

OFFICE OF COMMUNITY INVESTMENT AND INFRASTRUCTURE
Payroll Effective Date - December 26, 2020

| Seq. No. | Class No. | Agency Classification | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | 2.5% Extended Range | 5% Extended Range | 7.5% Extended Range |
|----------|-----------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------------------|-------------------|---------------------|
| | | | Bi-weekly | Bi-weekly | Bi-weekly | Bi-weekly | Bi-weekly | Hourly | Hourly | Hourly | Hourly | Hourly | | | |
| 1 | 500 | Executive Director (Z) | \$ 10,536 | \$ 11,063 | \$ 11,616 | \$ 12,197 | \$ 12,806 | \$ 131.70 | \$ 138.28 | \$ 145.20 | \$ 152.46 | \$ 160.08 | \$ 13,127 | \$ 13,447 | \$ 13,767 |
| 3 | 520 | Agency General Counsel (Z) | \$ 7,927 | \$ 8,323 | \$ 8,740 | \$ 9,177 | \$ 9,635 | \$ 99.09 | \$ 104.04 | \$ 109.25 | \$ 114.71 | \$ 120.44 | \$ 9,876 | \$ 10,117 | \$ 10,358 |
| 2 | 1060 | Deputy Executive Director (Z) | \$ 7,391 | \$ 7,761 | \$ 8,149 | \$ 8,556 | \$ 8,984 | \$ 92.39 | \$ 97.01 | \$ 101.86 | \$ 106.95 | \$ 112.30 | \$ 9,209 | \$ 9,433 | \$ 9,658 |
| 10 | 555 | Senior Project Manager, Supervisory (Z) | \$ 6,783 | \$ 7,122 | \$ 7,478 | \$ 7,852 | \$ 8,244 | \$ 84.78 | \$ 89.02 | \$ 93.47 | \$ 98.15 | \$ 103.06 | \$ 8,451 | \$ 8,657 | \$ 8,863 |
| 5 | 1010 | Assistant Deputy Executive Director (Z) | \$ 6,486 | \$ 6,811 | \$ 7,151 | \$ 7,509 | \$ 7,884 | \$ 81.08 | \$ 85.13 | \$ 89.39 | \$ 93.86 | \$ 98.55 | \$ 8,081 | \$ 8,278 | \$ 8,475 |
| 4 | 525 | Deputy General Counsel (Z) | \$ 6,384 | \$ 6,704 | \$ 7,039 | \$ 7,391 | \$ 7,760 | \$ 79.80 | \$ 83.79 | \$ 87.98 | \$ 92.38 | \$ 97.00 | \$ 7,954 | \$ 8,148 | \$ 8,342 |
| 6 | 580 | **Senior Attorney (Z) | \$ 6,384 | \$ 6,704 | \$ 7,039 | \$ 7,391 | \$ 7,760 | \$ 79.80 | \$ 83.79 | \$ 87.98 | \$ 92.38 | \$ 97.00 | \$ 7,954 | \$ 8,148 | \$ 8,342 |
| 48 | 725 | **Staff Attorney I (Z) | \$ 6,384 | \$ 6,704 | \$ 7,039 | \$ 7,391 | \$ 7,760 | \$ 79.80 | \$ 83.79 | \$ 87.98 | \$ 92.38 | \$ 97.00 | \$ 7,954 | \$ 8,148 | \$ 8,342 |
| 34 | 660 | **Staff Attorney II (Z) | \$ 6,384 | \$ 6,704 | \$ 7,039 | \$ 7,391 | \$ 7,760 | \$ 79.80 | \$ 83.79 | \$ 87.98 | \$ 92.38 | \$ 97.00 | \$ 7,954 | \$ 8,148 | \$ 8,342 |
| 9 | 565 | Senior Civil Engineer (Z) | \$ 6,100 | \$ 6,405 | \$ 6,725 | \$ 7,061 | \$ 7,414 | \$ 76.25 | \$ 80.06 | \$ 84.06 | \$ 88.26 | \$ 92.68 | \$ 7,600 | \$ 7,785 | \$ 7,970 |
| 16 | 556 | Architecture & Engineering Supervisor (Z) | \$ 6,100 | \$ 6,405 | \$ 6,725 | \$ 7,061 | \$ 7,414 | \$ 76.25 | \$ 80.06 | \$ 84.06 | \$ 88.26 | \$ 92.68 | \$ 7,600 | \$ 7,785 | \$ 7,970 |
