



Office of the City Manager

CONSENT CALENDAR
March 24, 2026

To: Honorable Mayor and Members of the City Council
From: Paul Buddenhagen, City Manager
Submitted by: Janelle Rodrigues, Director of Human Resources
Subject: Approving Publicly Available Pay Schedule

RECOMMENDATION

Adopt a Resolution approving a publicly available pay schedule effective March 24, 2026, pursuant to the Public Employee's Retirement Law (PERL), Public Employees' Pension Reform Act of 2013 (PEPRA), and Title 2 of the California Code of Regulations (CCR).

FISCAL IMPACTS OF RECOMMENDATION

The publicly available pay schedule reflects pay rates from labor agreements that have already been approved and adopted by City Council. There is no fiscal impact connected to this action to update and publish the publicly available pay schedule pursuant to the Public Employee's Retirement Law, Public Employees' Pension Reform Act of 2013, and Title 2 of the California Code of Regulations.

CURRENT SITUATION AND ITS EFFECTS

Historically, the City of Berkeley has consistently met requirements for publicly available pay schedules. A compliant salary schedule is retained for at least five years, posted on the City's website, and available for public inspection in the Human Resources Department. The City's governing body (City Council) has approved every tentative agreement or side letter containing salary increases that arise from negotiations with the City's various bargaining units.

The revised publicly available pay schedule reflects the re-established Animal Services Supervisor classification approved by the City Council on January 20, 2026, and updates the rate for elected officials to be expressed as an annual amount rather than an hourly rate.

BACKGROUND

CalPERS Circular Letter 200-003-20 issued January 8, 2020 (Exhibit B), the Public Employees' Retirement Law (PERL), Public Employees' Pension Reform Act of 2013 (PEPRA), and Title 2 of the California Code of Regulations (CCR) require employees to be paid pursuant to a publicly available pay schedule that meets the requirements of

CCR Section 570.5(a) to qualify as both compensation earnable and pensionable compensation that is reportable to the California Public Employees' Retirement System (CalPERS). Action to adopt a single, unified, pay schedule is required by the CalPERS Circular Letter. Adoption of the unified pay schedule does not affect the salary or compensation paid to any City employee but merely restates pay rates that have already been approved by the City Council at public meetings.

There are eight (8) requirements that must be met by a publicly available pay schedule per the CalPERS Circular Letter:

- 1) Be duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws.
- 2) Identify the position title for every employee position.
- 3) Show the pay rate as a single amount or multiple amounts within a range for each identified position.
- 4) Indicate the time base, including, but not limited to, whether the time base is hourly, daily, biweekly, monthly, bi-monthly, or annually.
- 5) Be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's website.
- 6) Indicate an effective date and date of any revisions.
- 7) Is retained by the employer and available for public inspection for not less than five years.
- 8) Does not reference another document in lieu of disclosing the pay rate.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

CalPERS Circular Letter 200-003-20 issued January 8, 2020 (Exhibit B), the Public Employees' Retirement Law (PERL), Public Employees' Pension Reform Act of 2013 (PEPRA), and Title 2 of the California Code of Regulations (CCR) require a single unified pay schedule be duly approved and adopted by the employer's governing body in accordance with the requirements of applicable public meetings laws.

ALTERNATIVE ACTIONS CONSIDERED

None. The City risks penalties by not adopting a publicly available pay schedule pursuant to the Public Employees' Retirement Law.

CONTACT PERSON

Janelle Rodrigues, Director of Human Resources, 510-981-6807

Attachments:

1: Resolution

Exhibit A to Resolution: Publicly Available Pay Schedule

Exhibit B to Resolution: [CalPERS Circular Letter 200-003-20](#)

RESOLUTION NO. ##,###-N.S.

APPROVING PUBLICLY AVAILABLE PAY SCHEDULE EFFECTIVE MARCH 24, 2026, PURSUANT TO THE PUBLIC EMPLOYEES' RETIREMENT LAW (PERL), PUBLIC EMPLOYEES' PENSION REFORM ACT OF 2013 (PEPRA), AND TITLE 2 OF THE CALIFORNIA CODE OF REGULATIONS (CCR)

WHEREAS, the Public Employees' Retirement Law (PERL), Public Employees' Pension Reform Act of 2013 (PEPRA), and Title 2 of the California Code of Regulations (CCR) require employee pay rates to be paid pursuant to a publicly available pay schedule that meets the requirements of CCR Section 570.5(a) to qualify as both compensation earnable and pensionable compensation that is reportable to CalPERS; and

WHEREAS, publicly available pay schedules must identify the position title for every employee position; and

WHEREAS, publicly available pay schedules must show the pay rate as a single amount or multiple amounts within a range for each identified position; and

WHEREAS, publicly available pay schedules must indicate the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually; and

WHEREAS, publicly available pay schedules must be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's website; and

WHEREAS, publicly available pay schedules must indicate an effective date and date of any revisions; and

WHEREAS, publicly available pay schedules must be retained by the employer and available for public inspection for not less than five years; and

WHEREAS, publicly available pay schedules must not reference another document in lieu of disclosing the pay rate; and

WHEREAS, the adoption of a unified pay schedule per CalPERS Circular Letter 200-003-20 will not change the salary or compensation of any City employee.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the publicly available pay schedule effective March 24, 2026, pursuant to the Public Employees' Retirement Law (PERL), Public Employees' Pension Reform Act of 2013 (PEPRA), and Title 2 of the California Code of Regulations (CCR) attached as Exhibit A is established.



Pay Basis Key

H = Hourly Rate

D = Daily Rate

A = Annual Rate

Table with columns: JOB CLASS, CLASSIFICATION TITLE, GROUP/B U, FLSA, PAY BASIS, PAY GRADE, 1 / BAND MIN, 2 / BAND MAX, 3, 4, 5, 6, 7, 8, 9, EFFECTIVE DATE, RESOLUTION. Contains 506 rows of job classification data.



Pay Basis Key

H = Hourly Rate

D = Daily Rate

A = Annual Rate

Table with columns: JOB CLASS, CLASSIFICATION TITLE, GROUP/B U, FLSA, PAY BASIS, PAY GRADE, 1 / BAND MIN, 2 / BAND MAX, 3, 4, 5, 6, 7, 8, 9, EFFECTIVE DATE, RESOLUTION. Contains 100 rows of employee data.



Pay Basis Key

H = Hourly Rate

D = Daily Rate

A = Annual Rate

Table with columns: JOB CLASS, CLASSIFICATION TITLE, GROUP/B U, FLSA, PAY BASIS, PAY GRADE, 1 / BAND MIN, 2 / BAND MAX, 3, 4, 5, 6, 7, 8, 9, EFFECTIVE DATE, RESOLUTION. Contains 608 rows of employee data.



