

COMMISSION ON COMMUNITY INVESTMENT AND INFRASTRUCTURE

RESOLUTION NO. 21-2019

Adopted July 16, 2019

**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”), has approved, under separate resolutions, salary increases and other terms and conditions of employment in agreements covering July 1, 2019 through June 30, 2022 (“Memoranda of Agreements” or “MOAs”); and,
- WHEREAS, Under the MOAs, union-represented employees will receive a 3% base wage increase in the first full pay period in July 2019, a 1% increase effective December 28, 2019, a 3 % increase effective the first full pay period in July 2020, a .5% increase effective December 26, 2020, a 3% increase effective the first full pay period in July 2021, and a .5% increase effective January 8, 2022. The increases authorized after 2019 are subject to six month delays if the City projects a budget deficit of \$200 million or more; 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 FY2019-20 budget approved by the Commission in Resolution No. 11-2019 (May 7, 2019) and subject to approval by the Board of Supervisors; and,
- WHEREAS, Employees in positions whose classification listing is followed in this Resolution by a “Z” symbol will be entitled to compensatory time off at one and one-half times the number of overtime hours worked pursuant to the provisions of OCII Personnel Policy; and,
- WHEREAS, Prior to the adoption of the MOAs in 2015, the Department of Human Resources (DHR) of the City and County of San Francisco (“CCSF”) and both SEIU #1021 and IFPTE Local #21 reviewed the class descriptions for both OCII classes and City and County classes. Based on the review of the OCII class description of duties and job requirements, these parties identified a comparable CCSF job classification; and,
- WHEREAS, Salaries have been established based on the current salary for the comparable CCSF job classifications; and, agreement will provide for salary increases retroactive to July 1, 2019, and establish certain other terms and conditions of employment for Agency classifications represented by SEIU; and,
- WHEREAS, The Personnel Policy and Salary Resolution authorize the Commission to enter into an employment agreement with the Executive Director, the Commission

approved, by Resolution No. 36-2017 (Oct.3, 2017), an employment agreement with the current Executive Director whereby OCII agreed to pay the Executive Director at the entrance rate of Step 3 for the Executive Director Classification, and the Commission now seeks to authorize the immediate advancement in the Executive Director's salary to Step 4 and, after an additional six months of service, to Step 5; and,

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

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

SEQ NO.	CLASS NO.	SUCCESSOR AGENCY CLASSIFICATION	CLASS (Z/P)	COMPARABLE CITY CLASS MATCH
1	500	Executive Director	Z	0965
2	1060	Deputy Executive Director	Z	0954
3	520	Agency General Counsel	Z	8181
4	525	Deputy General Counsel	Z	8177
5	1010	Assistant Deputy Executive Director	Z	1377
6	580	Senior Attorney	Z	8177
7	570	Construction Coordinator	Z	6319
8	605	Senior Architect	Z	5268
9	565	Senior Civil Engineer	Z	5211
10	555	Senior Project Manager, Supervisory	Z	5504
11	965	Human Resources Manager	Z	0932
12	1015	Contract & Fiscal Services Manager	Z	0932
13	535	Development Services Manager	Z	0932
14	540	Housing Program Manager	Z	0932
15	550	Senior Project Manager	Z	5504
16	556	Architecture & Engineering Supervisor	Z	5211
17	606	Planning Supervisor	Z	5283
18	610	Senior Landscape Architect	Z	5274
19	625	Information Systems Supervisor	Z	1044

20	630	Senior Financial Analyst	Z	1825
21	970	Accounting Supervisor	Z	0931
22	1045	Senior Development Specialist, Supervisory	Z	0931
23	585	Contract Compliance Supervisor	Z	0931
24	560	Administrative Services Manager	Z	0931
25	590	Project Manager	Z	5502
26	940	Property Management Supervisor	Z	4142
27	955	Relocation Supervisor	Z	2912
28	595	Senior Development Specialist	Z	0923
29	1025	Housing Construction Specialist	Z	5502
30	635	Architect	Z	5241
31	620	Civil Engineer	Z	5274
32	975	Environmental Assessment Specialist	Z	5298
33	1100	Accountant IV	Z	1657
34	660	Staff Attorney II	Z	8177
35	655	Senior Planner	Z	5293
36	1065	Contract Compliance Specialist III	Z	2978
37	665	Building/Construction Specialist II	Z	6318
38	990	Assistant Project Manager	Z	1824
39	1050	Contract Administration Specialist	Z	1824
40	615	Development Specialist	Z	1824
41	675	Building/Construction Specialist I	Z	6317
42	640	Contract Compliance Specialist II	Z	2992
43	945	Property Management Specialist	Z	4140
44	690	Associate Civil Engineer	Z	5207
45	700	Architectural Associate	Z	5266
46	670	Financial Systems Accountant	Z	1657
47	995	Commission Secretary	Z	1548
48	725	Staff Attorney I	Z	8177
49	1000	Executive Assistant to Executive Director	Z	1370
50	695	Accountant III	Z	1654

51	715	Senior Personnel Analyst	Z	1244
52	730	Associate Planner	Z	5291
53	685	Public Affairs Officer	Z	1314
54	720	Senior Programmer Analyst	Z	1063
55	770	Senior Community Services Specialist	Z	2912
56	705	Assistant Development Specialist	Z	1823
57	745	Records & Information Supervisor	Z	1408
58	735	Contract Compliance Specialist I	Z	2975
59	780	Architectural Assistant	Z	5260
60	760	Senior Legal Secretary	Z	1460
61	740	Harbormaster	Z	0922
62	1030	Management Assistant III	Z	1844
63	785	Assistant Planner	Z	5278
64	755	Administrative Analyst	Z	1822
65	775	Accountant II	Z	1652
66	750	Personnel Analyst	Z	1241
67	765	Programmer Analyst	Z	1062
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	1426
85	840	Facility Maintenance Worker	P	7514
86	880	Record Specialist I	P	1404
87	882	Project/Planning Associate	P	5276
88	865	Harbor Office Assistant	P	1404
89	870	Law Clerk II	P	1460
90	885	Account Clerk II	P	1632
91	895	Office Assistant I	P	1426
92	890	Harbor Security Officer	P	8202
93	900	Law Clerk I	P	5276
94	905	Account Clerk I	P	1630
95	985	Staff Associate I	Z	1362
96	915	Staff Associate II	Z	1365
97	920	Staff Associate III	Z	1823
98	921	Staff Associate IV	Z	1824
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. The Commission hereby authorizes, consistent with Section VII. B. of the Personnel Policy and Resolution No. 36-2017 (Oct. 3, 2017), the immediate advancement of the Executive Director's salary to the next step (i.e. Step 4) above her entrance step and, upon the completion of an additional six (6) months of service, to the second step (i.e. Step 5) above her entrance step.
2. The Executive Director or his or her designee is authorized as required by the workload of OCII and the written budgets approved by OCII, to make appointments to positions in all OCII classifications and to vacate such positions.
3. In accordance with the Personnel Policy and Memoranda of Agreements (MOAs) with SEIU, Local 1021, and with IFPTE, Local 21, each person employed with OCII will be entitled to receive for his or her services, in his/her position, the rate of compensation

described for the salary range number from Step 1 through Step 5, and, if applicable, for the extended range, as assigned to the classification to which his or her position is allocated and is illustrated in Attachment "A."

4. This Salary Resolution incorporates salary increases that OCII is obligated to provide represented employees during the terms of their MOAs described above; accordingly, the salary ranges listed in this resolution and in Attachment A will be automatically adjusted to reflect said increases during the term of the MOAs.
5. Unrepresented classes are hereby authorized to receive a salary increase equivalent to salary increases received by represented employees on that date.
6. The provisions of the MOAs between the OCII and IFPTE Local #21 with regard to compensatory time cash-outs, bereavement leave, extended range, severance pay, and floating holidays shall apply to unrepresented classes.
7. The classifications of Executive Director and all other unrepresented classifications have received, and will receive, salary increases that are consistent with the increases provided under the Local 21 and Local 1021 MOAs, including a 3% increase, effective the first full pay period in July 2019.
8. Employees who are required to translate to and from foreign language for ten (10) or more work hours biweekly, including sign language as used by the deaf, may be granted additional compensation of thirty-five (\$35.00) dollars biweekly.
9. Employees who were permanently assigned as primary operators of word processing equipment prior to September 25, 1995 may be granted a premium of \$.91 per hour in their regular compensation rate for such hours that they are assigned to and actually work with word processing equipment following satisfactory completion of training in the word processing equipment to which assigned.
10. Supervisory employees whose compensation schedule is less than one range number over the compensation schedule of the employee supervised shall be granted a 5% supervisory differential adjustment so as to provide the supervisory employee with a salary that is no more than 5% higher than the employee who is being supervised.
11. Employees offered Extended Range as outlined in the Agreement, salary shall be reported in full (base rate pay plus special compensation) to the California Public Retirement Employee System ("CalPERS") consistent with CalPERS standards and based on the amount set forth and approved by the Executive Director.

I hereby certify that the foregoing resolution was adopted by the Commission at its meeting of July 16, 2019.



