

CITY AND COUNTY OF SAN FRANCISCO  
COMPENSATION MANUAL  
FISCAL YEAR 2000-2001



DEPARTMENT OF HUMAN RESOURCES

**July 1, 2000**

Version 1.0c

## Legal Notices

The Department of Human Resources (DHR) makes available this information, subject to the following terms and conditions. By keeping this file, you agree to the terms and conditions as outlined in this legal notice. DHR reserves the right to change these terms and conditions from time to time at its sole discretion.

Except as specifically permitted herein, portions of the information in this manual may be printed without the prior written permission from DHR.

**Use of Software.** The software and accompanying documentation that are made available to download from this Web site are the copyrighted work of Adobe and/or its suppliers. Use of the software is governed by the terms of the end user license agreement, which accompanies or is included with such software. You will not be able to download or install any software that is accompanied by or includes an end user license agreement unless you agree to the terms of such end user license agreement. If you do not agree to these terms, you will not be able to use the software.

**Use of Manual Information.** Except as otherwise indicated elsewhere on this site, you may view, copy, print, and distribute this document available in this manual subject to the following conditions:

1. The document may be used solely for personal, informational, non-commercial purposes;
2. The document may not be modified or altered in any way;
3. Any copy of the document or portion thereof must include this permission notice; and
4. DHR reserves the right to revoke such authorization at any time, and any such use shall be discontinued immediately upon written notice from Adobe.

### **Warranties and Disclaimers:**

EXCEPT AS EXPRESSLY PROVIDED OTHERWISE IN AN AGREEMENT BETWEEN YOU AND DHR, ALL INFORMATION IS PROVIDED "AS IS" WITHOUT WARRANTY OF ANY KIND, EITHER EXPRESS OR IMPLIED, INCLUDING, BUT NOT LIMITED TO, THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NON-INFRINGEMENT. DHR ASSUMES NO RESPONSIBILITY FOR ERRORS OR OMISSIONS IN THE INFORMATION OR SOFTWARE OR OTHER DOCUMENTS WHICH ARE REFERENCED BY OR LINKED TO THIS MANUAL.

REFERENCES TO CORPORATIONS, THEIR SERVICES AND PRODUCTS, ARE PROVIDED "AS IS" WITHOUT WARRANTY OF ANY KIND, EITHER EXPRESS OR IMPLIED. IN NO EVENT SHALL DHR BE LIABLE FOR ANY SPECIAL, INCIDENTAL, INDIRECT OR CONSEQUENTIAL DAMAGES OF ANY KIND, OR ANY DAMAGES WHATSOEVER, INCLUDING, WITHOUT LIMITATION, THOSE RESULTING FROM LOSS OF USE, DATA OR PROFITS, WHETHER OR NOT ADVISED OF THE POSSIBILITY OF DAMAGE, AND ON ANY THEORY OF LIABILITY, ARISING OUT OF OR IN CONNECTION WITH THE USE OR PERFORMANCE OF THIS INFORMATION.

THIS MANUAL COULD INCLUDE TECHNICAL OR OTHER INACCURACIES OR TYPOGRAPHICAL ERRORS. CHANGES ARE PERIODICALLY ADDED TO THE INFORMATION HEREIN; THESE CHANGES WILL BE INCORPORATED IN NEW EDITIONS OF THIS MANUAL. ADOBE MAY MAKE IMPROVEMENTS AND/OR CHANGES IN THE PRODUCT(S) AND/OR THE PROGRAM(S) DESCRIBED IN THIS MANUAL AT ANY TIME.

### **Forward-Looking Statements Disclaimer**

This manual may now, or hereafter from time to time, contain certain statements or information with respect to (i) the projection of revenues, income, earnings per share, capital expenditures, dividends, capital structure, or other financial items; (ii) the plans, objectives and/or projections of DHR for future operations, including those relating to the products or services of DHR; (iii) future economic performance; (iv) assumptions underlying or relating to any of the forgoing statements or information; and (v) any other projections, estimates or forward-looking statements. All such statements and information are forward-looking statements within the meanings of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Such forward-looking statements are based upon, or will be based upon, DHR's judgment with respect to future events and are subject to a number of uncertainties and risks that could cause actual results or circumstances to differ materially from those expressed in the forward-looking statements. DHR wishes to caution you that such forward-looking statements are only predictions and that actual events or results may differ materially. For further detail and information concerning the forgoing or DHR in general, please consult the company's documents and reports now or hereafter on file with the Securities and Exchange Commission, particularly DHR's most recent Form 10-K and Form 10-Q, copies of which are available from DHR.

### **Feedback; Confidential Information; Privacy**

Please note that, with the exception of credit card numbers, DHR does not want to receive confidential or proprietary information from you through our Web site. Any non-personal information or material sent to DHR will be deemed NOT to be confidential. By sending DHR any non-personal information or material, you grant DHR an unrestricted, irrevocable license to use, reproduce, display, perform, modify, transmit and distribute those materials or information, and you also agree that DHR is free to use any ideas, concepts, know-how or techniques that you send us for any purpose. However, we will not release your name or otherwise publicize the fact that you submitted materials or other information to us unless:

- (a) you grant us permission to do so;
- (b) we first notify you that the information you submit will be published or otherwise used with your name on it; or
- (c) we are required to do so by law.

For further information on Compensation matters contact DHR:

Employee Relations Division/Compensation Program  
Department of Human Resources  
44 Gough Street, 3<sup>d</sup> floor  
San Francisco, CA 94103

email: [compensation@ci.sf.ca.us](mailto:compensation@ci.sf.ca.us)

415-557-4990 Tel  
415-557-4919 Fax  
All rights reserved.



# COMPENSATION MANUAL

FISCAL YEAR 2000-2001

DEPARTMENT OF HUMAN RESOURCES



## FY 2000-2001 COMPENSATION MANUAL

### TABLE OF CONTENTS

- I. Rates of Pay Sorted by Class for Fiscal Year 2000-2001
  - Table of Occupational Categories
  - Table of Pay Rates
- II. Salary Grades
- III. Summary of Economic Provisions by Employee Organization
- IV. Special Pay Premiums by Employee Organization
  - a. Acting Assignment Pay
  - b. Appointment Above Entrance Rate
  - c. Supervisory Differential
- V. Tuition Reimbursement Form



City and County of San Francisco

Department of Human Resources

## **FY 2000-2001 COMPENSATION MANUAL**

### **I. Rates of Pay for Fiscal Year 2000-2001**

---

# OCCUPATIONAL CATEGORIES

All classes are divided into Service Levels and, within those, by Group Levels. The following is a listing of Service and Group Levels to aid you in locating your area of interest.

