$ 11,777	\$ 12,057
2	1060	(3) Deputy Executive Director (Z)	\$ 8,602	\$ 9,032	\$ 9,484	\$ 9,958	\$ 10,456	\$ 107.53	\$ 112.90	\$ 118.55	\$ 124.48	\$ 130.70	\$ 10,717	\$ 10,979	\$ 11,240
10	555	(2) Senior Project Manager, Supervisory (Z)	\$ 8,093	\$ 8,498	\$ 8,923	\$ 9,369	\$ 9,936	\$ 101.17	\$ 106.22	\$ 111.54	\$ 117.11	\$ 124.20	\$ 10,184	\$ 10,433	\$ 10,681
5	1010	Assistant Deputy Executive Director (Z)	\$ 7,556	\$ 7,933	\$ 8,330	\$ 8,747	\$ 9,184	\$ 94.45	\$ 99.17	\$ 104.13	\$ 109.33	\$ 114.80	\$ 9,414	\$ 9,643	\$ 9,873
4	525	Deputy General Counsel (Z) - Step 9	\$ 7,440	\$ 7,812	\$ 8,203	\$ 8,613	\$ 9,043	\$ 93.00	\$ 97.65	\$ 102.53	\$ 107.66	\$ 113.04	\$ 9,269	\$ 9,496	\$ 9,722
6	580	(1) Senior Attorney (Z) - Step 8	\$ 7,260	\$ 7,623	\$ 8,004	\$ 8,404	\$ 8,825	\$ 90.75	\$ 95.29	\$ 100.05	\$ 105.05	\$ 110.31	\$ 9,045	\$ 9,266	\$ 9,486
34	660	(1) Staff Attorney II (Z) - Step 7	\$ 7,085	\$ 7,439	\$ 7,811	\$ 8,202	\$ 8,612	\$ 88.56	\$ 92.99	\$ 97.64	\$ 102.52	\$ 107.65	\$ 8,827	\$ 9,042	\$ 9,258
48	725	(1) Staff Attorney I (Z) - Step 6	\$ 6,917	\$ 7,263	\$ 7,626	\$ 8,007	\$ 8,408	\$ 86.46	\$ 90.79	\$ 95.32	\$ 100.09	\$ 105.10	\$ 8,618	\$ 8,828	\$ 9,038
9	565	Senior Civil Engineer (Z)	\$ 7,303	\$ 7,668	\$ 8,051	\$ 8,454	\$ 8,877	\$ 91.29	\$ 95.85	\$ 100.64	\$ 105.68	\$ 110.96	\$ 9,099	\$ 9,321	\$ 9,543
16	556	Architecture & Engineering Supervisor (Z)	\$ 7,303	\$ 7,668	\$ 8,051	\$ 8,454	\$ 8,877	\$ 91.29	\$ 95.85	\$ 100.64	\$ 105.68	\$ 110.96	\$ 9,099	\$ 9,321	\$ 9,543
15	550	(2) A-Senior Project Manager (Z)	\$ 6,748	\$ 7,085	\$ 7,439	\$ 7,811	\$ 8,202	\$ 84.34	\$ 88.56	\$ 92.99	\$ 97.64	\$ 102.52	\$ 8,407	\$ 8,612	\$ 8,817
15		(2) B- Senior Project Manager (Z)	\$ 6,666	\$ 7,000	\$ 7,350	\$ 7,717	\$ 8,185	\$ 83.33	\$ 87.50	\$ 91.87	\$ 96.46	\$ 102.31	\$ 8,390	\$ 8,594	\$ 8,799
17	606	Planning Supervisor (Z)	\$ 6,627	\$ 6,958	\$ 7,306	\$ 7,672	\$ 8,055	\$ 82.84	\$ 86.98	\$ 91.33	\$ 95.89	\$ 100.69	\$ 8,256	\$ 8,458	\$ 8,659
13	535	(3) Development Services Manager (Z)	\$ 6,526	\$ 6,853	\$ 7,195	\$ 7,555	\$ 7,933	\$ 81.58	\$ 85.66	\$ 89.94	\$ 94.44	\$ 99.16	\$ 8,131	\$ 8,330	\$ 8,528
14	540	(3) A - Housing Program Manager (Z)	\$ 6,534	\$ 6,860	\$ 7,203	\$ 7,563	\$ 7,942	\$ 81.67	\$ 85.75	\$ 90.04	\$ 94.54	\$ 99.27	\$ 8,140	\$ 8,339	\$ 8,537
14	540	(3) B - Housing Program Manager (Z)	\$ 6,526	\$ 6,853	\$ 7,195	\$ 7,555	\$ 7,933	\$ 81.58	\$ 85.66	\$ 89.94	\$ 94.44	\$ 99.16	\$ 8,131	\$ 8,330	\$ 8,528
12	1015	(3) Contract and Fiscal Services Manager (Z)	\$ 6,526	\$ 6,853	\$ 7,195	\$ 7,555	\$ 7,933	\$ 81.58	\$ 85.66	\$ 89.94	\$ 94.44	\$ 99.16	\$ 8,131	\$ 8,330	\$ 8,528
11	965	(3) A - Human Resources Manager	\$ 6,534	\$ 6,860	\$ 7,203	\$ 7,563	\$ 7,942	\$ 81.67	\$ 85.75	\$ 90.04	\$ 94.54	\$ 99.27	\$ 8,140	\$ 8,339	\$ 8,537
11	965	(3) B - Human Resources Manager	\$ 6,526	\$ 6,852	\$ 7,195	\$ 7,555	\$ 7,932	\$ 81.58	\$ 85.65	\$ 89.94	\$ 94.43	\$ 99.15	\$ 8,131	\$ 8,329	\$ 8,527
30	635	Architect (Z)	\$ 6,307	\$ 6,623	\$ 6,954	\$ 7,301	\$ 7,666	\$ 78.84	\$ 82.78	\$ 86.92	\$ 91.27	\$ 95.83	\$ 7,858	\$ 8,050	\$ 8,241
8	605	Senior Architect (Z)	\$ 6,305	\$ 6,620	\$ 6,951	\$ 7,299	\$ 7,669	\$ 78.81	\$ 82.75	\$ 86.89	\$ 91.24	\$ 95.86	\$ 7,861	\$ 8,052	\$ 8,244
18	610	Senior Landscape Architect (Z)	\$ 6,305	\$ 6,620	\$ 6,951	\$ 7,299	\$ 7,669	\$ 78.81	\$ 82.75	\$ 86.89	\$ 91.24	\$ 95.86	\$ 7,861	\$ 8,052	\$ 8,244
31	620	Civil Engineer (Z)	\$ 6,305	\$ 6,620	\$ 6,951	\$ 7,299	\$ 7,669	\$ 78.81	\$ 82.75	\$ 86.89	\$ 91.24	\$ 95.86	\$ 7,861	\$ 8,052	\$ 8,244
19	625	(4) Information Systems Supervisor (Z)	\$ 6,295	\$ 6,610	\$ 6,940	\$ 7,287	\$ 7,725	\$ 78.69	\$ 82.62	\$ 86.75	\$ 91.09	\$ 96.56	\$ 7,918	\$ 8,111	\$ 8,304
21	970	(3) Accounting Supervisor (Z)	\$ 6,079	\$ 6,383	\$ 6,702	\$ 7,037	\$ 7,390	\$ 75.99	\$ 79.78	\$ 83.77	\$ 87.96	\$ 92.38	\$ 7,575	\$ 7,760	\$ 7,944
23	585	(3) Contract Compliance Supervisor (Z)	\$ 6,079	\$ 6,383	\$ 6,702	\$ 7,037	\$ 7,390	\$ 75.99	\$ 79.78	\$ 83.77	\$ 87.96	\$ 92.38	\$ 7,575	\$ 7,760	\$ 7,944
22	1045	(3) Senior Development Specialist (Supervisory) (Z)	\$ 6,079	\$ 6,383	\$ 6,702	\$ 7,037	\$ 7,390	\$ 75.99	\$ 79.78	\$ 83.77	\$ 87.96	\$ 92.38	\$ 7,575	\$ 7,760	\$ 7,944
24	560	(3) Administrative Services Manager (Z)	\$ 6,079	\$ 6,383	\$ 6,702	\$ 7,037	\$ 7,390	\$ 75.99	\$ 79.78	\$ 83.77	\$ 87.96	\$ 92.38	\$ 7,575	\$ 7,760	\$ 7,944
36	585	A-Contract Compliance Specialist III (Z)	\$ 5,770	\$ 6,059	\$ 6,362	\$ 6,680	\$ 7,014	\$ 72.13	\$ 75.73	\$ 79.52	\$ 83.50	\$ 87.67	\$ 7,189	\$ 7,364	\$ 7,540
36	585	B-Contract Compliance Specialist III (Z)	\$ 5,763	\$ 6,051	\$ 6,354	\$ 6,672	\$ 7,005	\$ 72.04	\$ 75.64	\$ 79.42	\$ 83.39	\$ 87.56	\$ 7,180	\$ 7,355	\$ 7,531
25	590	(2) A-Project Manager (Z)	\$ 5,828	\$ 6,120	\$ 6,426	\$ 6,747	\$ 7,084	\$ 72.85	\$ 76.49	\$ 80.32	\$ 84.34	\$ 88.55	\$ 7,261	\$ 7,438	\$ 7,615
25	590	(2) B-Project Manager (Z)	\$ 5,762	\$ 6,050	\$ 6,352	\$ 6,670	\$ 7,074	\$ 72.02	\$ 75.62	\$ 79.40	\$ 83.37	\$ 87.43	\$ 7,251	\$ 7,428	\$ 7,605
29	1025	(2) A-Housing Construction Specialist (Z)	\$ 5,828	\$ 6,120	\$ 6,426	\$ 6,747	\$ 7,084	\$ 72.85	\$ 76.49	\$ 80.32	\$ 84.34	\$ 88.55	\$ 7,261	\$ 7,438	\$ 7,615
29	1025	(2) B-Housing Construction Specialist (Z)	\$ 5,762	\$ 6,050	\$ 6,352	\$ 6,670	\$ 7,074	\$ 72.02	\$ 75.62	\$ 79.40	\$ 83.37	\$ 87.43	\$ 7,251	\$ 7,428	\$ 7,605

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 07/01/2024 - 1.50%

EXHIBIT 1

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
20	630	A - Senior Financial Analyst (Z)	\$ 5,746	\$ 6,033	\$ 6,335	\$ 6,652	\$ 6,984	\$ 71.82	\$ 75.42	\$ 79.19	\$ 83.15	\$ 87.30	\$ 7,159	\$ 7,333	\$ 7,508
20	630	B - Senior Financial Analyst (Z)	\$ 5,737	\$ 6,029	\$ 6,238	\$ 6,646	\$ 6,977	\$ 71.71	\$ 75.36	\$ 77.98	\$ 83.08	\$ 87.21	\$ 7,151	\$ 7,326	\$ 7,500
101	1110	A - Principal Personnel Analyst (Z)	\$ 5,668	\$ 5,951	\$ 6,249	\$ 6,561	\$ 6,889	\$ 70.85	\$ 74.39	\$ 78.11	\$ 82.01	\$ 86.11	\$ 7,061	\$ 7,234	\$ 7,406
101	1110	B - Principal Personnel Analyst (Z)	\$ 5,666	\$ 5,949	\$ 6,246	\$ 6,559	\$ 6,887	\$ 70.82	\$ 74.36	\$ 78.08	\$ 81.98	\$ 86.08	\$ 7,059	\$ 7,231	\$ 7,403
28	595	(3) A - Senior Development Specialist (Z)	\$ 5,645	\$ 5,928	\$ 6,224	\$ 6,535	\$ 6,862	\$ 70.57	\$ 74.10	\$ 77.80	\$ 81.69	\$ 85.78	\$ 7,034	\$ 7,205	\$ 7,377
28	595	(3) B - Senior Development Specialist (Z)	\$ 5,638	\$ 5,920	\$ 6,216	\$ 6,527	\$ 6,853	\$ 70.48	\$ 74.00	\$ 77.70	\$ 81.59	\$ 85.67	\$ 7,025	\$ 7,196	\$ 7,367
35	655	Senior Planner (Z)	\$ 5,586	\$ 5,865	\$ 6,158	\$ 6,466	\$ 6,789	\$ 69.82	\$ 73.31	\$ 76.98	\$ 80.82	\$ 84.87	\$ 6,959	\$ 7,129	\$ 7,298
45	700	Architectural Associate (Z)	\$ 5,553	\$ 5,831	\$ 6,122	\$ 6,428	\$ 6,750	\$ 69.41	\$ 72.88	\$ 76.53	\$ 80.35	\$ 84.37	\$ 6,918	\$ 7,087	\$ 7,256
44	690	Associate Civil Engineer (Z)	\$ 5,552	\$ 5,830	\$ 6,121	\$ 6,427	\$ 6,749	\$ 69.40	\$ 72.87	\$ 76.51	\$ 80.34	\$ 84.36	\$ 6,917	\$ 7,086	\$ 7,255
26	940	Property Management Supervisor (Z)	\$ 5,405	\$ 5,675	\$ 5,959	\$ 6,257	\$ 6,570	\$ 67.56	\$ 70.94	\$ 74.49	\$ 78.21	\$ 82.12	\$ 6,734	\$ 6,898	\$ 7,062
61	740	(3) Harbormaster (Z)	\$ 5,250	\$ 5,512	\$ 5,788	\$ 6,077	\$ 6,383	\$ 65.62	\$ 68.90	\$ 72.35	\$ 75.96	\$ 79.79	\$ 6,543	\$ 6,702	\$ 6,862
47	995	(3) Commission Secretary (Z)	\$ 5,250	\$ 5,512	\$ 5,788	\$ 6,077	\$ 6,383	\$ 65.62	\$ 68.90	\$ 72.35	\$ 75.96	\$ 79.79	\$ 6,543	\$ 6,702	\$ 6,862
49	1000	(3) Executive Assistant to Executive Director (Z)	\$ 5,250	\$ 5,512	\$ 5,788	\$ 6,077	\$ 6,383	\$ 65.62	\$ 68.90	\$ 72.35	\$ 75.96	\$ 79.79	\$ 6,543	\$ 6,702	\$ 6,862
38	990	Assistant Project Manager (Z)	\$ 5,239	\$ 5,501	\$ 5,776	\$ 6,065	\$ 6,369	\$ 65.49	\$ 68.77	\$ 72.21	\$ 75.82	\$ 79.61	\$ 6,528	\$ 6,687	\$ 6,846
40	615	A - Development Specialist (Z)	\$ 5,248	\$ 5,510	\$ 5,785	\$ 6,075	\$ 6,378	\$ 65.59	\$ 68.87	\$ 72.32	\$ 75.93	\$ 79.73	\$ 6,538	\$ 6,697	\$ 6,857
40	615	B - Development Specialist (Z)	\$ 5,239	\$ 5,501	\$ 5,776	\$ 6,065	\$ 6,369	\$ 65.49	\$ 68.77	\$ 72.21	\$ 75.82	\$ 79.61	\$ 6,528	\$ 6,687	\$ 6,846
39	1050	Contract Administration Specialist (Z)	\$ 5,239	\$ 5,501	\$ 5,776	\$ 6,065	\$ 6,369	\$ 65.49	\$ 68.77	\$ 72.21	\$ 75.82	\$ 79.61	\$ 6,528	\$ 6,687	\$ 6,846
46	670	Financial Systems Accountant (Z)	\$ 5,237	\$ 5,499	\$ 5,774	\$ 6,063	\$ 6,366	\$ 65.47	\$ 68.74	\$ 72.18	\$ 75.79	\$ 79.58	\$ 6,525	\$ 6,684	\$ 6,844
33	1100	Accountant IV (Z)	\$ 5,237	\$ 5,499	\$ 5,774	\$ 6,063	\$ 6,366	\$ 65.47	\$ 68.74	\$ 72.18	\$ 75.79	\$ 79.58	\$ 6,525	\$ 6,684	\$ 6,844
51	715	Senior Personnel Analyst (Z)	\$ 5,018	\$ 5,269	\$ 5,533	\$ 5,809	\$ 6,095	\$ 62.73	\$ 65.86	\$ 69.16	\$ 72.61	\$ 76.19	\$ 6,247	\$ 6,400	\$ 6,552
7	570	Construction Coordinator (Z)	\$ 4,967	\$ 5,216	\$ 5,477	\$ 5,750	\$ 6,038	\$ 62.09	\$ 65.20	\$ 68.46	\$ 71.88	\$ 75.47	\$ 6,189	\$ 6,340	\$ 6,491
54	720	A-Senior Programmer Analyst (Z)	\$ 4,741	\$ 4,978	\$ 5,227	\$ 5,488	\$ 5,763	\$ 59.26	\$ 62.23	\$ 65.34	\$ 68.60	\$ 72.04	\$ 5,907	\$ 6,051	\$ 6,195
54	720	B-Senior Programmer Analyst (Z)	\$ 4,692	\$ 4,927	\$ 5,173	\$ 5,432	\$ 5,757	\$ 58.65	\$ 61.59	\$ 64.67	\$ 67.90	\$ 71.96	\$ 5,901	\$ 6,045	\$ 6,189
52	730	Associate Planner (Z)	\$ 4,711	\$ 4,946	\$ 5,193	\$ 5,453	\$ 5,726	\$ 58.88	\$ 61.83	\$ 64.92	\$ 68.16	\$ 71.57	\$ 5,869	\$ 6,012	\$ 6,155
32	975	Environmental Assessment Specialist (Z)	\$ 4,711	\$ 4,946	\$ 5,193	\$ 5,453	\$ 5,726	\$ 58.88	\$ 61.83	\$ 64.92	\$ 68.16	\$ 71.57	\$ 5,869	\$ 6,012	\$ 6,155
43	945	Property Management Specialist (Z)	\$ 4,671	\$ 4,905	\$ 5,150	\$ 5,407	\$ 5,674	\$ 58.39	\$ 61.31	\$ 64.37	\$ 67.59	\$ 70.93	\$ 5,816	\$ 5,958	\$ 6,100
56	705	A - Assistant Development Specialist (Z)	\$ 4,546	\$ 4,773	\$ 5,012	\$ 5,263	\$ 5,526	\$ 56.83	\$ 59.67	\$ 62.65	\$ 65.78	\$ 69.07	\$ 5,664	\$ 5,802	\$ 5,940
56	705	B - Assistant Development Specialist (Z)	\$ 4,527	\$ 4,753	\$ 4,991	\$ 5,240	\$ 5,502	\$ 56.59	\$ 59.42	\$ 62.39	\$ 65.51	\$ 68.78	\$ 5,640	\$ 5,778	\$ 5,915
50	695	A - Accountant III (Z)	\$ 4,530	\$ 4,756	\$ 4,994	\$ 5,244	\$ 5,506	\$ 56.62	\$ 59.46	\$ 62.43	\$ 65.55	\$ 68.83	\$ 5,644	\$ 5,781	\$ 5,919
50	695	B - Accountant III (Z)	\$ 4,526	\$ 4,752	\$ 4,990	\$ 5,239	\$ 5,501	\$ 56.57	\$ 59.40	\$ 62.37	\$ 65.49	\$ 68.77	\$ 5,639	\$ 5,776	\$ 5,914
37	665	Building/Construction Inspector II (Z)	\$ 4,506	\$ 4,731	\$ 4,967	\$ 5,216	\$ 5,478	\$ 56.32	\$ 59.14	\$ 62.09	\$ 65.20	\$ 68.48	\$ 5,615	\$ 5,752	\$ 5,889
42	640	Contract Compliance Specialist II (Z)	\$ 4,397	\$ 4,617	\$ 4,848	\$ 5,090	\$ 5,345	\$ 54.96	\$ 57.71	\$ 60.60	\$ 63.63	\$ 66.81	\$ 5,478	\$ 5,612	\$ 5,745

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE

Payroll Effective Date - 07/01/2024 - 1.50%

EXHIBIT 1

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
53	685	Public Affairs Officer (Z)	\$ 4,272	\$ 4,486	\$ 4,710	\$ 4,946	\$ 5,193	\$ 53.40	\$ 56.07	\$ 58.88	\$ 61.82	\$ 64.91	\$ 5,323	\$ 5,452	\$ 5,582
62	1030	Management Assistant III (Z)	\$ 4,096	\$ 4,300	\$ 4,515	\$ 4,741	\$ 4,979	\$ 51.19	\$ 53.75	\$ 56.44	\$ 59.26	\$ 62.24	\$ 5,103	\$ 5,228	\$ 5,352
63	785	Assistant Planner (Z)	\$ 3,969	\$ 4,167	\$ 4,375	\$ 4,594	\$ 4,824	\$ 49.61	\$ 52.09	\$ 54.69	\$ 57.43	\$ 60.30	\$ 4,945	\$ 5,065	\$ 5,186
64	755	Administrative Analyst (Z)	\$ 3,883	\$ 4,078	\$ 4,281	\$ 4,496	\$ 4,720	\$ 48.54	\$ 50.97	\$ 53.52	\$ 56.19	\$ 59.00	\$ 4,838	\$ 4,956	\$ 5,074
67	765	Programmer Analyst (Z)	\$ 3,862	\$ 4,055	\$ 4,258	\$ 4,471	\$ 4,734	\$ 48.28	\$ 50.69	\$ 53.22	\$ 55.89	\$ 59.18	\$ 4,852	\$ 4,971	\$ 5,089
89	870	Law Clerk II	\$ 3,771	\$ 3,960	\$ 4,154	\$ 4,364	\$ 4,582	\$ 47.14	\$ 49.49	\$ 51.93	\$ 54.55	\$ 57.28	\$ 4,697	\$ 4,811	\$ 4,926
60	760	Senior Legal Secretary (Z)	\$ 3,771	\$ 3,960	\$ 4,154	\$ 4,364	\$ 4,582	\$ 47.14	\$ 49.49	\$ 51.93	\$ 54.55	\$ 57.28	\$ 4,697	\$ 4,811	\$ 4,926
65	775	A - Accountant II (Z)	\$ 3,747	\$ 3,935	\$ 4,131	\$ 4,338	\$ 4,555	\$ 46.84	\$ 49.18	\$ 51.64	\$ 54.23	\$ 56.94	\$ 4,669	\$ 4,783	\$ 4,897
65	775	B - Accountant II (Z)	\$ 3,742	\$ 3,929	\$ 4,126	\$ 4,332	\$ 4,549	\$ 46.78	\$ 49.12	\$ 51.57	\$ 54.15	\$ 56.86	\$ 4,663	\$ 4,776	\$ 4,890
59	780	Architectural Assistant (Z)	\$ 3,730	\$ 3,918	\$ 4,112	\$ 4,317	\$ 4,533	\$ 46.63	\$ 48.98	\$ 51.40	\$ 53.96	\$ 56.66	\$ 4,646	\$ 4,759	\$ 4,873
41	675	Building/Construction Specialist I (Z)	\$ 3,709	\$ 3,894	\$ 4,089	\$ 4,293	\$ 4,508	\$ 46.36	\$ 48.68	\$ 51.11	\$ 53.67	\$ 56.35	\$ 4,621	\$ 4,733	\$ 4,846
72	1035	Management Assistant II (Z)	\$ 3,576	\$ 3,755	\$ 3,942	\$ 4,139	\$ 4,346	\$ 44.70	\$ 46.93	\$ 49.28	\$ 51.74	\$ 54.33	\$ 4,455	\$ 4,564	\$ 4,672
58	735	Contract Compliance Specialist I (Z)	\$ 3,575	\$ 3,754	\$ 3,941	\$ 4,138	\$ 4,345	\$ 44.69	\$ 46.92	\$ 49.27	\$ 51.73	\$ 54.32	\$ 4,454	\$ 4,562	\$ 4,671
69	803	Support Services Supervisor (P)	\$ 3,566	\$ 3,744	\$ 3,931	\$ 4,128	\$ 4,334	\$ 44.57	\$ 46.80	\$ 49.14	\$ 51.60	\$ 54.18	\$ 4,442	\$ 4,551	\$ 4,659
66	750	Personnel Analyst (Z)	\$ 3,549	\$ 3,722	\$ 3,908	\$ 4,096	\$ 4,295	\$ 44.37	\$ 46.53	\$ 48.85	\$ 51.20	\$ 53.69	\$ 4,402	\$ 4,510	\$ 4,617
55	770	Senior Community Services Specialist (Z)	\$ 3,526	\$ 3,702	\$ 3,888	\$ 4,082	\$ 4,286	\$ 44.08	\$ 46.28	\$ 48.59	\$ 51.02	\$ 53.58	\$ 4,393	\$ 4,500	\$ 4,607
27	955	Relocation Supervisor (Z)	\$ 3,526	\$ 3,702	\$ 3,888	\$ 4,082	\$ 4,286	\$ 44.08	\$ 46.28	\$ 48.59	\$ 51.02	\$ 53.58	\$ 4,393	\$ 4,500	\$ 4,607
70	810	A - Administrative Secretary (P)	\$ 3,316	\$ 3,482	\$ 3,656	\$ 3,839	\$ 4,031	\$ 41.45	\$ 43.52	\$ 45.70	\$ 47.98	\$ 50.38	\$ 4,131	\$ 4,232	\$ 4,333
70	810	B - Administrative Secretary (P)	\$ 2,490	\$ 2,614	\$ 2,745	\$ 2,882	\$ 3,026	\$ 31.12	\$ 32.68	\$ 34.31	\$ 36.03	\$ 37.83	\$ 3,102	\$ 3,178	\$ 3,253
79	830	Harbor Office Supervisor (P)	\$ 3,288	\$ 3,452	\$ 3,625	\$ 3,806	\$ 3,996	\$ 41.09	\$ 43.15	\$ 45.31	\$ 47.57	\$ 49.95	\$ 4,096	\$ 4,196	\$ 4,296
57	745	Records & Information Supervisor (Z)	\$ 3,288	\$ 3,452	\$ 3,625	\$ 3,806	\$ 3,996	\$ 41.09	\$ 43.15	\$ 45.31	\$ 47.57	\$ 49.95	\$ 4,096	\$ 4,196	\$ 4,296
68	800	Executive Secretary	\$ 3,288	\$ 3,452	\$ 3,625	\$ 3,806	\$ 3,996	\$ 41.09	\$ 43.15	\$ 45.31	\$ 47.57	\$ 49.95	\$ 4,096	\$ 4,196	\$ 4,296
74	820	Accountant I (Z)	\$ 3,257	\$ 3,420	\$ 3,591	\$ 3,770	\$ 3,959	\$ 40.71	\$ 42.75	\$ 44.89	\$ 47.13	\$ 49.49	\$ 4,058	\$ 4,157	\$ 4,256
75	815	Facility Maintenance Supervisor (Z)	\$ 3,199	\$ 3,359	\$ 3,527	\$ 3,703	\$ 3,887	\$ 39.99	\$ 41.99	\$ 44.09	\$ 46.29	\$ 48.59	\$ 3,984	\$ 4,081	\$ 4,179
78	1040	Management Assistant I (Z)	\$ 3,148	\$ 3,305	\$ 3,470	\$ 3,646	\$ 3,828	\$ 39.34	\$ 41.31	\$ 43.38	\$ 45.57	\$ 47.85	\$ 3,924	\$ 4,019	\$ 4,115
71	790	Assistant Harbormaster (Z)	\$ 3,102	\$ 3,257	\$ 3,420	\$ 3,591	\$ 3,770	\$ 38.77	\$ 40.71	\$ 42.75	\$ 44.88	\$ 47.13	\$ 3,865	\$ 3,959	\$ 4,053
73	795	Community Services Specialist (Z)	\$ 3,072	\$ 3,226	\$ 3,387	\$ 3,557	\$ 3,735	\$ 38.41	\$ 40.33	\$ 42.34	\$ 44.46	\$ 46.68	\$ 3,828	\$ 3,921	\$ 4,015
82	845	Purchasing Assistant (P)	\$ 3,049	\$ 3,202	\$ 3,362	\$ 3,530	\$ 3,706	\$ 38.11	\$ 40.02	\$ 42.02	\$ 44.12	\$ 46.33	\$ 3,799	\$ 3,891	\$ 3,984
90	885	Account Clerk II (P)	\$ 2,984	\$ 3,133	\$ 3,290	\$ 3,454	\$ 3,627	\$ 37.30	\$ 39.17	\$ 41.12	\$ 43.18	\$ 45.34	\$ 3,718	\$ 3,809	\$ 3,899
85	835	Facility Maintenance Worker (P)	\$ 2,833	\$ 2,975	\$ 3,123	\$ 3,279	\$ 3,443	\$ 35.41	\$ 37.18	\$ 39.04	\$ 40.99	\$ 43.04	\$ 3,529	\$ 3,616	\$ 3,702

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE

Payroll Effective Date - 07/01/2024 - 1.50%

EXHIBIT 1

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
83	840	Harbor Attendant (P)	\$ 2,833	\$ 2,975	\$ 3,123	\$ 3,279	\$ 3,443	\$ 35.41	\$ 37.18	\$ 39.04	\$ 40.99	\$ 43.04	\$ 3,529	\$ 3,616	\$ 3,702
80	855	A - Records Specialist II (P)	\$ 2,802	\$ 2,943	\$ 3,090	\$ 3,244	\$ 3,406	\$ 35.03	\$ 36.78	\$ 38.62	\$ 40.55	\$ 42.58	\$ 3,492	\$ 3,577	\$ 3,662
80	855	B - Records Specialist II (P)	\$ 2,741	\$ 2,877	\$ 3,020	\$ 3,172	\$ 3,327	\$ 34.26	\$ 35.96	\$ 37.75	\$ 39.65	\$ 41.59	\$ 3,410	\$ 3,493	\$ 3,577
81	860	Senior Office Assistant (P)	\$ 2,491	\$ 2,616	\$ 2,746	\$ 2,884	\$ 3,028	\$ 31.14	\$ 32.69	\$ 34.33	\$ 36.05	\$ 37.85	\$ 3,104	\$ 3,179	\$ 3,255
76	825	Senior Harbor Attendant (P)	\$ 2,747	\$ 2,884	\$ 3,028	\$ 3,180	\$ 3,338	\$ 34.33	\$ 36.05	\$ 37.85	\$ 39.74	\$ 41.73	\$ 3,422	\$ 3,505	\$ 3,589
87	882	Project/Planning Associate (P)	\$ 2,697	\$ 2,832	\$ 2,973	\$ 3,122	\$ 3,278	\$ 33.71	\$ 35.40	\$ 37.17	\$ 39.02	\$ 40.98	\$ 3,360	\$ 3,442	\$ 3,524
93	900	Law Clerk I	\$ 2,697	\$ 2,832	\$ 2,973	\$ 3,122	\$ 3,278	\$ 33.71	\$ 35.40	\$ 37.17	\$ 39.02	\$ 40.98	\$ 3,360	\$ 3,442	\$ 3,524
77	850	Secretary (P)	\$ 2,610	\$ 2,740	\$ 2,877	\$ 3,021	\$ 3,172	\$ 32.62	\$ 34.25	\$ 35.96	\$ 37.76	\$ 39.65	\$ 3,251	\$ 3,331	\$ 3,410
94	905	Account Clerk I (P)	\$ 2,576	\$ 2,705	\$ 2,840	\$ 2,982	\$ 3,131	\$ 32.20	\$ 33.81	\$ 35.50	\$ 37.28	\$ 39.14	\$ 3,209	\$ 3,288	\$ 3,366
84	875	Office Assistant II (P)	\$ 2,401	\$ 2,521	\$ 2,647	\$ 2,779	\$ 2,918	\$ 30.01	\$ 31.51	\$ 33.09	\$ 34.74	\$ 36.48	\$ 2,991	\$ 3,064	\$ 3,137
86	880	Records Specialist I (P)	\$ 2,401	\$ 2,521	\$ 2,647	\$ 2,779	\$ 2,918	\$ 30.01	\$ 31.51	\$ 33.09	\$ 34.74	\$ 36.48	\$ 2,991	\$ 3,064	\$ 3,137
88	865	Harbor Office Assistant	\$ 2,401	\$ 2,521	\$ 2,647	\$ 2,779	\$ 2,918	\$ 30.01	\$ 31.51	\$ 33.09	\$ 34.74	\$ 36.48	\$ 2,991	\$ 3,064	\$ 3,137
91	895	Office Assistant I (P)	\$ 2,206	\$ 2,314	\$ 2,430	\$ 2,552	\$ 2,680	\$ 27.58	\$ 28.93	\$ 30.37	\$ 31.90	\$ 33.50	\$ 2,747	\$ 2,814	\$ 2,881
92	890	Harbor Security Officer (P)	\$ 2,304	\$ 2,419	\$ 2,540	\$ 2,667	\$ 2,801	\$ 28.80	\$ 30.24	\$ 31.75	\$ 33.34	\$ 35.01	\$ 2,871	\$ 2,941	\$ 3,011
100	935	(2) A-Staff Associate VI (Z)	\$ 6,748	\$ 7,085	\$ 7,439	\$ 7,811	\$ 8,202	\$ 84.34	\$ 88.56	\$ 92.99	\$ 97.64	\$ 102.52	\$ 8,407	\$ 8,612	\$ 8,817
100	935	(2) B-Staff Associate VI (Z)	\$ 6,731	\$ 7,067	\$ 7,420	\$ 7,791	\$ 8,185	\$ 84.13	\$ 88.34	\$ 92.75	\$ 97.39	\$ 102.31	\$ 8,390	\$ 8,594	\$ 8,799
99	930	(2) A - Staff Associate V (Z)	\$ 7,075	\$ 7,429	\$ 7,800	\$ 8,190	\$ 8,600	\$ 88.44	\$ 92.86	\$ 97.50	\$ 102.38	\$ 107.50	\$ 8,815	\$ 9,030	\$ 9,245
99	930	(2) B - Staff Associate V (Z)	\$ 5,820	\$ 6,111	\$ 6,416	\$ 6,737	\$ 7,074	\$ 72.75	\$ 76.39	\$ 80.20	\$ 84.21	\$ 88.43	\$ 7,251	\$ 7,428	\$ 7,605
98	921	A - Staff Associate IV (Z)	\$ 5,248	\$ 5,510	\$ 5,785	\$ 6,075	\$ 6,378	\$ 65.59	\$ 68.87	\$ 72.32	\$ 75.93	\$ 79.73	\$ 6,538	\$ 6,697	\$ 6,857
98	921	B - Staff Associate IV (Z)	\$ 5,239	\$ 5,501	\$ 5,776	\$ 6,065	\$ 6,369	\$ 65.49	\$ 68.77	\$ 72.21	\$ 75.82	\$ 79.61	\$ 6,528	\$ 6,687	\$ 6,846
97	920	Staff Associate III (Z)	\$ 4,526	\$ 4,752	\$ 4,990	\$ 5,239	\$ 5,501	\$ 56.57	\$ 59.40	\$ 62.37	\$ 65.49	\$ 68.77	\$ 5,639	\$ 5,776	\$ 5,914
96	915	Staff Associate II (Z)	\$ 3,138	\$ 3,295	\$ 3,460	\$ 3,633	\$ 3,815	\$ 39.23	\$ 41.19	\$ 43.25	\$ 45.41	\$ 47.68	\$ 3,910	\$ 4,005	\$ 4,101
95	985	Staff Associate I (Z)	\$ 2,533	\$ 2,660	\$ 2,793	\$ 2,933	\$ 3,080	\$ 31.67	\$ 33.25	\$ 34.91	\$ 36.66	\$ 38.50	\$ 3,157	\$ 3,234	\$ 3,311

* Ranges from 2.5% up to 7.5% Maximum

(1) Attorney Pay Range Varies for 8177 Classification.