Commission Secretary

Exhibit A: Salary Chart Effective 07/01/2019

Exhibit B: Salary Chart Effective 12/28/2019

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - July 1, 2019

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% Extended Range	7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly			
1	500	Executive Director (Z)	\$ 10,128	\$ 10,634	\$ 11,166	\$ 11,724	\$ 12,311	\$ 126.60	\$ 132.93	\$ 139.58	\$ 146.56	\$ 153.88	\$ 12,618	\$ 12,926	\$ 13,234
3	520	Agency General Counsel (Z)	\$ 7,620	\$ 8,001	\$ 8,401	\$ 8,821	\$ 9,262	\$ 95.25	\$ 100.01	\$ 105.01	\$ 110.26	\$ 115.78	\$ 9,494	\$ 9,725	\$ 9,957
2	1060	Deputy Executive Director (Z)	\$ 7,105	\$ 7,460	\$ 7,833	\$ 8,225	\$ 8,636	\$ 88.81	\$ 93.25	\$ 97.91	\$ 102.81	\$ 107.95	\$ 8,852	\$ 9,068	\$ 9,284
10	555	****Senior Project Manager, Supervisory (Z)	\$ 6,520	\$ 6,846	\$ 7,188	\$ 7,547	\$ 7,925	\$ 81.50	\$ 85.57	\$ 89.85	\$ 94.34	\$ 99.06	\$ 8,123	\$ 8,321	\$ 8,519
5	1010	Assistant Deputy Executive Director (Z)	\$ 6,235	\$ 6,546	\$ 6,874	\$ 7,217	\$ 7,578	\$ 77.93	\$ 81.83	\$ 85.92	\$ 90.22	\$ 94.73	\$ 7,768	\$ 7,957	\$ 8,147
4	525	Deputy General Counsel (Z)	\$ 6,137	\$ 6,444	\$ 6,766	\$ 7,104	\$ 7,459	\$ 76.71	\$ 80.54	\$ 84.57	\$ 88.80	\$ 93.24	\$ 7,646	\$ 7,832	\$ 8,019
6	580	**Senior Attorney (Z)	\$ 6,137	\$ 6,444	\$ 6,766	\$ 7,104	\$ 7,459	\$ 76.71	\$ 80.54	\$ 84.57	\$ 88.80	\$ 93.24	\$ 7,646	\$ 7,832	\$ 8,019
48	725	**Staff Attorney I (Z)	\$ 6,137	\$ 6,444	\$ 6,766	\$ 7,104	\$ 7,459	\$ 76.71	\$ 80.54	\$ 84.57	\$ 88.80	\$ 93.24	\$ 7,646	\$ 7,832	\$ 8,019
34	660	**Staff Attorney II (Z)	\$ 6,137	\$ 6,444	\$ 6,766	\$ 7,104	\$ 7,459	\$ 76.71	\$ 80.54	\$ 84.57	\$ 88.80	\$ 93.24	\$ 7,646	\$ 7,832	\$ 8,019
9	565	****Senior Civil Engineer (Z)	\$ 5,805	\$ 6,096	\$ 6,400	\$ 6,720	\$ 7,056	\$ 72.57	\$ 76.19	\$ 80.00	\$ 84.00	\$ 88.20	\$ 7,233	\$ 7,409	\$ 7,586
16	556	****Architecture & Engineering Supervisor (Z)	\$ 5,805	\$ 6,096	\$ 6,400	\$ 6,720	\$ 7,056	\$ 72.57	\$ 76.19	\$ 80.00	\$ 84.00	\$ 88.20	\$ 7,233	\$ 7,409	\$ 7,586
17	606	Planning Supervisor (Z)	\$ 5,473	\$ 5,747	\$ 6,034	\$ 6,336	\$ 6,653	\$ 68.42	\$ 71.84	\$ 75.43	\$ 79.20	\$ 83.16	\$ 6,819	\$ 6,986	\$ 7,152
13	535	Development Services Manager (Z)	\$ 5,392	\$ 5,662	\$ 5,945	\$ 6,242	\$ 6,554	\$ 67.40	\$ 70.77	\$ 74.31	\$ 78.02	\$ 81.93	\$ 6,718	\$ 6,882	\$ 7,046
14	540	Housing Program Manager (Z)	\$ 5,392	\$ 5,662	\$ 5,945	\$ 6,242	\$ 6,554	\$ 67.40	\$ 70.77	\$ 74.31	\$ 78.02	\$ 81.93	\$ 6,718	\$ 6,882	\$ 7,046
12	1015	Contract and Fiscal Services Manager (Z)	\$ 5,392	\$ 5,662	\$ 5,945	\$ 6,242	\$ 6,554	\$ 67.40	\$ 70.77	\$ 74.31	\$ 78.02	\$ 81.93	\$ 6,718	\$ 6,882	\$ 7,046
11	965	Human Resources Manager	\$ 5,392	\$ 5,662	\$ 5,945	\$ 6,242	\$ 6,554	\$ 67.40	\$ 70.77	\$ 74.31	\$ 78.02	\$ 81.93	\$ 6,718	\$ 6,882	\$ 7,046
15	550	****Senior Project Manager (Z)	\$ 5,381	\$ 5,650	\$ 5,933	\$ 6,229	\$ 6,541	\$ 67.26	\$ 70.63	\$ 74.16	\$ 77.86	\$ 81.76	\$ 6,704	\$ 6,868	\$ 7,031
19	625	Information Systems Supervisor (Z)	\$ 5,069	\$ 5,322	\$ 5,588	\$ 5,868	\$ 6,161	\$ 63.36	\$ 66.53	\$ 69.85	\$ 73.34	\$ 77.01	\$ 6,315	\$ 6,469	\$ 6,623
21	970	Accounting Supervisor (Z)	\$ 5,027	\$ 5,279	\$ 5,543	\$ 5,820	\$ 6,111	\$ 62.84	\$ 65.99	\$ 69.28	\$ 72.75	\$ 76.39	\$ 6,264	\$ 6,416	\$ 6,569
23	585	Contract Compliance Supervisor (Z)	\$ 5,027	\$ 5,279	\$ 5,543	\$ 5,820	\$ 6,111	\$ 62.84	\$ 65.99	\$ 69.28	\$ 72.75	\$ 76.39	\$ 6,264	\$ 6,416	\$ 6,569
22	1045	Senior Development Specialist (Supervisory) (Z)	\$ 5,027	\$ 5,279	\$ 5,543	\$ 5,820	\$ 6,111	\$ 62.84	\$ 65.99	\$ 69.28	\$ 72.75	\$ 76.39	\$ 6,264	\$ 6,416	\$ 6,569
24	560	Administrative Services Manager (Z)	\$ 5,027	\$ 5,279	\$ 5,543	\$ 5,820	\$ 6,111	\$ 62.84	\$ 65.99	\$ 69.28	\$ 72.75	\$ 76.39	\$ 6,264	\$ 6,416	\$ 6,569
30	635	****Architect (Z)	\$ 5,014	\$ 5,265	\$ 5,528	\$ 5,804	\$ 6,094	\$ 62.67	\$ 65.81	\$ 69.10	\$ 72.55	\$ 76.18	\$ 6,247	\$ 6,399	\$ 6,551
8	605	Senior Architect (Z)	\$ 4,974	\$ 5,223	\$ 5,484	\$ 5,758	\$ 6,046	\$ 62.17	\$ 65.28	\$ 68.55	\$ 71.97	\$ 75.57	\$ 6,197	\$ 6,348	\$ 6,499
31	620	Civil Engineer (Z)	\$ 4,966	\$ 5,214	\$ 5,475	\$ 5,748	\$ 6,036	\$ 62.07	\$ 65.17	\$ 68.43	\$ 71.85	\$ 75.45	\$ 6,187	\$ 6,338	\$ 6,488
18	610	Senior Landscape Architect (Z)	\$ 4,966	\$ 5,214	\$ 5,475	\$ 5,748	\$ 6,036	\$ 62.07	\$ 65.17	\$ 68.43	\$ 71.85	\$ 75.45	\$ 6,187	\$ 6,338	\$ 6,488
36	585	Contract Compliance Specialist III (Z)	\$ 4,762	\$ 5,000	\$ 5,250	\$ 5,512	\$ 5,788	\$ 59.52	\$ 62.50	\$ 65.62	\$ 68.90	\$ 72.35	\$ 5,933	\$ 6,077	\$ 6,222
20	630	Senior Financial Analyst (Z)	\$ 4,742	\$ 4,979	\$ 5,228	\$ 5,490	\$ 5,764	\$ 59.28	\$ 62.24	\$ 65.35	\$ 68.62	\$ 72.05	\$ 5,908	\$ 6,052	\$ 6,196
28	595	Senior Development Specialist (Z)	\$ 4,659	\$ 4,892	\$ 5,136	\$ 5,393	\$ 5,663	\$ 58.23	\$ 61.15	\$ 64.20	\$ 67.41	\$ 70.78	\$ 5,804	\$ 5,946	\$ 6,087
101	1110	*****Principal Personnel Analyst	\$ 4,653	\$ 4,886	\$ 5,130	\$ 5,387	\$ 5,656	\$ 58.17	\$ 61.08	\$ 64.13	\$ 67.34	\$ 70.70	\$ 5,798	\$ 5,939	\$ 6,080