| 17 | 606 | Planning Supervisor (Z) | \$ 5,694 | \$ 5,978 | \$ 6,277 | \$ 6,591 | \$ 6,921 | \$ 71.17 | \$ 74.73 | \$ 78.46 | \$ 82.39 | \$ 86.51 | \$ 7,094 | \$ 7,267 | \$ 7,440 |
| 15 | 550 | Senior Project Manager (Z) | \$ 5,654 | \$ 5,936 | \$ 6,233 | \$ 6,545 | \$ 6,872 | \$ 70.67 | \$ 74.20 | \$ 77.91 | \$ 81.81 | \$ 85.90 | \$ 7,044 | \$ 7,216 | \$ 7,387 |
| 13 | 535 | Development Services Manager (Z) | \$ 5,609 | \$ 5,890 | \$ 6,184 | \$ 6,493 | \$ 6,818 | \$ 70.12 | \$ 73.62 | \$ 77.30 | \$ 81.17 | \$ 85.23 | \$ 6,989 | \$ 7,159 | \$ 7,329 |
| 14 | 540 | Housing Program Manager (Z) | \$ 5,609 | \$ 5,890 | \$ 6,184 | \$ 6,493 | \$ 6,818 | \$ 70.12 | \$ 73.62 | \$ 77.30 | \$ 81.17 | \$ 85.23 | \$ 6,989 | \$ 7,159 | \$ 7,329 |
| 12 | 1015 | Contract and Fiscal Services Manager (Z) | \$ 5,609 | \$ 5,890 | \$ 6,184 | \$ 6,493 | \$ 6,818 | \$ 70.12 | \$ 73.62 | \$ 77.30 | \$ 81.17 | \$ 85.23 | \$ 6,989 | \$ 7,159 | \$ 7,329 |
| 11 | 965 | Human Resources Manager | \$ 5,609 | \$ 5,890 | \$ 6,184 | \$ 6,493 | \$ 6,818 | \$ 70.12 | \$ 73.62 | \$ 77.30 | \$ 81.17 | \$ 85.23 | \$ 6,989 | \$ 7,159 | \$ 7,329 |
| 19 | 625 | Information Systems Supervisor (Z) | \$ 5,273 | \$ 5,537 | \$ 5,814 | \$ 6,104 | \$ 6,410 | \$ 65.92 | \$ 69.21 | \$ 72.67 | \$ 76.31 | \$ 80.12 | \$ 6,570 | \$ 6,730 | \$ 6,890 |
| 21 | 970 | Accounting Supervisor (Z) | \$ 5,230 | \$ 5,491 | \$ 5,766 | \$ 6,054 | \$ 6,357 | \$ 65.37 | \$ 68.64 | \$ 72.07 | \$ 75.67 | \$ 79.46 | \$ 6,516 | \$ 6,674 | \$ 6,833 |
| 23 | 585 | Contract Compliance Supervisor (Z) | \$ 5,230 | \$ 5,491 | \$ 5,766 | \$ 6,054 | \$ 6,357 | \$ 65.37 | \$ 68.64 | \$ 72.07 | \$ 75.67 | \$ 79.46 | \$ 6,516 | \$ 6,674 | \$ 6,833 |
| 22 | 1045 | Senior Development Specialist (Supervisory) (Z) | \$ 5,230 | \$ 5,491 | \$ 5,766 | \$ 6,054 | \$ 6,357 | \$ 65.37 | \$ 68.64 | \$ 72.07 | \$ 75.67 | \$ 79.46 | \$ 6,516 | \$ 6,674 | \$ 6,833 |
| 24 | 560 | Administrative Services Manager (Z) | \$ 5,230 | \$ 5,491 | \$ 5,766 | \$ 6,054 | \$ 6,357 | \$ 65.37 | \$ 68.64 | \$ 72.07 | \$ 75.67 | \$ 79.46 | \$ 6,516 | \$ 6,674 | \$ 6,833 |
| 30 | 635 | Architect (Z) | \$ 5,268 | \$ 5,532 | \$ 5,808 | \$ 6,099 | \$ 6,404 | \$ 65.86 | \$ 69.15 | \$ 72.61 | \$ 76.24 | \$ 80.05 | \$ 6,564 | \$ 6,724 | \$ 6,884 |
| 8 | 605 | Senior Architect (Z) | \$ 5,174 | \$ 5,433 | \$ 5,705 | \$ 5,990 | \$ 6,290 | \$ 64.68 | \$ 67.91 | \$ 71.31 | \$ 74.88 | \$ 78.62 | \$ 6,447 | \$ 6,604 | \$ 6,761 |
| 31 | 620 | Civil Engineer (Z) | \$ 5,166 | \$ 5,424 | \$ 5,696 | \$ 5,980 | \$ 6,279 | \$ 64.58 | \$ 67.81 | \$ 71.20 | \$ 74.76 | \$ 78.49 | \$ 6,436 | \$ 6,593 | \$ 6,750 |
| 18 | 610 | Senior Landscape Architect (Z) | \$ 5,166 | \$ 5,424 | \$ 5,696 | \$ 5,980 | \$ 6,279 | \$ 64.58 | \$ 67.81 | \$ 71.20 | \$ 74.76 | \$ 78.49 | \$ 6,436 | \$ 6,593 | \$ 6,750 |