(2) 550 Series OCII - Step 5 is equal to CCSF Step 1 Range A

(3) 09 Series OCII Step1 is equal to CCSF Step 5 Range A

(4) 1044 CCSF Step 2 is OCII Step 1; CCSF Step 10 is OCII Step 5; 5% Variance Between 2-4 (See Tab 1044)

A Incumbent paid consistent with previously approved salary chart. When position is vacated, new hire will be paid consistent with comparable City class match.

B Paid consistent with comparable City class match.

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 01/04/2025 - 1.50%

EXHIBIT 2

Seq. No.	Class No.	Agency Classification	Step 1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Jul 1 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Bi-weekly	Bi-weekly	Bi-weekly
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
1	500	(3) Executive Director (Z)	\$ 12,272	\$ 12,456	\$ 13,079	\$ 13,733	\$ 14,419	\$ 15,140	\$ 155.70	\$ 163.49	\$ 171.66	\$ 180.24	\$ 189.26	\$ 15,519	\$ 15,897	\$ 16,276
3	520	A - Agency General Counsel (Z)	\$ 9,233	\$ 9,371	\$ 9,841	\$ 10,333	\$ 10,850	\$ 11,392	\$ 117.14	\$ 123.01	\$ 129.16	\$ 135.62	\$ 142.40	\$ 11,677	\$ 11,962	\$ 12,247
3	520	B - Agency General Counsel (Z)	\$ 9,226	\$ 9,364	\$ 9,834	\$ 10,325	\$ 10,842	\$ 11,384	\$ 117.05	\$ 122.92	\$ 129.07	\$ 135.52	\$ 142.30	\$ 11,668	\$ 11,953	\$ 12,237
2	1060	(3) Deputy Executive Director (Z)	\$ 8,602	\$ 8,731	\$ 9,168	\$ 9,626	\$ 10,107	\$ 10,613	\$ 109.14	\$ 114.59	\$ 120.32	\$ 126.34	\$ 132.66	\$ 10,878	\$ 11,143	\$ 11,409
10	555	(2) Senior Project Manager, Supervisory (Z)	\$ 8,093	\$ 8,214	\$ 8,625	\$ 9,056	\$ 9,509	\$ 9,984	\$ 102.68	\$ 107.81	\$ 113.20	\$ 118.86	\$ 124.80	\$ 10,234	\$ 10,483	\$ 10,733
5	1010	Assistant Deputy Executive Director (Z)	\$ 7,556	\$ 7,669	\$ 8,053	\$ 8,455	\$ 8,878	\$ 9,322	\$ 95.87	\$ 100.66	\$ 105.69	\$ 110.98	\$ 116.53	\$ 9,555	\$ 9,788	\$ 10,021
4	525	Deputy General Counsel (Z) - Step 9	\$ 7,440	\$ 7,552	\$ 7,929	\$ 8,326	\$ 8,742	\$ 9,179	\$ 94.40	\$ 99.11	\$ 104.07	\$ 109.27	\$ 114.74	\$ 9,408	\$ 9,638	\$ 9,867
6	580	(1) Senior Attorney (Z) - Step 8	\$ 7,260	\$ 7,369	\$ 7,737	\$ 8,124	\$ 8,530	\$ 8,957	\$ 92.11	\$ 96.72	\$ 101.55	\$ 106.63	\$ 111.96	\$ 9,181	\$ 9,405	\$ 9,629
34	660	(1) Staff Attorney II (Z) - Step 7	\$ 7,085	\$ 7,191	\$ 7,551	\$ 7,928	\$ 8,325	\$ 8,741	\$ 89.89	\$ 94.39	\$ 99.10	\$ 104.06	\$ 109.26	\$ 8,960	\$ 9,178	\$ 9,397
48	725	(1) Staff Attorney I (Z) - Step 6	\$ 6,917	\$ 7,021	\$ 7,372	\$ 7,740	\$ 8,127	\$ 8,534	\$ 87.76	\$ 92.15	\$ 96.75	\$ 101.59	\$ 106.67	\$ 8,747	\$ 8,960	\$ 9,174
9	565	Senior Civil Engineer (Z)	\$ 7,303	\$ 7,413	\$ 7,783	\$ 8,172	\$ 8,581	\$ 9,010	\$ 92.66	\$ 97.29	\$ 102.15	\$ 107.26	\$ 112.62	\$ 9,235	\$ 9,460	\$ 9,686
16	556	Architecture & Engineering Supervisor (Z)	\$ 7,303	\$ 7,413	\$ 7,783	\$ 8,172	\$ 8,581	\$ 9,010	\$ 92.66	\$ 97.29	\$ 102.15	\$ 107.26	\$ 112.62	\$ 9,235	\$ 9,460	\$ 9,686
15	550	(2) A-Senior Project Manager (Z)	\$ 6,748	\$ 6,849	\$ 7,192	\$ 7,551	\$ 7,929	\$ 8,325	\$ 85.62	\$ 89.90	\$ 94.39	\$ 99.11	\$ 104.07	\$ 8,533	\$ 8,742	\$ 8,950
15	550	(2) B- Senior Project Manager (Z)	\$ 6,666	\$ 6,766	\$ 7,104	\$ 7,460	\$ 7,832	\$ 8,224	\$ 84.57	\$ 88.80	\$ 93.24	\$ 97.91	\$ 102.80	\$ 8,430	\$ 8,635	\$ 8,841
17	606	Planning Supervisor (Z)	\$ 6,627	\$ 6,726	\$ 7,063	\$ 7,416	\$ 7,787	\$ 8,176	\$ 84.08	\$ 88.28	\$ 92.70	\$ 97.33	\$ 102.20	\$ 8,380	\$ 8,585	\$ 8,789
13	535	(3) Development Services Manager (Z)	\$ 6,526	\$ 6,624	\$ 6,955	\$ 7,303	\$ 7,668	\$ 8,051	\$ 82.80	\$ 86.94	\$ 91.29	\$ 95.85	\$ 100.64	\$ 8,253	\$ 8,454	\$ 8,655
14	540	(3) A - Housing Program Manager (Z)	\$ 6,534	\$ 6,632	\$ 6,964	\$ 7,312	\$ 7,677	\$ 8,061	\$ 82.90	\$ 87.05	\$ 91.40	\$ 95.97	\$ 100.77	\$ 8,263	\$ 8,464	\$ 8,666
14	540	(3) B - Housing Program Manager (Z)	\$ 6,526	\$ 6,624	\$ 6,955	\$ 7,303	\$ 7,668	\$ 8,051	\$ 82.80	\$ 86.94	\$ 91.29	\$ 95.85	\$ 100.64	\$ 8,253	\$ 8,454	\$ 8,655
12	1015	(3) Contract and Fiscal Services Manager (Z)	\$ 6,526	\$ 6,624	\$ 6,955	\$ 7,303	\$ 7,668	\$ 8,051	\$ 82.80	\$ 86.94	\$ 91.29	\$ 95.85	\$ 100.64	\$ 8,253	\$ 8,454	\$ 8,655
11	965	(3) A - Human Resources Manager	\$ 6,534	\$ 6,632	\$ 6,964	\$ 7,312	\$ 7,677	\$ 8,061	\$ 82.90	\$ 87.05	\$ 91.40	\$ 95.97	\$ 100.77	\$ 8,263	\$ 8,464	\$ 8,666
11	965	(3) B - Human Resources Manager	\$ 6,526	\$ 6,624	\$ 6,955	\$ 7,303	\$ 7,668	\$ 8,051	\$ 82.80	\$ 86.94	\$ 91.29	\$ 95.85	\$ 100.64	\$ 8,253	\$ 8,454	\$ 8,655
30	635	Architect (Z)	\$ 6,307	\$ 6,402	\$ 6,722	\$ 7,058	\$ 7,411	\$ 7,781	\$ 80.02	\$ 84.02	\$ 88.22	\$ 92.63	\$ 97.26	\$ 7,976	\$ 8,170	\$ 8,365
8	605	Senior Architect (Z)	\$ 6,305	\$ 6,400	\$ 6,720	\$ 7,056	\$ 7,408	\$ 7,778	\$ 79.99	\$ 83.99	\$ 88.19	\$ 92.60	\$ 97.23	\$ 7,972	\$ 8,167	\$ 8,361
18	610	Senior Landscape Architect (Z)	\$ 6,305	\$ 6,400	\$ 6,720	\$ 7,056	\$ 7,408	\$ 7,778	\$ 79.99	\$ 83.99	\$ 88.19	\$ 92.60	\$ 97.23	\$ 7,972	\$ 8,167	\$ 8,361
31	620	Civil Engineer (Z)	\$ 6,305	\$ 6,400	\$ 6,720	\$ 7,056	\$ 7,408	\$ 7,778	\$ 79.99	\$ 83.99	\$ 88.19	\$ 92.60	\$ 97.23	\$ 7,972	\$ 8,167	\$ 8,361
19	625	(4) Information Systems Supervisor (Z)	\$ 6,295	\$ 6,389	\$ 6,709	\$ 7,044	\$ 7,397	\$ 7,767	\$ 79.87	\$ 83.86	\$ 88.05	\$ 92.46	\$ 97.09	\$ 7,961	\$ 8,155	\$ 8,350
21	970	(3) Accounting Supervisor (Z)	\$ 6,079	\$ 6,170	\$ 6,479	\$ 6,803	\$ 7,143	\$ 7,500	\$ 77.13	\$ 80.98	\$ 85.03	\$ 89.28	\$ 93.75	\$ 7,687	\$ 7,875	\$ 8,062
23	585	(3) Contract Compliance Supervisor (Z)	\$ 6,079	\$ 6,170	\$ 6,479	\$ 6,803	\$ 7,143	\$ 7,500	\$ 77.13	\$ 80.98	\$ 85.03	\$ 89.28	\$ 93.75	\$ 7,687	\$ 7,875	\$ 8,062
22	1045	(3) Senior Development Specialist (Supervisory) (Z)	\$ 6,079	\$ 6,170	\$ 6,479	\$ 6,803	\$ 7,143	\$ 7,500	\$ 77.13	\$ 80.98	\$ 85.03	\$ 89.28	\$ 93.75	\$ 7,687	\$ 7,875	\$ 8,062
24	560	(3) Administrative Services Manager (Z)	\$ 6,079	\$ 6,170	\$ 6,479	\$ 6,803	\$ 7,143	\$ 7,500	\$ 77.13	\$ 80.98	\$ 85.03	\$ 89.28	\$ 93.75	\$ 7,687	\$ 7,875	\$ 8,062
36	585	A-Contract Compliance Specialist III (Z)	\$ 5,770	\$ 5,857	\$ 6,149	\$ 6,457	\$ 6,780	\$ 7,119	\$ 73.21	\$ 76.87	\$ 80.71	\$ 84.75	\$ 88.98	\$ 7,297	\$ 7,475	\$ 7,653
36	585	B-Contract Compliance Specialist III (Z)	\$ 5,763	\$ 5,849	\$ 6,142	\$ 6,449	\$ 6,771	\$ 7,110	\$ 73.12	\$ 76.77	\$ 80.61	\$ 84.64	\$ 88.88	\$ 7,288	\$ 7,466	\$ 7,643
25	590	(2) A-Project Manager (Z)	\$ 5,828	\$ 5,915	\$ 6,211	\$ 6,522	\$ 6,848	\$ 7,190	\$ 73.94	\$ 77.64	\$ 81.52	\$ 85.60	\$ 89.88	\$ 7,370	\$ 7,550	\$ 7,729
25	590	(2) B-Project Manager (Z)	\$ 5,762	\$ 5,848	\$ 6,141	\$ 6,448	\$ 6,770	\$ 7,109	\$ 73.11	\$ 76.76	\$ 80.60	\$ 84.63	\$ 88.86	\$ 7,287	\$ 7,464	\$ 7,642
29	1025	(2) A-Housing Construction Specialist (Z)	\$ 5,828	\$ 5,915	\$ 6,211	\$ 6,522	\$ 6,848	\$ 7,190	\$ 73.94	\$ 77.64	\$ 81.52	\$ 85.60	\$ 89.88	\$ 7,370	\$ 7,550	\$ 7,729

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
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EXHIBIT 2

Seq. No.	Class No.	Agency Classification	Step 1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Jul 1 2024	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly
29	1025	(2) B-Housing Construction Specialist (Z)	\$ 5,762	\$ 5,848	\$ 6,141	\$ 6,448	\$ 6,770	\$ 7,109	\$ 73.11	\$ 76.76	\$ 80.60	\$ 84.63	\$ 88.86	\$ 7,287	\$ 7,464	\$ 7,642
20	630	A - Senior Financial Analyst (Z)	\$ 5,746	\$ 5,832	\$ 6,124	\$ 6,430	\$ 6,751	\$ 7,089	\$ 72.90	\$ 76.55	\$ 80.37	\$ 84.39	\$ 88.61	\$ 7,266	\$ 7,444	\$ 7,621
20	630	B - Senior Financial Analyst (Z)	\$ 5,737	\$ 5,823	\$ 6,114	\$ 6,420	\$ 6,745	\$ 7,082	\$ 72.79	\$ 76.43	\$ 80.25	\$ 84.31	\$ 88.53	\$ 7,259	\$ 7,436	\$ 7,613
101	1110	A - Principal Personnel Analyst (Z)	\$ 5,668	\$ 5,753	\$ 6,041	\$ 6,343	\$ 6,660	\$ 6,993	\$ 71.91	\$ 75.51	\$ 79.28	\$ 83.25	\$ 87.41	\$ 7,168	\$ 7,342	\$ 7,517
101	1110	B - Principal Personnel Analyst (Z)	\$ 5,666	\$ 5,751	\$ 6,039	\$ 6,340	\$ 6,657	\$ 6,990	\$ 71.89	\$ 75.48	\$ 79.26	\$ 83.22	\$ 87.38	\$ 7,165	\$ 7,340	\$ 7,515
28	595	(3) A - Senior Development Specialist (Z)	\$ 5,645	\$ 5,730	\$ 6,016	\$ 6,317	\$ 6,633	\$ 6,964	\$ 71.62	\$ 75.20	\$ 78.96	\$ 82.91	\$ 87.06	\$ 7,139	\$ 7,313	\$ 7,487
28	595	(3) B - Senior Development Specialist (Z)	\$ 5,638	\$ 5,723	\$ 6,009	\$ 6,309	\$ 6,625	\$ 6,956	\$ 71.53	\$ 75.11	\$ 78.86	\$ 82.81	\$ 86.95	\$ 7,130	\$ 7,304	\$ 7,478
35	655	Senior Planner (Z)	\$ 5,586	\$ 5,670	\$ 5,953	\$ 6,251	\$ 6,563	\$ 6,892	\$ 70.87	\$ 74.42	\$ 78.14	\$ 82.04	\$ 86.15	\$ 7,064	\$ 7,236	\$ 7,409
45	700	Architectural Associate (Z)	\$ 5,553	\$ 5,636	\$ 5,918	\$ 6,214	\$ 6,525	\$ 6,851	\$ 70.45	\$ 73.98	\$ 77.68	\$ 81.56	\$ 85.64	\$ 7,022	\$ 7,193	\$ 7,365
44	690	Associate Civil Engineer (Z)	\$ 5,552	\$ 5,635	\$ 5,917	\$ 6,213	\$ 6,524	\$ 6,850	\$ 70.44	\$ 73.96	\$ 77.66	\$ 81.54	\$ 85.62	\$ 7,021	\$ 7,192	\$ 7,363
26	940	Property Management Supervisor (Z)	\$ 5,405	\$ 5,486	\$ 5,760	\$ 6,048	\$ 6,351	\$ 6,668	\$ 68.58	\$ 72.00	\$ 75.60	\$ 79.39	\$ 83.35	\$ 6,835	\$ 7,002	\$ 7,168
61	740	(3) Harbormaster (Z)	\$ 5,250	\$ 5,329	\$ 5,595	\$ 5,875	\$ 6,169	\$ 6,477	\$ 66.61	\$ 69.94	\$ 73.44	\$ 77.11	\$ 80.96	\$ 6,639	\$ 6,801	\$ 6,963
47	995	(3) Commission Secretary (Z)	\$ 5,250	\$ 5,329	\$ 5,595	\$ 5,875	\$ 6,169	\$ 6,477	\$ 66.61	\$ 69.94	\$ 73.44	\$ 77.11	\$ 80.96	\$ 6,639	\$ 6,801	\$ 6,963
49	1000	(3) Executive Assistant to Executive Director (Z)	\$ 5,250	\$ 5,329	\$ 5,595	\$ 5,875	\$ 6,169	\$ 6,477	\$ 66.61	\$ 69.94	\$ 73.44	\$ 77.11	\$ 80.96	\$ 6,639	\$ 6,801	\$ 6,963
38	990	Assistant Project Manager (Z)	\$ 5,239	\$ 5,318	\$ 5,583	\$ 5,863	\$ 6,156	\$ 6,464	\$ 66.47	\$ 69.79	\$ 73.28	\$ 76.95	\$ 80.79	\$ 6,625	\$ 6,787	\$ 6,948
40	615	A - Development Specialist (Z)	\$ 5,248	\$ 5,327	\$ 5,593	\$ 5,873	\$ 6,166	\$ 6,475	\$ 66.58	\$ 69.91	\$ 73.41	\$ 77.08	\$ 80.93	\$ 6,637	\$ 6,798	\$ 6,960
40	615	B - Development Specialist (Z)	\$ 5,239	\$ 5,318	\$ 5,583	\$ 5,863	\$ 6,156	\$ 6,464	\$ 66.47	\$ 69.79	\$ 73.28	\$ 76.95	\$ 80.79	\$ 6,625	\$ 6,787	\$ 6,948
39	1050	Contract Administration Specialist (Z)	\$ 5,239	\$ 5,318	\$ 5,583	\$ 5,863	\$ 6,156	\$ 6,464	\$ 66.47	\$ 69.79	\$ 73.28	\$ 76.95	\$ 80.79	\$ 6,625	\$ 6,787	\$ 6,948
46	670	Financial Systems Accountant (Z)	\$ 5,237	\$ 5,316	\$ 5,581	\$ 5,860	\$ 6,153	\$ 6,461	\$ 66.44	\$ 69.77	\$ 73.25	\$ 76.92	\$ 80.76	\$ 6,623	\$ 6,784	\$ 6,946
33	1100	Accountant IV (Z)	\$ 5,237	\$ 5,316	\$ 5,581	\$ 5,860	\$ 6,153	\$ 6,461	\$ 66.44	\$ 69.77	\$ 73.25	\$ 76.92	\$ 80.76	\$ 6,623	\$ 6,784	\$ 6,946
51	715	Senior Personnel Analyst (Z)	\$ 5,108	\$ 5,185	\$ 5,444	\$ 5,716	\$ 6,002	\$ 6,302	\$ 64.81	\$ 68.05	\$ 71.45	\$ 75.02	\$ 78.77	\$ 6,459	\$ 6,617	\$ 6,775
7	570	Construction Coordinator (Z)	\$ 4,967	\$ 5,042	\$ 5,294	\$ 5,558	\$ 5,836	\$ 6,128	\$ 63.02	\$ 66.17	\$ 69.48	\$ 72.95	\$ 76.60	\$ 6,281	\$ 6,434	\$ 6,588
54	720	A-Senior Programmer Analyst (Z)	\$ 4,741	\$ 4,812	\$ 5,053	\$ 5,305	\$ 5,571	\$ 5,850	\$ 60.15	\$ 63.16	\$ 66.32	\$ 69.63	\$ 73.13	\$ 5,996	\$ 6,143	\$ 6,289
54	720	B-Senior Programmer Analyst (Z)	\$ 4,692	\$ 4,762	\$ 5,000	\$ 5,251	\$ 5,513	\$ 5,790	\$ 59.53	\$ 62.51	\$ 65.63	\$ 68.91	\$ 72.38	\$ 5,935	\$ 6,080	\$ 6,224
52	730	Associate Planner (Z)	\$ 4,711	\$ 4,782	\$ 5,021	\$ 5,272	\$ 5,535	\$ 5,812	\$ 59.77	\$ 62.76	\$ 65.90	\$ 69.19	\$ 72.65	\$ 5,957	\$ 6,103	\$ 6,248
32	975	Environmental Assessment Specialist (Z)	\$ 4,711	\$ 4,782	\$ 5,021	\$ 5,272	\$ 5,535	\$ 5,812	\$ 59.77	\$ 62.76	\$ 65.90	\$ 69.19	\$ 72.65	\$ 5,957	\$ 6,103	\$ 6,248
43	945	Property Management Specialist (Z)	\$ 4,671	\$ 4,741	\$ 4,978	\$ 5,227	\$ 5,488	\$ 5,762	\$ 59.26	\$ 62.23	\$ 65.34	\$ 68.60	\$ 72.03	\$ 5,906	\$ 6,050	\$ 6,194
56	705	A - Assistant Development Specialist (Z)	\$ 4,546	\$ 4,614	\$ 4,845	\$ 5,087	\$ 5,342	\$ 5,609	\$ 57.68	\$ 60.56	\$ 63.59	\$ 66.77	\$ 70.11	\$ 5,749	\$ 5,889	\$ 6,029
56	705	B - Assistant Development Specialist (Z)	\$ 4,527	\$ 4,595	\$ 4,825	\$ 5,066	\$ 5,319	\$ 5,585	\$ 57.44	\$ 60.31	\$ 63.32	\$ 66.49	\$ 69.81	\$ 5,725	\$ 5,864	\$ 6,004
50	695	A - Accountant III (Z)	\$ 4,530	\$ 4,598	\$ 4,828	\$ 5,069	\$ 5,323	\$ 5,589	\$ 57.47	\$ 60.35	\$ 63.37	\$ 66.53	\$ 69.86	\$ 5,729	\$ 5,868	\$ 6,008
50	695	B - Accountant III (Z)	\$ 4,526	\$ 4,594	\$ 4,824	\$ 5,065	\$ 5,318	\$ 5,584	\$ 57.42	\$ 60.29	\$ 63.31	\$ 66.48	\$ 69.80	\$ 5,723	\$ 5,863	\$ 6,003
37	665	Building/Construction Inspector II (Z)	\$ 4,506	\$ 4,574	\$ 4,802	\$ 5,042	\$ 5,295	\$ 5,560	\$ 57.17	\$ 60.03	\$ 63.03	\$ 66.18	\$ 69.50	\$ 5,699	\$ 5,838	\$ 5,977
42	640	Contract Compliance Specialist II (Z)	\$ 4,397	\$ 4,463	\$ 4,686	\$ 4,920	\$ 5,166	\$ 5,425	\$ 55.79	\$ 58.58	\$ 61.51	\$ 64.58	\$ 67.81	\$ 5,560	\$ 5,696	\$ 5,832

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
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EXHIBIT 2

Seq. No.	Class No.	Agency Classification	Step 1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Jul 1 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Bi-weekly	Bi-weekly	Bi-weekly
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
53	685	Public Affairs Officer (Z)	\$ 4,272	\$ 4,336	\$ 4,553	\$ 4,781	\$ 5,020	\$ 5,271	\$ 54.20	\$ 56.91	\$ 59.76	\$ 62.74	\$ 65.88	\$ 5,402	\$ 5,534	\$ 5,666
62	1030	Management Assistant III (Z)	\$ 4,096	\$ 4,157	\$ 4,365	\$ 4,584	\$ 4,813	\$ 5,053	\$ 51.97	\$ 54.57	\$ 57.29	\$ 60.16	\$ 63.17	\$ 5,180	\$ 5,306	\$ 5,432
63	785	Assistant Planner (Z)	\$ 3,969	\$ 4,029	\$ 4,230	\$ 4,441	\$ 4,664	\$ 4,897	\$ 50.36	\$ 52.87	\$ 55.52	\$ 58.29	\$ 61.21	\$ 5,019	\$ 5,142	\$ 5,264
64	755	Administrative Analyst (Z)	\$ 3,883	\$ 3,941	\$ 4,138	\$ 4,345	\$ 4,562	\$ 4,791	\$ 49.27	\$ 51.73	\$ 54.32	\$ 57.03	\$ 59.88	\$ 4,910	\$ 5,030	\$ 5,150
67	765	Programmer Analyst (Z)	\$ 3,862	\$ 3,920	\$ 4,116	\$ 4,322	\$ 4,538	\$ 4,765	\$ 49.00	\$ 51.45	\$ 54.02	\$ 56.72	\$ 59.56	\$ 4,884	\$ 5,003	\$ 5,122
89	870	Law Clerk II	\$ 3,771	\$ 3,828	\$ 4,019	\$ 4,220	\$ 4,431	\$ 4,652	\$ 47.84	\$ 50.24	\$ 52.75	\$ 55.39	\$ 58.16	\$ 4,769	\$ 4,885	\$ 5,001
60	760	Senior Legal Secretary (Z)	\$ 3,771	\$ 3,828	\$ 4,019	\$ 4,220	\$ 4,431	\$ 4,652	\$ 47.84	\$ 50.24	\$ 52.75	\$ 55.39	\$ 58.16	\$ 4,769	\$ 4,885	\$ 5,001
65	775	A - Accountant II (Z)	\$ 3,747	\$ 3,803	\$ 3,993	\$ 4,193	\$ 4,403	\$ 4,623	\$ 47.54	\$ 49.92	\$ 52.41	\$ 55.03	\$ 57.79	\$ 4,738	\$ 4,854	\$ 4,970
65	775	B - Accountant II (Z)	\$ 3,742	\$ 3,798	\$ 3,988	\$ 4,187	\$ 4,397	\$ 4,617	\$ 47.48	\$ 49.85	\$ 52.34	\$ 54.96	\$ 57.71	\$ 4,732	\$ 4,847	\$ 4,963
59	780	Architectural Assistant (Z)	\$ 3,730	\$ 3,786	\$ 3,975	\$ 4,174	\$ 4,383	\$ 4,602	\$ 47.32	\$ 49.69	\$ 52.18	\$ 54.78	\$ 57.52	\$ 4,717	\$ 4,832	\$ 4,947
41	675	Building/Construction Specialist I (Z)	\$ 3,709	\$ 3,765	\$ 3,953	\$ 4,151	\$ 4,358	\$ 4,576	\$ 47.06	\$ 49.41	\$ 51.88	\$ 54.48	\$ 57.20	\$ 4,690	\$ 4,805	\$ 4,919
72	1035	Management Assistant II (Z)	\$ 3,576	\$ 3,630	\$ 3,811	\$ 4,002	\$ 4,202	\$ 4,412	\$ 45.37	\$ 47.64	\$ 50.02	\$ 52.52	\$ 55.15	\$ 4,522	\$ 4,632	\$ 4,743
58	735	Contract Compliance Specialist I (Z)	\$ 3,575	\$ 3,629	\$ 3,810	\$ 4,001	\$ 4,201	\$ 4,411	\$ 45.36	\$ 47.63	\$ 50.01	\$ 52.51	\$ 55.13	\$ 4,521	\$ 4,631	\$ 4,741
69	803	Support Services Supervisor (P)	\$ 3,566	\$ 3,619	\$ 3,800	\$ 3,990	\$ 4,190	\$ 4,400	\$ 45.24	\$ 47.51	\$ 49.88	\$ 52.38	\$ 54.99	\$ 4,510	\$ 4,619	\$ 4,729
66	750	Personnel Analyst (Z)	\$ 3,549	\$ 3,602	\$ 3,782	\$ 3,971	\$ 4,170	\$ 4,379	\$ 45.03	\$ 47.28	\$ 49.64	\$ 52.13	\$ 54.73	\$ 4,488	\$ 4,597	\$ 4,707
55	770	Senior Community Services Specialist (Z)	\$ 3,526	\$ 3,579	\$ 3,758	\$ 3,946	\$ 4,143	\$ 4,350	\$ 44.74	\$ 46.97	\$ 49.32	\$ 51.79	\$ 54.38	\$ 4,459	\$ 4,568	\$ 4,676
27	955	Relocation Supervisor (Z)	\$ 3,526	\$ 3,579	\$ 3,758	\$ 3,946	\$ 4,143	\$ 4,350	\$ 44.74	\$ 46.97	\$ 49.32	\$ 51.79	\$ 54.38	\$ 4,459	\$ 4,568	\$ 4,676
70	810	A - Administrative Secretary (P)	\$ 3,316	\$ 3,366	\$ 3,534	\$ 3,711	\$ 3,896	\$ 4,091	\$ 42.07	\$ 44.18	\$ 46.38	\$ 48.70	\$ 51.14	\$ 4,193	\$ 4,296	\$ 4,398
70	810	B - Administrative Secretary (P)	\$ 2,490	\$ 2,527	\$ 2,654	\$ 2,786	\$ 2,926	\$ 3,072	\$ 31.59	\$ 33.17	\$ 34.83	\$ 36.57	\$ 38.40	\$ 3,149	\$ 3,226	\$ 3,302
79	830	Harbor Office Supervisor (P)	\$ 3,288	\$ 3,337	\$ 3,504	\$ 3,679	\$ 3,863	\$ 4,057	\$ 41.72	\$ 43.80	\$ 45.99	\$ 48.29	\$ 50.71	\$ 4,158	\$ 4,259	\$ 4,361
57	745	Records & Information Supervisor (Z)	\$ 3,288	\$ 3,337	\$ 3,504	\$ 3,679	\$ 3,863	\$ 4,057	\$ 41.72	\$ 43.80	\$ 45.99	\$ 48.29	\$ 50.71	\$ 4,158	\$ 4,259	\$ 4,361
68	800	Executive Secretary	\$ 3,288	\$ 3,337	\$ 3,504	\$ 3,679	\$ 3,863	\$ 4,057	\$ 41.72	\$ 43.80	\$ 45.99	\$ 48.29	\$ 50.71	\$ 4,158	\$ 4,259	\$ 4,361
74	820	Accountant I (Z)	\$ 3,257	\$ 3,306	\$ 3,471	\$ 3,645	\$ 3,827	\$ 4,018	\$ 41.32	\$ 43.39	\$ 45.56	\$ 47.84	\$ 50.23	\$ 4,119	\$ 4,219	\$ 4,320
75	815	Facility Maintenance Supervisor (Z)	\$ 3,199	\$ 3,247	\$ 3,409	\$ 3,580	\$ 3,759	\$ 3,947	\$ 40.59	\$ 42.62	\$ 44.75	\$ 46.98	\$ 49.33	\$ 4,045	\$ 4,144	\$ 4,243
78	1040	Management Assistant I (Z)	\$ 3,148	\$ 3,195	\$ 3,355	\$ 3,523	\$ 3,699	\$ 3,885	\$ 39.94	\$ 41.94	\$ 44.03	\$ 46.24	\$ 48.56	\$ 3,982	\$ 4,079	\$ 4,176
71	790	Assistant Harbormaster (Z)	\$ 3,102	\$ 3,149	\$ 3,306	\$ 3,471	\$ 3,645	\$ 3,827	\$ 39.36	\$ 41.32	\$ 43.39	\$ 45.56	\$ 47.84	\$ 3,923	\$ 4,018	\$ 4,114
73	795	Community Services Specialist (Z)	\$ 3,072	\$ 3,118	\$ 3,274	\$ 3,438	\$ 3,610	\$ 3,790	\$ 38.98	\$ 40.92	\$ 42.97	\$ 45.12	\$ 47.38	\$ 3,885	\$ 3,980	\$ 4,074
82	845	Purchasing Assistant (P)	\$ 3,049	\$ 3,095	\$ 3,249	\$ 3,412	\$ 3,583	\$ 3,762	\$ 38.68	\$ 40.62	\$ 42.65	\$ 44.78	\$ 47.02	\$ 3,856	\$ 3,950	\$ 4,044
90	885	Account Clerk II (P)	\$ 2,984	\$ 3,029	\$ 3,180	\$ 3,339	\$ 3,506	\$ 3,681	\$ 37.86	\$ 39.75	\$ 41.74	\$ 43.83	\$ 46.02	\$ 3,774	\$ 3,866	\$ 3,958