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - July 1, 2019

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% Extended Range	7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly			
25	590	*****Project Manager (Z)	\$ 4,648	\$ 4,880	\$ 5,124	\$ 5,380	\$ 5,649	\$ 58.10	\$ 61.00	\$ 64.05	\$ 67.25	\$ 70.62	\$ 5,791	\$ 5,932	\$ 6,073
29	1025	*****Housing Construction Specialist (Z)	\$ 4,648	\$ 4,880	\$ 5,124	\$ 5,380	\$ 5,649	\$ 58.10	\$ 61.00	\$ 64.05	\$ 67.25	\$ 70.62	\$ 5,791	\$ 5,932	\$ 6,073
35	655	Senior Planner (Z)	\$ 4,617	\$ 4,848	\$ 5,091	\$ 5,345	\$ 5,613	\$ 57.72	\$ 60.60	\$ 63.63	\$ 66.82	\$ 70.16	\$ 5,753	\$ 5,893	\$ 6,034
26	940	Property Management Supervisor (Z)	\$ 4,460	\$ 4,683	\$ 4,917	\$ 5,163	\$ 5,421	\$ 55.75	\$ 58.54	\$ 61.46	\$ 64.54	\$ 67.76	\$ 5,557	\$ 5,692	\$ 5,828
61	740	Harbormaster (Z)	\$ 4,342	\$ 4,560	\$ 4,788	\$ 5,027	\$ 5,278	\$ 54.28	\$ 57.00	\$ 59.84	\$ 62.84	\$ 65.98	\$ 5,410	\$ 5,542	\$ 5,674
38	990	Assistant Project Manager (Z)	\$ 4,331	\$ 4,548	\$ 4,775	\$ 5,014	\$ 5,265	\$ 54.14	\$ 56.85	\$ 59.69	\$ 62.67	\$ 65.81	\$ 5,396	\$ 5,528	\$ 5,659
40	615	Development Specialist (Z)	\$ 4,331	\$ 4,548	\$ 4,775	\$ 5,014	\$ 5,265	\$ 54.14	\$ 56.85	\$ 59.69	\$ 62.67	\$ 65.81	\$ 5,396	\$ 5,528	\$ 5,659
39	1050	Contract Administration Specialist	\$ 4,331	\$ 4,548	\$ 4,775	\$ 5,014	\$ 5,265	\$ 54.14	\$ 56.85	\$ 59.69	\$ 62.67	\$ 65.81	\$ 5,396	\$ 5,528	\$ 5,659
44	690	*****Associate Civil Engineer (Z)	\$ 4,331	\$ 4,547	\$ 4,774	\$ 5,013	\$ 5,264	\$ 54.13	\$ 56.84	\$ 59.68	\$ 62.66	\$ 65.80	\$ 5,395	\$ 5,527	\$ 5,659
45	700	Architectural Associate (Z)	\$ 4,285	\$ 4,499	\$ 4,724	\$ 4,960	\$ 5,208	\$ 53.56	\$ 56.24	\$ 59.05	\$ 62.00	\$ 65.10	\$ 5,338	\$ 5,469	\$ 5,599
46	670	Financial Systems Accountant (Z)	\$ 4,164	\$ 4,373	\$ 4,591	\$ 4,821	\$ 5,062	\$ 52.05	\$ 54.66	\$ 57.39	\$ 60.26	\$ 63.27	\$ 5,188	\$ 5,315	\$ 5,441
33	1100	Accountant IV (Z)	\$ 4,164	\$ 4,373	\$ 4,591	\$ 4,821	\$ 5,062	\$ 52.05	\$ 54.66	\$ 57.39	\$ 60.26	\$ 63.27	\$ 5,188	\$ 5,315	\$ 5,441
7	570	Construction Coordinator (Z)	\$ 4,105	\$ 4,310	\$ 4,525	\$ 4,752	\$ 4,989	\$ 51.31	\$ 53.87	\$ 56.57	\$ 59.39	\$ 62.36	\$ 5,114	\$ 5,239	\$ 5,363
51	715	*****Senior Personnel Analyst (Z)	\$ 3,929	\$ 4,125	\$ 4,332	\$ 4,548	\$ 4,776	\$ 49.11	\$ 51.57	\$ 54.14	\$ 56.85	\$ 59.69	\$ 4,895	\$ 5,014	\$ 5,134
52	730	Associate Planner (Z)	\$ 3,891	\$ 4,086	\$ 4,290	\$ 4,505	\$ 4,730	\$ 48.64	\$ 51.07	\$ 53.63	\$ 56.31	\$ 59.12	\$ 4,848	\$ 4,966	\$ 5,085
32	975	Environmental Assessment Specialist (Z)	\$ 3,887	\$ 4,082	\$ 4,286	\$ 4,500	\$ 4,725	\$ 48.59	\$ 51.02	\$ 53.57	\$ 56.25	\$ 59.06	\$ 4,843	\$ 4,961	\$ 5,079
43	945	Property Management Specialist (Z)	\$ 3,864	\$ 4,057	\$ 4,260	\$ 4,473	\$ 4,696	\$ 48.29	\$ 50.71	\$ 53.24	\$ 55.91	\$ 58.70	\$ 4,814	\$ 4,931	\$ 5,048
49	1000	Executive Assistant to Executive Director (Z)	\$ 3,758	\$ 3,946	\$ 4,144	\$ 4,351	\$ 4,568	\$ 46.98	\$ 49.33	\$ 51.80	\$ 54.39	\$ 57.11	\$ 4,683	\$ 4,797	\$ 4,911
56	705	Assistant Development Specialist (Z)	\$ 3,742	\$ 3,929	\$ 4,126	\$ 4,332	\$ 4,548	\$ 46.77	\$ 49.11	\$ 51.57	\$ 54.15	\$ 56.86	\$ 4,662	\$ 4,776	\$ 4,890
54	720	A - Senior Programmer Analyst (Z)	\$ 3,732	\$ 3,918	\$ 4,114	\$ 4,320	\$ 4,536	\$ 46.65	\$ 48.98	\$ 51.43	\$ 54.00	\$ 56.70	\$ 4,649	\$ 4,763	\$ 4,876
54	720	B - Senior Programmer Analyst (Z)	\$ 3,599	\$ 3,779	\$ 3,968	\$ 4,166	\$ 4,374	\$ 44.99	\$ 47.23	\$ 49.60	\$ 52.08	\$ 54.68	\$ 4,484	\$ 4,593	\$ 4,702
37	665	Building/Construction Inspector II (Z)	\$ 3,722	\$ 3,909	\$ 4,104	\$ 4,309	\$ 4,525	\$ 46.53	\$ 48.86	\$ 51.30	\$ 53.86	\$ 56.56	\$ 4,638	\$ 4,751	\$ 4,864
42	640	Contract Compliance Specialist II (Z)	\$ 3,636	\$ 3,818	\$ 4,009	\$ 4,209	\$ 4,419	\$ 45.45	\$ 47.72	\$ 50.11	\$ 52.61	\$ 55.24	\$ 4,530	\$ 4,640	\$ 4,751
50	695	Accountant III (Z)	\$ 3,598	\$ 3,778	\$ 3,967	\$ 4,165	\$ 4,373	\$ 44.97	\$ 47.22	\$ 49.58	\$ 52.06	\$ 54.66	\$ 4,482	\$ 4,592	\$ 4,701
47	995	Commission Secretary (Z)	\$ 3,567	\$ 3,745	\$ 3,932	\$ 4,129	\$ 4,336	\$ 44.59	\$ 46.82	\$ 49.16	\$ 51.61	\$ 54.19	\$ 4,444	\$ 4,552	\$ 4,661
53	685	Public Affairs Officer (Z)	\$ 3,530	\$ 3,706	\$ 3,892	\$ 4,086	\$ 4,291	\$ 44.12	\$ 46.33	\$ 48.65	\$ 51.08	\$ 53.63	\$ 4,398	\$ 4,505	\$ 4,612
62	1030	Management Assistant III (Z)	\$ 3,385	\$ 3,554	\$ 3,731	\$ 3,918	\$ 4,114	\$ 42.31	\$ 44.42	\$ 46.64	\$ 48.98	\$ 51.42	\$ 4,217	\$ 4,320	\$ 4,423
63	785	Assistant Planner (Z)	\$ 3,281	\$ 3,445	\$ 3,617	\$ 3,798	\$ 3,988	\$ 41.01	\$ 43.06	\$ 45.21	\$ 47.47	\$ 49.84	\$ 4,087	\$ 4,187	\$ 4,287

