

**COMMISSION ON COMMUNITY INVESTMENT AND INFRASTRUCTURE**

**RESOLUTION NO. 13-2023**

*Adopted April 18, 2023*

**AMENDING RESOLUTION NO. 34-2022 TO REVISE THE COMPARABLE CITY CLASSIFICATION FOR THE UNREPRESENTED POSITION OF THE EXECUTIVE ASSISTANT TO THE EXECUTIVE DIRECTOR**

WHEREAS, The Successor Agency, commonly known as the Office of Community Investment and Infrastructure (“OCII”), approved a Personnel Policy, as amended by Agency Resolution No. 57-2015, that requires the periodic adoption of a resolution establishing position classifications and a compensation schedule plan applicable to each classification and providing “the basis of comparability for each classification with positions in public service, where applicable, in the City and County of San Francisco (CCSF) that are similar in responsibility and required competence,” Article I of the Personnel Policy; and,

WHEREAS, On September 20, 2022, OCII approved, by separate resolutions, salary increases and other terms and conditions of employment in collective bargaining agreements with IFPTE Local 21 and SEIU Local 1021 covering July 1, 2022 through June 30, 2024 (“Memoranda of Agreements” or “MOAs”); and,

WHEREAS, Under the MOAs, union-represented employees will receive a 5.25% base wage increase effective July 1, 2022, a 2.50% increase effective July 1, 2023, and a 2.25% increase effective January 6, 2024. The increases authorized after 2022 are subject to six-month delays in the event the City projects a budget deficit of \$300 million; and,

WHEREAS, Unrepresented classifications have historically received the same salary increases as represented employees, and,

WHEREAS, OCII Resolution No. 34-2022 (Sep. 20, 2022) incorporated the above-described salary increases and certain other terms and conditions to the represented and unrepresented employees. Resolution No. 34-2022 is consistent with the FY 2022-23 budget approved by the Commission in Resolution No. 11-2022 (April 19, 2022) and approved by the Board of Supervisors in Resolution No. 331-22 (July 28, 2022); and,

WHEREAS, Employees in positions whose classification listing is followed in this Resolution by a “Z” symbol will be entitled to compensatory time off at one and one-half times the number of overtime hours worked pursuant to the provisions of OCII Personnel Policy and the MOAs; and,

WHEREAS, Prior to the adoption of the MOAs in 2019, the Department of Human Resources (DHR) of the City and County of San Francisco (“CCSF”), SEIU 1021, and IFPTE Local 21 reviewed the class descriptions for both OCII classes and City and County classes. Based on the review of the OCII class description of duties and job requirements, these parties identified a comparable CCSF job classification; and,

WHEREAS, Resolution No. 34-2022 established that the CCSF job classification for OCII’s Commission Secretary, Job Code 1548 – Commission Secretary, was no longer active. The OCII Human Resources Division reviewed the CCSF job classifications and determined that Job Code 0922 - Manager 1 is the appropriate comparable CCSF job classification, as it is commensurate with City Commission Secretary positions for the Public Utilities Commission and San Francisco Port; and,

WHEREAS, Historically, the unrepresented positions of Commission Secretary and Executive Assistant to the Executive Director have had the same City benchmark in light of the shared responsibilities in providing assistance to the Commission and Executive Director, managing the executive office, and preparing for Commission hearings; and,

WHEREAS, The Human Resources Division reviewed the job classification for OCII’s unrepresented position of Executive Assistant to the Executive Director, Job Code 1370 for internal parity, job duties and functions. Upon completion of this review, the Agency desires to revise the classification and salary tie to the CCSF tie of Job Code 0922-Manager 1 to accommodate the needs of the Agency and in response to additional duties to include Records Department project coordination and staff supervision; and,

WHEREAS, This Resolution makes no changes to Resolution No. 34-2022 except for the revised City benchmark for the Executive Assistant to the Executive Director; and,

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

RESOLVED, The following classifications and comparable CCSF job classifications are in effect for Successor Agency staff:

<b>SEQ NO.</b>	<b>CLASS NO.</b>	<b>SUCCESSOR AGENCY CLASSIFICATION</b>	<b>CLASS (Z/P)</b>	<b>COMPARABLE CITY CLASS MATCH</b>
1	500	Executive Director	Z	0965
2	1060	Deputy Executive Director	Z	0954
3	520	Agency General Counsel	Z	8181
4	525	Deputy General Counsel	Z	8177
5	1010	Assistant Deputy Executive Director	Z	1377
6	580	Senior Attorney	Z	8177
7	570	Construction Coordinator	Z	6319
8	605	Senior Architect	Z	5268
9	565	Senior Civil Engineer	Z	5211
10	555	Senior Project Manager, Supervisory	Z	5506
11	965	Human Resources Manager	Z	0932
12	1015	Contract & Fiscal Services Manager	Z	0932
13	535	Development Services Manager	Z	0932
14	540	Housing Program Manager	Z	0932
15	550	Senior Project Manager	Z	5504
16	556	Architecture & Engineering Supervisor	Z	5211
17	606	Planning Supervisor	Z	5283
18	610	Senior Landscape Architect	Z	5274
19	625	Information Systems Supervisor	Z	1044
20	630	Senior Financial Analyst	Z	1825
21	970	Accounting Supervisor	Z	0931
22	1045	Senior Development Specialist, Supervisory	Z	0931
23	585	Contract Compliance Supervisor	Z	0931
24	560	Administrative Services Manager	Z	0931
25	590	Project Manager	Z	5502
26	940	Property Management Supervisor	Z	4142
27	955	Relocation Supervisor	Z	2912
28	595	Senior Development Specialist	Z	0923
29	1025	Housing Construction Specialist	Z	5502

30	635	Architect	Z	5241
31	620	Civil Engineer	Z	5274
32	975	Environmental Assessment Specialist	Z	5298
33	1100	Accountant IV	Z	1657
34	660	Staff Attorney II	Z	8177
35	655	Senior Planner	Z	5293
36	1065	Contract Compliance Specialist III	Z	2978
37	665	Building/Construction Specialist II	Z	6318
38	990	Assistant Project Manager	Z	1824
39	1050	Contract Administration Specialist	Z	1824
40	615	Development Specialist	Z	1824
41	675	Building/Construction Specialist I	Z	6317
42	640	Contract Compliance Specialist II	Z	2992
43	945	Property Management Specialist	Z	4140
44	690	Associate Civil Engineer	Z	5207
45	700	Architectural Associate	Z	5266
46	670	Financial Systems Accountant	Z	1657
47	995	Commission Secretary	Z	0922
48	725	Staff Attorney I	Z	8177
49	1000	Executive Assistant to Executive Director	Z	0922
50	695	Accountant III	Z	1654
51	715	Senior Personnel Analyst	Z	1244
52	730	Associate Planner	Z	5291
53	685	Public Affairs Officer	Z	1314
54	720	Senior Programmer Analyst	Z	1063
55	770	Senior Community Services Specialist	Z	2912
56	705	Assistant Development Specialist	Z	1823
57	745	Records & Information Supervisor	Z	1408
58	735	Contract Compliance Specialist I	Z	2975
59	780	Architectural Assistant	Z	5260
60	760	Senior Legal Secretary	Z	1460

61	740	Harbormaster	Z	0922
62	1030	Management Assistant III	Z	1844
63	785	Assistant Planner	Z	5278
64	755	Administrative Analyst	Z	1822
65	775	Accountant II	Z	1652
66	750	Personnel Analyst	Z	1241
67	765	Programmer Analyst	Z	1062
68	800	Executive Secretary	Z	1450
69	803	Support Services Supervisor	P	1764
70	810	Administrative Secretary	P	1406
71	790	Assistant Harbormaster	Z	3233
72	1035	Management Assistant II	Z	1842
73	795	Community Services Specialist	Z	2910
74	820	Accountant I	Z	1650
75	815	Facility Maintenance Supervisor	Z	7215
76	825	Senior Harbor Attendant	P	3232
77	850	Secretary	P	1444
78	1040	Management Assistant I	Z	1840
79	830	Harbor Office Supervisor	P	1408
80	855	Records Specialist II	P	1406
81	860	Senior Office Assistant	P	1406
82	845	Purchasing Assistant	P	1950
83	840	Harbor Attendant	P	7514
84	875	Office Assistant II	P	1426
85	835	Facility Maintenance Worker	P	7514
86	880	Record Specialist I	P	1404
87	882	Project/Planning Associate	P	5276
88	865	Harbor Office Assistant	P	1404
89	870	Law Clerk II	P	1460
90	885	Account Clerk II	P	1632
91	895	Office Assistant I	P	1426

92	890	Harbor Security Officer	P	8202
93	900	Law Clerk I	P	5276
94	905	Account Clerk I	P	1630
95	985	Staff Associate I	Z	1362
96	915	Staff Associate II	Z	1365
97	920	Staff Associate III	Z	1823
98	921	Staff Associate IV	Z	1824
99	930	Staff Associate V	Z	5502
100	935	Staff Associate VI	Z	5504
101	1110	Principal Personnel Analyst	Z	1246

**IT IS FURTHER RESOLVED that:**

1. Appointment to OCII classification of Executive Director shall be made by the Commission and the person shall serve at the pleasure of OCII subject to the provisions of any employment agreement.
2. The Executive Director or his or her designee is authorized as required by the workload of OCII and the written budgets approved by OCII, to make appointments to positions in all OCII classifications and to vacate such positions.
3. In accordance with the Personnel Policy, Memoranda of Agreements (MOAs) with SEIU, Local 1021, and with IFPTE, Local 21, and this Salary Resolution each person employed with OCII will be entitled to receive for his or her services, in his/her position, the rate of compensation described for the salary range number from Step 1 through Step 5, and, if applicable, for the extended range, as assigned to the classification to which his or her position is allocated and is illustrated in Attachment "A."
4. This Salary Resolution incorporates salary increases that OCII is obligated to provide represented employees during the terms of the MOAs described above. Accordingly, the salary ranges listed in this resolution and in Attachment A will be automatically adjusted to reflect said increases during the term of the MOAs.
5. The provisions of the MOAs between the OCII and IFPTE Local #21 with regard to compensatory time cash-outs, bereavement leave, extended range, severance pay, floating holidays and vacation cash out shall apply to unrepresented classes.
6. The classifications of Executive Director and all other unrepresented classifications will receive salary increases consistent with the increases provided under the Local 21 and Local 1021 MOAs, including a 5.25% increase, effective July 1, 2022.
7. Employees who are required to translate to and from a foreign language for ten (10) or more work hours biweekly, including sign language as used by the deaf, may be granted additional compensation of thirty-five (\$35.00) dollars biweekly.

8. Employees who were permanently assigned as primary operators of word processing equipment prior to September 25, 1995, may be granted a premium of \$.91 per hour in their regular compensation rate for such hours that they are assigned to and actually work with word processing equipment following satisfactory completion of training in the word processing equipment to which assigned.
9. Supervisory employees whose compensation schedule is less than one range number over the compensation schedule of the employee supervised shall be granted a 5% supervisory differential adjustment so as to provide the supervisory employee with a salary that is no more than 5% higher than the employee who is being supervised.
10. The salaries of employees who receive an Extended Range, as provided for in the MOAs and approved by the Executive Director, shall be reported in full (base rate pay plus special compensation) to the California Public Retirement Employee System (“CalPERS”), but will only be pensionable to the extent consistent with CalPERS standards.

I hereby certify that the foregoing resolution was adopted by the Commission at its meeting of April 18, 2023.

  
\_\_\_\_\_  
Commission Secretary

- Exhibit 1: Salary Chart Effective 07/01/2022
- Exhibit 2: Salary Chart Effective 07/01/2023
- Exhibit 3: Salary Chart Effective 01/06/2024