Pay Basis Key

H = Hourly Rate

D = Daily Rate

A = Annual Rate

Table with columns: JOB CLASS, CLASSIFICATION TITLE, GROUP/B U, FLSA, PAY BASIS, PAY GRADE, 1 / BAND MIN, 2 / BAND MAX, 3, 4, 5, 6, 7, 8, 9, EFFECTIVE DATE, RESOLUTION. Rows include various job classes like LACTATION COUNSELOR, LAND USE PLANNING MANAGER, LANDSCAPE ARCHITECT, etc.



Pay Basis Key
H = Hourly Rate
D = Daily Rate
A = Annual Rate

Table with columns: JOB CLASS, CLASSIFICATION TITLE, GROUP/B U, FLSA, PAY BASIS, PAY GRADE, 1 / BAND MIN, 2 / BAND MAX, 3, 4, 5, 6, 7, 8, 9, EFFECTIVE DATE, RESOLUTION. Contains 218 rows of employee data.



Table with columns: JOB CLASS, CLASSIFICATION TITLE, GROUP/B U, FLSA, PAY BASIS, PAY GRADE, 1 / BAND MIN, 2 / BAND MAX, 3, 4, 5, 6, 7, 8, 9, EFFECTIVE DATE, RESOLUTION. Contains 6090 rows of job classification data.



JOB CLASS	CLASSIFICATION TITLE	GROUP/B U	PAY BASIS	PAY GRADE	1/BAND MIN	2/BAND MAX	3	4	5	6	EFFECTIVE DATE	RESOLUTION
2001	ACCOUNTANT I	CSU0	H	H001	40.9546	42.7107	44.4394	46.2949	48.3401		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2003	ACCOUNTANT II	CSU0	H	H002	47.8893	49.9373	52.1527	54.3384	56.7410		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
4003	ACCOUNTING OFF SPEC II	MC03	H	H001			34.5772	36.0895	37.6616		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
4007	ACCOUNTING OFF SPEC III	MC03	H	H002			40.0496	41.8202	43.6611		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
4011	ACCOUNTING OFF SPEC SUP	MC03	H	H003	41.0235	43.0537	45.1643	47.3961	49.3960		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
3003	ACCOUNTING TECHNICIAN	MC03	H	H004	39.4126	41.3430	43.3822	45.5217	47.4421		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2089	ADA PROGRAM COORDINATOR	CSU0	H	H032	51.0594	53.2882	55.6973	58.0878	60.6297		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
4015	ADMIN ASSISTANT	MC03	H	H005	39.6892	41.6891	43.7687	45.9674	47.9377		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1005	ADMIN FISCAL SVCS MGR	PEU2	H	H002	56.7311	59.5723	62.5509	65.6822	68.9664	72.3497	7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2140	ADVANCED PRACTICE PROVIDER	CSU0	H	H057	74.8159	77.7949	81.0107	84.3502	87.8440		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
6001	ANIMAL CONTROL OFFICER	MC03	H	H006			37.4603	38.5846	39.7089		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6003	ANIMAL SERVICES ASSISTANT	MC03	H	H007			33.0428	33.9184	34.9033		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1007	ANIMAL SERVICES MANAGER	PEU2	H	H003	63.5686	66.6217	69.8546	73.2860	76.8116		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2008	APP PROGRAMMER/ANALYST I	CSU0	H	H003	50.7746	52.9392	55.3154	57.7518	60.2490		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2011	APP PROGRAMMER/ANALYST II	CSU0	H	H004	52.9829	55.3223	57.8161	60.4250	63.1598		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1009	AQUATICS COORDINATOR	MC03	H	H008	39.7589	41.3011	42.8431	44.5547	46.1564		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6005	AQUATICS FACILITIES SUP	MC03	H	H009	31.6094	33.1976	34.8526	36.6032	38.4308		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6007	AQUATICS SPECIALIST I	UNR5	H	H009	24.4953	24.4953	24.4953	24.4953	24.4953		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6009	AQUATICS SPECIALIST II	UNR5	H	H010	25.3241	26.0838	26.8664	27.6724	28.5026		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2013	ARCHITECT	CSU0	H	H005	61.5946	64.5387	67.6596	70.9087	74.2658		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2029	ASSISTANT AQUATICS COORD	MC03	H	H010	33.5500	34.9631	36.2963	37.5697	39.0126		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2031	ASSISTANT ARCHITECT	CSU0	H	H008	52.7925	55.2049	57.8433	60.6597	63.6423		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1011	ASSISTANT BLDG & SAFETY MGR	PEU2	H	H004	64.8054	68.2117	71.8013	75.5819	79.5605		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2035	ASSISTANT ENV HEALTH SPEC	CSU0	H	H009			43.3903	45.7135	47.5349		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
5005	ASSISTANT MENTAL HEALTH CLIN	CSU0	H	H011	34.4403	35.6612	36.8033	38.0931	40.0132		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2039	ASSISTANT MGMT ANALYST	CSU0	H	H010	40.9288	42.7010	44.4334	46.2647	48.3129		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2043	ASSISTANT PLANNER	CSU0	H	H012	41.1843	42.9961	44.7293	46.6197	48.6379		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2045	ASSISTANT PUB WORKS ENG	PEU2	H	H007	53.5960	56.0253	58.6438	61.5646	64.5613		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2047	ASSISTANT RECREATION COORD	MC03	H	H011	33.5513	34.9674	36.2970	37.5696	39.0142		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2049	ASSISTANT TO THE MAYOR	UNR5	H	H019	44.9597	85.7600					7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2051	ASSISTANT TRANSPORTATION ENGINEER	PEU2	H	H008	54.2207	56.6775	59.3733	62.3246	65.3502		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2015	ASSOCIATE CIVIL ENGINEER	PEU2	H	H009	61.7064	64.7405	67.8218	71.0360	74.5619		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2019	ASSOCIATE MGMT ANALYST	CSU0	H	H006	51.0594	53.2882	55.6973	58.0878	60.6297		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2023	ASSOCIATE PLANNER	CSU0	H	H007	49.7307	51.9264	54.0331	56.4454	59.0350		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2025	ASSOCIATE TRANSPORTATION ENGINEER	PEU2	H	H010	61.7064	64.7405	67.8218	71.0360	74.5619		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2027	ASSOCIATE UTILITY ENGINEER	PEU2	H	H011	61.7064	64.7405	67.8218	71.0360	74.5619		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2033	ASST CIVIL ENGINEER (REG)	PEU2	H	H005	56.0253	58.6438	61.5646	64.5613	67.7558		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2053	AUDITOR I	CSU0	H	H013	40.9546	42.7107	44.4394	46.2949	48.3401		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2055	AUDITOR II	CSU0	H	H014	51.0594	53.4683	55.7543	58.1539	60.6297		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2057	AUTOMATION LIBRARIAN	CSU0	H	H015	49.4943	51.7982	54.2397	56.8393	59.6257		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2059	BEHAVIORAL HEALTH CLINICIAN I	CSU0	H	H016	43.7813	45.6523	47.5257	49.4357	51.3906		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2061	BEHAVIORAL HEALTH CLINICIAN II	CSU0	H	H017	48.2590	50.1778	52.1595	54.2415	56.3686		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
6011	BLDG MAINT MECHANIC TRAINEE	MC03	H	H013			35.8931	37.0186	38.2703		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1027	BUILDING & SAFETY MANAGER	PEU2	H	H012	76.6697	80.4979	84.5439	88.7598	91.5857		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
3001	BUILDING INSPECTOR I (CERT)	CSU0	H	H018	48.6081	50.7152	53.0193	55.2538	57.6662		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
3006	BUILDING INSPECTOR II (CERT)	CSU0	H	H020	52.1037	54.3384	56.8098	59.2122	61.8016		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
5007	BUILDING MAINT MECHANIC	MC03	H	H012			44.8293	46.2937	47.8221		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
5008	BUILDING MAINT SUPERVISOR	MC03	H	H014			49.7957	51.3666	53.1180		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2065	BUILDING PLANS ENGINEER	PEU2	H	H013	57.0902	60.0927	63.2564	66.5891	70.0909		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
3009	BUILDING PLANS EXAMINER	CSU0	H	H021	52.1037	54.3384	56.8098	59.2122	61.8016		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2067	BUYER	CSU0	H	H022	43.7836	45.7334	47.5450	49.5340	51.6701		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
5011	CAMP MAINTENANCE MECHANIC	UNR5	H	H023	39.2358	46.7618					7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1029	CAMP MANAGER	PEU2	H	H014	37.8882	39.7840	41.7661	43.8609	46.0510		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6012	CAMP MEDICAL STAFF MEMBER	UNR5	D	D001	112.6340	128.7230					7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6013	CAMP STAFF LEADER	UNR5	D	D002	112.6340	128.7230					7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6014	CAMP STAFF MEMBER	UNR5	D	D003	89.3857	107.2673					7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6015	CAMP STAFF SUPERVISOR	UNR5	D	D004	139.9796	173.7720					7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
4020	CASHIER ATTENDANT	UNR5	H	H025	24.4953	24.4953	24.4953	24.4953	24.4953		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.