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - July 1, 2019

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% Extended Range	7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly			
64	755	Administrative Analyst (Z)	\$ 3,205	\$ 3,366	\$ 3,534	\$ 3,711	\$ 3,896	\$ 40.07	\$ 42.07	\$ 44.17	\$ 46.38	\$ 48.70	\$ 3,994	\$ 4,091	\$ 4,188
89	870	Law Clerk II	\$ 3,111	\$ 3,266	\$ 3,429	\$ 3,601	\$ 3,781	\$ 38.88	\$ 40.83	\$ 42.87	\$ 45.01	\$ 47.26	\$ 3,875	\$ 3,970	\$ 4,065
60	760	Senior Legal Secretary (Z)	\$ 3,111	\$ 3,266	\$ 3,429	\$ 3,601	\$ 3,781	\$ 38.88	\$ 40.83	\$ 42.87	\$ 45.01	\$ 47.26	\$ 3,875	\$ 3,970	\$ 4,065
41	675	Building/Construction Specialist I (Z)	\$ 3,063	\$ 3,216	\$ 3,377	\$ 3,546	\$ 3,723	\$ 38.29	\$ 40.20	\$ 42.22	\$ 44.33	\$ 46.54	\$ 3,816	\$ 3,910	\$ 4,003
65	775	Accountant II (Z)	\$ 2,976	\$ 3,124	\$ 3,281	\$ 3,445	\$ 3,617	\$ 37.20	\$ 39.06	\$ 41.01	\$ 43.06	\$ 45.21	\$ 3,707	\$ 3,798	\$ 3,888
67	765	Programmer Analyst (Z)	\$ 2,963	\$ 3,111	\$ 3,267	\$ 3,430	\$ 3,602	\$ 37.04	\$ 38.89	\$ 40.84	\$ 42.88	\$ 45.02	\$ 3,692	\$ 3,782	\$ 3,872
72	1035	Management Assistant II (Z)	\$ 2,951	\$ 3,098	\$ 3,253	\$ 3,416	\$ 3,587	\$ 36.89	\$ 38.73	\$ 40.67	\$ 42.70	\$ 44.84	\$ 3,677	\$ 3,766	\$ 3,856
58	735	Contract Compliance Specialist I (Z)	\$ 2,950	\$ 3,097	\$ 3,252	\$ 3,415	\$ 3,586	\$ 36.87	\$ 38.72	\$ 40.65	\$ 42.69	\$ 44.82	\$ 3,675	\$ 3,765	\$ 3,855
59	780	Architectural Assistant (Z)	\$ 2,916	\$ 3,062	\$ 3,215	\$ 3,376	\$ 3,544	\$ 36.45	\$ 38.27	\$ 40.19	\$ 42.19	\$ 44.30	\$ 3,633	\$ 3,722	\$ 3,810
55	770	Senior Community Services Specialist (Z)	\$ 2,910	\$ 3,055	\$ 3,208	\$ 3,368	\$ 3,537	\$ 36.37	\$ 38.19	\$ 40.10	\$ 42.10	\$ 44.21	\$ 3,625	\$ 3,714	\$ 3,802
27	955	Relocation Supervisor (Z)	\$ 2,910	\$ 3,055	\$ 3,208	\$ 3,368	\$ 3,537	\$ 36.37	\$ 38.19	\$ 40.10	\$ 42.10	\$ 44.21	\$ 3,625	\$ 3,714	\$ 3,802
69	803	Support Services Supervisor (P)	\$ 2,943	\$ 3,090	\$ 3,244	\$ 3,407	\$ 3,577	\$ 36.78	\$ 38.62	\$ 40.55	\$ 42.58	\$ 44.71	\$ 3,666	\$ 3,756	\$ 3,845
66	750	*****Personnel Analyst (Z)	\$ 2,777	\$ 2,916	\$ 3,062	\$ 3,215	\$ 3,375	\$ 34.71	\$ 36.45	\$ 38.27	\$ 40.18	\$ 42.19	\$ 3,460	\$ 3,544	\$ 3,628
70	810	A - Administrative Secretary (P)	\$ 2,737	\$ 2,874	\$ 3,017	\$ 3,168	\$ 3,326	\$ 34.21	\$ 35.92	\$ 37.72	\$ 39.60	\$ 41.58	\$ 3,410	\$ 3,493	\$ 3,576
70	810	B - Administrative Secretary (P)	\$ 2,055	\$ 2,158	\$ 2,265	\$ 2,379	\$ 2,498	\$ 25.69	\$ 26.97	\$ 28.32	\$ 29.73	\$ 31.22	\$ 2,560	\$ 2,623	\$ 2,685
79	830	Harbor Office Supervisor (P)	\$ 2,713	\$ 2,849	\$ 2,991	\$ 3,141	\$ 3,298	\$ 33.91	\$ 35.61	\$ 37.39	\$ 39.26	\$ 41.22	\$ 3,380	\$ 3,463	\$ 3,545
57	745	Records & Information Supervisor (Z)	\$ 2,713	\$ 2,849	\$ 2,991	\$ 3,141	\$ 3,298	\$ 33.91	\$ 35.61	\$ 37.39	\$ 39.26	\$ 41.22	\$ 3,380	\$ 3,463	\$ 3,545
68	800	Executive Secretary	\$ 2,713	\$ 2,849	\$ 2,991	\$ 3,141	\$ 3,298	\$ 33.91	\$ 35.61	\$ 37.39	\$ 39.26	\$ 41.22	\$ 3,380	\$ 3,463	\$ 3,545
74	820	Accountant I (Z)	\$ 2,685	\$ 2,819	\$ 2,960	\$ 3,108	\$ 3,264	\$ 33.57	\$ 35.24	\$ 37.01	\$ 38.86	\$ 40.80	\$ 3,345	\$ 3,427	\$ 3,509
78	1040	Management Assistant I (Z)	\$ 2,602	\$ 2,732	\$ 2,868	\$ 3,012	\$ 3,162	\$ 32.52	\$ 34.15	\$ 35.86	\$ 37.65	\$ 39.53	\$ 3,242	\$ 3,321	\$ 3,400
75	815	Facility Maintenance Supervisor (Z)	\$ 2,594	\$ 2,723	\$ 2,859	\$ 3,002	\$ 3,152	\$ 32.42	\$ 34.04	\$ 35.74	\$ 37.53	\$ 39.41	\$ 3,231	\$ 3,310	\$ 3,389
71	790	Assistant Harbormaster (Z)	\$ 2,559	\$ 2,686	\$ 2,821	\$ 2,962	\$ 3,110	\$ 31.98	\$ 33.58	\$ 35.26	\$ 37.02	\$ 38.87	\$ 3,188	\$ 3,265	\$ 3,343
73	795	Community Services Specialist (Z)	\$ 2,539	\$ 2,666	\$ 2,799	\$ 2,939	\$ 3,086	\$ 31.74	\$ 33.32	\$ 34.99	\$ 36.74	\$ 38.58	\$ 3,163	\$ 3,240	\$ 3,318
82	845	Purchasing Assistant (P)	\$ 2,519	\$ 2,645	\$ 2,778	\$ 2,916	\$ 3,062	\$ 31.49	\$ 33.07	\$ 34.72	\$ 36.46	\$ 38.28	\$ 3,139	\$ 3,215	\$ 3,292
90	885	Account Clerk II (P)	\$ 2,466	\$ 2,589	\$ 2,719	\$ 2,854	\$ 2,997	\$ 30.82	\$ 32.36	\$ 33.98	\$ 35.68	\$ 37.47	\$ 3,072	\$ 3,147	\$ 3,222
80	855	A - Records Specialist II (P)	\$ 2,313	\$ 2,429	\$ 2,551	\$ 2,678	\$ 2,812	\$ 28.92	\$ 30.36	\$ 31.88	\$ 33.48	\$ 35.15	\$ 2,882	\$ 2,953	\$ 3,023
80	855	B - Records Specialist II (P)	\$ 2,055	\$ 2,158	\$ 2,265	\$ 2,379	\$ 2,498	\$ 25.69	\$ 26.97	\$ 28.32	\$ 29.73	\$ 31.22	\$ 2,560	\$ 2,623	\$ 2,685
81	860	A - Senior Office Assistant (P)	\$ 2,313	\$ 2,429	\$ 2,551	\$ 2,678	\$ 2,812	\$ 28.92	\$ 30.36	\$ 31.88	\$ 33.48	\$ 35.15	\$ 2,882	\$ 2,953	\$ 3,023
81	860	B - Senior Office Assistant (P)	\$ 2,055	\$ 2,158	\$ 2,265	\$ 2,379	\$ 2,498	\$ 25.69	\$ 26.97	\$ 28.32	\$ 29.73	\$ 31.22	\$ 2,560	\$ 2,623	\$ 2,685