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
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EXHIBIT 2

Seq. No.	Class No.	Agency Classification	Step 1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Jul 1 2024	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly
85	835	Facility Maintenance Worker (P)	\$ 2,833	\$ 2,875	\$ 3,019	\$ 3,170	\$ 3,329	\$ 3,495	\$ 35.94	\$ 37.74	\$ 39.63	\$ 41.61	\$ 43.69	\$ 3,583	\$ 3,670	\$ 3,757
83	840	Harbor Attendant (P)	\$ 2,833	\$ 2,875	\$ 3,019	\$ 3,170	\$ 3,329	\$ 3,495	\$ 35.94	\$ 37.74	\$ 39.63	\$ 41.61	\$ 43.69	\$ 3,583	\$ 3,670	\$ 3,757
80	855	A - Records Specialist II (P)	\$ 2,802	\$ 2,844	\$ 2,986	\$ 3,136	\$ 3,292	\$ 3,457	\$ 35.55	\$ 37.33	\$ 39.19	\$ 41.15	\$ 43.21	\$ 3,543	\$ 3,630	\$ 3,716
80	855	B - Records Specialist II (P)	\$ 2,741	\$ 2,782	\$ 2,921	\$ 3,067	\$ 3,221	\$ 3,382	\$ 34.78	\$ 36.52	\$ 38.34	\$ 40.26	\$ 42.27	\$ 3,466	\$ 3,551	\$ 3,635
81	860	Senior Office Assistant (P)	\$ 2,491	\$ 2,528	\$ 2,655	\$ 2,788	\$ 2,927	\$ 3,073	\$ 31.60	\$ 33.18	\$ 34.84	\$ 36.59	\$ 38.42	\$ 3,150	\$ 3,227	\$ 3,304
76	825	Senior Harbor Attendant (P)	\$ 2,747	\$ 2,788	\$ 2,928	\$ 3,074	\$ 3,228	\$ 3,389	\$ 34.85	\$ 36.60	\$ 38.42	\$ 40.35	\$ 42.36	\$ 3,474	\$ 3,559	\$ 3,643
87	882	Project/Planning Associate (P)	\$ 2,697	\$ 2,737	\$ 2,874	\$ 3,018	\$ 3,169	\$ 3,327	\$ 34.22	\$ 35.93	\$ 37.73	\$ 39.61	\$ 41.59	\$ 3,411	\$ 3,494	\$ 3,577
93	900	Law Clerk I	\$ 2,697	\$ 2,737	\$ 2,874	\$ 3,018	\$ 3,169	\$ 3,327	\$ 34.22	\$ 35.93	\$ 37.73	\$ 39.61	\$ 41.59	\$ 3,411	\$ 3,494	\$ 3,577
77	850	Secretary (P)	\$ 2,610	\$ 2,649	\$ 2,782	\$ 2,921	\$ 3,067	\$ 3,220	\$ 33.11	\$ 34.77	\$ 36.51	\$ 38.33	\$ 40.25	\$ 3,301	\$ 3,381	\$ 3,462
94	905	Account Clerk I (P)	\$ 2,576	\$ 2,615	\$ 2,745	\$ 2,883	\$ 3,027	\$ 3,178	\$ 32.68	\$ 34.32	\$ 36.03	\$ 37.83	\$ 39.73	\$ 3,258	\$ 3,337	\$ 3,416
84	875	Office Assistant II (P)	\$ 2,401	\$ 2,437	\$ 2,559	\$ 2,687	\$ 2,821	\$ 2,962	\$ 30.46	\$ 31.99	\$ 33.59	\$ 35.26	\$ 37.03	\$ 3,036	\$ 3,110	\$ 3,184
86	880	Records Specialist I (P)	\$ 2,401	\$ 2,437	\$ 2,559	\$ 2,687	\$ 2,821	\$ 2,962	\$ 30.46	\$ 31.99	\$ 33.59	\$ 35.26	\$ 37.03	\$ 3,036	\$ 3,110	\$ 3,184
88	865	Harbor Office Assistant	\$ 2,401	\$ 2,437	\$ 2,559	\$ 2,687	\$ 2,821	\$ 2,962	\$ 30.46	\$ 31.99	\$ 33.59	\$ 35.26	\$ 37.03	\$ 3,036	\$ 3,110	\$ 3,184
91	895	Office Assistant I (P)	\$ 2,206	\$ 2,239	\$ 2,351	\$ 2,469	\$ 2,592	\$ 2,722	\$ 27.99	\$ 29.39	\$ 30.86	\$ 32.40	\$ 34.02	\$ 2,790	\$ 2,858	\$ 2,926
92	890	Harbor Security Officer (P)	\$ 2,304	\$ 2,339	\$ 2,455	\$ 2,578	\$ 2,707	\$ 2,843	\$ 29.23	\$ 30.69	\$ 32.23	\$ 33.84	\$ 35.53	\$ 2,914	\$ 2,985	\$ 3,056
100	935	(2) A-Staff Associate VI (Z)	\$ 6,748	\$ 6,849	\$ 7,192	\$ 7,551	\$ 7,929	\$ 8,325	\$ 85.62	\$ 89.90	\$ 94.39	\$ 99.11	\$ 104.07	\$ 8,533	\$ 8,742	\$ 8,950
100	935	(2) B-Staff Associate VI (Z)	\$ 6,731	\$ 6,832	\$ 7,174	\$ 7,532	\$ 7,909	\$ 8,304	\$ 85.40	\$ 89.67	\$ 94.15	\$ 98.86	\$ 103.80	\$ 8,512	\$ 8,720	\$ 8,927
99	930	(2) A - Staff Associate V (Z)	\$ 7,075	\$ 7,181	\$ 7,540	\$ 7,917	\$ 8,313	\$ 8,729	\$ 89.76	\$ 94.25	\$ 98.96	\$ 103.91	\$ 109.11	\$ 8,947	\$ 9,165	\$ 9,383
99	930	(2) B - Staff Associate V (Z)	\$ 5,820	\$ 5,907	\$ 6,203	\$ 6,513	\$ 6,838	\$ 7,180	\$ 73.84	\$ 77.53	\$ 81.41	\$ 85.48	\$ 89.75	\$ 7,360	\$ 7,539	\$ 7,719
98	921	A - Staff Associate IV (Z)	\$ 5,248	\$ 5,327	\$ 5,593	\$ 5,873	\$ 6,166	\$ 6,475	\$ 66.58	\$ 69.91	\$ 73.41	\$ 77.08	\$ 80.93	\$ 6,637	\$ 6,798	\$ 6,960
98	921	B - Staff Associate IV (Z)	\$ 5,239	\$ 5,318	\$ 5,583	\$ 5,863	\$ 6,156	\$ 6,464	\$ 66.47	\$ 69.79	\$ 73.28	\$ 76.95	\$ 80.79	\$ 6,625	\$ 6,787	\$ 6,948
97	920	Staff Associate III (Z)	\$ 4,526	\$ 4,594	\$ 4,824	\$ 5,065	\$ 5,318	\$ 5,584	\$ 57.42	\$ 60.29	\$ 63.31	\$ 66.48	\$ 69.80	\$ 5,723	\$ 5,863	\$ 6,003
96	915	Staff Associate II (Z)	\$ 3,138	\$ 3,185	\$ 3,344	\$ 3,512	\$ 3,687	\$ 3,871	\$ 39.81	\$ 41.80	\$ 43.89	\$ 46.09	\$ 48.39	\$ 3,968	\$ 4,065	\$ 4,162
95	985	Staff Associate I (Z)	\$ 2,533	\$ 2,571	\$ 2,700	\$ 2,835	\$ 2,976	\$ 3,125	\$ 32.14	\$ 33.74	\$ 35.43	\$ 37.20	\$ 39.06	\$ 3,203	\$ 3,281	\$ 3,359

- * Ranges from 2.5% up to 7.5% Maximum
- (1) Attorney Pay Range Varies for 8177 Classification.
- (2) 550 Series OCII - Step 5 is equal to CCSF Step 1 Range A
- (3) 09 Series OCII Step1 is equal to CCSF Step 5 Range A
- (4) 1044 CCSF Step 2 is OCII Step 1; CCSF Step 10 is OCII Step 5; 5% Variance Between 2-4 (See Tab 1044)
- A Incumbent paid consistent with previously approved salary chart. When position is vacated, new hire will be paid consistent with comparable City class match.
- B Paid consistent with comparable City class match.

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Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
1	500	(3) Executive Director (Z)	\$ 12,705	\$ 13,340	\$ 14,007	\$ 14,708	\$ 15,443	\$ 158.81	\$ 166.75	\$ 175.09	\$ 183.85	\$ 193.04	\$ 15,829	\$ 16,215	\$ 16,601
3	520	A - Agency General Counsel (Z)	\$ 9,558	\$ 10,037	\$ 10,539	\$ 11,066	\$ 11,619	\$ 119.48	\$ 125.47	\$ 131.74	\$ 138.33	\$ 145.24	\$ 11,910	\$ 12,200	\$ 12,491
3	520	B - Agency General Counsel (Z)	\$ 9,551	\$ 10,030	\$ 10,531	\$ 11,058	\$ 11,611	\$ 119.39	\$ 125.37	\$ 131.64	\$ 138.22	\$ 145.13	\$ 11,901	\$ 12,191	\$ 12,482
2	1060	(3) Deputy Executive Director (Z)	\$ 8,906	\$ 9,351	\$ 9,818	\$ 10,309	\$ 10,825	\$ 111.32	\$ 116.89	\$ 122.73	\$ 128.87	\$ 135.31	\$ 11,095	\$ 11,366	\$ 11,637
10	555	(2) Senior Project Manager, Supervisory (Z)	\$ 8,378	\$ 8,797	\$ 9,237	\$ 9,699	\$ 10,184	\$ 104.73	\$ 109.96	\$ 115.46	\$ 121.24	\$ 127.30	\$ 10,438	\$ 10,693	\$ 10,948
5	1010	Assistant Deputy Executive Director (Z)	\$ 7,822	\$ 8,213	\$ 8,624	\$ 9,055	\$ 9,508	\$ 97.78	\$ 102.67	\$ 107.80	\$ 113.19	\$ 118.85	\$ 9,746	\$ 9,984	\$ 10,221
4	525	Deputy General Counsel (Z) - Step 9	\$ 7,703	\$ 8,088	\$ 8,493	\$ 8,917	\$ 9,363	\$ 96.29	\$ 101.10	\$ 106.16	\$ 111.47	\$ 117.04	\$ 9,597	\$ 9,831	\$ 10,065
6	580	(1) Senior Attorney (Z) - Step 8	\$ 7,516	\$ 7,892	\$ 8,287	\$ 8,701	\$ 9,136	\$ 93.95	\$ 98.65	\$ 103.59	\$ 108.76	\$ 114.20	\$ 9,365	\$ 9,593	\$ 9,821
34	660	(1) Staff Attorney II (Z) - Step 7	\$ 7,335	\$ 7,702	\$ 8,087	\$ 8,491	\$ 8,916	\$ 91.69	\$ 96.27	\$ 101.08	\$ 106.14	\$ 111.44	\$ 9,138	\$ 9,361	\$ 9,584
48	725	(1) Staff Attorney I (Z) - Step 6	\$ 7,161	\$ 7,519	\$ 7,895	\$ 8,290	\$ 8,705	\$ 89.52	\$ 93.99	\$ 98.69	\$ 103.63	\$ 108.81	\$ 8,922	\$ 9,140	\$ 9,358
9	565	Senior Civil Engineer (Z)	\$ 7,561	\$ 7,939	\$ 8,336	\$ 8,753	\$ 9,191	\$ 94.52	\$ 99.24	\$ 104.20	\$ 109.41	\$ 114.88	\$ 9,421	\$ 9,650	\$ 9,880
16	556	Architecture & Engineering Supervisor (Z)	\$ 7,561	\$ 7,939	\$ 8,336	\$ 8,753	\$ 9,191	\$ 94.52	\$ 99.24	\$ 104.20	\$ 109.41	\$ 114.88	\$ 9,421	\$ 9,650	\$ 9,880
15	550	(2) A-Senior Project Manager (Z)	\$ 6,986	\$ 7,335	\$ 7,702	\$ 8,087	\$ 8,492	\$ 87.32	\$ 91.69	\$ 96.28	\$ 101.09	\$ 106.14	\$ 8,704	\$ 8,916	\$ 9,128
15	550	(2) B- Senior Project Manager (Z)	\$ 6,901	\$ 7,246	\$ 7,609	\$ 7,989	\$ 8,389	\$ 86.27	\$ 90.58	\$ 95.11	\$ 99.86	\$ 104.86	\$ 8,598	\$ 8,808	\$ 9,018
17	606	Planning Supervisor (Z)	\$ 6,861	\$ 7,204	\$ 7,564	\$ 7,942	\$ 8,339	\$ 85.76	\$ 90.04	\$ 94.55	\$ 99.27	\$ 104.24	\$ 8,547	\$ 8,756	\$ 8,964
13	535	(3) Development Services Manager (Z)	\$ 6,756	\$ 7,094	\$ 7,449	\$ 7,821	\$ 8,213	\$ 84.46	\$ 88.68	\$ 93.11	\$ 97.77	\$ 102.66	\$ 8,418	\$ 8,623	\$ 8,828
14	540	(3) A - Housing Program Manager (Z)	\$ 6,765	\$ 7,103	\$ 7,458	\$ 7,831	\$ 8,222	\$ 84.56	\$ 88.79	\$ 93.23	\$ 97.89	\$ 102.78	\$ 8,428	\$ 8,634	\$ 8,839
14	540	(3) B - Housing Program Manager (Z)	\$ 6,756	\$ 7,094	\$ 7,449	\$ 7,821	\$ 8,213	\$ 84.46	\$ 88.68	\$ 93.11	\$ 97.77	\$ 102.66	\$ 8,418	\$ 8,623	\$ 8,828
12	1015	(3) Contract and Fiscal Services Manager (Z)	\$ 6,756	\$ 7,094	\$ 7,449	\$ 7,821	\$ 8,213	\$ 84.46	\$ 88.68	\$ 93.11	\$ 97.77	\$ 102.66	\$ 8,418	\$ 8,623	\$ 8,828
11	965	(3) A - Human Resources Manager	\$ 6,765	\$ 7,103	\$ 7,458	\$ 7,831	\$ 8,222	\$ 84.56	\$ 88.79	\$ 93.23	\$ 97.89	\$ 102.78	\$ 8,428	\$ 8,634	\$ 8,839
11	965	(3) B - Human Resources Manager	\$ 6,756	\$ 7,094	\$ 7,449	\$ 7,821	\$ 8,213	\$ 84.46	\$ 88.68	\$ 93.11	\$ 97.77	\$ 102.66	\$ 8,418	\$ 8,623	\$ 8,828
30	635	Architect (Z)	\$ 6,530	\$ 6,857	\$ 7,199	\$ 7,559	\$ 7,937	\$ 81.63	\$ 85.71	\$ 89.99	\$ 94.49	\$ 99.22	\$ 8,136	\$ 8,334	\$ 8,533
8	605	Senior Architect (Z)	\$ 6,528	\$ 6,854	\$ 7,197	\$ 7,557	\$ 7,935	\$ 81.60	\$ 85.68	\$ 89.96	\$ 94.46	\$ 99.19	\$ 8,133	\$ 8,332	\$ 8,530
18	610	Senior Landscape Architect (Z)	\$ 6,528	\$ 6,854	\$ 7,197	\$ 7,557	\$ 7,935	\$ 81.60	\$ 85.68	\$ 89.96	\$ 94.46	\$ 99.19	\$ 8,133	\$ 8,332	\$ 8,530
31	620	Civil Engineer (Z)	\$ 6,528	\$ 6,854	\$ 7,197	\$ 7,557	\$ 7,935	\$ 81.60	\$ 85.68	\$ 89.96	\$ 94.46	\$ 99.19	\$ 8,133	\$ 8,332	\$ 8,530
19	625	(4) Information Systems Supervisor (Z)	\$ 6,517	\$ 6,843	\$ 7,185	\$ 7,544	\$ 7,921	\$ 81.46	\$ 85.53	\$ 89.81	\$ 94.30	\$ 99.01	\$ 8,119	\$ 8,317	\$ 8,515
21	970	(3) Accounting Supervisor (Z)	\$ 6,293	\$ 6,608	\$ 6,938	\$ 7,285	\$ 7,650	\$ 78.67	\$ 82.60	\$ 86.73	\$ 91.07	\$ 95.62	\$ 7,841	\$ 8,032	\$ 8,223
23	585	(3) Contract Compliance Supervisor (Z)	\$ 6,293	\$ 6,608	\$ 6,938	\$ 7,285	\$ 7,650	\$ 78.67	\$ 82.60	\$ 86.73	\$ 91.07	\$ 95.62	\$ 7,841	\$ 8,032	\$ 8,223
22	1045	(3) Senior Development Specialist (Supervisory) (Z)	\$ 6,293	\$ 6,608	\$ 6,938	\$ 7,285	\$ 7,650	\$ 78.67	\$ 82.60	\$ 86.73	\$ 91.07	\$ 95.62	\$ 7,841	\$ 8,032	\$ 8,223
24	560	(3) Administrative Services Manager (Z)	\$ 6,293	\$ 6,608	\$ 6,938	\$ 7,285	\$ 7,650	\$ 78.67	\$ 82.60	\$ 86.73	\$ 91.07	\$ 95.62	\$ 7,841	\$ 8,032	\$ 8,223
36	585	A-Contract Compliance Specialist III (Z)	\$ 5,974	\$ 6,273	\$ 6,586	\$ 6,916	\$ 7,262	\$ 74.68	\$ 78.41	\$ 82.33	\$ 86.45	\$ 90.77	\$ 7,443	\$ 7,625	\$ 7,806
36	585	B-Contract Compliance Specialist III (Z)	\$ 5,966	\$ 6,264	\$ 6,577	\$ 6,906	\$ 7,252	\$ 74.57	\$ 78.30	\$ 82.22	\$ 86.33	\$ 90.65	\$ 7,433	\$ 7,614	\$ 7,796
25	590	(2) A-Project Manager (Z)	\$ 6,033	\$ 6,335	\$ 6,652	\$ 6,984	\$ 7,334	\$ 75.42	\$ 79.19	\$ 83.15	\$ 87.30	\$ 91.67	\$ 7,517	\$ 7,700	\$ 7,884
25	590	(2) B-Project Manager (Z)	\$ 5,965	\$ 6,263	\$ 6,576	\$ 6,905	\$ 7,250	\$ 74.56	\$ 78.29	\$ 82.20	\$ 86.31	\$ 90.63	\$ 7,432	\$ 7,613	\$ 7,794
29	1025	(2) A-Housing Construction Specialist (Z)	\$ 6,033	\$ 6,335	\$ 6,652	\$ 6,984	\$ 7,334	\$ 75.42	\$ 79.19	\$ 83.15	\$ 87.30	\$ 91.67	\$ 7,517	\$ 7,700	\$ 7,884
29	1025	(2) B-Housing Construction Specialist (Z)	\$ 5,965	\$ 6,263	\$ 6,576	\$ 6,905	\$ 7,250	\$ 74.56	\$ 78.29	\$ 82.20	\$ 86.31	\$ 90.63	\$ 7,432	\$ 7,613	\$ 7,794

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Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
20	630	A - Senior Financial Analyst (Z)	\$ 5,949	\$ 6,246	\$ 6,558	\$ 6,886	\$ 7,231	\$ 74.36	\$ 78.08	\$ 81.98	\$ 86.08	\$ 90.38	\$ 7,411	\$ 7,592	\$ 7,773
20	630	B - Senior Financial Analyst (Z)	\$ 5,939	\$ 6,236	\$ 6,548	\$ 6,876	\$ 7,219	\$ 74.24	\$ 77.96	\$ 81.85	\$ 85.95	\$ 90.24	\$ 7,400	\$ 7,580	\$ 7,761
101	1110	A - Principal Personnel Analyst (Z)	\$ 5,868	\$ 6,161	\$ 6,470	\$ 6,793	\$ 7,133	\$ 73.35	\$ 77.02	\$ 80.87	\$ 84.91	\$ 89.16	\$ 7,311	\$ 7,489	\$ 7,668
101	1110	B - Principal Personnel Analyst (Z)	\$ 5,866	\$ 6,159	\$ 6,467	\$ 6,791	\$ 7,130	\$ 73.33	\$ 76.99	\$ 80.84	\$ 84.88	\$ 89.13	\$ 7,308	\$ 7,487	\$ 7,665
28	595	(3) A - Senior Development Specialist (Z)	\$ 5,845	\$ 6,137	\$ 6,444	\$ 6,766	\$ 7,104	\$ 73.06	\$ 76.71	\$ 80.55	\$ 84.57	\$ 88.80	\$ 7,282	\$ 7,459	\$ 7,637
28	595	(3) B - Senior Development Specialist (Z)	\$ 5,837	\$ 6,129	\$ 6,436	\$ 6,758	\$ 7,095	\$ 72.97	\$ 76.62	\$ 80.45	\$ 84.47	\$ 88.69	\$ 7,273	\$ 7,450	\$ 7,628
35	655	Senior Planner (Z)	\$ 5,783	\$ 6,073	\$ 6,376	\$ 6,695	\$ 7,030	\$ 72.29	\$ 75.91	\$ 79.70	\$ 83.69	\$ 87.87	\$ 7,206	\$ 7,381	\$ 7,557
45	700	Architectural Associate (Z)	\$ 5,749	\$ 6,036	\$ 6,338	\$ 6,655	\$ 6,988	\$ 71.86	\$ 75.45	\$ 79.22	\$ 83.19	\$ 87.35	\$ 7,162	\$ 7,337	\$ 7,512
44	690	Associate Civil Engineer (Z)	\$ 5,748	\$ 6,035	\$ 6,337	\$ 6,654	\$ 6,986	\$ 71.85	\$ 75.44	\$ 79.21	\$ 83.17	\$ 87.33	\$ 7,161	\$ 7,336	\$ 7,510
26	940	Property Management Supervisor (Z)	\$ 5,596	\$ 5,876	\$ 6,169	\$ 6,478	\$ 6,802	\$ 69.95	\$ 73.44	\$ 77.12	\$ 80.97	\$ 85.02	\$ 6,972	\$ 7,142	\$ 7,312
61	740	(3) Harbormaster (Z)	\$ 5,436	\$ 5,707	\$ 5,993	\$ 6,292	\$ 6,607	\$ 67.94	\$ 71.34	\$ 74.91	\$ 78.65	\$ 82.59	\$ 6,772	\$ 6,937	\$ 7,103
47	995	(3) Commission Secretary (Z)	\$ 5,436	\$ 5,707	\$ 5,993	\$ 6,292	\$ 6,607	\$ 67.94	\$ 71.34	\$ 74.91	\$ 78.65	\$ 82.59	\$ 6,772	\$ 6,937	\$ 7,103
49	1000	(3) Executive Assistant to Executive Director (Z)	\$ 5,436	\$ 5,707	\$ 5,993	\$ 6,292	\$ 6,607	\$ 67.94	\$ 71.34	\$ 74.91	\$ 78.65	\$ 82.59	\$ 6,772	\$ 6,937	\$ 7,103
38	990	Assistant Project Manager (Z)	\$ 5,424	\$ 5,696	\$ 5,980	\$ 6,279	\$ 6,593	\$ 67.80	\$ 71.19	\$ 74.75	\$ 78.49	\$ 82.42	\$ 6,758	\$ 6,923	\$ 7,088
40	615	A - Development Specialist (Z)	\$ 5,434	\$ 5,705	\$ 5,990	\$ 6,290	\$ 6,605	\$ 67.92	\$ 71.32	\$ 74.88	\$ 78.63	\$ 82.56	\$ 6,770	\$ 6,935	\$ 7,100
40	615	B - Development Specialist (Z)	\$ 5,424	\$ 5,696	\$ 5,980	\$ 6,279	\$ 6,593	\$ 67.80	\$ 71.19	\$ 74.75	\$ 78.49	\$ 82.42	\$ 6,758	\$ 6,923	\$ 7,088
39	1050	Contract Administration Specialist (Z)	\$ 5,424	\$ 5,696	\$ 5,980	\$ 6,279	\$ 6,593	\$ 67.80	\$ 71.19	\$ 74.75	\$ 78.49	\$ 82.42	\$ 6,758	\$ 6,923	\$ 7,088
46	670	Financial Systems Accountant (Z)	\$ 5,422	\$ 5,693	\$ 5,978	\$ 6,277	\$ 6,591	\$ 67.78	\$ 71.17	\$ 74.73	\$ 78.46	\$ 82.39	\$ 6,756	\$ 6,920	\$ 7,085
33	1100	Accountant IV (Z)	\$ 5,422	\$ 5,693	\$ 5,978	\$ 6,277	\$ 6,591	\$ 67.78	\$ 71.17	\$ 74.73	\$ 78.46	\$ 82.39	\$ 6,756	\$ 6,920	\$ 7,085
51	715	Senior Personnel Analyst (Z)	\$ 5,289	\$ 5,553	\$ 5,831	\$ 6,122	\$ 6,428	\$ 66.11	\$ 69.41	\$ 72.88	\$ 76.53	\$ 80.36	\$ 6,589	\$ 6,750	\$ 6,911
7	570	Construction Coordinator (Z)	\$ 5,143	\$ 5,400	\$ 5,670	\$ 5,953	\$ 6,251	\$ 64.29	\$ 67.50	\$ 70.87	\$ 74.42	\$ 78.14	\$ 6,407	\$ 6,564	\$ 6,720
54	720	A-Senior Programmer Analyst (Z)	\$ 4,908	\$ 5,154	\$ 5,411	\$ 5,682	\$ 5,966	\$ 61.35	\$ 64.42	\$ 67.64	\$ 71.02	\$ 74.57	\$ 6,115	\$ 6,264	\$ 6,413
54	720	B-Senior Programmer Analyst (Z)	\$ 4,857	\$ 5,100	\$ 5,355	\$ 5,623	\$ 5,904	\$ 60.72	\$ 63.75	\$ 66.94	\$ 70.29	\$ 73.80	\$ 6,052	\$ 6,199	\$ 6,347
52	730	Associate Planner (Z)	\$ 4,878	\$ 5,122	\$ 5,378	\$ 5,646	\$ 5,929	\$ 60.97	\$ 64.02	\$ 67.22	\$ 70.58	\$ 74.11	\$ 6,077	\$ 6,225	\$ 6,373
32	975	Environmental Assessment Specialist (Z)	\$ 4,878	\$ 5,122	\$ 5,378	\$ 5,646	\$ 5,929	\$ 60.97	\$ 64.02	\$ 67.22	\$ 70.58	\$ 74.11	\$ 6,077	\$ 6,225	\$ 6,373
43	945	Property Management Specialist (Z)	\$ 4,836	\$ 5,078	\$ 5,331	\$ 5,598	\$ 5,878	\$ 60.45	\$ 63.47	\$ 66.64	\$ 69.98	\$ 73.47	\$ 6,025	\$ 6,172	\$ 6,319
56	705	A - Assistant Development Specialist (Z)	\$ 4,706	\$ 4,942	\$ 5,189	\$ 5,448	\$ 5,721	\$ 58.83	\$ 61.77	\$ 64.86	\$ 68.10	\$ 71.51	\$ 5,864	\$ 6,007	\$ 6,150
56	705	B - Assistant Development Specialist (Z)	\$ 4,687	\$ 4,921	\$ 5,167	\$ 5,426	\$ 5,697	\$ 58.59	\$ 61.52	\$ 64.59	\$ 67.82	\$ 71.21	\$ 5,839	\$ 5,982	\$ 6,124
50	695	A - Accountant III (Z)	\$ 4,690	\$ 4,924	\$ 5,171	\$ 5,429	\$ 5,701	\$ 58.62	\$ 61.56	\$ 64.63	\$ 67.87	\$ 71.26	\$ 5,843	\$ 5,986	\$ 6,128
50	695	B - Accountant III (Z)	\$ 4,686	\$ 4,920	\$ 5,166	\$ 5,424	\$ 5,696	\$ 58.57	\$ 61.50	\$ 64.58	\$ 67.81	\$ 71.20	\$ 5,838	\$ 5,981	\$ 6,123
37	665	Building/Construction Inspector II (Z)	\$ 4,665	\$ 4,899	\$ 5,144	\$ 5,401	\$ 5,671	\$ 58.32	\$ 61.23	\$ 64.30	\$ 67.51	\$ 70.89	\$ 5,813	\$ 5,954	\$ 6,096
42	640	Contract Compliance Specialist II (Z)	\$ 4,552	\$ 4,780	\$ 5,019	\$ 5,270	\$ 5,533	\$ 56.90	\$ 59.75	\$ 62.74	\$ 65.87	\$ 69.17	\$ 5,672	\$ 5,810	\$ 5,948

