

31. Approval of the City Manager's FY 2025 & FY 2026 Operating Budget & CIP 2025-2029 (All Wards)

Recommendation:

It is recommended that the Mayor and City Council of the City of San Bernardino, California:

1. Adopt Resolution No. 2024-139 of the Mayor and City Council of the City of San Bernardino, California, approving the City of San Bernardino's Fiscal Years 2024/25 and 2025/26 Operating Budget and Capital Improvement Plan;
2. Adopt annual budgets for Fiscal Years 2024/25 and Fiscal Year 2025/26 with any City Council approved modifications made during the Public Hearing to be incorporated into the City of San Bernardino's Fiscal Years 2024/25 and 2025/26 Operating Budget and Capital Improvement Plan and included as part of the final adopted budgets;
3. Establish the City's Appropriations Limit as required by Article XII of the California State Constitution; and
4. Adopt Resolution No. 2024-140 of the Mayor and City Council of the City of San Bernardino, California, approving an amendment to the city-wide salary schedule for full-time, part-time, temporary, and seasonal positions.



DISCUSSION

City of San Bernardino Request for Council Action

Date: June 5, 2024

To: Honorable Mayor and City Council Members

From: Rochelle Clayton, Acting City Manager;
Suzie Soren, Deputy City Manager;
Jeannie Fortune, Interim Director of Finance & Management Services

Department: Finance & Management Services

Subject: **Approval of the City Manager's FY 2025 & FY 2026 Operating Budget & CIP 2025-2029 (All Wards)**

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3. Establish the City's Appropriations Limit as required by Article XII of the California State Constitution; and
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Executive Summary

The City Manager's Proposed Budget provides the Mayor and City Council with a budget for the Fiscal Years 2024/25 and 2025/26. The presentation will provide an overview of the City Manager's proposed operating and capital budgets.

Background

Section 701 of the City Charter provides that the City Manager shall prepare and submit a proposed budget to the Mayor and City Council for the ensuing fiscal year. Article VII in Section 703 further states that the Council shall publish a general summary of the budget and CIP and hold one (1) or more public hearings. After the public hearing(s), the Budget and CIP shall be adopted, as they may be amended, by the Council before the beginning of each fiscal year.

The budget process kicked off in early 2023, where departments were directed to submit proposed budgets for review. Meetings with Departments, the Finance Department, and the City Manager's Office occurred to review departmental submittals. On May 15, 2024, the Mayor and City Council held a Public Hearing to review and discuss the proposed Fiscal Years 2024/25 and 2025/26 Operating Budget and Capital Improvement Plan 2025-2029. The direction was provided to staff to continue the Public Hearing to June 5, 2024, which was held earlier this evening.

Discussion

The Fiscal Years 2024/25 and 2025/26 Operating and Capital Improvement Budget recommendations were guided by the Mayor and City Council's Strategic Targets and Goals for the City of San Bernardino. The four overarching categories of these Targets and Goals are:

- Improved Operational and Financial Stability
- Focused, Aligned Leadership and Unified Community
- Improved Quality of Life

Economic Growth & Development

The discussion aims to review and adopt the proposed operating budgets for Fiscal Years 2024/25 and 2025/26 and adopt the 2025-2029 Capital Improvement Program (CIP). The attached budget document presents an in-depth look at the programs and services provided by the City and supports the Mayor & City Council in allocating resources in a way that best serves the community. The full proposed budget that will become the adopted budget for Fiscal Years 2024/25 and 2025/26 is fully available in a digital format.

[Proposed Fiscal Year 2025 & 2026 Budget](https://stories.opengov.com/sanbernardinoca/published/RcJlJl4Ai)

<<https://stories.opengov.com/sanbernardinoca/published/RcJlJl4Ai>>. This site allows members of the public to explore the proposed budget by department fully, learn more about the components of the budget, and view visual representations of the breakdowns of expenditures.

General Fund Revenue

The proposed General Fund revenue for Fiscal Year 2024/25 is \$236,603,800, and for Fiscal Year 2025/26 is \$253,166,066, representing a 13.6% increase from FY 2023/24 Adopted Budget. Measure S (transaction and use tax) and Sales and Use Tax remain the main revenue sources within the General Fund. These revenue sources have stabilized from the levels seen during the pandemic; the forecast includes a 1-5% increase in FY 2024/25 and FY 2025/26 over the FY 2023/24 Adopted Budget.

Several revenue categories within the General Fund are expected to continue to increase, such as investment income, use of money and property, utility user tax, other taxes, and licenses and permits. These revenues cover public safety, parks, and community services, development services, and other activities and programs.

Below is a table with the forecast revenues for FY 2024/25 & FY 2025/26.

CITY OF SAN BERNARDINO REVENUE ESTIMATES FY2024/25 & FY2025/26					
Account Type	FY2023/24 Projected Year-End		FY2024/25 Proposed		FY2025/26 Proposed
Charges for services	\$	9,087,250	\$	10,319,801	\$ 11,042,187
Fines and forfeitures	\$	1,397,000	\$	1,593,262	\$ 1,704,790
Franchise Tax	\$	13,280,000	\$	14,939,265	\$ 15,985,014
Intergovernmental	\$	5,348,374	\$	2,949,650	\$ 3,156,126
Investment income	\$	900,000	\$	999,900	\$ 1,069,893
Licenses & permits	\$	14,378,500	\$	16,989,167	\$ 18,178,409
Measure S Sales Tax	\$	50,528,000	\$	53,550,000	\$ 57,298,500
Miscellaneous	\$	3,844,697	\$	4,238,231	\$ 4,534,907
Other Taxes	\$	9,550,000	\$	11,599,680	\$ 12,411,658
Cannabis Tax	\$	2,800,000	\$	3,460,800	\$ 3,703,056
Property Tax In Lieu VLF	\$	23,000,000	\$	25,806,000	\$ 27,612,420
Sales and Use Tax	\$	57,088,000	\$	58,623,667	\$ 62,727,324
Use of Money and Property	\$	2,357,000	\$	2,640,627	\$ 2,825,471
Utility Users Tax	\$	25,000,000	\$	28,893,750	\$ 30,916,313
Total General Fund Revenues:	\$	218,558,821	\$	236,603,800	\$ 253,166,066

General Fund Expenditures

The chart below summarizes the total General Fund expenditures in the Operating Budget. The proposed General Fund expenditures for Fiscal Year 2024/25 are \$237,733,763, and for Fiscal Year 2025/26 are \$252,961,302. In both Fiscal Years 2024/25 and 2025/26, approximately 63% of total expenditures are related to personnel costs alone, and the remaining 37% are other non-personnel expenses such as programs, services, and capital expenditures.

The following table summarizes the estimated expenditures for the General Fund FY 2023/24 year-end and the proposed expenditures for FY 2024/25 and 2025/26 by department. Further information detailing each departments' expenditure levels can be found within the budget book linked above.

CITY OF SAN BERNARDINO PROPOSED EXPENDITURES FY 2024/25 & FY 2025/26				
Department	FY 2023/24 Projected Year-End	FY 2024/25 Proposed	FY 2025/26 Proposed	
Mayor	\$ 305,812	\$ 403,756	\$ 425,651	
City Council	\$ 1,092,321	\$ 1,243,619	\$ 1,300,847	
City Clerk	\$ 1,748,820	\$ 1,942,869	\$ 1,994,357	
Legal Services	\$ 5,304,826	\$ 5,181,587	\$ 5,536,580	
General Government	\$ 11,734,400	\$ 10,420,266	\$ 13,194,135	
City Manager's Office	\$ 3,440,261	\$ 5,243,556	\$ 5,805,481	
Human Resource & Risk Management	\$ 2,975,837	\$ 2,784,522	\$ 3,042,376	
Finance & Management Services	\$ 5,580,156	\$ 6,612,496	\$ 7,241,806	
Economic Development	\$ -	\$ 1,785,363	\$ 2,002,329	
Community Development & Housing	\$ 12,092,145	\$ 15,004,584	\$ 16,413,508	
Police	\$ 116,734,761	\$ 132,847,479	\$ 138,329,846	
Parks Recreation & Community Services	\$ 5,224,619	\$ 6,000,401	\$ 6,389,934	
Public Works	\$ 31,164,575	\$ 35,591,030	\$ 37,647,120	
Library Services	\$ 2,924,322	\$ 4,975,030	\$ 4,952,282	
Special Assessment District	\$ 114,321	\$ 150,000	\$ 150,000	
Capital Improvement Operating Contribution	\$ 2,000,000	\$ -	\$ -	
<i>Transfer out to Animal Services</i>	<i>\$ 4,269,976</i>	<i>\$ 7,547,205</i>	<i>\$ 8,535,050</i>	
Total General Fund Expenditures	\$ 206,707,152	\$ 237,733,763	\$ 252,961,302	

General Fund Balances

The General Fund is the primary governmental fund for delivering programs and services for the City of San Bernardino. In 2018, the Mayor and City Council adopted a General Fund Reserve Policy (Attachment 5) that requires the City to hold available General Fund Balance in reserves. These amounts are based on the adopted budget expenditure allocations: 10% for the Economic Contingency Reserve, and 15% is for the Emergency Reserve.

Fund Balance amounts originally proposed are subject to change, and the actual ending Fund Balance will be presented to the Mayor and City Council once the Annual Comprehensive Financial Report (ACFR) has been composed.

Category	ACFR2022-23 FUND BALANCE 06-30-2023	FUND BALANCE 06-30-2024	FUND BALANCE 06-30-2025	FUND BALANCE 06-30-2026
Nonspendable	41,421,536	40,000,000	40,000,000	40,000,000
Restricted	2,086,366	2,000,000	1,800,000	1,800,000
Committed				
<i>Animal Services</i>	68,387	10,000,000		
<i>General Plan Update</i>	142,877	2,400,000		
<i>Measure S- Capital Projects</i>	81,762,949	73,512,719	64,561,199	54,637,148
15% Emergency Reserve	28,788,264	31,006,073	35,413,498	37,666,239
10% Economic Contingency Reserve	19,192,176	20,670,715	23,608,999	25,110,826
Unassigned	-	5,724,718	9,364,343	7,091,633
TOTAL FUND BALANCE	173,462,555	185,314,225	174,748,039	166,305,846
Positions Added April 17 (Proposed Use of Fund Balance)	-	-	(1,382,264)	(1,560,865)
Additional Administrative Positions (Proposed Use of Fund Balance)	-	-	(261,513)	(292,182)
Additional Prior Year (FY2024/25) Use of Fund Balance	-	-	-	(1,643,777)
REMOVED FUND BALANCE	173,462,555	185,314,225	173,104,262	162,809,022

Capital Improvement Plan

The City will invest \$13,236,500 in Fiscal Year 2024/25 and \$17,481,000 in Fiscal Year 2025/26 into critical infrastructure needs. These are all new funds assigned to new CIP projects or additional funds added to existing projects. A considerable amount of funds will be carried over from Fiscal Year 2023/24 to the existing projects to which those funds have previously been committed. Any reassigning and possible project surpluses will be brought forward to the Mayor and City Council as a joint effort between the Public Works and Finance departments.

FY2024/25 Proposed				FY2025-26 Proposed			
CIP Categories	General Fund	Other Funds	TOTAL	General Fund	Other Funds	TOTAL	
Building	\$ 2,000,000	\$ 600,000	\$ 2,600,000	\$ -	\$ 100,000	\$ 100,000	
Environmental	\$ -	\$ 250,000	\$ 250,000	\$ -	\$ 250,000	\$ 250,000	
Others	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Parks	\$ 1,325,000	\$ 2,200,000	\$ 3,525,000	\$ -	\$ 2,850,000	\$ 2,850,000	
Police	\$ -	\$ 50,000	\$ 50,000	\$ -	\$ -	\$ -	
Storm Drain	\$ -	\$ 750,000	\$ 750,000	\$ -	\$ 500,000	\$ 500,000	
Streets	\$ -	\$ 4,500,000	\$ 4,500,000	\$ -	\$ 13,120,000	\$ 13,120,000	
Traffic	\$ 240,500	\$ 1,321,000	\$ 1,561,500	\$ 395,000	\$ 266,000	\$ 661,000	
Grand Total	\$ 3,565,500	\$ 9,671,000	\$ 13,236,500	\$ 395,000	\$ 17,086,000	\$ 17,481,000	

FY 2024-25 Appropriations Limit Calculation

Article XIII B of the California Constitution (enacted with the passage of Proposition 4 in 1979 and modified with the passage of Proposition 111 in 1990) restricts the appropriations growth rate for cities and other local jurisdictions. The growth rate is tied to changes in the population and the change in California Per Capita Personal Income. In April 2024, the State Department of Finance notified each city of the population changes and per capita personal income factor to be used in determining appropriation limits. Effective January 1, 2023, the change in the California Per Capita Personal Income is 3.62%, and the change in the County of San Bernardino's Population is 0.39%. Using the population and per capita personal income data provided by the California Department of Finance, the City's Fiscal Year 2024-2025 appropriation limit is \$481,445,743. Appropriations subject to the limitation in the 2024-25 budget total \$193,780,697, of which \$192,480,697 is from proceeds from taxes and \$1,300,000 from State Subventions pursuant to Government Code Section 7903. The appropriations subject to limitations combined amount to \$287,665,046 which is less than the computed allowable limit.

Personnel Compensation

In conjunction with the budget adoption, the annual adoption of a resolution approving the salary ranges effective July 1, 2024, is attached for the Mayor and City Council's review and approval. The annual adoption of the salary ranges is a requirement of the California Public Employees' Retirement System (CalPERS) that is set forth in Government Code Section 20636, defining "Compensation Earnable" and the California Code of Regulations (CCR) Section 570.5. Attachment 7 provides the City of San Bernardino's city-wide FY 2024/25 Salary Schedule. This salary schedule reflects all salary rates effective July 1, 2024, honors all negotiated cost-of-living adjustments for all bargaining units, and is a Publicly Available Pay schedule.

2021-2025 Strategic Targets and Goals

The proposed budget review aligns with all key targets of the City Council's Strategic Plan. Funding projects and programs at every level of the organization ensures that the City can achieve the goals and priorities established by the Mayor and City Council.

Fiscal Impact

The adoption of the budget allocates the available resources to programs, services, and departments for the upcoming fiscal years.

<u>Fund</u>	<u>FY2024-25</u>	<u>FY2025-26</u>
Revenues		
General Fund Revenues	\$ 236,603,800	\$ 253,166,066
Other Fund Revenues	\$ 95,076,919	\$ 97,268,983
Total Proposed Revenues	\$ 331,680,719	\$ 350,435,049
Expenditures		
General Fund Expenditures	\$ 237,733,763	\$ 252,961,302
Other Fund Expenditures	\$ 74,988,484	\$ 77,164,377
Total Proposed Expenditures	\$ 312,722,247	\$ 330,125,679

Conclusion

It is recommended that the Mayor and City Council of the City of San Bernardino, California:

1. Adopt Resolution No. 2024-139 of the Mayor and City Council of the City of San Bernardino, California, approving the City of San Bernardino's Fiscal Years 2024/25 and 2025/26 Operating Budget and Capital Improvement Plan;
2. Adopt annual budgets for Fiscal Years 2024/25 and Fiscal Year 2025/26 with any City Council approved modifications made during the Public Hearing to be incorporated into the City of San Bernardino's Fiscal Years 2024/25 and 2025/26 Operating Budget and Capital Improvement Plan and included as part of the final adopted budgets;
3. Establish the City's Appropriations Limit as required by Article XII of the California State Constitution;
4. Adopt Resolution No. 2024-140 of the Mayor and City Council of the City of San Bernardino, California, approving an amendment to the city-wide salary schedule for full-time, part-time, temporary, and seasonal positions;

Attachments

1. Attachment 1 – Resolution 2024-139
2. Attachment 2 – GANN Limit – 2025
3. Attachment 3 – Capital Improvement Plan 2025-2029
4. Attachment 4 – General Fund Policy Reserve
5. Attachment 5 – Resolution 2024-140
6. Attachment 6 – City of San Bernardino 2024-25 Salary Schedule
7. Attachment 7 – City of San Bernardino SBPD Salary Table

Ward:
All Wards

Synopsis of Previous Council Actions:

- May 15, 2024 Mayor and City Council held a Public Hearing for the presentation of the City Manager's Fiscal Years 2024/25 and 2025/26 Proposed Operating Budget and Capital Improvement Plan.
- April 17, 2024 Mayor and City Council received and filed the Fiscal Years 2024/25 and 2025/26 City Manager's Proposed Operating Budget and Capital Improvement Plan.