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - July 1, 2019

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% Extended Range	7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly			
85	835	Facility Maintenance Worker (P)	\$ 2,342	\$ 2,459	\$ 2,582	\$ 2,711	\$ 2,847	\$ 29.28	\$ 30.74	\$ 32.28	\$ 33.89	\$ 35.59	\$ 2,918	\$ 2,989	\$ 3,061
83	840	Harbor Attendant (P)	\$ 2,342	\$ 2,459	\$ 2,582	\$ 2,711	\$ 2,847	\$ 29.28	\$ 30.74	\$ 32.28	\$ 33.89	\$ 35.59	\$ 2,918	\$ 2,989	\$ 3,061
76	825	Senior Harbor Attendant (P)	\$ 2,266	\$ 2,379	\$ 2,498	\$ 2,623	\$ 2,754	\$ 28.33	\$ 29.74	\$ 31.23	\$ 32.79	\$ 34.43	\$ 2,823	\$ 2,892	\$ 2,961
84	875	Office Assistant II (P)	\$ 2,261	\$ 2,374	\$ 2,493	\$ 2,617	\$ 2,748	\$ 28.26	\$ 29.67	\$ 31.16	\$ 32.72	\$ 34.35	\$ 2,817	\$ 2,885	\$ 2,954
91	895	Office Assistant I (P)	\$ 2,261	\$ 2,374	\$ 2,493	\$ 2,617	\$ 2,748	\$ 28.26	\$ 29.67	\$ 31.16	\$ 32.72	\$ 34.35	\$ 2,817	\$ 2,885	\$ 2,954
87	882	Project/Planning Associate (P)	\$ 2,227	\$ 2,338	\$ 2,455	\$ 2,578	\$ 2,707	\$ 27.84	\$ 29.23	\$ 30.69	\$ 32.22	\$ 33.83	\$ 2,774	\$ 2,842	\$ 2,910
93	900	Law Clerk I	\$ 2,227	\$ 2,338	\$ 2,455	\$ 2,578	\$ 2,707	\$ 27.84	\$ 29.23	\$ 30.69	\$ 32.22	\$ 33.83	\$ 2,774	\$ 2,842	\$ 2,910
77	850	Secretary (P)	\$ 2,156	\$ 2,264	\$ 2,377	\$ 2,496	\$ 2,620	\$ 26.95	\$ 28.29	\$ 29.71	\$ 31.19	\$ 32.75	\$ 2,686	\$ 2,751	\$ 2,817
94	905	Account Clerk I (P)	\$ 2,129	\$ 2,235	\$ 2,347	\$ 2,465	\$ 2,588	\$ 26.61	\$ 27.94	\$ 29.34	\$ 30.81	\$ 32.35	\$ 2,653	\$ 2,717	\$ 2,782
86	880	Records Specialist I (P)	\$ 1,982	\$ 2,081	\$ 2,185	\$ 2,294	\$ 2,409	\$ 24.77	\$ 26.01	\$ 27.31	\$ 28.68	\$ 30.11	\$ 2,469	\$ 2,529	\$ 2,589
88	865	Harbor Office Assistant	\$ 1,982	\$ 2,081	\$ 2,185	\$ 2,294	\$ 2,409	\$ 24.77	\$ 26.01	\$ 27.31	\$ 28.68	\$ 30.11	\$ 2,469	\$ 2,529	\$ 2,589
92	890	Harbor Security Officer (P)	\$ 1,907	\$ 2,002	\$ 2,102	\$ 2,207	\$ 2,317	\$ 23.83	\$ 25.02	\$ 26.27	\$ 27.59	\$ 28.97	\$ 2,375	\$ 2,433	\$ 2,491
100	935	*****Staff Associate VI (Z)	\$ 5,381	\$ 5,650	\$ 5,933	\$ 6,229	\$ 6,541	\$ 67.26	\$ 70.63	\$ 74.16	\$ 77.86	\$ 81.76	\$ 6,704	\$ 6,868	\$ 7,031
99	930	*****A - Staff Associate V (Z)	\$ 5,642	\$ 5,924	\$ 6,220	\$ 6,531	\$ 6,858	\$ 70.53	\$ 74.05	\$ 77.75	\$ 81.64	\$ 85.72	\$ 7,029	\$ 7,201	\$ 7,372
99	930	*****B - Staff Associate V (Z)	\$ 4,648	\$ 4,880	\$ 5,124	\$ 5,380	\$ 5,649	\$ 58.10	\$ 61.00	\$ 64.05	\$ 67.25	\$ 70.62	\$ 5,791	\$ 5,932	\$ 6,073
98	921	Staff Associate IV (Z)	\$ 4,331	\$ 4,548	\$ 4,775	\$ 5,014	\$ 5,265	\$ 54.14	\$ 56.85	\$ 59.69	\$ 62.67	\$ 65.81	\$ 5,396	\$ 5,528	\$ 5,659
97	920	Staff Associate III (Z)	\$ 3,742	\$ 3,929	\$ 4,126	\$ 4,332	\$ 4,548	\$ 46.77	\$ 49.11	\$ 51.57	\$ 54.15	\$ 56.86	\$ 4,662	\$ 4,776	\$ 4,890
96	915	Staff Associate II (Z)	\$ 2,593	\$ 2,722	\$ 2,858	\$ 3,001	\$ 3,151	\$ 32.41	\$ 34.03	\$ 35.73	\$ 37.51	\$ 39.39	\$ 3,230	\$ 3,309	\$ 3,388
95	985	Staff Associate I (Z)	\$ 2,095	\$ 2,200	\$ 2,310	\$ 2,425	\$ 2,547	\$ 26.19	\$ 27.50	\$ 28.87	\$ 30.32	\$ 31.83	\$ 2,610	\$ 2,674	\$ 2,737

* Ranges from 2.5% up to 7.5% Maximum
** Attorney Pay Range Varies
*** 550 Series OCII - Step 5 is equal to CCSF Step 1
**** 093 Series OCII Step 1 is equal to CCSF Step 2
***** 2.0% in increases to the base wages - 1% 07/01/2019/1% 07/01/2020
***** 1.0% in increases to the base wages - 0.5% 07/01/2019/0.5% 07/01/2020
A Hired on or before 06/30/2018
B Hired after 07/01/2018

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
 Payroll Effective Date - December 29, 2019

Seq. No.	Class No.	Agency Classification	Step 1 Jul 2019	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	2.5% Extended Range	5% Extended Range	7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly		
1	500	Executive Director (Z)	\$ 10,128	\$ 10,229	\$ 10,741	\$ 11,278	\$ 11,842	\$ 12,434	\$ 127.87	\$ 134.26	\$ 140.97	\$ 148.02	\$ 155.42	\$ 12,745	\$ 13,055	\$ 13,366
3	520	Agency General Counsel (Z)	\$ 7,620	\$ 7,696	\$ 8,081	\$ 8,485	\$ 8,909	\$ 9,355	\$ 96.20	\$ 101.01	\$ 106.06	\$ 111.37	\$ 116.93	\$ 9,589	\$ 9,823	\$ 10,056
2	1060	Deputy Executive Director (Z)	\$ 7,105	\$ 7,176	\$ 7,535	\$ 7,912	\$ 8,307	\$ 8,723	\$ 89.70	\$ 94.19	\$ 98.89	\$ 103.84	\$ 109.03	\$ 8,941	\$ 9,159	\$ 9,377
10	555	*****Senior Project Manager, Supervisory (Z)	\$ 6,520	\$ 6,585	\$ 6,914	\$ 7,260	\$ 7,623	\$ 8,004	\$ 82.32	\$ 86.43	\$ 90.75	\$ 95.29	\$ 100.05	\$ 8,204	\$ 8,405	\$ 8,605
5	1010	Assistant Deputy Executive Director (Z)	\$ 6,235	\$ 6,297	\$ 6,612	\$ 6,943	\$ 7,290	\$ 7,654	\$ 78.72	\$ 82.65	\$ 86.79	\$ 91.12	\$ 95.68	\$ 7,846	\$ 8,037	\$ 8,229
4	525	Deputy General Counsel (Z)	\$ 6,137	\$ 6,198	\$ 6,508	\$ 6,834	\$ 7,175	\$ 7,534	\$ 77.48	\$ 81.35	\$ 85.42	\$ 89.69	\$ 94.18	\$ 7,723	\$ 7,911	\$ 8,099
6	580	**Senior Attorney (Z)	\$ 6,137	\$ 6,198	\$ 6,508	\$ 6,834	\$ 7,175	\$ 7,534	\$ 77.48	\$ 81.35	\$ 85.42	\$ 89.69	\$ 94.18	\$ 7,723	\$ 7,911	\$ 8,099
48	725	**Staff Attorney I (Z)	\$ 6,137	\$ 6,198	\$ 6,508	\$ 6,834	\$ 7,175	\$ 7,534	\$ 77.48	\$ 81.35	\$ 85.42	\$ 89.69	\$ 94.18	\$ 7,723	\$ 7,911	\$ 8,099
34	660	**Staff Attorney II (Z)	\$ 6,137	\$ 6,198	\$ 6,508	\$ 6,834	\$ 7,175	\$ 7,534	\$ 77.48	\$ 81.35	\$ 85.42	\$ 89.69	\$ 94.18	\$ 7,723	\$ 7,911	\$ 8,099
9	565	*****Senior Civil Engineer (Z)	\$ 5,805	\$ 5,863	\$ 6,156	\$ 6,464	\$ 6,787	\$ 7,127	\$ 73.29	\$ 76.95	\$ 80.80	\$ 84.84	\$ 89.08	\$ 7,305	\$ 7,483	\$ 7,661
16	556	*****Architecture & Engineering Supervisor (Z)	\$ 5,805	\$ 5,863	\$ 6,156	\$ 6,464	\$ 6,787	\$ 7,127	\$ 73.29	\$ 76.95	\$ 80.80	\$ 84.84	\$ 89.08	\$ 7,305	\$ 7,483	\$ 7,661
17	606	Planning Supervisor (Z)	\$ 5,473	\$ 5,528	\$ 5,804	\$ 6,094	\$ 6,399	\$ 6,719	\$ 69.10	\$ 72.55	\$ 76.18	\$ 79.99	\$ 83.99	\$ 6,887	\$ 7,055	\$ 7,223
13	535	Development Services Manager (Z)	\$ 5,392	\$ 5,446	\$ 5,718	\$ 6,004	\$ 6,304	\$ 6,620	\$ 68.07	\$ 71.48	\$ 75.05	\$ 78.80	\$ 82.74	\$ 6,785	\$ 6,951	\$ 7,116
14	540	Housing Program Manager (Z)	\$ 5,392	\$ 5,446	\$ 5,718	\$ 6,004	\$ 6,304	\$ 6,620	\$ 68.07	\$ 71.48	\$ 75.05	\$ 78.80	\$ 82.74	\$ 6,785	\$ 6,951	\$ 7,116
12	1015	Contract and Fiscal Services Manager (Z)	\$ 5,392	\$ 5,446	\$ 5,718	\$ 6,004	\$ 6,304	\$ 6,620	\$ 68.07	\$ 71.48	\$ 75.05	\$ 78.80	\$ 82.74	\$ 6,785	\$ 6,951	\$ 7,116
11	965	Human Resources Manager	\$ 5,392	\$ 5,446	\$ 5,718	\$ 6,004	\$ 6,304	\$ 6,620	\$ 68.07	\$ 71.48	\$ 75.05	\$ 78.80	\$ 82.74	\$ 6,785	\$ 6,951	\$ 7,116
15	550	*****Senior Project Manager (Z)	\$ 5,381	\$ 5,435	\$ 5,707	\$ 5,992	\$ 6,291	\$ 6,606	\$ 67.94	\$ 71.33	\$ 74.90	\$ 78.64	\$ 82.58	\$ 6,771	\$ 6,936	\$ 7,101
19	625	Information Systems Supervisor (Z)	\$ 5,069	\$ 5,120	\$ 5,376	\$ 5,644	\$ 5,927	\$ 6,223	\$ 64.00	\$ 67.20	\$ 70.56	\$ 74.08	\$ 77.79	\$ 6,379	\$ 6,534	\$ 6,690
21	970	Accounting Supervisor (Z)	\$ 5,027	\$ 5,077	\$ 5,331	\$ 5,598	\$ 5,878	\$ 6,171	\$ 63.47	\$ 66.64	\$ 69.97	\$ 73.47	\$ 77.14	\$ 6,326	\$ 6,480	\$ 6,634
23	585	Contract Compliance Supervisor (Z)	\$ 5,027	\$ 5,077	\$ 5,331	\$ 5,598	\$ 5,878	\$ 6,171	\$ 63.47	\$ 66.64	\$ 69.97	\$ 73.47	\$ 77.14	\$ 6,326	\$ 6,480	\$ 6,634
22	1045	Senior Development Specialist (Supervisory) (Z)	\$ 5,027	\$ 5,077	\$ 5,331	\$ 5,598	\$ 5,878	\$ 6,171	\$ 63.47	\$ 66.64	\$ 69.97	\$ 73.47	\$ 77.14	\$ 6,326	\$ 6,480	\$ 6,634
24	560	Administrative Services Manager (Z)	\$ 5,027	\$ 5,077	\$ 5,331	\$ 5,598	\$ 5,878	\$ 6,171	\$ 63.47	\$ 66.64	\$ 69.97	\$ 73.47	\$ 77.14	\$ 6,326	\$ 6,480	\$ 6,634
30	635	*****Architect (Z)	\$ 5,014	\$ 5,064	\$ 5,317	\$ 5,583	\$ 5,862	\$ 6,155	\$ 63.30	\$ 66.47	\$ 69.79	\$ 73.28	\$ 76.94	\$ 6,309	\$ 6,463	\$ 6,617
8	605	Senior Architect (Z)	\$ 4,974	\$ 5,024	\$ 5,275	\$ 5,539	\$ 5,816	\$ 6,106	\$ 62.80	\$ 65.94	\$ 69.23	\$ 72.70	\$ 76.33	\$ 6,259	\$ 6,412	\$ 6,564
31	620	Civil Engineer (Z)	\$ 4,966	\$ 5,016	\$ 5,266	\$ 5,530	\$ 5,806	\$ 6,097	\$ 62.70	\$ 65.83	\$ 69.12	\$ 72.58	\$ 76.21	\$ 6,249	\$ 6,401	\$ 6,554
18	610	Senior Landscape Architect (Z)	\$ 4,966	\$ 5,016	\$ 5,266	\$ 5,530	\$ 5,806	\$ 6,097	\$ 62.70	\$ 65.83	\$ 69.12	\$ 72.58	\$ 76.21	\$ 6,249	\$ 6,401	\$ 6,554
36	585	Contract Compliance Specialist III (Z)	\$ 4,762	\$ 4,810	\$ 5,050	\$ 5,303	\$ 5,568	\$ 5,846	\$ 60.12	\$ 63.13	\$ 66.28	\$ 69.60	\$ 73.08	\$ 5,992	\$ 6,138	\$ 6,285
20	630	Senior Financial Analyst (Z)	\$ 4,742	\$ 4,789	\$ 5,029	\$ 5,280	\$ 5,544	\$ 5,822	\$ 59.87	\$ 62.86	\$ 66.00	\$ 69.30	\$ 72.77	\$ 5,967	\$ 6,113	\$ 6,258
28	595	Senior Development Specialist (Z)	\$ 4,659	\$ 4,706	\$ 4,941	\$ 5,188	\$ 5,447	\$ 5,720	\$ 58.82	\$ 61.76	\$ 64.85	\$ 68.09	\$ 71.50	\$ 5,863	\$ 6,006	\$ 6,149
101	1110	*****Principal Personnel Analyst	\$ 4,653	\$ 4,700	\$ 4,935	\$ 5,181	\$ 5,440	\$ 5,712	\$ 58.74	\$ 61.68	\$ 64.77	\$ 68.00	\$ 71.40	\$ 5,855	\$ 5,998	\$ 6,141
25	590	*****Project Manager (Z)	\$ 4,648	\$ 4,694	\$ 4,929	\$ 5,176	\$ 5,434	\$ 5,706	\$ 58.68	\$ 61.62	\$ 64.70	\$ 67.93	\$ 71.33	\$ 5,849	\$ 5,991	\$ 6,134
29	1025	*****Housing Construction Specialist (Z)	\$ 4,648	\$ 4,694	\$ 4,929	\$ 5,176	\$ 5,434	\$ 5,706	\$ 58.68	\$ 61.62	\$ 64.70	\$ 67.93	\$ 71.33	\$ 5,849	\$ 5,991	\$ 6,134
35	655	Senior Planner (Z)	\$ 4,617	\$ 4,663	\$ 4,896	\$ 5,141	\$ 5,398	\$ 5,668	\$ 58.29	\$ 61.20	\$ 64.26	\$ 67.48	\$ 70.85	\$ 5,810	\$ 5,952	\$ 6,093