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Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
53	685	Public Affairs Officer (Z)	\$ 4,423	\$ 4,644	\$ 4,876	\$ 5,120	\$ 5,376	\$ 55.28	\$ 58.05	\$ 60.95	\$ 64.00	\$ 67.20	\$ 5,510	\$ 5,645	\$ 5,779
62	1030	Management Assistant III (Z)	\$ 4,240	\$ 4,452	\$ 4,675	\$ 4,908	\$ 5,154	\$ 53.00	\$ 55.65	\$ 58.43	\$ 61.36	\$ 64.42	\$ 5,283	\$ 5,412	\$ 5,540
63	785	Assistant Planner (Z)	\$ 4,110	\$ 4,315	\$ 4,531	\$ 4,757	\$ 4,995	\$ 51.37	\$ 53.94	\$ 56.64	\$ 59.47	\$ 62.44	\$ 5,120	\$ 5,245	\$ 5,370
64	755	Administrative Analyst (Z)	\$ 4,020	\$ 4,221	\$ 4,432	\$ 4,653	\$ 4,886	\$ 50.25	\$ 52.76	\$ 55.40	\$ 58.17	\$ 61.08	\$ 5,008	\$ 5,130	\$ 5,253
67	765	Programmer Analyst (Z)	\$ 3,998	\$ 4,198	\$ 4,408	\$ 4,629	\$ 4,860	\$ 49.98	\$ 52.48	\$ 55.10	\$ 57.86	\$ 60.75	\$ 4,982	\$ 5,103	\$ 5,225
89	870	Law Clerk II	\$ 3,905	\$ 4,100	\$ 4,305	\$ 4,520	\$ 4,746	\$ 48.81	\$ 51.25	\$ 53.81	\$ 56.50	\$ 59.33	\$ 4,865	\$ 4,983	\$ 5,102
60	760	Senior Legal Secretary (Z)	\$ 3,905	\$ 4,100	\$ 4,305	\$ 4,520	\$ 4,746	\$ 48.81	\$ 51.25	\$ 53.81	\$ 56.50	\$ 59.33	\$ 4,865	\$ 4,983	\$ 5,102
65	775	A - Accountant II (Z)	\$ 3,879	\$ 4,073	\$ 4,277	\$ 4,490	\$ 4,715	\$ 48.49	\$ 50.91	\$ 53.46	\$ 56.13	\$ 58.94	\$ 4,833	\$ 4,951	\$ 5,069
65	775	B - Accountant II (Z)	\$ 3,874	\$ 4,068	\$ 4,271	\$ 4,485	\$ 4,709	\$ 48.42	\$ 50.85	\$ 53.39	\$ 56.06	\$ 58.86	\$ 4,827	\$ 4,944	\$ 5,062
59	780	Architectural Assistant (Z)	\$ 3,862	\$ 4,055	\$ 4,258	\$ 4,470	\$ 4,694	\$ 48.27	\$ 50.69	\$ 53.22	\$ 55.88	\$ 58.67	\$ 4,811	\$ 4,929	\$ 5,046
41	675	Building/Construction Specialist I (Z)	\$ 3,840	\$ 4,032	\$ 4,234	\$ 4,446	\$ 4,668	\$ 48.00	\$ 50.40	\$ 52.92	\$ 55.57	\$ 58.35	\$ 4,785	\$ 4,901	\$ 5,018
72	1035	Management Assistant II (Z)	\$ 3,703	\$ 3,888	\$ 4,082	\$ 4,286	\$ 4,501	\$ 46.28	\$ 48.60	\$ 51.03	\$ 53.58	\$ 56.26	\$ 4,613	\$ 4,726	\$ 4,838
58	735	Contract Compliance Specialist I (Z)	\$ 3,702	\$ 3,887	\$ 4,081	\$ 4,285	\$ 4,499	\$ 46.27	\$ 48.58	\$ 51.01	\$ 53.56	\$ 56.24	\$ 4,612	\$ 4,724	\$ 4,837
69	803	Support Services Supervisor (P)	\$ 3,691	\$ 3,876	\$ 4,070	\$ 4,273	\$ 4,487	\$ 46.14	\$ 48.45	\$ 50.87	\$ 53.42	\$ 56.09	\$ 4,599	\$ 4,711	\$ 4,823
66	750	Personnel Analyst (Z)	\$ 3,674	\$ 3,858	\$ 4,051	\$ 4,253	\$ 4,466	\$ 45.93	\$ 48.22	\$ 50.63	\$ 53.16	\$ 55.82	\$ 4,577	\$ 4,689	\$ 4,801
55	770	Senior Community Services Specialist (Z)	\$ 3,651	\$ 3,833	\$ 4,025	\$ 4,226	\$ 4,437	\$ 45.63	\$ 47.91	\$ 50.31	\$ 52.83	\$ 55.47	\$ 4,548	\$ 4,659	\$ 4,770
27	955	Relocation Supervisor (Z)	\$ 3,651	\$ 3,833	\$ 4,025	\$ 4,226	\$ 4,437	\$ 45.63	\$ 47.91	\$ 50.31	\$ 52.83	\$ 55.47	\$ 4,548	\$ 4,659	\$ 4,770
70	810	A - Administrative Secretary (P)	\$ 3,433	\$ 3,605	\$ 3,785	\$ 3,974	\$ 4,173	\$ 42.92	\$ 45.06	\$ 47.32	\$ 49.68	\$ 52.17	\$ 4,278	\$ 4,382	\$ 4,486
70	810	B - Administrative Secretary (P)	\$ 2,578	\$ 2,706	\$ 2,842	\$ 2,984	\$ 3,133	\$ 32.22	\$ 33.83	\$ 35.52	\$ 37.30	\$ 39.16	\$ 3,211	\$ 3,290	\$ 3,368
79	830	Harbor Office Supervisor (P)	\$ 3,404	\$ 3,574	\$ 3,753	\$ 3,940	\$ 4,137	\$ 42.55	\$ 44.67	\$ 46.91	\$ 49.25	\$ 51.72	\$ 4,241	\$ 4,344	\$ 4,448
57	745	Records & Information Supervisor (Z)	\$ 3,404	\$ 3,574	\$ 3,753	\$ 3,940	\$ 4,137	\$ 42.55	\$ 44.67	\$ 46.91	\$ 49.25	\$ 51.72	\$ 4,241	\$ 4,344	\$ 4,448
68	800	Executive Secretary	\$ 3,404	\$ 3,574	\$ 3,753	\$ 3,940	\$ 4,137	\$ 42.55	\$ 44.67	\$ 46.91	\$ 49.25	\$ 51.72	\$ 4,241	\$ 4,344	\$ 4,448
74	820	Accountant I (Z)	\$ 3,372	\$ 3,541	\$ 3,718	\$ 3,904	\$ 4,099	\$ 42.15	\$ 44.26	\$ 46.47	\$ 48.80	\$ 51.24	\$ 4,201	\$ 4,304	\$ 4,406
75	815	Facility Maintenance Supervisor (Z)	\$ 3,312	\$ 3,478	\$ 3,651	\$ 3,834	\$ 4,026	\$ 41.40	\$ 43.47	\$ 45.64	\$ 47.92	\$ 50.32	\$ 4,126	\$ 4,227	\$ 4,328
78	1040	Management Assistant I (Z)	\$ 3,259	\$ 3,422	\$ 3,593	\$ 3,773	\$ 3,961	\$ 40.74	\$ 42.77	\$ 44.91	\$ 47.16	\$ 49.52	\$ 4,060	\$ 4,159	\$ 4,258
71	790	Assistant Harbormaster (Z)	\$ 3,212	\$ 3,373	\$ 3,541	\$ 3,718	\$ 3,904	\$ 40.15	\$ 42.16	\$ 44.27	\$ 46.48	\$ 48.80	\$ 4,002	\$ 4,099	\$ 4,197
73	795	Community Services Specialist (Z)	\$ 3,180	\$ 3,339	\$ 3,506	\$ 3,682	\$ 3,866	\$ 39.75	\$ 41.74	\$ 43.83	\$ 46.02	\$ 48.32	\$ 3,962	\$ 4,059	\$ 4,156
82	845	Purchasing Assistant (P)	\$ 3,157	\$ 3,315	\$ 3,480	\$ 3,655	\$ 3,837	\$ 39.46	\$ 41.43	\$ 43.51	\$ 45.68	\$ 47.97	\$ 3,933	\$ 4,029	\$ 4,125
90	885	Account Clerk II (P)	\$ 3,090	\$ 3,244	\$ 3,406	\$ 3,577	\$ 3,755	\$ 38.62	\$ 40.55	\$ 42.58	\$ 44.71	\$ 46.94	\$ 3,849	\$ 3,943	\$ 4,037

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 07/01/2025 - 2.00%

EXHIBIT 3

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
85	835	Facility Maintenance Worker (P)	\$ 2,933	\$ 3,079	\$ 3,233	\$ 3,395	\$ 3,564	\$ 36.66	\$ 38.49	\$ 40.41	\$ 42.43	\$ 44.56	\$ 3,654	\$ 3,743	\$ 3,832
83	840	Harbor Attendant (P)	\$ 2,933	\$ 3,079	\$ 3,233	\$ 3,395	\$ 3,564	\$ 36.66	\$ 38.49	\$ 40.41	\$ 42.43	\$ 44.56	\$ 3,654	\$ 3,743	\$ 3,832
80	855	A - Records Specialist II (P)	\$ 2,901	\$ 3,046	\$ 3,198	\$ 3,358	\$ 3,526	\$ 36.26	\$ 38.07	\$ 39.98	\$ 41.98	\$ 44.08	\$ 3,614	\$ 3,702	\$ 3,790
80	855	B - Records Specialist II (P)	\$ 2,838	\$ 2,980	\$ 3,128	\$ 3,285	\$ 3,449	\$ 35.47	\$ 37.24	\$ 39.11	\$ 41.06	\$ 43.11	\$ 3,535	\$ 3,622	\$ 3,708
81	860	Senior Office Assistant (P)	\$ 2,579	\$ 2,707	\$ 2,843	\$ 2,985	\$ 3,134	\$ 32.23	\$ 33.84	\$ 35.54	\$ 37.31	\$ 39.18	\$ 3,213	\$ 3,291	\$ 3,369
76	825	Senior Harbor Attendant (P)	\$ 2,844	\$ 2,986	\$ 3,135	\$ 3,292	\$ 3,457	\$ 35.55	\$ 37.32	\$ 39.19	\$ 41.15	\$ 43.21	\$ 3,543	\$ 3,629	\$ 3,716
87	882	Project/Planning Associate (P)	\$ 2,792	\$ 2,931	\$ 3,078	\$ 3,232	\$ 3,393	\$ 34.90	\$ 36.64	\$ 38.47	\$ 40.40	\$ 42.42	\$ 3,478	\$ 3,563	\$ 3,648
93	900	Law Clerk I	\$ 2,792	\$ 2,931	\$ 3,078	\$ 3,232	\$ 3,393	\$ 34.90	\$ 36.64	\$ 38.47	\$ 40.40	\$ 42.42	\$ 3,478	\$ 3,563	\$ 3,648
77	850	Secretary (P)	\$ 2,702	\$ 2,837	\$ 2,979	\$ 3,128	\$ 3,284	\$ 33.77	\$ 35.46	\$ 37.24	\$ 39.10	\$ 41.05	\$ 3,366	\$ 3,448	\$ 3,531
94	905	Account Clerk I (P)	\$ 2,667	\$ 2,801	\$ 2,941	\$ 3,088	\$ 3,242	\$ 33.34	\$ 35.01	\$ 36.76	\$ 38.60	\$ 40.53	\$ 3,323	\$ 3,404	\$ 3,485
84	875	Office Assistant II (P)	\$ 2,486	\$ 2,610	\$ 2,741	\$ 2,878	\$ 3,021	\$ 31.07	\$ 32.63	\$ 34.26	\$ 35.97	\$ 37.77	\$ 3,097	\$ 3,173	\$ 3,248
86	880	Records Specialist I (P)	\$ 2,486	\$ 2,610	\$ 2,741	\$ 2,878	\$ 3,021	\$ 31.07	\$ 32.63	\$ 34.26	\$ 35.97	\$ 37.77	\$ 3,097	\$ 3,173	\$ 3,248
88	865	Harbor Office Assistant	\$ 2,486	\$ 2,610	\$ 2,741	\$ 2,878	\$ 3,021	\$ 31.07	\$ 32.63	\$ 34.26	\$ 35.97	\$ 37.77	\$ 3,097	\$ 3,173	\$ 3,248
91	895	Office Assistant I (P)	\$ 2,284	\$ 2,398	\$ 2,518	\$ 2,644	\$ 2,776	\$ 28.55	\$ 29.97	\$ 31.47	\$ 33.05	\$ 34.70	\$ 2,845	\$ 2,915	\$ 2,984
92	890	Harbor Security Officer (P)	\$ 2,386	\$ 2,505	\$ 2,630	\$ 2,762	\$ 2,900	\$ 29.82	\$ 31.31	\$ 32.88	\$ 34.52	\$ 36.25	\$ 2,972	\$ 3,045	\$ 3,117
100	935	(2) A-Staff Associate VI (Z)	\$ 6,986	\$ 7,335	\$ 7,702	\$ 8,087	\$ 8,492	\$ 87.32	\$ 91.69	\$ 96.28	\$ 101.09	\$ 106.14	\$ 8,704	\$ 8,916	\$ 9,128
100	935	(2) B-Staff Associate VI (Z)	\$ 6,969	\$ 7,317	\$ 7,683	\$ 8,067	\$ 8,470	\$ 87.11	\$ 91.46	\$ 96.04	\$ 100.84	\$ 105.88	\$ 8,682	\$ 8,894	\$ 9,106
99	930	(2) A - Staff Associate V (Z)	\$ 7,325	\$ 7,691	\$ 8,075	\$ 8,479	\$ 8,903	\$ 91.56	\$ 96.14	\$ 100.94	\$ 105.99	\$ 111.29	\$ 9,126	\$ 9,348	\$ 9,571
99	930	(2) B - Staff Associate V (Z)	\$ 6,025	\$ 6,326	\$ 6,643	\$ 6,975	\$ 7,324	\$ 75.31	\$ 79.08	\$ 83.03	\$ 87.19	\$ 91.54	\$ 7,507	\$ 7,690	\$ 7,873
98	921	A - Staff Associate IV (Z)	\$ 5,434	\$ 5,705	\$ 5,990	\$ 6,290	\$ 6,605	\$ 67.92	\$ 71.32	\$ 74.88	\$ 78.63	\$ 82.56	\$ 6,770	\$ 6,935	\$ 7,100
98	921	B - Staff Associate IV (Z)	\$ 5,424	\$ 5,696	\$ 5,980	\$ 6,279	\$ 6,593	\$ 67.80	\$ 71.19	\$ 74.75	\$ 78.49	\$ 82.42	\$ 6,758	\$ 6,923	\$ 7,088
97	920	Staff Associate III (Z)	\$ 4,686	\$ 4,920	\$ 5,166	\$ 5,424	\$ 5,696	\$ 58.57	\$ 61.50	\$ 64.58	\$ 67.81	\$ 71.20	\$ 5,838	\$ 5,981	\$ 6,123
96	915	Staff Associate II (Z)	\$ 3,249	\$ 3,411	\$ 3,582	\$ 3,761	\$ 3,949	\$ 40.61	\$ 42.64	\$ 44.77	\$ 47.01	\$ 49.36	\$ 4,048	\$ 4,146	\$ 4,245
95	985	Staff Associate I (Z)	\$ 2,622	\$ 2,754	\$ 2,891	\$ 3,036	\$ 3,188	\$ 32.78	\$ 34.42	\$ 36.14	\$ 37.95	\$ 39.84	\$ 3,267	\$ 3,347	\$ 3,427

- * Ranges from 2.5% up to 7.5% Maximum
- (1) Attorney Pay Range Varies for 8177 Classification.
- (2) 550 Series OCII - Step 5 is equal to CCSF Step 1 Range A
- (3) 09 Series OCII Step1 is equal to CCSF Step 5 Range A
- (4) 1044 CCSF Step 2 is OCII Step 1; CCSF Step 10 is OCII Step 5; 5% Variance Between 2-4 (See Tab 1044)
- A Incumbent paid consistent with previously approved salary chart. When position is vacated, new hire will be paid consistent with comparable City class match.
- B Paid consistent with comparable City class match.

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 01/03/2026 - 1.50%

EXHIBIT 4

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
1	500	(3) Executive Director (Z)	\$ 12,896	\$ 13,540	\$ 14,217	\$ 14,928	\$ 15,675	\$ 161.19	\$ 169.25	\$ 177.72	\$ 186.60	\$ 195.93	\$ 16,067	\$ 16,458	\$ 16,850
3	520	A - Agency General Counsel (Z)	\$ 9,701	\$ 10,187	\$ 10,697	\$ 11,232	\$ 11,793	\$ 121.27	\$ 127.34	\$ 133.71	\$ 140.40	\$ 147.42	\$ 12,088	\$ 12,383	\$ 12,678
3	520	B - Agency General Counsel (Z)	\$ 9,694	\$ 10,180	\$ 10,689	\$ 11,223	\$ 11,785	\$ 121.18	\$ 127.25	\$ 133.61	\$ 140.29	\$ 147.31	\$ 12,079	\$ 12,374	\$ 12,668
2	1060	(3) Deputy Executive Director (Z)	\$ 9,040	\$ 9,492	\$ 9,966	\$ 10,464	\$ 10,988	\$ 112.99	\$ 118.64	\$ 124.58	\$ 130.81	\$ 137.35	\$ 11,262	\$ 11,537	\$ 11,812
10	555	(2) Senior Project Manager, Supervisory (Z)	\$ 8,504	\$ 8,929	\$ 9,375	\$ 9,844	\$ 10,336	\$ 106.30	\$ 111.61	\$ 117.19	\$ 123.05	\$ 129.20	\$ 10,595	\$ 10,853	\$ 11,111
5	1010	Assistant Deputy Executive Director (Z)	\$ 7,939	\$ 8,336	\$ 8,753	\$ 9,191	\$ 9,650	\$ 99.24	\$ 104.20	\$ 109.41	\$ 114.88	\$ 120.63	\$ 9,892	\$ 10,133	\$ 10,374
4	525	Deputy General Counsel (Z) - Step 9	\$ 7,819	\$ 8,209	\$ 8,620	\$ 9,051	\$ 9,503	\$ 97.73	\$ 102.62	\$ 107.75	\$ 113.14	\$ 118.79	\$ 9,741	\$ 9,979	\$ 10,216
6	580	(1) Senior Attorney (Z) - Step 8	\$ 7,629	\$ 8,010	\$ 8,411	\$ 8,831	\$ 9,273	\$ 95.36	\$ 100.13	\$ 105.13	\$ 110.39	\$ 115.91	\$ 9,505	\$ 9,736	\$ 9,968
34	660	(1) Staff Attorney II (Z) - Step 7	\$ 7,445	\$ 7,817	\$ 8,208	\$ 8,619	\$ 9,049	\$ 93.06	\$ 97.72	\$ 102.60	\$ 107.73	\$ 113.12	\$ 9,276	\$ 9,502	\$ 9,728
48	725	(1) Staff Attorney I (Z) - Step 6	\$ 7,268	\$ 7,632	\$ 8,013	\$ 8,414	\$ 8,835	\$ 90.86	\$ 95.40	\$ 100.17	\$ 105.18	\$ 110.44	\$ 9,056	\$ 9,277	\$ 9,497
9	565	Senior Civil Engineer (Z)	\$ 7,674	\$ 8,058	\$ 8,461	\$ 8,884	\$ 9,328	\$ 95.93	\$ 100.73	\$ 105.76	\$ 111.05	\$ 116.60	\$ 9,562	\$ 9,795	\$ 10,028
16	556	Architecture & Engineering Supervisor (Z)	\$ 7,674	\$ 8,058	\$ 8,461	\$ 8,884	\$ 9,328	\$ 95.93	\$ 100.73	\$ 105.76	\$ 111.05	\$ 116.60	\$ 9,562	\$ 9,795	\$ 10,028
15	550	(2) A-Senior Project Manager (Z)	\$ 7,091	\$ 7,445	\$ 7,818	\$ 8,208	\$ 8,619	\$ 88.63	\$ 93.07	\$ 97.72	\$ 102.61	\$ 107.74	\$ 8,834	\$ 9,050	\$ 9,265
15	550	(2) B- Senior Project Manager (Z)	\$ 7,005	\$ 7,355	\$ 7,722	\$ 8,109	\$ 8,514	\$ 87.56	\$ 91.93	\$ 96.53	\$ 101.36	\$ 106.43	\$ 8,727	\$ 8,940	\$ 9,153
17	606	Planning Supervisor (Z)	\$ 6,964	\$ 7,312	\$ 7,678	\$ 8,062	\$ 8,465	\$ 87.05	\$ 91.40	\$ 95.97	\$ 100.77	\$ 105.81	\$ 8,676	\$ 8,888	\$ 9,100
13	535	(3) Development Services Manager (Z)	\$ 6,857	\$ 7,200	\$ 7,560	\$ 7,938	\$ 8,335	\$ 85.72	\$ 90.00	\$ 94.50	\$ 99.23	\$ 104.19	\$ 8,544	\$ 8,752	\$ 8,960
14	540	(3) A - Housing Program Manager (Z)	\$ 6,866	\$ 7,210	\$ 7,570	\$ 7,949	\$ 8,346	\$ 85.83	\$ 90.12	\$ 94.63	\$ 99.36	\$ 104.33	\$ 8,555	\$ 8,764	\$ 8,972
14	540	(3) B - Housing Program Manager (Z)	\$ 6,857	\$ 7,200	\$ 7,560	\$ 7,938	\$ 8,335	\$ 85.72	\$ 90.00	\$ 94.50	\$ 99.23	\$ 104.19	\$ 8,544	\$ 8,752	\$ 8,960
12	1015	(3) Contract and Fiscal Services Manager (Z)	\$ 6,857	\$ 7,200	\$ 7,560	\$ 7,938	\$ 8,335	\$ 85.72	\$ 90.00	\$ 94.50	\$ 99.23	\$ 104.19	\$ 8,544	\$ 8,752	\$ 8,960
11	965	(3) A - Human Resources Manager	\$ 6,866	\$ 7,210	\$ 7,570	\$ 7,949	\$ 8,346	\$ 85.83	\$ 90.12	\$ 94.63	\$ 99.36	\$ 104.33	\$ 8,555	\$ 8,764	\$ 8,972
11	965	(3) B - Human Resources Manager	\$ 6,857	\$ 7,200	\$ 7,560	\$ 7,938	\$ 8,335	\$ 85.72	\$ 90.00	\$ 94.50	\$ 99.23	\$ 104.19	\$ 8,544	\$ 8,752	\$ 8,960
30	635	Architect (Z)	\$ 6,628	\$ 6,959	\$ 7,307	\$ 7,673	\$ 8,056	\$ 82.85	\$ 86.99	\$ 91.34	\$ 95.91	\$ 100.70	\$ 8,258	\$ 8,459	\$ 8,661
8	605	Senior Architect (Z)	\$ 6,626	\$ 6,957	\$ 7,305	\$ 7,670	\$ 8,054	\$ 82.82	\$ 86.97	\$ 91.31	\$ 95.88	\$ 100.67	\$ 8,255	\$ 8,457	\$ 8,658
18	610	Senior Landscape Architect (Z)	\$ 6,626	\$ 6,957	\$ 7,305	\$ 7,670	\$ 8,054	\$ 82.82	\$ 86.97	\$ 91.31	\$ 95.88	\$ 100.67	\$ 8,255	\$ 8,457	\$ 8,658
31	620	Civil Engineer (Z)	\$ 6,626	\$ 6,957	\$ 7,305	\$ 7,670	\$ 8,054	\$ 82.82	\$ 86.97	\$ 91.31	\$ 95.88	\$ 100.67	\$ 8,255	\$ 8,457	\$ 8,658
19	625	(4) Information Systems Supervisor (Z)	\$ 6,615	\$ 6,945	\$ 7,293	\$ 7,657	\$ 8,040	\$ 82.68	\$ 86.82	\$ 91.16	\$ 95.72	\$ 100.50	\$ 8,241	\$ 8,442	\$ 8,643
21	970	(3) Accounting Supervisor (Z)	\$ 6,387	\$ 6,707	\$ 7,042	\$ 7,394	\$ 7,764	\$ 79.84	\$ 83.83	\$ 88.03	\$ 92.43	\$ 97.05	\$ 7,958	\$ 8,152	\$ 8,346
23	585	(3) Contract Compliance Supervisor (Z)	\$ 6,387	\$ 6,707	\$ 7,042	\$ 7,394	\$ 7,764	\$ 79.84	\$ 83.83	\$ 88.03	\$ 92.43	\$ 97.05	\$ 7,958	\$ 8,152	\$ 8,346
22	1045	(3) Senior Development Specialist (Supervisory) (Z)	\$ 6,387	\$ 6,707	\$ 7,042	\$ 7,394	\$ 7,764	\$ 79.84	\$ 83.83	\$ 88.03	\$ 92.43	\$ 97.05	\$ 7,958	\$ 8,152	\$ 8,346
24	560	(3) Administrative Services Manager (Z)	\$ 6,387	\$ 6,707	\$ 7,042	\$ 7,394	\$ 7,764	\$ 79.84	\$ 83.83	\$ 88.03	\$ 92.43	\$ 97.05	\$ 7,958	\$ 8,152	\$ 8,346
36	585	A-Contract Compliance Specialist III (Z)	\$ 6,064	\$ 6,367	\$ 6,685	\$ 7,019	\$ 7,370	\$ 75.80	\$ 79.58	\$ 83.56	\$ 87.74	\$ 92.13	\$ 7,555	\$ 7,739	\$ 7,923
36	585	B-Contract Compliance Specialist III (Z)	\$ 6,055	\$ 6,358	\$ 6,676	\$ 7,010	\$ 7,360	\$ 75.69	\$ 79.48	\$ 83.45	\$ 87.62	\$ 92.01	\$ 7,544	\$ 7,729	\$ 7,913
25	590	(2) A-Project Manager (Z)	\$ 6,123	\$ 6,430	\$ 6,751	\$ 7,089	\$ 7,443	\$ 76.54	\$ 80.37	\$ 84.39	\$ 88.61	\$ 93.04	\$ 7,629	\$ 7,815	\$ 8,001
25	590	(2) B-Project Manager (Z)	\$ 6,054	\$ 6,357	\$ 6,675	\$ 7,009	\$ 7,359	\$ 75.68	\$ 79.46	\$ 83.44	\$ 87.61	\$ 91.99	\$ 7,543	\$ 7,727	\$ 7,911
29	1025	(2) A-Housing Construction Specialist (Z)	\$ 6,123	\$ 6,430	\$ 6,751	\$ 7,089	\$ 7,443	\$ 76.54	\$ 80.37	\$ 84.39	\$ 88.61	\$ 93.04	\$ 7,629	\$ 7,815	\$ 8,001
29	1025	(2) B-Housing Construction Specialist (Z)	\$ 6,054	\$ 6,357	\$ 6,675	\$ 7,009	\$ 7,359	\$ 75.68	\$ 79.46	\$ 83.44	\$ 87.61	\$ 91.99	\$ 7,543	\$ 7,727	\$ 7,911

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 01/03/2026 - 1.50%

EXHIBIT 4

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
20	630	A - Senior Financial Analyst (Z)	\$ 6,038	\$ 6,340	\$ 6,657	\$ 6,990	\$ 7,340	\$ 75.48	\$ 79.25	\$ 83.21	\$ 87.38	\$ 91.74	\$ 7,523	\$ 7,706	\$ 7,890
20	630	B - Senior Financial Analyst (Z)	\$ 6,028	\$ 6,329	\$ 6,646	\$ 6,978	\$ 7,327	\$ 75.35	\$ 79.12	\$ 83.07	\$ 87.23	\$ 91.59	\$ 7,510	\$ 7,694	\$ 7,877
101	1110	A - Principal Personnel Analyst (Z)	\$ 5,956	\$ 6,254	\$ 6,567	\$ 6,895	\$ 7,240	\$ 74.45	\$ 78.17	\$ 82.08	\$ 86.19	\$ 90.49	\$ 7,421	\$ 7,602	\$ 7,783
101	1110	B - Principal Personnel Analyst (Z)	\$ 5,954	\$ 6,252	\$ 6,564	\$ 6,892	\$ 7,237	\$ 74.42	\$ 78.15	\$ 82.05	\$ 86.16	\$ 90.46	\$ 7,418	\$ 7,599	\$ 7,780
28	595	(3) A - Senior Development Specialist (Z)	\$ 5,933	\$ 6,229	\$ 6,541	\$ 6,868	\$ 7,211	\$ 74.16	\$ 77.87	\$ 81.76	\$ 85.85	\$ 90.14	\$ 7,391	\$ 7,572	\$ 7,752
28	595	(3) B - Senior Development Specialist (Z)	\$ 5,925	\$ 6,221	\$ 6,532	\$ 6,858	\$ 7,201	\$ 74.06	\$ 77.76	\$ 81.65	\$ 85.73	\$ 90.02	\$ 7,381	\$ 7,561	\$ 7,741
35	655	Senior Planner (Z)	\$ 5,870	\$ 6,163	\$ 6,471	\$ 6,795	\$ 7,135	\$ 73.37	\$ 77.04	\$ 80.89	\$ 84.94	\$ 89.18	\$ 7,313	\$ 7,491	\$ 7,670
45	700	Architectural Associate (Z)	\$ 5,835	\$ 6,127	\$ 6,433	\$ 6,755	\$ 7,093	\$ 72.94	\$ 76.59	\$ 80.42	\$ 84.44	\$ 88.66	\$ 7,270	\$ 7,447	\$ 7,625
44	690	Associate Civil Engineer (Z)	\$ 5,834	\$ 6,126	\$ 6,432	\$ 6,754	\$ 7,092	\$ 72.93	\$ 76.57	\$ 80.40	\$ 84.42	\$ 88.64	\$ 7,269	\$ 7,446	\$ 7,623
26	940	Property Management Supervisor (Z)	\$ 5,680	\$ 5,964	\$ 6,262	\$ 6,575	\$ 6,904	\$ 71.00	\$ 74.55	\$ 78.28	\$ 82.19	\$ 86.30	\$ 7,077	\$ 7,249	\$ 7,422
61	740	(3) Harbormaster (Z)	\$ 5,518	\$ 5,793	\$ 6,083	\$ 6,387	\$ 6,707	\$ 68.97	\$ 72.42	\$ 76.04	\$ 79.84	\$ 83.83	\$ 6,874	\$ 7,042	\$ 7,210
47	995	(3) Commission Secretary (Z)	\$ 5,518	\$ 5,793	\$ 6,083	\$ 6,387	\$ 6,707	\$ 68.97	\$ 72.42	\$ 76.04	\$ 79.84	\$ 83.83	\$ 6,874	\$ 7,042	\$ 7,210
49	1000	(3) Executive Assistant to Executive Director (Z)	\$ 5,518	\$ 5,793	\$ 6,083	\$ 6,387	\$ 6,707	\$ 68.97	\$ 72.42	\$ 76.04	\$ 79.84	\$ 83.83	\$ 6,874	\$ 7,042	\$ 7,210
38	990	Assistant Project Manager (Z)	\$ 5,505	\$ 5,781	\$ 6,070	\$ 6,373	\$ 6,692	\$ 68.82	\$ 72.26	\$ 75.87	\$ 79.66	\$ 83.65	\$ 6,859	\$ 7,026	\$ 7,194
40	615	A - Development Specialist (Z)	\$ 5,516	\$ 5,791	\$ 6,081	\$ 6,385	\$ 6,704	\$ 68.94	\$ 72.39	\$ 76.01	\$ 79.81	\$ 83.80	\$ 6,872	\$ 7,039	\$ 7,207
40	615	B - Development Specialist (Z)	\$ 5,505	\$ 5,781	\$ 6,070	\$ 6,373	\$ 6,692	\$ 68.82	\$ 72.26	\$ 75.87	\$ 79.66	\$ 83.65	\$ 6,859	\$ 7,026	\$ 7,194
39	1050	Contract Administration Specialist (Z)	\$ 5,505	\$ 5,781	\$ 6,070	\$ 6,373	\$ 6,692	\$ 68.82	\$ 72.26	\$ 75.87	\$ 79.66	\$ 83.65	\$ 6,859	\$ 7,026	\$ 7,194
46	670	Financial Systems Accountant (Z)	\$ 5,503	\$ 5,778	\$ 6,067	\$ 6,371	\$ 6,689	\$ 68.79	\$ 72.23	\$ 75.84	\$ 79.63	\$ 83.62	\$ 6,857	\$ 7,024	\$ 7,191
33	1100	Accountant IV (Z)	\$ 5,503	\$ 5,778	\$ 6,067	\$ 6,371	\$ 6,689	\$ 68.79	\$ 72.23	\$ 75.84	\$ 79.63	\$ 83.62	\$ 6,857	\$ 7,024	\$ 7,191
51	715	Senior Personnel Analyst (Z)	\$ 5,368	\$ 5,637	\$ 5,919	\$ 6,215	\$ 6,525	\$ 67.10	\$ 70.46	\$ 73.98	\$ 77.68	\$ 81.57	\$ 6,688	\$ 6,852	\$ 7,015
7	570	Construction Coordinator (Z)	\$ 5,220	\$ 5,481	\$ 5,755	\$ 6,043	\$ 6,345	\$ 65.25	\$ 68.51	\$ 71.94	\$ 75.54	\$ 79.31	\$ 6,504	\$ 6,662	\$ 6,821
54	720	A-Senior Programmer Analyst (Z)	\$ 4,982	\$ 5,231	\$ 5,492	\$ 5,767	\$ 6,055	\$ 62.27	\$ 65.38	\$ 68.65	\$ 72.09	\$ 75.69	\$ 6,207	\$ 6,358	\$ 6,509
54	720	B-Senior Programmer Analyst (Z)	\$ 4,930	\$ 5,176	\$ 5,435	\$ 5,707	\$ 5,992	\$ 61.62	\$ 64.70	\$ 67.94	\$ 71.34	\$ 74.90	\$ 6,142	\$ 6,292	\$ 6,442
52	730	Associate Planner (Z)	\$ 4,951	\$ 5,199	\$ 5,459	\$ 5,732	\$ 6,018	\$ 61.89	\$ 64.98	\$ 68.23	\$ 71.64	\$ 75.23	\$ 6,169	\$ 6,319	\$ 6,470
32	975	Environmental Assessment Specialist (Z)	\$ 4,951	\$ 5,199	\$ 5,459	\$ 5,732	\$ 6,018	\$ 61.89	\$ 64.98	\$ 68.23	\$ 71.64	\$ 75.23	\$ 6,169	\$ 6,319	\$ 6,470
43	945	Property Management Specialist (Z)	\$ 4,909	\$ 5,154	\$ 5,412	\$ 5,682	\$ 5,966	\$ 61.36	\$ 64.42	\$ 67.65	\$ 71.03	\$ 74.58	\$ 6,116	\$ 6,265	\$ 6,414
56	705	A - Assistant Development Specialist (Z)	\$ 4,777	\$ 5,015	\$ 5,266	\$ 5,529	\$ 5,806	\$ 59.71	\$ 62.69	\$ 65.83	\$ 69.12	\$ 72.57	\$ 5,951	\$ 6,096	\$ 6,241
56	705	B - Assistant Development Specialist (Z)	\$ 4,757	\$ 4,995	\$ 5,245	\$ 5,507	\$ 5,783	\$ 59.47	\$ 62.44	\$ 65.56	\$ 68.84	\$ 72.28	\$ 5,927	\$ 6,072	\$ 6,216
50	695	A - Accountant III (Z)	\$ 4,760	\$ 4,998	\$ 5,248	\$ 5,511	\$ 5,786	\$ 59.50	\$ 62.48	\$ 65.60	\$ 68.88	\$ 72.33	\$ 5,931	\$ 6,076	\$ 6,220
50	695	B - Accountant III (Z)	\$ 4,756	\$ 4,994	\$ 5,244	\$ 5,506	\$ 5,781	\$ 59.45	\$ 62.43	\$ 65.55	\$ 68.83	\$ 72.27	\$ 5,926	\$ 6,070	\$ 6,215
37	665	Building/Construction Inspector II (Z)	\$ 4,735	\$ 4,972	\$ 5,220	\$ 5,481	\$ 5,755	\$ 59.19	\$ 62.15	\$ 65.25	\$ 68.52	\$ 71.94	\$ 5,899	\$ 6,043	\$ 6,187
42	640	Contract Compliance Specialist II (Z)	\$ 4,620	\$ 4,851	\$ 5,094	\$ 5,349	\$ 5,616	\$ 57.75	\$ 60.64	\$ 63.67	\$ 66.86	\$ 70.20	\$ 5,756	\$ 5,897	\$ 6,037