| 36 | 585 | Contract Compliance Specialist III (Z) | \$ 4,954 | \$ 5,202 | \$ 5,462 | \$ 5,735 | \$ 6,022 | \$ 61.92 | \$ 65.02 | \$ 68.27 | \$ 71.68 | \$ 75.27 | \$ 6,172 | \$ 6,323 | \$ 6,473 |
| 20 | 630 | Senior Financial Analyst (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 |
| 25 | 590 | Project Manager (Z) | \$ 4,883 | \$ 5,127 | \$ 5,384 | \$ 5,653 | \$ 5,936 | \$ 61.04 | \$ 64.09 | \$ 67.30 | \$ 70.66 | \$ 74.19 | \$ 6,084 | \$ 6,232 | \$ 6,381 |
| 29 | 1025 | Housing Construction Specialist (Z) | \$ 4,883 | \$ 5,127 | \$ 5,384 | \$ 5,653 | \$ 5,936 | \$ 61.04 | \$ 64.09 | \$ 67.30 | \$ 70.66 | \$ 74.19 | \$ 6,084 | \$ 6,232 | \$ 6,381 |
| 28 | 595 | Senior Development Specialist (Z) | \$ 4,847 | \$ 5,089 | \$ 5,344 | \$ 5,611 | \$ 5,891 | \$ 60.58 | \$ 63.61 | \$ 66.79 | \$ 70.13 | \$ 73.64 | \$ 6,039 | \$ 6,186 | \$ 6,333 |

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|----------|-----------|---|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|----------|---------------------|-------------------|---------------------|
| | | | Bi-weekly | Bi-weekly | Bi-weekly | Bi-weekly | Bi-weekly | Hourly | Hourly | Hourly | Hourly | Hourly | | | |
| 101 | 1110 | Principal Personnel Analyst | \$ 4,843 | \$ 5,085 | \$ 5,339 | \$ 5,606 | \$ 5,887 | \$ 60.54 | \$ 63.57 | \$ 66.74 | \$ 70.08 | \$ 73.58 | \$ 6,034 | \$ 6,181 | \$ 6,328 |
| 35 | 655 | Senior Planner (Z) | \$ 4,803 | \$ 5,043 | \$ 5,295 | \$ 5,560 | \$ 5,838 | \$ 60.04 | \$ 63.04 | \$ 66.19 | \$ 69.50 | \$ 72.98 | \$ 5,984 | \$ 6,130 | \$ 6,276 |
| 26 | 940 | Property Management Supervisor (Z) | \$ 4,640 | \$ 4,872 | \$ 5,115 | \$ 5,371 | \$ 5,640 | \$ 58.00 | \$ 60.90 | \$ 63.94 | \$ 67.14 | \$ 70.50 | \$ 5,781 | \$ 5,922 | \$ 6,063 |
| 61 | 740 | Harbormaster (Z) | \$ 4,517 | \$ 4,743 | \$ 4,980 | \$ 5,229 | \$ 5,490 | \$ 56.46 | \$ 59.29 | \$ 62.25 | \$ 65.36 | \$ 68.63 | \$ 5,628 | \$ 5,765 | \$ 5,902 |
| 38 | 990 | Assistant Project Manager (Z) | \$ 4,506 | \$ 4,731 | \$ 4,967 | \$ 5,216 | \$ 5,477 | \$ 56.32 | \$ 59.14 | \$ 62.09 | \$ 65.20 | \$ 68.46 | \$ 5,613 | \$ 5,750 | \$ 5,887 |
| 40 | 615 | Development Specialist (Z) | \$ 4,506 | \$ 4,731 | \$ 4,967 | \$ 5,216 | \$ 5,477 | \$ 56.32 | \$ 59.14 | \$ 62.09 | \$ 65.20 | \$ 68.46 | \$ 5,613 | \$ 5,750 | \$ 5,887 |
| 39 | 1050 | Contract Administration Specialist | \$ 4,506 | \$ 4,731 | \$ 4,967 | \$ 5,216 | \$ 5,477 | \$ 56.32 | \$ 59.14 | \$ 62.09 | \$ 65.20 | \$ 68.46 | \$ 5,613 | \$ 5,750 | \$ 5,887 |
| 44 | 690 | Associate Civil Engineer (Z) | \$ 4,551 | \$ 4,778 | \$ 5,017 | \$ 5,268 | \$ 5,531 | \$ 56.88 | \$ 59.73 | \$ 62.71 | \$ 65.85 | \$ 69.14 | \$ 5,669 | \$ 5,808 | \$ 5,946 |