JOB CLASS	CLASSIFICATION TITLE	GROUP/B U	PAY BASIS	PAY GRADE	1/BAND MIN	2/BAND MAX	3	4	5	6	EFFECTIVE DATE	RESOLUTION
9001	CENTRAL LIBRARY CIRC SUP	CSU0	H	H023	38.7625	40.4065	42.1496	43.9708	46.2548		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
9036	CERT CIVILIAN INSTRUCTOR NC	UNR5	H	H107	32.8191	34.5420	36.3555	38.2642	40.2731		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
8004	CERT INSTRUCTOR	UNR5	H	H026	38.5369						7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
3011	CHIEF OF PARTY	PEU2	H	H015	49.2171	51.5530	54.0252	56.6788	59.3147		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1033	CIRCULATION SERVICES MANAGER	PEU2	H	H016	53.5324	56.0193	58.6814	61.4942	64.4902		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2069	CIVIC ARTS COORDINATOR	PEU2	H	H017	48.7667	51.0883	53.6043	56.2299	58.9357		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2071	CLINICAL PSYCHOLOGIST	CSU0	H	H024	53.3834	55.4606	57.6561	59.9113	62.3231		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
3013	CODE ENFORCEMENT OFFICER I	CSU0	H	H026	38.4966	40.2886	42.1589	44.1286	46.1957		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
3012	CODE ENFORCEMENT OFFICER II	CSU0	H	H025	46.7377	48.7559	50.9711	53.1175	55.4510		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1042	CODE ENFORCEMENT SUPERVISOR	PEU2	H	H018	51.7999	54.3336	56.9896	59.7403	62.5571		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2072	COMM DEV PROJ COORDINATOR	CSU0	H	H027	53.1665	55.7170	58.4640	61.3289	64.2826		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
5015	COMM HEALTH WORKER SPEC	CSU0	H	H029	34.4403	35.6612	36.8033	38.0931	40.0132		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1045	COMMUNICATIONS MANAGER	PEU2	H	H019	55.7779	58.7070	61.7997	65.0563	68.4760		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
5013	COMMUNIT HEALTH WORKR	CSU0	H	H028		31.7232	32.4414	33.2490	34.8934		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
7003	COMMUNITY SERVICE OFFICER	MC03	H	H015	34.2284	35.6517	37.1333	38.6835	40.3019		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6058	COMMUNITY SERVICES AIDE	CSU0	H	H080		27.7258	28.7393	29.8819			7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
7001	COMMUNITY SVC OFFICER SUP	MC03	H	H016	42.4393	44.1327	45.9023	47.9500	50.1022		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2075	COMMUNITY SVC SPECIALIST I	CSU0	H	H030	40.6502	42.3929	44.1086	45.9502	47.9804		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2077	COMMUNITY SVC SPECIALIST II	CSU0	H	H031	51.0594	53.2882	55.6973	58.0878	60.6297		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2079	COMMUNITY SVC SPECIALIST III	PEU2	H	H020	54.3899	56.9896	59.7970	62.7271	65.7616		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
5017	CONCRETE FINISHER	MC03	H	H017		44.3164	45.6093	46.9020			7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
5018	CONSTRUCTION EQUIP OPERATOR	MC03	H	H018		41.5035	42.7844	44.1728			7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6017	CONTAINER MAINT WELDER	MC03	H	H019		36.9415	38.0821	39.1810			7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2080	CONTRACT ADMINISTRATOR	PEU2	H	H021	47.9629	50.7893	53.7889	56.9606	60.2326		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2083	CRIME ANALYST	PEU2	H	H022	48.9264	50.1893	52.6956	55.3336	58.0970		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1048	CRIME SCENE SUPERVISOR	PEU2	H	H023	48.7941	50.9589	53.5111	56.1764	58.9936		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1050	CUSTOMER SERVICE MANAGER	PEU2	H	H024	59.6835	62.6043	65.5536	68.7296	72.0283		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
4022	CUSTOMER SERVICE SPECIALIST II	MC03	H	H020		35.4028	37.2672	39.2318			7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
4024	CUSTOMER SERVICE SPECIALIST III	MC03	H	H021		40.0496	41.8202	43.6611			7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
4026	CUSTOMER SERVICE SUPERVISOR	MC03	H	H022	40.4175	42.4173	44.4967	46.6959	48.6660		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2085	DATABASE ADMINISTRATOR	PEU2	H	H025	54.9402	57.8319	60.8761	64.0793	67.4550		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
3019	DRAFTING TECHNICIAN	PEU2	H	H026	38.2355	40.0316	41.8369	43.8034	45.9488		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2091	ECONOMIC DEV PROJ COORD	PEU2	H	H027	59.6835	62.6043	65.5536	68.7391	72.0283		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2095	EMERGENCY MEDICAL SERVICES ADV	PEU2	H	H028	53.0163	54.9612	57.7060	60.5965	63.6231		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2097	EMERGENCY SERVICES COORD	CSU0	H	H033	51.0611	53.2980	55.6919	58.0852	60.6349		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2099	EMPLOYMENT PROGRAMS ADMIN	PEU2	H	H029	53.7525	56.3064	59.0876	61.9869	64.9684		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1098	ENERGY PROGRAM MANAGER	PEU2	H	H030	59.5135	62.4896	65.6142	68.8948	72.3410		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
3021	ENGINEERING INSPECTOR	PEU2	H	H031	46.0270	48.1444	50.5529	52.8980	55.3976		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2158	ENVIRONMENTAL HEALTH SPECIALIST (REG)	CSU0	H	H064	49.6076	51.3364	53.3003	55.4001	57.4908		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2101	ENVIRONMENTAL COMPLIANCE SPEC	CSU0	H	H034	55.3005	57.2555	59.4098	61.7810	64.0796		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2103	ENVIRONMENTAL HEALTH SUPERVISOR	PEU2	H	H032	53.9703	56.0330	58.1765	60.4007	62.7131		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2105	EPIDEMIOLOGIST	CSU0	H	H035	44.3083	46.5218	48.8462	51.2881	53.8546		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
5023	EQUIPMENT PARTS TECHNICIAN	MC03	H	H023	35.5205	37.5600	39.3507	40.2564			7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1100	EQUIPMENT SUPERINTENDENT	PEU2	H	H033	58.1426	60.9509	63.8774	66.9769	70.2580		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1104	FACILITIES MAINT SUPERINTENDENT	PEU2	H	H034	61.6023	64.5894	67.6896	71.0360	74.4296		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
4030	FIELD REPRESENTATIVE	CSU0	H	H036		38.1914	39.7373	41.5291			7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
3023	FIRE & LIFE SAFETY PLANS EXAMINER	CSU0	H	H037	57.4202	59.9012	62.6183	65.2672	68.1615		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
7005	FIRE PREVENTION INSPECTOR (N-SWN)	CSU0	H	H038	46.7377	48.7559	50.9711	53.1175	55.4510		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
5025	FORESTRY CLIMBER	MC03	H	H024	42.6521	43.9950	45.3714				7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
5027	FORESTRY CLIMBER SUP	MC03	H	H025	49.6191	51.0820	52.5612				7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6019	FORESTRY CLIMBER TRAINEE	MC03	H	H026	32.9133	34.2962	35.6894				7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
5029	FORESTRY TECHNICIAN	MC03	H	H027	49.6191	51.0820	52.5612				7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1108	GENERAL SERVICES MANAGER	PEU2	H	H035	60.9689	64.0127	67.2645	70.6580	74.2594		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6021	GROUNDSKEEPER	MC03	H	H028		33.3604	34.2385	35.2388			7/6/2025	Change was made by 4.0% COLA + 1.0% Equity. Resolution No. 71,408-N.S.
6023	HARBORMASTER	PEU2	H	H036	0.0000	0.0000	48.3251	50.1749	52.2451		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1110	HAZARDOUS MAT MANAGER	PEU2	H	H037	65.0775	68.2674	71.4851	74.9660	78.5287		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2107	HAZARDOUS MAT SPECIALIST I	CSU0	H	H039	48.6966	50.4002	52.3007	54.3778	56.4353		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2109	HAZARDOUS MAT SPECIALIST II	CSU0	H	H040	55.3032	57.2526	59.4086	61.7817	64.0855		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.