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 07/01/2022 - 5.25%

**EXHIBIT 1**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
1	500	(3) Executive Director (Z)	\$ 11,536	\$ 12,113	\$ 12,719	\$ 13,355	\$ 14,023	\$ 144.21	\$ 151.42	\$ 158.99	\$ 166.94	\$ 175.28	\$ 14,373	\$ 14,724	\$ 15,074
3	520	A - Agency General Counsel (Z)	\$ 8,680	\$ 9,114	\$ 9,570	\$ 10,048	\$ 10,551	\$ 108.50	\$ 113.92	\$ 119.62	\$ 125.60	\$ 131.88	\$ 10,814	\$ 11,078	\$ 11,342
3	520	B - Agency General Counsel (Z)	\$ 8,673	\$ 9,107	\$ 9,562	\$ 10,040	\$ 10,542	\$ 108.41	\$ 113.83	\$ 119.52	\$ 125.50	\$ 131.78	\$ 10,806	\$ 11,069	\$ 11,333
2	1060	(3) A - Deputy Executive Director (Z)	\$ 8,093	\$ 8,497	\$ 8,922	\$ 9,368	\$ 9,837	\$ 101.16	\$ 106.22	\$ 111.53	\$ 117.10	\$ 122.96	\$ 10,083	\$ 10,329	\$ 10,574
2	1060	(3) B - Deputy Executive Director (Z)	\$ 8,086	\$ 8,490	\$ 8,915	\$ 9,361	\$ 9,829	\$ 101.08	\$ 106.13	\$ 111.44	\$ 117.01	\$ 122.86	\$ 10,074	\$ 10,320	\$ 10,566
10	555	(2) Senior Project Manager, Supervisory (Z)	\$ 7,425	\$ 7,796	\$ 8,186	\$ 8,595	\$ 9,025	\$ 92.81	\$ 97.45	\$ 102.33	\$ 107.44	\$ 112.81	\$ 9,251	\$ 9,476	\$ 9,702
5	1010	Assistant Deputy Executive Director (Z)	\$ 7,102	\$ 7,457	\$ 7,830	\$ 8,222	\$ 8,633	\$ 88.78	\$ 93.22	\$ 97.88	\$ 102.77	\$ 107.91	\$ 8,849	\$ 9,064	\$ 9,280
4	525	A - Deputy General Counsel (Z) - Step 9	\$ 6,990	\$ 7,339	\$ 7,706	\$ 8,091	\$ 8,496	\$ 87.37	\$ 91.74	\$ 96.33	\$ 101.14	\$ 106.20	\$ 8,708	\$ 8,921	\$ 9,133
4	525	B - Deputy General Counsel (Z) - Step 9	\$ 6,977	\$ 7,326	\$ 7,692	\$ 8,077	\$ 8,481	\$ 87.21	\$ 91.57	\$ 96.15	\$ 100.96	\$ 106.01	\$ 8,693	\$ 8,905	\$ 9,117
6	580	(1) Senior Attorney (Z)	\$ 6,977	\$ 7,326	\$ 7,692	\$ 8,077	\$ 8,481	\$ 87.21	\$ 91.57	\$ 96.15	\$ 100.96	\$ 106.01	\$ 8,693	\$ 8,905	\$ 9,117
48	725	(1) Staff Attorney I (Z)	\$ 6,977	\$ 7,326	\$ 7,692	\$ 8,077	\$ 8,481	\$ 87.21	\$ 91.57	\$ 96.15	\$ 100.96	\$ 106.01	\$ 8,693	\$ 8,905	\$ 9,117
34	660	(1) Staff Attorney II (Z)	\$ 6,977	\$ 7,326	\$ 7,692	\$ 8,077	\$ 8,481	\$ 87.21	\$ 91.57	\$ 96.15	\$ 100.96	\$ 106.01	\$ 8,693	\$ 8,905	\$ 9,117
9	565	(5) Senior Civil Engineer (Z)	\$ 6,766	\$ 7,104	\$ 7,460	\$ 7,832	\$ 8,224	\$ 84.58	\$ 88.80	\$ 93.24	\$ 97.91	\$ 102.80	\$ 8,430	\$ 8,635	\$ 8,841
16	556	(5) Architecture & Engineering Supervisor (Z)	\$ 6,766	\$ 7,104	\$ 7,460	\$ 7,832	\$ 8,224	\$ 84.58	\$ 88.80	\$ 93.24	\$ 97.91	\$ 102.80	\$ 8,430	\$ 8,635	\$ 8,841
17	606	Planning Supervisor (Z)	\$ 6,230	\$ 6,542	\$ 6,869	\$ 7,212	\$ 7,573	\$ 77.88	\$ 81.77	\$ 85.86	\$ 90.15	\$ 94.66	\$ 7,762	\$ 7,951	\$ 8,141
15	550	(2) A - Senior Project Manager (Z)	\$ 6,191	\$ 6,500	\$ 6,825	\$ 7,167	\$ 7,525	\$ 77.39	\$ 81.25	\$ 85.32	\$ 89.58	\$ 94.06	\$ 7,713	\$ 7,901	\$ 8,089
15	550	(2) B - Senior Project Manager (Z)	\$ 6,116	\$ 6,422	\$ 6,743	\$ 7,080	\$ 7,434	\$ 76.45	\$ 80.27	\$ 84.29	\$ 88.50	\$ 92.93	\$ 7,620	\$ 7,806	\$ 7,992
13	535	(3) Development Services Manager (Z)	\$ 6,135	\$ 6,442	\$ 6,764	\$ 7,102	\$ 7,457	\$ 76.69	\$ 80.52	\$ 84.55	\$ 88.78	\$ 93.22	\$ 7,644	\$ 7,830	\$ 8,017
14	540	(3) A - Housing Program Manager (Z)	\$ 6,141	\$ 6,448	\$ 6,771	\$ 7,109	\$ 7,465	\$ 76.77	\$ 80.61	\$ 84.64	\$ 88.87	\$ 93.31	\$ 7,651	\$ 7,838	\$ 8,025
14	540	(3) B - Housing Program Manager (Z)	\$ 6,135	\$ 6,442	\$ 6,764	\$ 7,102	\$ 7,457	\$ 76.69	\$ 80.52	\$ 84.55	\$ 88.78	\$ 93.22	\$ 7,644	\$ 7,830	\$ 8,017
12	1015	(3) A - Contract and Fiscal Services Manager (Z)	\$ 6,141	\$ 6,448	\$ 6,771	\$ 7,109	\$ 7,465	\$ 76.77	\$ 80.61	\$ 84.64	\$ 88.87	\$ 93.31	\$ 7,651	\$ 7,838	\$ 8,025
12	1015	(3) B - Contract and Fiscal Services Manager (Z)	\$ 6,135	\$ 6,442	\$ 6,764	\$ 7,102	\$ 7,457	\$ 76.69	\$ 80.52	\$ 84.55	\$ 88.78	\$ 93.22	\$ 7,644	\$ 7,830	\$ 8,017
11	965	(3) A - Human Resources Manager	\$ 6,141	\$ 6,448	\$ 6,771	\$ 7,109	\$ 7,465	\$ 76.77	\$ 80.61	\$ 84.64	\$ 88.87	\$ 93.31	\$ 7,651	\$ 7,838	\$ 8,025
11	965	(3) B - Human Resources Manager	\$ 6,135	\$ 6,442	\$ 6,764	\$ 7,102	\$ 7,457	\$ 76.69	\$ 80.52	\$ 84.55	\$ 88.78	\$ 93.22	\$ 7,644	\$ 7,830	\$ 8,017
19	625	(4) (6) Information Systems Supervisor (Z)	\$ 5,918	\$ 6,214	\$ 6,525	\$ 6,851	\$ 7,193	\$ 73.98	\$ 77.67	\$ 81.56	\$ 85.64	\$ 89.92	\$ 7,373	\$ 7,553	\$ 7,733
30	635	(5) Architect (Z)	\$ 5,843	\$ 6,135	\$ 6,442	\$ 6,764	\$ 7,102	\$ 73.04	\$ 76.69	\$ 80.52	\$ 84.55	\$ 88.78	\$ 7,280	\$ 7,457	\$ 7,635
21	970	(3) Accounting Supervisor (Z)	\$ 5,714	\$ 6,000	\$ 6,300	\$ 6,615	\$ 6,946	\$ 71.43	\$ 75.00	\$ 78.75	\$ 82.68	\$ 86.82	\$ 7,119	\$ 7,293	\$ 7,466
23	585	(3) Contract Compliance Supervisor (Z)	\$ 5,714	\$ 6,000	\$ 6,300	\$ 6,615	\$ 6,946	\$ 71.43	\$ 75.00	\$ 78.75	\$ 82.68	\$ 86.82	\$ 7,119	\$ 7,293	\$ 7,466
22	1045	(3) Senior Development Specialist (Supervisory) (Z)	\$ 5,714	\$ 6,000	\$ 6,300	\$ 6,615	\$ 6,946	\$ 71.43	\$ 75.00	\$ 78.75	\$ 82.68	\$ 86.82	\$ 7,119	\$ 7,293	\$ 7,466
24	560	(3) Administrative Services Manager (Z)	\$ 5,714	\$ 6,000	\$ 6,300	\$ 6,615	\$ 6,946	\$ 71.43	\$ 75.00	\$ 78.75	\$ 82.68	\$ 86.82	\$ 7,119	\$ 7,293	\$ 7,466
8	605	(5) Senior Architect (Z)	\$ 5,729	\$ 6,015	\$ 6,316	\$ 6,632	\$ 6,964	\$ 71.61	\$ 75.19	\$ 78.95	\$ 82.90	\$ 87.05	\$ 7,138	\$ 7,312	\$ 7,486
31	620	(5) Civil Engineer (Z)	\$ 5,729	\$ 6,015	\$ 6,316	\$ 6,632	\$ 6,964	\$ 71.61	\$ 75.19	\$ 78.95	\$ 82.90	\$ 87.05	\$ 7,138	\$ 7,312	\$ 7,486
18	610	(5) Senior Landscape Architect (Z)	\$ 5,729	\$ 6,015	\$ 6,316	\$ 6,632	\$ 6,964	\$ 71.61	\$ 75.19	\$ 78.95	\$ 82.90	\$ 87.05	\$ 7,138	\$ 7,312	\$ 7,486
36	585	A - Contract Compliance Specialist III (Z)	\$ 5,425	\$ 5,696	\$ 5,981	\$ 6,280	\$ 6,594	\$ 67.81	\$ 71.20	\$ 74.76	\$ 78.50	\$ 82.42	\$ 6,758	\$ 6,923	\$ 7,088
36	585	B - Contract Compliance Specialist III (Z)	\$ 5,418	\$ 5,689	\$ 5,973	\$ 6,272	\$ 6,586	\$ 67.73	\$ 71.11	\$ 74.67	\$ 78.40	\$ 82.32	\$ 6,750	\$ 6,915	\$ 7,080



OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 07/01/2022 - 5.25%

**EXHIBIT 1**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly
20	630	A - Senior Financial Analyst (Z)	\$ 5,401	\$ 5,672	\$ 5,955	\$ 6,253	\$ 6,565	\$ 67.52	\$ 70.89	\$ 74.44	\$ 78.16	\$ 82.07	\$ 6,730	\$ 6,894	\$ 7,058
20	630	B - Senior Financial Analyst (Z)	\$ 5,393	\$ 5,663	\$ 5,946	\$ 6,243	\$ 6,555	\$ 67.41	\$ 70.78	\$ 74.32	\$ 78.04	\$ 81.94	\$ 6,719	\$ 6,883	\$ 7,047
25	590	(2) A - Project Manager (Z)	\$ 5,347	\$ 5,614	\$ 5,895	\$ 6,189	\$ 6,499	\$ 66.83	\$ 70.18	\$ 73.68	\$ 77.37	\$ 81.24	\$ 6,661	\$ 6,824	\$ 6,986
25	590	(2) B - Project Manager (Z)	\$ 5,286	\$ 5,550	\$ 5,828	\$ 6,119	\$ 6,425	\$ 66.08	\$ 69.38	\$ 72.85	\$ 76.49	\$ 80.32	\$ 6,586	\$ 6,747	\$ 6,907
29	1025	(2) A - Housing Construction Specialist (Z)	\$ 5,347	\$ 5,614	\$ 5,895	\$ 6,189	\$ 6,499	\$ 66.83	\$ 70.18	\$ 73.68	\$ 77.37	\$ 81.24	\$ 6,661	\$ 6,824	\$ 6,986
29	1025	(2) B -Housing Construction Specialist (Z)	\$ 5,286	\$ 5,550	\$ 5,828	\$ 6,119	\$ 6,425	\$ 66.08	\$ 69.38	\$ 72.85	\$ 76.49	\$ 80.32	\$ 6,586	\$ 6,747	\$ 6,907
101	1110	A - Principal Personnel Analyst	\$ 5,328	\$ 5,594	\$ 5,874	\$ 6,168	\$ 6,476	\$ 66.60	\$ 69.93	\$ 73.42	\$ 77.09	\$ 80.95	\$ 6,638	\$ 6,800	\$ 6,962
101	1110	B - Principal Personnel Analyst	\$ 5,326	\$ 5,592	\$ 5,872	\$ 6,166	\$ 6,474	\$ 66.58	\$ 69.90	\$ 73.40	\$ 77.07	\$ 80.92	\$ 6,636	\$ 6,797	\$ 6,959
28	595	(3) A - Senior Development Specialist (Z)	\$ 5,307	\$ 5,572	\$ 5,851	\$ 6,143	\$ 6,450	\$ 66.33	\$ 69.65	\$ 73.13	\$ 76.79	\$ 80.63	\$ 6,612	\$ 6,773	\$ 6,934
28	595	(3) B - Senior Development Specialist (Z)	\$ 5,300	\$ 5,565	\$ 5,844	\$ 6,136	\$ 6,443	\$ 66.26	\$ 69.57	\$ 73.05	\$ 76.70	\$ 80.53	\$ 6,604	\$ 6,765	\$ 6,926
35	655	Senior Planner (Z)	\$ 5,251	\$ 5,514	\$ 5,789	\$ 6,079	\$ 6,383	\$ 65.64	\$ 68.92	\$ 72.37	\$ 75.98	\$ 79.78	\$ 6,542	\$ 6,702	\$ 6,861
26	940	Property Management Supervisor (Z)	\$ 5,080	\$ 5,334	\$ 5,601	\$ 5,881	\$ 6,175	\$ 63.51	\$ 66.68	\$ 70.01	\$ 73.52	\$ 77.19	\$ 6,330	\$ 6,484	\$ 6,638
44	690	(6) Associate Civil Engineer (Z)	\$ 5,095	\$ 5,350	\$ 5,617	\$ 5,898	\$ 6,193	\$ 63.69	\$ 66.87	\$ 70.22	\$ 73.73	\$ 77.41	\$ 6,348	\$ 6,503	\$ 6,657
61	740	(3) Harbormaster (Z)	\$ 4,935	\$ 5,182	\$ 5,441	\$ 5,713	\$ 5,999	\$ 61.69	\$ 64.77	\$ 68.01	\$ 71.41	\$ 74.98	\$ 6,148	\$ 6,298	\$ 6,448
47	995	(3) Commission Secretary (Z)	\$ 4,935	\$ 5,182	\$ 5,441	\$ 5,713	\$ 5,999	\$ 61.69	\$ 64.77	\$ 68.01	\$ 71.41	\$ 74.98	\$ 6,148	\$ 6,298	\$ 6,448
49	1000	(3) Executive Assistant to the Executive Director (Z)	\$ 4,935	\$ 5,182	\$ 5,441	\$ 5,713	\$ 5,999	\$ 61.69	\$ 64.77	\$ 68.01	\$ 71.41	\$ 74.98	\$ 6,148	\$ 6,298	\$ 6,448
38	990	Assistant Project Manager (Z)	\$ 4,925	\$ 5,171	\$ 5,430	\$ 5,701	\$ 5,986	\$ 61.56	\$ 64.64	\$ 67.87	\$ 71.27	\$ 74.83	\$ 6,136	\$ 6,286	\$ 6,435
40	615	A - Development Specialist (Z)	\$ 4,933	\$ 5,180	\$ 5,439	\$ 5,711	\$ 5,996	\$ 61.66	\$ 64.75	\$ 67.98	\$ 71.38	\$ 74.95	\$ 6,146	\$ 6,296	\$ 6,446
40	615	B - Development Specialist (Z)	\$ 4,925	\$ 5,171	\$ 5,430	\$ 5,701	\$ 5,986	\$ 61.56	\$ 64.64	\$ 67.87	\$ 71.27	\$ 74.83	\$ 6,136	\$ 6,286	\$ 6,435
39	1050	Contract Administration Specialist (Z)	\$ 4,925	\$ 5,171	\$ 5,430	\$ 5,701	\$ 5,986	\$ 61.56	\$ 64.64	\$ 67.87	\$ 71.27	\$ 74.83	\$ 6,136	\$ 6,286	\$ 6,435
45	700	(5) Architectural Associate (Z)	\$ 4,951	\$ 5,199	\$ 5,459	\$ 5,731	\$ 6,018	\$ 61.89	\$ 64.98	\$ 68.23	\$ 71.64	\$ 75.23	\$ 6,169	\$ 6,319	\$ 6,469
46	670	(5) Financial Systems Accountant (Z)	\$ 4,806	\$ 5,046	\$ 5,299	\$ 5,564	\$ 5,842	\$ 60.08	\$ 63.08	\$ 66.23	\$ 69.54	\$ 73.02	\$ 5,988	\$ 6,134	\$ 6,280
33	1100	(5) A - Accountant IV (Z)	\$ 4,810	\$ 5,051	\$ 5,303	\$ 5,568	\$ 5,847	\$ 60.13	\$ 63.13	\$ 66.29	\$ 69.60	\$ 73.08	\$ 5,993	\$ 6,139	\$ 6,285
33	1100	(5) B - Accountant IV (Z)	\$ 4,806	\$ 5,046	\$ 5,299	\$ 5,564	\$ 5,842	\$ 60.08	\$ 63.08	\$ 66.23	\$ 69.54	\$ 73.02	\$ 5,988	\$ 6,134	\$ 6,280
7	570	Construction Coordinator (Z)	\$ 4,670	\$ 4,904	\$ 5,149	\$ 5,406	\$ 5,676	\$ 58.38	\$ 61.29	\$ 64.36	\$ 67.58	\$ 70.96	\$ 5,818	\$ 5,960	\$ 6,102
51	715	(7) Senior Personnel Analyst (Z)	\$ 4,717	\$ 4,953	\$ 5,200	\$ 5,461	\$ 5,734	\$ 58.96	\$ 61.91	\$ 65.01	\$ 68.26	\$ 71.67	\$ 5,877	\$ 6,020	\$ 6,164
52	730	A - Associate Planner (Z)	\$ 4,432	\$ 4,654	\$ 4,886	\$ 5,131	\$ 5,387	\$ 55.40	\$ 58.17	\$ 61.08	\$ 64.13	\$ 67.34	\$ 5,522	\$ 5,657	\$ 5,791
52	730	B - Associate Planner (Z)	\$ 4,428	\$ 4,649	\$ 4,882	\$ 5,126	\$ 5,382	\$ 55.35	\$ 58.12	\$ 61.02	\$ 64.07	\$ 67.28	\$ 5,517	\$ 5,651	\$ 5,786
32	975	Environmental Assessment Specialist (Z)	\$ 4,428	\$ 4,649	\$ 4,882	\$ 5,126	\$ 5,382	\$ 55.35	\$ 58.12	\$ 61.02	\$ 64.07	\$ 67.28	\$ 5,517	\$ 5,651	\$ 5,786
43	945	Property Management Specialist (Z)	\$ 4,391	\$ 4,611	\$ 4,841	\$ 5,083	\$ 5,337	\$ 54.89	\$ 57.63	\$ 60.51	\$ 63.54	\$ 66.72	\$ 5,471	\$ 5,604	\$ 5,738
56	705	A - Assistant Development Specialist (Z)	\$ 4,273	\$ 4,487	\$ 4,711	\$ 4,947	\$ 5,194	\$ 53.41	\$ 56.09	\$ 58.89	\$ 61.83	\$ 64.93	\$ 5,324	\$ 5,454	\$ 5,584
56	705	B - Assistant Development Specialist (Z)	\$ 4,255	\$ 4,468	\$ 4,691	\$ 4,926	\$ 5,172	\$ 53.19	\$ 55.85	\$ 58.64	\$ 61.57	\$ 64.65	\$ 5,301	\$ 5,431	\$ 5,560
54	720	(6) A - Senior Programmer Analyst (Z)	\$ 4,351	\$ 4,568	\$ 4,797	\$ 5,037	\$ 5,289	\$ 54.39	\$ 57.11	\$ 59.96	\$ 62.96	\$ 66.11	\$ 5,421	\$ 5,553	\$ 5,685
54	720	(6) B - Senior Programmer Analyst (Z)	\$ 4,306	\$ 4,521	\$ 4,747	\$ 4,985	\$ 5,234	\$ 53.83	\$ 56.52	\$ 59.34	\$ 62.31	\$ 65.42	\$ 5,365	\$ 5,496	\$ 5,627