| 45 | 700 | Architectural Associate (Z) | \$ 4,458 | \$ 4,681 | \$ 4,915 | \$ 5,160 | \$ 5,418 | \$ 55.72 | \$ 58.51 | \$ 61.43 | \$ 64.50 | \$ 67.73 | \$ 5,554 | \$ 5,689 | \$ 5,825 |
| 46 | 670 | Financial Systems Accountant (Z) | \$ 4,332 | \$ 4,548 | \$ 4,776 | \$ 5,015 | \$ 5,265 | \$ 54.15 | \$ 56.85 | \$ 59.70 | \$ 62.68 | \$ 65.82 | \$ 5,397 | \$ 5,529 | \$ 5,660 |
| 33 | 1100 | Accountant IV (Z) | \$ 4,332 | \$ 4,548 | \$ 4,776 | \$ 5,015 | \$ 5,265 | \$ 54.15 | \$ 56.85 | \$ 59.70 | \$ 62.68 | \$ 65.82 | \$ 5,397 | \$ 5,529 | \$ 5,660 |
| 7 | 570 | Construction Coordinator (Z) | \$ 4,270 | \$ 4,484 | \$ 4,708 | \$ 4,944 | \$ 5,191 | \$ 53.38 | \$ 56.05 | \$ 58.85 | \$ 61.79 | \$ 64.88 | \$ 5,321 | \$ 5,450 | \$ 5,580 |
| 51 | 715 | Senior Personnel Analyst (Z) | \$ 4,089 | \$ 4,294 | \$ 4,508 | \$ 4,734 | \$ 4,970 | \$ 51.11 | \$ 53.67 | \$ 56.35 | \$ 59.17 | \$ 62.13 | \$ 5,095 | \$ 5,219 | \$ 5,343 |
| 52 | 730 | Associate Planner (Z) | \$ 4,048 | \$ 4,250 | \$ 4,463 | \$ 4,686 | \$ 4,920 | \$ 50.60 | \$ 53.13 | \$ 55.78 | \$ 58.57 | \$ 61.50 | \$ 5,043 | \$ 5,166 | \$ 5,289 |
| 32 | 975 | Environmental Assessment Specialist (Z) | \$ 4,044 | \$ 4,246 | \$ 4,458 | \$ 4,681 | \$ 4,915 | \$ 50.55 | \$ 53.07 | \$ 55.73 | \$ 58.51 | \$ 61.44 | \$ 5,038 | \$ 5,161 | \$ 5,284 |
| 43 | 945 | Property Management Specialist (Z) | \$ 4,020 | \$ 4,221 | \$ 4,432 | \$ 4,653 | \$ 4,886 | \$ 50.25 | \$ 52.76 | \$ 55.40 | \$ 58.17 | \$ 61.07 | \$ 5,008 | \$ 5,130 | \$ 5,252 |
| 49 | 1000 | Executive Assistant to Executive Director (Z) | \$ 3,909 | \$ 4,105 | \$ 4,310 | \$ 4,526 | \$ 4,752 | \$ 48.87 | \$ 51.31 | \$ 53.88 | \$ 56.57 | \$ 59.40 | \$ 4,871 | \$ 4,990 | \$ 5,108 |
| 56 | 705 | Assistant Development Specialist (Z) | \$ 3,903 | \$ 4,098 | \$ 4,303 | \$ 4,518 | \$ 4,744 | \$ 48.79 | \$ 51.23 | \$ 53.79 | \$ 56.48 | \$ 59.30 | \$ 4,863 | \$ 4,982 | \$ 5,100 |
| 54 | 720 | A - Senior Programmer Analyst (Z) | \$ 3,882 | \$ 4,077 | \$ 4,280 | \$ 4,494 | \$ 4,719 | \$ 48.53 | \$ 50.96 | \$ 53.50 | \$ 56.18 | \$ 58.99 | \$ 4,837 | \$ 4,955 | \$ 5,073 |
| 54 | 720 | B - Senior Programmer Analyst (Z) | \$ 3,744 | \$ 3,931 | \$ 4,128 | \$ 4,334 | \$ 4,551 | \$ 46.80 | \$ 49.14 | \$ 51.60 | \$ 54.18 | \$ 56.89 | \$ 4,665 | \$ 4,778 | \$ 4,892 |
| 37 | 665 | Building/Construction Inspector II (Z) | \$ 3,872 | \$ 4,066 | \$ 4,269 | \$ 4,482 | \$ 4,706 | \$ 48.40 | \$ 50.82 | \$ 53.36 | \$ 56.03 | \$ 58.83 | \$ 4,824 | \$ 4,942 | \$ 5,059 |
| 42 | 640 | Contract Compliance Specialist II (Z) | \$ 3,783 | \$ 3,972 | \$ 4,170 | \$ 4,379 | \$ 4,598 | \$ 47.28 | \$ 49.65 | \$ 52.13 | \$ 54.73 | \$ 57.47 | \$ 4,713 | \$ 4,828 | \$ 4,943 |