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			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly		
26	940	Property Management Supervisor (Z)	\$ 4,460	\$ 4,505	\$ 4,730	\$ 4,966	\$ 5,215	\$ 5,475	\$ 56.31	\$ 59.12	\$ 62.08	\$ 65.18	\$ 68.44	\$ 5,612	\$ 5,749	\$ 5,886
61	740	Harbormaster (Z)	\$ 4,342	\$ 4,385	\$ 4,605	\$ 4,835	\$ 5,077	\$ 5,331	\$ 54.82	\$ 57.56	\$ 60.44	\$ 63.46	\$ 66.63	\$ 5,464	\$ 5,597	\$ 5,730
38	990	Assistant Project Manager (Z)	\$ 4,331	\$ 4,374	\$ 4,593	\$ 4,823	\$ 5,064	\$ 5,317	\$ 54.68	\$ 57.41	\$ 60.28	\$ 63.30	\$ 66.46	\$ 5,450	\$ 5,583	\$ 5,716
40	615	Development Specialist (Z)	\$ 4,331	\$ 4,374	\$ 4,593	\$ 4,823	\$ 5,064	\$ 5,317	\$ 54.68	\$ 57.41	\$ 60.28	\$ 63.30	\$ 66.46	\$ 5,450	\$ 5,583	\$ 5,716
39	1050	Contract Administration Specialist	\$ 4,331	\$ 4,374	\$ 4,593	\$ 4,823	\$ 5,064	\$ 5,317	\$ 54.68	\$ 57.41	\$ 60.28	\$ 63.30	\$ 66.46	\$ 5,450	\$ 5,583	\$ 5,716
44	690	****Associate Civil Engineer (Z)	\$ 4,331	\$ 4,374	\$ 4,593	\$ 4,823	\$ 5,064	\$ 5,317	\$ 54.68	\$ 57.41	\$ 60.28	\$ 63.30	\$ 66.46	\$ 5,450	\$ 5,583	\$ 5,716
45	700	Architectural Associate (Z)	\$ 4,285	\$ 4,328	\$ 4,544	\$ 4,771	\$ 5,010	\$ 5,261	\$ 54.10	\$ 56.80	\$ 59.64	\$ 62.63	\$ 65.76	\$ 5,392	\$ 5,524	\$ 5,655
46	670	Financial Systems Accountant (Z)	\$ 4,164	\$ 4,206	\$ 4,416	\$ 4,637	\$ 4,869	\$ 5,112	\$ 52.57	\$ 55.20	\$ 57.96	\$ 60.86	\$ 63.90	\$ 5,240	\$ 5,368	\$ 5,495
33	1100	Accountant IV (Z)	\$ 4,164	\$ 4,206	\$ 4,416	\$ 4,637	\$ 4,869	\$ 5,112	\$ 52.57	\$ 55.20	\$ 57.96	\$ 60.86	\$ 63.90	\$ 5,240	\$ 5,368	\$ 5,495
7	570	Construction Coordinator (Z)	\$ 4,105	\$ 4,146	\$ 4,353	\$ 4,571	\$ 4,800	\$ 5,040	\$ 51.83	\$ 54.42	\$ 57.14	\$ 59.99	\$ 62.99	\$ 5,166	\$ 5,292	\$ 5,418
51	715	*****Senior Personnel Analyst (Z)	\$ 3,929	\$ 3,968	\$ 4,167	\$ 4,375	\$ 4,594	\$ 4,823	\$ 49.60	\$ 52.08	\$ 54.69	\$ 57.42	\$ 60.29	\$ 4,944	\$ 5,065	\$ 5,185
52	730	Associate Planner (Z)	\$ 3,891	\$ 3,930	\$ 4,126	\$ 4,333	\$ 4,549	\$ 4,777	\$ 49.12	\$ 51.58	\$ 54.16	\$ 56.87	\$ 59.71	\$ 4,896	\$ 5,016	\$ 5,135
32	975	Environmental Assessment Specialist (Z)	\$ 3,887	\$ 3,926	\$ 4,122	\$ 4,328	\$ 4,545	\$ 4,772	\$ 49.07	\$ 51.53	\$ 54.10	\$ 56.81	\$ 59.65	\$ 4,891	\$ 5,011	\$ 5,130
43	945	Property Management Specialist (Z)	\$ 3,864	\$ 3,903	\$ 4,098	\$ 4,303	\$ 4,518	\$ 4,744	\$ 48.78	\$ 51.22	\$ 53.78	\$ 56.47	\$ 59.30	\$ 4,862	\$ 4,981	\$ 5,099
49	1000	Executive Assistant to Executive Director (Z)	\$ 3,758	\$ 3,796	\$ 3,985	\$ 4,185	\$ 4,394	\$ 4,614	\$ 47.44	\$ 49.82	\$ 52.31	\$ 54.92	\$ 57.67	\$ 4,729	\$ 4,844	\$ 4,960
56	705	Assistant Development Specialist (Z)	\$ 3,752	\$ 3,790	\$ 3,979	\$ 4,178	\$ 4,387	\$ 4,606	\$ 47.37	\$ 49.74	\$ 52.22	\$ 54.84	\$ 57.58	\$ 4,721	\$ 4,836	\$ 4,952
54	720	A - Senior Programmer Analyst (Z)	\$ 3,732	\$ 3,769	\$ 3,958	\$ 4,156	\$ 4,363	\$ 4,582	\$ 47.12	\$ 49.47	\$ 51.95	\$ 54.54	\$ 57.27	\$ 4,696	\$ 4,811	\$ 4,925
54	720	B - Senior Programmer Analyst (Z)	\$ 3,599	\$ 3,635	\$ 3,817	\$ 4,008	\$ 4,208	\$ 4,418	\$ 45.44	\$ 47.71	\$ 50.09	\$ 52.60	\$ 55.23	\$ 4,529	\$ 4,639	\$ 4,750
37	665	Building/Construction Inspector II (Z)	\$ 3,722	\$ 3,759	\$ 3,947	\$ 4,145	\$ 4,352	\$ 4,569	\$ 46.99	\$ 49.34	\$ 51.81	\$ 54.40	\$ 57.12	\$ 4,684	\$ 4,798	\$ 4,912
42	640	Contract Compliance Specialist II (Z)	\$ 3,636	\$ 3,672	\$ 3,856	\$ 4,049	\$ 4,251	\$ 4,464	\$ 45.90	\$ 48.20	\$ 50.61	\$ 53.14	\$ 55.80	\$ 4,575	\$ 4,687	\$ 4,799
50	695	Accountant III (Z)	\$ 3,598	\$ 3,634	\$ 3,816	\$ 4,006	\$ 4,207	\$ 4,417	\$ 45.42	\$ 47.70	\$ 50.08	\$ 52.58	\$ 55.21	\$ 4,528	\$ 4,638	\$ 4,748
47	995	Commission Secretary (Z)	\$ 3,567	\$ 3,603	\$ 3,783	\$ 3,972	\$ 4,171	\$ 4,379	\$ 45.03	\$ 47.29	\$ 49.65	\$ 52.13	\$ 54.74	\$ 4,489	\$ 4,598	\$ 4,707
53	685	Public Affairs Officer (Z)	\$ 3,530	\$ 3,565	\$ 3,744	\$ 3,931	\$ 4,127	\$ 4,334	\$ 44.57	\$ 46.79	\$ 49.13	\$ 51.59	\$ 54.17	\$ 4,442	\$ 4,550	\$ 4,659
62	1030	Management Assistant III (Z)	\$ 3,385	\$ 3,419	\$ 3,590	\$ 3,769	\$ 3,958	\$ 4,156	\$ 42.74	\$ 44.87	\$ 47.12	\$ 49.47	\$ 51.95	\$ 4,260	\$ 4,363	\$ 4,467
63	785	Assistant Planner (Z)	\$ 3,281	\$ 3,314	\$ 3,480	\$ 3,653	\$ 3,836	\$ 4,028	\$ 41.42	\$ 43.49	\$ 45.67	\$ 47.95	\$ 50.35	\$ 4,129	\$ 4,229	\$ 4,330
64	755	Administrative Analyst (Z)	\$ 3,205	\$ 3,237	\$ 3,399	\$ 3,569	\$ 3,747	\$ 3,935	\$ 40.46	\$ 42.49	\$ 44.61	\$ 46.84	\$ 49.18	\$ 4,033	\$ 4,131	\$ 4,230
89	870	Law Clerk II	\$ 3,111	\$ 3,142	\$ 3,299	\$ 3,464	\$ 3,637	\$ 3,819	\$ 39.28	\$ 41.24	\$ 43.30	\$ 45.47	\$ 47.74	\$ 3,915	\$ 4,010	\$ 4,106
60	760	Senior Legal Secretary (Z)	\$ 3,111	\$ 3,142	\$ 3,299	\$ 3,464	\$ 3,637	\$ 3,819	\$ 39.28	\$ 41.24	\$ 43.30	\$ 45.47	\$ 47.74	\$ 3,915	\$ 4,010	\$ 4,106
41	675	Building/Construction Specialist I (Z)	\$ 3,063	\$ 3,094	\$ 3,248	\$ 3,411	\$ 3,581	\$ 3,760	\$ 38.67	\$ 40.60	\$ 42.63	\$ 44.77	\$ 47.00	\$ 3,854	\$ 3,948	\$ 4,042
65	775	Accountant II (Z)	\$ 2,976	\$ 3,006	\$ 3,156	\$ 3,314	\$ 3,480	\$ 3,654	\$ 37.57	\$ 39.45	\$ 41.42	\$ 43.49	\$ 45.67	\$ 3,745	\$ 3,836	\$ 3,928