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
 Payroll Effective Date - 07/01/2022 - 5.25%

**EXHIBIT 1**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
37	665	Building/Construction Inspector II (Z)	\$ 4,235	\$ 4,447	\$ 4,669	\$ 4,903	\$ 5,148	\$ 52.94	\$ 55.58	\$ 58.36	\$ 61.28	\$ 64.35	\$ 5,276	\$ 5,405	\$ 5,534
50	695	(5) A - Accountant III (Z)	\$ 4,157	\$ 4,365	\$ 4,583	\$ 4,812	\$ 5,053	\$ 51.96	\$ 54.56	\$ 57.29	\$ 60.15	\$ 63.16	\$ 5,179	\$ 5,305	\$ 5,432
50	695	(5) B - Accountant III (Z)	\$ 4,153	\$ 4,361	\$ 4,579	\$ 4,808	\$ 5,048	\$ 51.91	\$ 54.51	\$ 57.23	\$ 60.10	\$ 63.10	\$ 5,174	\$ 5,300	\$ 5,427

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 07/01/2022 - 5.25%

**EXHIBIT 1**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly
42	640	A - Contract Compliance Specialist II (Z)	\$ 4,143	\$ 4,350	\$ 4,567	\$ 4,796	\$ 5,035	\$ 51.78	\$ 54.37	\$ 57.09	\$ 59.95	\$ 62.94	\$ 5,161	\$ 5,287	\$ 5,413
42	640	B - Contract Compliance Specialist II (Z)	\$ 4,134	\$ 4,341	\$ 4,558	\$ 4,786	\$ 5,025	\$ 51.68	\$ 54.26	\$ 56.97	\$ 59.82	\$ 62.81	\$ 5,151	\$ 5,276	\$ 5,402
27	955	Relocation Supervisor (Z)	\$ 3,314	\$ 3,480	\$ 3,654	\$ 3,837	\$ 4,029	\$ 41.43	\$ 43.50	\$ 45.68	\$ 47.96	\$ 50.36	\$ 4,129	\$ 4,230	\$ 4,331
53	685	Public Affairs Officer (Z)	\$ 4,016	\$ 4,217	\$ 4,428	\$ 4,649	\$ 4,881	\$ 50.20	\$ 52.71	\$ 55.35	\$ 58.11	\$ 61.02	\$ 5,004	\$ 5,126	\$ 5,248
62	1030	Management Assistant III (Z)	\$ 3,850	\$ 4,043	\$ 4,245	\$ 4,457	\$ 4,680	\$ 48.13	\$ 50.53	\$ 53.06	\$ 55.71	\$ 58.50	\$ 4,797	\$ 4,914	\$ 5,031
63	785	Assistant Planner (Z)	\$ 3,731	\$ 3,918	\$ 4,113	\$ 4,319	\$ 4,535	\$ 46.64	\$ 48.97	\$ 51.42	\$ 53.99	\$ 56.69	\$ 4,648	\$ 4,762	\$ 4,875
55	770	Senior Community Services Specialist (Z)	\$ 3,314	\$ 3,480	\$ 3,654	\$ 3,837	\$ 4,029	\$ 41.43	\$ 43.50	\$ 45.68	\$ 47.96	\$ 50.36	\$ 4,129	\$ 4,230	\$ 4,331
64	755	Administrative Analyst (Z)	\$ 3,650	\$ 3,833	\$ 4,024	\$ 4,225	\$ 4,437	\$ 45.63	\$ 47.91	\$ 50.30	\$ 52.82	\$ 55.46	\$ 4,548	\$ 4,659	\$ 4,769
89	870	Law Clerk II	\$ 3,544	\$ 3,721	\$ 3,907	\$ 4,102	\$ 4,307	\$ 44.30	\$ 46.51	\$ 48.84	\$ 51.28	\$ 53.84	\$ 4,415	\$ 4,523	\$ 4,631
60	760	Senior Legal Secretary (Z)	\$ 3,544	\$ 3,721	\$ 3,907	\$ 4,102	\$ 4,307	\$ 44.30	\$ 46.51	\$ 48.84	\$ 51.28	\$ 53.84	\$ 4,415	\$ 4,523	\$ 4,631
41	675	Building/Construction Specialist I (Z)	\$ 3,486	\$ 3,660	\$ 3,843	\$ 4,035	\$ 4,237	\$ 43.58	\$ 45.75	\$ 48.04	\$ 50.44	\$ 52.97	\$ 4,343	\$ 4,449	\$ 4,555
67	765	(6) Programmer Analyst (Z)	\$ 3,544	\$ 3,721	\$ 3,907	\$ 4,103	\$ 4,308	\$ 44.30	\$ 46.52	\$ 48.84	\$ 51.28	\$ 53.85	\$ 4,415	\$ 4,523	\$ 4,631
65	775	(5) A - Accountant II (Z)	\$ 3,438	\$ 3,610	\$ 3,791	\$ 3,980	\$ 4,179	\$ 42.98	\$ 45.13	\$ 47.39	\$ 49.75	\$ 52.24	\$ 4,284	\$ 4,388	\$ 4,493
65	775	(5) B - Accountant II (Z)	\$ 3,434	\$ 3,606	\$ 3,786	\$ 3,975	\$ 4,174	\$ 42.93	\$ 45.07	\$ 47.32	\$ 49.69	\$ 52.18	\$ 4,278	\$ 4,383	\$ 4,487
72	1035	A - Management Assistant II (Z)	\$ 3,362	\$ 3,530	\$ 3,706	\$ 3,892	\$ 4,086	\$ 42.02	\$ 44.12	\$ 46.33	\$ 48.64	\$ 51.08	\$ 4,188	\$ 4,290	\$ 4,393
72	1035	B - Management Assistant II (Z)	\$ 3,361	\$ 3,529	\$ 3,706	\$ 3,891	\$ 4,085	\$ 42.01	\$ 44.11	\$ 46.32	\$ 48.63	\$ 51.07	\$ 4,187	\$ 4,290	\$ 4,392
58	735	Contract Compliance Specialist I (Z)	\$ 3,361	\$ 3,529	\$ 3,705	\$ 3,890	\$ 4,085	\$ 42.01	\$ 44.11	\$ 46.31	\$ 48.63	\$ 51.06	\$ 4,187	\$ 4,289	\$ 4,391

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 07/01/2022 - 5.25%

**EXHIBIT 1**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
59	780	Architectural Assistant (Z)	\$ 3,366	\$ 3,534	\$ 3,711	\$ 3,897	\$ 4,091	\$ 42.08	\$ 44.18	\$ 46.39	\$ 48.71	\$ 51.14	\$ 4,194	\$ 4,296	\$ 4,398
69	803	Support Services Supervisor (P)	\$ 3,352	\$ 3,520	\$ 3,696	\$ 3,880	\$ 4,074	\$ 41.90	\$ 44.00	\$ 46.19	\$ 48.50	\$ 50.93	\$ 4,176	\$ 4,278	\$ 4,380
66	750	(7) Personnel Analyst (Z)	\$ 3,337	\$ 3,504	\$ 3,679	\$ 3,863	\$ 4,056	\$ 41.71	\$ 43.80	\$ 45.99	\$ 48.29	\$ 50.70	\$ 4,158	\$ 4,259	\$ 4,360
70	810	A - Administrative Secretary (P)	\$ 3,118	\$ 3,273	\$ 3,437	\$ 3,609	\$ 3,789	\$ 38.97	\$ 40.92	\$ 42.96	\$ 45.11	\$ 47.37	\$ 3,884	\$ 3,979	\$ 4,074
70	810	B - Administrative Secretary (P)	\$ 2,341	\$ 2,458	\$ 2,581	\$ 2,710	\$ 2,845	\$ 29.26	\$ 30.72	\$ 32.26	\$ 33.87	\$ 35.57	\$ 2,916	\$ 2,987	\$ 3,059
79	830	Harbor Office Supervisor (P)	\$ 3,090	\$ 3,245	\$ 3,407	\$ 3,577	\$ 3,756	\$ 38.63	\$ 40.56	\$ 42.59	\$ 44.72	\$ 46.95	\$ 3,850	\$ 3,944	\$ 4,038
57	745	Records & Information Supervisor (Z)	\$ 3,090	\$ 3,245	\$ 3,407	\$ 3,577	\$ 3,756	\$ 38.63	\$ 40.56	\$ 42.59	\$ 44.72	\$ 46.95	\$ 3,850	\$ 3,944	\$ 4,038
68	800	Executive Secretary	\$ 3,090	\$ 3,245	\$ 3,407	\$ 3,577	\$ 3,756	\$ 38.63	\$ 40.56	\$ 42.59	\$ 44.72	\$ 46.95	\$ 3,850	\$ 3,944	\$ 4,038
74	820	Accountant I (Z)	\$ 3,098	\$ 3,253	\$ 3,416	\$ 3,586	\$ 3,766	\$ 38.73	\$ 40.66	\$ 42.69	\$ 44.83	\$ 47.07	\$ 3,860	\$ 3,954	\$ 4,048
78	1040	Management Assistant I (Z)	\$ 2,959	\$ 3,107	\$ 3,262	\$ 3,425	\$ 3,597	\$ 36.99	\$ 38.84	\$ 40.78	\$ 42.82	\$ 44.96	\$ 3,687	\$ 3,777	\$ 3,866
75	815	Facility Maintenance Supervisor (Z)	\$ 3,008	\$ 3,158	\$ 3,316	\$ 3,482	\$ 3,656	\$ 37.60	\$ 39.48	\$ 41.45	\$ 43.53	\$ 45.70	\$ 3,748	\$ 3,839	\$ 3,930
71	790	Assistant Harbormaster (Z)	\$ 2,916	\$ 3,062	\$ 3,215	\$ 3,376	\$ 3,544	\$ 36.45	\$ 38.27	\$ 40.19	\$ 42.20	\$ 44.31	\$ 3,633	\$ 3,722	\$ 3,810
73	795	Community Services Specialist (Z)	\$ 2,888	\$ 3,032	\$ 3,184	\$ 3,343	\$ 3,510	\$ 36.10	\$ 37.91	\$ 39.80	\$ 41.79	\$ 43.88	\$ 3,598	\$ 3,686	\$ 3,774
82	845	Purchasing Assistant (P)	\$ 2,866	\$ 3,009	\$ 3,160	\$ 3,318	\$ 3,484	\$ 35.83	\$ 37.62	\$ 39.50	\$ 41.47	\$ 43.55	\$ 3,571	\$ 3,658	\$ 3,745
90	885	Account Clerk II (P)	\$ 2,805	\$ 2,945	\$ 3,093	\$ 3,247	\$ 3,409	\$ 35.06	\$ 36.82	\$ 38.66	\$ 40.59	\$ 42.62	\$ 3,495	\$ 3,580	\$ 3,665
80	855	A - Records Specialist II (P)	\$ 2,634	\$ 2,766	\$ 2,904	\$ 3,050	\$ 3,202	\$ 32.93	\$ 34.58	\$ 36.31	\$ 38.12	\$ 40.03	\$ 3,282	\$ 3,362	\$ 3,442
80	855	B - Records Specialist II (P)	\$ 2,341	\$ 2,458	\$ 2,581	\$ 2,710	\$ 2,846	\$ 29.26	\$ 30.73	\$ 32.26	\$ 33.88	\$ 35.57	\$ 2,917	\$ 2,988	\$ 3,059
81	860	A - Senior Office Assistant (P)	\$ 2,634	\$ 2,766	\$ 2,904	\$ 3,050	\$ 3,202	\$ 32.93	\$ 34.58	\$ 36.31	\$ 38.12	\$ 40.03	\$ 3,282	\$ 3,362	\$ 3,442
81	860	B - Senior Office Assistant (P)	\$ 2,341	\$ 2,458	\$ 2,581	\$ 2,710	\$ 2,846	\$ 29.26	\$ 30.73	\$ 32.26	\$ 33.88	\$ 35.57	\$ 2,917	\$ 2,988	\$ 3,059
85	835	Facility Maintenance Worker (P)	\$ 2,663	\$ 2,796	\$ 2,936	\$ 3,083	\$ 3,237	\$ 33.29	\$ 34.95	\$ 36.70	\$ 38.53	\$ 40.46	\$ 3,318	\$ 3,399	\$ 3,480
83	840	Harbor Attendant (P)	\$ 2,663	\$ 2,796	\$ 2,936	\$ 3,083	\$ 3,237	\$ 33.29	\$ 34.95	\$ 36.70	\$ 38.53	\$ 40.46	\$ 3,318	\$ 3,399	\$ 3,480
76	825	Senior Harbor Attendant (P)	\$ 2,582	\$ 2,711	\$ 2,847	\$ 2,989	\$ 3,138	\$ 32.28	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 3,217	\$ 3,295	\$ 3,374
84	875	Office Assistant II (P)	\$ 2,577	\$ 2,706	\$ 2,841	\$ 2,983	\$ 3,132	\$ 32.21	\$ 33.82	\$ 35.51	\$ 37.29	\$ 39.15	\$ 3,211	\$ 3,289	\$ 3,367
91	895	Office Assistant I (P)	\$ 2,577	\$ 2,706	\$ 2,841	\$ 2,983	\$ 3,132	\$ 32.21	\$ 33.82	\$ 35.51	\$ 37.29	\$ 39.15	\$ 3,211	\$ 3,289	\$ 3,367
87	882	Project/Planning Associate (P)	\$ 2,535	\$ 2,662	\$ 2,795	\$ 2,935	\$ 3,081	\$ 31.69	\$ 33.27	\$ 34.94	\$ 36.68	\$ 38.52	\$ 3,158	\$ 3,235	\$ 3,312
93	900	Law Clerk I	\$ 2,535	\$ 2,662	\$ 2,795	\$ 2,935	\$ 3,081	\$ 31.69	\$ 33.27	\$ 34.94	\$ 36.68	\$ 38.52	\$ 3,158	\$ 3,235	\$ 3,312
77	850	Secretary (P)	\$ 2,453	\$ 2,576	\$ 2,704	\$ 2,840	\$ 2,982	\$ 30.66	\$ 32.20	\$ 33.81	\$ 35.50	\$ 37.27	\$ 3,056	\$ 3,131	\$ 3,205
94	905	Account Clerk I (P)	\$ 2,421	\$ 2,542	\$ 2,669	\$ 2,803	\$ 2,943	\$ 30.26	\$ 31.78	\$ 33.36	\$ 35.03	\$ 36.78	\$ 3,016	\$ 3,090	\$ 3,163
86	880	Records Specialist I (P)	\$ 2,258	\$ 2,370	\$ 2,489	\$ 2,613	\$ 2,744	\$ 28.22	\$ 29.63	\$ 31.11	\$ 32.67	\$ 34.30	\$ 2,813	\$ 2,881	\$ 2,950
88	865	Harbor Office Assistant	\$ 2,258	\$ 2,370	\$ 2,489	\$ 2,613	\$ 2,744	\$ 28.22	\$ 29.63	\$ 31.11	\$ 32.67	\$ 34.30	\$ 2,813	\$ 2,881	\$ 2,950
92	890	Harbor Security Officer (P)	\$ 2,166	\$ 2,274	\$ 2,388	\$ 2,507	\$ 2,633	\$ 27.08	\$ 28.43	\$ 29.85	\$ 31.34	\$ 32.91	\$ 2,699	\$ 2,764	\$ 2,830

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 07/01/2022 - 5.25%

**EXHIBIT 1**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly
100	935	(2) Staff Associate VI (Z)	\$ 6,116	\$ 6,422	\$ 6,743	\$ 7,080	\$ 7,434	\$ 76.45	\$ 80.27	\$ 84.29	\$ 88.50	\$ 92.93	\$ 7,620	\$ 7,806	\$ 7,992
99	930	(2) A - Staff Associate V (Z)	\$ 6,491	\$ 6,815	\$ 7,156	\$ 7,514	\$ 7,890	\$ 81.13	\$ 85.19	\$ 89.45	\$ 93.92	\$ 98.62	\$ 8,087	\$ 8,284	\$ 8,481
99	930	(2) B - Staff Associate V (Z)	\$ 5,286	\$ 5,550	\$ 5,828	\$ 6,119	\$ 6,425	\$ 66.08	\$ 69.38	\$ 72.85	\$ 76.49	\$ 80.32	\$ 6,586	\$ 6,747	\$ 6,907
98	921	A - Staff Associate IV (Z)	\$ 4,933	\$ 5,180	\$ 5,439	\$ 5,711	\$ 5,996	\$ 61.66	\$ 64.75	\$ 67.98	\$ 71.38	\$ 74.95	\$ 6,146	\$ 6,296	\$ 6,446
98	921	B - Staff Associate IV (Z)	\$ 4,925	\$ 5,171	\$ 5,430	\$ 5,701	\$ 5,986	\$ 61.56	\$ 64.64	\$ 67.87	\$ 71.27	\$ 74.83	\$ 6,136	\$ 6,286	\$ 6,435
97	920	Staff Associate III (Z)	\$ 4,255	\$ 4,468	\$ 4,691	\$ 4,926	\$ 5,172	\$ 53.19	\$ 55.85	\$ 58.64	\$ 61.57	\$ 64.65	\$ 5,301	\$ 5,431	\$ 5,560
96	915	Staff Associate II (Z)	\$ 2,950	\$ 3,098	\$ 3,252	\$ 3,415	\$ 3,586	\$ 36.88	\$ 38.72	\$ 40.65	\$ 42.69	\$ 44.82	\$ 3,675	\$ 3,765	\$ 3,855
95	985	Staff Associate I (Z)	\$ 2,381	\$ 2,500	\$ 2,625	\$ 2,756	\$ 2,894	\$ 29.76	\$ 31.25	\$ 32.81	\$ 34.45	\$ 36.18	\$ 2,966	\$ 3,039	\$ 3,111

- \* Ranges from 2.5% up to 7.5% Maximum
- (1) Attorney Pay Range Varies
- (2) 550 Series OCII - Step 5 is equal to CCSF Step 1
- (3) 093 Series OCII Step 1 is equal to CCSF Step 2
- (4) 1044 Series OCII Step 1 is equal to CCSF Step 2
- (5) 1.5% Additional Compensation (6.75%)
- (6) 2.5% Additional Compensation (7.75%)
- (7) 5.0% Additional Compensation (10.25%)
- A Incumbent paid consistent with previously approved salary chart. When position is vacated, new hire will be paid consistent with comparable City class match.
- B Paid consistent with comparable City class match.