| 50 | 695 | Accountant III (Z) | \$ 3,743 | \$ 3,930 | \$ 4,127 | \$ 4,333 | \$ 4,550 | \$ 46.79 | \$ 49.13 | \$ 51.58 | \$ 54.16 | \$ 56.87 | \$ 4,663 | \$ 4,777 | \$ 4,891 |
| 47 | 995 | Commission Secretary (Z) | \$ 3,711 | \$ 3,896 | \$ 4,091 | \$ 4,296 | \$ 4,510 | \$ 46.38 | \$ 48.70 | \$ 51.14 | \$ 53.70 | \$ 56.38 | \$ 4,623 | \$ 4,736 | \$ 4,849 |
| 53 | 685 | Public Affairs Officer (Z) | \$ 3,672 | \$ 3,856 | \$ 4,049 | \$ 4,251 | \$ 4,464 | \$ 45.90 | \$ 48.20 | \$ 50.61 | \$ 53.14 | \$ 55.80 | \$ 4,575 | \$ 4,687 | \$ 4,798 |
| 62 | 1030 | Management Assistant III (Z) | \$ 3,521 | \$ 3,697 | \$ 3,882 | \$ 4,076 | \$ 4,280 | \$ 44.02 | \$ 46.22 | \$ 48.53 | \$ 50.96 | \$ 53.50 | \$ 4,387 | \$ 4,494 | \$ 4,601 |
| 63 | 785 | Assistant Planner (Z) | \$ 3,413 | \$ 3,584 | \$ 3,763 | \$ 3,951 | \$ 4,149 | \$ 42.67 | \$ 44.80 | \$ 47.04 | \$ 49.39 | \$ 51.86 | \$ 4,253 | \$ 4,356 | \$ 4,460 |

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|----------|-----------|--|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|----------|---------------------|-------------------|---------------------|
| | | | Bi-weekly | Bi-weekly | Bi-weekly | Bi-weekly | Bi-weekly | Hourly | Hourly | Hourly | Hourly | Hourly | | | |
| 64 | 755 | Administrative Analyst (Z) | \$ 3,334 | \$ 3,501 | \$ 3,676 | \$ 3,860 | \$ 4,053 | \$ 41.68 | \$ 43.76 | \$ 45.95 | \$ 48.25 | \$ 50.66 | \$ 4,154 | \$ 4,255 | \$ 4,357 |
| 89 | 870 | Law Clerk II | \$ 3,236 | \$ 3,398 | \$ 3,568 | \$ 3,747 | \$ 3,934 | \$ 40.45 | \$ 42.48 | \$ 44.60 | \$ 46.83 | \$ 49.17 | \$ 4,032 | \$ 4,131 | \$ 4,229 |
| 60 | 760 | Senior Legal Secretary (Z) | \$ 3,236 | \$ 3,398 | \$ 3,568 | \$ 3,747 | \$ 3,934 | \$ 40.45 | \$ 42.48 | \$ 44.60 | \$ 46.83 | \$ 49.17 | \$ 4,032 | \$ 4,131 | \$ 4,229 |
| 41 | 675 | Building/Construction Specialist I (Z) | \$ 3,186 | \$ 3,346 | \$ 3,513 | \$ 3,689 | \$ 3,873 | \$ 39.83 | \$ 41.82 | \$ 43.91 | \$ 46.11 | \$ 48.41 | \$ 3,970 | \$ 4,067 | \$ 4,164 |
| 65 | 775 | Accountant II (Z) | \$ 3,096 | \$ 3,251 | \$ 3,413 | \$ 3,584 | \$ 3,763 | \$ 38.70 | \$ 40.63 | \$ 42.67 | \$ 44.80 | \$ 47.04 | \$ 3,857 | \$ 3,951 | \$ 4,045 |
| 67 | 765 | Programmer Analyst (Z) | \$ 3,082 | \$ 3,237 | \$ 3,398 | \$ 3,568 | \$ 3,747 | \$ 38.53 | \$ 40.46 | \$ 42.48 | \$ 44.60 | \$ 46.83 | \$ 3,840 | \$ 3,934 | \$ 4,028 |
| 72 | 1035 | Management Assistant II (Z) | \$ 3,070 | \$ 3,223 | \$ 3,385 | \$ 3,554 | \$ 3,732 | \$ 38.37 | \$ 40.29 | \$ 42.31 | \$ 44.42 | \$ 46.64 | \$ 3,825 | \$ 3,918 | \$ 4,011 |