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
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Seq. No.	Class No.	Agency Classification	Step 1 Jul 2019	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	2.5% Extended Range	5% Extended Range	7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly		
67	765	Programmer Analyst (Z)	\$ 2,963	\$ 2,993	\$ 3,142	\$ 3,299	\$ 3,464	\$ 3,638	\$ 37.41	\$ 39.28	\$ 41.24	\$ 43.30	\$ 45.47	\$ 3,728	\$ 3,819	\$ 3,910
72	1035	Management Assistant II (Z)	\$ 2,951	\$ 2,981	\$ 3,130	\$ 3,286	\$ 3,450	\$ 3,623	\$ 37.26	\$ 39.12	\$ 41.08	\$ 43.13	\$ 45.29	\$ 3,713	\$ 3,804	\$ 3,895
58	735	Contract Compliance Specialist I (Z)	\$ 2,950	\$ 2,980	\$ 3,128	\$ 3,285	\$ 3,449	\$ 3,622	\$ 37.24	\$ 39.11	\$ 41.06	\$ 43.11	\$ 45.27	\$ 3,712	\$ 3,803	\$ 3,893
59	780	Architectural Assistant (Z)	\$ 2,916	\$ 2,945	\$ 3,092	\$ 3,247	\$ 3,409	\$ 3,580	\$ 36.81	\$ 38.66	\$ 40.59	\$ 42.62	\$ 44.75	\$ 3,669	\$ 3,759	\$ 3,848
55	770	Senior Community Services Specialist (Z)	\$ 2,910	\$ 2,939	\$ 3,086	\$ 3,240	\$ 3,402	\$ 3,572	\$ 36.74	\$ 38.58	\$ 40.50	\$ 42.53	\$ 44.66	\$ 3,662	\$ 3,751	\$ 3,840
27	955	Relocation Supervisor (Z)	\$ 2,910	\$ 2,939	\$ 3,086	\$ 3,240	\$ 3,402	\$ 3,572	\$ 36.74	\$ 38.58	\$ 40.50	\$ 42.53	\$ 44.66	\$ 3,662	\$ 3,751	\$ 3,840
69	803	Support Services Supervisor (P)	\$ 2,943	\$ 2,972	\$ 3,121	\$ 3,277	\$ 3,441	\$ 3,613	\$ 37.16	\$ 39.01	\$ 40.96	\$ 43.01	\$ 45.16	\$ 3,703	\$ 3,794	\$ 3,884
66	750	*****Personnel Analyst (Z)	\$ 2,777	\$ 2,805	\$ 2,945	\$ 3,092	\$ 3,247	\$ 3,409	\$ 35.06	\$ 36.81	\$ 38.65	\$ 40.59	\$ 42.62	\$ 3,494	\$ 3,580	\$ 3,665
70	810	A - Administrative Secretary (P)	\$ 2,737	\$ 2,764	\$ 2,903	\$ 3,048	\$ 3,200	\$ 3,360	\$ 34.55	\$ 36.28	\$ 38.10	\$ 40.00	\$ 42.00	\$ 3,444	\$ 3,528	\$ 3,612
70	810	B - Administrative Secretary (P)	\$ 2,055	\$ 2,076	\$ 2,179	\$ 2,288	\$ 2,403	\$ 2,523	\$ 25.94	\$ 27.24	\$ 28.60	\$ 30.03	\$ 31.54	\$ 2,586	\$ 2,649	\$ 2,712
79	830	Harbor Office Supervisor (P)	\$ 2,713	\$ 2,740	\$ 2,877	\$ 3,021	\$ 3,172	\$ 3,331	\$ 34.25	\$ 35.96	\$ 37.76	\$ 39.65	\$ 41.63	\$ 3,414	\$ 3,497	\$ 3,580
57	745	Records & Information Supervisor (Z)	\$ 2,713	\$ 2,740	\$ 2,877	\$ 3,021	\$ 3,172	\$ 3,331	\$ 34.25	\$ 35.96	\$ 37.76	\$ 39.65	\$ 41.63	\$ 3,414	\$ 3,497	\$ 3,580
68	800	Executive Secretary	\$ 2,713	\$ 2,740	\$ 2,877	\$ 3,021	\$ 3,172	\$ 3,331	\$ 34.25	\$ 35.96	\$ 37.76	\$ 39.65	\$ 41.63	\$ 3,414	\$ 3,497	\$ 3,580
74	820	Accountant I (Z)	\$ 2,685	\$ 2,712	\$ 2,847	\$ 2,990	\$ 3,139	\$ 3,296	\$ 33.90	\$ 35.59	\$ 37.37	\$ 39.24	\$ 41.20	\$ 3,379	\$ 3,461	\$ 3,543
78	1040	Management Assistant I (Z)	\$ 2,602	\$ 2,628	\$ 2,759	\$ 2,897	\$ 3,042	\$ 3,194	\$ 32.85	\$ 34.49	\$ 36.22	\$ 38.03	\$ 39.93	\$ 3,274	\$ 3,354	\$ 3,434
75	815	Facility Maintenance Supervisor (Z)	\$ 2,594	\$ 2,620	\$ 2,751	\$ 2,888	\$ 3,033	\$ 3,185	\$ 32.75	\$ 34.39	\$ 36.11	\$ 37.91	\$ 39.81	\$ 3,264	\$ 3,344	\$ 3,423
71	790	Assistant Harbormaster (Z)	\$ 2,559	\$ 2,585	\$ 2,714	\$ 2,850	\$ 2,992	\$ 3,142	\$ 32.31	\$ 33.92	\$ 35.62	\$ 37.40	\$ 39.27	\$ 3,220	\$ 3,299	\$ 3,377
73	795	Community Services Specialist (Z)	\$ 2,539	\$ 2,564	\$ 2,693	\$ 2,827	\$ 2,969	\$ 3,117	\$ 32.05	\$ 33.66	\$ 35.34	\$ 37.11	\$ 38.96	\$ 3,195	\$ 3,273	\$ 3,351
82	845	Purchasing Assistant (P)	\$ 2,519	\$ 2,544	\$ 2,671	\$ 2,805	\$ 2,945	\$ 3,092	\$ 31.80	\$ 33.39	\$ 35.06	\$ 36.82	\$ 38.66	\$ 3,170	\$ 3,247	\$ 3,324
90	885	Account Clerk II (P)	\$ 2,466	\$ 2,491	\$ 2,615	\$ 2,746	\$ 2,883	\$ 3,027	\$ 31.13	\$ 32.69	\$ 34.32	\$ 36.04	\$ 37.84	\$ 3,103	\$ 3,179	\$ 3,254
80	855	A - Records Specialist II (P)	\$ 2,313	\$ 2,336	\$ 2,453	\$ 2,576	\$ 2,704	\$ 2,840	\$ 29.20	\$ 30.66	\$ 32.19	\$ 33.80	\$ 35.49	\$ 2,911	\$ 2,982	\$ 3,053
80	855	B - Records Specialist II (P)	\$ 2,055	\$ 2,076	\$ 2,179	\$ 2,288	\$ 2,403	\$ 2,523	\$ 25.94	\$ 27.24	\$ 28.60	\$ 30.03	\$ 31.54	\$ 2,586	\$ 2,649	\$ 2,712
81	860	A - Senior Office Assistant (P)	\$ 2,313	\$ 2,336	\$ 2,453	\$ 2,576	\$ 2,704	\$ 2,840	\$ 29.20	\$ 30.66	\$ 32.19	\$ 33.80	\$ 35.49	\$ 2,911	\$ 2,982	\$ 3,053
81	860	B - Senior Office Assistant (P)	\$ 2,055	\$ 2,076	\$ 2,179	\$ 2,288	\$ 2,403	\$ 2,523	\$ 25.94	\$ 27.24	\$ 28.60	\$ 30.03	\$ 31.54	\$ 2,586	\$ 2,649	\$ 2,712
85	835	Facility Maintenance Worker (P)	\$ 2,342	\$ 2,365	\$ 2,484	\$ 2,608	\$ 2,738	\$ 2,875	\$ 29.57	\$ 31.05	\$ 32.60	\$ 34.23	\$ 35.94	\$ 2,947	\$ 3,019	\$ 3,091
83	840	Harbor Attendant (P)	\$ 2,342	\$ 2,365	\$ 2,484	\$ 2,608	\$ 2,738	\$ 2,875	\$ 29.57	\$ 31.05	\$ 32.60	\$ 34.23	\$ 35.94	\$ 2,947	\$ 3,019	\$ 3,091
76	825	Senior Harbor Attendant (P)	\$ 2,266	\$ 2,289	\$ 2,403	\$ 2,523	\$ 2,649	\$ 2,782	\$ 28.61	\$ 30.04	\$ 31.54	\$ 33.12	\$ 34.77	\$ 2,851	\$ 2,921	\$ 2,991
84	875	Office Assistant II (P)	\$ 2,261	\$ 2,284	\$ 2,398	\$ 2,518	\$ 2,644	\$ 2,776	\$ 28.55	\$ 29.97	\$ 31.47	\$ 33.04	\$ 34.70	\$ 2,845	\$ 2,915	\$ 2,984
91	895	Office Assistant I (P)	\$ 2,261	\$ 2,284	\$ 2,398	\$ 2,518	\$ 2,644	\$ 2,776	\$ 28.55	\$ 29.97	\$ 31.47	\$ 33.04	\$ 34.70	\$ 2,845	\$ 2,915	\$ 2,984
87	882	Project/Planning Associate (P)	\$ 2,227	\$ 2,249	\$ 2,362	\$ 2,480	\$ 2,604	\$ 2,734	\$ 28.12	\$ 29.52	\$ 31.00	\$ 32.55	\$ 34.18	\$ 2,802	\$ 2,871	\$ 2,939
93	900	Law Clerk I	\$ 2,227	\$ 2,249	\$ 2,362	\$ 2,480	\$ 2,604	\$ 2,734	\$ 28.12	\$ 29.52	\$ 31.00	\$ 32.55	\$ 34.18	\$ 2,802	\$ 2,871	\$ 2,939
77	850	Secretary (P)	\$ 2,156	\$ 2,178	\$ 2,286	\$ 2,401	\$ 2,521	\$ 2,647	\$ 27.22	\$ 28.58	\$ 30.01	\$ 31.51	\$ 33.09	\$ 2,713	\$ 2,779	\$ 2,845