RESOLUTION NO. 2024-139

RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF SAN BERNARDINO, CALIFORNIA, APPROVING AND ADOPTING THE CITY OF SAN BERNARDINO'S OPERATING BUDGET AND CAPITAL IMPROVEMENT PLAN (CIP) FOR FISCAL YEARS 2024/25 AND 2025/26; ESTABLISHING THE CITY'S APPROPRIATION LIMIT AS REQUIRED BY ARTICLE XIII B OF THE CALIFORNIA STATE CONSTITUTION; AND AUTHORIZE THE CARRYOVER OF ENCUMBRANCES AND UNEXPENDE APPROPRIATIONS FOR AUTHORIZED BUT UNCOMPLETED PROJECTS, UPON APPROVAL BY THE CITY MANAGER.

WHEREAS, the proposed FY 2024/25 and FY 2025/26 Operating Budget and CIP for FY 2025-2029 provide for service levels necessary to respond to protect the health, safety, and welfare of the community, which are deemed appropriate by the Mayor and City Council and provides a workforce to accomplish said service priorities; and

WHEREAS, Article XIII B of the Constitution of the State of California as proposed by the initiative Measure approved by the people at the special statewide election held on November 6, 1979, provides that the total annual appropriations subject to limitation of each local government shall not exceed the appropriations limit of such entity for the prior year adjusted for changes in the cost of living and population except as otherwise specifically provided for in said Article; and

WHEREAS, Section 7910 of the Government Code provides that each year the governing body of each local jurisdiction shall, by resolution establish its appropriations limit for the following fiscal year pursuant to Article XIII B at a regularly scheduled meeting or noticed special meeting

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF SAN BERNARDINO AS FOLLOWS:

SECTION 1. The above recitals are true and correct and are incorporated herein by this reference.

SECTION 2. The Mayor and City Council approve the Operating Budget for Fiscal Year 2024/25, Fiscal Year 2025/26, and the CIP 2025-2029. Total Estimated Revenue for Fiscal Year 2025 included in the Budget is \$331,680,719; for Fiscal Year 2026, the total Revenue is \$350,435,049. Total appropriations in the Operating Budget for Fiscal Year 2025 are \$312,722,247 and \$330,125,679 in Fiscal Year 2026. The total appropriations in the CIP Budget for FY 2024/25 is \$13,236,500, and FY 2025/26 is \$17,481,000.

SECTION 3. The Appropriations Limit for the City of San Bernardino, as established in accordance with Article XIII B of the Constitution of the State of California and detailed as Exhibit “B,” is \$481,445,743.

SECTION 4. At the close of the prior fiscal year, unexpended appropriations in the operating budget will be encumbered as necessary to underwrite the expense of outstanding purchase commitments. Unexpended appropriations for authorized but uncompleted projects, as approved by the City Council, may be carried forward to the next succeeding budget upon approval of the City Manager.

SECTION 5. The Mayor and City Council finds this Resolution is not subject to the California Environmental Quality Act (CEQA) in that the activity is covered by the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment. Where it can be seen with certainty, as in this case, that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA.

SECTION 6. Severability. If any provision of this Resolution or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications, and to this end the provisions of this Resolution are declared to be severable.

SECTION 7. Effective Date. This Resolution shall become effective immediately.

APPROVED and **ADOPTED** by the City Council and signed by the Mayor and attested by the City Clerk this ____ day of _____ 2024.

Helen Tran, Mayor
City of San Bernardino

Attest:

Genoveva Rocha, CMC, City Clerk

Approved as to form:

Sonia Carvalho, City Attorney

CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF SAN BERNARDINO) ss
CITY OF SAN BERNARDINO)

I, Genoveva Rocha, CMC, City Clerk, hereby certify that the attached is a true copy of Resolution No. 2024-139, adopted at a regular meeting held on the ____ day of _____ 2024 by the following vote:

<u>Council Members:</u>	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
SANCHEZ	_____	_____	_____	_____
IBARRA	_____	_____	_____	_____
FIGUEROA	_____	_____	_____	_____
SHORETT	_____	_____	_____	_____
REYNOSO	_____	_____	_____	_____
CALVIN	_____	_____	_____	_____
ALEXANDER	_____	_____	_____	_____

WITNESS my hand and official seal of the City of San Bernardino this ____ day of _____ 2024.

Genoveva Rocha, CMC, City Clerk

CITY OF SAN BERNARDINO
FY 2025
APPROPRIATION LIMITATION COMPUTATION

Article XIII B of the California Constitution (enacted with the passage of Proposition 4 in 1979 and modified with the passage of Proposition 111 in 1990) restricts the appropriations growth rate for cities and other local jurisdictions. The growth rate is tied to changes in the population and the change in California Per Capita Personal Income. In April 2024, the State Department of Finance notified each city of the population changes and per capita personal income factor to be used in determining appropriation limits. Effective January 1, 2023, the change in the California Per Capita Personal Income is 3.62% and the change in the County of San Bernardino's Population is 0.39%. Using the population and per capita personal income data provided by the California Department of Finance, the City's appropriation limit for Fiscal Year 2024-2025 is \$481,445,743. Appropriations subject to the limitation in the 2024-25 budget total \$193,780,697, of which \$192,480,697 is from proceeds from taxes and \$1,300,000 from State Subventions pursuant to Government Code Section 7903. The appropriations subject to limitations combined amount to \$287,665,046 which is less than the computed allowable limit.

Appropriations Limits

FY 2023-24 Appropriations Limit	462,683,003
FY 2024-25 Adjustment Factors	
<i>Percentage Change in Per Capita Personal Income</i>	3.62%
<i>Percentage Change in Population</i>	0.39%
Appropriations Change Factor (3.62% x 0.39%)	1.04055204
FY 2024-2025 APPROPRIATION LIMIT	481,445,743
TOTAL FY 2024-2025 APPROPRIATIONS SUBJECT TO LIMITATIONS	(192,480,697)
STATE SUBVENTIONS PURSUANT TO GOVERNMENT CODE SECTION 7903	(1,300,000)
(OVER)/UNDER APPROPRIATION LIMIT	287,665,046



City of San Bernardino Capital Improvement Plan (CIP) - All Projects

Investing in the Future of San Bernardino

Project Name	Category	Ward	Status	Balance	FY 24/25	FY 25/26	FY 26/27	FY 27/28	FY 28/29	Funding Source
California Theater Renovation	Building	1	Design	\$ 4,500,000	\$ 1,000,000	\$ -	\$ -	\$ -	\$ -	Measure S, Federal Grant Programs
Carousel Mall Demolition	Building	1	Completed	\$ 199,950	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
City Hall Rehabilitation Project	Building	1	Planning	\$ 300,000	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
Encanto Community Center Improvement	Building	1	New CIP	\$ -	\$ -	\$ -	\$ 500,000	\$ 4,500,000	\$ -	CDBG, Donation Fund, Cultural Development
Encanto Community Center Improvement	Building	1	Design	\$ 3,282,801	\$ -	\$ -	\$ -	\$ -	\$ -	Donation Fund, CDBG, CDBG-CV 3, Cultural Development
Feldheim Painting - Interior and Exterior	Building	1	New CIP	\$ -	\$ -	\$ -	\$ -	\$ 200,000	\$ -	Library Facilities
Hernandez Community Center Fencing	Building	1	Planning	\$ 250,000	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
One Stop Permitting Center	Building	1	Planning	\$ 400,000	\$ -	\$ -	\$ -	\$ -	\$ -	Public Use Facilities
Villasenor Security Cameras	Building	1	New CIP	\$ -	\$ -	\$ 100,000	\$ 125,000	\$ -	\$ -	Library Facilities
Police Range	Building	2	New CIP	\$ -	\$ 600,000	\$ -	\$ -	\$ -	\$ -	Law Enforcement Facilities
Animal Shelter Construction - Regional Partnership	Building	3	Construction	\$ 4,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	General Fund
Nicholson Park Community Center Phase 2	Building	6	New CIP	\$ -	\$ 1,000,000	\$ -	\$ -	\$ -	\$ -	ARPA
Feldheim Central Library Revitalization	Building	All	Construction	\$ 6,409,370	\$ -	\$ -	\$ -	\$ -	\$ -	State Grant
Navigation Center	Building	All	Construction	\$ 12,116,400	\$ -	\$ -	\$ -	\$ -	\$ -	ARPA
Building Total				\$ 31,458,521	\$ 2,600,000	\$ 100,000	\$ 625,000	\$ 4,700,000	\$ -	
Montgomery Ward Service Center Soil Vapor Extraction	Environmental	1	Planning	\$ 20,001	\$ 250,000	\$ 250,000	\$ -	\$ -	\$ -	Successor Agency
Street Sweeping Signage Program	Environmental	All	Planning	\$ 1,515,448	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
Environmental Total				\$ 1,535,449	\$ 250,000	\$ 250,000	\$ -	\$ -	\$ -	
Emergency BU Generator for CNG	Others	3	Ongoing	\$ 208,072	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
Water Infrastructure Improvement	Others	All	Ongoing	\$ 5,160,000	\$ -	\$ -	\$ -	\$ -	\$ -	ARPA
Others Total				\$ 5,368,072	\$ -	\$ -	\$ -	\$ -	\$ -	
Bobby Vega Park Improvements	Parks	1	Planning	\$ 250,000	\$ -	\$ -	\$ -	\$ -	\$ -	AB 1600 Parkland And Op
Guadalupe - Concession Stand, Restroom, Press Box and Parking Lot	Parks	1	New CIP	\$ -	\$ -	\$ -	\$ 500,000	\$ 1,000,000	\$ -	AB 1600 Parkland And Op
Norton Gym Facility Upgrades	Parks	1	Planning	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	Cultural Development
Pioneer Memorial Cemetery & Secombe Lake Improvements Fencing	Parks	1	Construction	\$ 212,860	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
Ruben Campos Community Center Parking Lot	Parks	1	Planning	\$ 625,000	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
Sal Saavedra Park: Guadalupe Field	Parks	1	Design	\$ 803,087	\$ 1,200,000	\$ -	\$ -	\$ -	\$ -	County ARPA
Secombe Lake Park Improvements	Parks	1	Design	\$ 8,652,767	\$ -	\$ -	\$ -	\$ -	\$ -	ARPA, Federal Grant Programs
Jerry Lewis Swim Center Improvements	Parks	2	Planning	\$ 500,652	\$ -	\$ -	\$ 2,500,000	\$ 1,500,000	\$ -	Measure S
Roosevelt Bowl Rehabilitation	Parks	2	Planning	\$ 2,590,325	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S, ARPA, County ARPA
Speicher Park - East Side Skate Park	Parks	2	Design	\$ 772,780	\$ 500,000	\$ -	\$ -	\$ -	\$ -	Measure S, AB 1600 Parkland And Op
Speicher Park Baseball Field - Phase 2 and Phase 3	Parks	2	New CIP	\$ -	\$ -	\$ -	\$ -	\$ 1,000,000	\$ 7,000,000	AB 1600 Parkland
Speicher Park Improvements (Ballfields, Parking Lot)	Parks	2	Design	\$ 1,751,468	\$ 1,300,000	\$ -	\$ -	\$ -	\$ -	ARPA, Federal Grant Programs
Speicher Park Multipurpose Field Lighting Installation	Parks	2	Design	\$ 1,083,393	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S, AB 1600 Parkland And Op
Speicher Park Soccer and Multi-Field	Parks	2	New CIP	\$ -	\$ -	\$ -	\$ -	\$ 500,000	\$ 1,000,000	Cultural Development
Lytle Creek Park Improvements (Futsal Field)	Parks	3	Planning	\$ 593,707	\$ -	\$ -	\$ -	\$ -	\$ -	ARPA
Newmark Ball Fields Lighting System Installation (Stadium lighting)	Parks	4	Design	\$ 545,210	\$ -	\$ -	\$ -	\$ -	\$ -	AB 1600 Parkland And Op
Blair Park: Fitness Court, Dodgers Dream Field, 3 fields	Parks	5	Planning	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Federal Grant Programs, Cultural Development
Verdemon Community Center	Parks	5	New CIP	\$ -	\$ -	\$ -	\$ 500,000	\$ 1,500,000	\$ -	Cultural Development Fund
Anne Shirrells Park (Gazebo)	Parks	6	Planning	\$ -	\$ 25,000	\$ -	\$ -	\$ -	\$ -	Measure S
Delmann Height Parks Field and Track Phases 1-3	Parks	6	New CIP	\$ -	\$ -	\$ 500,000	\$ 2,000,000	\$ 600,000	\$ 2,200,000	AB 1600 Parkland And Op
Nicholson Park Improvements	Parks	6	Construction	\$ 9,600,268	\$ -	\$ -	\$ -	\$ -	\$ -	ARPA, CDBG, Liability Insurance Fund
Expansion of Walking Trail - Electric and 40th	Parks	7	New CIP	\$ -	\$ -	\$ 350,000	\$ 1,650,000	\$ -	\$ -	AB 1600 Parkland And Op
Wildwood Park & Encanto Park - Phase 1	Parks	1, 4	Planning	\$ 989,663	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
Route 66 Parks Centennial	Parks	1, 6	New CIP	\$ -	\$ 500,000	\$ 2,000,000	\$ -	\$ -	\$ -	AB 1600 Parkland And Op, Cultural Development
Citywide Irrigation System #1	Parks	All	Planning	\$ 250,000	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
Parks Master Plan Study	Parks	All	Planning	\$ 102,600	\$ -	\$ -	\$ -	\$ -	\$ -	Cultural Development, Measure S
Parks Restrooms Renovation	Parks	All	Planning	\$ 996,925	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
Parks Total				\$ 30,350,705	\$ 3,525,000	\$ 2,850,000	\$ 7,150,000	\$ 6,100,000	\$ 10,200,000	
Police Building Management System	Police	1	Planning	\$ 365,000	\$ -	\$ -	\$ -	\$ -	\$ -	Law Enforcement Facilities
Police Locker Room Renovation	Police	1	Planning	\$ 499,968	\$ 50,000	\$ -	\$ -	\$ -	\$ -	Law Enforcement Facilities
Police Total				\$ 864,968	\$ 50,000	\$ -	\$ -	\$ -	\$ -	