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 07/01/2023 - 2.5%

**EXHIBIT 2**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
1	500	(3) Executive Director (Z)	\$ 11,825	\$ 12,416	\$ 13,037	\$ 13,689	\$ 14,373	\$ 147.81	\$ 155.20	\$ 162.96	\$ 171.11	\$ 179.66	\$ 14,733	\$ 15,092	\$ 15,451
3	520	A - Agency General Counsel (Z)	\$ 8,897	\$ 9,342	\$ 9,809	\$ 10,299	\$ 10,814	\$ 111.21	\$ 116.77	\$ 122.61	\$ 128.74	\$ 135.18	\$ 11,085	\$ 11,355	\$ 11,625
3	520	B - Agency General Counsel (Z)	\$ 8,890	\$ 9,334	\$ 9,801	\$ 10,291	\$ 10,806	\$ 111.12	\$ 116.68	\$ 122.51	\$ 128.64	\$ 135.07	\$ 11,076	\$ 11,346	\$ 11,616
2	1060	(3) A - Deputy Executive Director (Z)	\$ 8,295	\$ 8,710	\$ 9,145	\$ 9,602	\$ 10,083	\$ 103.69	\$ 108.87	\$ 114.32	\$ 120.03	\$ 126.03	\$ 10,335	\$ 10,587	\$ 10,839
2	1060	(3) B - Deputy Executive Director (Z)	\$ 8,288	\$ 8,703	\$ 9,138	\$ 9,595	\$ 10,074	\$ 103.60	\$ 108.78	\$ 114.22	\$ 119.93	\$ 125.93	\$ 10,326	\$ 10,578	\$ 10,830
10	555	(2) Senior Project Manager, Supervisory (Z)	\$ 7,611	\$ 7,991	\$ 8,391	\$ 8,810	\$ 9,251	\$ 95.13	\$ 99.89	\$ 104.88	\$ 110.13	\$ 115.64	\$ 9,482	\$ 9,713	\$ 9,945
5	1010	Assistant Deputy Executive Director (Z)	\$ 7,280	\$ 7,644	\$ 8,026	\$ 8,427	\$ 8,849	\$ 91.00	\$ 95.55	\$ 100.33	\$ 105.34	\$ 110.61	\$ 9,070	\$ 9,291	\$ 9,512
4	525	A - Deputy General Counsel (Z) - Step 9	\$ 7,164	\$ 7,523	\$ 7,899	\$ 8,294	\$ 8,708	\$ 89.55	\$ 94.03	\$ 98.73	\$ 103.67	\$ 108.85	\$ 8,926	\$ 9,144	\$ 9,361
4	525	B - Deputy General Counsel (Z) - Step 9	\$ 7,151	\$ 7,509	\$ 7,884	\$ 8,279	\$ 8,693	\$ 89.39	\$ 93.86	\$ 98.56	\$ 103.48	\$ 108.66	\$ 8,910	\$ 9,127	\$ 9,345
6	580	(1) Senior Attorney (Z)	\$ 7,151	\$ 7,509	\$ 7,884	\$ 8,279	\$ 8,693	\$ 89.39	\$ 93.86	\$ 98.56	\$ 103.48	\$ 108.66	\$ 8,910	\$ 9,127	\$ 9,345
48	725	(1) Staff Attorney I (Z)	\$ 7,151	\$ 7,509	\$ 7,884	\$ 8,279	\$ 8,693	\$ 89.39	\$ 93.86	\$ 98.56	\$ 103.48	\$ 108.66	\$ 8,910	\$ 9,127	\$ 9,345
34	660	(1) Staff Attorney II (Z)	\$ 7,151	\$ 7,509	\$ 7,884	\$ 8,279	\$ 8,693	\$ 89.39	\$ 93.86	\$ 98.56	\$ 103.48	\$ 108.66	\$ 8,910	\$ 9,127	\$ 9,345
9	565	(6) Senior Civil Engineer (Z)	\$ 7,037	\$ 7,388	\$ 7,758	\$ 8,146	\$ 8,553	\$ 87.96	\$ 92.36	\$ 96.97	\$ 101.82	\$ 106.91	\$ 8,767	\$ 8,981	\$ 9,195
16	556	(6) Architecture & Engineering Supervisor (Z)	\$ 7,037	\$ 7,388	\$ 7,758	\$ 8,146	\$ 8,553	\$ 87.96	\$ 92.36	\$ 96.97	\$ 101.82	\$ 106.91	\$ 8,767	\$ 8,981	\$ 9,195
17	606	Planning Supervisor (Z)	\$ 6,386	\$ 6,705	\$ 7,040	\$ 7,392	\$ 7,762	\$ 79.82	\$ 83.81	\$ 88.00	\$ 92.40	\$ 97.02	\$ 7,956	\$ 8,150	\$ 8,344
15	550	(2) A - Senior Project Manager (Z)	\$ 6,346	\$ 6,663	\$ 6,996	\$ 7,346	\$ 7,713	\$ 79.32	\$ 83.29	\$ 87.45	\$ 91.82	\$ 96.41	\$ 7,906	\$ 8,099	\$ 8,292
15	550	(2) B - Senior Project Manager (Z)	\$ 6,269	\$ 6,582	\$ 6,912	\$ 7,257	\$ 7,620	\$ 78.36	\$ 82.28	\$ 86.40	\$ 90.71	\$ 95.25	\$ 7,811	\$ 8,001	\$ 8,192
13	535	(3) Development Services Manager (Z)	\$ 6,289	\$ 6,603	\$ 6,933	\$ 7,280	\$ 7,644	\$ 78.61	\$ 82.54	\$ 86.66	\$ 91.00	\$ 95.55	\$ 7,835	\$ 8,026	\$ 8,217
14	540	(3) A - Housing Program Manager (Z)	\$ 6,295	\$ 6,610	\$ 6,940	\$ 7,287	\$ 7,651	\$ 78.69	\$ 82.62	\$ 86.75	\$ 91.09	\$ 95.64	\$ 7,843	\$ 8,034	\$ 8,225
14	540	(3) B - Housing Program Manager (Z)	\$ 6,289	\$ 6,603	\$ 6,933	\$ 7,280	\$ 7,644	\$ 78.61	\$ 82.54	\$ 86.66	\$ 91.00	\$ 95.55	\$ 7,835	\$ 8,026	\$ 8,217
12	1015	(3) A - Contract and Fiscal Services Manager (Z)	\$ 6,295	\$ 6,610	\$ 6,940	\$ 7,287	\$ 7,651	\$ 78.69	\$ 82.62	\$ 86.75	\$ 91.09	\$ 95.64	\$ 7,843	\$ 8,034	\$ 8,225
12	1015	(3) B - Contract and Fiscal Services Manager (Z)	\$ 6,289	\$ 6,603	\$ 6,933	\$ 7,280	\$ 7,644	\$ 78.61	\$ 82.54	\$ 86.66	\$ 91.00	\$ 95.55	\$ 7,835	\$ 8,026	\$ 8,217
11	965	(3) A - Human Resources Manager	\$ 6,295	\$ 6,610	\$ 6,940	\$ 7,287	\$ 7,651	\$ 78.69	\$ 82.62	\$ 86.75	\$ 91.09	\$ 95.64	\$ 7,843	\$ 8,034	\$ 8,225
11	965	(3) B - Human Resources Manager	\$ 6,289	\$ 6,603	\$ 6,933	\$ 7,280	\$ 7,644	\$ 78.61	\$ 82.54	\$ 86.66	\$ 91.00	\$ 95.55	\$ 7,835	\$ 8,026	\$ 8,217
19	625	(4) Information Systems Supervisor (Z)	\$ 6,066	\$ 6,369	\$ 6,688	\$ 7,022	\$ 7,373	\$ 75.82	\$ 79.62	\$ 83.60	\$ 87.78	\$ 92.17	\$ 7,558	\$ 7,742	\$ 7,926
30	635	(6) Architect (Z)	\$ 6,077	\$ 6,381	\$ 6,700	\$ 7,035	\$ 7,386	\$ 75.96	\$ 79.76	\$ 83.74	\$ 87.93	\$ 92.33	\$ 7,571	\$ 7,756	\$ 7,940
21	970	(3) Accounting Supervisor (Z)	\$ 5,857	\$ 6,150	\$ 6,457	\$ 6,780	\$ 7,119	\$ 73.21	\$ 76.87	\$ 80.72	\$ 84.75	\$ 88.99	\$ 7,297	\$ 7,475	\$ 7,653
23	585	(3) Contract Compliance Supervisor (Z)	\$ 5,857	\$ 6,150	\$ 6,457	\$ 6,780	\$ 7,119	\$ 73.21	\$ 76.87	\$ 80.72	\$ 84.75	\$ 88.99	\$ 7,297	\$ 7,475	\$ 7,653
22	1045	(3) Senior Development Specialist (Supervisory) (Z)	\$ 5,857	\$ 6,150	\$ 6,457	\$ 6,780	\$ 7,119	\$ 73.21	\$ 76.87	\$ 80.72	\$ 84.75	\$ 88.99	\$ 7,297	\$ 7,475	\$ 7,653
24	560	(3) Administrative Services Manager (Z)	\$ 5,857	\$ 6,150	\$ 6,457	\$ 6,780	\$ 7,119	\$ 73.21	\$ 76.87	\$ 80.72	\$ 84.75	\$ 88.99	\$ 7,297	\$ 7,475	\$ 7,653
8	605	(6) Senior Architect (Z)	\$ 5,958	\$ 6,256	\$ 6,569	\$ 6,897	\$ 7,242	\$ 74.48	\$ 78.20	\$ 82.11	\$ 86.22	\$ 90.53	\$ 7,423	\$ 7,604	\$ 7,785
31	620	(6) Civil Engineer (Z)	\$ 5,958	\$ 6,256	\$ 6,569	\$ 6,897	\$ 7,242	\$ 74.48	\$ 78.20	\$ 82.11	\$ 86.22	\$ 90.53	\$ 7,423	\$ 7,604	\$ 7,785
18	610	(6) Senior Landscape Architect (Z)	\$ 5,958	\$ 6,256	\$ 6,569	\$ 6,897	\$ 7,242	\$ 74.48	\$ 78.20	\$ 82.11	\$ 86.22	\$ 90.53	\$ 7,423	\$ 7,604	\$ 7,785
36	585	A - Contract Compliance Specialist III (Z)	\$ 5,560	\$ 5,838	\$ 6,130	\$ 6,437	\$ 6,758	\$ 69.50	\$ 72.98	\$ 76.63	\$ 80.46	\$ 84.48	\$ 6,927	\$ 7,096	\$ 7,265
36	585	B - Contract Compliance Specialist III (Z)	\$ 5,553	\$ 5,831	\$ 6,123	\$ 6,429	\$ 6,750	\$ 69.42	\$ 72.89	\$ 76.53	\$ 80.36	\$ 84.38	\$ 6,919	\$ 7,088	\$ 7,257