## SERVICE LEVEL: Untitled

### Group Level: 0000 Untitled

## SERVICE LEVEL: 1000 ADMINISTRATIVE, PERSONNEL, FISCAL AND CLERICAL

### Group Level:

|  |   |  |
|--|---|--|
| <b>1100 Administrative and Management</b>  | <b>1400 Clerical, Typing and Stenographic</b> | <b>1700 Office and Photographic Machine</b>                  |
| <b>1200 Personnel</b>                      | <b>1500 Administrative Secretarial</b>        | <b>1800 Budget, Administrative &amp; Statistical Analyst</b> |
| <b>1300 Publicity and Public Relations</b> | <b>1600 Payroll, Billing and Accounting</b>   | <b>1900 Purchasing and Storekeeping</b>                      |

## SERVICE LEVEL: 2000 HEALTH, WELFARE, DIETARY AND HOUSEKEEPING

### Group Level:

|                                     |                                   |                                      |
|-------------------------------------|-----------------------------------|--------------------------------------|
| <b>2100 Hospital Administration</b> | <b>2400 Laboratory</b>            | <b>2700 Housekeeping and Laundry</b> |
| <b>2200 Medical and Dental</b>      | <b>2500 Therapy and Auxiliary</b> | <b>2800 Public Health</b>            |
| <b>2300 Nursing</b>                 | <b>2600 Dietary and Food</b>      | <b>2900 Social Service</b>           |

## SERVICE LEVEL: 3000 RECREATION, PARK, AGRICULTURAL AND CULTURAL

### Group Level:

|                            |  |                      |
|----------------------------|--|----------------------|
| <b>3100 Administrative</b> | <b>3300 Park</b>                         | <b>3500 Cultural</b> |
| <b>3200 Recreation</b>     | <b>3400 Agriculture and Horticulture</b> | <b>3600 Library</b>  |

## SERVICE LEVEL: 4000 PROPERTY APPRAISAL, TAXATION AND REVENUE

### Group Level:

|                                     |                                    |                     |
|-------------------------------------|------------------------------------|---------------------|
| <b>4100 Property Administration</b> | <b>4200 Appraisal and Taxation</b> | <b>4300 Revenue</b> |
|-------------------------------------|------------------------------------|---------------------|