JOB CLASS	CLASSIFICATION TITLE	GROUP/B U	PAY BASIS	PAY GRADE	1/BAND MIN	2/BAND MAX	3	4	5	6	EFFECTIVE DATE	RESOLUTION
2111	HEALTH EDUCATOR	CSU0	H	H041	48.1731	50.0388	51.9820	54.0114	56.1530		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1112	HEALTH NUTRITION PROG COORD	PEU2	H	H038	48.2553	50.1552	52.1121	54.1158	56.2899		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2113	HEALTH PLNG, EDUCAT & PROMO SUP	PEU2	H	H039	49.8842	51.8220	54.0063	56.2322	58.5652		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1118	HEALTH SERVICES SUPERVISOR	PEU2	H	H041	60.0522	62.3774	64.9583	67.6992	70.4499		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2115	HEALTH SVC PROG SPEC	PEU2	H	H040	45.9774	47.7640	49.6165	51.5540	53.5960		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2117	HEARING EXAMINER	PEU2	H	H042	58.1900	61.9611	65.2320	68.1340	72.3026		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1120	HOME ENERGY ADMINISTRATOR	PEU2	H	H043	50.5584	52.7788	55.1468	57.5150	60.0392		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2119	HOMELESS SERVICES COORD	PEU2	H	H044	53.9782	56.5654	59.3432	62.2594	65.2675		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
3024	HOUSING INSPECTOR	CSU0	H	H042	46.7377	48.7559	50.9711	53.1175	55.4510		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
3026	HOUSING INSPECTOR (CERT)	CSU0	H	H043	48.6081	50.7152	53.0193	55.2538	57.6662		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1122	HOUSING INSPECTOR SUPERVISOR	PEU2	H	H045	51.7999	54.3336	56.9896	59.7403	62.5571		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2121	INFO SYSTEM SPECIALIST	CSU0	H	H044	46.4490	48.4579	50.6209	52.8207	55.1285		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
3029	INFO SYSTEM SUPPORT TECH	CSU0	H	H045	38.5557	40.0034	41.4894	43.0453	44.6503		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
9002	INTERN	UNR5	H	H067		24.4953	24.4953	25.7376	27.5393		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6025	JANITOR	MC03	H	H029			30.6153	31.3811	32.2668		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6027	JANITOR SUPERVISOR	MC03	H	H030			35.6894	36.9431	38.0274		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2123	JR PUBLIC WORKS ENGINEER	PEU2	H	H046	45.1357	47.2154	49.4747	51.8473	54.3712		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6029	LABORER	MC03	H	H031			34.0752	35.0439	36.1676		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
9033	LACTATION COUNSELOR	UNR5	H	H106	45.3473	47.6147	49.9955	52.4951	55.1200		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1130	LAND USE PLANNING MANAGER	PEU2	H	H047	76.6792	80.4979	84.5342	88.7500	91.5857		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2125	LANDSCAPE ARCHITECT	CSU0	H	H046	59.4063	62.1189	65.0877	68.2750	71.6326		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
5031	LANDSCAPE EQUIPMENT OPERATOR	MC03	H	H032			41.8423	43.1152	44.3795		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6031	LANDSCAPE GARDENER	MC03	H	H033			38.2765	39.3411	40.6443		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6033	LANDSCAPE GARDENER SUPERVISOR	MC03	H	H034			48.4259	50.0568	51.4795		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6035	LANDSCAPE GARDENER TRAINEE	MC03	H	H035			32.2668	33.1717	34.0974		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2132	LIBRARIAN I	CSU0	H	H048	40.0230	41.9229	44.0395	45.9992	47.9880		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2134	LIBRARIAN II	CSU0	H	H049	44.0395	45.9992	47.9880	50.2230	52.3790		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
4038	LIBRARY AIDE	CSU0	H	H050	24.4953	25.1854	26.2681	27.3909	28.1392		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
4040	LIBRARY ASSISTANT	CSU0	H	H051	29.1926	30.4626	31.7917	33.1404	34.6964		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1132	LIBRARY INFO SYS ADMINISTRATOR	PEU2	H	H048	56.0262	61.6578	64.7650	68.0295	71.5249		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2136	LIBRARY LIT PROGRAM COORD	CSU0	H	H052	42.1789	44.0596	45.9795	48.0763	50.1737		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2137	LIBRARY LITERACY INSTRUCTOR	UNR5	H	H072	39.9657	41.9608	44.0622	46.2566	48.5706		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2138	LIBRARY PAGE	CSU0	H	H055	24.4953						7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1134	LIBRARY SERVICES MANAGER	PEU2	H	H049	56.4319	59.1259	62.0085	64.8259	68.0020		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2130	LIBRARY SPECIAL SERVICES COORD	CSU0	H	H047	47.4172	49.6813	52.0841	54.5160	57.1247		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
4042	LIBRARY SPECIALIST I	CSU0	H	H053	32.9536	34.3616	35.8483	37.3644	39.3241		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
4044	LIBRARY SPECIALIST II	CSU0	H	H054	34.6964	36.5570	38.1129	39.6881	41.6774		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
4046	MAIL AND COURIER SERVICES AIDE	MC03	H	H036			32.3148	33.4554	34.7095		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1136	MANAGER FAM HEALTH & NURSING SVCS	PEU2	H	H057	68.5073	71.9349	75.5262	79.3043	83.2696		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1151	MANAGER OF AGING SERVICES	PEU2	H	H050	63.8655	66.5702	69.9009	73.3962	77.0649		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1153	MANAGER OF ECONOMIC DEVEL	PEU2	H	H051	68.8053	72.2651	75.8755	79.6190	83.6740		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1155	MANAGER OF ENGINEERING	PEU2	H	H052	78.2674	82.7854	87.5686	92.6446	98.0139		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1145	MANAGER OF ENVIRONMENT HEALTH	PEU2	H	H053	63.8709	66.9712	70.1476	73.5599	77.0669		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1147	MANAGER OF HOUSING & COMM SVCS	PEU2	H	H054	66.7361	70.0909	73.5924	77.2261	81.1609		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1149	MANAGER OF MENTAL HEALTH SERVICES	PEU2	H	H055	71.8773	75.2992	78.9573	82.8327	86.8596		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1143	MANAGER OF PUBLIC HEALTH SERVICES	PEU2	H	H056	67.2029	70.7443	74.4718	78.3914	82.5231		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
7006	MARINA ASSISTANT	MC03	H	H037			35.7861	36.7928	37.9381		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6037	MEALSITE COORDINATOR	CSU0	H	H056			30.5808	31.2994	32.0474		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
5035	MECHANIC	MC03	H	H039			47.0157	48.4374	49.8419		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
5037	MECHANIC LEAD	MC03	H	H040			50.2965	51.8175	53.3462		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
5039	MECHANIC SUPERVISOR	MC03	H	H041			53.8093	55.3955	57.0896		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6039	MECHANICAL SWEEPER OPERATOR	MC03	H	H038			41.0408	42.2720	43.4292		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
9029	MEDICAL DIRECTOR	UNR5	H	H105	100.6691	114.3576					7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1139	MENTAL HEALTH CLINIC SUPERVISOR	PEU2	H	H058	51.6292	54.3484	57.2123	60.2212	63.3912		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
9041	MENTAL HEALTH NURSE	CSU0	H	H086	70.7125	74.2480	77.9605	81.8584	85.9547		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1141	MENTAL HEALTH PROGRAM SUPERVISOR	PEU2	H	H059	56.5700	59.1604	61.9597	64.7500	67.6860		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6041	MINI BUS DRIVER	CSU0	H	H058			30.9156	32.1164	33.4360		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2142	NUTRITIONIST	CSU0	H	H059	42.8584	44.5516	46.2355	47.9880	49.9571		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.