City of San Bernardino Capital Improvement Plan (CIP) - All Projects

Investing in the Future of San Bernardino

Project Name	Category	Ward	Status	Balance	FY 24/25	FY 25/26	FY 26/27	FY 27/28	FY 28/29	Funding Source
Mevers Creek Focused Drainage Study	Storm Drain	5	Planning	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Storm Drain Construction
Drainage Channel Improvement at Cajon Blvd & Shenandoah Way	Storm Drain	6	Planning	\$ -	\$ 250,000	\$ -	\$ -	\$ -	\$ -	Storm Drain Construction
Mt. Vernon Storm Drain	Storm Drain	6	Design	\$ 6,129,092	\$ -	\$ -	\$ -	\$ -	\$ -	Storm Drain Construction
Sierra Way Storm Drain (modified design)	Storm Drain	7	Planning	\$ 2,500,000	\$ -	\$ -	\$ -	\$ -	\$ -	Storm Drain Construction
Sierra Way Storm Drain (Original design)	Storm Drain	7	Design	\$ 3,784,787	\$ -	\$ -	\$ -	\$ -	\$ -	Storm Drain Construction
Waterman/Baseline Culvert	Storm Drain	1, 2	Planning	\$ 135,001	\$ -	\$ -	\$ -	\$ -	\$ -	Storm Drain Construction
Storm Drain Catch Basin Screen Installation (TMDLS - Track 1)	Storm Drain	All	Design	\$ 399,828	\$ -	\$ -	\$ -	\$ -	\$ -	Storm Drain Construction
Storm Drain Upgrade	Storm Drain	All	Planning	\$ 1,644,494	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000	Storm Drain Construction
Storm Drain Total				\$ 14,593,201	\$ 750,000	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000	
4th St Alley Rehabilitation	Streets	1	Planning	\$ 459,577	\$ -	\$ -	\$ -	\$ -	\$ -	Federal Grant Programs
Cross Street Bridge	Streets	2	Design	\$ 3,001,860	\$ -	\$ -	\$ -	\$ -	\$ -	General Fund
Mt. Vernon Ave. Bridge Replacement	Streets	3	Construction	\$ 12,780,213	\$ -	\$ -	\$ -	\$ -	\$ -	Regional Circulation System
40th Street Widening from Electric Ave to Johnson St	Streets	4	Design	\$ 3,746,096	\$ 2,000,000	\$ 2,080,000	\$ 1,120,000	\$ -	\$ -	Regional Circulation System
H St. Widening from Kendall Dr. to 40th St.	Streets	4	Design	\$ 1,893,398	\$ 2,000,000	\$ 1,040,000	\$ 1,080,000	\$ -	\$ -	Measure I, Regional Circulation System
University Parkway Extension Phase 1- 16th St. to Baseline Rd.	Streets	6	Construction	\$ 624,232	\$ -	\$ -	\$ -	\$ -	\$ -	Regional Circulation System
Street Rehabilitation- 3 Locations	Streets	1, 4, 3	Construction	\$ 1,237,803	\$ -	\$ -	\$ -	\$ -	\$ -	CDBG
Pepper Ave. Rehabilitation	Streets	3, 6	Construction	\$ 2,687,889	\$ -	\$ -	\$ -	\$ -	\$ -	Measure I
9 Bus Stop Sidewalk Improvements	Street	All	Construction	\$ 120,000	\$ -	\$ -	\$ -	\$ -	\$ -	TD A Article 3
ADA Access Street Improvements in various locations	Street	All	New CIP	\$ -	\$ -	\$ -	\$ 500,000	\$ 500,000	\$ 500,000	General Fund, Measure S, RMRA, Gas Tax
ADA Transition Plan to meet Title II Regulations	Street	All	Planning	\$ 500,000	\$ 500,000	\$ -	\$ -	\$ -	\$ -	Gas Tax
City Wide Pavement Rehab	Streets	All	Planning	\$ 5,320,805	\$ -	\$ -	\$ -	\$ -	\$ -	RMRA, Gas Tax
Pavement Management Program (SS23-001)	Streets	All	Planning	\$ 1,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	Measure I
Pavement Rejuvenation Various	Streets	All	Construction	\$ 2,665,386	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S, Measure I
Street Improvement on 35 Street Segments	Street	All	New CIP	\$ -	\$ -	\$ 10,000,000	\$ 10,000,000	\$ -	\$ -	General Fund, Measure S, RMRA, Gas Tax
Street Rehabilitation- 21 Locations	Streets	All	Construction	\$ 8,977,876	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S, RMRA, Gas Tax, Measure I
Streets Total				\$ 45,015,136	\$ 4,500,000	\$ 13,120,000	\$ 12,700,000	\$ 500,000	\$ 500,000	
Metrolink Accessibility Improvements Phase 2 (ATP Cycle 2 Safe Route to School)	Traffic	1	Construction	\$ 440,821	\$ -	\$ -	\$ -	\$ -	\$ -	Federal Grant Programs
SB County Joint Project- 5th Street and Pedley Rd.	Traffic	1	Construction	\$ 355,500	\$ -	\$ -	\$ -	\$ -	\$ -	RMRA, Gas Tax
Upgrade Downtown Guide Signs	Traffic	1	New CIP	\$ -	\$ 55,000	\$ -	\$ -	\$ -	\$ -	General Fund
Upgrade existing signalized intersection: 21st Street and Waterman Ave.	Traffic	2	New CIP	\$ -	\$ -	\$ -	\$ -	\$ 601,000	\$ -	General Fund, Measure S, Measure I, Local Regional Circulation, Gas Tax, RMRA
Waterman Ave. and 21st St. Traffic	Traffic	2	Design	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	Local Regional Circulation
Median of Rialto at Metrolink RR Crossing	Traffic	3	New CIP	\$ -	\$ 70,000	\$ 265,000	\$ -	\$ -	\$ -	General Fund, Measure S, Local Regional Circulation
Mt. Vernon Ave. and Walnut Ave. Traffic Signal Upgrade	Traffic	3	Design	\$ 17,426	\$ -	\$ -	\$ -	\$ -	\$ -	Local Regional Circulation
Rancho Ave. and Rialto Ave. Traffic Signal Upgrade	Traffic	3	Design	\$ 7,426	\$ -	\$ -	\$ -	\$ -	\$ -	Local Regional Circulation
Upgrade existing signalized intersection: Walnut Ave. & Mt. Vernon Ave.	Traffic	3	New CIP	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 601,000	General Fund, Measure S, Measure I, Local Regional Circulation, Gas Tax, RMRA
SB County Joint Project- 40th Street and other roads (Arrowhead Farm Area):	Traffic	4	Construction	\$ 1,143,750	\$ -	\$ -	\$ -	\$ -	\$ -	Measure I, RMRA, Gas Tax, Measure S
SB County Joint Project- 4th Avenue and Mountain Drive:	Traffic	5	Design	\$ 756,250	\$ -	\$ -	\$ -	\$ -	\$ -	RMRA, Gas Tax
SB County Joint Street Rehabilitation Projects: Blake St & Other Roads	Traffic	6	Design	\$ 47,500	\$ -	\$ -	\$ -	\$ -	\$ -	Measure I, Gas Tax, RMRA
28th Street Traffic Calming Measures	Traffic	7	New CIP	\$ -	\$ 170,500	\$ 130,000	\$ -	\$ -	\$ -	Measure S, RMRA, Gas Tax, Local Regional Circulation
Genevieve Circuit Lighting	Traffic	7	Construction	\$ 1,351,552	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
Ralston Circuit Lighting	Traffic	7	Construction	\$ 1,553,207	\$ -	\$ -	\$ -	\$ -	\$ -	Measure S
State Highway CA-210 at Waterman Avenue	Traffic	7	Design	\$ 1,256,776	\$ -	\$ -	\$ -	\$ -	\$ -	Measure I
SB County Joint Street Rehabilitation Projects: 3rd St & Other Roads	Traffic	1, 2	Design	\$ 1,601,250	\$ -	\$ -	\$ -	\$ -	\$ -	Measure I, Gas Tax, RMRA
Implement Advanced Dilemma Zone Detection at 49 Signalized Intersections	Traffic	1, 2, 3, 6, 7	Construction	\$ 1,592,189	\$ -	\$ -	\$ -	\$ -	\$ -	Federal Grant Programs
SB County Joint Street Rehabilitation Projects: Arden Ave & Other Roads	Traffic	1, 2, 4, 7	Design	\$ 2,396,250	\$ -	\$ -	\$ -	\$ -	\$ -	Measure I, Gas Tax, RMRA
SB County Joint Street Rehabilitation Projects: Citrus St & Other Roads	Traffic	1, 2, 4, 7	Design	\$ 686,250	\$ -	\$ -	\$ -	\$ -	\$ -	Measure I, Gas Tax, RMRA
Intersection Upgrade - Rialto Ave & Rancho Rd.	Traffic	1, 3	New CIP	\$ -	\$ -	\$ -	\$ 600,000	\$ -	\$ -	Measure S, Measure I, Local Regional Circulation
Mt. Vernon Ave and Rialto Ave Traffic Signal Upgrade	Traffic	1, 3	Design	\$ 42,426	\$ -	\$ -	\$ -	\$ -	\$ -	Local Regional Circulation
Upgrade existing signalized intersection: Rialto and Mt. Vernon	Traffic	1, 3	New CIP	\$ -	\$ -	\$ -	\$ 601,000	\$ -	\$ -	General Fund, Measure S, Measure I, Local Regional Circulation, Gas Tax, RMRA
SB County Joint Street Rehabilitation Projects: N. San Bernardino Area Curb Ramps	Traffic	2, 7	Design	\$ 37,500	\$ -	\$ -	\$ -	\$ -	\$ -	Measure I, Gas Tax, RMRA
SB County Joint Street Rehabilitation Projects: Lynwood Dr & Other Roads	Traffic	4, 7	Design	\$ 1,863,750	\$ -	\$ -	\$ -	\$ -	\$ -	Measure I, Gas Tax, RMRA
Construct Median on Kendall Curve (Kendall Dr. from E street to H street)	Traffic	4, 5, 7	Design	\$ 912,606	\$ 1,000,000	\$ -	\$ -	\$ -	\$ -	Measure S
State HWY I-215 and University Parkway Interchange Improvements	Traffic	5, 6	Design	\$ 2,286,923	\$ -	\$ -	\$ -	\$ -	\$ -	Measure I
Traffic Management Center (TMC)	Traffic	All	Annual	\$ 44,420	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	Local Regional Circulation
Traffic Safety Controls - Hardware & Operational Improvements	Traffic	All	New CIP	\$ -	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	Local Regional Circulation
Traffic Signal Battery Backup Systems	Traffic	All	Annual	\$ 9,674	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	Local Regional Circulation
Uncontrolled Crosswalk Evaluation	Traffic	All	New CIP	\$ -	\$ 76,000	\$ 76,000	\$ -	\$ -	\$ -	Local Regional Circulation
Upgrade Various Signal Hardware on 224 Signalized Intersections on Various Arterials	Traffic	All	Construction	\$ 418,784	\$ -	\$ -	\$ -	\$ -	\$ -	Federal Grant Programs
Traffic Total				\$ 18,882,232	\$ 1,561,500	\$ 661,000	\$ 1,391,000	\$ 791,000	\$ 791,000	
TOTAL CAPITAL IMPROVEMENT PLAN BUDGET				\$ 148,068,284	\$ 13,236,500	\$ 17,481,000	\$ 22,366,000	\$ 12,591,000	\$ 11,991,000	

City of San Bernardino

General Fund Reserve Policy

Adopted November 21, 2018

I. PURPOSE

To 1) provide a framework for the allocation of available General Fund resources to various categories of budget reserves and 2) provide guidelines under which these reserves may be utilized for operating or capital purposes with approval by the Mayor and City Council.

II. BACKGROUND

Maintenance of sufficient budget reserves is a central component of sound financial management practices. Reserves are designed to set aside funding today for future liabilities, capital projects and capital purchases; assist in maintaining stable service levels in times of declining revenues and/or unanticipated operating expenditures; and facilitate the continuation of services in the event of natural disasters or fiscal emergencies.

The City of San Bernardino annually adopts an operating budget that allocates resources to City departments for the provision of services to the public. To determine the amount of funds available for appropriation, City management develops a revenue projection and notes the available reserve balance from the prior fiscal year. Proposed expenditures are then matched against these available resources. If proposed expenditures exceed projected revenue, utilization of available reserves may be used to meet the proposed level of spending thus decreasing the available reserve. When projected revenue exceeds proposed expenditures, the surplus increases the opening balance of available reserves if the budget is not amended to use these surplus funds. The City also has known capital needs that include facilities, equipment, vehicle, and infrastructure replacement. This policy's goal is to ensure that sufficient resources exist to address these anticipated needs, as well as unanticipated needs that may arise on an infrequent basis.

III. POLICY

1. General Fund Operating Reserve: It shall be the policy of the City of San Bernardino to maintain a General Fund operating reserve equal to 25% of General Fund budget appropriations. This reserve is to be further broken down as follows:
 - A. An Emergency Reserve of 15% - This reserve account is established for the purpose of addressing any extremely unusual and infrequent occurrences, such as a major natural disaster or a major unforeseen legal settlement or judgment. Utilization of the Emergency Reserve may only occur after the declaration of an emergency by a majority of the City Council. Following the resolution of the emergency, staff must present a plan to the Mayor and City Council to return the Emergency Reserve to the 15% minimum level as quickly as is practicable given the unique circumstances and requirements of each emergency.
 - B. An Economic Contingency Reserve of 10% - This reserve account is established for the purpose of providing a mechanism to allow for a measured and thoughtful reduction in expenditures during times of economic downturn. Utilization of the Economic Contingency Reserve requires approval by a majority of the City Council. When it is determined that the economic downturn has ended and the City's financial condition is improving, staff is required to present a plan to the Mayor and City Council to return the economic contingency reserve to the 10% minimum level over a period of no more than five years.

If the General Fund operating reserve exceeds 30% of General Fund budget appropriations, staff is required to present a plan to the Mayor and City Council to utilize excess funds consistent with its adopted Goals and Objectives to a point that the balance is again consistent with the policy. Uses could include accelerating funding into the special reserves noted below in this policy; capital projects, vehicle, or equipment purchases not originally planned for the current fiscal year; early repayment of outstanding debt obligations; or other expenditures of a one-time nature.

If an action of the City Council for a reason other than those described above reduces the General Fund operating reserve balance below the 25% level required by this policy, staff must include an allocation to reserves in the

following budget cycle sufficient to restore the reserve balance to the 25% minimum balance required by this policy.

2. General Fund Special Reserves: It shall be the policy of the City of San Bernardino to establish General Fund special reserves to provide funding for future anticipated liabilities and capital needs. These reserves shall be segregated into the following four accounts:
 - A. Risk Management Reserve – This reserve account is established to fund anticipated liabilities associated with general liability and workers' compensation claims against the City. Its balance will be initially determined, and thereafter adjusted, based on the balance of available reserve funds after meeting the General Fund Operating Reserve requirement and then giving consideration to both the outstanding balance of claims as well as to the anticipated timing of claim payments.
 - B. City Facilities Reserve – This reserve account is established to fund the cost of replacing city buildings and park facilities. Its balance will be initially determined, and thereafter adjusted, based on the balance of available reserve funds after meeting the General Fund Operating Reserve requirement and then giving consideration to the facilities needs analysis maintained by the Public Works department.
 - C. Vehicles and Equipment Reserve – This reserve account is established to fund the cost of replacing General Fund-funded city vehicles and major equipment (including technology equipment). Its balance will be initially determined, and thereafter adjusted, based on the balance of available reserve funds after meeting the General Fund Operating Reserve requirement and then giving consideration to the vehicle and equipment assessment needs analyses maintained by the Fleet division and the Information Technology department.
 - D. Infrastructure Reserve – This reserve account is established to provide additional funding for the cost of replacing city infrastructure such as roads, sidewalks, and storm drains. These funds are to supplement dedicated non-General Fund revenue streams and competitive grants that also fund these types of projects. These funds may also provide for the match requirement on a grant when other resources are not available. No specific balance target is spelled out by this policy, but the reserve is

established for the receipt of funds for this purposes when directed by the Mayor and City Council.

The goal for General Fund special reserves is to fund at a level sufficient to address anticipated requirements over a projected period of 30 years, subject to availability of funds and prioritization of funding between the four categories of special reserves by the Mayor and City Council. As a part of each annual budget presented to the Mayor and City Council, staff will update the balances for the four categories of special reserves and any anticipated utilization or additions to the General Fund special reserves.

IV. PROCEDURES

At the conclusion of each fiscal year and at each fiscal year's mid-year budget update, the General Fund reserve levels shall be reviewed by staff and detailed to the Mayor and City Council. The City Manager shall make recommendations for additions to or disbursements from the reserve funds consistent with this policy.