## **SERVICE LEVEL: 5000 ENGINEERING AND PUBLIC WORKS**

### **Group Level:**

**5100 Administrative**

**5300 Sub-Professional Engineering**

**5500 Project Manager**

**5200 Professional Engineering**

**5400 Community Development**

**5600 Energy and Environment**

## **SERVICE LEVEL: 6000 INSPECTION**

### **Group Level:**

**6100 Health and Sanitation Inspection**

**6200 Public Safety Inspection**

**6300 Construction Inspection**

## **SERVICE LEVEL: 7000 LABOR AND TRADES**

### **Group Level:**

**7100 Administrative**

**7300 Journeyman Trade**

**7500 Semi-Skilled and General Labor**

**7200 Supervisory**

**7400 Skilled Labor**

## **SERVICE LEVEL: 8000 LEGAL PROTECTION AND DETENTION**

### **Group Level:**

**8100 Legal and Court**

**8300 Correction and Detention**

**8200 Protection and Apprehension**

**8400 Probation and Parole**

## **SERVICE LEVEL: 9000 TRANSPORTATION**

### **Group Level:**

**9100 Street Transit**

**9300 Port Commission**

**9900 Federal Programs**

**9200 Airport Operation**

**9700 Manpower Planning Unit**

## **SERVICE LEVEL: ALPHABETICAL**

### **Group Level:**

**H2 Fire Fighter**

**Q2 Police Officer**



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name          | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title  |
|-------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|--|
|                   |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |  |
| Board/Comm Member | <b>0111</b> | 00000             | Flat Rate | \$25      | 00000                 | Flat Rate | \$25      |    | D    | <input type="checkbox"/> | Board/Commission Member. Group II. M = @ \$25.00/Meetin  |
| Board/Comm Member | <b>0112</b> | 00000             | Flat Rate | \$50      | 00000                 | Flat Rate | \$50      |    | D    | <input type="checkbox"/> | Board/Commission Member. Group III. M = @ \$50.00/Meetin |
| Board/Comm Member | <b>0114</b> | 00000             | Flat Rate | \$100     | 00000                 | Flat Rate | \$100     |    |      | <input type="checkbox"/> | Board/Commission Member. Group V. M = @ \$100.00/Mont    |
| Board/Comm Member | <b>0115</b> | 00000             | Flat Rate | \$100     | 00000                 | Flat Rate | \$100     |    | D    | <input type="checkbox"/> | Board/Commission Member. Group VI. D = @ \$100.00/Half   |
| Board/Comm Member | <b>0118</b> | 00000             | Flat Rate | \$500     | 00000                 | Flat Rate | \$500     |    |      | <input type="checkbox"/> | Board/Commission Member. Group VII. M = @ \$500.00/Mor   |
| MEA Fire Chiefs   | <b>0140</b> | 0140A             | Flat Rate | \$5,821   | 0140A                 | Flat Rate | \$5,821   |    |      | <input type="checkbox"/> | Chief Of Department. (Fire Department)                   |
| MEA Fire Chiefs   | <b>0150</b> | 0150A             | Flat Rate | \$4,898   | 0150A                 | Flat Rate | \$4,898   |    |      | <input type="checkbox"/> | Deputv Chief Of Department. (Fire Department)            |
| Law Librarian and | <b>0170</b> | 0170A             | Flat Rate | \$3,112   | 0170A                 | Flat Rate | \$3,112   |    |      | <input type="checkbox"/> | Assistant Law Librarian                                  |
| Law Librarian and | <b>0180</b> | 0180A             | Flat Rate | \$3,917   | 0180A                 | Flat Rate | \$3,917   |    |      | <input type="checkbox"/> | Law Librarian  |
| Law Library-      | <b>0190</b> | 0190A             | Flat Rate | \$1,959   | 0190A                 | Flat Rate | \$1,959   |    |      | <input type="checkbox"/> | Bookhinder   |
| SFPOA, L911       | <b>0380</b> | 0380A             | Flat Rate | \$2,796   | 0380A                 | Flat Rate | \$2,796   |    |      | <input type="checkbox"/> | Inspector. (Police Department)                           |
| SFPOA, L911       | <b>0381</b> | 0381A             | Flat Rate | \$2,908   | 0381A                 | Flat Rate | \$2,908   |    |      | <input type="checkbox"/> | Inspector II   |
| SFPOA, L911       | <b>0382</b> | 0382A             | Flat Rate | \$2,964   | 0382A                 | Flat Rate | \$2,964   |    |      | <input type="checkbox"/> | Inspector III  |
| MEA Police Chiefs | <b>0390</b> | 0390A             | Flat Rate | \$6,867   | 0390A                 | Flat Rate | \$6,867   |    |      | <input type="checkbox"/> | Chief Of Police  |
| MEA Police Chiefs | <b>0395</b> | 0395A             | Flat Rate | \$6,333   | 0395A                 | Flat Rate | \$6,333   |    |      | <input type="checkbox"/> | Assistant Chief Of Police                                |
| SFPOA, L911       | <b>0400</b> | 0400A             | Flat Rate | \$5,451   | 0400A                 | Flat Rate | \$5,451   |    |      | <input type="checkbox"/> | Deputv Chief   |
| SFPOA, L911       | <b>0401</b> | 0401A             | Flat Rate | \$5,669   | 0401A                 | Flat Rate | \$5,669   |    |      | <input type="checkbox"/> | Deputv Chief II  |
| SFPOA, L911       | <b>0402</b> | 0402A             | Flat Rate | \$5,778   | 0402A                 | Flat Rate | \$5,778   |    |      | <input type="checkbox"/> | Deputv Chief III   |
| SFPOA, L911       | <b>0488</b> | 0488A             | Flat Rate | \$4,431   | 0488A                 | Flat Rate | \$4,431   |    |      | <input type="checkbox"/> | Commander (Police Department)                            |
| SFPOA, L911       | <b>0489</b> | 0489A             | Flat Rate | \$4,608   | 0489A                 | Flat Rate | \$4,608   |    |      | <input type="checkbox"/> | Commander II   |
| SFPOA, L911       | <b>0490</b> | 0490A             | Flat Rate | \$4,697   | 0490A                 | Flat Rate | \$4,697   |    |      | <input type="checkbox"/> | Commander III  |
| Member, BOS       | <b>0720</b> | 0720A             | Flat Rate | \$1,440   | 0720A                 | Flat Rate | \$1,440   |    |      | <input type="checkbox"/> | Member. Board Of Supervisors                             |
| IFPTE, L21        | <b>1002</b> | 05445             | \$1,307   | \$1,584   | 05475                 | \$1,326   | \$1,607   |    |      | <input type="checkbox"/> | IS Operator-Journev                                      |
| IFPTE, L21        | <b>1003</b> | 05725             | \$1,495   | \$1,814   | 05755                 | \$1,517   | \$1,840   |    |      | <input type="checkbox"/> | IS Operator-Senior                                       |
| IFPTE, L21        | <b>1004</b> | 05915             | \$1,638   | \$1,990   | 05945                 | \$1,662   | \$2,019   |    |      | <input type="checkbox"/> | IS Operator-Analvst                                      |
| IFPTE, L21        | <b>1005</b> | 06135             | \$1,823   | \$2,215   | 06165                 | \$1,849   | \$2,247   |    | Z    | <input type="checkbox"/> | IS Operator-Supervisor                                   |
| IFPTE, L21        | <b>1011</b> | 05195             | \$1,161   | \$1,404   | 05225                 | \$1,177   | \$1,425   |    |      | <input type="checkbox"/> | IS Technician-Assistant                                  |
| IFPTE, L21        | <b>1012</b> | 05765             | \$1,524   | \$1,849   | 05795                 | \$1,547   | \$1,876   |    |      | <input type="checkbox"/> | IS Technician-Journev                                    |
| IFPTE, L21        | <b>1013</b> | 06065             | \$1,761   | \$2,140   | 06095                 | \$1,787   | \$2,172   |    |      | <input type="checkbox"/> | IS Technician-Senior                                     |
| IFPTE, L21        | <b>1014</b> | 06315             | \$1,990   | \$2,418   | 06345                 | \$2,019   | \$2,454   |    | Z    | <input type="checkbox"/> | IS Technician-Supervisor                                 |
| IFPTE, L21        | <b>1021</b> | 05755             | \$1,517   | \$1,840   | 05785                 | \$1,539   | \$1,867   |    |      | <input type="checkbox"/> | IS Administrator I                                       |
| IFPTE, L21        | <b>1022</b> | 06155             | \$1,840   | \$2,236   | 06185                 | \$1,867   | \$2,269   |    | Z    | <input type="checkbox"/> | IS Administrator II                                      |
| IFPTE, L21        | <b>1023</b> | 06555             | \$2,236   | \$2,719   | 06585                 | \$2,269   | \$2,758   |    | Z    | <input type="checkbox"/> | IS Administrator III                                     |
| IFPTE, L21        | <b>1024</b> | 06705             | \$2,407   | \$2,926   | 06735                 | \$2,442   | \$2,969   |    | Z    | <input type="checkbox"/> | IS Administrator-Supervisor                              |
| IFPTE, L21        | <b>1031</b> | 05755             | \$1,517   | \$1,840   | 05785                 | \$1,539   | \$1,867   |    |      | <input type="checkbox"/> | IS Trainer-Assistant                                     |
| IFPTE, L21        | <b>1032</b> | 06155             | \$1,840   | \$2,236   | 06185                 | \$1,867   | \$2,269   |    | Z    | <input type="checkbox"/> | IS Trainer-Journev                                       |
| IFPTE, L21        | <b>1033</b> | 06555             | \$2,236   | \$2,719   | 06585                 | \$2,269   | \$2,758   |    | Z    | <input type="checkbox"/> | IS Trainer-Senior  |
| IFPTE, L21        | <b>1041</b> | 06545             | \$2,226   | \$2,706   | 06575                 | \$2,258   | \$2,745   |    |      | <input type="checkbox"/> | IS Engineer-Assistant                                    |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate





**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                   | Title  |
|--------------------|-------------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|--------------------------|--|
|                    |             | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                          |  |
| IFPTE, L21         | <b>1042</b> | 06755             | \$2,466  | \$2,997   | 06785                 | \$2,502  | \$3,041   | Z  |      | <input type="checkbox"/> | IS Engineer-Journevr                                     |
| IFPTE, L21         | <b>1043</b> | 06965             | \$2,732  | \$3,320   | 06995                 | \$2,772  | \$3,369   | Z  |      | <input type="checkbox"/> | IS Engineer-Senior                                       |
| IFPTE, L21         | <b>1044</b> | 07115             | \$2,940  | \$3,574   | 07145                 | \$2,983  | \$3,626   | Z  |      | <input type="checkbox"/> | IS Engineer-Principal                                    |
| IFPTE, L21         | <b>1051</b> | 06005             | \$1,710  | \$2,079   | 06035                 | \$1,736  | \$2,110   |    |      | <input type="checkbox"/> | IS Business Analvst-Assistant                            |
| IFPTE, L21         | <b>1052</b> | 06305             | \$1,980  | \$2,407   | 06335                 | \$2,009  | \$2,442   | Z  |      | <input type="checkbox"/> | IS Business Analvst                                      |
| IFPTE, L21         | <b>1053</b> | 06605             | \$2,292  | \$2,786   | 06635                 | \$2,326  | \$2,827   | Z  |      | <input type="checkbox"/> | IS Business Analvst-Senior                               |
| IFPTE, L21         | <b>1054</b> | 06905             | \$2,654  | \$3,226   | 06935                 | \$2,693  | \$3,273   | Z  |      | <input type="checkbox"/> | IS Business Analvst-Princial                             |
| IFPTE, L21         | <b>1061</b> | 05835             | \$1,577  | \$1,914   | 05865                 | \$1,600  | \$1,941   |    |      | <input type="checkbox"/> | IS Program Analvst-Assistant                             |
| IFPTE, L21         | <b>1062</b> | 05995             | \$1,702  | \$2,069   | 06025                 | \$1,727  | \$2,099   | Z  |      | <input type="checkbox"/> | IS Programmer Analvst                                    |
| IFPTE, L21         | <b>1063</b> | 06395             | \$2,069  | \$2,514   | 06425                 | \$2,099  | \$2,551   | Z  |      | <input type="checkbox"/> | IS Programmer Analvst-Senior                             |
| IFPTE, L21         | <b>1064</b> | 06705             | \$2,407  | \$2,926   | 06735                 | \$2,442  | \$2,969   | Z  |      | <input type="checkbox"/> | IS Programmer Analvst-Principal                          |
| IFPTE, L21         | <b>1070</b> | 07005             | \$2,786  | \$3,387   | 07035                 | \$2,827  | \$3,436   | Z  |      | <input type="checkbox"/> | IS Project Director                                      |
| + MEA              | <b>1071</b> | 1071A             | \$3,021  | \$4,303   | 1071B                 | \$3,112  | \$4,432   | Z  |      | <input type="checkbox"/> | IS Manager   |
| + MEA              | <b>1073</b> | 1073A             | \$3,617  | \$5,111   | 1073B                 | \$3,726  | \$5,264   | Z  |      | <input type="checkbox"/> | IS Director  |
| + MEA              | <b>1101</b> | 07640             | \$3,799  | \$4,617   | 07700                 | \$3,910  | \$4,753   | Z  |      | <input type="checkbox"/> | Director. Parking And Traffic Commission                 |
| + MEA              | <b>1102</b> | 06380             | \$2,053  | \$2,496   | 06440                 | \$2,115  | \$2,571   | Z  |      | <input type="checkbox"/> | Parking Authority Assistant Director                     |
| + MEA              | <b>1103</b> | 07820             | \$4,145  | \$5,039   | 07880                 | \$4,270  | \$5,190   | Z  |      | <input type="checkbox"/> | Director. Convention Facilities                          |
| + MEA              | <b>1104</b> | 06770             | \$2,483  | \$3,018   | 06830                 | \$2,557  | \$3,108   | Z  |      | <input type="checkbox"/> | Parking Authority Director                               |
| + MEA              | <b>1105</b> | 07370             | \$3,327  | \$4,044   | 07430                 | \$3,426  | \$4,164   | Z  |      | <input type="checkbox"/> | Executive Director. Rent Arbitration Board               |
| + MEA              | <b>1107</b> | 06810             | \$2,533  | \$3,080   | 06870                 | \$2,607  | \$3,169   | Z  |      | <input type="checkbox"/> | Deputv Director. Rent Arbitration Board                  |
| + MEA              | <b>1108</b> | 07465             | \$3,486  | \$4,238   | 07525                 | \$3,589  | \$4,362   | Z  |      | <input type="checkbox"/> | Executive Director. Health Service Svstem                |
| + MEA              | <b>1110</b> | 06660             | \$2,354  | \$2,862   | 06720                 | \$2,424  | \$2,946   | Z  |      | <input type="checkbox"/> | Executive Assistant To The General Manager. Retirement S |
| + MEA              | <b>1111</b> | 06170             | \$1,853  | \$2,252   | 06230                 | \$1,909  | \$2,319   | Z  |      | <input type="checkbox"/> | Executive Director. Relocation Appeals Board             |
| + MEA              | <b>1112</b> | 07800             | \$4,106  | \$4,991   | 07860                 | \$4,229  | \$5,140   | Z  |      | <input type="checkbox"/> | Retirement Svstem General Manager                        |
| + MEA              | <b>1113</b> | 07315             | \$3,241  | \$3,940   | 07375                 | \$3,337  | \$4,056   | Z  |      | <input type="checkbox"/> | Deputv Director. Retirement Svstem                       |
| + MEA              | <b>1114</b> | 06880             | \$2,621  | \$3,187   | 06940                 | \$2,700  | \$3,282   | Z  |      | <input type="checkbox"/> | Administrator. Retirement Services                       |
| + MEA              | <b>1115</b> | 07700             | \$3,910  | \$4,753   | 07760                 | \$4,028  | \$4,895   | Z  |      | <input type="checkbox"/> | Chief Investment Officer                                 |