| 58 | 735 | Contract Compliance Specialist I (Z) | \$ 3,069 | \$ 3,222 | \$ 3,383 | \$ 3,553 | \$ 3,730 | \$ 38.36 | \$ 40.28 | \$ 42.29 | \$ 44.41 | \$ 46.63 | \$ 3,824 | \$ 3,917 | \$ 4,010 |
| 59 | 780 | Architectural Assistant (Z) | \$ 3,034 | \$ 3,185 | \$ 3,344 | \$ 3,512 | \$ 3,687 | \$ 37.92 | \$ 39.81 | \$ 41.81 | \$ 43.90 | \$ 46.09 | \$ 3,779 | \$ 3,872 | \$ 3,964 |
| 55 | 770 | Senior Community Services Specialist (Z) | \$ 3,027 | \$ 3,179 | \$ 3,338 | \$ 3,504 | \$ 3,680 | \$ 37.84 | \$ 39.73 | \$ 41.72 | \$ 43.81 | \$ 46.00 | \$ 3,772 | \$ 3,864 | \$ 3,956 |
| 27 | 955 | Relocation Supervisor (Z) | \$ 3,027 | \$ 3,179 | \$ 3,338 | \$ 3,504 | \$ 3,680 | \$ 37.84 | \$ 39.73 | \$ 41.72 | \$ 43.81 | \$ 46.00 | \$ 3,772 | \$ 3,864 | \$ 3,956 |
| 69 | 803 | Support Services Supervisor (P) | \$ 3,062 | \$ 3,215 | \$ 3,375 | \$ 3,544 | \$ 3,721 | \$ 38.27 | \$ 40.18 | \$ 42.19 | \$ 44.30 | \$ 46.52 | \$ 3,814 | \$ 3,907 | \$ 4,001 |
| 66 | 750 | Personnel Analyst (Z) | \$ 2,890 | \$ 3,035 | \$ 3,186 | \$ 3,346 | \$ 3,513 | \$ 36.13 | \$ 37.93 | \$ 39.83 | \$ 41.82 | \$ 43.91 | \$ 3,601 | \$ 3,689 | \$ 3,777 |
| 70 | 810 | A - Administrative Secretary (P) | \$ 2,847 | \$ 2,989 | \$ 3,139 | \$ 3,296 | \$ 3,460 | \$ 35.59 | \$ 37.37 | \$ 39.23 | \$ 41.20 | \$ 43.26 | \$ 3,547 | \$ 3,633 | \$ 3,720 |
| 70 | 810 | B - Administrative Secretary (P) | \$ 2,138 | \$ 2,245 | \$ 2,357 | \$ 2,475 | \$ 2,599 | \$ 26.73 | \$ 28.06 | \$ 29.47 | \$ 30.94 | \$ 32.49 | \$ 2,664 | \$ 2,729 | \$ 2,794 |
| 79 | 830 | Harbor Office Supervisor (P) | \$ 2,822 | \$ 2,963 | \$ 3,112 | \$ 3,267 | \$ 3,431 | \$ 35.28 | \$ 37.04 | \$ 38.90 | \$ 40.84 | \$ 42.88 | \$ 3,516 | \$ 3,602 | \$ 3,688 |
| 57 | 745 | Records & Information Supervisor (Z) | \$ 2,822 | \$ 2,963 | \$ 3,112 | \$ 3,267 | \$ 3,431 | \$ 35.28 | \$ 37.04 | \$ 38.90 | \$ 40.84 | \$ 42.88 | \$ 3,516 | \$ 3,602 | \$ 3,688 |
| 68 | 800 | Executive Secretary | \$ 2,822 | \$ 2,963 | \$ 3,112 | \$ 3,267 | \$ 3,431 | \$ 35.28 | \$ 37.04 | \$ 38.90 | \$ 40.84 | \$ 42.88 | \$ 3,516 | \$ 3,602 | \$ 3,688 |
| 74 | 820 | Accountant I (Z) | \$ 2,793 | \$ 2,933 | \$ 3,080 | \$ 3,233 | \$ 3,395 | \$ 34.92 | \$ 36.66 | \$ 38.49 | \$ 40.42 | \$ 42.44 | \$ 3,480 | \$ 3,565 | \$ 3,650 |
| 78 | 1040 | Management Assistant I (Z) | \$ 2,707 | \$ 2,842 | \$ 2,984 | \$ 3,134 | \$ 3,290 | \$ 33.84 | \$ 35.53 | \$ 37.30 | \$ 39.17 | \$ 41.13 | \$ 3,372 | \$ 3,455 | \$ 3,537 |
| 75 | 815 | Facility Maintenance Supervisor (Z) | \$ 2,699 | \$ 2,833 | \$ 2,975 | \$ 3,124 | \$ 3,280 | \$ 33.73 | \$ 35.42 | \$ 37.19 | \$ 39.05 | \$ 41.00 | \$ 3,362 | \$ 3,444 | \$ 3,526 |
| 71 | 790 | Assistant Harbormaster (Z) | \$ 2,662 | \$ 2,795 | \$ 2,935 | \$ 3,082 | \$ 3,236 | \$ 33.28 | \$ 34.94 | \$ 36.69 | \$ 38.52 | \$ 40.45 | \$ 3,317 | \$ 3,398 | \$ 3,479 |