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 01/03/2026 - 1.50%

EXHIBIT 4

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
53	685	Public Affairs Officer (Z)	\$ 4,489	\$ 4,714	\$ 4,950	\$ 5,197	\$ 5,457	\$ 56.12	\$ 58.92	\$ 61.87	\$ 64.96	\$ 68.21	\$ 5,593	\$ 5,730	\$ 5,866
62	1030	Management Assistant III (Z)	\$ 4,304	\$ 4,519	\$ 4,745	\$ 4,982	\$ 5,231	\$ 53.80	\$ 56.48	\$ 59.31	\$ 62.27	\$ 65.39	\$ 5,362	\$ 5,493	\$ 5,623
63	785	Assistant Planner (Z)	\$ 4,172	\$ 4,380	\$ 4,599	\$ 4,829	\$ 5,071	\$ 52.15	\$ 54.75	\$ 57.49	\$ 60.37	\$ 63.38	\$ 5,197	\$ 5,324	\$ 5,451
64	755	Administrative Analyst (Z)	\$ 4,080	\$ 4,284	\$ 4,499	\$ 4,723	\$ 4,960	\$ 51.00	\$ 53.55	\$ 56.23	\$ 59.04	\$ 62.00	\$ 5,084	\$ 5,208	\$ 5,332
67	765	Programmer Analyst (Z)	\$ 4,058	\$ 4,261	\$ 4,474	\$ 4,698	\$ 4,932	\$ 50.72	\$ 53.26	\$ 55.92	\$ 58.72	\$ 61.66	\$ 5,056	\$ 5,179	\$ 5,302
89	870	Law Clerk II	\$ 3,964	\$ 4,162	\$ 4,370	\$ 4,588	\$ 4,818	\$ 49.54	\$ 52.02	\$ 54.62	\$ 57.35	\$ 60.22	\$ 4,938	\$ 5,059	\$ 5,179
60	760	Senior Legal Secretary (Z)	\$ 3,964	\$ 4,162	\$ 4,370	\$ 4,588	\$ 4,818	\$ 49.54	\$ 52.02	\$ 54.62	\$ 57.35	\$ 60.22	\$ 4,938	\$ 5,059	\$ 5,179
65	775	A - Accountant II (Z)	\$ 3,937	\$ 4,134	\$ 4,341	\$ 4,558	\$ 4,786	\$ 49.21	\$ 51.68	\$ 54.26	\$ 56.97	\$ 59.82	\$ 4,905	\$ 5,025	\$ 5,145
65	775	B - Accountant II (Z)	\$ 3,932	\$ 4,129	\$ 4,335	\$ 4,552	\$ 4,780	\$ 49.15	\$ 51.61	\$ 54.19	\$ 56.90	\$ 59.74	\$ 4,899	\$ 5,018	\$ 5,138
59	780	Architectural Assistant (Z)	\$ 3,920	\$ 4,116	\$ 4,322	\$ 4,538	\$ 4,765	\$ 49.00	\$ 51.45	\$ 54.02	\$ 56.72	\$ 59.56	\$ 4,884	\$ 5,003	\$ 5,122
41	675	Building/Construction Specialist I (Z)	\$ 3,898	\$ 4,092	\$ 4,297	\$ 4,512	\$ 4,738	\$ 48.72	\$ 51.16	\$ 53.71	\$ 56.40	\$ 59.22	\$ 4,856	\$ 4,974	\$ 5,093
72	1035	Management Assistant II (Z)	\$ 3,759	\$ 3,946	\$ 4,144	\$ 4,351	\$ 4,569	\$ 46.98	\$ 49.33	\$ 51.80	\$ 54.39	\$ 57.11	\$ 4,683	\$ 4,797	\$ 4,911
58	735	Contract Compliance Specialist I (Z)	\$ 3,758	\$ 3,945	\$ 4,143	\$ 4,350	\$ 4,567	\$ 46.97	\$ 49.32	\$ 51.78	\$ 54.37	\$ 57.09	\$ 4,681	\$ 4,796	\$ 4,910
69	803	Support Services Supervisor (P)	\$ 3,746	\$ 3,934	\$ 4,130	\$ 4,337	\$ 4,554	\$ 46.83	\$ 49.17	\$ 51.63	\$ 54.21	\$ 56.92	\$ 4,668	\$ 4,781	\$ 4,895
66	750	Personnel Analyst (Z)	\$ 3,729	\$ 3,916	\$ 4,111	\$ 4,317	\$ 4,533	\$ 46.61	\$ 48.94	\$ 51.39	\$ 53.96	\$ 56.66	\$ 4,646	\$ 4,759	\$ 4,873
55	770	Senior Community Services Specialist (Z)	\$ 3,706	\$ 3,891	\$ 4,086	\$ 4,290	\$ 4,504	\$ 46.32	\$ 48.64	\$ 51.07	\$ 53.62	\$ 56.30	\$ 4,617	\$ 4,730	\$ 4,842
27	955	Relocation Supervisor (Z)	\$ 3,706	\$ 3,891	\$ 4,086	\$ 4,290	\$ 4,504	\$ 46.32	\$ 48.64	\$ 51.07	\$ 53.62	\$ 56.30	\$ 4,617	\$ 4,730	\$ 4,842
70	810	A - Administrative Secretary (P)	\$ 3,484	\$ 3,659	\$ 3,842	\$ 4,034	\$ 4,235	\$ 43.56	\$ 45.73	\$ 48.02	\$ 50.42	\$ 52.94	\$ 4,341	\$ 4,447	\$ 4,553
70	810	B - Administrative Secretary (P)	\$ 2,617	\$ 2,748	\$ 2,885	\$ 3,029	\$ 3,181	\$ 32.71	\$ 34.34	\$ 36.06	\$ 37.86	\$ 39.76	\$ 3,260	\$ 3,340	\$ 3,419
79	830	Harbor Office Supervisor (P)	\$ 3,455	\$ 3,628	\$ 3,809	\$ 4,000	\$ 4,200	\$ 43.19	\$ 45.35	\$ 47.62	\$ 50.00	\$ 52.50	\$ 4,305	\$ 4,410	\$ 4,515
57	745	Records & Information Supervisor (Z)	\$ 3,455	\$ 3,628	\$ 3,809	\$ 4,000	\$ 4,200	\$ 43.19	\$ 45.35	\$ 47.62	\$ 50.00	\$ 52.50	\$ 4,305	\$ 4,410	\$ 4,515
68	800	Executive Secretary	\$ 3,455	\$ 3,628	\$ 3,809	\$ 4,000	\$ 4,200	\$ 43.19	\$ 45.35	\$ 47.62	\$ 50.00	\$ 52.50	\$ 4,305	\$ 4,410	\$ 4,515
74	820	Accountant I (Z)	\$ 3,423	\$ 3,594	\$ 3,773	\$ 3,962	\$ 4,160	\$ 42.78	\$ 44.92	\$ 47.17	\$ 49.53	\$ 52.00	\$ 4,264	\$ 4,368	\$ 4,472
75	815	Facility Maintenance Supervisor (Z)	\$ 3,362	\$ 3,530	\$ 3,706	\$ 3,892	\$ 4,086	\$ 42.02	\$ 44.12	\$ 46.33	\$ 48.64	\$ 51.08	\$ 4,188	\$ 4,290	\$ 4,393
78	1040	Management Assistant I (Z)	\$ 3,308	\$ 3,473	\$ 3,647	\$ 3,829	\$ 4,021	\$ 41.35	\$ 43.42	\$ 45.59	\$ 47.87	\$ 50.26	\$ 4,121	\$ 4,222	\$ 4,322
71	790	Assistant Harbormaster (Z)	\$ 3,260	\$ 3,423	\$ 3,594	\$ 3,774	\$ 3,963	\$ 40.75	\$ 42.79	\$ 44.93	\$ 47.18	\$ 49.53	\$ 4,062	\$ 4,161	\$ 4,260
73	795	Community Services Specialist (Z)	\$ 3,228	\$ 3,389	\$ 3,559	\$ 3,736	\$ 3,923	\$ 40.35	\$ 42.36	\$ 44.48	\$ 46.71	\$ 49.04	\$ 4,021	\$ 4,119	\$ 4,218
82	845	Purchasing Assistant (P)	\$ 3,204	\$ 3,365	\$ 3,533	\$ 3,709	\$ 3,895	\$ 40.05	\$ 42.06	\$ 44.16	\$ 46.37	\$ 48.69	\$ 3,992	\$ 4,090	\$ 4,187
90	885	Account Clerk II (P)	\$ 3,136	\$ 3,293	\$ 3,458	\$ 3,631	\$ 3,812	\$ 39.20	\$ 41.16	\$ 43.22	\$ 45.38	\$ 47.65	\$ 3,908	\$ 4,003	\$ 4,098

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 01/03/2026 - 1.50%

EXHIBIT 4

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
85	835	Facility Maintenance Worker (P)	\$ 2,977	\$ 3,126	\$ 3,282	\$ 3,446	\$ 3,619	\$ 37.21	\$ 39.07	\$ 41.03	\$ 43.08	\$ 45.23	\$ 3,709	\$ 3,799	\$ 3,890
83	840	Harbor Attendant (P)	\$ 2,977	\$ 3,126	\$ 3,282	\$ 3,446	\$ 3,619	\$ 37.21	\$ 39.07	\$ 41.03	\$ 43.08	\$ 45.23	\$ 3,709	\$ 3,799	\$ 3,890
80	855	A - Records Specialist II (P)	\$ 2,945	\$ 3,092	\$ 3,246	\$ 3,409	\$ 3,579	\$ 36.81	\$ 38.65	\$ 40.58	\$ 42.61	\$ 44.74	\$ 3,669	\$ 3,758	\$ 3,848
80	855	B - Records Specialist II (P)	\$ 2,881	\$ 3,025	\$ 3,176	\$ 3,335	\$ 3,501	\$ 36.01	\$ 37.81	\$ 39.70	\$ 41.68	\$ 43.77	\$ 3,589	\$ 3,676	\$ 3,764
81	860	Senior Office Assistant (P)	\$ 2,618	\$ 2,749	\$ 2,886	\$ 3,030	\$ 3,182	\$ 32.72	\$ 34.36	\$ 36.07	\$ 37.88	\$ 39.77	\$ 3,261	\$ 3,341	\$ 3,420
76	825	Senior Harbor Attendant (P)	\$ 2,887	\$ 3,031	\$ 3,183	\$ 3,342	\$ 3,509	\$ 36.08	\$ 37.89	\$ 39.78	\$ 41.77	\$ 43.86	\$ 3,596	\$ 3,684	\$ 3,772
87	882	Project/Planning Associate (P)	\$ 2,834	\$ 2,976	\$ 3,124	\$ 3,281	\$ 3,445	\$ 35.42	\$ 37.19	\$ 39.05	\$ 41.01	\$ 43.06	\$ 3,531	\$ 3,617	\$ 3,703
93	900	Law Clerk I	\$ 2,834	\$ 2,976	\$ 3,124	\$ 3,281	\$ 3,445	\$ 35.42	\$ 37.19	\$ 39.05	\$ 41.01	\$ 43.06	\$ 3,531	\$ 3,617	\$ 3,703
77	850	Secretary (P)	\$ 2,743	\$ 2,880	\$ 3,024	\$ 3,175	\$ 3,334	\$ 34.28	\$ 36.00	\$ 37.80	\$ 39.69	\$ 41.67	\$ 3,417	\$ 3,500	\$ 3,584
94	905	Account Clerk I (P)	\$ 2,707	\$ 2,842	\$ 2,984	\$ 3,134	\$ 3,290	\$ 33.84	\$ 35.53	\$ 37.31	\$ 39.17	\$ 41.13	\$ 3,373	\$ 3,455	\$ 3,537
84	875	Office Assistant II (P)	\$ 2,523	\$ 2,649	\$ 2,782	\$ 2,921	\$ 3,067	\$ 31.54	\$ 33.12	\$ 34.77	\$ 36.51	\$ 38.34	\$ 3,144	\$ 3,220	\$ 3,297
86	880	Records Specialist I (P)	\$ 2,523	\$ 2,649	\$ 2,782	\$ 2,921	\$ 3,067	\$ 31.54	\$ 33.12	\$ 34.77	\$ 36.51	\$ 38.34	\$ 3,144	\$ 3,220	\$ 3,297
88	865	Harbor Office Assistant	\$ 2,523	\$ 2,649	\$ 2,782	\$ 2,921	\$ 3,067	\$ 31.54	\$ 33.12	\$ 34.77	\$ 36.51	\$ 38.34	\$ 3,144	\$ 3,220	\$ 3,297
91	895	Office Assistant I (P)	\$ 2,318	\$ 2,434	\$ 2,556	\$ 2,684	\$ 2,818	\$ 28.98	\$ 30.43	\$ 31.95	\$ 33.55	\$ 35.22	\$ 2,888	\$ 2,959	\$ 3,029
92	890	Harbor Security Officer (P)	\$ 2,422	\$ 2,543	\$ 2,670	\$ 2,804	\$ 2,944	\$ 30.27	\$ 31.79	\$ 33.38	\$ 35.04	\$ 36.80	\$ 3,017	\$ 3,091	\$ 3,164
100	935	(2) A-Staff Associate VI (Z)	\$ 7,091	\$ 7,445	\$ 7,818	\$ 8,208	\$ 8,619	\$ 88.63	\$ 93.07	\$ 97.72	\$ 102.61	\$ 107.74	\$ 8,834	\$ 9,050	\$ 9,265
100	935	(2) B-Staff Associate VI (Z)	\$ 7,074	\$ 7,427	\$ 7,799	\$ 8,189	\$ 8,598	\$ 88.42	\$ 92.84	\$ 97.48	\$ 102.36	\$ 107.47	\$ 8,813	\$ 9,028	\$ 9,243
99	930	(2) A - Staff Associate V (Z)	\$ 7,435	\$ 7,807	\$ 8,197	\$ 8,607	\$ 9,037	\$ 92.94	\$ 97.58	\$ 102.46	\$ 107.58	\$ 112.96	\$ 9,263	\$ 9,489	\$ 9,715
99	930	(2) B - Staff Associate V (Z)	\$ 6,115	\$ 6,421	\$ 6,742	\$ 7,079	\$ 7,433	\$ 76.44	\$ 80.26	\$ 84.28	\$ 88.49	\$ 92.92	\$ 7,619	\$ 7,805	\$ 7,991
98	921	A - Staff Associate IV (Z)	\$ 5,516	\$ 5,791	\$ 6,081	\$ 6,385	\$ 6,704	\$ 68.94	\$ 72.39	\$ 76.01	\$ 79.81	\$ 83.80	\$ 6,872	\$ 7,039	\$ 7,207
98	921	B - Staff Associate IV (Z)	\$ 5,505	\$ 5,781	\$ 6,070	\$ 6,373	\$ 6,692	\$ 68.82	\$ 72.26	\$ 75.87	\$ 79.66	\$ 83.65	\$ 6,859	\$ 7,026	\$ 7,194
97	920	Staff Associate III (Z)	\$ 4,756	\$ 4,994	\$ 5,244	\$ 5,506	\$ 5,781	\$ 59.45	\$ 62.43	\$ 65.55	\$ 68.83	\$ 72.27	\$ 5,926	\$ 6,070	\$ 6,215
96	915	Staff Associate II (Z)	\$ 3,298	\$ 3,463	\$ 3,636	\$ 3,818	\$ 4,008	\$ 41.22	\$ 43.28	\$ 45.45	\$ 47.72	\$ 50.11	\$ 4,109	\$ 4,209	\$ 4,309
95	985	Staff Associate I (Z)	\$ 2,661	\$ 2,794	\$ 2,934	\$ 3,081	\$ 3,235	\$ 33.27	\$ 34.93	\$ 36.68	\$ 38.51	\$ 40.44	\$ 3,316	\$ 3,397	\$ 3,477

* Ranges from 2.5% up to 7.5% Maximum

(1) Attorney Pay Range Varies for 8177 Classification.

(2) 550 Series OCII - Step 5 is equal to CCSF Step 1 Range A

(3) 09 Series OCII Step1 is equal to CCSF Step 5 Range A

(4) 1044 CCSF Step 2 is OCII Step 1; CCSF Step 10 is OCII Step 5; 5% Variance Between 2-4 (See Tab 1044)

A Incumbent paid consistent with previously approved salary chart. When position is vacated, new hire will be paid consistent with comparable City class match.

B Paid consistent with comparable City class match.

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 06/30/2026 - 2.00%

EXHIBIT 5

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
1	500	(3) Executive Director (Z)	\$ 13,154	\$ 13,812	\$ 14,502	\$ 15,227	\$ 15,989	\$ 164.42	\$ 172.65	\$ 181.28	\$ 190.34	\$ 199.86	\$ 16,388	\$ 16,788	\$ 17,188
3	520	A - Agency General Counsel (Z)	\$ 9,895	\$ 10,391	\$ 10,910	\$ 11,456	\$ 12,029	\$ 123.69	\$ 129.88	\$ 136.38	\$ 143.20	\$ 150.36	\$ 12,329	\$ 12,630	\$ 12,931
3	520	B - Agency General Counsel (Z)	\$ 9,888	\$ 10,383	\$ 10,902	\$ 11,448	\$ 12,020	\$ 123.60	\$ 129.79	\$ 136.28	\$ 143.09	\$ 150.25	\$ 12,320	\$ 12,621	\$ 12,921
2	1060	(3) Deputy Executive Director (Z)	\$ 9,221	\$ 9,682	\$ 10,166	\$ 10,674	\$ 11,208	\$ 115.26	\$ 121.02	\$ 127.07	\$ 133.43	\$ 140.10	\$ 11,488	\$ 11,768	\$ 12,049
10	555	(2) Senior Project Manager, Supervisory (Z)	\$ 8,674	\$ 9,108	\$ 9,563	\$ 10,041	\$ 10,543	\$ 108.43	\$ 113.85	\$ 119.54	\$ 125.52	\$ 131.79	\$ 10,807	\$ 11,071	\$ 11,334
5	1010	Assistant Deputy Executive Director (Z)	\$ 8,098	\$ 8,503	\$ 8,928	\$ 9,374	\$ 9,843	\$ 101.22	\$ 106.28	\$ 111.60	\$ 117.18	\$ 123.04	\$ 10,089	\$ 10,335	\$ 10,581
4	525	Deputy General Counsel (Z) - Step 9	\$ 7,975	\$ 8,374	\$ 8,793	\$ 9,232	\$ 9,694	\$ 99.69	\$ 104.68	\$ 109.91	\$ 115.41	\$ 121.18	\$ 9,936	\$ 10,179	\$ 10,421
6	580	(1) Senior Attorney (Z) - Step 8	\$ 7,782	\$ 8,171	\$ 8,579	\$ 9,008	\$ 9,459	\$ 97.27	\$ 102.13	\$ 107.24	\$ 112.60	\$ 118.23	\$ 9,695	\$ 9,931	\$ 10,168
34	660	(1) Staff Attorney II (Z) - Step 7	\$ 7,594	\$ 7,974	\$ 8,372	\$ 8,791	\$ 9,230	\$ 94.92	\$ 99.67	\$ 104.65	\$ 109.89	\$ 115.38	\$ 9,461	\$ 9,692	\$ 9,923
48	725	(1) Staff Attorney I (Z) - Step 6	\$ 7,413	\$ 7,784	\$ 8,173	\$ 8,582	\$ 9,011	\$ 92.67	\$ 97.30	\$ 102.17	\$ 107.27	\$ 112.64	\$ 9,236	\$ 9,462	\$ 9,687
9	565	Senior Civil Engineer (Z)	\$ 7,827	\$ 8,219	\$ 8,630	\$ 9,061	\$ 9,514	\$ 97.84	\$ 102.74	\$ 107.87	\$ 113.27	\$ 118.93	\$ 9,752	\$ 9,990	\$ 10,228
16	556	Architecture & Engineering Supervisor (Z)	\$ 7,827	\$ 8,219	\$ 8,630	\$ 9,061	\$ 9,514	\$ 97.84	\$ 102.74	\$ 107.87	\$ 113.27	\$ 118.93	\$ 9,752	\$ 9,990	\$ 10,228
15	550	(2) A-Senior Project Manager (Z)	\$ 7,233	\$ 7,594	\$ 7,974	\$ 8,373	\$ 8,792	\$ 90.41	\$ 94.93	\$ 99.68	\$ 104.66	\$ 109.89	\$ 9,011	\$ 9,231	\$ 9,451
15	550	(2) B- Senior Project Manager (Z)	\$ 7,145	\$ 7,502	\$ 7,877	\$ 8,271	\$ 8,685	\$ 89.31	\$ 93.78	\$ 98.47	\$ 103.39	\$ 108.56	\$ 8,902	\$ 9,119	\$ 9,336
17	606	Planning Supervisor (Z)	\$ 7,103	\$ 7,458	\$ 7,831	\$ 8,223	\$ 8,634	\$ 88.79	\$ 93.23	\$ 97.89	\$ 102.79	\$ 107.93	\$ 8,850	\$ 9,066	\$ 9,282
13	535	(3) Development Services Manager (Z)	\$ 6,994	\$ 7,344	\$ 7,711	\$ 8,097	\$ 8,501	\$ 87.43	\$ 91.80	\$ 96.39	\$ 101.21	\$ 106.27	\$ 8,714	\$ 8,926	\$ 9,139
14	540	(3) A - Housing Program Manager (Z)	\$ 7,003	\$ 7,353	\$ 7,721	\$ 8,107	\$ 8,513	\$ 87.54	\$ 91.92	\$ 96.51	\$ 101.34	\$ 106.41	\$ 8,725	\$ 8,938	\$ 9,151
14	540	(3) B - Housing Program Manager (Z)	\$ 6,994	\$ 7,344	\$ 7,711	\$ 8,097	\$ 8,501	\$ 87.43	\$ 91.80	\$ 96.39	\$ 101.21	\$ 106.27	\$ 8,714	\$ 8,926	\$ 9,139
12	1015	(3) Contract and Fiscal Services Manager (Z)	\$ 6,994	\$ 7,344	\$ 7,711	\$ 8,097	\$ 8,501	\$ 87.43	\$ 91.80	\$ 96.39	\$ 101.21	\$ 106.27	\$ 8,714	\$ 8,926	\$ 9,139
11	965	(3) A - Human Resources Manager	\$ 7,003	\$ 7,353	\$ 7,721	\$ 8,107	\$ 8,513	\$ 87.54	\$ 91.92	\$ 96.51	\$ 101.34	\$ 106.41	\$ 8,725	\$ 8,938	\$ 9,151
11	965	(3) B - Human Resources Manager	\$ 6,994	\$ 7,344	\$ 7,711	\$ 8,097	\$ 8,501	\$ 87.43	\$ 91.80	\$ 96.39	\$ 101.21	\$ 106.27	\$ 8,714	\$ 8,926	\$ 9,139
30	635	Architect (Z)	\$ 6,761	\$ 7,099	\$ 7,454	\$ 7,826	\$ 8,218	\$ 84.51	\$ 88.73	\$ 93.17	\$ 97.83	\$ 102.72	\$ 8,423	\$ 8,628	\$ 8,834
8	605	Senior Architect (Z)	\$ 6,759	\$ 7,096	\$ 7,451	\$ 7,824	\$ 8,215	\$ 84.48	\$ 88.71	\$ 93.14	\$ 97.80	\$ 102.69	\$ 8,420	\$ 8,626	\$ 8,831
18	610	Senior Landscape Architect (Z)	\$ 6,759	\$ 7,096	\$ 7,451	\$ 7,824	\$ 8,215	\$ 84.48	\$ 88.71	\$ 93.14	\$ 97.80	\$ 102.69	\$ 8,420	\$ 8,626	\$ 8,831
31	620	Civil Engineer (Z)	\$ 6,759	\$ 7,096	\$ 7,451	\$ 7,824	\$ 8,215	\$ 84.48	\$ 88.71	\$ 93.14	\$ 97.80	\$ 102.69	\$ 8,420	\$ 8,626	\$ 8,831
19	625	(4) Information Systems Supervisor (Z)	\$ 6,747	\$ 7,085	\$ 7,439	\$ 7,811	\$ 8,201	\$ 84.34	\$ 88.56	\$ 92.99	\$ 97.64	\$ 102.52	\$ 8,406	\$ 8,611	\$ 8,816
21	970	(3) Accounting Supervisor (Z)	\$ 6,515	\$ 6,840	\$ 7,183	\$ 7,542	\$ 7,919	\$ 81.43	\$ 85.51	\$ 89.78	\$ 94.27	\$ 98.98	\$ 8,117	\$ 8,315	\$ 8,513
23	585	(3) Contract Compliance Supervisor (Z)	\$ 6,515	\$ 6,840	\$ 7,183	\$ 7,542	\$ 7,919	\$ 81.43	\$ 85.51	\$ 89.78	\$ 94.27	\$ 98.98	\$ 8,117	\$ 8,315	\$ 8,513
22	1045	(3) Senior Development Specialist (Supervisory) (Z)	\$ 6,515	\$ 6,840	\$ 7,183	\$ 7,542	\$ 7,919	\$ 81.43	\$ 85.51	\$ 89.78	\$ 94.27	\$ 98.98	\$ 8,117	\$ 8,315	\$ 8,513
24	560	(3) Administrative Services Manager (Z)	\$ 6,515	\$ 6,840	\$ 7,183	\$ 7,542	\$ 7,919	\$ 81.43	\$ 85.51	\$ 89.78	\$ 94.27	\$ 98.98	\$ 8,117	\$ 8,315	\$ 8,513
36	585	A-Contract Compliance Specialist III (Z)	\$ 6,185	\$ 6,495	\$ 6,819	\$ 7,160	\$ 7,518	\$ 77.32	\$ 81.18	\$ 85.24	\$ 89.50	\$ 93.98	\$ 7,706	\$ 7,894	\$ 8,082
36	585	B-Contract Compliance Specialist III (Z)	\$ 6,176	\$ 6,485	\$ 6,809	\$ 7,150	\$ 7,507	\$ 77.20	\$ 81.06	\$ 85.11	\$ 89.37	\$ 93.84	\$ 7,695	\$ 7,882	\$ 8,070
25	590	(2) A-Project Manager (Z)	\$ 6,245	\$ 6,558	\$ 6,886	\$ 7,230	\$ 7,591	\$ 78.07	\$ 81.97	\$ 86.07	\$ 90.37	\$ 94.89	\$ 7,781	\$ 7,971	\$ 8,161
25	590	(2) B-Project Manager (Z)	\$ 6,175	\$ 6,484	\$ 6,808	\$ 7,148	\$ 7,506	\$ 77.19	\$ 81.05	\$ 85.10	\$ 89.36	\$ 93.82	\$ 7,693	\$ 7,881	\$ 8,069
29	1025	(2) A-Housing Construction Specialist (Z)	\$ 6,245	\$ 6,558	\$ 6,886	\$ 7,230	\$ 7,591	\$ 78.07	\$ 81.97	\$ 86.07	\$ 90.37	\$ 94.89	\$ 7,781	\$ 7,971	\$ 8,161
29	1025	(2) B-Housing Construction Specialist (Z)	\$ 6,175	\$ 6,484	\$ 6,808	\$ 7,148	\$ 7,506	\$ 77.19	\$ 81.05	\$ 85.10	\$ 89.36	\$ 93.82	\$ 7,693	\$ 7,881	\$ 8,069