| + MEA              | <b>1118</b> | 07250             | \$3,138  | \$3,815   | 07310                 | \$3,234  | \$3,931   | Z  |      | <input type="checkbox"/> | Commercial Division Manager                              |
| + MEA              | <b>1120</b> | 07385             | \$3,353  | \$4,075   | 07445                 | \$3,453  | \$4,197   | Z  |      | <input type="checkbox"/> | Director Of Animal Care And Control                      |
| + MEA              | <b>1121</b> | 06570             | \$2,252  | \$2,737   | 06630                 | \$2,319  | \$2,819   | Z  |      | <input type="checkbox"/> | Deputv Director Of Animal Care And Control               |
| + MEA              | <b>1125</b> | 06810             | \$2,533  | \$3,080   | 06870                 | \$2,607  | \$3,169   | Z  |      | <input type="checkbox"/> | Division Manager. Registrar Of Voters                    |
| + MEA              | <b>1126</b> | 07120             | \$2,946  | \$3,581   | 07180                 | \$3,035  | \$3,689   | Z  |      | <input type="checkbox"/> | Public Administrator                                     |
| + MEA              | <b>1128</b> | 07370             | \$3,327  | \$4,044   | 07430                 | \$3,426  | \$4,164   | Z  |      | <input type="checkbox"/> | Director of Flections                                    |
| Unrepresented-Misc | <b>1130</b> | 05490             | \$1,336  | \$1,618   | 05520                 | \$1,355  | \$1,642   | Z  |      | <input type="checkbox"/> | Youth Commission Advisor. Board Of Supervisors           |
| + MEA              | <b>1131</b> | 06805             | \$2,527  | \$3,072   | 06865                 | \$2,602  | \$3,162   | Z  |      | <input type="checkbox"/> | Assistant Public Administrator. Public Guardian          |
| + MEA              | <b>1132</b> | 07110             | \$2,933  | \$3,566   | 07170                 | \$3,018  | \$3,668   | Z  |      | <input type="checkbox"/> | Countv Clerk-Recorder                                    |
| + MEA              | <b>1140</b> | 06770             | \$2,483  | \$3,018   | 06830                 | \$2,557  | \$3,108   | Z  |      | <input type="checkbox"/> | Deputv Clerk Of The Board Of Supervisors                 |
| + MEA              | <b>1142</b> | 06980             | \$2,752  | \$3,346   | 07040                 | \$2,835  | \$3,446   | Z  |      | <input type="checkbox"/> | Countv Clerk   |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title  |
|--------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|--|
|                    |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |  |
| + MEA              | <b>1146</b> | 07710             | \$3,931   | \$4,779   | 07770                 | \$4,044   | \$4,915   | Z  |      | <input type="checkbox"/> | Clerk Of The Board. Legislative Administrator And City Clerk |
| + MEA              | <b>1160</b> | 07190             | \$3,047   | \$3,703   | 07250                 | \$3,138   | \$3,815   | Z  |      | <input type="checkbox"/> | Assistant Director Of Purchasing And Services                |
| + MEA              | <b>1161</b> | 06840             | \$2,571   | \$3,126   | 06900                 | \$2,647   | \$3,217   | Z  |      | <input type="checkbox"/> | Executive Assistant To The Administrator. S.F.G.H.           |
| + MEA              | <b>1162</b> | 07540             | \$3,618   | \$4,397   | 07600                 | \$3,724   | \$4,527   | Z  |      | <input type="checkbox"/> | Director Of Purchasing And Services                          |
| + MEA              | <b>1163</b> | 07025             | \$2,813   | \$3,418   | 07085                 | \$2,896   | \$3,520   | Z  |      | <input type="checkbox"/> | Executive Assistant To The Director Of Health                |
| + MEA              | <b>1164</b> | 08510             | \$5,809   | \$7,061   | 08570                 | \$5,974   | \$7,262   | Z  |      | <input type="checkbox"/> | Administrator. SFGH Medical Center                           |
| + MEA              | <b>1168</b> | 1168A             | \$5,503   | \$7,238   | 1168B                 | \$5,668   | \$7,455   | Z  |      | <input type="checkbox"/> | Director Of Health   |
| + MEA              | <b>1172</b> | 1172A             | \$5,503   | \$7,238   | 1172B                 | \$5,668   | \$7,455   | Z  |      | <input type="checkbox"/> | General Manager Of Public Utilities Commission               |
| + MEA              | <b>1182</b> | 08150             | \$4,869   | \$5,918   | 08210                 | \$5,018   | \$6,099   | Z  |      | <input type="checkbox"/> | Chief Administrative Officer                                 |
| + MEA              | <b>1185</b> | 07850             | \$4,206   | \$5,112   | 07910                 | \$4,334   | \$5,269   | Z  | M    | <input type="checkbox"/> | Director of Administrative Services                          |
| Elected Official   | <b>1190</b> | 1190A             | Flat Rate | \$5,988   | 1190A                 | Flat Rate | \$5,988   | Z  |      | <input type="checkbox"/> | Mavor  |
| SEIU, L 790        | <b>1201</b> | 05675             | \$1,460   | \$1,769   | 05725                 | \$1,495   | \$1,814   |    |      | <input type="checkbox"/> | Personnel Technician Trainee                                 |
| SEIU, L 790        | <b>1202</b> | 05470             | \$1,323   | \$1,603   | 05520                 | \$1,355   | \$1,642   |    |      | <input type="checkbox"/> | Personnel Clerk  |
| IFPTE, L21         | <b>1203</b> | 05740             | \$1,506   | \$1,827   | 05770                 | \$1,528   | \$1,853   |    |      | <input type="checkbox"/> | Personnel Technician   |
| SEIU, L 790        | <b>1204</b> | 05770             | \$1,528   | \$1,853   | 05820                 | \$1,565   | \$1,899   |    |      | <input type="checkbox"/> | Senior Personnel Clerk                                       |
| SEIU, L 790        | <b>1209</b> | 05585             | \$1,398   | \$1,694   | 05635                 | \$1,433   | \$1,736   |    |      | <input type="checkbox"/> | Benefits Technician  |
| SEIU, L 790        | <b>1210</b> | 05935             | \$1,654   | \$2,009   | 05985                 | \$1,694   | \$2,058   | Z  |      | <input type="checkbox"/> | Benefits Analvst   |