JOB CLASS	CLASSIFICATION TITLE	GROUP/B U	PAY BASIS	PAY GRADE	1/BAND MIN	2/BAND MAX	3	4	5	6	EFFECTIVE DATE	RESOLUTION
4048	OFFICE SPECIALIST I	MC03	H	H042			29.4115	30.7244	32.0777		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
4052	OFFICE SPECIALIST II	MC03	H	H043			33.8489	35.3611	36.9330		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
4056	OFFICE SPECIALIST III	MC03	H	H044			39.3210	41.0919	42.9329		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
4060	OFFICE SPECIALIST SUPERVISOR	MC03	H	H045	39.6889	41.6993	43.7687	45.9625	47.9436		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1157	PARKING ENFORCEMENT MANAGER	PEU2	H	H060	49.0591	51.2907	53.9922	56.8330	59.8283		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
7009	PARKING ENFORCEMENT OFFICER	MC03	H	H046			36.4718	37.5129	38.5893		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
7011	PARKING ENFORCEMENT SUPERVISOR	MC03	H	H047		39.8213	41.8083	43.9082	46.0952		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6043	PARKING METER COLLECT SUPERVISOR	MC03	H	H048	42.2066	44.3159	46.5345	47.9772	49.5093		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6045	PARKING METER MAINT WORKER	MC03	H	H051			33.4012	34.3263	35.4308		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
5043	PARKING METER MECHANIC	MC03	H	H050			37.6394	38.8234	40.0774		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
5041	PARKING METER MECHANIC TRAINEE	MC03	H	H049			33.4012	34.3263	35.4308		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1159	PARKING SERVICES MANAGER	PEU2	H	H061	56.3373	59.0974	61.9331	64.8634	68.0020		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1161	PARKS SUPERINTENDENT	PEU2	H	H062	61.6023	64.5894	67.6896	71.0360	74.4296		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1163	PERMIT CENTER COORDINATOR	PEU2	H	H063	61.1938	64.2107	67.2865	70.5531	73.8932		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
3033	PERMIT SPECIALIST	CSU0	H	H060	36.5273	38.2702	39.9833	41.8543	43.8132		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1165	PH PROG PHYSICIAN/DEP HEALTH OFFICER	PEU2	H	H065	91.9716	96.5979	101.3696	106.4235	111.7223		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2148	PHYSICIAN	UNR5	H	H080	113.2046						7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
3035	PLANNING TECHNICIAN	CSU0	H	H061	36.7568	38.6927	40.7282	42.8670	45.1200		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
6046	PLAYGROUND LEADER TRAINEE	UNR5	H	H081				24.4953	24.4953		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
7013	POLICE AIDE	UNR5	H	H084	24.4953	24.4953	24.4953	28.3981	32.6836		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1171	PRINCIPAL PLANNER	PEU2	H	H064			65.3317	68.3224	71.3122	74.5207	7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2154	PUBLIC HEALTH NURSE	CSU0	H	H063	68.9140	71.3830	74.2571	77.3577	80.3894		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1175	PUBLIC SAFETY BUS MANAGER	PEU2	H	H066	62.3300	65.3077	68.5406	71.9151	75.3558		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
7017	PUBLIC SAFETY DISPATCHER I	MC03	H	H052			34.9432	36.6548	38.1871		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
7019	PUBLIC SAFETY DISPATCHER II	MC03	H	H053			48.4760	50.4947	52.6088		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1179	PUBLIC WORKS OPS MANAGER	PEU2	H	H068	65.8433	69.3118	72.9597	76.7995	80.8387		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1177	PUBLIC WORKS SUPERINTENDENT	PEU2	H	H067	57.9785	60.7963	63.6503	66.7766	69.9763		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
5045	PUBLIC WORKS SUPERVISOR	MC03	H	H054			49.0240	50.6602	52.4287		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1181	REAL PROPERTY ADMINISTRATOR	PEU2	H	H069	61.6023	64.5894	67.6896	71.0360	74.4296		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1189	REC YOUTH SERVICES MANAGER	PEU2	H	H072	63.5686	66.3475	69.6654	73.1440	76.8116		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
4066	RECORDS ASSISTANT	MC03	H	H056		35.5205	37.5600	39.3507	40.2564		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1183	RECORDS MANAGER	PEU2	H	H070	52.5750	55.0706	57.8120	60.6570	63.5495		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6048	RECREATION ACTIVITY LEADER (R2)	CSPT	H	H001			28.1289	30.8462	34.3936		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1185	RECREATION COORDINATOR	MC03	H	H055	39.7589	41.3011	42.8431	44.5547	46.1564		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1187	RECREATION PROGRAM SUPERVISOR	PEU2	H	H071	44.1468	46.3558	48.6724	51.1127	53.6684		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2156	RECYCLING PROGRAM MANAGER	PEU2	H	H073	56.0442	58.7762	61.5364	64.5613	67.6614		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2160	REGISTERED NURSE	CSU0	H	H065		66.7522	69.0576	71.4168	73.9867		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
6050	REGISTERED VET TECHNICIAN	MC03	H	H057			33.4158	35.1799	37.0326		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
7020	RESERVE POLICE OFFICER	UNR5	H	H086	24.4953	38.6435					7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
9003	RETIRED ANNUITANT	UNR5	H	H088	22.8300	148.4554					7/1/2025	Living Wage Increase to \$22.83 Ordinance No. 7,640-N.S.
1194	REVENUE COLLECTION MANAGER	PEU2	H	H074	59.6835	62.6043	65.5536	68.7296	72.0283		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2162	REVENUE DEVELOPMENT SPECIALIST I	CSU0	H	H066	40.9534	42.7155	44.4394	46.3071	48.3413		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2164	REVENUE DEVELOPMENT SPECIALIST II	CSU0	H	H067	51.0611	53.2980	55.6919	58.0852	60.6349		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1196	REVENUE DEVELOPMENT SUPERVISOR	PEU2	H	H075	52.7224	55.2255	57.9489	60.7753	63.7262		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
5047	ROSARIAN	MC03	H	H058			39.8781	41.1218	42.3857		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
7022	SCHOOL CROSSING GUARD	UNR5	H	H089	29.4079						7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2166	SENIOR ACCOUNTANT	PEU2	H	H076	52.7925	55.3352	58.0483	60.9029	63.8144		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
9005	SENIOR ANIMAL CONTROL OFFICER	MC03	H	H065			41.2115	42.4453	43.6690		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6052	SENIOR AQUATICS SPECIALIST	UNR5	H	H091			30.5401	30.5401	32.4839		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2168	SENIOR AUDITOR	PEU2	H	H077	52.7170	55.2220	57.9441	60.7797	63.7198		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2170	SENIOR BEHAVIORAL HEALTH CLINICIAN	CSU0	H	H068	52.6759	54.8028	56.8393	59.0927	61.4914		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2172	SENIOR BLDG PLANS ENGINEER	PEU2	H	H079	69.7409	73.2475	76.8965	80.7436	84.2319		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
3039	SENIOR BLDG PLANS EXAMINER	CSU0	H	H070	57.4202	59.9012	62.6183	65.2672	68.1615		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
3037	SENIOR BUILDING INSPECTOR	CSU0	H	H069	57.4202	59.9012	62.6183	65.2672	68.1615		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2174	SENIOR BUYER	PEU2	H	H080	44.2664	46.3650	48.5011	50.8551	53.1896		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1201	SENIOR CITIZEN CENTER DIRECTOR	PEU2	H	H081	44.0906	46.0446	47.9445	49.8624	52.4164		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1203	SENIOR ELECTRICAL SUPERVISOR	PEU2	H	H084			61.4327	64.2140	67.3770		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
3041	SENIOR ENGINEERING TECH	PEU2	H	H083	41.9459	43.8817	47.4558	48.0353	50.3802		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.