RESOLUTION NO. 2024-140

**RESOLUTION OF THE MAYOR AND CITY COUNCIL OF
THE CITY OF SAN BERNARDINO, CALIFORNIA,
APPROVING AN AMENDMENT TO THE CITY-WIDE
SALARY SCHEDULE FOR FULL-TIME, PART-TIME,
TEMPORARY, AND SEASONAL POSITIONS**

WHEREAS, the City of San Bernardino met and conferred in good faith with employee groups: General Unit, Middle Management, Management/Confidential, Police Safety and Police Management employees for cost of living adjustments effective the first pay period following July 1, 2024;

WHEREAS, the salary schedule includes all adopted and approved classifications and salaries;

WHEREAS, sworn employee compensation will continue to be consistent with the City of San Bernardino Police Department monthly pay rate table including the timing of the pay rates as noted in the document and incorporated into the comprehensive City-wide salary schedule; and

WHEREAS, the salary schedule meets the California Public Employees' Retirement Systems (CalPERS) pay rate reporting requirements in accordance to Government Code Section 20636 defining "Compensation Earnable" and the California Code of Regulations (CCR) Section 570.5.

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF SAN BERNARDINO AS FOLLOWS:

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF SAN BERNARDINO AS FOLLOWS:

SECTION 1. The above recitals are true and correct and are incorporated herein by this reference.

SECTION 2. The City-wide salary schedule for all City of San Bernardino's classifications attached hereto and incorporated herein as Exhibit "A", is hereby approved.

SECTION 3. The Mayor and City Council finds this Resolution is not subject to the California Environmental Quality Act (CEQA) in that the activity is covered by the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment. Where it can be seen with certainty, as in this case, that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA.

SECTION 4. Severability. If any provision of this Resolution or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications, and to this end the provisions of this Resolution are declared to be severable.

SECTION 5. Effective Date. This Resolution shall become effective immediately.

APPROVED and **ADOPTED** by the City Council and signed by the Mayor and attested by the City Clerk this ____ day of _____ 2024.

Helen Tran, Mayor
City of San Bernardino

Attest:

Genoveva Rocha, CMC, City Clerk

Approved as to form:

Sonia Carvalho, City Attorney

CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF SAN BERNARDINO) ss
CITY OF SAN BERNARDINO)

I, Genoveva Rocha, CMC, City Clerk, hereby certify that the attached is a true copy of Resolution No. 2024-140, adopted at a regular meeting held on the ____ day of _____ 2024 by the following vote:

<u>Council Members:</u>	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
SANCHEZ	_____	_____	_____	_____
IBARRA	_____	_____	_____	_____
FIGUEROA	_____	_____	_____	_____
SHORETT	_____	_____	_____	_____
REYNOSO	_____	_____	_____	_____
CALVIN	_____	_____	_____	_____
ALEXANDER	_____	_____	_____	_____

WITNESS my hand and official seal of the City of San Bernardino this ____ day of _____ 2024.

Genoveva Rocha, CMC, City Clerk

City of San Bernardino Salary Schedule

Effective Date: 7.8.24

CLASS CODE	CLASSIFICATION TITLE	UNIT	SALARY RANGE	DEPT	BOTTOM STEP	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	TOP STEP
30011	ACCOUNTANT I (FLEX)	GENERAL	465	F&MS	\$5,152.04	\$5,204.55	\$5,255.92	\$5,307.29	\$5,358.66	\$5,410.04	\$5,464.83	\$5,518.49	\$5,572.14	\$5,626.94	\$5,680.60	\$5,737.68	\$5,777.88	\$5,850.69	\$5,907.77	\$5,964.85	\$6,024.22	\$6,083.58	\$6,144.08	\$6,203.45	\$6,262.81
30012	ACCOUNTANT II	GENERAL	485	F&MS	\$5,693.15	\$5,750.23	\$5,807.31	\$5,863.25	\$5,920.33	\$5,977.41	\$6,037.92	\$6,097.28	\$6,156.64	\$6,217.15	\$6,276.51	\$6,339.30	\$6,383.44	\$6,464.87	\$6,527.66	\$6,590.45	\$6,656.66	\$6,721.73	\$6,787.95	\$6,854.16	\$6,920.37
10012	ACCOUNTANT II - PAYROLL	CONFIDENTIAL	485	F&MS	\$5,547.80	\$5,603.43	\$5,659.05	\$5,713.56	\$5,769.18	\$5,824.81	\$5,883.77	\$5,941.61	\$6,002.46	\$6,062.42	\$6,116.27	\$6,177.45	\$6,238.64	\$6,299.82	\$6,361.01	\$6,422.19	\$6,486.71	\$6,550.12	\$6,614.65	\$6,679.17	\$6,743.69
20013	ACCOUNTANT III	MIDDLE MANAGEMENT	520	F&MS	\$6,773.01	\$6,840.30	\$6,908.74	\$6,976.04	\$7,044.48	\$7,111.77	\$7,182.49	\$7,254.35	\$7,325.07	\$7,395.79	\$7,467.65	\$7,541.79	\$7,617.07	\$7,691.21	\$7,766.49	\$7,840.63	\$7,919.33	\$7,996.89	\$8,075.60	\$8,154.30	\$8,233.00
10860	ACCOUNTING DIVISION MANAGER (U)	MANAGEMENT	608	F&MS	\$10,245.69	\$10,348.04	\$10,450.39	\$10,552.73	\$10,655.08	\$10,757.42	\$10,865.33	\$10,973.24	\$11,081.15	\$11,187.94	\$11,295.85	\$11,409.32	\$11,521.68	\$11,635.15	\$11,747.51	\$11,859.18	\$11,978.90	\$12,097.93	\$12,216.96	\$12,334.88	\$12,453.91
30017	ACCOUNTING TECHNICIAN I (FLEX)	GENERAL	399	VARIOUS	\$3,707.91	\$3,744.44	\$3,780.98	\$3,818.65	\$3,855.18	\$3,892.85	\$3,931.67	\$3,970.48	\$4,009.30	\$4,048.11	\$4,086.92	\$4,128.02	\$4,156.98	\$4,210.22	\$4,251.31	\$4,291.27	\$4,334.65	\$4,378.03	\$4,420.27	\$4,463.65	\$4,505.89
33017	ACCOUNTING TECHNICIAN I (FLEX) - POLICE	POLICE GENERAL	399	PD	\$3,707.91	\$3,894.40	\$3,780.98	\$3,818.65	\$3,855.18	\$3,892.85	\$3,931.67	\$3,970.48	\$4,009.30	\$4,048.11	\$4,086.92	\$4,128.02	\$4,169.12	\$4,210.22	\$4,251.31	\$4,291.27	\$4,334.65	\$4,378.03	\$4,420.27	\$4,463.65	\$4,505.89
33018	ACCOUNTING TECHNICIAN II	GENERAL	419	VARIOUS	\$4,096.06	\$4,137.15	\$4,178.25	\$4,219.35	\$4,260.45	\$4,301.54	\$4,343.78	\$4,387.16	\$4,430.55	\$4,472.78	\$4,516.17	\$4,561.83	\$4,592.93	\$4,652.02	\$4,696.54	\$4,742.20	\$4,789.01	\$4,836.95	\$4,883.76	\$4,931.71	\$4,978.51
33018	ACCOUNTING TECHNICIAN II - POLICE	POLICE GENERAL	419	VARIOUS	\$4,096.06	\$4,303.60	\$4,178.25	\$4,219.35	\$4,260.45	\$4,301.54	\$4,343.78	\$4,387.16	\$4,430.55	\$4,472.78	\$4,516.17	\$4,561.83	\$4,606.35	\$4,652.02	\$4,696.54	\$4,742.20	\$4,789.01	\$4,836.95	\$4,883.76	\$4,931.71	\$4,978.51
33758	ACCOUNTING TECHNICIAN III	GENERAL	437	F&MS	\$4,480.78	\$4,525.30	\$4,570.96	\$4,615.48	\$4,660.01	\$4,704.53	\$4,752.48	\$4,799.28	\$4,846.09	\$4,892.89	\$4,940.84	\$4,989.93	\$5,024.34	\$5,088.11	\$5,138.34	\$5,187.43	\$5,238.80	\$5,291.31	\$5,342.68	\$5,395.20	\$5,446.57
10508	ADMINISTRATIVE ANALYST I FLEX (U)	CONFIDENTIAL	496	VARIOUS	\$5,860.40	\$5,919.36	\$5,977.21	\$6,036.17	\$6,095.13	\$6,154.09	\$6,215.28	\$6,276.46	\$6,337.65	\$6,399.94	\$6,461.13	\$6,525.65	\$6,590.17	\$6,654.70	\$6,719.22	\$6,784.85	\$6,852.71	\$6,919.46	\$6,987.32	\$7,055.14	\$7,123.04
10510	ADMINISTRATIVE ANALYST II (U)	CONFIDENTIAL	526	VARIOUS	\$6,805.99	\$6,874.96	\$6,942.82	\$7,010.68	\$7,078.54	\$7,146.40	\$7,218.71	\$7,289.91	\$7,361.10	\$7,432.30	\$7,504.61	\$7,579.14	\$7,653.68	\$7,729.33	\$7,803.86	\$7,879.51	\$7,958.49	\$8,036.36	\$8,115.35	\$8,194.33	\$8,273.31
33603	ADMINISTRATIVE ASSISTANT	GENERAL	400	VARIOUS	\$3,726.18	\$3,762.71	\$3,800.38	\$3,838.06	\$3,874.59	\$3,912.26	\$3,951.07	\$3,991.03	\$4,029.84	\$4,068.66	\$4,107.47	\$4,148.57	\$4,177.46	\$4,230.77	\$4,271.86	\$4,312.96	\$4,356.34	\$4,399.72	\$4,443.10	\$4,485.34	\$4,528.72