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EXHIBIT 5

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
20	630	A - Senior Financial Analyst (Z)	\$ 6,159	\$ 6,467	\$ 6,790	\$ 7,130	\$ 7,486	\$ 76.98	\$ 80.83	\$ 84.88	\$ 89.12	\$ 93.58	\$ 7,673	\$ 7,860	\$ 8,047
20	630	B - Senior Financial Analyst (Z)	\$ 6,149	\$ 6,456	\$ 6,779	\$ 7,118	\$ 7,474	\$ 76.86	\$ 80.70	\$ 84.73	\$ 88.97	\$ 93.42	\$ 7,660	\$ 7,847	\$ 8,034
101	1110	A - Principal Personnel Analyst (Z)	\$ 6,075	\$ 6,379	\$ 6,698	\$ 7,033	\$ 7,384	\$ 75.94	\$ 79.74	\$ 83.72	\$ 87.91	\$ 92.30	\$ 7,569	\$ 7,754	\$ 7,938
101	1110	B - Principal Personnel Analyst (Z)	\$ 6,073	\$ 6,377	\$ 6,696	\$ 7,030	\$ 7,382	\$ 75.91	\$ 79.71	\$ 83.69	\$ 87.88	\$ 92.27	\$ 7,566	\$ 7,751	\$ 7,936
28	595	(3) A - Senior Development Specialist (Z)	\$ 6,052	\$ 6,354	\$ 6,672	\$ 7,006	\$ 7,356	\$ 75.65	\$ 79.43	\$ 83.40	\$ 87.57	\$ 91.95	\$ 7,540	\$ 7,724	\$ 7,908
28	595	(3) B - Senior Development Specialist (Z)	\$ 6,044	\$ 6,346	\$ 6,663	\$ 6,996	\$ 7,346	\$ 75.54	\$ 79.32	\$ 83.29	\$ 87.45	\$ 91.82	\$ 7,530	\$ 7,713	\$ 7,897
35	655	Senior Planner (Z)	\$ 5,987	\$ 6,287	\$ 6,601	\$ 6,931	\$ 7,278	\$ 74.84	\$ 78.58	\$ 82.51	\$ 86.64	\$ 90.97	\$ 7,460	\$ 7,642	\$ 7,824
45	700	Architectural Associate (Z)	\$ 5,952	\$ 6,249	\$ 6,562	\$ 6,890	\$ 7,234	\$ 74.40	\$ 78.12	\$ 82.02	\$ 86.12	\$ 90.43	\$ 7,415	\$ 7,596	\$ 7,777
44	690	Associate Civil Engineer (Z)	\$ 5,951	\$ 6,248	\$ 6,561	\$ 6,889	\$ 7,233	\$ 74.38	\$ 78.10	\$ 82.01	\$ 86.11	\$ 90.41	\$ 7,414	\$ 7,595	\$ 7,776
26	940	Property Management Supervisor (Z)	\$ 5,794	\$ 6,083	\$ 6,387	\$ 6,707	\$ 7,042	\$ 72.42	\$ 76.04	\$ 79.84	\$ 83.84	\$ 88.03	\$ 7,218	\$ 7,394	\$ 7,570
61	740	(3) Harbormaster (Z)	\$ 5,628	\$ 5,910	\$ 6,205	\$ 6,516	\$ 6,841	\$ 70.35	\$ 73.87	\$ 77.57	\$ 81.44	\$ 85.52	\$ 7,012	\$ 7,183	\$ 7,354
47	995	(3) Commission Secretary (Z)	\$ 5,628	\$ 5,910	\$ 6,205	\$ 6,516	\$ 6,841	\$ 70.35	\$ 73.87	\$ 77.57	\$ 81.44	\$ 85.52	\$ 7,012	\$ 7,183	\$ 7,354
49	1000	(3) Executive Assistant to Executive Director (Z)	\$ 5,628	\$ 5,910	\$ 6,205	\$ 6,516	\$ 6,841	\$ 70.35	\$ 73.87	\$ 77.57	\$ 81.44	\$ 85.52	\$ 7,012	\$ 7,183	\$ 7,354
38	990	Assistant Project Manager (Z)	\$ 5,615	\$ 5,896	\$ 6,191	\$ 6,500	\$ 6,825	\$ 70.19	\$ 73.70	\$ 77.38	\$ 81.25	\$ 85.31	\$ 6,996	\$ 7,166	\$ 7,337
40	615	A - Development Specialist (Z)	\$ 5,626	\$ 5,908	\$ 6,203	\$ 6,513	\$ 6,839	\$ 70.33	\$ 73.85	\$ 77.54	\$ 81.41	\$ 85.49	\$ 7,010	\$ 7,181	\$ 7,352
40	615	B - Development Specialist (Z)	\$ 5,615	\$ 5,896	\$ 6,191	\$ 6,500	\$ 6,825	\$ 70.19	\$ 73.70	\$ 77.38	\$ 81.25	\$ 85.31	\$ 6,996	\$ 7,166	\$ 7,337
39	1050	Contract Administration Specialist (Z)	\$ 5,615	\$ 5,896	\$ 6,191	\$ 6,500	\$ 6,825	\$ 70.19	\$ 73.70	\$ 77.38	\$ 81.25	\$ 85.31	\$ 6,996	\$ 7,166	\$ 7,337
46	670	Financial Systems Accountant (Z)	\$ 5,613	\$ 5,894	\$ 6,188	\$ 6,498	\$ 6,823	\$ 70.16	\$ 73.67	\$ 77.35	\$ 81.22	\$ 85.28	\$ 6,993	\$ 7,164	\$ 7,334
33	1100	Accountant IV (Z)	\$ 5,613	\$ 5,894	\$ 6,188	\$ 6,498	\$ 6,823	\$ 70.16	\$ 73.67	\$ 77.35	\$ 81.22	\$ 85.28	\$ 6,993	\$ 7,164	\$ 7,334
51	715	Senior Personnel Analyst (Z)	\$ 5,475	\$ 5,749	\$ 6,037	\$ 6,338	\$ 6,655	\$ 68.44	\$ 71.86	\$ 75.46	\$ 79.23	\$ 83.19	\$ 6,822	\$ 6,988	\$ 7,154
7	570	Construction Coordinator (Z)	\$ 5,324	\$ 5,591	\$ 5,870	\$ 6,164	\$ 6,472	\$ 66.56	\$ 69.88	\$ 73.38	\$ 77.05	\$ 80.90	\$ 6,634	\$ 6,795	\$ 6,957
54	720	A-Senior Programmer Analyst (Z)	\$ 5,082	\$ 5,336	\$ 5,603	\$ 5,883	\$ 6,177	\$ 63.52	\$ 66.70	\$ 70.03	\$ 73.53	\$ 77.21	\$ 6,331	\$ 6,486	\$ 6,640
54	720	B-Senior Programmer Analyst (Z)	\$ 5,029	\$ 5,280	\$ 5,544	\$ 5,821	\$ 6,112	\$ 62.86	\$ 66.00	\$ 69.30	\$ 72.77	\$ 76.40	\$ 6,265	\$ 6,418	\$ 6,571
52	730	Associate Planner (Z)	\$ 5,050	\$ 5,303	\$ 5,568	\$ 5,846	\$ 6,138	\$ 63.13	\$ 66.28	\$ 69.60	\$ 73.08	\$ 76.73	\$ 6,292	\$ 6,445	\$ 6,599
32	975	Environmental Assessment Specialist (Z)	\$ 5,050	\$ 5,303	\$ 5,568	\$ 5,846	\$ 6,138	\$ 63.13	\$ 66.28	\$ 69.60	\$ 73.08	\$ 76.73	\$ 6,292	\$ 6,445	\$ 6,599
43	945	Property Management Specialist (Z)	\$ 4,978	\$ 5,226	\$ 5,488	\$ 5,762	\$ 6,050	\$ 62.22	\$ 65.33	\$ 68.60	\$ 72.03	\$ 75.63	\$ 6,202	\$ 6,353	\$ 6,504
56	705	A - Assistant Development Specialist (Z)	\$ 4,873	\$ 5,116	\$ 5,372	\$ 5,641	\$ 5,923	\$ 60.91	\$ 63.95	\$ 67.15	\$ 70.51	\$ 74.03	\$ 6,071	\$ 6,219	\$ 6,367
56	705	B - Assistant Development Specialist (Z)	\$ 4,852	\$ 5,095	\$ 5,349	\$ 5,617	\$ 5,898	\$ 60.65	\$ 63.68	\$ 66.87	\$ 70.21	\$ 73.72	\$ 6,045	\$ 6,193	\$ 6,340
50	695	A - Accountant III (Z)	\$ 4,855	\$ 5,098	\$ 5,353	\$ 5,621	\$ 5,902	\$ 60.69	\$ 63.72	\$ 66.91	\$ 70.26	\$ 73.77	\$ 6,049	\$ 6,197	\$ 6,344
50	695	B - Accountant III (Z)	\$ 4,851	\$ 5,094	\$ 5,348	\$ 5,616	\$ 5,897	\$ 60.64	\$ 63.67	\$ 66.85	\$ 70.20	\$ 73.71	\$ 6,044	\$ 6,191	\$ 6,339
37	665	Building/Construction Inspector II (Z)	\$ 4,830	\$ 5,071	\$ 5,325	\$ 5,591	\$ 5,871	\$ 60.37	\$ 63.39	\$ 66.56	\$ 69.89	\$ 73.38	\$ 6,017	\$ 6,164	\$ 6,311
42	640	Contract Compliance Specialist II (Z)	\$ 4,712	\$ 4,948	\$ 5,195	\$ 5,455	\$ 5,728	\$ 58.91	\$ 61.85	\$ 64.94	\$ 68.19	\$ 71.60	\$ 5,871	\$ 6,014	\$ 6,158

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Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
53	685	Public Affairs Officer (Z)	\$ 4,579	\$ 4,808	\$ 5,048	\$ 5,301	\$ 5,566	\$ 57.23	\$ 60.10	\$ 63.10	\$ 66.26	\$ 69.57	\$ 5,705	\$ 5,844	\$ 5,983
62	1030	Management Assistant III (Z)	\$ 4,390	\$ 4,610	\$ 4,840	\$ 5,082	\$ 5,336	\$ 54.88	\$ 57.62	\$ 60.50	\$ 63.53	\$ 66.70	\$ 5,470	\$ 5,603	\$ 5,736
63	785	Assistant Planner (Z)	\$ 4,255	\$ 4,468	\$ 4,692	\$ 4,926	\$ 5,173	\$ 53.19	\$ 55.85	\$ 58.65	\$ 61.58	\$ 64.66	\$ 5,302	\$ 5,431	\$ 5,560
64	755	Administrative Analyst (Z)	\$ 4,162	\$ 4,370	\$ 4,588	\$ 4,818	\$ 5,058	\$ 52.02	\$ 54.62	\$ 57.35	\$ 60.22	\$ 63.23	\$ 5,185	\$ 5,311	\$ 5,438
67	765	Programmer Analyst (Z)	\$ 4,139	\$ 4,346	\$ 4,563	\$ 4,792	\$ 5,031	\$ 51.74	\$ 54.33	\$ 57.04	\$ 59.89	\$ 62.89	\$ 5,157	\$ 5,283	\$ 5,409
89	870	Law Clerk II	\$ 4,043	\$ 4,245	\$ 4,458	\$ 4,681	\$ 4,915	\$ 50.54	\$ 53.07	\$ 55.72	\$ 58.51	\$ 61.43	\$ 5,037	\$ 5,160	\$ 5,283
60	760	Senior Legal Secretary (Z)	\$ 4,043	\$ 4,245	\$ 4,458	\$ 4,681	\$ 4,915	\$ 50.54	\$ 53.07	\$ 55.72	\$ 58.51	\$ 61.43	\$ 5,037	\$ 5,160	\$ 5,283
65	775	A - Accountant II (Z)	\$ 4,016	\$ 4,217	\$ 4,427	\$ 4,649	\$ 4,881	\$ 50.20	\$ 52.71	\$ 55.34	\$ 58.11	\$ 61.01	\$ 5,003	\$ 5,125	\$ 5,247
65	775	B - Accountant II (Z)	\$ 4,011	\$ 4,211	\$ 4,422	\$ 4,643	\$ 4,875	\$ 50.13	\$ 52.64	\$ 55.27	\$ 58.04	\$ 60.94	\$ 4,997	\$ 5,119	\$ 5,241
59	780	Architectural Assistant (Z)	\$ 3,998	\$ 4,198	\$ 4,408	\$ 4,629	\$ 4,860	\$ 49.98	\$ 52.48	\$ 55.10	\$ 57.86	\$ 60.75	\$ 4,982	\$ 5,103	\$ 5,225
41	675	Building/Construction Specialist I (Z)	\$ 3,976	\$ 4,175	\$ 4,383	\$ 4,603	\$ 4,833	\$ 49.70	\$ 52.18	\$ 54.79	\$ 57.53	\$ 60.41	\$ 4,954	\$ 5,074	\$ 5,195
72	1035	Management Assistant II (Z)	\$ 3,834	\$ 4,026	\$ 4,227	\$ 4,439	\$ 4,660	\$ 47.93	\$ 50.32	\$ 52.84	\$ 55.48	\$ 58.26	\$ 4,777	\$ 4,893	\$ 5,010
58	735	Contract Compliance Specialist I (Z)	\$ 3,833	\$ 4,025	\$ 4,226	\$ 4,437	\$ 4,659	\$ 47.91	\$ 50.31	\$ 52.83	\$ 55.47	\$ 58.24	\$ 4,776	\$ 4,892	\$ 5,009
69	803	Support Services Supervisor (P)	\$ 3,821	\$ 4,012	\$ 4,213	\$ 4,423	\$ 4,644	\$ 47.76	\$ 50.15	\$ 52.66	\$ 55.29	\$ 58.05	\$ 4,760	\$ 4,877	\$ 4,993
66	750	Personnel Analyst (Z)	\$ 3,804	\$ 3,994	\$ 4,193	\$ 4,403	\$ 4,623	\$ 47.54	\$ 49.92	\$ 52.42	\$ 55.04	\$ 57.79	\$ 4,739	\$ 4,854	\$ 4,970
55	770	Senior Community Services Specialist (Z)	\$ 3,780	\$ 3,969	\$ 4,168	\$ 4,376	\$ 4,595	\$ 47.25	\$ 49.61	\$ 52.09	\$ 54.70	\$ 57.43	\$ 4,710	\$ 4,824	\$ 4,939
27	955	Relocation Supervisor (Z)	\$ 3,780	\$ 3,969	\$ 4,168	\$ 4,376	\$ 4,595	\$ 47.25	\$ 49.61	\$ 52.09	\$ 54.70	\$ 57.43	\$ 4,710	\$ 4,824	\$ 4,939
70	810	A - Administrative Secretary (P)	\$ 3,554	\$ 3,731	\$ 3,918	\$ 4,114	\$ 4,320	\$ 44.42	\$ 46.64	\$ 48.97	\$ 51.42	\$ 53.99	\$ 4,428	\$ 4,535	\$ 4,643
70	810	B - Administrative Secretary (P)	\$ 2,669	\$ 2,803	\$ 2,943	\$ 3,090	\$ 3,245	\$ 33.37	\$ 35.04	\$ 36.79	\$ 38.63	\$ 40.56	\$ 3,326	\$ 3,407	\$ 3,488
79	830	Harbor Office Supervisor (P)	\$ 3,524	\$ 3,700	\$ 3,885	\$ 4,080	\$ 4,284	\$ 44.05	\$ 46.25	\$ 48.57	\$ 50.99	\$ 53.54	\$ 4,391	\$ 4,498	\$ 4,605
57	745	Records & Information Supervisor (Z)	\$ 3,524	\$ 3,700	\$ 3,885	\$ 4,080	\$ 4,284	\$ 44.05	\$ 46.25	\$ 48.57	\$ 50.99	\$ 53.54	\$ 4,391	\$ 4,498	\$ 4,605
68	800	Executive Secretary	\$ 3,524	\$ 3,700	\$ 3,885	\$ 4,080	\$ 4,284	\$ 44.05	\$ 46.25	\$ 48.57	\$ 50.99	\$ 53.54	\$ 4,391	\$ 4,498	\$ 4,605
74	820	Accountant I (Z)	\$ 3,491	\$ 3,666	\$ 3,849	\$ 4,042	\$ 4,244	\$ 43.64	\$ 45.83	\$ 48.12	\$ 50.52	\$ 53.05	\$ 4,350	\$ 4,456	\$ 4,562
75	815	Facility Maintenance Supervisor (Z)	\$ 3,429	\$ 3,601	\$ 3,781	\$ 3,970	\$ 4,168	\$ 42.87	\$ 45.01	\$ 47.26	\$ 49.62	\$ 52.10	\$ 4,272	\$ 4,377	\$ 4,481
78	1040	Management Assistant I (Z)	\$ 3,374	\$ 3,543	\$ 3,720	\$ 3,906	\$ 4,101	\$ 42.18	\$ 44.29	\$ 46.50	\$ 48.83	\$ 51.27	\$ 4,204	\$ 4,306	\$ 4,409
71	790	Assistant Harbormaster (Z)	\$ 3,325	\$ 3,491	\$ 3,666	\$ 3,849	\$ 4,042	\$ 41.57	\$ 43.64	\$ 45.83	\$ 48.12	\$ 50.52	\$ 4,143	\$ 4,244	\$ 4,345
73	795	Community Services Specialist (Z)	\$ 3,293	\$ 3,457	\$ 3,630	\$ 3,812	\$ 4,002	\$ 41.16	\$ 43.21	\$ 45.38	\$ 47.64	\$ 50.03	\$ 4,102	\$ 4,202	\$ 4,302
82	845	Purchasing Assistant (P)	\$ 3,268	\$ 3,431	\$ 3,603	\$ 3,783	\$ 3,972	\$ 40.85	\$ 42.89	\$ 45.04	\$ 47.29	\$ 49.65	\$ 4,072	\$ 4,171	\$ 4,270
90	885	Account Clerk II (P)	\$ 3,199	\$ 3,359	\$ 3,527	\$ 3,703	\$ 3,888	\$ 39.98	\$ 41.98	\$ 44.08	\$ 46.29	\$ 48.60	\$ 3,985	\$ 4,082	\$ 4,180

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EXHIBIT 5

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
85	835	Facility Maintenance Worker (P)	\$ 3,037	\$ 3,188	\$ 3,348	\$ 3,515	\$ 3,691	\$ 37.96	\$ 39.85	\$ 41.85	\$ 43.94	\$ 46.14	\$ 3,783	\$ 3,875	\$ 3,968
83	840	Harbor Attendant (P)	\$ 3,037	\$ 3,188	\$ 3,348	\$ 3,515	\$ 3,691	\$ 37.96	\$ 39.85	\$ 41.85	\$ 43.94	\$ 46.14	\$ 3,783	\$ 3,875	\$ 3,968
80	855	A - Records Specialist II (P)	\$ 3,004	\$ 3,154	\$ 3,312	\$ 3,477	\$ 3,651	\$ 37.55	\$ 39.43	\$ 41.40	\$ 43.47	\$ 45.64	\$ 3,743	\$ 3,834	\$ 3,925
80	855	B - Records Specialist II (P)	\$ 2,939	\$ 3,086	\$ 3,240	\$ 3,402	\$ 3,572	\$ 36.73	\$ 38.57	\$ 40.50	\$ 42.52	\$ 44.65	\$ 3,661	\$ 3,751	\$ 3,840
81	860	Senior Office Assistant (P)	\$ 2,670	\$ 2,804	\$ 2,944	\$ 3,091	\$ 3,246	\$ 33.38	\$ 35.05	\$ 36.80	\$ 38.64	\$ 40.57	\$ 3,327	\$ 3,408	\$ 3,489
76	825	Senior Harbor Attendant (P)	\$ 2,945	\$ 3,092	\$ 3,247	\$ 3,409	\$ 3,579	\$ 36.81	\$ 38.65	\$ 40.58	\$ 42.61	\$ 44.74	\$ 3,669	\$ 3,758	\$ 3,848
87	882	Project/Planning Associate (P)	\$ 2,891	\$ 3,035	\$ 3,187	\$ 3,346	\$ 3,514	\$ 36.13	\$ 37.94	\$ 39.84	\$ 41.83	\$ 43.92	\$ 3,601	\$ 3,689	\$ 3,777
93	900	Law Clerk I	\$ 2,891	\$ 3,035	\$ 3,187	\$ 3,346	\$ 3,514	\$ 36.13	\$ 37.94	\$ 39.84	\$ 41.83	\$ 43.92	\$ 3,601	\$ 3,689	\$ 3,777
77	850	Secretary (P)	\$ 2,798	\$ 2,938	\$ 3,085	\$ 3,239	\$ 3,401	\$ 34.97	\$ 36.72	\$ 38.56	\$ 40.49	\$ 42.51	\$ 3,486	\$ 3,571	\$ 3,656
94	905	Account Clerk I (P)	\$ 2,761	\$ 2,899	\$ 3,044	\$ 3,196	\$ 3,356	\$ 34.51	\$ 36.24	\$ 38.05	\$ 39.95	\$ 41.95	\$ 3,440	\$ 3,524	\$ 3,608
84	875	Office Assistant II (P)	\$ 2,573	\$ 2,702	\$ 2,837	\$ 2,979	\$ 3,128	\$ 32.17	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 3,206	\$ 3,284	\$ 3,363
86	880	Records Specialist I (P)	\$ 2,573	\$ 2,702	\$ 2,837	\$ 2,979	\$ 3,128	\$ 32.17	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 3,206	\$ 3,284	\$ 3,363
88	865	Harbor Office Assistant	\$ 2,573	\$ 2,702	\$ 2,837	\$ 2,979	\$ 3,128	\$ 32.17	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 3,206	\$ 3,284	\$ 3,363
91	895	Office Assistant I (P)	\$ 2,364	\$ 2,483	\$ 2,607	\$ 2,737	\$ 2,874	\$ 29.55	\$ 31.03	\$ 32.58	\$ 34.21	\$ 35.92	\$ 2,946	\$ 3,018	\$ 3,089
92	890	Harbor Security Officer (P)	\$ 2,470	\$ 2,594	\$ 2,724	\$ 2,860	\$ 3,003	\$ 30.88	\$ 32.42	\$ 34.05	\$ 35.75	\$ 37.54	\$ 3,078	\$ 3,153	\$ 3,228
100	935	(2) A-Staff Associate VI (Z)	\$ 7,233	\$ 7,594	\$ 7,974	\$ 8,373	\$ 8,792	\$ 90.41	\$ 94.93	\$ 99.68	\$ 104.66	\$ 109.89	\$ 9,011	\$ 9,231	\$ 9,451
100	935	(2) B-Staff Associate VI (Z)	\$ 7,215	\$ 7,576	\$ 7,955	\$ 8,353	\$ 8,770	\$ 90.19	\$ 94.70	\$ 99.44	\$ 104.41	\$ 109.63	\$ 8,990	\$ 9,209	\$ 9,428
99	930	(2) A - Staff Associate V (Z)	\$ 7,583	\$ 7,962	\$ 8,360	\$ 8,778	\$ 9,217	\$ 94.78	\$ 99.52	\$ 104.50	\$ 109.72	\$ 115.21	\$ 9,447	\$ 9,678	\$ 9,908
99	930	(2) B - Staff Associate V (Z)	\$ 6,237	\$ 6,549	\$ 6,877	\$ 7,220	\$ 7,581	\$ 77.97	\$ 81.86	\$ 85.96	\$ 90.26	\$ 94.77	\$ 7,771	\$ 7,961	\$ 8,150
98	921	A - Staff Associate IV (Z)	\$ 5,626	\$ 5,908	\$ 6,203	\$ 6,513	\$ 6,839	\$ 70.33	\$ 73.85	\$ 77.54	\$ 81.41	\$ 85.49	\$ 7,010	\$ 7,181	\$ 7,352
98	921	B - Staff Associate IV (Z)	\$ 5,615	\$ 5,896	\$ 6,191	\$ 6,500	\$ 6,825	\$ 70.19	\$ 73.70	\$ 77.38	\$ 81.25	\$ 85.31	\$ 6,996	\$ 7,166	\$ 7,337
97	920	Staff Associate III (Z)	\$ 4,851	\$ 5,094	\$ 5,348	\$ 5,616	\$ 5,897	\$ 60.64	\$ 63.67	\$ 66.85	\$ 70.20	\$ 73.71	\$ 6,044	\$ 6,191	\$ 6,339
96	915	Staff Associate II (Z)	\$ 3,364	\$ 3,532	\$ 3,709	\$ 3,894	\$ 4,089	\$ 42.05	\$ 44.15	\$ 46.36	\$ 48.68	\$ 51.11	\$ 4,191	\$ 4,293	\$ 4,396
95	985	Staff Associate I (Z)	\$ 2,714	\$ 2,850	\$ 2,992	\$ 3,142	\$ 3,299	\$ 33.93	\$ 35.62	\$ 37.41	\$ 39.28	\$ 41.24	\$ 3,382	\$ 3,464	\$ 3,547

- * Ranges from 2.5% up to 7.5% Maximum
- (1) Attorney Pay Range Varies for 8177 Classification.
- (2) 550 Series OCII - Step 5 is equal to CCSF Step 1 Range A
- (3) 09 Series OCII Step1 is equal to CCSF Step 5 Range A
- (4) 1044 CCSF Step 2 is OCII Step 1; CCSF Step 10 is OCII Step 5; 5% Variance Between 2-4 (See Tab 1044)
- A Incumbent paid consistent with previously approved salary chart. When position is vacated, new hire will be paid consistent with comparable City class match.
- B Paid consistent with comparable City class match.

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
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EXHIBIT 6

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
1	500	(3) Executive Director (Z)	\$ 13,417	\$ 14,088	\$ 14,792	\$ 15,532	\$ 16,309	\$ 167.71	\$ 176.10	\$ 184.90	\$ 194.15	\$ 203.86	\$ 16,716	\$ 17,124	\$ 17,532
3	520	A - Agency General Counsel (Z)	\$ 10,093	\$ 10,599	\$ 11,128	\$ 11,685	\$ 12,269	\$ 126.16	\$ 132.48	\$ 139.11	\$ 146.06	\$ 153.36	\$ 12,576	\$ 12,883	\$ 13,189
3	520	B - Agency General Counsel (Z)	\$ 10,086	\$ 10,591	\$ 11,121	\$ 11,677	\$ 12,260	\$ 126.07	\$ 132.39	\$ 139.01	\$ 145.96	\$ 153.26	\$ 12,567	\$ 12,873	\$ 13,180
2	1060	(3) Deputy Executive Director (Z)	\$ 9,405	\$ 9,876	\$ 10,369	\$ 10,888	\$ 11,432	\$ 117.57	\$ 123.45	\$ 129.62	\$ 136.10	\$ 142.90	\$ 11,718	\$ 12,004	\$ 12,290
10	555	(2) Senior Project Manager, Supervisory (Z)	\$ 8,847	\$ 9,290	\$ 9,754	\$ 10,242	\$ 10,754	\$ 110.59	\$ 116.12	\$ 121.93	\$ 128.03	\$ 134.43	\$ 11,023	\$ 11,292	\$ 11,561
5	1010	Assistant Deputy Executive Director (Z)	\$ 8,260	\$ 8,673	\$ 9,107	\$ 9,562	\$ 10,040	\$ 103.25	\$ 108.41	\$ 113.83	\$ 119.52	\$ 125.50	\$ 10,291	\$ 10,542	\$ 10,793
4	525	Deputy General Counsel (Z) - Step 9	\$ 8,135	\$ 8,541	\$ 8,968	\$ 9,417	\$ 9,888	\$ 101.68	\$ 106.77	\$ 112.10	\$ 117.71	\$ 123.59	\$ 10,135	\$ 10,382	\$ 10,629
6	580	(1) Senior Attorney (Z) - Step 8	\$ 7,938	\$ 8,335	\$ 8,751	\$ 9,189	\$ 9,648	\$ 99.22	\$ 104.18	\$ 109.39	\$ 114.86	\$ 120.60	\$ 9,889	\$ 10,131	\$ 10,372
34	660	(1) Staff Attorney II (Z) - Step 7	\$ 7,746	\$ 8,133	\$ 8,540	\$ 8,967	\$ 9,415	\$ 96.82	\$ 101.66	\$ 106.75	\$ 112.09	\$ 117.69	\$ 9,651	\$ 9,886	\$ 10,121
48	725	(1) Staff Attorney I (Z) - Step 6	\$ 7,561	\$ 7,939	\$ 8,336	\$ 8,753	\$ 9,191	\$ 94.52	\$ 99.24	\$ 104.20	\$ 109.41	\$ 114.88	\$ 9,421	\$ 9,650	\$ 9,880
9	565	Senior Civil Engineer (Z)	\$ 7,984	\$ 8,383	\$ 8,802	\$ 9,242	\$ 9,704	\$ 99.79	\$ 104.78	\$ 110.02	\$ 115.52	\$ 121.30	\$ 9,947	\$ 10,189	\$ 10,432
16	556	Architecture & Engineering Supervisor (Z)	\$ 7,984	\$ 8,383	\$ 8,802	\$ 9,242	\$ 9,704	\$ 99.79	\$ 104.78	\$ 110.02	\$ 115.52	\$ 121.30	\$ 9,947	\$ 10,189	\$ 10,432
15	550	(2) A-Senior Project Manager (Z)	\$ 7,378	\$ 7,747	\$ 8,134	\$ 8,541	\$ 8,968	\$ 92.22	\$ 96.83	\$ 101.67	\$ 106.76	\$ 112.09	\$ 9,192	\$ 9,416	\$ 9,640
15	550	(2) B- Senior Project Manager (Z)	\$ 7,288	\$ 7,652	\$ 8,035	\$ 8,437	\$ 8,858	\$ 91.10	\$ 95.65	\$ 100.44	\$ 105.46	\$ 110.73	\$ 9,080	\$ 9,301	\$ 9,523
17	606	Planning Supervisor (Z)	\$ 7,245	\$ 7,607	\$ 7,988	\$ 8,387	\$ 8,806	\$ 90.56	\$ 95.09	\$ 99.85	\$ 104.84	\$ 110.08	\$ 9,027	\$ 9,247	\$ 9,467
13	535	(3) Development Services Manager (Z)	\$ 7,134	\$ 7,491	\$ 7,865	\$ 8,258	\$ 8,671	\$ 89.17	\$ 93.63	\$ 98.31	\$ 103.23	\$ 108.39	\$ 8,888	\$ 9,105	\$ 9,322
14	540	(3) A - Housing Program Manager (Z)	\$ 7,143	\$ 7,500	\$ 7,875	\$ 8,269	\$ 8,682	\$ 89.29	\$ 93.75	\$ 98.44	\$ 103.36	\$ 108.53	\$ 8,899	\$ 9,117	\$ 9,334
14	540	(3) B - Housing Program Manager (Z)	\$ 7,134	\$ 7,491	\$ 7,865	\$ 8,258	\$ 8,671	\$ 89.17	\$ 93.63	\$ 98.31	\$ 103.23	\$ 108.39	\$ 8,888	\$ 9,105	\$ 9,322
12	1015	(3) Contract and Fiscal Services Manager (Z)	\$ 7,134	\$ 7,491	\$ 7,865	\$ 8,258	\$ 8,671	\$ 89.17	\$ 93.63	\$ 98.31	\$ 103.23	\$ 108.39	\$ 8,888	\$ 9,105	\$ 9,322
11	965	(3) A - Human Resources Manager	\$ 7,143	\$ 7,500	\$ 7,875	\$ 8,269	\$ 8,682	\$ 89.29	\$ 93.75	\$ 98.44	\$ 103.36	\$ 108.53	\$ 8,899	\$ 9,117	\$ 9,334
11	965	(3) B - Human Resources Manager	\$ 7,134	\$ 7,491	\$ 7,865	\$ 8,258	\$ 8,671	\$ 89.17	\$ 93.63	\$ 98.31	\$ 103.23	\$ 108.39	\$ 8,888	\$ 9,105	\$ 9,322
30	635	Architect (Z)	\$ 6,896	\$ 7,241	\$ 7,603	\$ 7,983	\$ 8,382	\$ 86.20	\$ 90.51	\$ 95.04	\$ 99.79	\$ 104.78	\$ 8,592	\$ 8,802	\$ 9,011
8	605	Senior Architect (Z)	\$ 6,894	\$ 7,239	\$ 7,601	\$ 7,981	\$ 8,380	\$ 86.18	\$ 90.49	\$ 95.01	\$ 99.76	\$ 104.75	\$ 8,589	\$ 8,799	\$ 9,008
18	610	Senior Landscape Architect (Z)	\$ 6,894	\$ 7,239	\$ 7,601	\$ 7,981	\$ 8,380	\$ 86.18	\$ 90.49	\$ 95.01	\$ 99.76	\$ 104.75	\$ 8,589	\$ 8,799	\$ 9,008
31	620	Civil Engineer (Z)	\$ 6,894	\$ 7,239	\$ 7,601	\$ 7,981	\$ 8,380	\$ 86.18	\$ 90.49	\$ 95.01	\$ 99.76	\$ 104.75	\$ 8,589	\$ 8,799	\$ 9,008
19	625	(4) Information Systems Supervisor (Z)	\$ 6,882	\$ 7,226	\$ 7,587	\$ 7,967	\$ 8,365	\$ 86.02	\$ 90.33	\$ 94.84	\$ 99.58	\$ 104.56	\$ 8,574	\$ 8,783	\$ 8,992
21	970	(3) Accounting Supervisor (Z)	\$ 6,645	\$ 6,978	\$ 7,326	\$ 7,693	\$ 8,077	\$ 83.07	\$ 87.22	\$ 91.58	\$ 96.16	\$ 100.97	\$ 8,279	\$ 8,481	\$ 8,683
23	585	(3) Contract Compliance Supervisor (Z)	\$ 6,645	\$ 6,978	\$ 7,326	\$ 7,693	\$ 8,077	\$ 83.07	\$ 87.22	\$ 91.58	\$ 96.16	\$ 100.97	\$ 8,279	\$ 8,481	\$ 8,683
22	1045	(3) Senior Development Specialist (Supervisory) (Z)	\$ 6,645	\$ 6,978	\$ 7,326	\$ 7,693	\$ 8,077	\$ 83.07	\$ 87.22	\$ 91.58	\$ 96.16	\$ 100.97	\$ 8,279	\$ 8,481	\$ 8,683
24	560	(3) Administrative Services Manager (Z)	\$ 6,645	\$ 6,978	\$ 7,326	\$ 7,693	\$ 8,077	\$ 83.07	\$ 87.22	\$ 91.58	\$ 96.16	\$ 100.97	\$ 8,279	\$ 8,481	\$ 8,683
36	585	A-Contract Compliance Specialist III (Z)	\$ 6,309	\$ 6,624	\$ 6,955	\$ 7,303	\$ 7,668	\$ 78.86	\$ 82.80	\$ 86.94	\$ 91.29	\$ 95.85	\$ 7,860	\$ 8,052	\$ 8,243
36	585	B-Contract Compliance Specialist III (Z)	\$ 6,300	\$ 6,614	\$ 6,945	\$ 7,292	\$ 7,657	\$ 78.74	\$ 82.68	\$ 86.82	\$ 91.16	\$ 95.71	\$ 7,849	\$ 8,040	\$ 8,231
25	590	(2) A-Project Manager (Z)	\$ 6,370	\$ 6,688	\$ 7,023	\$ 7,374	\$ 7,743	\$ 79.62	\$ 83.60	\$ 87.79	\$ 92.17	\$ 96.78	\$ 7,936	\$ 8,130	\$ 8,323
25	590	(2) B-Project Manager (Z)	\$ 6,299	\$ 6,613	\$ 6,944	\$ 7,291	\$ 7,656	\$ 78.73	\$ 82.67	\$ 86.80	\$ 91.14	\$ 95.70	\$ 7,847	\$ 8,039	\$ 8,230
29	1025	(2) A-Housing Construction Specialist (Z)	\$ 6,370	\$ 6,688	\$ 7,023	\$ 7,374	\$ 7,743	\$ 79.62	\$ 83.60	\$ 87.79	\$ 92.17	\$ 96.78	\$ 7,936	\$ 8,130	\$ 8,323
29	1025	(2) B-Housing Construction Specialist (Z)	\$ 6,299	\$ 6,613	\$ 6,944	\$ 7,291	\$ 7,656	\$ 78.73	\$ 82.67	\$ 86.80	\$ 91.14	\$ 95.70	\$ 7,847	\$ 8,039	\$ 8,230