| 73 | 795 | Community Services Specialist (Z) | \$ 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 |
| 82 | 845 | Purchasing Assistant (P) | \$ 2,621 | \$ 2,752 | \$ 2,889 | \$ 3,034 | \$ 3,185 | \$ 32.76 | \$ 34.39 | \$ 36.11 | \$ 37.92 | \$ 39.82 | \$ 3,265 | \$ 3,345 | \$ 3,424 |
| 90 | 885 | Account Clerk II (P) | \$ 2,565 | \$ 2,694 | \$ 2,828 | \$ 2,970 | \$ 3,118 | \$ 32.07 | \$ 33.67 | \$ 35.35 | \$ 37.12 | \$ 38.98 | \$ 3,196 | \$ 3,274 | \$ 3,352 |
| 80 | 855 | A - Records Specialist II (P) | \$ 2,406 | \$ 2,527 | \$ 2,653 | \$ 2,785 | \$ 2,925 | \$ 30.08 | \$ 31.58 | \$ 33.16 | \$ 34.82 | \$ 36.56 | \$ 2,998 | \$ 3,071 | \$ 3,144 |
| 80 | 855 | B - Records Specialist II (P) | \$ 2,138 | \$ 2,245 | \$ 2,357 | \$ 2,475 | \$ 2,599 | \$ 26.72 | \$ 28.06 | \$ 29.46 | \$ 30.93 | \$ 32.48 | \$ 2,663 | \$ 2,728 | \$ 2,793 |
| 81 | 860 | A - Senior Office Assistant (P) | \$ 2,406 | \$ 2,527 | \$ 2,653 | \$ 2,785 | \$ 2,925 | \$ 30.08 | \$ 31.58 | \$ 33.16 | \$ 34.82 | \$ 36.56 | \$ 2,998 | \$ 3,071 | \$ 3,144 |
| 81 | 860 | B - Senior Office Assistant (P) | \$ 2,138 | \$ 2,245 | \$ 2,357 | \$ 2,475 | \$ 2,599 | \$ 26.72 | \$ 28.06 | \$ 29.46 | \$ 30.93 | \$ 32.48 | \$ 2,663 | \$ 2,728 | \$ 2,793 |

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| | | | Bi-weekly | Bi-weekly | Bi-weekly | Bi-weekly | Bi-weekly | Hourly | Hourly | Hourly | Hourly | Hourly | | | |
| 85 | 835 | Facility Maintenance Worker (P) | \$ 2,436 | \$ 2,558 | \$ 2,686 | \$ 2,820 | \$ 2,961 | \$ 30.45 | \$ 31.98 | \$ 33.58 | \$ 35.26 | \$ 37.02 | \$ 3,035 | \$ 3,110 | \$ 3,184 |
| 83 | 840 | Harbor Attendant (P) | \$ 2,436 | \$ 2,558 | \$ 2,686 | \$ 2,820 | \$ 2,961 | \$ 30.45 | \$ 31.98 | \$ 33.58 | \$ 35.26 | \$ 37.02 | \$ 3,035 | \$ 3,110 | \$ 3,184 |
| 76 | 825 | Senior Harbor Attendant (P) | \$ 2,357 | \$ 2,475 | \$ 2,599 | \$ 2,729 | \$ 2,865 | \$ 29.47 | \$ 30.94 | \$ 32.49 | \$ 34.11 | \$ 35.82 | \$ 2,937 | \$ 3,009 | \$ 3,080 |
| 84 | 875 | Office Assistant II (P) | \$ 2,352 | \$ 2,470 | \$ 2,593 | \$ 2,723 | \$ 2,859 | \$ 29.40 | \$ 30.87 | \$ 32.42 | \$ 34.04 | \$ 35.74 | \$ 2,930 | \$ 3,002 | \$ 3,073 |
| 91 | 895 | Office Assistant I (P) | \$ 2,352 | \$ 2,470 | \$ 2,593 | \$ 2,723 | \$ 2,859 | \$ 29.40 | \$ 30.87 | \$ 32.42 | \$ 34.04 | \$ 35.74 | \$ 2,930 | \$ 3,002 | \$ 3,073 |
| 87 | 882 | Project/Planning Associate (P) | \$ 2,317 | \$ 2,433 | \$ 2,554 | \$ 2,682 | \$ 2,816 | \$ 28.96 | \$ 30.41 | \$ 31.93 | \$ 33.52 | \$ 35.20 | \$ 2,886 | \$ 2,957 | \$ 3,027 |
| 93 | 900 | Law Clerk I | \$ 2,317 | \$ 2,433 | \$ 2,554 | \$ 2,682 | \$ 2,816 | \$ 28.96 | \$ 30.41 | \$ 31.93 | \$ 33.52 | \$ 35.20 | \$ 2,886 | \$ 2,957 | \$ 3,027 |