33709	ADMINISTRATIVE ASSISTANT - POLICE	POLICE GENERAL	400	VARIOUS	\$3,726.18	\$3,914.39	\$3,800.38	\$3,838.06	\$3,874.59	\$3,912.26	\$3,951.07	\$3,991.03	\$4,029.84	\$4,068.66	\$4,107.47	\$4,148.57	\$4,189.67	\$4,230.77	\$4,271.86	\$4,312.96	\$4,356.34	\$4,399.72	\$4,443.10	\$4,485.34	\$4,528.72
33165	ADMINISTRATIVE ASSISTANT TO CITY COUNCIL (U)	CONFIDENTIAL	464	CITY COUNCIL	\$4,996.03	\$5,046.09	\$5,096.15	\$5,146.21	\$5,196.27	\$5,246.33	\$5,296.61	\$5,350.90	\$5,403.19	\$5,455.47	\$5,507.76	\$5,563.38	\$5,617.89	\$5,673.51	\$5,728.02	\$5,783.64	\$5,841.49	\$5,899.34	\$5,957.19	\$6,015.32	\$6,072.88
33707	ADMINISTRATIVE ASSISTANT TO THE CITY MANAGER (U)	CONFIDENTIAL	410	CM	\$3,816.83	\$3,854.65	\$3,892.47	\$3,931.41	\$3,969.23	\$4,007.06	\$4,047.10	\$4,087.15	\$4,127.20	\$4,167.25	\$4,207.30	\$4,249.57	\$4,291.84	\$4,334.12	\$4,376.39	\$4,417.55	\$4,462.05	\$4,506.55	\$4,551.05	\$4,594.43	\$4,638.93
33166	ADMINISTRATIVE ASSISTANT TO THE MAYOR I (U)	CONFIDENTIAL	410	MAYOR	\$3,816.83	\$3,854.65	\$3,892.47	\$3,931.41	\$3,969.23	\$4,007.06	\$4,047.10	\$4,087.15	\$4,127.20	\$4,167.25	\$4,207.30	\$4,249.57	\$4,291.84	\$4,334.12	\$4,376.39	\$4,417.55	\$4,462.05	\$4,506.55	\$4,551.05	\$4,594.43	\$4,638.93
10093	ADMINISTRATIVE ASSISTANT TO THE MAYOR II (U)	CONFIDENTIAL	430	MAYOR	\$4,217.31	\$4,258.47	\$4,300.74	\$4,343.02	\$4,385.29	\$4,427.56	\$4,470.06	\$4,516.56	\$4,559.95	\$4,604.44	\$4,648.94	\$4,695.67	\$4,742.39	\$4,788.00	\$4,834.72	\$4,881.44	\$4,930.39	\$4,979.34	\$5,028.29	\$5,077.24	\$5,125.07
10534	ADMINISTRATIVE CLAIMS SPECIALIST	CONFIDENTIAL	420	HR&RM	\$4,011.51	\$4,051.55	\$4,091.60	\$4,131.65	\$4,171.70	\$4,211.75	\$4,254.02	\$4,296.29	\$4,338.57	\$4,380.84	\$4,423.11	\$4,467.61	\$4,511.00	\$4,555.50	\$4,599.94	\$4,649.30	\$4,693.10	\$4,736.83	\$4,783.55	\$4,828.77	\$4,875.88
20457	ADMINISTRATIVE SERVICES SUPERVISOR	MIDDLE MANAGEMENT	484	VARIOUS	\$5,659.76	\$5,716.79	\$5,772.68	\$5,829.71	\$5,886.75	\$5,942.64	\$6,001.95	\$6,061.26	\$6,120.57	\$6,181.03	\$6,240.34	\$6,301.93	\$6,364.67	\$6,427.40	\$6,490.13	\$6,551.73	\$6,617.88	\$6,682.90	\$6,749.06	\$6,814.70	\$6,879.09
10979	ADMINISTRATIVE SUPERVISOR AND EXECUTIVE ASSISTANT TO THE CITY MANAGER (U)	MANAGEMENT	535	CM	\$7,118.59	\$7,189.79	\$7,260.98	\$7,332.18	\$7,403.38	\$7,474.57	\$7,547.11	\$7,624.75	\$7,699.29	\$7,773.82	\$7,848.36	\$7,927.34	\$8,004.21	\$8,082.07	\$8,162.07	\$8,242.33	\$8,323.38	\$8,405.70	\$8,488.02	\$8,570.34	\$8,652.66
30140	ANIMAL CONTROL OFFICER I (FLEX)	GENERAL	411	AS	\$3,936.23	\$3,975.05	\$4,015.00	\$4,053.82	\$4,093.77	\$4,132.59	\$4,173.69	\$4,215.92	\$4,257.02	\$4,298.12	\$4,339.22	\$4,382.60	\$4,431.09	\$4,469.36	\$4,512.74	\$4,556.12	\$4,601.78	\$4,647.45	\$4,693.11	\$4,738.78	\$4,784.44
30141	ANIMAL CONTROL OFFICER II	GENERAL	424	AS	\$4,199.94	\$4,242.18	\$4,283.28	\$4,325.52	\$4,367.76	\$4,410.00	\$4,453.38	\$4,497.90	\$4,542.42	\$4,585.80	\$4,630.32	\$4,675.99	\$4,709.04	\$4,769.60	\$4,815.26	\$4,862.07	\$4,910.02	\$4,959.11	\$5,007.05	\$5,054.16	\$5,105.23
30092	ANIMAL LICENSE INSPECTOR	GENERAL	370	AS	\$3,207.89	\$3,239.86	\$3,271.82	\$3,304.93	\$3,336.89	\$3,368.86	\$3,401.96	\$3,436.21	\$3,469.32	\$3,503.57	\$3,539.67	\$3,572.06	\$3,596.95	\$3,642.84	\$3,678.23	\$3,713.62	\$3,751.29	\$3,787.82	\$3,825.50	\$3,862.03	\$3,899.70
20320	ANIMAL SERVICES MANAGER	MIDDLE MANAGEMENT	526	AS	\$6,978.32	\$7,049.04	\$7,118.62	\$7,188.19	\$7,257.77	\$7,327.35	\$7,401.49	\$7,474.49	\$7,547.49	\$7,620.49	\$7,693.67	\$7,771.05	\$7,847.47	\$7,925.04	\$8,001.46	\$8,079.02	\$8,160.00	\$8,239.85	\$8,320.83	\$8,401.82	\$8,482.80
30130	ANIMAL SERVICES REPRESENTATIVE	GENERAL	370	AS	\$3,207.89	\$3,239.86	\$3,271.82	\$3,304.93	\$3,336.89	\$3,368.86	\$3,401.96	\$3,436.21	\$3,469.32	\$3,503.57	\$3,539.67	\$3,572.06	\$3,596.95	\$3,642.84	\$3,678.23	\$3,713.62	\$3,751.29	\$3,787.82	\$3,825.50	\$3,862.03	\$3,899.70
20319	ANIMAL SERVICES SUPERVISOR	MIDDLE MANAGEMENT	478	AS	\$5,493.23	\$5,547.98	\$5,602.73	\$5,657.48	\$5,712.23	\$5,768.12	\$5,825.15	\$5,883.32	\$5,940.35	\$5,998.53	\$6,055.56	\$6,116.01	\$6,177.60	\$6,238.98	\$6,298.51	\$6,358.96	\$6,418.57	\$6,478.57	\$6,549.45	\$6,613.32	\$6,677.20
30119	ANIMAL SHELTER ATTENDANT	GENERAL	370	AS	\$3,207.89	\$3,239.86	\$3,271.82	\$3,304.93	\$3,336.89	\$3,368.86	\$3,401.96	\$3,436.21	\$3,469.32	\$3,503.57	\$3,539.67	\$3,572.06	\$3,596.95	\$3,642.84	\$3,678.23	\$3,713.62	\$3,751.29	\$3,787.82	\$3,825.50	\$3,862.03	\$3,899.70
00300	APPRENTICE (PT)	NA	381	VARIOUS	\$2,969.00	\$2,998.00	\$3,028.00	\$3,058.00	\$3,087.00	\$3,117.00	\$3,148.00	\$3,179.00	\$3,210.00	\$3,240.57	\$3,273.00	\$3,306.00	\$3,338.00	\$3,371.00	\$3,404.00	\$3,437.00	\$3,470.00	\$3,505.00	\$3,540.00	\$3,574.00	\$3,608.00
20620	AQUATICS SUPERVISOR	MIDDLE MANAGEMENT	468	PR&CS	\$5,225.19	\$5,277.65	\$5,330.12	\$5,382.59	\$5,435.06	\$5,487.53	\$5,542.28	\$5,597.03	\$5,651.78	\$5,706.53	\$5,761.28	\$5,819.45	\$5,876.48	\$5,934.65	\$5,991.68	\$6,049.85	\$6,110.31	\$6,170.76	\$6,231.21	\$6,291.67	\$6,352.12
30400	ARBORIST	GENERAL	452	PWO&M	\$4,828.96	\$4,876.91	\$4,926.00	\$4,973.95	\$5,021.89	\$5,070.98	\$5,121.21	\$5,171.44	\$5,222.81	\$5,273.05	\$5,324.42	\$5,376.93	\$5,414.77	\$5,484.24	\$5,536.75	\$5,590.45	\$5,645.15	\$5,702.29	\$5,758.22	\$5,814.16	\$5,870.10
30894	ASSESSMENT DISTRICT/REAL PROP SPECIALIST	GENERAL	500	PWO&M	\$6,134.95	\$6,196.60	\$6,258.24	\$6,318.75	\$6,380.40	\$6,442.04	\$6,505.97	\$6,571.04	\$6,634.97	\$6,700.04	\$6,763.97	\$6,831.33	\$6,879.73	\$6,967.18	\$7,034.53	\$7,101.89	\$7,173.81	\$7,244.59	\$7,315.37	\$7,386.14	\$7,456.92
10492	ASSISTANT BUILDING OFFICIAL	MANAGEMENT	583	CD&H	\$9,044.25	\$9,135.47	\$9,225.57	\$9,315.68	\$9,405.79	\$9,495.91	\$9,591.57	\$9,687.24	\$9,781.80	\$9,876.36	\$9,970.23	\$10,071.04	\$10,171.16	\$10,271.28	\$10,370.29	\$10,471.98	\$10,574.98	\$10,679.55	\$10,784.12	\$10,888.69	\$10,993.26
30271	ASSISTANT BUYER	GENERAL	430	F&MS	\$4,327.80	\$4,370.04	\$4,413.42	\$4,456.80	\$4,500.18	\$4,543.56	\$4,589.23	\$4,634.89	\$4,679.41	\$4,725.08	\$4,770.74	\$4,818.69	\$4,852.46	\$4,913.44	\$4,961.39	\$5,009.34	\$5,059.57	\$5,109.80	\$5,160.03	\$5,210.26	\$5,259.35
50141	ASSISTANT CHIEF OF POLICE	POLICE MANAGEMENT	P6	PD	\$24,632.73																				
10644	ASSISTANT CITY MANAGER (U)	EXECUTIVE	705	CM	\$16,621.16	\$16,783.58	\$16,948.23	\$17,115.09	\$17,281.96	\$17,452.17	\$17,622.37	\$17,795.91	\$17,969.46	\$18,146.34	\$18,323.22	\$18,503.44	\$18,684.77	\$18,867.21	\$19,052.99	\$19,239.88	\$19,427.48	\$19,615.11	\$19,810.57	\$20,004.13	\$20,201.04
30312	ASSISTANT LITERACY PROGRAM COORDINATOR	GENERAL	365	LIBRARY	\$3,129.12	\$3,159.95	\$3,222.73	\$3,191.91	\$3,273.50	\$3,254.70	\$3,338.13	\$3,351.73	\$3,383.70	\$3,416.81	\$3,451.38	\$3,486.16	\$3,508.16	\$3,553.80	\$3,588.05	\$3,622.29	\$3,658.82	\$3,695.36	\$3,730.75	\$3,767.28	\$3,803.81
30168	ASSISTANT PLANNER (FLEX)	GENERAL	502	CD&H	\$6,196.60	\$6,258.24	\$6,321.03	\$6,382.68	\$6,444.33	\$6,507.11	\$6,572.18	\$6,637.26	\$6,702.33	\$6,767.40	\$6,832.47	\$6,899.82	\$6,948.02	\$7,036.82	\$7,105.31	\$7,173.81	\$7,245.73	\$7,316.51	\$7,3		