JOB CLASS	CLASSIFICATION TITLE	GROUP/B U	PAY BASIS	PAY GRADE	1/BAND MIN	2/BAND MAX	3	4	5	6	EFFECTIVE DATE	RESOLUTION
1205	SENIOR EQUIPMENT SUPERVISOR	PEU2	H	H085	50.2027	52.5939	55.2029	57.8874	60.6949		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
4070	SENIOR FIELD REPRESENTATIVE	CSUO	H	H073			41.3224	43.1440	44.9061		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
5051	SENIOR FORESTRY CLIMBER	MC03	H	H067			44.7846	46.1892	47.6353		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1207	SENIOR FORESTRY SUPERVISOR	PEU2	H	H086	53.4706	55.9971	58.7603	61.4871	64.3865		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6054	SENIOR GROUNDSKEEPER	MC03	H	H068			36.0875	37.1223	38.3561		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2180	SENIOR HEARING EXAMINER	PEU2	H	H088	66.2832	70.6229	74.3016	77.6298	82.3962		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6056	SENIOR LANDSCAPE GARDENER	MC03	H	H069			40.8234	42.0371	43.3905		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2190	SENIOR LIBRARIAN	CSUO	H	H076	46.0485	48.0372	50.1542	52.4581	54.7322		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
7028	SENIOR MARINA ASSISTANT	MC03	H	H070			36.4354	37.4603	38.6843		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2192	SENIOR MGMT ANALYST	PEU2	H	H090	54.3899	56.9896	59.7970	62.7271	65.7616		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
3043	SENIOR PERMIT SPECIALIST	CSUO	H	H077	39.5049	41.4955	43.5598	45.7478	48.6685		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2196	SENIOR PLANNER	CSUO	H	H078	57.1838	59.7433	62.4710	65.2180	68.1324		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2198	SENIOR PUBLIC HEALTH NURSE	CSUO	H	H079	71.5679	74.3118	77.1404	80.4179	83.5083		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1211	SENIOR PUBLIC WORKS SUPERVISOR	PEU2	H	H091	48.0756	50.3535	52.8302	55.2880	57.8968		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6060	SENIOR SERVICE ASSISTANT	CSUO	H	H081			35.4056	36.3309	37.2072		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1215	SENIOR SYSTEMS ANALYST	PEU2	H	H093	59.2017	62.1506	65.2983	68.5974	72.1137		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1217	SENIORS NUTRITION PROG SUPERVISOR	PEU2	H	H094	45.8355	48.0283	50.2595	52.6602	55.3165		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
5053	SERVICE TECHNICIAN	MC03	H	H059			39.4704	40.6770	41.8838		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
5055	SEWER MAINT ASSISTANT SUPERVISOR	MC03	H	H060			46.0984	47.6190	49.1811		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6062	SKILLED LABORER	MC03	H	H061			36.7101	37.8341	39.0238		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2200	SOCIAL SERVICES SPECIALIST	CSUO	H	H082	40.9534	42.7154	44.4393	46.3070	48.3411		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
6064	SOLID WASTE LOADER OPERATOR	MC03	H	H062	34.3978	36.9299	38.7790	40.7204	42.7459		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6066	SOLID WASTE SUPERVISOR	PEU2	H	H096			47.4174	49.2077	51.2438		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6068	SOLID WASTE TRUCK DRIVER	MC03	H	H063			41.9826	43.6934	44.8837		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6070	SOLID WASTE WORKER	MC03	H	H064			36.6716	38.3368	39.4524		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1218	SOLID WASTER RECYCLING MANAGER	PEU2	H	H095	71.8773	75.2992	78.9573	82.8327	86.8596		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6071	SPORTS FIELD MONITOR (R2)	CSPT	H	H002	24.4953	25.2302	25.9871				7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
6073	SPORTS OFFICIAL (R2)	CSPT	H	H003	24.4953	27.9280	31.9536	35.9287	39.9289		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1199	SR BLDG MAINTENANCE SUPERVISOR	PEU2	H	H078	48.0756	50.3535	52.8302	55.2880	57.8968		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2176	SR COMMUNITY DEVEL PROJ COORD	PEU2	H	H082	59.6835	62.6043	65.5536	68.7391	72.0283		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
5049	SR COMMUNITY HEALTH SPECIALIST	CSUO	H	H071	36.1734	37.4433	38.6445	39.9538	41.9920		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
7026	SR CRIME SCENE TECHNICIAN	MC03	H	H066			47.3903	49.2312	51.1414		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
2178	SR ENVIRONMENTAL HEALTH SPECIALIST	CSUO	H	H072	52.0967	53.9247	55.9431	58.1787	60.3691		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2182	SR HEALTH MANAGEMENT ANALYST	CSUO	H	H074	52.6648	55.1948	57.8927	60.7576	63.6720		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2184	SR HEALTH SVCS PROG SPECIALIST	PEU2	H	H087	52.4429	54.4279	56.5453	58.9179	61.1769		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2188	SR INFO SYSTEMS SPECIALIST	CSUO	H	H075	51.2097	53.4902	55.8979	58.4230	61.0299		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
1209	SR LANDSCAPE GARDENER SUPERVISOR	PEU2	H	H089	53.4706	55.9971	58.7603	61.4871	64.3865		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1213	SR SOLID WASTE SUPERVISOR	PEU2	H	H092	48.5294	50.8263	53.3312	55.8082	58.4353		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1221	SUPERVISING BUILDING INSPECTOR	PEU2	H	H097	60.4682	63.4645	66.8864	69.7219	73.0781		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1223	SUPERVISING CIVIL ENGINEER	PEU2	H	H098	69.9396	73.3140	76.8589	80.5739	84.4492		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1225	SUPERVISING HEARING EXAMINER	PEU2	H	H099	71.6895	75.3584	79.1756	83.1654	87.3699		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2208	SUPERVISING LIBRARIAN	CSUO	H	H083	52.4676	54.8996	57.4889	60.2461	63.2093		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
5003	SUPERVISING LIBRARIAN ASSISTANT	CSUO	H	H084	35.5825	37.0593	38.6736	40.3379	43.7906		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
2212	SUPERVISING PUBLIC HEALTH NURSE	PEU2	H	H100	65.9770	68.6038	71.4398	74.3844	77.4655		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
7024	SUPERVISING PUBLIC SAFETY DISPATCHER	MC03	H	H071			55.6033	57.9091	60.3388		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1227	SUPERVISING SYSTEMS ANALYST	PEU2	H	H101	70.6580	74.1268	77.6716	81.5001	85.4043		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1229	SUPERVISING TRANSPORTATION ENGINEER	PEU2	H	H102	70.4687	74.0609	77.8418	81.8117	86.0373		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
3045	SURVEY TECHNICIAN	PEU2	H	H103	40.1916	42.0638	43.9909	46.0632	48.3169		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2214	SYSTEMS ACCOUNTANT	PEU2	H	H104	60.0895	63.0829	66.2780	69.6262	73.1954		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6077	TOOL LENDING SPECIALIST	MC03	H	H072			37.6595	39.4761	41.3325		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6079	TRACTOR TRAILER DRIVER	MC03	H	H073	38.7790	40.7204	42.7459	44.8944	47.1312		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
3047	TRAFFIC ENGINEERING ASSISTANT	PEU2	H	H105			40.8822	42.8765	44.8336		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
5057	TRAFFIC MAINTENANCE SUPERVISOR	MC03	H	H074			46.5345	47.9673	49.5093		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6081	TRAFFIC MAINTENANCE WORKER I	MC03	H	H075			34.5455	35.5302	36.6845		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6083	TRAFFIC MAINTENANCE WORKER II	MC03	H	H076		36.6845	37.7990	38.9829	40.1072		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1231	TRANSPORTATION MANAGER	PEU2	H	H106	76.0921	79.8927	83.8907	88.0788	92.4892		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1232	TRANSPORTATION SERVICES COORD	PEU2	H	H107	42.8074	44.9534	47.1982	49.5613	52.0364		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1234	TREASURY MANAGER	PEU2	H	H108	63.9798	67.1698	70.5321	74.0540	77.7611		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.