| SEIU, L 790        | <b>1218</b> | 06455             | \$2,130   | \$2,589   | 06505                 | \$2,183   | \$2,654   | Z  |      | <input type="checkbox"/> | Pavroll Supervisor   |
| SEIU, L 790        | <b>1220</b> | 05755             | \$1,517   | \$1,840   | 05805                 | \$1,554   | \$1,886   |    |      | <input type="checkbox"/> | Pavroll Clerk  |
| SEIU, L 790        | <b>1222</b> | 05945             | \$1,662   | \$2,019   | 05995                 | \$1,702   | \$2,069   |    |      | <input type="checkbox"/> | Senior Pavroll And Personnel Clerk                           |
| SEIU, L 790        | <b>1224</b> | 06145             | \$1,831   | \$2,226   | 06195                 | \$1,876   | \$2,281   |    |      | <input type="checkbox"/> | Principal Pavroll And Personnel Clerk                        |
| SEIU, L 790        | <b>1226</b> | 06255             | \$1,932   | \$2,348   | 06305                 | \$1,980   | \$2,407   |    |      | <input type="checkbox"/> | Chief Pavroll And Personnel Clerk                            |
| SEIU, L 790        | <b>1227</b> | 05495             | \$1,339   | \$1,622   | 05545                 | \$1,372   | \$1,662   |    |      | <input type="checkbox"/> | Testing Technician   |
| Unrepresented-Misc | <b>1229</b> | 1229A             | \$40,4625 | \$60,1200 | 1229A                 | \$40,4625 | \$60,1200 |    | H    | <input type="checkbox"/> | Special Examiner   |
| IFPTE, L21         | <b>1231</b> | 06675             | \$2,371   | \$2,882   | 06705                 | \$2,407   | \$2,926   | Z  |      | <input type="checkbox"/> | Asst. Man. Equal Employment Opportunity Programs             |
| IFPTE, L21         | <b>1232</b> | 06195             | \$1,876   | \$2,281   | 06225                 | \$1,904   | \$2,314   | Z  |      | <input type="checkbox"/> | Training Officer   |
| IFPTE, L21         | <b>1233</b> | 06095             | \$1,787   | \$2,172   | 06125                 | \$1,814   | \$2,204   | Z  |      | <input type="checkbox"/> | Equal Employment Opportunity Programs Specialist             |
| + MEA              | <b>1234</b> | 07070             | \$2,874   | \$3,493   | 07130                 | \$2,960   | \$3,597   | Z  |      | <input type="checkbox"/> | Director Of Training   |
| + MEA              | <b>1235</b> | 07070             | \$2,874   | \$3,493   | 07130                 | \$2,960   | \$3,597   | Z  |      | <input type="checkbox"/> | Manager. Equal Employment Opportunity Programs               |
| + MEA              | <b>1237</b> | 06500             | \$2,178   | \$2,647   | 06560                 | \$2,242   | \$2,726   | Z  |      | <input type="checkbox"/> | Training Coordinator   |
| + MEA              | <b>1238</b> | 06800             | \$2,521   | \$3,064   | 06860                 | \$2,596   | \$3,155   | Z  |      | <input type="checkbox"/> | Assistant Pavroll Director                                   |
| + MEA              | <b>1239</b> | 07430             | \$3,426   | \$4,164   | 07490                 | \$3,527   | \$4,286   | Z  |      | <input type="checkbox"/> | Pavroll Director (Controllers)                               |
| IFPTE, L21         | <b>1241</b> | 1241A             | \$1,517   | \$2,233   | 1241B                 | \$1,540   | \$2,266   | Z  |      | <input type="checkbox"/> | Personnel Analvst  |
| IFPTE, L21         | <b>1244</b> | 06515             | \$2,194   | \$2,666   | 06545                 | \$2,226   | \$2,706   | Z  |      | <input type="checkbox"/> | Senior Personnel Analvst                                     |
| IFPTE, L21         | <b>1246</b> | 06865             | \$2,602   | \$3,162   | 06895                 | \$2,640   | \$3,208   | Z  |      | <input type="checkbox"/> | Principal Personnel Analvst                                  |
| + MEA              | <b>1248</b> | 07070             | \$2,874   | \$3,493   | 07130                 | \$2,960   | \$3,597   | Z  |      | <input type="checkbox"/> | Assistant Division Manager. Personnel                        |
| + MEA              | <b>1270</b> | 07070             | \$2,874   | \$3,493   | 06810                 | \$2,533   | \$3,080   | Z  |      | <input type="checkbox"/> | Departmental Personnel Officer                               |
| + MEA              | <b>1272</b> | 07070             | \$2,874   | \$3,493   | 07130                 | \$2,960   | \$3,597   | Z  |      | <input type="checkbox"/> | Senior Departmental Personnel Officer                        |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name          | Job Code | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                   | Title  |
|-------------------|----------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|--------------------------|--|
|                   |          | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                          |  |
| + MEA             | 1276     | 07270             | \$3,169  | \$3,851   | 07330                 | \$3,263  | \$3,966   | Z  |      | <input type="checkbox"/> | Departmental Personnel Director                        |
| + MEA             | 1278     | 0746              | \$3,486  | \$4,238   | 07525                 | \$3,589  | \$4,362   | Z  |      | <input type="checkbox"/> | Deputy Director, Human Resources                       |
| Unrepresented-Mgt | 1283     | 07525             | \$3,589  | \$4,362   | 07555                 | \$3,643  | \$4,428   | Z  |      | <input type="checkbox"/> | Director, Employee Relations Division                  |
| + MEA             | 1285     | 07270             | \$3,169  | \$3,851   | 07330                 | \$3,263  | \$3,966   | Z  |      | <input type="checkbox"/> | Executive Officer, Civil Service Commission            |
| Unrepresented-Mgt | 1293     | 07950             | \$4,416  | \$5,368   | 07980                 | \$4,484  | \$5,450   | Z  |      | <input type="checkbox"/> | Human Resources Director                               |
| SEIU, L 790       | 1310     | 05495             | \$1,339  | \$1,622   | 05545                 | \$1,372  | \$1,662   |    |      | <input type="checkbox"/> | Public Relations Assistant                             |
| IFPTE, L21        | 1312     | 05925             | \$1,646  | \$1,999   | 05955                 | \$1,670  | \$2,028   |    |      | <input type="checkbox"/> | Public Information Officer                             |