| 77 | 850 | Secretary (P) | \$ 2,243 | \$ 2,355 | \$ 2,473 | \$ 2,596 | \$ 2,726 | \$ 28.04 | \$ 29.44 | \$ 30.91 | \$ 32.46 | \$ 34.08 | \$ 2,794 | \$ 2,863 | \$ 2,931 |
| 94 | 905 | Account Clerk I (P) | \$ 2,215 | \$ 2,326 | \$ 2,442 | \$ 2,564 | \$ 2,692 | \$ 27.68 | \$ 29.07 | \$ 30.52 | \$ 32.05 | \$ 33.65 | \$ 2,759 | \$ 2,827 | \$ 2,894 |
| 86 | 880 | Records Specialist I (P) | \$ 2,062 | \$ 2,165 | \$ 2,273 | \$ 2,387 | \$ 2,506 | \$ 25.77 | \$ 27.06 | \$ 28.42 | \$ 29.84 | \$ 31.33 | \$ 2,569 | \$ 2,632 | \$ 2,694 |
| 88 | 865 | Harbor Office Assistant | \$ 2,062 | \$ 2,165 | \$ 2,273 | \$ 2,387 | \$ 2,506 | \$ 25.77 | \$ 27.06 | \$ 28.42 | \$ 29.84 | \$ 31.33 | \$ 2,569 | \$ 2,632 | \$ 2,694 |
| 92 | 890 | Harbor Security Officer (P) | \$ 1,984 | \$ 2,083 | \$ 2,187 | \$ 2,297 | \$ 2,411 | \$ 24.80 | \$ 26.04 | \$ 27.34 | \$ 28.71 | \$ 30.14 | \$ 2,472 | \$ 2,532 | \$ 2,592 |
| 100 | 935 | Staff Associate VI (Z) | \$ 5,654 | \$ 5,936 | \$ 6,233 | \$ 6,545 | \$ 6,872 | \$ 70.67 | \$ 74.20 | \$ 77.91 | \$ 81.81 | \$ 85.90 | \$ 7,044 | \$ 7,216 | \$ 7,387 |
| 99 | 930 | A - Staff Associate V (Z) | \$ 5,928 | \$ 6,224 | \$ 6,535 | \$ 6,862 | \$ 7,205 | \$ 74.10 | \$ 77.80 | \$ 81.69 | \$ 85.77 | \$ 90.06 | \$ 7,385 | \$ 7,565 | \$ 7,745 |
| 99 | 930 | B - Staff Associate V (Z) | \$ 4,883 | \$ 5,127 | \$ 5,384 | \$ 5,653 | \$ 5,936 | \$ 61.04 | \$ 64.09 | \$ 67.30 | \$ 70.66 | \$ 74.19 | \$ 6,084 | \$ 6,232 | \$ 6,381 |
| 98 | 921 | Staff Associate IV (Z) | \$ 4,506 | \$ 4,731 | \$ 4,967 | \$ 5,216 | \$ 5,477 | \$ 56.32 | \$ 59.14 | \$ 62.09 | \$ 65.20 | \$ 68.46 | \$ 5,613 | \$ 5,750 | \$ 5,887 |
| 97 | 920 | Staff Associate III (Z) | \$ 3,893 | \$ 4,087 | \$ 4,292 | \$ 4,506 | \$ 4,732 | \$ 48.66 | \$ 51.09 | \$ 53.65 | \$ 56.33 | \$ 59.15 | \$ 4,850 | \$ 4,968 | \$ 5,087 |
| 96 | 915 | Staff Associate II (Z) | \$ 2,697 | \$ 2,832 | \$ 2,974 | \$ 3,123 | \$ 3,279 | \$ 33.72 | \$ 35.40 | \$ 37.17 | \$ 39.03 | \$ 40.99 | \$ 3,361 | \$ 3,443 | \$ 3,525 |
| 95 | 985 | Staff Associate I (Z) | \$ 2,179 | \$ 2,288 | \$ 2,403 | \$ 2,523 | \$ 2,649 | \$ 27.24 | \$ 28.60 | \$ 30.04 | \$ 31.54 | \$ 33.11 | \$ 2,715 | \$ 2,782 | \$ 2,848 |
| * | Ranges from 2.5% up to 7.5% Maximum | | | | | | | | | | | | | | |
| ** | Attorney Pay Range Varies | | | | | | | | | | | | | | |
| *** | 550 Series OCII - Step 5 is equal to CCSF Step 1 | | | | | | | | | | | | | | |
| **** | 093 Series OCII Step 1 is equal to CCSF Step 2 | | | | | | | | | | | | | | |
| A | Hired on or before 06/30/2018 | | | | | | | | | | | | | | |
| B | Hired after 07/01/2018 | | | | | | | | | | | | | | |