JOB CLASS	CLASSIFICATION TITLE	GROUP/B U	PAY BASIS	PAY GRADE	1/BAND MIN	2/BAND MAX	3	4	5	6	EFFECTIVE DATE	RESOLUTION
4001	VECTOR CONTROL TECHNICIAN	CSU0	H	H085			36.3593	37.6174	38.7787		7/6/2025	Change was made by 4.0% Resolution No. 71,583-N.S.
5059	WAREHOUSE OPS SPECIALIST	MC03	H	H080		40.8035	42.8333	44.8630	46.8729		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
1236	WATERFRONT MANAGER	PEU2	H	H109	61.6023	64.5894	67.6896	71.0360	74.4296		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
1238	WATERFRONT SUPERVISOR	PEU2	H	H110	52.3123	55.0718	57.9707	61.0229	64.2354		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
2218	WATERSHED RESOURCES SPECIALIST	PEU2	H	H111	44.0888	46.4315	48.6066	51.0304	53.5861		7/6/2025	Change was made by 4.0% Resolution No. 71,586-N.S.
6087	WEIGHMASTER	MC03	H	H077		36.1472	38.2264	40.0475	40.9627		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6089	WEIGHMASTER TRAINEE	MC03	H	H078			35.2817	36.8838	37.9579		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
5061	WELDER MECHANIC	MC03	H	H079			47.6275	49.0736	50.5197		7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
6091	YARDMASTER	MC03	H	H081			40.8035	42.8333	44.8630	46.8729	7/6/2025	Change was made by 4.0000% Resolution No. 71,408-N.S.
9006	YOUTH ENROLLEE	UNR5	H	H103					19.1800		7/1/2025	Minimum Wage Ordinance No. 7,505-N.S. - Updated processed on 07/06/25