33602	CRIMINAL INVESTIGATION OFFICER	POLICE GENERAL	493	PD	\$5,924.90	\$6,224.93	\$6,043.62	\$6,102.99	\$6,161.21	\$6,220.57	\$6,283.36	\$6,345.01	\$6,407.79	\$6,469.44	\$6,532.23	\$6,597.30	\$6,662.37	\$6,727.44	\$6,793.65	\$6,858.73	\$6,927.22	\$6,995.72	\$7,064.21	\$7,132.71	\$7,201.21
00054	CUSTODIAL AIDE (PT)	NA	368	PWO&M	\$2,782.00	\$2,810.00	\$2,838.00	\$2,866.00	\$2,894.00	\$2,921.00	\$2,951.00	\$2,980.00	\$3,009.00	\$3,038.00	\$3,068.00	\$3,098.00	\$3,129.00	\$3,160.00	\$3,190.00	\$3,220.00	\$3,253.00	\$3,285.00	\$3,318.00	\$3,350.00	\$3,382.00
20616	CUSTODIAL SUPERVISOR	MIDDLE MANAGEMENT	477	PWO&M	\$5,465.86	\$5,520.61	\$5,575.36	\$5,630.11	\$5,683.72	\$5,738.46	\$5,796.64	\$5,853.67	\$5,910.70	\$5,968.87	\$6,025.90	\$6,086.35	\$6,146.81	\$6,206.12	\$6,266.57	\$6,327.03	\$6,390.90	\$6,453.63	\$6,517.51	\$6,580.24	\$6,642.98
30621	CUSTODIAN	GENERAL	368	PWO&M	\$3,175.93	\$3,207.89	\$3,239.86	\$3,271.82	\$3,303.79	\$3,334.61	\$3,368.86	\$3,401.96	\$3,435.07	\$3,468.18	\$3,502.43	\$3,536.67	\$3,569.61	\$3,602.47	\$3,641.70	\$3,677.09	\$3,713.62	\$3,750.15	\$3,787.82	\$3,824.36	\$3,860.89
30222	CUSTOMER SERVICE REPRESENTATIVE	GENERAL	386	VARIOUS	\$3,475.03	\$3,509.27	\$3,544.66	\$3,578.91	\$3,613.16	\$3,648.55	\$3,685.08	\$3,721.61	\$3,758.14	\$3,794.67	\$3,831.21	\$3,868.88	\$3,906.51	\$3,945.37	\$3,984.18	\$4,021.85	\$4,062.95	\$4,102.91	\$4,142.86	\$4,182.82	\$4,223.92
30226	CUSTOMER SERVICE REPRESENTATIVE (BILINGUAL)	GENERAL	396	VARIOUS	\$3,651.97	\$3,688.51	\$3,725.04	\$3,761.57	\$3,798.10	\$3,834.63	\$3,873.44	\$3,911.12	\$3,949.93	\$3,988.75	\$4,026.42	\$4,066.38	\$4,095.51	\$4,147.43	\$4,187.38	\$4,228.48	\$4,270.72	\$4,312.96	\$4,355.20	\$4,397.44	\$4,439.68
30227	CUSTOMER SERVICE REPRESENTATIVE (BILINGUAL) (U)	GENERAL	396	VARIOUS	\$3,651.97	\$3,688.51	\$3,725.04	\$3,761.57	\$3,798.10	\$3,834.63	\$3,873.44	\$3,911.12	\$3,949.93	\$3,988.75	\$4,026.42	\$4,066.38	\$4,095.51	\$4,147.43	\$4,187.38	\$4,228.48	\$4,270.72	\$4,312.96	\$4,355.20	\$4,397.44	\$4,439.68
30224	CUSTOMER SERVICE REPRESENTATIVE (U)	GENERAL	386	VARIOUS	\$3,475.03	\$3,509.27	\$3,544.66	\$3,578.91	\$3,613.16	\$3,648.55	\$3,685.08	\$3,721.61	\$3,758.14	\$3,794.67	\$3,831.21	\$3,868.88	\$3,906.51	\$3,945.37	\$3,984.18	\$4,021.85	\$4,062.95	\$4,102.91	\$4,142.86	\$4,182.82	\$4,223.92
30100	DATA ANALYST	GENERAL	444	PWO&M	\$4,640.60	\$4,686.26	\$4,733.07	\$4,779.87	\$4,825.54	\$4,872.34	\$4,921.43	\$4,969.38	\$5,018.47	\$5,067.56	\$5,115.50	\$5,166.88	\$5,203.05	\$5,269.62	\$5,320.99	\$5,371.22	\$5,424.88	\$5,478.53	\$5,532.19	\$5,586.98	\$5,640.64
10650	DEPUTY CITY CLERK I (U)	CONFIDENTIAL	490	CITY CLERK	\$5,687.97	\$5,744.71	\$5,801.44	\$5,858.18	\$5,914.91	\$5,971.65	\$6,031.72	\$6,091.79	\$6,150.75	\$6,210.83	\$6,270.95	\$6,331.20	\$6,396.61	\$6,458.20	\$6,521.20	\$6,584.61	\$6,650.25	\$6,715.88	\$6,781.52	\$6,847.15	\$6,913.90
10654	DEPUTY CITY CLERK II (U)	MANAGEMENT	530	CITY CLERK	\$6,943.93	\$7,012.91	\$7,082.99	\$7,151.96	\$7,220.93	\$7,291.02	\$7,363.33	\$7,436.75	\$7,509.06	\$7,582.48	\$7,654.79	\$7,731.55	\$7,808.31	\$7,885.07	\$7,961.83	\$8,038.28	\$8,118.68	\$8,198.78	\$8,278.88	\$8,360.09	\$8,440.18
9372	DEPUTY CITY MANAGER (U)	EXECUTIVE	700	CM	\$16,211.78	\$16,373.09	\$16,535.51	\$16,697.92	\$16,859.23	\$17,021.65	\$17,191.85	\$17,362.06	\$17,532.26	\$17,702.47	\$17,872.67	\$18,051.78	\$18,230.88	\$18,408.88	\$18,587.98	\$18,767.09	\$18,953.98	\$19,141.98	\$19,329.99	\$19,516.88	\$19,704.88
10675	DEPUTY DIRECTOR OF ANIMAL SERVICES (U)	MANAGEMENT	619	AS	\$10,823.06	\$10,932.08	\$11,039.99	\$11,147.89	\$11,256.91	\$11,364.82	\$11,478.29	\$11,591.76	\$11,705.23	\$11,818.70	\$11,933.29	\$12,052.32	\$12,171.35	\$12,290.38	\$12,410.63	\$12,521.18	\$12,655.27	\$12,779.86	\$12,905.57	\$13,030.17	\$13,155.87
10124	DEPUTY DIRECTOR OF ECONOMIC DEVELOPMENT (U)	MANAGEMENT	629	ED	\$11,377.06	\$11,490.53	\$11,604.00	\$11,718.58	\$11,832.05	\$11,945.52	\$12,060.67	\$12,184.70	\$12,303.73	\$12,423.88	\$12,542.91	\$12,668.62	\$12,794.32	\$12,918.92	\$13,044.63	\$12,825.11	\$13,301.60	\$13,433.99	\$13,565.26	\$13,696.52	\$13,828.91
10066	DEPUTY DIRECTOR OF FINANCE & MANAGEMENT SERVICES (U)	MANAGEMENT	629	F&MS	\$11,377.06	\$11,490.53	\$11,604.00	\$11,718.58	\$11,832.05	\$11,945.52	\$12,060.67	\$12,184.70	\$12,303.73	\$12,423.88	\$12,542.91	\$12,668.62	\$12,794.32	\$12,918.92	\$13,044.63	\$12,825.11	\$13,301.60	\$13,433.99	\$13,565.26	\$13,696.52	\$13,828.91
10720	DEPUTY DIRECTOR OF HOUSING AND HOMELESSNESS (U)	MANAGEMENT	629	CD&H	\$11,377.06	\$11,490.53	\$11,604.00	\$11,718.58	\$11,832.05	\$11,945.52	\$12,060.67	\$12,184.70	\$12,303.73	\$12,423.88	\$12,542.91	\$12,668.62	\$12,794.32	\$12,918.92	\$13,044.63	\$12,825.11	\$13,301.60	\$13,433.99	\$13,565.26	\$13,696.52	\$13,828.91
10610	DEPUTY DIRECTOR OF HUMAN RESOURCES & RISK MANAGEMENT (U)	MANAGEMENT	629	HR&RM	\$11,377.06	\$11,490.53	\$11,604.00	\$11,718.58	\$11,832.05	\$11,945.52	\$12,060.67	\$12,184.70	\$12,303.73	\$12,423.88	\$12,542.91	\$12,668.62	\$12,794.32	\$12,918.92	\$13,044.63	\$12,825.11	\$13,301.60	\$13,433.99	\$13,565.26	\$13,696.52	\$13,828.91
10638	DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY (U)	MANAGEMENT	629	IT	\$11,377.06	\$11,490.53	\$11,604.00	\$11,718.58	\$11,832.05	\$11,945.52	\$12,060.67	\$12,184.70	\$12,303.73	\$12,423.88	\$12,542.91	\$12,668.62	\$12,794.32	\$12,918.92	\$13,044.63	\$12,825.11	\$13,301.60	\$13,433.99	\$13,565.26	\$13,696.52	\$13,828.91
10830	DEPUTY DIRECTOR OF OPERATIONS (U)	MANAGEMENT	629	PWO&M	\$11,377.06	\$11,490.53	\$11,604.00	\$11,718.58	\$11,832.05	\$11,945.52	\$12,060.67	\$12,184.70	\$12,303.73	\$12,423.88	\$12,542.91	\$12,668.62	\$12,794.32	\$12,918.92	\$13,044.63	\$12,825.11	\$13,301.60	\$13,433.99	\$13,565.26	\$13,696.52	\$13,828.91
10732	DEPUTY DIRECTOR OF PARKS/REC/COMM SVCS (U)	MANAGEMENT	629	PR&CS	\$11,377.06	\$11,490.53	\$11,604.00	\$11,718.58	\$11,832.05	\$11,945.52	\$12,060.67	\$12,184.70	\$12,303.73	\$12,423.88	\$12,542.91	\$12,668.62	\$12,794.32	\$12,918.92	\$13,044.63	\$12,825.11	\$13,301.60	\$13,433.99	\$13,565.26	\$13,696.52	\$13,828.91
10803	DEPUTY DIRECTOR OF PUBLIC WORKS/CITY ENGINEER (U)	MANAGEMENT	678	PWO&M	\$14,526.41	\$14,672.15	\$14,816.77	\$14,962.50	\$15,107.12	\$15,252.85	\$15,405.25	\$15,557.66	\$15,710.06	\$15,862.47	\$16,015.99	\$16,176.18	\$16,336.38	\$16,495.46	\$16,655.65	\$16,374.78	\$16,984.94	\$17,152.92	\$17,320.99	\$17,488.88	\$17,656.86
10802	DEPUTY DIRECTOR/CITY PLANNER (U)	MANAGEMENT	662	CD&H	\$13,412.85	\$13,546.34	\$13,680.95	\$13,814.44	\$13,949.05	\$14,082.55	\$14,215.83	\$14,348.71	\$14,505.28	\$14,656.54	\$14,816.73	\$14,934.69	\$15,062.84	\$15,230.60	\$15,378.65	\$15,119.34	\$15,682.25	\$15,836.88	\$15,992.63	\$16,147.76	\$16,303.90
10400	DEPUTY LIBRARY DIRECTOR (U)	MANAGEMENT	575	LIBRARY	\$8,690.48	\$8,777.26	\$8,865.14	\$8,951.91	\$9,038.68	\$9,125.45	\$9,216.68	\$9,307.90	\$9,399.12	\$9,490.34	\$9,581.56	\$9,677.23	\$9,772.90	\$9,868.57	\$9,965.36	\$9,797.55	\$10,161.15	\$10,262.38	\$10,362.50	\$10,462.62	\$10,563.86
40466	DETECTIVE/CORPORAL	POLICE SAFETY	P2	PD	\$8,983.07	\$9,072.91	\$9,162.75	\$9,252.60	\$9,342.44	\$9,432.28	\$9,522.12	\$9,611.96	\$9,701.80	\$9,791.64	\$9,881.48	\$9,971.32	\$10,061.16	\$10,151.00	\$10,240.84	\$10,330.68	\$10,420.52	\$10,510.36	\$10,600.20	\$10,690.04	\$10,780.88
10685	DIRECTOR OF ANIMAL SERVICES (U)	EXECUTIVE	630	AS	\$11,433.79	\$11,548.38	\$11,662.96	\$11,776.43	\$11,891.01	\$12,005.60	\$12,125.74	\$12,245.89	\$12,366.03	\$12,486.18	\$12,606.32	\$12,732.03	\$12,857.73	\$12,983.44	\$13,110.26	\$13,235.97	\$13,368.35	\$13,500.73	\$13,633.11	\$13,765.50	\$13,897.88
9526	DIRECTOR OF COMMUNITY DEVELOPMENT AND HOUSING (U)	EXECUTIVE	662	ED	\$13,412.85	\$13,546.34	\$13,680.95	\$13,814.44	\$13,949.05	\$14,082.55	\$14,213.83	\$14,365.11	\$14,505.28	\$14,646.56	\$14,786.73	\$14,934.69	\$15,082.64	\$15,230.60	\$15,378.55	\$15,526.51	\$15,682.25	\$15,836.88	\$15,992.63	\$16,147.76	\$16,303.90
09527	DIRECTOR OF ECONOMIC DEVELOPMENT (U)	EXECUTIVE	662	ED	\$13,412.85	\$13,546.34	\$13,680.95	\$13,814.44	\$13,949.05	\$14,082.55	\$14,213.83	\$14,365.11	\$14,505.28	\$14,646.56	\$14,786.73	\$14,934.69	\$15,082.64	\$15,230.60	\$15,378.55	\$15,526.51	\$15,682.25	\$15,836.88	\$15,992.63	\$16,147.76	\$16,303.90
09710	DIRECTOR OF FINANCE & MANAGEMENT SERVICES (U)	EXECUTIVE	692	F&MS	\$15,577.68	\$15,733.43	\$15,889.17	\$16,044.91	\$16,200.66	\$16,356.40	\$16,512.93	\$16,668.46	\$16,824.99	\$16,981.52	\$17,104.05	\$17,245.37	\$17,387.00	\$17,528.63	\$17,670.00	\$17,811.37	\$17,953.00	\$18,094.37	\$18,235.74	\$18,377.11	\$18,518.48
09665	DIRECTOR OF HUMAN RESOURCES & RISK MANAGEMENT (U)	EXECUTIVE	660	HR&RM	\$13,279.35	\$13,411.74	\$13,545.23	\$13,677.61	\$13,809.99	\$13,943.49	\$14,082.55	\$14,221.60	\$14,361.77	\$14,500.83	\$14,639.88	\$14,786.73	\$14,933.57	\$15,079.30	\$15,226.15	\$15,371.88	\$15,526.51	\$15,680.03	\$15,833.55	\$15,987.07	\$16,140.58
10625	DIRECTOR OF INFORMATION TECHNOLOGY (U)	EXECUTIVE	660	IT	\$13,279.35	\$13,411.74	\$13,545.23	\$13,677.61	\$13,809.99	\$13,943.49	\$14,082.55	\$14,221.60	\$14,361.77	\$14,500.83	\$14,639.88	\$14,786.73	\$14,933.57	\$15,079.30	\$15,226.15	\$15,371.88	\$15,526.51	\$15,680.03	\$15,833.55	\$15,987.07	\$16,140.58
1731	DIRECTOR OF PARKS/REC/COMMUNITY SERVICES (U)	EXECUTIVE	662	PR&CS	\$13,412.85	\$13,546.34	\$13,680.95	\$13,814.44	\$13,949.05	\$14,082.55	\$14,213.83	\$14,365.11	\$14,505.28	\$14,646.56	\$14,786.73	\$14,934.69	\$15,082.64	\$15,230.60	\$15,378.55	\$15,526.51	\$15,682.25	\$15,836.88	\$15,992.63	\$16,147.76	\$16,303.90
09753	DIRECTOR OF PUBLIC WORKS, OPERATIONS AND MAINTENANCE (U)	EXECUTIVE	692	PWO&M	\$15,577.68	\$15,733.43	\$15,889.17	\$16,044.91	\$16,200.66	\$16,356.40	\$16,512.93	\$16,668.46	\$16,824.99	\$16,981.52	\$17,104.05	\$17,245.37	\$17,387.00	\$17,528.63	\$17,670.00	\$17,811.37	\$17,953.00	\$18,094.37	\$18,235.74	\$18,377.11	\$18,518.48
20200	DISADVANTAGED BUSINESS ENTERPRISE (DBE) SPECIALIST	MIDDLE MANAGEMENT	660	F&MS	\$8,268.36	\$8,351.63	\$8,433.75	\$8,517.02	\$8,599.14	\$8,682.41	\$8,769.10	\$8,855.78	\$8,942.47	\$9,029.16	\$9,115.84	\$9,202.79	\$9,298.34	\$9,389.59	\$9,480.84	\$9,572.09	\$9,667.90	\$9,763.72	\$9,859.53	\$9,954.20	\$10,050.81
10140	DIVERSITY, EQUITY & INCLUSION OFFICER (U)	MANAGEMENT	590	HR&RM	\$9,365.74	\$9,459.19	\$9,553.75	\$9,647.19	\$9,740.64	\$9,834.09	\$9,931.98	\$10,027.90	\$10,125.79	\$10,223.97	\$10,325.79	\$10,429.25	\$10,532.71	\$10,636.17	\$10,738.51	\$10,572.95	\$10,950.99	\$11,058.90	\$11,167.92	\$11,275.83	\$11,384.85
10125	ECONOMIC DEVELOPMENT DIVISION MANAGER (U)	MANAGEMENT	600	ED	\$9,845.21	\$9,943.11	\$10,042.12	\$10,140.01	\$10,239.02	\$10,336.92	\$10,440.37	\$10,543.83	\$10,647.29	\$10,750.75	\$10,854.21	\$10,962.11	\$11,071.13	\$11,179.04	\$11,288.06	\$11,098.48	\$11,510.55	\$11,625.14	\$11,738.61	\$11,852.08	\$11,966.66
10119	ECONOMIC DEVELOPMENT MANAGER (U)	MANAGEMENT	560	ED	\$8,064.17	\$8,145.38	\$8,225.48	\$8,306.69	\$8,386.79	\$8,466.90	\$8,547.01	\$8,627.12	\$8,707.23	\$8,787.34	\$8,867.45	\$8,947.56	\$9,027.67	\$9,107.78	\$9,187.89	\$9,267.91	\$9,347.92	\$9,427.93	\$9,507.94	\$9,587.95	\$9,667.96
10127	ECONOMIC DEVELOPMENT PROJECT MANAGER	MANAGEMENT	560	ED	\$8,064.17	\$8,145.38	\$8,225.48	\$8,306.69	\$8,386.79	\$8,466.90	\$8,547.01	\$8,627.12	\$8,707.23	\$8,											