| IFPTE, L21        | 1314     | 06285             | \$1,960  | \$2,383   | 06315                 | \$1,990  | \$2,418   | Z  |      | <input type="checkbox"/> | Public Relations Officer                               |
| + MEA             | 1340     | 06760             | \$2,472  | \$3,005   | 06820                 | \$2,545  | \$3,093   | Z  |      | <input type="checkbox"/> | Assistant To The General Manager, PUC-Public Relations |
| IFPTE, L21        | 1360     | 05015             | \$1,065  | \$1,288   | 05045                 | \$1,081  | \$1,307   |    |      | <input type="checkbox"/> | Special Assistant I                                    |
| IFPTE, L21        | 1361     | 05165             | \$1,144  | \$1,385   | 05195                 | \$1,161  | \$1,404   |    |      | <input type="checkbox"/> | Special Assistant II                                   |
| IFPTE, L21        | 1362     | 05315             | \$1,229  | \$1,488   | 05345                 | \$1,246  | \$1,510   |    |      | <input type="checkbox"/> | Special Assistant III                                  |
| IFPTE, L21        | 1363     | 05465             | \$1,320  | \$1,600   | 05495                 | \$1,339  | \$1,622   |    |      | <input type="checkbox"/> | Special Assistant IV                                   |
| IFPTE, L21        | 1364     | 05615             | \$1,418  | \$1,719   | 05645                 | \$1,440  | \$1,744   |    |      | <input type="checkbox"/> | Special Assistant V                                    |
| IFPTE, L21        | 1365     | 05755             | \$1,517  | \$1,840   | 05785                 | \$1,539  | \$1,867   |    |      | <input type="checkbox"/> | Special Assistant VI                                   |
| IFPTE, L21        | 1366     | 05905             | \$1,630  | \$1,980   | 05935                 | \$1,654  | \$2,009   |    |      | <input type="checkbox"/> | Special Assistant VII                                  |
| IFPTE, L21        | 1367     | 06055             | \$1,752  | \$2,130   | 06085                 | \$1,778  | \$2,161   |    |      | <input type="checkbox"/> | Special Assistant VIII                                 |
| IFPTE, L21        | 1368     | 06205             | \$1,886  | \$2,292   | 06235                 | \$1,914  | \$2,326   | Z  |      | <input type="checkbox"/> | Special Assistant IX                                   |
| IFPTE, L21        | 1369     | 06365             | \$2,038  | \$2,478   | 06395                 | \$2,069  | \$2,514   | Z  |      | <input type="checkbox"/> | Special Assistant X                                    |
| IFPTE, L21        | 1370     | 06515             | \$2,194  | \$2,666   | 06545                 | \$2,226  | \$2,706   | Z  |      | <input type="checkbox"/> | Special Assistant XI                                   |
| IFPTE, L21        | 1371     | 06665             | \$2,360  | \$2,868   | 06695                 | \$2,395  | \$2,910   | Z  |      | <input type="checkbox"/> | Special Assistant XII                                  |
| + MEA             | 1372     | 06755             | \$2,466  | \$2,997   | 06815                 | \$2,539  | \$3,087   | Z  |      | <input type="checkbox"/> | Special Assistant XIII                                 |
| + MEA             | 1373     | 06905             | \$2,655  | \$3,226   | 06965                 | \$2,732  | \$3,320   | Z  |      | <input type="checkbox"/> | Special Assistant XIV                                  |
| + MEA             | 1374     | 07055             | \$2,855  | \$3,470   | 07115                 | \$2,940  | \$3,574   | Z  |      | <input type="checkbox"/> | Special Assistant XV                                   |
| + MEA             | 1375     | 07205             | \$3,072  | \$3,734   | 07265                 | \$3,162  | \$3,844   | Z  |      | <input type="checkbox"/> | Special Assistant XVI                                  |
| + MEA             | 1376     | 07355             | \$3,304  | \$4,017   | 07415                 | \$3,403  | \$4,137   | Z  |      | <input type="checkbox"/> | Special Assistant XVII                                 |
| + MEA             | 1377     | 07505             | \$3,557  | \$4,323   | 07565                 | \$3,661  | \$4,449   | Z  |      | <input type="checkbox"/> | Special Assistant XVIII                                |
| + MEA             | 1378     | 07640             | \$3,799  | \$4,617   | 07700                 | \$3,910  | \$4,753   | Z  |      | <input type="checkbox"/> | Special Assistant XIX                                  |
| Unrepresented-Mgt | 1379     | 07800             | \$4,106  | \$4,991   | 07830                 | \$4,164  | \$5,062   | Z  |      | <input type="checkbox"/> | Special Assistant XX                                   |
| + MEA             | 1380     | 07900             | \$4,311  | \$5,241   | 07960                 | \$4,440  | \$5,397   | Z  |      | <input type="checkbox"/> | Special Assistant XXI                                  |
| + MEA             | 1381     | 08050             | \$4,637  | \$5,636   | 08110                 | \$4,779  | \$5,809   | Z  |      | <input type="checkbox"/> | Special Assistant XXII                                 |
| SEIU, L 790       | 1402     | 05075             | \$1,096  | \$1,326   | 05125                 | \$1,123  | \$1,359   |    |      | <input type="checkbox"/> | Junior Clerk   |
| SEIU, L 790       | 1403     | 05460             | \$1,316  | \$1,596   | 05510                 | \$1,349  | \$1,634   |    |      | <input type="checkbox"/> | Flexions Clerk   |
| SEIU, L 790       | 1404     | 05250             | \$1,191  | \$1,443   | 05300                 | \$1,220  | \$1,477   |    |      | <input type="checkbox"/> | Clerk  |
| SEIU, L 790       | 1406     | 05325             | \$1,235  | \$1,495   | 05375                 | \$1,264  | \$1,532   |    |      | <input type="checkbox"/> | Senior Clerk   |
| SEIU, L 790       | 1408     | 05895             | \$1,622  | \$1,970   | 05945                 | \$1,662  | \$2,019   |    |      | <input type="checkbox"/> | Principal Clerk  |
| SEIU, L 790       | 1410     | 06175             | \$1,858  | \$2,258   | 06225                 | \$1,904  | \$2,314   | Z  |      | <input type="checkbox"/> | Chief Clerk  |