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Circular Letter

January 8, 2020

Circular Letter: 200-003-20

Distribution: IV, VI, X, XII, XVI

To: All CalPERS Contracted Agencies (Public Agency, Schools, and State)
Subject: Statutory and Regulatory Requirements for Publicly Available Pay Schedules

Purpose

The purpose of this Circular Letter is to inform all CalPERS Contracted Agencies of the requirements for providing CalPERS with a Publicly Available Pay Schedule in compliance with the Public Employees' Retirement Law (PERL), Public Employees' Pension Reform Act of 2013 (PEPRA), and Title 2 of the California Code of Regulations (CCR).

Purpose of Publicly Available Pay Schedules

Under the PERL and PEPRA, compensation earnable and pensionable compensation are determined in accordance with amounts identified on publicly available pay schedules.

Compensation Earnable

Under Government (Gov.) Code sections 20636 and 20636.1, compensation earnable means the pay rate and special compensation of the member, as further defined by those statutes.

Pay rate for contracting agency and school members is deemed the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules. Pay rate for contracting agency and school members who are not in a group or class is deemed the monthly rate of pay or base pay of the member, paid in cash and pursuant to publicly available pay schedules, for services rendered on a full-time basis during normal working hours, subject to specified limitations.

Pay rate for state members is deemed the average monthly remuneration paid in cash out of funds paid by the employer to similarly situated members of the same group or class of employment, in payment for the member's services or for time during which the member is excused from work, as further specified by subdivision (g) of Gov. Code 20636, pursuant to publicly available pay schedules.

Pensionable Compensation

Pursuant to Gov. Code section 7522.34, pensionable compensation of a new member of any public retirement system means the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules, subject to specified limitations.

Requirements of Publicly Available Pay Schedules

Subdivision (a) of CCR section 570.5 defines the requirements for a publicly available pay schedule used to determine pay rates.

Pay rates shall be limited to the amount listed on a pay schedule that must meet all the following eight (8) requirements:

1. Be duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws
2. Identify the position title for every employee position
3. Show the pay rate as a single amount or multiple amounts within a range for each identified position
4. Indicate the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually
5. Be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's website
6. Indicate an effective date and date of any revisions
7. Is retained by the employer and available for public inspection for not less than five years
8. Does not reference another document in lieu of disclosing the pay rate

Here is an example of a compliant pay schedule, to the extent it has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws, it is posted on the employer's website, and it is retained by the employer and available for public inspection for not less than five years:

City of CalPERS Salary Schedule for Fiscal Year 17-18 Effective as of 07/01/2017						
Classification	Rate Type	Step 1	Step 2	Step 3	Step 4	Step 5
City Manager	Monthly	\$10,500	\$11,000	\$11,500	\$12,000	\$12,500
City Counsel	Monthly	\$10,000	\$10,500	\$11,000	\$11,500	\$12,000
City Clerk	Monthly	\$5,500	\$6,000	\$6,500	\$7,000	\$7,500
Call Center Representative	Monthly	\$5,000	\$5,500	\$6,000	\$6,500	\$7,000
Analyst	Monthly	\$5,000	\$5,500	\$6,000	\$6,500	\$7,000
Assistant	Monthly	\$4,500	\$5,000	\$5,500	\$6,000	\$6,500
Revised as of 09/01/2017 and adopted by the Board as of 09/15/2017						

Special Compensation

Pursuant to CCR section 571 for classic members, and CCR section 571.1 for new members under PEPR, special compensation items are defined under an exclusive list. Each special compensation item shall be reported separately from pay rate, in accordance with the criteria described in those regulations. Therefore, a publicly available pay schedule in which the special compensation items are reflected in the pay rates does not comply with CCR section 570.5.

Absence of Publicly Available Pay Schedule

If an employer fails to meet the requirements of subdivision (a) of CCR section 570.5, under subdivision (b), the board may determine in its sole discretion an amount that will be considered as pay rate, taking into consideration all information it deems relevant including, but not limited to, the following:

- Documents approved by the employer’s governing body in accordance with requirements of public meeting laws and maintained by the employer
- Last pay rate listed on a pay schedule that conforms to the requirements of subdivision (a) with the same employer for the position at issue
- Last pay rate for the member that is listed on a pay schedule that conforms with the requirements of subdivision (a) with the same employer for a different position
- Last pay rate for the member in a position that was held by the member and that is listed on a pay schedule that conforms to the requirements of subdivision (a) of a former CalPERS employer.

Importance of Publicly Available Pay Schedule

Publicly available pay schedules are required by CalPERS and are a critical component to verify all members’ pay rates when calculating members’ retirement benefits. Maintaining a compliant publicly available pay schedule will support transparency and expedite CalPERS’ review process.

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Failure to provide CalPERS with a compliant publicly available pay schedule may result in a retirement benefit being delayed.

Questions

It is the employer's responsibility to comply with all terms and conditions set forth in the employer's contract with CalPERS and to ensure all reportable information is compliant with the PERL, PEPR, and the CCR.

If you have any questions or concerns, contact the CalPERS Customer Contact Center at **888 CalPERS** (or **888-225-7377**), or email MOU_Review@calpers.ca.gov.

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