10627	INFORMATION TECHNOLOGY ANALYST I (FLEX)	CONFIDENTIAL	498	IT	\$5,919.36	\$5,978.32	\$6,037.28	\$6,097.36	\$6,156.32	\$6,215.28	\$6,277.57	\$6,339.87	\$6,402.17	\$6,463.35	\$6,525.65	\$6,591.29	\$6,656.92	\$6,721.44	\$6,787.08	\$6,852.71	\$6,920.57	\$6,989.54	\$7,057.40	\$7,126.38	\$7,195.35
10626	INFORMATION TECHNOLOGY ANALYST II	CONFIDENTIAL	520	IT	\$6,605.75	\$6,671.38	\$6,738.13	\$6,803.76	\$6,869.51	\$6,936.15	\$7,005.12	\$7,075.20	\$7,144.17	\$7,213.15	\$7,283.23	\$7,355.54	\$7,428.96	\$7,501.27	\$7,574.69	\$7,647.00	\$7,723.76	\$7,799.41	\$7,876.17	\$7,952.93	\$8,029.69
10637	INFORMATION TECHNOLOGY OPERATIONS SUPERVISOR	CONFIDENTIAL	599	IT	\$9,796.26	\$9,894.16	\$9,992.06	\$10,089.95	\$10,187.85	\$10,285.74	\$10,388.09	\$10,491.55	\$10,593.89	\$10,697.35	\$10,799.70	\$10,907.60	\$11,015.51	\$11,123.42	\$11,232.44	\$11,341.34	\$11,453.82	\$11,567.29	\$11,679.65	\$11,793.12	\$11,906.59
10631	INFORMATION TECHNOLOGY OPERATIONS SUPERVISOR	CONFIDENTIAL	530	IT	\$6,943.93	\$7,012.91	\$7,082.99	\$7,151.96	\$7,220.93	\$7,291.02	\$7,361.33	\$7,431.75	\$7,502.39	\$7,573.28	\$7,644.38	\$7,715.55	\$7,786.81	\$7,858.07	\$7,929.31	\$8,000.58	\$8,071.88	\$8,143.19	\$8,214.48	\$8,285.78	\$8,356.99
10388	INFORMATION TECHNOLOGY TECHNICIAN I (FLEX)	CONFIDENTIAL	430	IT	\$4,217.31	\$4,258.47	\$4,300.74	\$4,343.02	\$4,385.29	\$4,427.56	\$4,470.06	\$4,516.56	\$4,559.95	\$4,604.44	\$4,648.94	\$4,695.67	\$4,742.39	\$4,788.00	\$4,834.72	\$4,881.44	\$4,930.39	\$4,979.34	\$5,028.29	\$5,077.24	\$5,125.07
10159	LAND DEVELOPMENT ENGINEER	MANAGEMENT	590	PWO&M	\$9,365.74	\$9,459.19	\$9,553.75	\$9,647.19	\$9,740.64	\$9,834.09	\$9,931.98	\$10,030.99	\$10,128.89	\$10,227.90	\$10,325.79	\$10,429.25	\$10,532.71	\$10,636.17	\$10,738.51	\$10,841.96	\$10,950.99	\$11,058.90	\$11,167.92	\$11,275.83	\$11,384.85
30638	LANDSCAPE & IRRIGATION INSPECTOR I (FLEX)	GENERAL	447	PWO&M	\$4,710.24	\$4,757.04	\$4,803.85	\$4,851.80	\$4,899.60	\$4,945.41	\$4,995.64	\$5,044.73	\$5,093.81	\$5,144.04	\$5,193.13	\$5,244.51	\$5,281.59	\$5,348.39	\$5,405.90	\$5,452.28	\$5,507.07	\$5,561.87	\$5,616.67	\$5,670.32	\$5,725.12
30639	LANDSCAPE & IRRIGATION INSPECTOR II	GENERAL	467	PWO&M	\$5,204.55	\$5,255.92	\$5,308.43	\$5,359.81	\$5,412.32	\$5,464.83	\$5,518.49	\$5,573.29	\$5,628.08	\$5,682.88	\$5,737.68	\$5,794.76	\$5,854.79	\$5,910.06	\$5,967.14	\$6,024.22	\$6,084.72	\$6,145.23	\$6,205.73	\$6,265.09	\$6,325.60
00308	LAW ENFORCEMENT TRAINEE	NA	NA	PD	\$34.77																			\$34.77	
30113	LEAD ANIMAL CONTROL OFFICER	GENERAL	437	AS	\$4,804.78	\$4,825.30	\$4,870.96	\$4,915.48	\$4,960.01	\$4,974.53	\$4,952.48	\$4,999.28	\$4,846.09	\$4,892.89	\$4,940.84	\$4,989.93	\$5,024.34	\$5,088.11	\$5,138.34	\$5,187.43	\$5,238.80	\$5,291.31	\$5,342.68	\$5,395.20	\$5,446.57
30080	LEAD BUILDING INSPECTOR	GENERAL	526	CD&H	\$6,984.30	\$7,055.08	\$7,124.72	\$7,194.36	\$7,263.99	\$7,333.63	\$7,407.83	\$7,480.90	\$7,553.96	\$7,627.02	\$7,701.23	\$7,777.71	\$7,831.32	\$7,931.83	\$8,008.32	\$8,085.94	\$8,167.00	\$8,246.91	\$8,327.96	\$8,409.02	\$8,490.07
30463	LEAD CODE ENFORCEMENT OFFICER	GENERAL	498	CD&H	\$6,074.45	\$6,134.95	\$6,195.46	\$6,257.10	\$6,317.61	\$6,378.11	\$6,440.24	\$6,505.97	\$6,569.90	\$6,632.69	\$6,696.62	\$6,763.97	\$6,831.43	\$6,948.94	\$7,069.87	\$7,191.01	\$7,312.67	\$7,432.30	\$7,553.08	\$7,673.86	\$7,794.61
30311	LEAD CUSTODIAN	GENERAL	397	PWO&M	\$3,670.24	\$3,706.77	\$3,744.44	\$3,780.98	\$3,817.51	\$3,854.04	\$3,892.85	\$3,931.67	\$3,969.34	\$4,008.15	\$4,046.97	\$4,086.92	\$4,116.00	\$4,167.98	\$4,209.07	\$4,249.03	\$4,291.27	\$4,334.65	\$4,376.89	\$4,419.13	\$4,461.37
30932	LEAD EQUIPMENT MECHANIC	GENERAL	470	PWO&M	\$2,828.18	\$2,835.83	\$2,843.55	\$2,851.28	\$2,859.01	\$2,866.74	\$2,874.47	\$2,882.20	\$2,889.93	\$2,897.66	\$2,905.39	\$2,913.12	\$2,920.85	\$2,928.58	\$2,936.31	\$2,944.04	\$2,951.77	\$2,959.50	\$2,967.23	\$2,974.96	\$2,982.69
20170	LEAD FORENSICS SPECIALIST	MIDDLE MANAGEMENT	156	PD	\$6,639.56	\$6,705.71	\$6,771.87	\$6,838.02	\$6,905.32	\$6,971.48	\$7,041.05	\$7,110.63	\$7,180.21	\$7,249.79	\$7,319.37	\$7,393.51	\$7,466.51	\$7,539.51	\$7,612.51	\$7,685.51	\$7,763.07	\$7,839.49	\$7,915.91	\$7,993.47	\$8,069.89
30490	LEAD MAINTENANCE WORKER	GENERAL	452	PWO&M	\$4,828.96	\$4,876.91	\$4,926.00	\$4,975.95	\$5,021.89	\$5,074.98	\$5,121.21	\$5,171.44	\$5,222.81	\$5,273.05	\$5,324.42	\$5,376.93	\$5,414.57	\$5,448.24	\$5,536.75	\$5,590.41	\$5,646.35	\$5,702.29	\$5,758.22	\$5,814.16	\$5,870.10
30593	LEAD PARKS CONSTRUCTION AND MAINTENANCE WORKER	GENERAL	471	PWO&M	\$5,309.58	\$5,362.09	\$5,415.74	\$5,468.26	\$5,521.91	\$5,574.43	\$5,630.37	\$5,686.30	\$5,742.24	\$5,797.04	\$5,852.98	\$5,912.34	\$5,953.17	\$6,028.78	\$6,087.01	\$6,146.37	\$6,206.87	\$6,268.52	\$6,330.17	\$6,391.81	\$6,453.46
10319	LEGAL ADMINISTRATIVE ASSISTANT (U)	CONFIDENTIAL	497	CITY ATTORNEY	\$5,889.33	\$5,948.29	\$6,007.25	\$6,066.21	\$6,125.17	\$6,184.13	\$6,246.46	\$6,307.61	\$6,369.91	\$6,432.20	\$6,493.39	\$6,559.02	\$6,623.55	\$6,688.07	\$6,753.70	\$6,818.23	\$6,886.09	\$6,955.06	\$7,022.92	\$7,090.78	\$7,158.64
10233	LEGISLATIVE & GOVERNMENTAL AFFAIRS MANAGER (U)	MANAGEMENT	593	CM	\$9,507.03	\$9,602.70	\$9,697.26	\$9,791.81	\$9,887.48	\$9,982.04	\$10,082.16	\$10,182.28	\$10,282.41	\$10,381.41	\$10,481.53	\$10,586.11	\$10,690.68	\$10,796.36	\$10,900.93	\$10,717.19	\$11,115.63	\$11,225.77	\$11,335.90	\$11,446.03	\$11,556.16
30335	LIBRARIAN I (FLEX)	GENERAL	450	LIBRARY	\$4,781.02	\$4,828.96	\$4,876.91	\$4,924.86	\$4,972.80	\$5,020.75	\$5,070.98	\$5,120.07	\$5,170.30	\$5,220.53	\$5,270.76	\$5,324.42	\$5,376.27	\$5,429.44	\$5,481.96	\$5,534.47	\$5,590.41	\$5,645.21	\$5,701.14	\$5,755.94	\$5,811.86
30366	LIBRARIAN II	GENERAL	479	LIBRARY	\$5,525.34	\$5,580.14	\$5,636.07	\$5,690.87	\$5,745.67	\$5,801.61	\$5,859.83	\$5,916.91	\$5,975.13	\$6,033.35	\$6,091.57	\$6,152.08	\$6,195.62	\$6,274.23	\$6,334.73	\$6,396.38	\$6,460.31	\$6,524.24	\$6,588.17	\$6,652.10	\$6,716.03
30341	LIBRARY ASSISTANT	GENERAL	370	LIBRARY	\$2,207.89	\$2,239.86	\$2,271.82	\$2,304.93	\$2,336.89	\$2,368.86	\$2,401.96	\$2,436.21	\$2,469.33	\$2,503.57	\$2,536.67	\$2,572.06	\$2,596.95	\$2,632.84	\$2,678.23	\$2,713.62	\$2,751.29	\$2,787.82	\$2,825.50	\$2,863.03	\$2,899.70
20388	LIBRARY CIRCULATION SUPERVISOR	MIDDLE MANAGEMENT	460	LIBRARY	\$5,021.01	\$5,071.20	\$5,121.39	\$5,171.58	\$5,221.76	\$5,271.95	\$5,325.56	\$5,378.03	\$5,430.50	\$5,482.97	\$5,536.57	\$5,591.32	\$5,647.22	\$5,701.96	\$5,757.86	\$5,812.61	\$5,870.78	\$5,928.95	\$5,987.12	\$6,045.29	\$6,103.46
10401	LIBRARY DIRECTOR (U)	EXECUTIVE	635	LIBRARY	\$11,723.03	\$11,839.84	\$11,956.65	\$12,074.57	\$12,191.38	\$12,308.18	\$12,431.67	\$12,555.15	\$12,677.52	\$12,801.00	\$12,924.48	\$13,053.53	\$13,182.57	\$13,311.62	\$13,440.66	\$13,570.82	\$13,706.54	\$13,842.26	\$13,977.98	\$14,112.58	\$14,248.30
20385	LIBRARY NETWORK ADMINISTRATOR	MIDDLE MANAGEMENT	492	LIBRARY	\$5,890.17	\$5,949.48	\$6,007.65	\$6,066.96	\$6,126.28	\$6,184.45	\$6,246.04	\$6,308.78	\$6,370.37	\$6,431.96	\$6,493.56	\$6,558.57	\$6,623.99	\$6,688.60	\$6,753.62	\$6,818.63	\$6,887.07	\$6,955.51	\$7,022.80	\$7,091.24	\$7,159.68
30380	LIBRARY NETWORK TECHNICIAN	GENERAL	422	LIBRARY	\$4,157.70	\$4,199.94	\$4,241.04	\$4,283.28	\$4,324.38	\$4,365.47	\$4,410.00	\$4,453.38	\$4,496.76	\$4,540.14	\$4,584.66	\$4,630.32	\$4,662.37	\$4,712.65	\$4,763.62	\$4,812.98	\$4,862.07	\$4,910.02	\$4,957.96	\$5,005.91	\$5,053.86
00361	LIBRARY PAGE (PT)	NA	361	LIBRARY	\$2,687.00	\$2,714.00	\$2,741.00	\$2,767.00	\$2,794.00	\$2,821.00	\$2,849.00	\$2,878.00	\$2,906.00	\$2,934.00	\$2,962.00	\$2,992.00	\$3,022.00	\$3,051.00	\$3,081.00	\$3,110.00	\$3,141.00	\$3,173.00	\$3,204.00	\$3,235.00	\$3,266.00
20387	LIBRARY PROGRAM COORDINATOR	MIDDLE MANAGEMENT	450	LIBRARY	\$4,776.92	\$4,824.83	\$4,872.73	\$4,920.64	\$4,968.55	\$5,016.45	\$5,066.64	\$5,115.69	\$5,165.87	\$5,216.06	\$5,266.25	\$5,318.96	\$5,372.33	\$5,424.79	\$5,477.26	\$5,529.73	\$5,585.62	\$5,640.37	\$5,696.25	\$5,751.01	\$5,806.90
30391	LIBRARY TECHNICIAN I (FLEX)	GENERAL	380	LIBRARY	\$3,372.28	\$3,405.39	\$3,439.64	\$3,473.89	\$3,508.99	\$3,541.24	\$3,576.63	\$3,612.02	\$3,647.41	\$3,682.80	\$3,718.19	\$3,754.72	\$3,781.35	\$3,828.92	\$3,866.00	\$3,904.27	\$3,943.08	\$3,981.90	\$4,020.71	\$4,059.53	\$4,098.48
30392	LIBRARY TECHNICIAN II	GENERAL	400	LIBRARY	\$3,762.71	\$3,800.38	\$3,838.06	\$3,875.73	\$3,913.40	\$3,951.07	\$3,993.94	\$4,030.99	\$4,069.80	\$4,109.76	\$4,148.57	\$4,190.81	\$4,219.58	\$4,273.00	\$4,316.24	\$4,356.34	\$4,399.72	\$4,443.10	\$4,487.63	\$4,531.04	\$4,574.39
00133	LIFEGUARD (PT)	NA	377	PR&CS	\$2,910.00	\$2,939.00	\$2,968.00	\$2,997.00	\$3,026.00	\$3,056.00	\$3,086.00	\$3,117.00	\$3,147.00	\$3,178.00	\$3,208.00	\$3,240.00	\$3,272.00	\$3,305.00	\$3,337.00	\$3,369.00	\$3,402.00	\$3,436.00	\$3,470.00	\$3,503.00	\$3,537.00
30215	LITERACY PROGRAM COORDINATOR	GENERAL	470	LIBRARY	\$2,828.18	\$2,835.83	\$2,843.55	\$2,851.28	\$2,859.01	\$2,866.74	\$2,874.47	\$2,882.20	\$2,889.93	\$2,897.66	\$2,905.39	\$2,913.12	\$2,920.85	\$2,928.58	\$2,936.31	\$2,944.04	\$2,951.77	\$2,959.50	\$2,967.23	\$2,974.96	\$2,982.69
20484	MAINTENANCE SUPERVISOR	MIDDLE MANAGEMENT	522	PWO&M	\$6,841.45	\$6,909.88	\$6,978.32	\$7,045.62	\$7,114.05	\$7,182.49	\$7,254.35	\$7,326.21	\$7,398.07	\$7,469.93	\$7,541.79	\$7,617.07	\$7,693.49	\$7,768.77	\$7,844.05	\$7,919.33	\$7,998.04	\$8,077.88	\$8,156.58	\$8,236.43	\$8,315.13
30486	MAINTENANCE WORKER I (FLEX)	GENERAL	393	PWO&M	\$3,598.32	\$3,633.71	\$3,670.24	\$3,705.63	\$3,742.16	\$3,777.55	\$3,815.22	\$3,854.04	\$3,891.71	\$3,929.38	\$3,967.06	\$4,007.01	\$4,043.04	\$4,085.78	\$4,125.74	\$4,165.69	\$4,206.79	\$4,249.03	\$4,293.13	\$4,332.37	\$4,373.47
30487	MAINTENANCE WORKER II	GENERAL	415	PWO&M	\$4,015.00	\$4,054.96	\$4,096.06	\$4,136.01	\$4,175.97	\$4,215.92	\$4,258.16	\$4,300.40	\$4,342.64	\$4,384.88	\$4,427.12	\$4,471.64	\$4,501.87	\$4,559.55	\$4,604.07	\$4,648.59	\$4,694.25	\$4,741.06	\$4,787.87	\$4,834.67	\$4,880.34
30488	MAINTENANCE WORKER III	GENERAL	425	PWO&M	\$4,220.49	\$4,262.73	\$4,304.97	\$4,347.21	\$4,389.45	\$4,431.69	\$4,476.21	\$4,520.73	\$4,564.11	\$4,608.63	\$4,653.16	\$4,699.96	\$4,742.94	\$4,792.43	\$4,839.24	\$4,886.04	\$4,935.13	\$4,984.22	\$5,032.17	\$5,081.26	\$5,130.35
10530	MANAGEMENT ANALYST I (FLEX)	MANAGEMENT	476	VARIOUS	\$5,304.18	\$5,357.57	\$5,409.86	\$5,463.26	\$5,516.66	\$5,568.94	\$5,624.56	\$5,681.30	\$5,736.92	\$5,792.54	\$5,848.17	\$5,906.01	\$5,964.97	\$6,022.82	\$6,081.78	\$6,140.33	\$6,201.93	\$6,263.11	\$6,324.30	\$6,385.48	\$6,447.78
10531	MANAGEMENT ANALYST I (FLEX)(U)	MANAGEMENT	476	VARIOUS	\$5,304.18	\$5,357.57	\$5,409.86	\$5,463.26	\$5,516.66	\$5,568.94	\$5,624.56	\$5,681.30	\$5,736.92	\$5,792.54	\$5,848.17	\$5,906.01	\$5,964.97	\$6,022.82	\$6,081.78	\$6,140.33	\$6,201.93	\$6,263.11	\$6,324.30	\$6,385.48	\$6,447.78
10532	MANAGEMENT ANALYST II	MANAGEMENT	506	VARIOUS	\$6,160.77	\$6,221.95	\$6,283.14	\$6,345.43	\$6,406.62	\$6,467.80	\$6,533.44	\$6,597.96	\$6,662.48	\$6,727.00	\$6,791.53	\$6,859.39	\$6,927.25	\$6,995.11							