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 07/01/2023 - 2.5%

**EXHIBIT 2**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly
20	630	A - Senior Financial Analyst (Z)	\$ 5,536	\$ 5,813	\$ 6,104	\$ 6,409	\$ 6,730	\$ 69.21	\$ 72.67	\$ 76.30	\$ 80.11	\$ 84.12	\$ 6,898	\$ 7,066	\$ 7,234
20	630	B - Senior Financial Analyst (Z)	\$ 5,528	\$ 5,804	\$ 6,094	\$ 6,399	\$ 6,719	\$ 69.10	\$ 72.55	\$ 76.18	\$ 79.99	\$ 83.99	\$ 6,887	\$ 7,055	\$ 7,223
25	590	(2) A - Project Manager (Z)	\$ 5,480	\$ 5,754	\$ 6,042	\$ 6,344	\$ 6,661	\$ 68.50	\$ 71.93	\$ 75.53	\$ 79.30	\$ 83.27	\$ 6,828	\$ 6,994	\$ 7,161
25	590	(2) B - Project Manager (Z)	\$ 5,418	\$ 5,689	\$ 5,974	\$ 6,272	\$ 6,586	\$ 67.73	\$ 71.12	\$ 74.67	\$ 78.40	\$ 82.32	\$ 6,751	\$ 6,915	\$ 7,080
29	1025	(2) A - Housing Construction Specialist (Z)	\$ 5,480	\$ 5,754	\$ 6,042	\$ 6,344	\$ 6,661	\$ 68.50	\$ 71.93	\$ 75.53	\$ 79.30	\$ 83.27	\$ 6,828	\$ 6,994	\$ 7,161
29	1025	(2) B -Housing Construction Specialist (Z)	\$ 5,418	\$ 5,689	\$ 5,974	\$ 6,272	\$ 6,586	\$ 67.73	\$ 71.12	\$ 74.67	\$ 78.40	\$ 82.32	\$ 6,751	\$ 6,915	\$ 7,080
101	1110	A - Principal Personnel Analyst	\$ 5,461	\$ 5,734	\$ 6,021	\$ 6,322	\$ 6,638	\$ 68.26	\$ 71.67	\$ 75.26	\$ 79.02	\$ 82.97	\$ 6,804	\$ 6,970	\$ 7,136
101	1110	B - Principal Personnel Analyst	\$ 5,459	\$ 5,732	\$ 6,019	\$ 6,320	\$ 6,636	\$ 68.24	\$ 71.65	\$ 75.23	\$ 79.00	\$ 82.95	\$ 6,802	\$ 6,967	\$ 7,133
28	595	(3) A - Senior Development Specialist (Z)	\$ 5,439	\$ 5,711	\$ 5,997	\$ 6,297	\$ 6,612	\$ 67.99	\$ 71.39	\$ 74.96	\$ 78.71	\$ 82.64	\$ 6,777	\$ 6,942	\$ 7,107
28	595	(3) B - Senior Development Specialist (Z)	\$ 5,433	\$ 5,705	\$ 5,990	\$ 6,289	\$ 6,604	\$ 67.91	\$ 71.31	\$ 74.87	\$ 78.62	\$ 82.55	\$ 6,769	\$ 6,934	\$ 7,099
35	655	Senior Planner (Z)	\$ 5,382	\$ 5,651	\$ 5,934	\$ 6,231	\$ 6,542	\$ 67.28	\$ 70.64	\$ 74.17	\$ 77.88	\$ 81.78	\$ 6,706	\$ 6,869	\$ 7,033
26	940	Property Management Supervisor (Z)	\$ 5,207	\$ 5,468	\$ 5,741	\$ 6,028	\$ 6,330	\$ 65.09	\$ 68.35	\$ 71.76	\$ 75.35	\$ 79.12	\$ 6,488	\$ 6,646	\$ 6,804
44	690	(5) Associate Civil Engineer (Z)	\$ 5,350	\$ 5,617	\$ 5,898	\$ 6,193	\$ 6,503	\$ 66.87	\$ 70.22	\$ 73.73	\$ 77.41	\$ 81.28	\$ 6,665	\$ 6,828	\$ 6,990
61	740	(3) Harbormaster (Z)	\$ 5,058	\$ 5,311	\$ 5,577	\$ 5,856	\$ 6,148	\$ 63.23	\$ 66.39	\$ 69.71	\$ 73.20	\$ 76.86	\$ 6,302	\$ 6,456	\$ 6,610
47	995	(3) Commission Secretary (Z)	\$ 5,058	\$ 5,311	\$ 5,577	\$ 5,856	\$ 6,148	\$ 63.23	\$ 66.39	\$ 69.71	\$ 73.20	\$ 76.86	\$ 6,302	\$ 6,456	\$ 6,610
49	1000	(3) Executive Assistant to Executive Director (Z)	\$ 5,058	\$ 5,311	\$ 5,577	\$ 5,856	\$ 6,148	\$ 63.23	\$ 66.39	\$ 69.71	\$ 73.20	\$ 76.86	\$ 6,302	\$ 6,456	\$ 6,610
38	990	Assistant Project Manager (Z)	\$ 5,048	\$ 5,301	\$ 5,566	\$ 5,844	\$ 6,136	\$ 63.10	\$ 66.26	\$ 69.57	\$ 73.05	\$ 76.70	\$ 6,289	\$ 6,443	\$ 6,596
40	615	A - Development Specialist (Z)	\$ 5,056	\$ 5,309	\$ 5,575	\$ 5,853	\$ 6,146	\$ 63.20	\$ 66.37	\$ 69.68	\$ 73.17	\$ 76.83	\$ 6,300	\$ 6,453	\$ 6,607
40	615	B - Development Specialist (Z)	\$ 5,048	\$ 5,301	\$ 5,566	\$ 5,844	\$ 6,136	\$ 63.10	\$ 66.26	\$ 69.57	\$ 73.05	\$ 76.70	\$ 6,289	\$ 6,443	\$ 6,596
39	1050	Contract Administration Specialist (Z)	\$ 5,048	\$ 5,301	\$ 5,566	\$ 5,844	\$ 6,136	\$ 63.10	\$ 66.26	\$ 69.57	\$ 73.05	\$ 76.70	\$ 6,289	\$ 6,443	\$ 6,596
45	700	(6) Architectural Associate (Z)	\$ 5,149	\$ 5,407	\$ 5,677	\$ 5,961	\$ 6,259	\$ 64.36	\$ 67.58	\$ 70.96	\$ 74.51	\$ 78.23	\$ 6,415	\$ 6,572	\$ 6,728
46	670	(5) Financial Systems Accountant (Z)	\$ 5,046	\$ 5,299	\$ 5,564	\$ 5,842	\$ 6,134	\$ 63.08	\$ 66.23	\$ 69.54	\$ 73.02	\$ 76.67	\$ 6,287	\$ 6,440	\$ 6,594
33	1100	(5) A - Accountant IV (Z)	\$ 5,051	\$ 5,303	\$ 5,568	\$ 5,847	\$ 6,139	\$ 63.13	\$ 66.29	\$ 69.60	\$ 73.08	\$ 76.74	\$ 6,293	\$ 6,446	\$ 6,600
33	1100	(5) B - Accountant IV (Z)	\$ 5,046	\$ 5,299	\$ 5,564	\$ 5,842	\$ 6,134	\$ 63.08	\$ 66.23	\$ 69.54	\$ 73.02	\$ 76.67	\$ 6,287	\$ 6,440	\$ 6,594
7	570	Construction Coordinator (Z)	\$ 4,787	\$ 5,026	\$ 5,277	\$ 5,541	\$ 5,818	\$ 59.83	\$ 62.83	\$ 65.97	\$ 69.27	\$ 72.73	\$ 5,964	\$ 6,109	\$ 6,255
51	715	Senior Personnel Analyst (Z)	\$ 4,835	\$ 5,077	\$ 5,331	\$ 5,597	\$ 5,877	\$ 60.44	\$ 63.46	\$ 66.63	\$ 69.96	\$ 73.46	\$ 6,024	\$ 6,171	\$ 6,318
52	730	A - Associate Planner (Z)	\$ 4,543	\$ 4,770	\$ 5,009	\$ 5,259	\$ 5,522	\$ 56.79	\$ 59.63	\$ 62.61	\$ 65.74	\$ 69.02	\$ 5,660	\$ 5,798	\$ 5,936
52	730	B - Associate Planner (Z)	\$ 4,539	\$ 4,766	\$ 5,004	\$ 5,254	\$ 5,517	\$ 56.73	\$ 59.57	\$ 62.55	\$ 65.68	\$ 68.96	\$ 5,655	\$ 5,793	\$ 5,931
32	975	Environmental Assessment Specialist (Z)	\$ 4,539	\$ 4,765	\$ 5,004	\$ 5,254	\$ 5,517	\$ 56.73	\$ 59.57	\$ 62.55	\$ 65.67	\$ 68.96	\$ 5,655	\$ 5,792	\$ 5,930
43	945	Property Management Specialist (Z)	\$ 4,501	\$ 4,726	\$ 4,962	\$ 5,210	\$ 5,471	\$ 56.26	\$ 59.07	\$ 62.03	\$ 65.13	\$ 68.38	\$ 5,607	\$ 5,744	\$ 5,881
56	705	A - Assistant Development Specialist (Z)	\$ 4,380	\$ 4,599	\$ 4,829	\$ 5,070	\$ 5,324	\$ 54.75	\$ 57.49	\$ 60.36	\$ 63.38	\$ 66.55	\$ 5,457	\$ 5,590	\$ 5,723
56	705	B - Assistant Development Specialist (Z)	\$ 4,361	\$ 4,579	\$ 4,808	\$ 5,049	\$ 5,301	\$ 54.52	\$ 57.24	\$ 60.11	\$ 63.11	\$ 66.27	\$ 5,434	\$ 5,566	\$ 5,699

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 07/01/2023 - 2.5%

# EXHIBIT 2

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
54	720	(5) A - Senior Programmer Analyst (Z)	\$ 4,568	\$ 4,797	\$ 5,037	\$ 5,289	\$ 5,553	\$ 57.11	\$ 59.96	\$ 62.96	\$ 66.11	\$ 69.41	\$ 5,692	\$ 5,831	\$ 5,970
54	720	(5) B - Senior Programmer Analyst (Z)	\$ 4,521	\$ 4,747	\$ 4,985	\$ 5,234	\$ 5,496	\$ 56.52	\$ 59.34	\$ 62.31	\$ 65.42	\$ 68.70	\$ 5,633	\$ 5,770	\$ 5,908
37	665	Building/Construction Inspector II (Z)	\$ 4,341	\$ 4,558	\$ 4,786	\$ 5,025	\$ 5,276	\$ 54.26	\$ 56.97	\$ 59.82	\$ 62.81	\$ 65.95	\$ 5,408	\$ 5,540	\$ 5,672
50	695	(5) A - Accountant III (Z)	\$ 4,365	\$ 4,583	\$ 4,812	\$ 5,053	\$ 5,305	\$ 54.56	\$ 57.29	\$ 60.15	\$ 63.16	\$ 66.32	\$ 5,438	\$ 5,571	\$ 5,703
50	695	(5) B - Accountant III (Z)	\$ 4,361	\$ 4,579	\$ 4,808	\$ 5,048	\$ 5,300	\$ 54.51	\$ 57.23	\$ 60.10	\$ 63.10	\$ 66.25	\$ 5,433	\$ 5,565	\$ 5,698
42	640	A - Contract Compliance Specialist II (Z)	\$ 4,246	\$ 4,459	\$ 4,681	\$ 4,916	\$ 5,161	\$ 53.08	\$ 55.73	\$ 58.52	\$ 61.44	\$ 64.52	\$ 5,290	\$ 5,419	\$ 5,548
42	640	B - Contract Compliance Specialist II (Z)	\$ 4,237	\$ 4,449	\$ 4,672	\$ 4,905	\$ 5,151	\$ 52.97	\$ 55.62	\$ 58.40	\$ 61.32	\$ 64.38	\$ 5,279	\$ 5,408	\$ 5,537
27	955	Relocation Supervisor (Z)	\$ 3,397	\$ 3,567	\$ 3,745	\$ 3,933	\$ 4,129	\$ 42.46	\$ 44.59	\$ 46.82	\$ 49.16	\$ 51.62	\$ 4,233	\$ 4,336	\$ 4,439
53	685	Public Affairs Officer (Z)	\$ 4,116	\$ 4,322	\$ 4,538	\$ 4,765	\$ 5,004	\$ 51.46	\$ 54.03	\$ 56.73	\$ 59.57	\$ 62.54	\$ 5,129	\$ 5,254	\$ 5,379
62	1030	Management Assistant III (Z)	\$ 3,946	\$ 4,144	\$ 4,351	\$ 4,568	\$ 4,797	\$ 49.33	\$ 51.79	\$ 54.38	\$ 57.10	\$ 59.96	\$ 4,917	\$ 5,037	\$ 5,156
63	785	Assistant Planner (Z)	\$ 3,824	\$ 4,015	\$ 4,216	\$ 4,427	\$ 4,648	\$ 47.80	\$ 50.19	\$ 52.70	\$ 55.34	\$ 58.11	\$ 4,765	\$ 4,881	\$ 4,997
55	770	Senior Community Services Specialist (Z)	\$ 3,397	\$ 3,567	\$ 3,745	\$ 3,933	\$ 4,129	\$ 42.46	\$ 44.59	\$ 46.82	\$ 49.16	\$ 51.62	\$ 4,233	\$ 4,336	\$ 4,439
64	755	Administrative Analyst (Z)	\$ 3,741	\$ 3,928	\$ 4,125	\$ 4,331	\$ 4,548	\$ 46.77	\$ 49.10	\$ 51.56	\$ 54.14	\$ 56.84	\$ 4,661	\$ 4,775	\$ 4,889
89	870	Law Clerk II	\$ 3,632	\$ 3,814	\$ 4,005	\$ 4,205	\$ 4,415	\$ 45.40	\$ 47.67	\$ 50.06	\$ 52.56	\$ 55.19	\$ 4,526	\$ 4,636	\$ 4,746
60	760	Senior Legal Secretary (Z)	\$ 3,632	\$ 3,814	\$ 4,005	\$ 4,205	\$ 4,415	\$ 45.40	\$ 47.67	\$ 50.06	\$ 52.56	\$ 55.19	\$ 4,526	\$ 4,636	\$ 4,746
41	675	Building/Construction Specialist I (Z)	\$ 3,573	\$ 3,752	\$ 3,939	\$ 4,136	\$ 4,343	\$ 44.66	\$ 46.90	\$ 49.24	\$ 51.70	\$ 54.29	\$ 4,452	\$ 4,560	\$ 4,669
67	765	(5) Programmer Analyst (Z)	\$ 3,721	\$ 3,907	\$ 4,103	\$ 4,308	\$ 4,523	\$ 46.52	\$ 48.84	\$ 51.28	\$ 53.85	\$ 56.54	\$ 4,636	\$ 4,749	\$ 4,862
65	775	(5) A - Accountant II (Z)	\$ 3,610	\$ 3,791	\$ 3,980	\$ 4,179	\$ 4,388	\$ 45.13	\$ 47.39	\$ 49.75	\$ 52.24	\$ 54.85	\$ 4,498	\$ 4,608	\$ 4,718
65	775	(5) B - Accountant II (Z)	\$ 3,606	\$ 3,786	\$ 3,975	\$ 4,174	\$ 4,383	\$ 45.07	\$ 47.32	\$ 49.69	\$ 52.18	\$ 54.78	\$ 4,492	\$ 4,602	\$ 4,711
72	1035	A - Management Assistant II (Z)	\$ 3,446	\$ 3,618	\$ 3,799	\$ 3,989	\$ 4,188	\$ 43.07	\$ 45.23	\$ 47.49	\$ 49.86	\$ 52.35	\$ 4,293	\$ 4,398	\$ 4,502
72	1035	B - Management Assistant II (Z)	\$ 3,445	\$ 3,617	\$ 3,798	\$ 3,988	\$ 4,187	\$ 43.06	\$ 45.22	\$ 47.48	\$ 49.85	\$ 52.34	\$ 4,292	\$ 4,397	\$ 4,502
58	735	Contract Compliance Specialist I (Z)	\$ 3,445	\$ 3,617	\$ 3,798	\$ 3,988	\$ 4,187	\$ 43.06	\$ 45.21	\$ 47.47	\$ 49.85	\$ 52.34	\$ 4,292	\$ 4,396	\$ 4,501
59	780	Architectural Assistant (Z)	\$ 3,450	\$ 3,623	\$ 3,804	\$ 3,994	\$ 4,194	\$ 43.13	\$ 45.28	\$ 47.55	\$ 49.92	\$ 52.42	\$ 4,299	\$ 4,403	\$ 4,508
69	803	Support Services Supervisor (P)	\$ 3,436	\$ 3,608	\$ 3,788	\$ 3,977	\$ 4,176	\$ 42.95	\$ 45.09	\$ 47.35	\$ 49.72	\$ 52.20	\$ 4,281	\$ 4,385	\$ 4,489
66	750	Personnel Analyst (Z)	\$ 3,420	\$ 3,591	\$ 3,771	\$ 3,960	\$ 4,158	\$ 42.76	\$ 44.89	\$ 47.14	\$ 49.49	\$ 51.97	\$ 4,261	\$ 4,365	\$ 4,469
70	810	A - Administrative Secretary (P)	\$ 3,195	\$ 3,355	\$ 3,523	\$ 3,699	\$ 3,884	\$ 39.94	\$ 41.94	\$ 44.04	\$ 46.24	\$ 48.55	\$ 3,981	\$ 4,078	\$ 4,175
70	810	B - Administrative Secretary (P)	\$ 2,399	\$ 2,519	\$ 2,645	\$ 2,777	\$ 2,916	\$ 29.99	\$ 31.49	\$ 33.07	\$ 34.72	\$ 36.45	\$ 2,989	\$ 3,062	\$ 3,135
79	830	Harbor Office Supervisor (P)	\$ 3,167	\$ 3,326	\$ 3,492	\$ 3,667	\$ 3,850	\$ 39.59	\$ 41.57	\$ 43.65	\$ 45.83	\$ 48.12	\$ 3,946	\$ 4,042	\$ 4,139
57	745	Records & Information Supervisor (Z)	\$ 3,167	\$ 3,326	\$ 3,492	\$ 3,667	\$ 3,850	\$ 39.59	\$ 41.57	\$ 43.65	\$ 45.83	\$ 48.12	\$ 3,946	\$ 4,042	\$ 4,139
68	800	Executive Secretary	\$ 3,167	\$ 3,326	\$ 3,492	\$ 3,667	\$ 3,850	\$ 39.59	\$ 41.57	\$ 43.65	\$ 45.83	\$ 48.12	\$ 3,946	\$ 4,042	\$ 4,139



OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 07/01/2023 - 2.5%

# EXHIBIT 2

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
74	820	Accountant I (Z)	\$ 3,175	\$ 3,334	\$ 3,501	\$ 3,676	\$ 3,860	\$ 39.69	\$ 41.68	\$ 43.76	\$ 45.95	\$ 48.25	\$ 3,956	\$ 4,053	\$ 4,149
78	1040	Management Assistant I (Z)	\$ 3,033	\$ 3,185	\$ 3,344	\$ 3,511	\$ 3,687	\$ 37.91	\$ 39.81	\$ 41.80	\$ 43.89	\$ 46.08	\$ 3,779	\$ 3,871	\$ 3,963
75	815	Facility Maintenance Supervisor (Z)	\$ 3,083	\$ 3,237	\$ 3,399	\$ 3,569	\$ 3,748	\$ 38.54	\$ 40.47	\$ 42.49	\$ 44.61	\$ 46.85	\$ 3,841	\$ 3,935	\$ 4,029
71	790	Assistant Harbormaster (Z)	\$ 2,989	\$ 3,138	\$ 3,295	\$ 3,460	\$ 3,633	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	\$ 45.41	\$ 3,724	\$ 3,815	\$ 3,906
73	795	Community Services Specialist (Z)	\$ 2,960	\$ 3,108	\$ 3,264	\$ 3,427	\$ 3,598	\$ 37.00	\$ 38.85	\$ 40.80	\$ 42.84	\$ 44.98	\$ 3,688	\$ 3,778	\$ 3,868
82	845	Purchasing Assistant (P)	\$ 2,938	\$ 3,085	\$ 3,239	\$ 3,401	\$ 3,571	\$ 36.72	\$ 38.56	\$ 40.48	\$ 42.51	\$ 44.63	\$ 3,660	\$ 3,749	\$ 3,839
90	885	Account Clerk II (P)	\$ 2,875	\$ 3,019	\$ 3,170	\$ 3,328	\$ 3,495	\$ 35.94	\$ 37.74	\$ 39.62	\$ 41.60	\$ 43.68	\$ 3,582	\$ 3,669	\$ 3,757
80	855	A - Records Specialist II (P)	\$ 2,700	\$ 2,835	\$ 2,977	\$ 3,126	\$ 3,282	\$ 33.75	\$ 35.44	\$ 37.21	\$ 39.07	\$ 41.03	\$ 3,364	\$ 3,446	\$ 3,528
80	855	B - Records Specialist II (P)	\$ 2,400	\$ 2,520	\$ 2,645	\$ 2,778	\$ 2,917	\$ 29.99	\$ 31.49	\$ 33.07	\$ 34.72	\$ 36.46	\$ 2,990	\$ 3,062	\$ 3,135
81	860	A - Senior Office Assistant (P)	\$ 2,700	\$ 2,835	\$ 2,977	\$ 3,126	\$ 3,282	\$ 33.75	\$ 35.44	\$ 37.21	\$ 39.07	\$ 41.03	\$ 3,364	\$ 3,446	\$ 3,528
81	860	B - Senior Office Assistant (P)	\$ 2,400	\$ 2,520	\$ 2,645	\$ 2,778	\$ 2,917	\$ 29.99	\$ 31.49	\$ 33.07	\$ 34.72	\$ 36.46	\$ 2,990	\$ 3,062	\$ 3,135
85	835	Facility Maintenance Worker (P)	\$ 2,730	\$ 2,866	\$ 3,009	\$ 3,160	\$ 3,318	\$ 34.12	\$ 35.83	\$ 37.62	\$ 39.50	\$ 41.47	\$ 3,401	\$ 3,484	\$ 3,567
83	840	Harbor Attendant (P)	\$ 2,730	\$ 2,866	\$ 3,009	\$ 3,160	\$ 3,318	\$ 34.12	\$ 35.83	\$ 37.62	\$ 39.50	\$ 41.47	\$ 3,401	\$ 3,484	\$ 3,567
76	825	Senior Harbor Attendant (P)	\$ 2,647	\$ 2,779	\$ 2,918	\$ 3,064	\$ 3,217	\$ 33.08	\$ 34.74	\$ 36.47	\$ 38.30	\$ 40.21	\$ 3,297	\$ 3,378	\$ 3,458
84	875	Office Assistant II (P)	\$ 2,641	\$ 2,773	\$ 2,912	\$ 3,058	\$ 3,211	\$ 33.02	\$ 34.67	\$ 36.40	\$ 38.22	\$ 40.13	\$ 3,291	\$ 3,371	\$ 3,451
91	895	Office Assistant I (P)	\$ 2,641	\$ 2,773	\$ 2,912	\$ 3,058	\$ 3,211	\$ 33.02	\$ 34.67	\$ 36.40	\$ 38.22	\$ 40.13	\$ 3,291	\$ 3,371	\$ 3,451
87	882	Project/Planning Associate (P)	\$ 2,598	\$ 2,728	\$ 2,865	\$ 3,008	\$ 3,158	\$ 32.48	\$ 34.10	\$ 35.81	\$ 37.60	\$ 39.48	\$ 3,237	\$ 3,316	\$ 3,395
93	900	Law Clerk I	\$ 2,598	\$ 2,728	\$ 2,865	\$ 3,008	\$ 3,158	\$ 32.48	\$ 34.10	\$ 35.81	\$ 37.60	\$ 39.48	\$ 3,237	\$ 3,316	\$ 3,395
77	850	Secretary (P)	\$ 2,514	\$ 2,640	\$ 2,772	\$ 2,911	\$ 3,056	\$ 31.43	\$ 33.00	\$ 34.65	\$ 36.38	\$ 38.20	\$ 3,133	\$ 3,209	\$ 3,285
94	905	Account Clerk I (P)	\$ 2,482	\$ 2,606	\$ 2,736	\$ 2,873	\$ 3,016	\$ 31.02	\$ 32.57	\$ 34.20	\$ 35.91	\$ 37.70	\$ 3,092	\$ 3,167	\$ 3,243
86	880	Records Specialist I (P)	\$ 2,314	\$ 2,430	\$ 2,551	\$ 2,679	\$ 2,813	\$ 28.93	\$ 30.37	\$ 31.89	\$ 33.49	\$ 35.16	\$ 2,883	\$ 2,953	\$ 3,024
88	865	Harbor Office Assistant	\$ 2,314	\$ 2,430	\$ 2,551	\$ 2,679	\$ 2,813	\$ 28.93	\$ 30.37	\$ 31.89	\$ 33.49	\$ 35.16	\$ 2,883	\$ 2,953	\$ 3,024
92	890	Harbor Security Officer (P)	\$ 2,220	\$ 2,331	\$ 2,448	\$ 2,570	\$ 2,699	\$ 27.75	\$ 29.14	\$ 30.60	\$ 32.13	\$ 33.73	\$ 2,766	\$ 2,834	\$ 2,901

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 07/01/2023 - 2.5%

**EXHIBIT 2**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly
100	935	(2) Staff Associate VI (Z)	\$ 6,269	\$ 6,582	\$ 6,912	\$ 7,257	\$ 7,620	\$ 78.36	\$ 82.28	\$ 86.40	\$ 90.71	\$ 95.25	\$ 7,811	\$ 8,001	\$ 8,192
99	930	(2) A - Staff Associate V (Z)	\$ 6,653	\$ 6,986	\$ 7,335	\$ 7,702	\$ 8,087	\$ 83.16	\$ 87.32	\$ 91.69	\$ 96.27	\$ 101.09	\$ 8,289	\$ 8,491	\$ 8,693
99	930	(2) B - Staff Associate V (Z)	\$ 5,418	\$ 5,689	\$ 5,974	\$ 6,272	\$ 6,586	\$ 67.73	\$ 71.12	\$ 74.67	\$ 78.40	\$ 82.32	\$ 6,751	\$ 6,915	\$ 7,080
98	921	A - Staff Associate IV (Z)	\$ 5,056	\$ 5,309	\$ 5,575	\$ 5,853	\$ 6,146	\$ 63.20	\$ 66.37	\$ 69.68	\$ 73.17	\$ 76.83	\$ 6,300	\$ 6,453	\$ 6,607
98	921	B - Staff Associate IV (Z)	\$ 5,048	\$ 5,301	\$ 5,566	\$ 5,844	\$ 6,136	\$ 63.10	\$ 66.26	\$ 69.57	\$ 73.05	\$ 76.70	\$ 6,289	\$ 6,443	\$ 6,596
97	920	Staff Associate III (Z)	\$ 4,361	\$ 4,579	\$ 4,808	\$ 5,049	\$ 5,301	\$ 54.52	\$ 57.24	\$ 60.11	\$ 63.11	\$ 66.27	\$ 5,434	\$ 5,566	\$ 5,699
96	915	Staff Associate II (Z)	\$ 3,024	\$ 3,175	\$ 3,334	\$ 3,500	\$ 3,675	\$ 37.80	\$ 39.69	\$ 41.67	\$ 43.75	\$ 45.94	\$ 3,767	\$ 3,859	\$ 3,951
95	985	Staff Associate I (Z)	\$ 2,441	\$ 2,563	\$ 2,691	\$ 2,825	\$ 2,966	\$ 30.51	\$ 32.03	\$ 33.63	\$ 35.32	\$ 37.08	\$ 3,041	\$ 3,115	\$ 3,189

- \* Ranges from 2.5% up to 7.5% Maximum
- (1) Attorney Pay Range Varies
- (2) 550 Series OCII - Step 5 is equal to CCSF Step 1
- (3) 093 Series OCII Step 1 is equal to CCSF Step 2
- (4) 1044 Series OCII Step 1 is equal to CCSF Step 2
- (5) 1.5% Additional Compensation (6.75%)
- (6) 2.5% Additional Compensation (7.75%)
- A Incumbent paid consistent with previously approved salary chart. When position is vacated, new hire will be paid consistent with comparable City class match.
- B Paid consistent with comparable City class match.

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 01/06/2024 - 2.25%

**EXHIBIT 3**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
1	500	(3) Executive Director (Z)	\$ 12,091	\$ 12,695	\$ 13,330	\$ 13,997	\$ 14,697	\$ 151.14	\$ 158.69	\$ 166.63	\$ 174.96	\$ 183.71	\$ 15,064	\$ 15,431	\$ 15,799
3	520	A - Agency General Counsel (Z)	\$ 9,097	\$ 9,552	\$ 10,030	\$ 10,531	\$ 11,058	\$ 113.71	\$ 119.40	\$ 125.37	\$ 131.64	\$ 138.22	\$ 11,334	\$ 11,611	\$ 11,887
3	520	B - Agency General Counsel (Z)	\$ 9,090	\$ 9,544	\$ 10,022	\$ 10,523	\$ 11,049	\$ 113.62	\$ 119.30	\$ 125.27	\$ 131.53	\$ 138.11	\$ 11,325	\$ 11,601	\$ 11,877
2	1060	(3) A - Deputy Executive Director (Z)	\$ 8,482	\$ 8,906	\$ 9,351	\$ 9,819	\$ 10,309	\$ 106.02	\$ 111.32	\$ 116.89	\$ 122.73	\$ 128.87	\$ 10,567	\$ 10,825	\$ 11,083
2	1060	(3) B - Deputy Executive Director (Z)	\$ 8,475	\$ 8,898	\$ 9,343	\$ 9,811	\$ 10,301	\$ 105.93	\$ 111.23	\$ 116.79	\$ 122.63	\$ 128.76	\$ 10,559	\$ 10,816	\$ 11,074
10	555	(2) Senior Project Manager, Supervisory (Z)	\$ 7,782	\$ 8,171	\$ 8,580	\$ 9,009	\$ 9,459	\$ 97.27	\$ 102.14	\$ 107.24	\$ 112.61	\$ 118.24	\$ 9,695	\$ 9,932	\$ 10,168
5	1010	Assistant Deputy Executive Director (Z)	\$ 7,444	\$ 7,816	\$ 8,207	\$ 8,617	\$ 9,048	\$ 93.05	\$ 97.70	\$ 102.58	\$ 107.71	\$ 113.10	\$ 9,274	\$ 9,500	\$ 9,726
4	525	A - Deputy General Counsel (Z) - Step 9	\$ 7,326	\$ 7,692	\$ 8,076	\$ 8,480	\$ 8,904	\$ 91.57	\$ 96.15	\$ 100.96	\$ 106.00	\$ 111.30	\$ 9,127	\$ 9,350	\$ 9,572
4	525	B - Deputy General Counsel (Z) - Step 9	\$ 7,312	\$ 7,678	\$ 8,062	\$ 8,465	\$ 8,888	\$ 91.40	\$ 95.97	\$ 100.77	\$ 105.81	\$ 111.10	\$ 9,110	\$ 9,333	\$ 9,555
6	580	(1) Senior Attorney (Z)	\$ 7,312	\$ 7,678	\$ 8,062	\$ 8,465	\$ 8,888	\$ 91.40	\$ 95.97	\$ 100.77	\$ 105.81	\$ 111.10	\$ 9,110	\$ 9,333	\$ 9,555
48	725	(1) Staff Attorney I (Z)	\$ 7,312	\$ 7,678	\$ 8,062	\$ 8,465	\$ 8,888	\$ 91.40	\$ 95.97	\$ 100.77	\$ 105.81	\$ 111.10	\$ 9,110	\$ 9,333	\$ 9,555
34	660	(1) Staff Attorney II (Z)	\$ 7,312	\$ 7,678	\$ 8,062	\$ 8,465	\$ 8,888	\$ 91.40	\$ 95.97	\$ 100.77	\$ 105.81	\$ 111.10	\$ 9,110	\$ 9,333	\$ 9,555
9	565	Senior Civil Engineer (Z)	\$ 7,195	\$ 7,555	\$ 7,932	\$ 8,329	\$ 8,746	\$ 89.94	\$ 94.43	\$ 99.16	\$ 104.11	\$ 109.32	\$ 8,964	\$ 9,183	\$ 9,401
16	556	Architecture & Engineering Supervisor (Z)	\$ 7,195	\$ 7,555	\$ 7,932	\$ 8,329	\$ 8,746	\$ 89.94	\$ 94.43	\$ 99.16	\$ 104.11	\$ 109.32	\$ 8,964	\$ 9,183	\$ 9,401
17	606	Planning Supervisor (Z)	\$ 6,529	\$ 6,856	\$ 7,199	\$ 7,559	\$ 7,937	\$ 81.62	\$ 85.70	\$ 89.98	\$ 94.48	\$ 99.21	\$ 8,135	\$ 8,333	\$ 8,532
15	550	(2) A - Senior Project Manager (Z)	\$ 6,488	\$ 6,813	\$ 7,153	\$ 7,511	\$ 7,887	\$ 81.10	\$ 85.16	\$ 89.42	\$ 93.89	\$ 98.58	\$ 8,084	\$ 8,281	\$ 8,478
15	550	(2) B - Senior Project Manager (Z)	\$ 6,410	\$ 6,731	\$ 7,067	\$ 7,420	\$ 7,791	\$ 80.13	\$ 84.13	\$ 88.34	\$ 92.76	\$ 97.39	\$ 7,986	\$ 8,181	\$ 8,376
13	535	(3) Development Services Manager (Z)	\$ 6,430	\$ 6,752	\$ 7,089	\$ 7,444	\$ 7,816	\$ 80.38	\$ 84.39	\$ 88.61	\$ 93.04	\$ 97.70	\$ 8,011	\$ 8,207	\$ 8,402
14	540	(3) A - Housing Program Manager (Z)	\$ 6,437	\$ 6,758	\$ 7,096	\$ 7,451	\$ 7,824	\$ 80.46	\$ 84.48	\$ 88.70	\$ 93.14	\$ 97.80	\$ 8,019	\$ 8,215	\$ 8,410
14	540	(3) B - Housing Program Manager (Z)	\$ 6,430	\$ 6,752	\$ 7,089	\$ 7,444	\$ 7,816	\$ 80.38	\$ 84.39	\$ 88.61	\$ 93.04	\$ 97.70	\$ 8,011	\$ 8,207	\$ 8,402
12	1015	(3) A - Contract and Fiscal Services Manager (Z)	\$ 6,437	\$ 6,758	\$ 7,096	\$ 7,451	\$ 7,824	\$ 80.46	\$ 84.48	\$ 88.70	\$ 93.14	\$ 97.80	\$ 8,019	\$ 8,215	\$ 8,410
12	1015	(3) B - Contract and Fiscal Services Manager (Z)	\$ 6,430	\$ 6,752	\$ 7,089	\$ 7,444	\$ 7,816	\$ 80.38	\$ 84.39	\$ 88.61	\$ 93.04	\$ 97.70	\$ 8,011	\$ 8,207	\$ 8,402
11	965	(3) A - Human Resources Manager	\$ 6,437	\$ 6,758	\$ 7,096	\$ 7,451	\$ 7,824	\$ 80.46	\$ 84.48	\$ 88.70	\$ 93.14	\$ 97.80	\$ 8,019	\$ 8,215	\$ 8,410
11	965	(3) B - Human Resources Manager	\$ 6,430	\$ 6,752	\$ 7,089	\$ 7,444	\$ 7,816	\$ 80.38	\$ 84.39	\$ 88.61	\$ 93.04	\$ 97.70	\$ 8,011	\$ 8,207	\$ 8,402
19	625	(4) Information Systems Supervisor (Z)	\$ 6,202	\$ 6,513	\$ 6,838	\$ 7,180	\$ 7,539	\$ 77.53	\$ 81.41	\$ 85.48	\$ 89.75	\$ 94.24	\$ 7,728	\$ 7,916	\$ 8,105
30	635	Architect (Z)	\$ 6,213	\$ 6,524	\$ 6,850	\$ 7,193	\$ 7,552	\$ 77.67	\$ 81.55	\$ 85.63	\$ 89.91	\$ 94.41	\$ 7,741	\$ 7,930	\$ 8,119
21	970	(3) Accounting Supervisor (Z)	\$ 5,989	\$ 6,288	\$ 6,603	\$ 6,933	\$ 7,279	\$ 74.86	\$ 78.60	\$ 82.53	\$ 86.66	\$ 90.99	\$ 7,461	\$ 7,643	\$ 7,825
23	585	(3) Contract Compliance Supervisor (Z)	\$ 5,989	\$ 6,288	\$ 6,603	\$ 6,933	\$ 7,279	\$ 74.86	\$ 78.60	\$ 82.53	\$ 86.66	\$ 90.99	\$ 7,461	\$ 7,643	\$ 7,825
22	1045	(3) Senior Development Specialist (Supervisory) (Z)	\$ 5,989	\$ 6,288	\$ 6,603	\$ 6,933	\$ 7,279	\$ 74.86	\$ 78.60	\$ 82.53	\$ 86.66	\$ 90.99	\$ 7,461	\$ 7,643	\$ 7,825
24	560	(3) Administrative Services Manager (Z)	\$ 5,989	\$ 6,288	\$ 6,603	\$ 6,933	\$ 7,279	\$ 74.86	\$ 78.60	\$ 82.53	\$ 86.66	\$ 90.99	\$ 7,461	\$ 7,643	\$ 7,825
8	605	Senior Architect (Z)	\$ 6,092	\$ 6,397	\$ 6,717	\$ 7,053	\$ 7,405	\$ 76.15	\$ 79.96	\$ 83.96	\$ 88.16	\$ 92.56	\$ 7,590	\$ 7,775	\$ 7,961
31	620	Civil Engineer (Z)	\$ 6,092	\$ 6,397	\$ 6,717	\$ 7,053	\$ 7,405	\$ 76.15	\$ 79.96	\$ 83.96	\$ 88.16	\$ 92.56	\$ 7,590	\$ 7,775	\$ 7,961
18	610	Senior Landscape Architect (Z)	\$ 6,092	\$ 6,397	\$ 6,717	\$ 7,053	\$ 7,405	\$ 76.15	\$ 79.96	\$ 83.96	\$ 88.16	\$ 92.56	\$ 7,590	\$ 7,775	\$ 7,961
36	585	A - Contract Compliance Specialist III (Z)	\$ 5,685	\$ 5,970	\$ 6,268	\$ 6,581	\$ 6,911	\$ 71.07	\$ 74.62	\$ 78.35	\$ 82.27	\$ 86.38	\$ 7,083	\$ 7,256	\$ 7,429
36	585	B - Contract Compliance Specialist III (Z)	\$ 5,678	\$ 5,962	\$ 6,260	\$ 6,573	\$ 6,902	\$ 70.98	\$ 74.53	\$ 78.26	\$ 82.17	\$ 86.28	\$ 7,075	\$ 7,247	\$ 7,420