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Seq. No.	Class No.	Agency Classification	Step 1 Jul 2019	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	2.5% Extended Range	5% Extended Range	7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly		
94	905	Account Clerk I (P)	\$ 2,129	\$ 2,150	\$ 2,258	\$ 2,371	\$ 2,489	\$ 2,614	\$ 26.88	\$ 28.22	\$ 29.63	\$ 31.12	\$ 32.67	\$ 2,679	\$ 2,744	\$ 2,810
86	880	Records Specialist I (P)	\$ 1,982	\$ 2,002	\$ 2,102	\$ 2,207	\$ 2,317	\$ 2,433	\$ 25.02	\$ 26.27	\$ 27.59	\$ 28.97	\$ 30.42	\$ 2,494	\$ 2,555	\$ 2,616
88	865	Harbor Office Assistant	\$ 1,982	\$ 2,002	\$ 2,102	\$ 2,207	\$ 2,317	\$ 2,433	\$ 25.02	\$ 26.27	\$ 27.59	\$ 28.97	\$ 30.42	\$ 2,494	\$ 2,555	\$ 2,616
92	890	Harbor Security Officer (P)	\$ 1,907	\$ 1,926	\$ 2,022	\$ 2,123	\$ 2,230	\$ 2,341	\$ 24.08	\$ 25.28	\$ 26.54	\$ 27.87	\$ 29.26	\$ 2,400	\$ 2,458	\$ 2,517
100	935	****Staff Associate VI (Z)	\$ 5,381	\$ 5,435	\$ 5,707	\$ 5,992	\$ 6,291	\$ 6,606	\$ 67.94	\$ 71.33	\$ 74.90	\$ 78.64	\$ 82.58	\$ 6,771	\$ 6,936	\$ 7,101
99	930	*****A - Staff Associate V (Z)	\$ 5,642	\$ 5,698	\$ 5,983	\$ 6,283	\$ 6,597	\$ 6,926	\$ 71.23	\$ 74.79	\$ 78.53	\$ 82.46	\$ 86.58	\$ 7,100	\$ 7,273	\$ 7,446
99	930	*****B - Staff Associate V (Z)	\$ 4,648	\$ 4,694	\$ 4,929	\$ 5,176	\$ 5,434	\$ 5,706	\$ 58.68	\$ 61.62	\$ 64.70	\$ 67.93	\$ 71.33	\$ 5,849	\$ 5,991	\$ 6,134
98	921	Staff Associate IV (Z)	\$ 4,331	\$ 4,374	\$ 4,593	\$ 4,823	\$ 5,064	\$ 5,317	\$ 54.68	\$ 57.41	\$ 60.28	\$ 63.30	\$ 66.46	\$ 5,450	\$ 5,583	\$ 5,716
97	920	Staff Associate III (Z)	\$ 3,742	\$ 3,779	\$ 3,968	\$ 4,167	\$ 4,375	\$ 4,594	\$ 47.24	\$ 49.60	\$ 52.09	\$ 54.69	\$ 57.42	\$ 4,709	\$ 4,824	\$ 4,938
96	915	Staff Associate II (Z)	\$ 2,593	\$ 2,619	\$ 2,750	\$ 2,887	\$ 3,032	\$ 3,183	\$ 32.74	\$ 34.37	\$ 36.09	\$ 37.90	\$ 39.79	\$ 3,263	\$ 3,342	\$ 3,422
95	985	Staff Associate I (Z)	\$ 2,095	\$ 2,116	\$ 2,222	\$ 2,333	\$ 2,449	\$ 2,572	\$ 26.45	\$ 27.77	\$ 29.16	\$ 30.62	\$ 32.15	\$ 2,636	\$ 2,701	\$ 2,765

- * Ranges from 2.5% up to 7.5% Maximum
- ** Attorney Pay Range Varies
- *** 550 Series OCII - Step 5 is equal to CCSF Step 1
- **** 093 Series OCII Step 1 is equal to CCSF Step 2
- ***** 2.0% in increases to the base wages - 1% 07/01/2019/1% 07/01/2020
- ***** 1.0% in increases to the base wages - 0.5% 07/01/2019/0.5% 07/01/2020
- A Hired on or before 06/30/2018
- B Hired after 07/01/2018