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
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EXHIBIT 6

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
20	630	A - Senior Financial Analyst (Z)	\$ 6,282	\$ 6,596	\$ 6,926	\$ 7,272	\$ 7,636	\$ 78.53	\$ 82.45	\$ 86.58	\$ 90.91	\$ 95.45	\$ 7,827	\$ 8,018	\$ 8,209
20	630	B - Senior Financial Analyst (Z)	\$ 6,272	\$ 6,586	\$ 6,915	\$ 7,261	\$ 7,624	\$ 78.40	\$ 82.32	\$ 86.44	\$ 90.76	\$ 95.30	\$ 7,814	\$ 8,005	\$ 8,195
101	1110	A - Principal Personnel Analyst (Z)	\$ 6,197	\$ 6,506	\$ 6,832	\$ 7,173	\$ 7,532	\$ 77.46	\$ 81.33	\$ 85.40	\$ 89.67	\$ 94.15	\$ 7,720	\$ 7,908	\$ 8,097
101	1110	B - Principal Personnel Analyst (Z)	\$ 6,194	\$ 6,504	\$ 6,829	\$ 7,171	\$ 7,529	\$ 77.43	\$ 81.30	\$ 85.37	\$ 89.64	\$ 94.12	\$ 7,718	\$ 7,906	\$ 8,094
28	595	(3) A - Senior Development Specialist (Z)	\$ 6,173	\$ 6,482	\$ 6,806	\$ 7,146	\$ 7,503	\$ 77.16	\$ 81.02	\$ 85.07	\$ 89.33	\$ 93.79	\$ 7,691	\$ 7,879	\$ 8,066
28	595	(3) B - Senior Development Specialist (Z)	\$ 6,165	\$ 6,473	\$ 6,797	\$ 7,137	\$ 7,493	\$ 77.06	\$ 80.91	\$ 84.96	\$ 89.21	\$ 93.67	\$ 7,681	\$ 7,868	\$ 8,055
35	655	Senior Planner (Z)	\$ 6,107	\$ 6,412	\$ 6,733	\$ 7,069	\$ 7,423	\$ 76.33	\$ 80.15	\$ 84.16	\$ 88.37	\$ 92.78	\$ 7,608	\$ 7,794	\$ 7,979
45	700	Architectural Associate (Z)	\$ 6,071	\$ 6,375	\$ 6,693	\$ 7,028	\$ 7,379	\$ 75.89	\$ 79.68	\$ 83.67	\$ 87.85	\$ 92.24	\$ 7,564	\$ 7,748	\$ 7,933
44	690	Associate Civil Engineer (Z)	\$ 6,070	\$ 6,374	\$ 6,692	\$ 7,027	\$ 7,378	\$ 75.88	\$ 79.67	\$ 83.65	\$ 87.84	\$ 92.23	\$ 7,563	\$ 7,747	\$ 7,932
26	940	Property Management Supervisor (Z)	\$ 5,910	\$ 6,205	\$ 6,516	\$ 6,841	\$ 7,183	\$ 73.87	\$ 77.57	\$ 81.45	\$ 85.52	\$ 89.79	\$ 7,363	\$ 7,543	\$ 7,722
61	740	(3) Harbormaster (Z)	\$ 5,741	\$ 6,028	\$ 6,329	\$ 6,645	\$ 6,978	\$ 71.76	\$ 75.34	\$ 79.11	\$ 83.07	\$ 87.22	\$ 7,152	\$ 7,327	\$ 7,501
47	995	(3) Commission Secretary (Z)	\$ 5,741	\$ 6,028	\$ 6,329	\$ 6,645	\$ 6,978	\$ 71.76	\$ 75.34	\$ 79.11	\$ 83.07	\$ 87.22	\$ 7,152	\$ 7,327	\$ 7,501
49	1000	(3) Executive Assistant to Executive Director (Z)	\$ 5,741	\$ 6,028	\$ 6,329	\$ 6,645	\$ 6,978	\$ 71.76	\$ 75.34	\$ 79.11	\$ 83.07	\$ 87.22	\$ 7,152	\$ 7,327	\$ 7,501
38	990	Assistant Project Manager (Z)	\$ 5,727	\$ 6,014	\$ 6,314	\$ 6,630	\$ 6,962	\$ 71.59	\$ 75.17	\$ 78.93	\$ 82.88	\$ 87.02	\$ 7,136	\$ 7,310	\$ 7,484
40	615	A - Development Specialist (Z)	\$ 5,739	\$ 6,025	\$ 6,327	\$ 6,643	\$ 6,975	\$ 71.73	\$ 75.32	\$ 79.08	\$ 83.04	\$ 87.19	\$ 7,150	\$ 7,324	\$ 7,498
40	615	B - Development Specialist (Z)	\$ 5,727	\$ 6,014	\$ 6,314	\$ 6,630	\$ 6,962	\$ 71.59	\$ 75.17	\$ 78.93	\$ 82.88	\$ 87.02	\$ 7,136	\$ 7,310	\$ 7,484
39	1050	Contract Administration Specialist (Z)	\$ 5,727	\$ 6,014	\$ 6,314	\$ 6,630	\$ 6,962	\$ 71.59	\$ 75.17	\$ 78.93	\$ 82.88	\$ 87.02	\$ 7,136	\$ 7,310	\$ 7,484
46	670	Financial Systems Accountant (Z)	\$ 5,725	\$ 6,012	\$ 6,312	\$ 6,628	\$ 6,959	\$ 71.57	\$ 75.14	\$ 78.90	\$ 82.85	\$ 86.99	\$ 7,133	\$ 7,307	\$ 7,481
33	1100	Accountant IV (Z)	\$ 5,725	\$ 6,012	\$ 6,312	\$ 6,628	\$ 6,959	\$ 71.57	\$ 75.14	\$ 78.90	\$ 82.85	\$ 86.99	\$ 7,133	\$ 7,307	\$ 7,481
51	715	Senior Personnel Analyst (Z)	\$ 5,585	\$ 5,864	\$ 6,157	\$ 6,465	\$ 6,788	\$ 69.81	\$ 73.30	\$ 76.96	\$ 80.81	\$ 84.85	\$ 6,958	\$ 7,127	\$ 7,297
7	570	Construction Coordinator (Z)	\$ 5,430	\$ 5,702	\$ 5,987	\$ 6,286	\$ 6,601	\$ 67.88	\$ 71.28	\$ 74.84	\$ 78.58	\$ 82.51	\$ 6,766	\$ 6,931	\$ 7,096
54	720	A-Senior Programmer Analyst (Z)	\$ 5,184	\$ 5,443	\$ 5,715	\$ 6,001	\$ 6,301	\$ 64.80	\$ 68.04	\$ 71.44	\$ 75.01	\$ 78.76	\$ 6,458	\$ 6,616	\$ 6,773
54	720	B-Senior Programmer Analyst (Z)	\$ 5,130	\$ 5,386	\$ 5,655	\$ 5,938	\$ 6,235	\$ 64.12	\$ 67.33	\$ 70.69	\$ 74.23	\$ 77.94	\$ 6,391	\$ 6,547	\$ 6,703
52	730	Associate Planner (Z)	\$ 5,151	\$ 5,409	\$ 5,679	\$ 5,963	\$ 6,261	\$ 64.39	\$ 67.61	\$ 70.99	\$ 74.54	\$ 78.26	\$ 6,418	\$ 6,574	\$ 6,731
32	975	Environmental Assessment Specialist (Z)	\$ 5,151	\$ 5,409	\$ 5,679	\$ 5,963	\$ 6,261	\$ 64.39	\$ 67.61	\$ 70.99	\$ 74.54	\$ 78.26	\$ 6,418	\$ 6,574	\$ 6,731
43	945	Property Management Specialist (Z)	\$ 5,078	\$ 5,331	\$ 5,598	\$ 5,878	\$ 6,172	\$ 63.47	\$ 66.64	\$ 69.98	\$ 73.47	\$ 77.15	\$ 6,326	\$ 6,480	\$ 6,635
56	705	A - Assistant Development Specialist (Z)	\$ 4,970	\$ 5,219	\$ 5,480	\$ 5,754	\$ 6,042	\$ 62.13	\$ 65.24	\$ 68.50	\$ 71.92	\$ 75.52	\$ 6,193	\$ 6,344	\$ 6,495
56	705	B - Assistant Development Specialist (Z)	\$ 4,949	\$ 5,196	\$ 5,456	\$ 5,729	\$ 6,016	\$ 61.86	\$ 64.96	\$ 68.20	\$ 71.61	\$ 75.19	\$ 6,166	\$ 6,316	\$ 6,467
50	695	A - Accountant III (Z)	\$ 4,952	\$ 5,200	\$ 5,460	\$ 5,733	\$ 6,019	\$ 61.90	\$ 65.00	\$ 68.25	\$ 71.66	\$ 75.24	\$ 6,170	\$ 6,320	\$ 6,471
50	695	B - Accountant III (Z)	\$ 4,948	\$ 5,195	\$ 5,455	\$ 5,728	\$ 6,014	\$ 61.85	\$ 64.94	\$ 68.19	\$ 71.60	\$ 75.18	\$ 6,165	\$ 6,315	\$ 6,465
37	665	Building/Construction Inspector II (Z)	\$ 4,927	\$ 5,173	\$ 5,432	\$ 5,703	\$ 5,988	\$ 61.58	\$ 64.66	\$ 67.89	\$ 71.29	\$ 74.85	\$ 6,138	\$ 6,288	\$ 6,437
42	640	Contract Compliance Specialist II (Z)	\$ 4,806	\$ 5,047	\$ 5,299	\$ 5,564	\$ 5,842	\$ 60.08	\$ 63.08	\$ 66.24	\$ 69.55	\$ 73.03	\$ 5,988	\$ 6,134	\$ 6,280

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EXHIBIT 6

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
53	685	Public Affairs Officer (Z)	\$ 4,671	\$ 4,904	\$ 5,149	\$ 5,407	\$ 5,677	\$ 58.38	\$ 61.30	\$ 64.37	\$ 67.58	\$ 70.96	\$ 5,819	\$ 5,961	\$ 6,103
62	1030	Management Assistant III (Z)	\$ 4,478	\$ 4,702	\$ 4,937	\$ 5,184	\$ 5,443	\$ 55.97	\$ 58.77	\$ 61.71	\$ 64.80	\$ 68.03	\$ 5,579	\$ 5,715	\$ 5,851
63	785	Assistant Planner (Z)	\$ 4,340	\$ 4,557	\$ 4,785	\$ 5,024	\$ 5,275	\$ 54.25	\$ 56.96	\$ 59.81	\$ 62.80	\$ 65.94	\$ 5,407	\$ 5,539	\$ 5,671
64	755	Administrative Analyst (Z)	\$ 4,245	\$ 4,458	\$ 4,680	\$ 4,914	\$ 5,160	\$ 53.07	\$ 55.72	\$ 58.50	\$ 61.43	\$ 64.50	\$ 5,289	\$ 5,418	\$ 5,547
67	765	Programmer Analyst (Z)	\$ 4,222	\$ 4,433	\$ 4,655	\$ 4,887	\$ 5,132	\$ 52.77	\$ 55.41	\$ 58.18	\$ 61.09	\$ 64.14	\$ 5,260	\$ 5,388	\$ 5,516
89	870	Law Clerk II	\$ 4,124	\$ 4,330	\$ 4,547	\$ 4,774	\$ 5,013	\$ 51.55	\$ 54.13	\$ 56.83	\$ 59.67	\$ 62.66	\$ 5,138	\$ 5,263	\$ 5,389
60	760	Senior Legal Secretary (Z)	\$ 4,124	\$ 4,330	\$ 4,547	\$ 4,774	\$ 5,013	\$ 51.55	\$ 54.13	\$ 56.83	\$ 59.67	\$ 62.66	\$ 5,138	\$ 5,263	\$ 5,389
65	775	A - Accountant II (Z)	\$ 4,096	\$ 4,301	\$ 4,516	\$ 4,742	\$ 4,979	\$ 51.20	\$ 53.76	\$ 56.45	\$ 59.28	\$ 62.24	\$ 5,104	\$ 5,228	\$ 5,353
65	775	B - Accountant II (Z)	\$ 4,091	\$ 4,296	\$ 4,511	\$ 4,736	\$ 4,973	\$ 51.14	\$ 53.70	\$ 56.38	\$ 59.20	\$ 62.16	\$ 5,097	\$ 5,222	\$ 5,346
59	780	Architectural Assistant (Z)	\$ 4,078	\$ 4,282	\$ 4,496	\$ 4,721	\$ 4,957	\$ 50.97	\$ 53.52	\$ 56.20	\$ 59.01	\$ 61.96	\$ 5,081	\$ 5,205	\$ 5,329
41	675	Building/Construction Specialist I (Z)	\$ 4,056	\$ 4,258	\$ 4,471	\$ 4,695	\$ 4,930	\$ 50.69	\$ 53.23	\$ 55.89	\$ 58.68	\$ 61.62	\$ 5,053	\$ 5,176	\$ 5,299
72	1035	Management Assistant II (Z)	\$ 3,911	\$ 4,106	\$ 4,312	\$ 4,527	\$ 4,753	\$ 48.88	\$ 51.33	\$ 53.89	\$ 56.59	\$ 59.42	\$ 4,872	\$ 4,991	\$ 5,110
58	735	Contract Compliance Specialist I (Z)	\$ 3,910	\$ 4,105	\$ 4,310	\$ 4,526	\$ 4,752	\$ 48.87	\$ 51.31	\$ 53.88	\$ 56.57	\$ 59.40	\$ 4,871	\$ 4,990	\$ 5,109
69	803	Support Services Supervisor (P)	\$ 3,897	\$ 4,092	\$ 4,297	\$ 4,512	\$ 4,737	\$ 48.72	\$ 51.15	\$ 53.71	\$ 56.40	\$ 59.22	\$ 4,856	\$ 4,974	\$ 5,093
66	750	Personnel Analyst (Z)	\$ 3,880	\$ 4,074	\$ 4,278	\$ 4,492	\$ 4,716	\$ 48.50	\$ 50.93	\$ 53.47	\$ 56.15	\$ 58.95	\$ 4,834	\$ 4,952	\$ 5,070
55	770	Senior Community Services Specialist (Z)	\$ 3,856	\$ 4,048	\$ 4,251	\$ 4,463	\$ 4,687	\$ 48.20	\$ 50.60	\$ 53.13	\$ 55.79	\$ 58.58	\$ 4,804	\$ 4,921	\$ 5,038
27	955	Relocation Supervisor (Z)	\$ 3,856	\$ 4,048	\$ 4,251	\$ 4,463	\$ 4,687	\$ 48.20	\$ 50.60	\$ 53.13	\$ 55.79	\$ 58.58	\$ 4,804	\$ 4,921	\$ 5,038
70	810	A - Administrative Secretary (P)	\$ 3,625	\$ 3,806	\$ 3,997	\$ 4,196	\$ 4,406	\$ 45.31	\$ 47.58	\$ 49.96	\$ 52.46	\$ 55.08	\$ 4,516	\$ 4,627	\$ 4,737
70	810	B - Administrative Secretary (P)	\$ 2,722	\$ 2,858	\$ 3,001	\$ 3,151	\$ 3,309	\$ 34.03	\$ 35.73	\$ 37.52	\$ 39.39	\$ 41.36	\$ 3,392	\$ 3,475	\$ 3,557
79	830	Harbor Office Supervisor (P)	\$ 3,594	\$ 3,774	\$ 3,963	\$ 4,161	\$ 4,369	\$ 44.93	\$ 47.18	\$ 49.54	\$ 52.01	\$ 54.61	\$ 4,478	\$ 4,588	\$ 4,697
57	745	Records & Information Supervisor (Z)	\$ 3,594	\$ 3,774	\$ 3,963	\$ 4,161	\$ 4,369	\$ 44.93	\$ 47.18	\$ 49.54	\$ 52.01	\$ 54.61	\$ 4,478	\$ 4,588	\$ 4,697
68	800	Executive Secretary	\$ 3,594	\$ 3,774	\$ 3,963	\$ 4,161	\$ 4,369	\$ 44.93	\$ 47.18	\$ 49.54	\$ 52.01	\$ 54.61	\$ 4,478	\$ 4,588	\$ 4,697
74	820	Accountant I (Z)	\$ 3,561	\$ 3,739	\$ 3,926	\$ 4,122	\$ 4,328	\$ 44.51	\$ 46.74	\$ 49.07	\$ 51.53	\$ 54.10	\$ 4,436	\$ 4,545	\$ 4,653
75	815	Facility Maintenance Supervisor (Z)	\$ 3,498	\$ 3,672	\$ 3,856	\$ 4,049	\$ 4,251	\$ 43.72	\$ 45.91	\$ 48.20	\$ 50.61	\$ 53.14	\$ 4,358	\$ 4,464	\$ 4,570
78	1040	Management Assistant I (Z)	\$ 3,441	\$ 3,614	\$ 3,794	\$ 3,984	\$ 4,183	\$ 43.02	\$ 45.17	\$ 47.43	\$ 49.80	\$ 52.29	\$ 4,288	\$ 4,392	\$ 4,497
71	790	Assistant Harbormaster (Z)	\$ 3,392	\$ 3,561	\$ 3,739	\$ 3,926	\$ 4,122	\$ 42.39	\$ 44.51	\$ 46.74	\$ 49.08	\$ 51.53	\$ 4,225	\$ 4,329	\$ 4,432
73	795	Community Services Specialist (Z)	\$ 3,359	\$ 3,527	\$ 3,703	\$ 3,888	\$ 4,083	\$ 41.99	\$ 44.09	\$ 46.29	\$ 48.60	\$ 51.03	\$ 4,185	\$ 4,287	\$ 4,389
82	845	Purchasing Assistant (P)	\$ 3,333	\$ 3,500	\$ 3,675	\$ 3,859	\$ 4,052	\$ 41.67	\$ 43.75	\$ 45.94	\$ 48.23	\$ 50.65	\$ 4,153	\$ 4,254	\$ 4,356
90	885	Account Clerk II (P)	\$ 3,263	\$ 3,426	\$ 3,597	\$ 3,777	\$ 3,966	\$ 40.79	\$ 42.83	\$ 44.97	\$ 47.22	\$ 49.58	\$ 4,065	\$ 4,164	\$ 4,264

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 01/02/2027 - 2.00%

EXHIBIT 6

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
85	835	Facility Maintenance Worker (P)	\$ 3,098	\$ 3,253	\$ 3,415	\$ 3,586	\$ 3,765	\$ 38.72	\$ 40.66	\$ 42.69	\$ 44.83	\$ 47.07	\$ 3,859	\$ 3,954	\$ 4,048
83	840	Harbor Attendant (P)	\$ 3,098	\$ 3,253	\$ 3,415	\$ 3,586	\$ 3,765	\$ 38.72	\$ 40.66	\$ 42.69	\$ 44.83	\$ 47.07	\$ 3,859	\$ 3,954	\$ 4,048
80	855	A - Records Specialist II (P)	\$ 3,064	\$ 3,217	\$ 3,378	\$ 3,547	\$ 3,724	\$ 38.30	\$ 40.22	\$ 42.23	\$ 44.34	\$ 46.56	\$ 3,818	\$ 3,911	\$ 4,004
80	855	B - Records Specialist II (P)	\$ 2,998	\$ 3,148	\$ 3,305	\$ 3,470	\$ 3,644	\$ 37.47	\$ 39.35	\$ 41.31	\$ 43.38	\$ 45.55	\$ 3,735	\$ 3,826	\$ 3,917
81	860	Senior Office Assistant (P)	\$ 2,723	\$ 2,860	\$ 3,003	\$ 3,153	\$ 3,310	\$ 34.04	\$ 35.74	\$ 37.53	\$ 39.41	\$ 41.38	\$ 3,393	\$ 3,476	\$ 3,559
76	825	Senior Harbor Attendant (P)	\$ 3,004	\$ 3,154	\$ 3,312	\$ 3,477	\$ 3,651	\$ 37.55	\$ 39.43	\$ 41.40	\$ 43.47	\$ 45.64	\$ 3,743	\$ 3,834	\$ 3,925
87	882	Project/Planning Associate (P)	\$ 2,949	\$ 3,096	\$ 3,251	\$ 3,414	\$ 3,584	\$ 36.86	\$ 38.70	\$ 40.64	\$ 42.67	\$ 44.80	\$ 3,674	\$ 3,764	\$ 3,853
93	900	Law Clerk I	\$ 2,949	\$ 3,096	\$ 3,251	\$ 3,414	\$ 3,584	\$ 36.86	\$ 38.70	\$ 40.64	\$ 42.67	\$ 44.80	\$ 3,674	\$ 3,764	\$ 3,853
77	850	Secretary (P)	\$ 2,854	\$ 2,997	\$ 3,146	\$ 3,304	\$ 3,469	\$ 35.67	\$ 37.46	\$ 39.33	\$ 41.30	\$ 43.36	\$ 3,556	\$ 3,642	\$ 3,729
94	905	Account Clerk I (P)	\$ 2,816	\$ 2,957	\$ 3,105	\$ 3,260	\$ 3,423	\$ 35.20	\$ 36.96	\$ 38.81	\$ 40.75	\$ 42.79	\$ 3,509	\$ 3,594	\$ 3,680
84	875	Office Assistant II (P)	\$ 2,624	\$ 2,756	\$ 2,893	\$ 3,038	\$ 3,190	\$ 32.81	\$ 34.45	\$ 36.17	\$ 37.98	\$ 39.88	\$ 3,270	\$ 3,350	\$ 3,429
86	880	Records Specialist I (P)	\$ 2,624	\$ 2,756	\$ 2,893	\$ 3,038	\$ 3,190	\$ 32.81	\$ 34.45	\$ 36.17	\$ 37.98	\$ 39.88	\$ 3,270	\$ 3,350	\$ 3,429
88	865	Harbor Office Assistant	\$ 2,624	\$ 2,756	\$ 2,893	\$ 3,038	\$ 3,190	\$ 32.81	\$ 34.45	\$ 36.17	\$ 37.98	\$ 39.88	\$ 3,270	\$ 3,350	\$ 3,429
91	895	Office Assistant I (P)	\$ 2,411	\$ 2,532	\$ 2,658	\$ 2,791	\$ 2,931	\$ 30.14	\$ 31.65	\$ 33.23	\$ 34.89	\$ 36.64	\$ 3,004	\$ 3,077	\$ 3,151
92	890	Harbor Security Officer (P)	\$ 2,519	\$ 2,645	\$ 2,778	\$ 2,917	\$ 3,062	\$ 31.49	\$ 33.07	\$ 34.72	\$ 36.46	\$ 38.28	\$ 3,139	\$ 3,215	\$ 3,292
100	935	(2) A-Staff Associate VI (Z)	\$ 7,378	\$ 7,747	\$ 8,134	\$ 8,541	\$ 8,968	\$ 92.22	\$ 96.83	\$ 101.67	\$ 106.76	\$ 112.09	\$ 9,192	\$ 9,416	\$ 9,640
100	935	(2) B-Staff Associate VI (Z)	\$ 7,359	\$ 7,727	\$ 8,114	\$ 8,519	\$ 8,945	\$ 91.99	\$ 96.59	\$ 101.42	\$ 106.49	\$ 111.82	\$ 9,169	\$ 9,393	\$ 9,616
99	930	(2) A - Staff Associate V (Z)	\$ 7,735	\$ 8,121	\$ 8,527	\$ 8,954	\$ 9,402	\$ 96.68	\$ 101.52	\$ 106.59	\$ 111.92	\$ 117.52	\$ 9,637	\$ 9,872	\$ 10,107
99	930	(2) B - Staff Associate V (Z)	\$ 6,362	\$ 6,680	\$ 7,014	\$ 7,365	\$ 7,733	\$ 79.52	\$ 83.50	\$ 87.67	\$ 92.06	\$ 96.66	\$ 7,926	\$ 8,119	\$ 8,313
98	921	A - Staff Associate IV (Z)	\$ 5,739	\$ 6,025	\$ 6,327	\$ 6,643	\$ 6,975	\$ 71.73	\$ 75.32	\$ 79.08	\$ 83.04	\$ 87.19	\$ 7,150	\$ 7,324	\$ 7,498
98	921	B - Staff Associate IV (Z)	\$ 5,727	\$ 6,014	\$ 6,314	\$ 6,630	\$ 6,962	\$ 71.59	\$ 75.17	\$ 78.93	\$ 82.88	\$ 87.02	\$ 7,136	\$ 7,310	\$ 7,484
97	920	Staff Associate III (Z)	\$ 4,948	\$ 5,195	\$ 5,455	\$ 5,728	\$ 6,014	\$ 61.85	\$ 64.94	\$ 68.19	\$ 71.60	\$ 75.18	\$ 6,165	\$ 6,315	\$ 6,465
96	915	Staff Associate II (Z)	\$ 3,431	\$ 3,603	\$ 3,783	\$ 3,972	\$ 4,171	\$ 42.89	\$ 45.04	\$ 47.29	\$ 49.65	\$ 52.13	\$ 4,275	\$ 4,379	\$ 4,484
95	985	Staff Associate I (Z)	\$ 2,768	\$ 2,907	\$ 3,052	\$ 3,205	\$ 3,365	\$ 34.60	\$ 36.33	\$ 38.15	\$ 40.06	\$ 42.06	\$ 3,449	\$ 3,533	\$ 3,617

- * Ranges from 2.5% up to 7.5% Maximum
- (1) Attorney Pay Range Varies for 8177 Classification.
- (2) 550 Series OCII - Step 5 is equal to CCSF Step 1 Range A
- (3) 09 Series OCII Step1 is equal to CCSF Step 5 Range A
- (4) 1044 CCSF Step 2 is OCII Step 1; CCSF Step 10 is OCII Step 5; 5% Variance Between 2-4 (See Tab 1044)
- A Incumbent paid consistent with previously approved salary chart. When position is vacated, new hire will be paid consistent with comparable City class match.
- B Paid consistent with comparable City class match.