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 01/06/2024 - 2.25%

**EXHIBIT 3**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly
20	630	A - Senior Financial Analyst (Z)	\$ 5,661	\$ 5,944	\$ 6,241	\$ 6,553	\$ 6,881	\$ 70.76	\$ 74.30	\$ 78.02	\$ 81.92	\$ 86.01	\$ 7,053	\$ 7,225	\$ 7,397
20	630	B - Senior Financial Analyst (Z)	\$ 5,652	\$ 5,935	\$ 6,232	\$ 6,543	\$ 6,870	\$ 70.65	\$ 74.19	\$ 77.89	\$ 81.79	\$ 85.88	\$ 7,042	\$ 7,214	\$ 7,386
25	590	(2) A - Project Manager (Z)	\$ 5,604	\$ 5,884	\$ 6,178	\$ 6,487	\$ 6,811	\$ 70.05	\$ 73.55	\$ 77.23	\$ 81.09	\$ 85.14	\$ 6,982	\$ 7,152	\$ 7,322
25	590	(2) B - Project Manager (Z)	\$ 5,540	\$ 5,817	\$ 6,108	\$ 6,413	\$ 6,734	\$ 69.25	\$ 72.72	\$ 76.35	\$ 80.17	\$ 84.18	\$ 6,903	\$ 7,071	\$ 7,239
29	1025	(2) A - Housing Construction Specialist (Z)	\$ 5,604	\$ 5,884	\$ 6,178	\$ 6,487	\$ 6,811	\$ 70.05	\$ 73.55	\$ 77.23	\$ 81.09	\$ 85.14	\$ 6,982	\$ 7,152	\$ 7,322
29	1025	(2) B -Housing Construction Specialist (Z)	\$ 5,540	\$ 5,817	\$ 6,108	\$ 6,413	\$ 6,734	\$ 69.25	\$ 72.72	\$ 76.35	\$ 80.17	\$ 84.18	\$ 6,903	\$ 7,071	\$ 7,239
101	1110	A - Principal Personnel Analyst	\$ 5,584	\$ 5,863	\$ 6,156	\$ 6,464	\$ 6,787	\$ 69.80	\$ 73.29	\$ 76.95	\$ 80.80	\$ 84.84	\$ 6,957	\$ 7,127	\$ 7,296
101	1110	B - Principal Personnel Analyst	\$ 5,582	\$ 5,861	\$ 6,154	\$ 6,462	\$ 6,785	\$ 69.77	\$ 73.26	\$ 76.93	\$ 80.77	\$ 84.81	\$ 6,955	\$ 7,124	\$ 7,294
28	595	(3) A - Senior Development Specialist (Z)	\$ 5,562	\$ 5,840	\$ 6,132	\$ 6,438	\$ 6,760	\$ 69.52	\$ 73.00	\$ 76.65	\$ 80.48	\$ 84.50	\$ 6,929	\$ 7,098	\$ 7,267
28	595	(3) B - Senior Development Specialist (Z)	\$ 5,555	\$ 5,833	\$ 6,125	\$ 6,431	\$ 6,752	\$ 69.44	\$ 72.91	\$ 76.56	\$ 80.38	\$ 84.40	\$ 6,921	\$ 7,090	\$ 7,259
35	655	Senior Planner (Z)	\$ 5,503	\$ 5,779	\$ 6,067	\$ 6,371	\$ 6,689	\$ 68.79	\$ 72.23	\$ 75.84	\$ 79.64	\$ 83.62	\$ 6,857	\$ 7,024	\$ 7,191
26	940	Property Management Supervisor (Z)	\$ 5,325	\$ 5,591	\$ 5,870	\$ 6,164	\$ 6,472	\$ 66.56	\$ 69.89	\$ 73.38	\$ 77.05	\$ 80.90	\$ 6,634	\$ 6,796	\$ 6,957
44	690	Associate Civil Engineer (Z)	\$ 5,470	\$ 5,744	\$ 6,031	\$ 6,332	\$ 6,649	\$ 68.38	\$ 71.80	\$ 75.39	\$ 79.15	\$ 83.11	\$ 6,815	\$ 6,981	\$ 7,148
61	740	(3) Harbormaster (Z)	\$ 5,172	\$ 5,431	\$ 5,702	\$ 5,987	\$ 6,287	\$ 64.65	\$ 67.88	\$ 71.28	\$ 74.84	\$ 78.59	\$ 6,444	\$ 6,601	\$ 6,758
47	995	(3) Commission Secretary (Z)	\$ 5,172	\$ 5,431	\$ 5,702	\$ 5,987	\$ 6,287	\$ 64.65	\$ 67.88	\$ 71.28	\$ 74.84	\$ 78.59	\$ 6,444	\$ 6,601	\$ 6,758
49	1000	(3) Executive Assistant to Executive Director (Z)	\$ 5,172	\$ 5,431	\$ 5,702	\$ 5,987	\$ 6,287	\$ 64.65	\$ 67.88	\$ 71.28	\$ 74.84	\$ 78.59	\$ 6,444	\$ 6,601	\$ 6,758
38	990	Assistant Project Manager (Z)	\$ 5,162	\$ 5,420	\$ 5,691	\$ 5,975	\$ 6,274	\$ 64.52	\$ 67.75	\$ 71.13	\$ 74.69	\$ 78.43	\$ 6,431	\$ 6,588	\$ 6,745
40	615	A - Development Specialist (Z)	\$ 5,170	\$ 5,429	\$ 5,700	\$ 5,985	\$ 6,284	\$ 64.63	\$ 67.86	\$ 71.25	\$ 74.81	\$ 78.55	\$ 6,441	\$ 6,599	\$ 6,756
40	615	B - Development Specialist (Z)	\$ 5,162	\$ 5,420	\$ 5,691	\$ 5,975	\$ 6,274	\$ 64.52	\$ 67.75	\$ 71.13	\$ 74.69	\$ 78.43	\$ 6,431	\$ 6,588	\$ 6,745
39	1050	Contract Administration Specialist (Z)	\$ 5,162	\$ 5,420	\$ 5,691	\$ 5,975	\$ 6,274	\$ 64.52	\$ 67.75	\$ 71.13	\$ 74.69	\$ 78.43	\$ 6,431	\$ 6,588	\$ 6,745
45	700	Architectural Associate (Z)	\$ 5,265	\$ 5,528	\$ 5,805	\$ 6,095	\$ 6,400	\$ 65.81	\$ 69.10	\$ 72.56	\$ 76.19	\$ 79.99	\$ 6,560	\$ 6,720	\$ 6,880
46	670	Financial Systems Accountant (Z)	\$ 5,160	\$ 5,418	\$ 5,689	\$ 5,973	\$ 6,272	\$ 64.50	\$ 67.72	\$ 71.11	\$ 74.66	\$ 78.40	\$ 6,429	\$ 6,585	\$ 6,742
33	1100	A - Accountant IV (Z)	\$ 5,164	\$ 5,423	\$ 5,694	\$ 5,978	\$ 6,277	\$ 64.55	\$ 67.78	\$ 71.17	\$ 74.73	\$ 78.47	\$ 6,434	\$ 6,591	\$ 6,748
33	1100	B - Accountant IV (Z)	\$ 5,160	\$ 5,418	\$ 5,689	\$ 5,973	\$ 6,272	\$ 64.50	\$ 67.72	\$ 71.11	\$ 74.66	\$ 78.40	\$ 6,429	\$ 6,585	\$ 6,742
7	570	Construction Coordinator (Z)	\$ 4,894	\$ 5,139	\$ 5,396	\$ 5,666	\$ 5,949	\$ 61.18	\$ 64.24	\$ 67.45	\$ 70.82	\$ 74.37	\$ 6,098	\$ 6,247	\$ 6,395
51	715	Senior Personnel Analyst (Z)	\$ 4,944	\$ 5,191	\$ 5,450	\$ 5,723	\$ 6,009	\$ 61.80	\$ 64.89	\$ 68.13	\$ 71.54	\$ 75.11	\$ 6,159	\$ 6,310	\$ 6,460
52	730	A - Associate Planner (Z)	\$ 4,645	\$ 4,877	\$ 5,121	\$ 5,377	\$ 5,646	\$ 58.06	\$ 60.97	\$ 64.02	\$ 67.22	\$ 70.58	\$ 5,787	\$ 5,928	\$ 6,070
52	730	B - Associate Planner (Z)	\$ 4,641	\$ 4,873	\$ 5,117	\$ 5,372	\$ 5,641	\$ 58.01	\$ 60.91	\$ 63.96	\$ 67.15	\$ 70.51	\$ 5,782	\$ 5,923	\$ 6,064
32	975	Environmental Assessment Specialist (Z)	\$ 4,641	\$ 4,873	\$ 5,116	\$ 5,372	\$ 5,641	\$ 58.01	\$ 60.91	\$ 63.95	\$ 67.15	\$ 70.51	\$ 5,782	\$ 5,923	\$ 6,064
43	945	Property Management Specialist (Z)	\$ 4,602	\$ 4,832	\$ 5,074	\$ 5,327	\$ 5,594	\$ 57.53	\$ 60.40	\$ 63.42	\$ 66.59	\$ 69.92	\$ 5,734	\$ 5,874	\$ 6,013
56	705	A - Assistant Development Specialist (Z)	\$ 4,479	\$ 4,702	\$ 4,938	\$ 5,184	\$ 5,444	\$ 55.98	\$ 58.78	\$ 61.72	\$ 64.81	\$ 68.05	\$ 5,580	\$ 5,716	\$ 5,852
56	705	B - Assistant Development Specialist (Z)	\$ 4,460	\$ 4,682	\$ 4,917	\$ 5,162	\$ 5,421	\$ 55.74	\$ 58.53	\$ 61.46	\$ 64.53	\$ 67.76	\$ 5,556	\$ 5,692	\$ 5,827
54	720	A - Senior Programmer Analyst (Z)	\$ 4,671	\$ 4,905	\$ 5,150	\$ 5,408	\$ 5,678	\$ 58.39	\$ 61.31	\$ 64.38	\$ 67.59	\$ 70.97	\$ 5,820	\$ 5,962	\$ 6,104
54	720	B - Senior Programmer Analyst (Z)	\$ 4,623	\$ 4,854	\$ 5,097	\$ 5,352	\$ 5,619	\$ 57.79	\$ 60.68	\$ 63.71	\$ 66.90	\$ 70.24	\$ 5,760	\$ 5,900	\$ 6,041

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
 Payroll Effective Date - 01/06/2024 - 2.25%

**EXHIBIT 3**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
37	665	Building/Construction Inspector II (Z)	\$ 4,439	\$ 4,660	\$ 4,893	\$ 5,138	\$ 5,395	\$ 55.48	\$ 58.26	\$ 61.17	\$ 64.23	\$ 67.44	\$ 5,530	\$ 5,665	\$ 5,800
50	695	A - Accountant III (Z)	\$ 4,463	\$ 4,686	\$ 4,920	\$ 5,166	\$ 5,425	\$ 55.79	\$ 58.58	\$ 61.50	\$ 64.58	\$ 67.81	\$ 5,560	\$ 5,696	\$ 5,832
50	695	B - Accountant III (Z)	\$ 4,459	\$ 4,682	\$ 4,916	\$ 5,162	\$ 5,420	\$ 55.73	\$ 58.52	\$ 61.45	\$ 64.52	\$ 67.75	\$ 5,555	\$ 5,691	\$ 5,826