30584	PUBLIC WORKS INSPECTOR III	GENERAL	529	PWO&M	\$7,090.47	\$7,161.25	\$7,232.03	\$7,302.81	\$7,373.59	\$7,444.37	\$7,518.57	\$7,593.92	\$7,668.12	\$7,742.32	\$7,816.53	\$7,895.30	\$7,949.70	\$8,051.70	\$8,129.33	\$8,208.10	\$8,289.15	\$8,371.34	\$8,453.54	\$8,535.73	\$8,617.93
10900	PUBLIC WORKS SAFETY AND TRAINING OFFICER	MANAGEMENT	510	PWO&M	\$6,284.25	\$6,347.66	\$6,409.96	\$6,473.37	\$6,535.66	\$6,599.07	\$6,664.71	\$6,730.34	\$6,797.09	\$6,862.72	\$6,928.36	\$6,997.33	\$7,067.42	\$7,136.39	\$7,205.36	\$7,275.20	\$7,347.75	\$7,420.06	\$7,493.49	\$7,565.79	\$7,639.22
10863	PURCHASING DIVISION MANAGER (U)	MANAGEMENT	598	F&MS	\$9,747.32	\$9,844.10	\$9,941.99	\$10,039.89	\$10,136.67	\$10,234.57	\$10,336.92	\$10,439.26	\$10,541.61	\$10,643.95	\$10,746.30	\$10,854.21	\$10,961.00	\$11,068.91	\$11,175.71	\$10,987.99	\$11,395.97	\$11,509.44	\$11,621.80	\$11,735.27	\$11,847.63
PENDING	RANGEMASTER	POLICE GENERAL	465	PD	\$5,152.04	\$5,413.60	\$5,255.92	\$5,307.29	\$5,358.66	\$5,410.04	\$5,464.83	\$5,518.49	\$5,572.14	\$5,626.94	\$5,680.60	\$5,737.68	\$5,794.76	\$5,850.69	\$5,907.77	\$5,964.85	\$6,024.22	\$6,083.58	\$6,144.08	\$6,203.45	\$6,262.81
	REAL PROPERTY MANAGER	MANAGEMENT	580	PWO&M	\$8,910.75	\$8,999.75	\$9,088.74	\$9,177.74	\$9,266.74	\$9,355.73	\$9,449.18	\$9,542.62	\$9,636.07	\$9,729.52	\$9,824.07	\$9,921.97	\$10,019.87	\$10,117.76	\$10,216.77	\$10,044.52	\$10,418.12	\$10,520.47	\$10,623.93	\$10,727.39	\$10,830.84
10259	RECORDS MANAGEMENT SPECIALIST (U)	CONFIDENTIAL	460	CITY CLERK	\$4,897.02	\$4,945.97	\$4,994.92	\$5,043.86	\$5,092.81	\$5,141.76	\$5,194.04	\$5,245.22	\$5,296.39	\$5,347.56	\$5,399.85	\$5,454.25	\$5,507.76	\$5,561.15	\$5,615.66	\$5,669.06	\$5,725.80	\$5,782.53	\$5,839.27	\$5,896.00	\$5,952.74
00222	RECREATION AIDE (PT)	NA	368	PR&CS	\$2,782.00	\$2,810.00	\$2,838.00	\$2,866.00	\$2,894.00	\$2,921.00	\$2,951.00	\$2,980.00	\$3,009.00	\$3,038.00	\$3,068.00	\$3,098.00	\$3,129.00	\$3,160.00	\$3,190.00	\$3,221.00	\$3,253.00	\$3,285.00	\$3,318.00	\$3,350.00	\$3,382.00
00244	RECREATION LEADER (PT)	NA	375	PR&CS	\$2,881.00	\$2,910.00	\$2,939.00	\$2,968.00	\$2,996.00	\$3,025.00	\$3,055.00	\$3,086.00	\$3,116.00	\$3,146.00	\$3,176.00	\$3,208.00	\$3,240.00	\$3,272.00	\$3,304.00	\$3,335.00	\$3,369.00	\$3,402.00	\$3,435.00	\$3,469.00	\$3,502.00
00230	RECREATION SPECIALIST (PT)	NA	400	PR&CS	\$3,264.00	\$3,296.00	\$3,329.00	\$3,362.00	\$3,394.00	\$3,427.00	\$3,461.00	\$3,496.00	\$3,530.00	\$3,564.00	\$3,598.00	\$3,634.00	\$3,670.00	\$3,706.00	\$3,742.00	\$3,778.00	\$3,816.00	\$3,854.00	\$3,892.00	\$3,929.00	\$3,967.00
00256	RECREATION SUPERVISOR (AQUATICS) (PT)	NA	481	PR&CS	\$4,888.00	\$4,937.00	\$4,986.00	\$5,035.00	\$5,084.00	\$5,133.00	\$5,184.00	\$5,235.00	\$5,287.00	\$5,338.00	\$5,389.00	\$5,443.00	\$5,497.00	\$5,551.00	\$5,605.00	\$5,659.00	\$5,716.00	\$5,772.00	\$5,829.00	\$5,885.00	\$5,942.00
30825	RECREATION THERAPIST	GENERAL	468	PR&CS	\$5,229.66	\$5,282.18	\$5,334.69	\$5,387.20	\$5,439.72	\$5,492.23	\$5,547.03	\$5,601.83	\$5,656.62	\$5,711.42	\$5,766.22	\$5,824.44	\$5,864.39	\$5,939.74	\$5,996.82	\$6,055.04	\$6,115.55	\$6,176.05	\$6,236.55	\$6,297.06	\$6,357.56
30115	REGISTERED VETERINARY TECHNICIAN	GENERAL	450	AS	\$4,781.02	\$4,828.96	\$4,876.91	\$4,924.86	\$4,972.80	\$5,020.75	\$5,070.98	\$5,120.07	\$5,170.30	\$5,220.53	\$5,270.76	\$5,324.42	\$5,361.27	\$5,429.44	\$5,481.96	\$5,534.47	\$5,590.41	\$5,645.21	\$5,701.14	\$5,755.94	\$5,811.88
10690	RISK DIVISION MANAGER (U)	MANAGEMENT	590	HR&RM	\$9,365.74	\$9,459.19	\$9,553.75	\$9,647.19	\$9,740.64	\$9,834.09	\$9,931.98	\$10,030.99	\$10,128.89	\$10,227.90	\$10,325.79	\$10,429.25	\$10,532.71	\$10,636.17	\$10,738.51	\$10,557.96	\$10,950.99	\$11,058.90	\$11,167.92	\$11,275.83	\$11,384.85
10538	SAFETY OFFICER	CONFIDENTIAL	530	HR&RM	\$6,943.93	\$7,012.91	\$7,082.99	\$7,151.96	\$7,220.93	\$7,291.02	\$7,363.33	\$7,436.75	\$7,509.06	\$7,582.48	\$7,654.79	\$7,731.55	\$7,808.31	\$7,885.07	\$7,961.83	\$8,038.59	\$8,118.68	\$8,198.78	\$8,278.88	\$8,360.09	\$8,440.18
00266	SECURITY OFFICER I (PT)	NA	378	PWO&M	\$2,925.00	\$2,954.00	\$2,983.00	\$3,012.00	\$3,042.00	\$3,071.00	\$3,102.00	\$3,132.00	\$3,163.00	\$3,194.00	\$3,224.00	\$3,257.00	\$3,289.00	\$3,321.00	\$3,353.00	\$3,386.00	\$3,419.00	\$3,453.00	\$3,487.00	\$3,521.00	\$3,555.00
00265	SECURITY OFFICER II (PT)	NA	402	PWO&M	\$3,296.00	\$3,329.00	\$3,362.00	\$3,395.00	\$3,428.00	\$3,461.00	\$3,496.00	\$3,531.00	\$3,565.00	\$3,600.00	\$3,634.00	\$3,671.00	\$3,707.00	\$3,743.00	\$3,780.00	\$3,816.00	\$3,854.00	\$3,892.00	\$3,931.00	\$3,969.00	\$4,007.00
10511	SENIOR ADMINISTRATIVE ANALYST (U)	CONFIDENTIAL	576	VARIOUS	\$8,733.87	\$8,821.75	\$8,908.53	\$8,996.41	\$9,083.18	\$9,171.06	\$9,262.29	\$9,354.62	\$9,445.84	\$9,538.17	\$9,629.49	\$9,726.18	\$9,821.85	\$9,918.63	\$10,014.30	\$10,111.09	\$10,212.32	\$10,313.55	\$10,414.79	\$10,516.14	\$10,616.14
30708	SENIOR ADMINISTRATIVE ASSISTANT	GENERAL	420	VARIOUS	\$4,116.61	\$4,157.70	\$4,198.80	\$4,239.90	\$4,281.00	\$4,322.09	\$4,365.47	\$4,408.85	\$4,452.24	\$4,495.62	\$4,539.00	\$4,584.66	\$4,615.70	\$4,674.85	\$4,720.51	\$4,766.18	\$4,812.98	\$4,860.93	\$4,908.88	\$4,956.82	\$5,003.63
30229	SENIOR ANIMAL SERVICES REPRESENTATIVE	GENERAL	390	AS	\$3,544.66	\$3,580.05	\$3,615.44	\$3,650.83	\$3,686.22	\$3,721.61	\$3,759.28	\$3,795.82	\$3,833.49	\$3,871.16	\$3,907.69	\$3,946.51	\$3,974.85	\$4,025.28	\$4,064.09	\$4,102.91	\$4,144.00	\$4,185.10	\$4,226.20	\$4,267.30	\$4,308.39
30410	SENIOR ARBORIST	GENERAL	500	PWO&M	\$6,196.60	\$6,258.24	\$6,321.03	\$6,382.68	\$6,444.33	\$6,507.11	\$6,572.18	\$6,637.26	\$6,702.33	\$6,767.40	\$6,832.47	\$6,899.82	\$6,948.02	\$7,036.82	\$7,104.31	\$7,173.81	\$7,245.33	\$7,316.51	\$7,388.43	\$7,460.35	\$7,532.27
10154	SENIOR CIVIL ENGINEER	MANAGEMENT	581	PWO&M	\$8,955.25	\$9,044.25	\$9,134.35	\$9,223.35	\$9,313.46	\$9,402.45	\$9,497.01	\$9,590.46	\$9,685.02	\$9,778.46	\$9,873.02	\$9,970.92	\$10,069.93	\$10,168.94	\$10,267.94	\$10,366.95	\$10,464.03	\$10,573.87	\$10,677.33	\$10,780.78	\$10,884.24
30228	SENIOR CUSTOMER SERVICE REPRESENTATIVE	GENERAL	435	VARIOUS	\$4,436.25	\$4,480.78	\$4,525.30	\$4,569.82	\$4,614.34	\$4,658.86	\$4,704.53	\$4,751.33	\$4,798.14	\$4,844.95	\$4,891.75	\$4,939.70	\$4,974.26	\$5,037.88	\$5,086.96	\$5,135.45	\$5,183.80	\$5,238.80	\$5,290.17	\$5,341.54	\$5,392.91
30230	SENIOR CUSTOMER SERVICE REPRESENTATIVE (BILINGUAL)	GENERAL	445	VARIOUS	\$4,663.43	\$4,710.24	\$4,757.04	\$4,803.85	\$4,849.51	\$4,896.32	\$4,945.41	\$4,994.49	\$5,043.58	\$5,092.67	\$5,141.76	\$5,193.13	\$5,229.23	\$5,295.88	\$5,347.25	\$5,398.62	\$5,452.28	\$5,505.93	\$5,560.73	\$5,614.38	\$5,668.04
30232	SENIOR CUSTOMER SERVICE REPRESENTATIVE (BILINGUAL)(U)	GENERAL	445	VARIOUS	\$4,663.43	\$4,710.24	\$4,757.04	\$4,803.85	\$4,849.51	\$4,896.32	\$4,945.41	\$4,994.49	\$5,043.58	\$5,092.67	\$5,141.76	\$5,193.13	\$5,229.23	\$5,295.88	\$5,347.25	\$5,398.62	\$5,452.28	\$5,505.93	\$5,560.73	\$5,614.38	\$5,668.04
10222	SENIOR CUSTOMER SERVICE REPRESENTATIVE (U)	CONFIDENTIAL	435	VARIOUS	\$4,322.99	\$4,366.38	\$4,409.76	\$4,453.15	\$4,496.54	\$4,539.92	\$4,584.42	\$4,630.03	\$4,675.64	\$4,721.25	\$4,766.86	\$4,813.59	\$4,861.42	\$4,909.26	\$4,957.09	\$5,004.93	\$5,054.99	\$5,105.05	\$5,155.11	\$5,205.17	\$5,255.23
10632	SENIOR GIS ANALYST	CONFIDENTIAL	530	IT	\$6,943.93	\$7,012.91	\$7,082.99	\$7,151.96	\$7,220.93	\$7,291.02	\$7,363.33	\$7,436.75	\$7,509.06	\$7,582.48	\$7,654.79	\$7,731.55	\$7,808.31	\$7,885.07	\$7,961.83	\$8,038.59	\$8,118.68	\$8,198.78	\$8,278.88	\$8,360.09	\$8,440.18
10656	SENIOR HUMAN RESOURCES TECHNICIAN	CONFIDENTIAL	461	HR&RM	\$4,921.49	\$4,971.55	\$5,020.50	\$5,069.45	\$5,118.40	\$5,168.46	\$5,219.63	\$5,270.80	\$5,323.09	\$5,374.26	\$5,426.55	\$5,481.06	\$5,534.45	\$5,588.97	\$5,643.48	\$5,697.99	\$5,754.72	\$5,811.46	\$5,868.19	\$5,926.04	\$5,982.77
10622	SENIOR INFORMATION TECHNOLOGY ANALYST	CONFIDENTIAL	553	IT	\$7,787.17	\$7,865.04	\$7,942.92	\$8,020.79	\$8,098.66	\$8,176.53	\$8,258.85	\$8,340.06	\$8,422.38	\$8,503.59	\$8,585.91	\$8,671.57	\$8,757.23	\$8,842.89	\$8,929.66	\$9,015.32	\$9,105.43	\$9,195.54	\$9,285.65	\$9,375.76	\$9,465.86
10385	SENIOR INFORMATION TECHNOLOGY TECHNICIAN	CONFIDENTIAL	488	IT	\$5,631.24	\$5,687.97	\$5,743.60	\$5,800.33	\$5,857.07	\$5,912.69	\$5,971.65	\$6,030.61	\$6,090.68	\$6,149.64	\$6,208.60	\$6,270.90	\$6,333.20	\$6,394.38	\$6,456.68	\$6,518.98	\$6,584.61	\$6,649.13	\$6,714.77	\$6,779.29	\$6,844.92
00283	SENIOR LIFEGUARD (PT)	NA	396	PR&CS	\$3,199.00	\$3,231.00	\$3,263.00	\$3,295.00	\$3,327.00	\$3,359.00	\$3,393.00	\$3,426.00	\$3,460.00	\$3,494.00	\$3,527.00	\$3,562.00	\$3,598.00	\$3,633.00	\$3,668.00	\$3,704.00	\$3,741.00	\$3,778.00	\$3,815.00	\$3,852.00	\$3,889.00
10513	SENIOR MANAGEMENT ANALYST	MANAGEMENT	556	VARIOUS	\$7,905.09	\$7,984.08	\$8,063.06	\$8,142.05	\$8,221.03	\$8,300.01	\$8,383.45	\$8,465.77	\$8,549.20	\$8,632.64	\$8,714.96	\$8,802.84	\$8,889.61	\$8,976.39	\$9,064.27	\$9,151.49	\$9,242.26	\$9,334.60	\$9,425.82	\$9,517.04	\$9,608.26
10514	SENIOR MANAGEMENT ANALYST (U)	MANAGEMENT	556	VARIOUS	\$7,905.09	\$7,984.08	\$8,063.06	\$8,142.05	\$8,221.03	\$8,300.01	\$8,383.45	\$8,465.77	\$8,549.20	\$8,632.64	\$8,714.96	\$8,802.84	\$8,889.61	\$8,976.39	\$9,064.27	\$9,151.49	\$9,242.26	\$9,334.60	\$9,425.82	\$9,517.04	\$9,608.26
10529	SENIOR NETWORK SYSTEMS ADMINISTRATOR	CONFIDENTIAL	592	IT	\$9,460.30	\$9,554.86	\$9,649.42	\$9,743.98	\$9,838.54	\$9,933.10	\$10,032.10	\$10,131.11	\$10,231.23	\$10,330.24	\$10,429.25	\$10,533.82	\$10,638.39	\$10,741.85	\$10,846.42	\$10,950.99	\$11,060.01	\$11,170.14	\$11,279.16	\$11,389.30	\$11,498.32
30710	SENIOR OFFICE ASSISTANT	GENERAL	375	VARIOUS	\$3,288.95	\$3,322.05	\$3,355.16	\$3,388.27	\$3,420.23	\$3,453.34	\$3,487.58	\$3,522.97	\$3,557.22	\$3,591.47	\$3,625.72	\$3,662.25	\$3,688.01	\$3,735.31	\$3,771.84	\$3,807.23	\$3,846.05	\$3,883.72	\$3,921.39	\$3,960.21	\$3,997.88
33710	SENIOR OFFICE ASSISTANT - POLICE	POLICE GENERAL	375	VARIOUS	\$3,288.95	\$3,355.81	\$3,355.16	\$3,388.27	\$3,420.23	\$3,453.34	\$3,487.58	\$3,522.97	\$3,557.22	\$3,591.47	\$3,625.72	\$3,662.25	\$3,698.78	\$3,735.31	\$3,771.84	\$3,807.23	\$3,846.05	\$3,883.72	\$3,921.39	\$3,960.21	\$3,997.88
10223	SENIOR OFFICE ASSISTANT (U)	CONFIDENTIAL	375	VARIOUS	\$3,204.98	\$3,237.24	\$3,269.50	\$3,301.76	\$3,332.91	\$3,365.17	\$3,398.54	\$3,433.03	\$3,466.40	\$3,499.78	\$3,533.15	\$3,568.75	\$3,604.35	\$3,639.95	\$3,675.55	\$3,710.03	\$3,747.86	\$3,784.57	\$3,821.28	\$3,859.10	\$3,895.81
20243	SENIOR PLANNER	MIDDLE MANAGEMENT	567	CD&H	\$8,562.64	\$8,648.19	\$8,733.74	\$8,819.28	\$8,904.83	\$8,990.38	\$9,080.48	\$9,170.59	\$9,259.56	\$9,349.67	\$9,439.78	\$9,534.45	\$9,629.12	\$9,722.65	\$9,817.33	\$9,912.00	\$10,011.23	\$10,110.47	\$10,209.70	\$10,308.93	\$10,407.03
00294	SENIOR RECREATION LEADER (PT)	NA	382	PR&CS	\$2,984.00	\$3,013.00	\$3,043.00	\$3,073.00	\$3,103.00	\$3,133.00	\$3,164.00	\$3,195.00	\$3,227.00	\$3,258.00	\$3,289.00	\$3,322.00	\$3,355.00	\$3,388.00	\$3,421.00	\$3,454.00					

SAN BERNARDINO POLICE DEPARTMENT SALARY RANGE TABLE

Range	Classification	First 6 Months Service	Following 18 Months	Third Year Service	Fourth Year Service	Fifth & Subsequent Years Service
P-1	Police Officer	7,736.00	8,384.56	9,034.24	9,682.79	10,331.35
P-2	Detective/Corporal	8,983.07	9,682.79	10,382.52	11,081.16	11,780.88
P-3	Sergeant	10,165.61	10,952.10	11,738.61	12,526.23	13,312.72
P-4	Lieutenant	--	--	--	--	17,096.33
P-5	Captain	--	--	--	--	20,120.63
P-6	Assistant Chief	--	--	--	--	24,632.73