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 06/30/2027 - 2.50%

EXHIBIT 7

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
1	500	(3) Executive Director (Z)	\$ 13,752	\$ 14,440	\$ 15,162	\$ 15,920	\$ 16,716	\$ 171.91	\$ 180.50	\$ 189.53	\$ 199.00	\$ 208.95	\$ 17,134	\$ 17,552	\$ 17,970
3	520	A - Agency General Counsel (Z)	\$ 10,345	\$ 10,864	\$ 11,407	\$ 11,977	\$ 12,576	\$ 129.32	\$ 135.79	\$ 142.58	\$ 149.71	\$ 157.20	\$ 12,890	\$ 13,205	\$ 13,519
3	520	B - Agency General Counsel (Z)	\$ 10,338	\$ 10,856	\$ 11,399	\$ 11,969	\$ 12,567	\$ 129.23	\$ 135.70	\$ 142.49	\$ 149.61	\$ 157.09	\$ 12,881	\$ 13,196	\$ 13,510
2	1060	(3) Deputy Executive Director (Z)	\$ 9,640	\$ 10,122	\$ 10,628	\$ 11,160	\$ 11,718	\$ 120.50	\$ 126.53	\$ 132.85	\$ 139.50	\$ 146.47	\$ 12,011	\$ 12,304	\$ 12,596
10	555	(2) Senior Project Manager, Supervisory (Z)	\$ 9,068	\$ 9,522	\$ 9,998	\$ 10,498	\$ 11,022	\$ 113.35	\$ 119.02	\$ 124.97	\$ 131.22	\$ 137.78	\$ 11,298	\$ 11,574	\$ 11,849
5	1010	Assistant Deputy Executive Director (Z)	\$ 8,467	\$ 8,890	\$ 9,334	\$ 9,801	\$ 10,291	\$ 105.83	\$ 111.12	\$ 116.68	\$ 122.51	\$ 128.64	\$ 10,548	\$ 10,806	\$ 11,063
4	525	Deputy General Counsel (Z) - Step 9	\$ 8,338	\$ 8,755	\$ 9,193	\$ 9,653	\$ 10,135	\$ 104.23	\$ 109.44	\$ 114.91	\$ 120.66	\$ 126.69	\$ 10,389	\$ 10,642	\$ 10,895
6	580	(1) Senior Attorney (Z) - Step 8	\$ 8,136	\$ 8,543	\$ 8,970	\$ 9,419	\$ 9,890	\$ 101.71	\$ 106.79	\$ 112.13	\$ 117.74	\$ 123.62	\$ 10,137	\$ 10,384	\$ 10,632
34	660	(1) Staff Attorney II (Z) - Step 7	\$ 7,940	\$ 8,337	\$ 8,753	\$ 9,191	\$ 9,651	\$ 99.25	\$ 104.21	\$ 109.42	\$ 114.89	\$ 120.63	\$ 9,892	\$ 10,133	\$ 10,374
48	725	(1) Staff Attorney I (Z) - Step 6	\$ 7,750	\$ 8,138	\$ 8,544	\$ 8,972	\$ 9,420	\$ 96.88	\$ 101.72	\$ 106.81	\$ 112.15	\$ 117.75	\$ 9,656	\$ 9,891	\$ 10,127
9	565	Senior Civil Engineer (Z)	\$ 8,184	\$ 8,593	\$ 9,022	\$ 9,474	\$ 9,947	\$ 102.30	\$ 107.41	\$ 112.78	\$ 118.42	\$ 124.34	\$ 10,196	\$ 10,445	\$ 10,693
16	556	Architecture & Engineering Supervisor (Z)	\$ 8,184	\$ 8,593	\$ 9,022	\$ 9,474	\$ 9,947	\$ 102.30	\$ 107.41	\$ 112.78	\$ 118.42	\$ 124.34	\$ 10,196	\$ 10,445	\$ 10,693
15	550	(2) A-Senior Project Manager (Z)	\$ 7,562	\$ 7,941	\$ 8,338	\$ 8,754	\$ 9,192	\$ 94.53	\$ 99.26	\$ 104.22	\$ 109.43	\$ 114.90	\$ 9,422	\$ 9,652	\$ 9,882
15	550	(2) B- Senior Project Manager (Z)	\$ 7,470	\$ 7,844	\$ 8,236	\$ 8,648	\$ 9,080	\$ 93.38	\$ 98.05	\$ 102.95	\$ 108.10	\$ 113.50	\$ 9,307	\$ 9,534	\$ 9,761
17	606	Planning Supervisor (Z)	\$ 7,426	\$ 7,797	\$ 8,187	\$ 8,597	\$ 9,027	\$ 92.83	\$ 97.47	\$ 102.34	\$ 107.46	\$ 112.83	\$ 9,252	\$ 9,478	\$ 9,703
13	535	(3) Development Services Manager (Z)	\$ 7,312	\$ 7,678	\$ 8,062	\$ 8,465	\$ 8,888	\$ 91.40	\$ 95.97	\$ 100.77	\$ 105.81	\$ 111.10	\$ 9,110	\$ 9,333	\$ 9,555
14	540	(3) A - Housing Program Manager (Z)	\$ 7,322	\$ 7,688	\$ 8,072	\$ 8,476	\$ 8,899	\$ 91.52	\$ 96.10	\$ 100.90	\$ 105.95	\$ 111.24	\$ 9,122	\$ 9,344	\$ 9,567
14	540	(3) B - Housing Program Manager (Z)	\$ 7,312	\$ 7,678	\$ 8,062	\$ 8,465	\$ 8,888	\$ 91.40	\$ 95.97	\$ 100.77	\$ 105.81	\$ 111.10	\$ 9,110	\$ 9,333	\$ 9,555
12	1015	(3) Contract and Fiscal Services Manager (Z)	\$ 7,312	\$ 7,678	\$ 8,062	\$ 8,465	\$ 8,888	\$ 91.40	\$ 95.97	\$ 100.77	\$ 105.81	\$ 111.10	\$ 9,110	\$ 9,333	\$ 9,555
11	965	(3) A - Human Resources Manager	\$ 7,322	\$ 7,688	\$ 8,072	\$ 8,476	\$ 8,899	\$ 91.52	\$ 96.10	\$ 100.90	\$ 105.95	\$ 111.24	\$ 9,122	\$ 9,344	\$ 9,567
11	965	(3) B - Human Resources Manager	\$ 7,312	\$ 7,678	\$ 8,062	\$ 8,465	\$ 8,888	\$ 91.40	\$ 95.97	\$ 100.77	\$ 105.81	\$ 111.10	\$ 9,110	\$ 9,333	\$ 9,555
30	635	Architect (Z)	\$ 7,068	\$ 7,422	\$ 7,793	\$ 8,183	\$ 8,592	\$ 88.36	\$ 92.77	\$ 97.41	\$ 102.28	\$ 107.40	\$ 8,806	\$ 9,021	\$ 9,236
8	605	Senior Architect (Z)	\$ 7,066	\$ 7,420	\$ 7,791	\$ 8,180	\$ 8,589	\$ 88.33	\$ 92.75	\$ 97.38	\$ 102.25	\$ 107.36	\$ 8,804	\$ 9,019	\$ 9,233
18	610	Senior Landscape Architect (Z)	\$ 7,066	\$ 7,420	\$ 7,791	\$ 8,180	\$ 8,589	\$ 88.33	\$ 92.75	\$ 97.38	\$ 102.25	\$ 107.36	\$ 8,804	\$ 9,019	\$ 9,233
31	620	Civil Engineer (Z)	\$ 7,066	\$ 7,420	\$ 7,791	\$ 8,180	\$ 8,589	\$ 88.33	\$ 92.75	\$ 97.38	\$ 102.25	\$ 107.36	\$ 8,804	\$ 9,019	\$ 9,233
19	625	(4) Information Systems Supervisor (Z)	\$ 7,054	\$ 7,407	\$ 7,777	\$ 8,166	\$ 8,574	\$ 88.18	\$ 92.58	\$ 97.21	\$ 102.07	\$ 107.18	\$ 8,789	\$ 9,003	\$ 9,217
21	970	(3) Accounting Supervisor (Z)	\$ 6,811	\$ 7,152	\$ 7,509	\$ 7,885	\$ 8,279	\$ 85.14	\$ 89.40	\$ 93.87	\$ 98.56	\$ 103.49	\$ 8,486	\$ 8,693	\$ 8,900
23	585	(3) Contract Compliance Supervisor (Z)	\$ 6,811	\$ 7,152	\$ 7,509	\$ 7,885	\$ 8,279	\$ 85.14	\$ 89.40	\$ 93.87	\$ 98.56	\$ 103.49	\$ 8,486	\$ 8,693	\$ 8,900
22	1045	(3) Senior Development Specialist (Supervisory) (Z)	\$ 6,811	\$ 7,152	\$ 7,509	\$ 7,885	\$ 8,279	\$ 85.14	\$ 89.40	\$ 93.87	\$ 98.56	\$ 103.49	\$ 8,486	\$ 8,693	\$ 8,900
24	560	(3) Administrative Services Manager (Z)	\$ 6,811	\$ 7,152	\$ 7,509	\$ 7,885	\$ 8,279	\$ 85.14	\$ 89.40	\$ 93.87	\$ 98.56	\$ 103.49	\$ 8,486	\$ 8,693	\$ 8,900
36	585	A-Contract Compliance Specialist III (Z)	\$ 6,467	\$ 6,790	\$ 7,130	\$ 7,486	\$ 7,860	\$ 80.83	\$ 84.88	\$ 89.12	\$ 93.58	\$ 98.25	\$ 8,057	\$ 8,253	\$ 8,450
36	585	B-Contract Compliance Specialist III (Z)	\$ 6,458	\$ 6,780	\$ 7,119	\$ 7,475	\$ 7,849	\$ 80.72	\$ 84.75	\$ 88.99	\$ 93.44	\$ 98.11	\$ 8,045	\$ 8,242	\$ 8,438
25	590	(2) A-Project Manager (Z)	\$ 6,529	\$ 6,856	\$ 7,198	\$ 7,558	\$ 7,936	\$ 81.62	\$ 85.70	\$ 89.98	\$ 94.48	\$ 99.20	\$ 8,135	\$ 8,333	\$ 8,532
25	590	(2) B-Project Manager (Z)	\$ 6,456	\$ 6,779	\$ 7,118	\$ 7,474	\$ 7,848	\$ 80.71	\$ 84.74	\$ 88.98	\$ 93.43	\$ 98.10	\$ 8,044	\$ 8,240	\$ 8,436
29	1025	(2) A-Housing Construction Specialist (Z)	\$ 6,529	\$ 6,856	\$ 7,198	\$ 7,558	\$ 7,936	\$ 81.62	\$ 85.70	\$ 89.98	\$ 94.48	\$ 99.20	\$ 8,135	\$ 8,333	\$ 8,532
29	1025	(2) B-Housing Construction Specialist (Z)	\$ 6,456	\$ 6,779	\$ 7,118	\$ 7,474	\$ 7,848	\$ 80.71	\$ 84.74	\$ 88.98	\$ 93.43	\$ 98.10	\$ 8,044	\$ 8,240	\$ 8,436

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 06/30/2027 - 2.50%

EXHIBIT 7

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
20	630	A - Senior Financial Analyst (Z)	\$ 6,439	\$ 6,761	\$ 7,099	\$ 7,454	\$ 7,827	\$ 80.49	\$ 84.51	\$ 88.74	\$ 93.18	\$ 97.83	\$ 8,022	\$ 8,218	\$ 8,414
20	630	B - Senior Financial Analyst (Z)	\$ 6,429	\$ 6,750	\$ 7,088	\$ 7,442	\$ 7,814	\$ 80.36	\$ 84.38	\$ 88.60	\$ 93.03	\$ 97.68	\$ 8,010	\$ 8,205	\$ 8,400
101	1110	A - Principal Personnel Analyst (Z)	\$ 6,352	\$ 6,670	\$ 7,003	\$ 7,353	\$ 7,721	\$ 79.40	\$ 83.37	\$ 87.54	\$ 91.91	\$ 96.51	\$ 7,914	\$ 8,107	\$ 8,300
101	1110	B - Principal Personnel Analyst (Z)	\$ 6,349	\$ 6,666	\$ 7,000	\$ 7,350	\$ 7,717	\$ 79.36	\$ 83.33	\$ 87.50	\$ 91.87	\$ 96.46	\$ 7,910	\$ 8,103	\$ 8,296
28	595	(3) A - Senior Development Specialist (Z)	\$ 6,327	\$ 6,644	\$ 6,976	\$ 7,325	\$ 7,691	\$ 79.09	\$ 83.05	\$ 87.20	\$ 91.56	\$ 96.14	\$ 7,883	\$ 8,075	\$ 8,268
28	595	(3) B - Senior Development Specialist (Z)	\$ 6,319	\$ 6,635	\$ 6,967	\$ 7,315	\$ 7,681	\$ 78.99	\$ 82.94	\$ 87.09	\$ 91.44	\$ 96.01	\$ 7,873	\$ 8,065	\$ 8,257
35	655	Senior Planner (Z)	\$ 6,260	\$ 6,573	\$ 6,901	\$ 7,246	\$ 7,609	\$ 78.25	\$ 82.16	\$ 86.27	\$ 90.58	\$ 95.11	\$ 7,799	\$ 7,989	\$ 8,179
45	700	Architectural Associate (Z)	\$ 6,223	\$ 6,534	\$ 6,861	\$ 7,204	\$ 7,564	\$ 77.78	\$ 81.67	\$ 85.76	\$ 90.05	\$ 94.55	\$ 7,753	\$ 7,942	\$ 8,131
44	690	Associate Civil Engineer (Z)	\$ 6,222	\$ 6,533	\$ 6,859	\$ 7,202	\$ 7,563	\$ 77.77	\$ 81.66	\$ 85.74	\$ 90.03	\$ 94.53	\$ 7,752	\$ 7,941	\$ 8,130
26	940	Property Management Supervisor (Z)	\$ 6,058	\$ 6,361	\$ 6,679	\$ 7,013	\$ 7,363	\$ 75.72	\$ 79.51	\$ 83.48	\$ 87.66	\$ 92.04	\$ 7,547	\$ 7,731	\$ 7,915
61	740	(3) Harbormaster (Z)	\$ 5,885	\$ 6,179	\$ 6,488	\$ 6,812	\$ 7,153	\$ 73.56	\$ 77.23	\$ 81.10	\$ 85.15	\$ 89.41	\$ 7,331	\$ 7,510	\$ 7,689
47	995	(3) Commission Secretary (Z)	\$ 5,885	\$ 6,179	\$ 6,488	\$ 6,812	\$ 7,153	\$ 73.56	\$ 77.23	\$ 81.10	\$ 85.15	\$ 89.41	\$ 7,331	\$ 7,510	\$ 7,689
49	1000	(3) Executive Assistant to Executive Director (Z)	\$ 5,885	\$ 6,179	\$ 6,488	\$ 6,812	\$ 7,153	\$ 73.56	\$ 77.23	\$ 81.10	\$ 85.15	\$ 89.41	\$ 7,331	\$ 7,510	\$ 7,689
38	990	Assistant Project Manager (Z)	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135	\$ 73.38	\$ 77.05	\$ 80.90	\$ 84.94	\$ 89.19	\$ 7,314	\$ 7,492	\$ 7,670
40	615	A - Development Specialist (Z)	\$ 5,882	\$ 6,177	\$ 6,485	\$ 6,810	\$ 7,150	\$ 73.53	\$ 77.21	\$ 81.07	\$ 85.12	\$ 89.38	\$ 7,329	\$ 7,508	\$ 7,686
40	615	B - Development Specialist (Z)	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135	\$ 73.38	\$ 77.05	\$ 80.90	\$ 84.94	\$ 89.19	\$ 7,314	\$ 7,492	\$ 7,670
39	1050	Contract Administration Specialist (Z)	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135	\$ 73.38	\$ 77.05	\$ 80.90	\$ 84.94	\$ 89.19	\$ 7,314	\$ 7,492	\$ 7,670
46	670	Financial Systems Accountant (Z)	\$ 5,868	\$ 6,162	\$ 6,470	\$ 6,793	\$ 7,133	\$ 73.35	\$ 77.02	\$ 80.87	\$ 84.91	\$ 89.16	\$ 7,311	\$ 7,489	\$ 7,668
33	1100	Accountant IV (Z)	\$ 5,868	\$ 6,162	\$ 6,470	\$ 6,793	\$ 7,133	\$ 73.35	\$ 77.02	\$ 80.87	\$ 84.91	\$ 89.16	\$ 7,311	\$ 7,489	\$ 7,668
51	715	Senior Personnel Analyst (Z)	\$ 5,725	\$ 6,011	\$ 6,311	\$ 6,627	\$ 6,958	\$ 71.56	\$ 75.14	\$ 78.89	\$ 82.84	\$ 86.98	\$ 7,132	\$ 7,306	\$ 7,480
7	570	Construction Coordinator (Z)	\$ 5,566	\$ 5,844	\$ 6,136	\$ 6,443	\$ 6,765	\$ 69.57	\$ 73.05	\$ 76.70	\$ 80.54	\$ 84.57	\$ 6,934	\$ 7,103	\$ 7,273
54	720	A-Senior Programmer Analyst (Z)	\$ 5,314	\$ 5,579	\$ 5,858	\$ 6,151	\$ 6,459	\$ 66.42	\$ 69.74	\$ 73.23	\$ 76.89	\$ 80.73	\$ 6,620	\$ 6,782	\$ 6,943
54	720	B-Senior Programmer Analyst (Z)	\$ 5,258	\$ 5,521	\$ 5,797	\$ 6,087	\$ 6,391	\$ 65.73	\$ 69.01	\$ 72.47	\$ 76.09	\$ 79.89	\$ 6,551	\$ 6,711	\$ 6,871
52	730	Associate Planner (Z)	\$ 5,280	\$ 5,544	\$ 5,821	\$ 6,112	\$ 6,418	\$ 66.00	\$ 69.30	\$ 72.76	\$ 76.40	\$ 80.22	\$ 6,578	\$ 6,738	\$ 6,899
32	975	Environmental Assessment Specialist (Z)	\$ 5,176	\$ 5,435	\$ 5,707	\$ 5,992	\$ 6,292	\$ 64.70	\$ 67.94	\$ 71.34	\$ 74.90	\$ 78.65	\$ 6,449	\$ 6,606	\$ 6,764
43	945	Property Management Specialist (Z)	\$ 5,205	\$ 5,465	\$ 5,738	\$ 6,025	\$ 6,327	\$ 65.06	\$ 68.31	\$ 71.73	\$ 75.32	\$ 79.08	\$ 6,485	\$ 6,643	\$ 6,801
56	705	A - Assistant Development Specialist (Z)	\$ 5,094	\$ 5,349	\$ 5,616	\$ 5,897	\$ 6,192	\$ 63.68	\$ 66.86	\$ 70.21	\$ 73.72	\$ 77.40	\$ 6,347	\$ 6,502	\$ 6,656
56	705	B - Assistant Development Specialist (Z)	\$ 5,073	\$ 5,326	\$ 5,593	\$ 5,872	\$ 6,166	\$ 63.41	\$ 66.58	\$ 69.91	\$ 73.40	\$ 77.07	\$ 6,320	\$ 6,474	\$ 6,628
50	695	A - Accountant III (Z)	\$ 5,076	\$ 5,330	\$ 5,596	\$ 5,876	\$ 6,170	\$ 63.45	\$ 66.62	\$ 69.95	\$ 73.45	\$ 77.12	\$ 6,324	\$ 6,478	\$ 6,632
50	695	B - Accountant III (Z)	\$ 5,072	\$ 5,325	\$ 5,592	\$ 5,871	\$ 6,165	\$ 63.40	\$ 66.57	\$ 69.89	\$ 73.39	\$ 77.06	\$ 6,319	\$ 6,473	\$ 6,627
37	665	Building/Construction Inspector II (Z)	\$ 5,050	\$ 5,303	\$ 5,568	\$ 5,846	\$ 6,139	\$ 63.13	\$ 66.28	\$ 69.60	\$ 73.08	\$ 76.73	\$ 6,292	\$ 6,445	\$ 6,599
42	640	Contract Compliance Specialist II (Z)	\$ 4,926	\$ 5,172	\$ 5,431	\$ 5,703	\$ 5,988	\$ 61.58	\$ 64.66	\$ 67.89	\$ 71.28	\$ 74.85	\$ 6,137	\$ 6,287	\$ 6,437

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 06/30/2027 - 2.50%

EXHIBIT 7

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
53	685	Public Affairs Officer (Z)	\$ 4,788	\$ 5,027	\$ 5,279	\$ 5,542	\$ 5,820	\$ 59.85	\$ 62.84	\$ 65.98	\$ 69.28	\$ 72.74	\$ 5,965	\$ 6,111	\$ 6,256
62	1030	Management Assistant III (Z)	\$ 4,590	\$ 4,819	\$ 5,060	\$ 5,313	\$ 5,579	\$ 57.37	\$ 60.24	\$ 63.26	\$ 66.42	\$ 69.74	\$ 5,719	\$ 5,858	\$ 5,998
63	785	Assistant Planner (Z)	\$ 4,449	\$ 4,671	\$ 4,904	\$ 5,150	\$ 5,407	\$ 55.61	\$ 58.39	\$ 61.31	\$ 64.37	\$ 67.59	\$ 5,542	\$ 5,678	\$ 5,813
64	755	Administrative Analyst (Z)	\$ 4,351	\$ 4,569	\$ 4,797	\$ 5,037	\$ 5,289	\$ 54.39	\$ 57.11	\$ 59.96	\$ 62.96	\$ 66.11	\$ 5,421	\$ 5,553	\$ 5,685
67	765	Programmer Analyst (Z)	\$ 4,328	\$ 4,544	\$ 4,771	\$ 5,010	\$ 5,260	\$ 54.09	\$ 56.80	\$ 59.64	\$ 62.62	\$ 65.75	\$ 5,392	\$ 5,523	\$ 5,655
89	870	Law Clerk II	\$ 4,227	\$ 4,438	\$ 4,660	\$ 4,893	\$ 5,138	\$ 52.84	\$ 55.48	\$ 58.25	\$ 61.17	\$ 64.23	\$ 5,267	\$ 5,395	\$ 5,523
60	760	Senior Legal Secretary (Z)	\$ 4,227	\$ 4,438	\$ 4,660	\$ 4,893	\$ 5,138	\$ 52.84	\$ 55.48	\$ 58.25	\$ 61.17	\$ 64.23	\$ 5,267	\$ 5,395	\$ 5,523
65	775	A - Accountant II (Z)	\$ 4,198	\$ 4,408	\$ 4,629	\$ 4,860	\$ 5,103	\$ 52.48	\$ 55.10	\$ 57.86	\$ 60.75	\$ 63.79	\$ 5,231	\$ 5,358	\$ 5,486
65	775	B - Accountant II (Z)	\$ 4,193	\$ 4,403	\$ 4,623	\$ 4,854	\$ 5,097	\$ 52.42	\$ 55.04	\$ 57.79	\$ 60.68	\$ 63.71	\$ 5,224	\$ 5,352	\$ 5,479
59	780	Architectural Assistant (Z)	\$ 4,180	\$ 4,389	\$ 4,608	\$ 4,839	\$ 5,081	\$ 52.25	\$ 54.86	\$ 57.60	\$ 60.49	\$ 63.51	\$ 5,208	\$ 5,335	\$ 5,462
41	675	Building/Construction Specialist I (Z)	\$ 4,157	\$ 4,365	\$ 4,584	\$ 4,813	\$ 5,053	\$ 51.97	\$ 54.57	\$ 57.29	\$ 60.16	\$ 63.17	\$ 5,180	\$ 5,306	\$ 5,432
72	1035	Management Assistant II (Z)	\$ 4,009	\$ 4,209	\$ 4,420	\$ 4,641	\$ 4,873	\$ 50.11	\$ 52.62	\$ 55.25	\$ 58.01	\$ 60.91	\$ 4,995	\$ 5,116	\$ 5,238
58	735	Contract Compliance Specialist I (Z)	\$ 4,008	\$ 4,208	\$ 4,419	\$ 4,639	\$ 4,871	\$ 50.10	\$ 52.60	\$ 55.23	\$ 57.99	\$ 60.89	\$ 4,993	\$ 5,115	\$ 5,237
69	803	Support Services Supervisor (P)	\$ 3,994	\$ 4,194	\$ 4,404	\$ 4,624	\$ 4,855	\$ 49.93	\$ 52.43	\$ 55.05	\$ 57.80	\$ 60.69	\$ 4,977	\$ 5,098	\$ 5,219
66	750	Personnel Analyst (Z)	\$ 3,977	\$ 4,176	\$ 4,385	\$ 4,604	\$ 4,834	\$ 49.71	\$ 52.20	\$ 54.81	\$ 57.55	\$ 60.43	\$ 4,955	\$ 5,076	\$ 5,197
55	770	Senior Community Services Specialist (Z)	\$ 3,952	\$ 4,150	\$ 4,358	\$ 4,575	\$ 4,804	\$ 49.41	\$ 51.88	\$ 54.47	\$ 57.19	\$ 60.05	\$ 4,924	\$ 5,044	\$ 5,164
27	955	Relocation Supervisor (Z)	\$ 3,952	\$ 4,150	\$ 4,358	\$ 4,575	\$ 4,804	\$ 49.41	\$ 51.88	\$ 54.47	\$ 57.19	\$ 60.05	\$ 4,924	\$ 5,044	\$ 5,164
70	810	A - Administrative Secretary (P)	\$ 3,716	\$ 3,901	\$ 4,096	\$ 4,301	\$ 4,516	\$ 46.45	\$ 48.77	\$ 51.21	\$ 53.77	\$ 56.45	\$ 4,629	\$ 4,742	\$ 4,855
70	810	B - Administrative Secretary (P)	\$ 2,790	\$ 2,930	\$ 3,076	\$ 3,230	\$ 3,391	\$ 34.88	\$ 36.62	\$ 38.45	\$ 40.37	\$ 42.39	\$ 3,476	\$ 3,561	\$ 3,646
79	830	Harbor Office Supervisor (P)	\$ 3,684	\$ 3,868	\$ 4,061	\$ 4,265	\$ 4,478	\$ 46.05	\$ 48.35	\$ 50.77	\$ 53.31	\$ 55.97	\$ 4,590	\$ 4,702	\$ 4,814
57	745	Records & Information Supervisor (Z)	\$ 3,684	\$ 3,868	\$ 4,061	\$ 4,265	\$ 4,478	\$ 46.05	\$ 48.35	\$ 50.77	\$ 53.31	\$ 55.97	\$ 4,590	\$ 4,702	\$ 4,814
68	800	Executive Secretary	\$ 3,684	\$ 3,868	\$ 4,061	\$ 4,265	\$ 4,478	\$ 46.05	\$ 48.35	\$ 50.77	\$ 53.31	\$ 55.97	\$ 4,590	\$ 4,702	\$ 4,814
74	820	Accountant I (Z)	\$ 3,650	\$ 3,833	\$ 4,024	\$ 4,225	\$ 4,437	\$ 45.63	\$ 47.91	\$ 50.30	\$ 52.82	\$ 55.46	\$ 4,548	\$ 4,658	\$ 4,769
75	815	Facility Maintenance Supervisor (Z)	\$ 3,585	\$ 3,765	\$ 3,953	\$ 4,151	\$ 4,358	\$ 44.82	\$ 47.06	\$ 49.41	\$ 51.88	\$ 54.48	\$ 4,467	\$ 4,576	\$ 4,685
78	1040	Management Assistant I (Z)	\$ 3,527	\$ 3,703	\$ 3,889	\$ 4,083	\$ 4,287	\$ 44.09	\$ 46.29	\$ 48.61	\$ 51.04	\$ 53.59	\$ 4,394	\$ 4,501	\$ 4,609
71	790	Assistant Harbormaster (Z)	\$ 3,477	\$ 3,651	\$ 3,833	\$ 4,025	\$ 4,226	\$ 43.46	\$ 45.63	\$ 47.91	\$ 50.31	\$ 52.83	\$ 4,332	\$ 4,437	\$ 4,543
73	795	Community Services Specialist (Z)	\$ 3,443	\$ 3,615	\$ 3,796	\$ 3,986	\$ 4,185	\$ 43.04	\$ 45.19	\$ 47.45	\$ 49.82	\$ 52.31	\$ 4,290	\$ 4,394	\$ 4,499
82	845	Purchasing Assistant (P)	\$ 3,416	\$ 3,587	\$ 3,766	\$ 3,955	\$ 4,153	\$ 42.70	\$ 44.84	\$ 47.08	\$ 49.44	\$ 51.91	\$ 4,256	\$ 4,360	\$ 4,464
90	885	Account Clerk II (P)	\$ 3,345	\$ 3,512	\$ 3,687	\$ 3,872	\$ 4,065	\$ 41.81	\$ 43.90	\$ 46.09	\$ 48.40	\$ 50.82	\$ 4,167	\$ 4,269	\$ 4,370

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - 06/30/2027 - 2.50%

EXHIBIT 7

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
85	835	Facility Maintenance Worker (P)	\$ 3,175	\$ 3,334	\$ 3,501	\$ 3,676	\$ 3,860	\$ 39.69	\$ 41.68	\$ 43.76	\$ 45.95	\$ 48.25	\$ 3,956	\$ 4,053	\$ 4,149
83	840	Harbor Attendant (P)	\$ 3,175	\$ 3,334	\$ 3,501	\$ 3,676	\$ 3,860	\$ 39.69	\$ 41.68	\$ 43.76	\$ 45.95	\$ 48.25	\$ 3,956	\$ 4,053	\$ 4,149
80	855	A - Records Specialist II (P)	\$ 3,141	\$ 3,298	\$ 3,463	\$ 3,636	\$ 3,817	\$ 39.26	\$ 41.22	\$ 43.28	\$ 45.45	\$ 47.72	\$ 3,913	\$ 4,008	\$ 4,104
80	855	B - Records Specialist II (P)	\$ 3,073	\$ 3,227	\$ 3,388	\$ 3,557	\$ 3,735	\$ 38.41	\$ 40.33	\$ 42.35	\$ 44.47	\$ 46.69	\$ 3,829	\$ 3,922	\$ 4,015
81	860	Senior Office Assistant (P)	\$ 2,791	\$ 2,931	\$ 3,077	\$ 3,231	\$ 3,393	\$ 34.89	\$ 36.63	\$ 38.46	\$ 40.39	\$ 42.41	\$ 3,477	\$ 3,562	\$ 3,647
76	825	Senior Harbor Attendant (P)	\$ 3,079	\$ 3,233	\$ 3,395	\$ 3,564	\$ 3,743	\$ 38.49	\$ 40.41	\$ 42.43	\$ 44.56	\$ 46.78	\$ 3,836	\$ 3,930	\$ 4,023
87	882	Project/Planning Associate (P)	\$ 3,023	\$ 3,174	\$ 3,333	\$ 3,499	\$ 3,674	\$ 37.78	\$ 39.67	\$ 41.66	\$ 43.74	\$ 45.93	\$ 3,766	\$ 3,858	\$ 3,950
93	900	Law Clerk I	\$ 3,023	\$ 3,174	\$ 3,333	\$ 3,499	\$ 3,674	\$ 37.78	\$ 39.67	\$ 41.66	\$ 43.74	\$ 45.93	\$ 3,766	\$ 3,858	\$ 3,950
77	850	Secretary (P)	\$ 2,925	\$ 3,072	\$ 3,225	\$ 3,386	\$ 3,556	\$ 36.57	\$ 38.40	\$ 40.31	\$ 42.33	\$ 44.45	\$ 3,645	\$ 3,734	\$ 3,822
94	905	Account Clerk I (P)	\$ 2,886	\$ 3,031	\$ 3,182	\$ 3,341	\$ 3,508	\$ 36.08	\$ 37.88	\$ 39.78	\$ 41.77	\$ 43.86	\$ 3,596	\$ 3,684	\$ 3,772
84	875	Office Assistant II (P)	\$ 2,690	\$ 2,824	\$ 2,965	\$ 3,114	\$ 3,269	\$ 33.62	\$ 35.30	\$ 37.07	\$ 38.92	\$ 40.87	\$ 3,351	\$ 3,433	\$ 3,514
86	880	Records Specialist I (P)	\$ 2,690	\$ 2,824	\$ 2,965	\$ 3,114	\$ 3,269	\$ 33.62	\$ 35.30	\$ 37.07	\$ 38.92	\$ 40.87	\$ 3,351	\$ 3,433	\$ 3,514
88	865	Harbor Office Assistant	\$ 2,690	\$ 2,824	\$ 2,965	\$ 3,114	\$ 3,269	\$ 33.62	\$ 35.30	\$ 37.07	\$ 38.92	\$ 40.87	\$ 3,351	\$ 3,433	\$ 3,514
91	895	Office Assistant I (P)	\$ 2,471	\$ 2,595	\$ 2,725	\$ 2,861	\$ 3,004	\$ 30.89	\$ 32.44	\$ 34.06	\$ 35.76	\$ 37.55	\$ 3,079	\$ 3,154	\$ 3,229
92	890	Harbor Security Officer (P)	\$ 2,582	\$ 2,711	\$ 2,847	\$ 2,989	\$ 3,138	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 3,217	\$ 3,295	\$ 3,374
100	935	(2) A-Staff Associate VI (Z)	\$ 7,562	\$ 7,941	\$ 8,338	\$ 8,754	\$ 9,192	\$ 94.53	\$ 99.26	\$ 104.22	\$ 109.43	\$ 114.90	\$ 9,422	\$ 9,652	\$ 9,882
100	935	(2) B-Staff Associate VI (Z)	\$ 7,543	\$ 7,920	\$ 8,316	\$ 8,732	\$ 9,169	\$ 94.29	\$ 99.00	\$ 103.95	\$ 109.15	\$ 114.61	\$ 9,398	\$ 9,627	\$ 9,856
99	930	(2) A - Staff Associate V (Z)	\$ 7,928	\$ 8,325	\$ 8,741	\$ 9,178	\$ 9,637	\$ 99.10	\$ 104.06	\$ 109.26	\$ 114.73	\$ 120.46	\$ 9,878	\$ 10,119	\$ 10,360
99	930	(2) B - Staff Associate V (Z)	\$ 6,521	\$ 6,847	\$ 7,189	\$ 7,549	\$ 7,926	\$ 81.51	\$ 85.59	\$ 89.87	\$ 94.36	\$ 99.08	\$ 8,125	\$ 8,323	\$ 8,521
98	921	A - Staff Associate IV (Z)	\$ 5,882	\$ 6,177	\$ 6,485	\$ 6,810	\$ 7,150	\$ 73.53	\$ 77.21	\$ 81.07	\$ 85.12	\$ 89.38	\$ 7,329	\$ 7,508	\$ 7,686
98	921	B - Staff Associate IV (Z)	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,795	\$ 7,135	\$ 73.38	\$ 77.05	\$ 80.90	\$ 84.94	\$ 89.19	\$ 7,314	\$ 7,492	\$ 7,670
97	920	Staff Associate III (Z)	\$ 5,072	\$ 5,325	\$ 5,592	\$ 5,871	\$ 6,165	\$ 63.40	\$ 66.57	\$ 69.89	\$ 73.39	\$ 77.06	\$ 6,319	\$ 6,473	\$ 6,627
96	915	Staff Associate II (Z)	\$ 3,517	\$ 3,693	\$ 3,877	\$ 4,071	\$ 4,275	\$ 43.96	\$ 46.16	\$ 48.47	\$ 50.89	\$ 53.43	\$ 4,382	\$ 4,488	\$ 4,595
95	985	Staff Associate I (Z)	\$ 2,837	\$ 2,979	\$ 3,128	\$ 3,284	\$ 3,449	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 3,535	\$ 3,621	\$ 3,707

- * Ranges from 2.5% up to 7.5% Maximum
- (1) Attorney Pay Range Varies for 8177 Classification.
- (2) 550 Series OCII - Step 5 is equal to CCSF Step 1 Range A
- (3) 09 Series OCII Step1 is equal to CCSF Step 5 Range A
- (4) 1044 CCSF Step 2 is OCII Step 1; CCSF Step 10 is OCII Step 5; 5% Variance Between 2-4 (See Tab 1044)
- A Incumbent paid consistent with previously approved salary chart. When position is vacated, new hire will be paid consistent with comparable City class match.
- B Paid consistent with comparable City class match.