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 01/06/2024 - 2.25%

**EXHIBIT 3**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
42	640	A - Contract Compliance Specialist II (Z)	\$ 4,342	\$ 4,559	\$ 4,787	\$ 5,026	\$ 5,277	\$ 54.27	\$ 56.99	\$ 59.83	\$ 62.83	\$ 65.97	\$ 5,409	\$ 5,541	\$ 5,673
42	640	B - Contract Compliance Specialist II (Z)	\$ 4,333	\$ 4,549	\$ 4,777	\$ 5,016	\$ 5,266	\$ 54.16	\$ 56.87	\$ 59.71	\$ 62.70	\$ 65.83	\$ 5,398	\$ 5,530	\$ 5,661
27	955	Relocation Supervisor (Z)	\$ 3,474	\$ 3,647	\$ 3,830	\$ 4,021	\$ 4,222	\$ 43.42	\$ 45.59	\$ 47.87	\$ 50.26	\$ 52.78	\$ 4,328	\$ 4,433	\$ 4,539
53	685	Public Affairs Officer (Z)	\$ 4,209	\$ 4,419	\$ 4,640	\$ 4,872	\$ 5,116	\$ 52.61	\$ 55.24	\$ 58.01	\$ 60.91	\$ 63.95	\$ 5,244	\$ 5,372	\$ 5,500
62	1030	Management Assistant III (Z)	\$ 4,035	\$ 4,237	\$ 4,449	\$ 4,671	\$ 4,905	\$ 50.44	\$ 52.96	\$ 55.61	\$ 58.39	\$ 61.31	\$ 5,027	\$ 5,150	\$ 5,272
63	785	Assistant Planner (Z)	\$ 3,910	\$ 4,106	\$ 4,311	\$ 4,527	\$ 4,753	\$ 48.88	\$ 51.32	\$ 53.89	\$ 56.58	\$ 59.41	\$ 4,872	\$ 4,991	\$ 5,109
55	770	Senior Community Services Specialist (Z)	\$ 3,474	\$ 3,647	\$ 3,830	\$ 4,021	\$ 4,222	\$ 43.42	\$ 45.59	\$ 47.87	\$ 50.26	\$ 52.78	\$ 4,328	\$ 4,433	\$ 4,539
64	755	Administrative Analyst (Z)	\$ 3,826	\$ 4,017	\$ 4,218	\$ 4,428	\$ 4,650	\$ 47.82	\$ 50.21	\$ 52.72	\$ 55.36	\$ 58.12	\$ 4,766	\$ 4,882	\$ 4,999
89	870	Law Clerk II	\$ 3,714	\$ 3,900	\$ 4,095	\$ 4,300	\$ 4,514	\$ 46.43	\$ 48.75	\$ 51.18	\$ 53.74	\$ 56.43	\$ 4,627	\$ 4,740	\$ 4,853
60	760	Senior Legal Secretary (Z)	\$ 3,714	\$ 3,900	\$ 4,095	\$ 4,300	\$ 4,514	\$ 46.43	\$ 48.75	\$ 51.18	\$ 53.74	\$ 56.43	\$ 4,627	\$ 4,740	\$ 4,853
41	675	Building/Construction Specialist I (Z)	\$ 3,654	\$ 3,836	\$ 4,028	\$ 4,229	\$ 4,441	\$ 45.67	\$ 47.95	\$ 50.35	\$ 52.87	\$ 55.51	\$ 4,552	\$ 4,663	\$ 4,774
67	765	Programmer Analyst (Z)	\$ 3,805	\$ 3,995	\$ 4,195	\$ 4,405	\$ 4,625	\$ 47.56	\$ 49.94	\$ 52.44	\$ 55.06	\$ 57.81	\$ 4,741	\$ 4,856	\$ 4,972
65	775	A - Accountant II (Z)	\$ 3,692	\$ 3,876	\$ 4,070	\$ 4,273	\$ 4,487	\$ 46.14	\$ 48.45	\$ 50.87	\$ 53.42	\$ 56.09	\$ 4,599	\$ 4,711	\$ 4,824
65	775	B - Accountant II (Z)	\$ 3,687	\$ 3,871	\$ 4,065	\$ 4,268	\$ 4,481	\$ 46.09	\$ 48.39	\$ 50.81	\$ 53.35	\$ 56.02	\$ 4,593	\$ 4,705	\$ 4,817
72	1035	A - Management Assistant II (Z)	\$ 3,523	\$ 3,699	\$ 3,884	\$ 4,079	\$ 4,283	\$ 44.04	\$ 46.24	\$ 48.55	\$ 50.98	\$ 53.53	\$ 4,390	\$ 4,497	\$ 4,604
72	1035	B - Management Assistant II (Z)	\$ 3,523	\$ 3,699	\$ 3,884	\$ 4,078	\$ 4,282	\$ 44.03	\$ 46.23	\$ 48.54	\$ 50.97	\$ 53.52	\$ 4,389	\$ 4,496	\$ 4,603
58	735	Contract Compliance Specialist I (Z)	\$ 3,522	\$ 3,698	\$ 3,883	\$ 4,077	\$ 4,281	\$ 44.03	\$ 46.23	\$ 48.54	\$ 50.97	\$ 53.51	\$ 4,388	\$ 4,495	\$ 4,602
59	780	Architectural Assistant (Z)	\$ 3,528	\$ 3,704	\$ 3,889	\$ 4,084	\$ 4,288	\$ 44.10	\$ 46.30	\$ 48.62	\$ 51.05	\$ 53.60	\$ 4,395	\$ 4,502	\$ 4,610
69	803	Support Services Supervisor (P)	\$ 3,513	\$ 3,689	\$ 3,873	\$ 4,067	\$ 4,270	\$ 43.91	\$ 46.11	\$ 48.41	\$ 50.84	\$ 53.38	\$ 4,377	\$ 4,484	\$ 4,590
66	750	Personnel Analyst (Z)	\$ 3,497	\$ 3,672	\$ 3,856	\$ 4,049	\$ 4,251	\$ 43.72	\$ 45.90	\$ 48.20	\$ 50.61	\$ 53.14	\$ 4,357	\$ 4,464	\$ 4,570
70	810	A - Administrative Secretary (P)	\$ 3,267	\$ 3,431	\$ 3,602	\$ 3,782	\$ 3,971	\$ 40.84	\$ 42.88	\$ 45.03	\$ 47.28	\$ 49.64	\$ 4,071	\$ 4,170	\$ 4,269
70	810	B - Administrative Secretary (P)	\$ 2,453	\$ 2,576	\$ 2,705	\$ 2,840	\$ 2,982	\$ 30.67	\$ 32.20	\$ 33.81	\$ 35.50	\$ 37.27	\$ 3,057	\$ 3,131	\$ 3,206
79	830	Harbor Office Supervisor (P)	\$ 3,239	\$ 3,401	\$ 3,571	\$ 3,749	\$ 3,937	\$ 40.48	\$ 42.51	\$ 44.63	\$ 46.86	\$ 49.21	\$ 4,035	\$ 4,133	\$ 4,232
57	745	Records & Information Supervisor (Z)	\$ 3,239	\$ 3,401	\$ 3,571	\$ 3,749	\$ 3,937	\$ 40.48	\$ 42.51	\$ 44.63	\$ 46.86	\$ 49.21	\$ 4,035	\$ 4,133	\$ 4,232
68	800	Executive Secretary	\$ 3,239	\$ 3,401	\$ 3,571	\$ 3,749	\$ 3,937	\$ 40.48	\$ 42.51	\$ 44.63	\$ 46.86	\$ 49.21	\$ 4,035	\$ 4,133	\$ 4,232
74	820	Accountant I (Z)	\$ 3,247	\$ 3,409	\$ 3,580	\$ 3,759	\$ 3,947	\$ 40.59	\$ 42.62	\$ 44.75	\$ 46.98	\$ 49.33	\$ 4,045	\$ 4,144	\$ 4,243

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE  
Payroll Effective Date - 01/06/2024 - 2.25%

**EXHIBIT 3**

Seq. No.	Class No.	Agency Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	*2.5% Extended Range	*5.0% Extended Range	*7.5% Extended Range
			Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly	Hourly	Hourly	Hourly	Hourly	Hourly	Bi-weekly	Bi-weekly	Bi-weekly
78	1040	Management Assistant I (Z)	\$ 3,101	\$ 3,256	\$ 3,419	\$ 3,590	\$ 3,770	\$ 38.77	\$ 40.70	\$ 42.74	\$ 44.88	\$ 47.12	\$ 3,864	\$ 3,958	\$ 4,052
75	815	Facility Maintenance Supervisor (Z)	\$ 3,153	\$ 3,310	\$ 3,476	\$ 3,649	\$ 3,832	\$ 39.41	\$ 41.38	\$ 43.45	\$ 45.62	\$ 47.90	\$ 3,928	\$ 4,024	\$ 4,119
71	790	Assistant Harbormaster (Z)	\$ 3,056	\$ 3,209	\$ 3,369	\$ 3,538	\$ 3,715	\$ 38.20	\$ 40.11	\$ 42.12	\$ 44.22	\$ 46.43	\$ 3,808	\$ 3,901	\$ 3,993
73	795	Community Services Specialist (Z)	\$ 3,027	\$ 3,178	\$ 3,337	\$ 3,504	\$ 3,679	\$ 37.84	\$ 39.73	\$ 41.71	\$ 43.80	\$ 45.99	\$ 3,771	\$ 3,863	\$ 3,955
82	845	Purchasing Assistant (P)	\$ 3,004	\$ 3,154	\$ 3,312	\$ 3,477	\$ 3,651	\$ 37.55	\$ 39.42	\$ 41.40	\$ 43.47	\$ 45.64	\$ 3,742	\$ 3,834	\$ 3,925
90	885	Account Clerk II (P)	\$ 2,940	\$ 3,087	\$ 3,241	\$ 3,403	\$ 3,573	\$ 36.75	\$ 38.59	\$ 40.51	\$ 42.54	\$ 44.67	\$ 3,663	\$ 3,752	\$ 3,841
80	855	A - Records Specialist II (P)	\$ 2,761	\$ 2,899	\$ 3,044	\$ 3,196	\$ 3,356	\$ 34.51	\$ 36.24	\$ 38.05	\$ 39.95	\$ 41.95	\$ 3,440	\$ 3,524	\$ 3,608
80	855	B - Records Specialist II (P)	\$ 2,454	\$ 2,576	\$ 2,705	\$ 2,840	\$ 2,982	\$ 30.67	\$ 32.20	\$ 33.81	\$ 35.50	\$ 37.28	\$ 3,057	\$ 3,131	\$ 3,206
81	860	A - Senior Office Assistant (P)	\$ 2,761	\$ 2,899	\$ 3,044	\$ 3,196	\$ 3,356	\$ 34.51	\$ 36.24	\$ 38.05	\$ 39.95	\$ 41.95	\$ 3,440	\$ 3,524	\$ 3,608
81	860	B - Senior Office Assistant (P)	\$ 2,454	\$ 2,576	\$ 2,705	\$ 2,840	\$ 2,982	\$ 30.67	\$ 32.20	\$ 33.81	\$ 35.50	\$ 37.28	\$ 3,057	\$ 3,131	\$ 3,206
85	835	Facility Maintenance Worker (P)	\$ 2,791	\$ 2,931	\$ 3,077	\$ 3,231	\$ 3,392	\$ 34.89	\$ 36.63	\$ 38.46	\$ 40.39	\$ 42.41	\$ 3,477	\$ 3,562	\$ 3,647
83	840	Harbor Attendant (P)	\$ 2,791	\$ 2,931	\$ 3,077	\$ 3,231	\$ 3,392	\$ 34.89	\$ 36.63	\$ 38.46	\$ 40.39	\$ 42.41	\$ 3,477	\$ 3,562	\$ 3,647
76	825	Senior Harbor Attendant (P)	\$ 2,706	\$ 2,841	\$ 2,983	\$ 3,133	\$ 3,289	\$ 33.83	\$ 35.52	\$ 37.29	\$ 39.16	\$ 41.12	\$ 3,372	\$ 3,454	\$ 3,536
84	875	Office Assistant II (P)	\$ 2,701	\$ 2,836	\$ 2,978	\$ 3,127	\$ 3,283	\$ 33.76	\$ 35.45	\$ 37.22	\$ 39.08	\$ 41.04	\$ 3,365	\$ 3,447	\$ 3,529
91	895	Office Assistant I (P)	\$ 2,701	\$ 2,836	\$ 2,978	\$ 3,127	\$ 3,283	\$ 33.76	\$ 35.45	\$ 37.22	\$ 39.08	\$ 41.04	\$ 3,365	\$ 3,447	\$ 3,529
87	882	Project/Planning Associate (P)	\$ 2,657	\$ 2,790	\$ 2,929	\$ 3,076	\$ 3,229	\$ 33.21	\$ 34.87	\$ 36.61	\$ 38.45	\$ 40.37	\$ 3,310	\$ 3,391	\$ 3,472
93	900	Law Clerk I	\$ 2,657	\$ 2,790	\$ 2,929	\$ 3,076	\$ 3,229	\$ 33.21	\$ 34.87	\$ 36.61	\$ 38.45	\$ 40.37	\$ 3,310	\$ 3,391	\$ 3,472
77	850	Secretary (P)	\$ 2,571	\$ 2,699	\$ 2,834	\$ 2,976	\$ 3,125	\$ 32.14	\$ 33.74	\$ 35.43	\$ 37.20	\$ 39.06	\$ 3,203	\$ 3,281	\$ 3,359
94	905	Account Clerk I (P)	\$ 2,537	\$ 2,664	\$ 2,797	\$ 2,937	\$ 3,084	\$ 31.72	\$ 33.30	\$ 34.97	\$ 36.72	\$ 38.55	\$ 3,161	\$ 3,238	\$ 3,315
86	880	Records Specialist I (P)	\$ 2,366	\$ 2,484	\$ 2,609	\$ 2,739	\$ 2,876	\$ 29.58	\$ 31.06	\$ 32.61	\$ 34.24	\$ 35.95	\$ 2,948	\$ 3,020	\$ 3,092
88	865	Harbor Office Assistant	\$ 2,366	\$ 2,484	\$ 2,609	\$ 2,739	\$ 2,876	\$ 29.58	\$ 31.06	\$ 32.61	\$ 34.24	\$ 35.95	\$ 2,948	\$ 3,020	\$ 3,092
92	890	Harbor Security Officer (P)	\$ 2,270	\$ 2,384	\$ 2,503	\$ 2,628	\$ 2,759	\$ 28.38	\$ 29.80	\$ 31.28	\$ 32.85	\$ 34.49	\$ 2,828	\$ 2,897	\$ 2,966
100	935	(2) Staff Associate VI (Z)	\$ 6,410	\$ 6,731	\$ 7,067	\$ 7,420	\$ 7,791	\$ 80.13	\$ 84.13	\$ 88.34	\$ 92.76	\$ 97.39	\$ 7,986	\$ 8,181	\$ 8,376
99	930	(2) A - Staff Associate V (Z)	\$ 6,803	\$ 7,143	\$ 7,500	\$ 7,875	\$ 8,269	\$ 85.03	\$ 89.29	\$ 93.75	\$ 98.44	\$ 103.36	\$ 8,475	\$ 8,682	\$ 8,889
99	930	(2) B - Staff Associate V (Z)	\$ 5,540	\$ 5,817	\$ 6,108	\$ 6,413	\$ 6,734	\$ 69.25	\$ 72.72	\$ 76.35	\$ 80.17	\$ 84.18	\$ 6,903	\$ 7,071	\$ 7,239
98	921	A - Staff Associate IV (Z)	\$ 5,170	\$ 5,429	\$ 5,700	\$ 5,985	\$ 6,284	\$ 64.63	\$ 67.86	\$ 71.25	\$ 74.81	\$ 78.55	\$ 6,441	\$ 6,599	\$ 6,756
98	921	B - Staff Associate IV (Z)	\$ 5,162	\$ 5,420	\$ 5,691	\$ 5,975	\$ 6,274	\$ 64.52	\$ 67.75	\$ 71.13	\$ 74.69	\$ 78.43	\$ 6,431	\$ 6,588	\$ 6,745
97	920	Staff Associate III (Z)	\$ 4,460	\$ 4,682	\$ 4,917	\$ 5,162	\$ 5,421	\$ 55.74	\$ 58.53	\$ 61.46	\$ 64.53	\$ 67.76	\$ 5,556	\$ 5,692	\$ 5,827
96	915	Staff Associate II (Z)	\$ 3,092	\$ 3,246	\$ 3,409	\$ 3,579	\$ 3,758	\$ 38.65	\$ 40.58	\$ 42.61	\$ 44.74	\$ 46.98	\$ 3,852	\$ 3,946	\$ 4,040
95	985	Staff Associate I (Z)	\$ 2,495	\$ 2,620	\$ 2,751	\$ 2,889	\$ 3,033	\$ 31.19	\$ 32.75	\$ 34.39	\$ 36.11	\$ 37.92	\$ 3,109	\$ 3,185	\$ 3,261

\* Ranges from 2.5% up to 7.5% Maximum  
 (1) Attorney Pay Range Varies  
 (2) 550 Series OCII - Step 5 is equal to CCSF Step 1  
 (3) 093 Series OCII Step 1 is equal to CCSF Step 2  
 (4) 1044 Series OCII Step 1 is equal to CCSF Step 2  
 A Incumbent paid consistent with previously approved salary chart. When position is vacated, new hire will be paid consistent with comparable City class match.  
 B Paid consistent with comparable City class match.