| SEIU, L 790       | 1422     | 05145             | \$1,134  | \$1,372   | 05195                 | \$1,161  | \$1,404   |    |      | <input type="checkbox"/> | Junior Clerk Typist                                    |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                   | Title   |
|--------------------|----------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|--------------------------|---|
|                    |          | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                          |   |
| SEIU, L 790        | 1424     | 05330             | \$1,237  | \$1,499   | 05380                 | \$1,267  | \$1,535   |    |      | <input type="checkbox"/> | Clerk Typist  |
| SEIU, L 790        | 1426     | 05520             | \$1,355  | \$1,642   | 05570                 | \$1,388  | \$1,682   |    |      | <input type="checkbox"/> | Senior Clerk Typist   |
| SEIU, L250         | 1428     | 05645             | \$1,440  | \$1,744   | 05695                 | \$1,474  | \$1,787   |    |      | <input type="checkbox"/> | Unit Clerk  |
| SEIU, L250         | 1429     | 05475             | \$1,326  | \$1,607   | 05525                 | \$1,359  | \$1,646   |    |      | <input type="checkbox"/> | Nurses Staffing Assistant                                   |
| SEIU, L 790        | 1430     | 05520             | \$1,355  | \$1,642   | 05570                 | \$1,388  | \$1,682   |    |      | <input type="checkbox"/> | Transcriber Typist  |
| SEIU, L250         | 1431     | 05725             | \$1,495  | \$1,814   | 05775                 | \$1,532  | \$1,858   |    |      | <input type="checkbox"/> | Senior Unit Clerk   |
| SEIU, L 790        | 1432     | 05720             | \$1,491  | \$1,809   | 05770                 | \$1,528  | \$1,853   |    |      | <input type="checkbox"/> | Senior Transcriber Typist                                   |
| Teamsters L856     | 1434     | 04960             | \$1,037  | \$1,255   | 05000                 | \$1,057  | \$1,279   |    |      | <input type="checkbox"/> | Shelter Service Representative                              |
| SEIU, L 790        | 1435     | 05625             | \$1,425  | \$1,727   | 05675                 | \$1,460  | \$1,769   | Z  |      | <input type="checkbox"/> | Shelter Officer Supervisor                                  |
| SEIU, L 790        | 1436     | 05430             | \$1,298  | \$1,573   | 05480                 | \$1,329  | \$1,611   |    |      | <input type="checkbox"/> | Brailist  |
| Unrepresented-Misc | 1437     |                   |          |           | 05525                 | \$1,359  | \$1,646   |    |      | <input type="checkbox"/> | Shelter Office Assistant Supervisor                         |
| SEIU, L 790        | 1440     | 05645             | \$1,440  | \$1,744   | 05695                 | \$1,474  | \$1,787   |    |      | <input type="checkbox"/> | Medical Transcriber Typist                                  |
| SEIU, L 790        | 1441     | 05725             | \$1,495  | \$1,814   | 05775                 | \$1,532  | \$1,858   |    |      | <input type="checkbox"/> | Senior Medical Transcriber Typist                           |
| SEIU, L 790        | 1444     | 05420             | \$1,291  | \$1,565   | 05470                 | \$1,323  | \$1,603   |    |      | <input type="checkbox"/> | Secretary I   |
| SEIU, L 790        | 1446     | 05720             | \$1,491  | \$1,809   | 05770                 | \$1,528  | \$1,853   |    |      | <input type="checkbox"/> | Secretary II  |
| SEIU, L 790        | 1450     | 05895             | \$1,622  | \$1,970   | 05945                 | \$1,662  | \$2,019   |    |      | <input type="checkbox"/> | Executive Secretary I                                       |
| IFPTE, L21         | 1452     | 05995             | \$1,702  | \$2,069   | 06025                 | \$1,727  | \$2,099   |    |      | <input type="checkbox"/> | Executive Secretary II                                      |
| IFPTE, L21         | 1454     | 06205             | \$1,886  | \$2,292   | 06235                 | \$1,914  | \$2,326   |    |      | <input type="checkbox"/> | Executive Secretary III                                     |
| SEIU, L 790        | 1458     | 06025             | \$1,727  | \$2,099   | 06075                 | \$1,769  | \$2,151   |    |      | <input type="checkbox"/> | Legal Secretary I   |
| SEIU, L 790        | 1460     | 06175             | \$1,858  | \$2,258   | 06225                 | \$1,904  | \$2,314   |    |      | <input type="checkbox"/> | Legal Secretary II  |
| SEIU, L 790        | 1464     | 05945             | \$1,662  | \$2,019   | 05995                 | \$1,702  | \$2,069   |    |      | <input type="checkbox"/> | Medical Clerk Stenographer                                  |
| Plumbers L38       | 1466     | 05500             | \$1,342  | \$1,626   | 05530                 | \$1,362  | \$1,650   |    |      | <input type="checkbox"/> | Meter Reader  |
| SEIU, L 790        | 1468     | 05590             | \$1,401  | \$1,698   | 05640                 | \$1,436  | \$1,740   |    |      | <input type="checkbox"/> | Water Services Clerk  |
| SEIU, L 790        | 1470     | 05615             | \$1,418  | \$1,719   | 05665                 | \$1,454  | \$1,761   |    |      | <input type="checkbox"/> | Services And Supply Assistant Supervisor                    |
| Unrepresented-Misc | 1471     | 05570             | \$1,388  | \$1,682   | 05600                 | \$1,407  | \$1,706   |    |      | <input type="checkbox"/> | Elections Worker  |
| SEIU, L 790        | 1474     | 05590             | \$1,401  | \$1,698   | 05640                 | \$1,436  | \$1,740   |    |      | <input type="checkbox"/> | Claims Process Clerk  |
| SEIU, L 790        | 1476     | 05815             | \$1,562  | \$1,895   | 05865                 | \$1,600  | \$1,941   |    |      | <input type="checkbox"/> | Senior Claims Process Clerk                                 |
| SEIU, L 790        | 1478     | 05775             | \$1,532  | \$1,858   | 05825                 | \$1,569  | \$1,904   |    |      | <input type="checkbox"/> | Senior Water Services Clerk                                 |
| SEIU, L 790        | 1480     | 05965             | \$1,678  | \$2,038   | 06015                 | \$1,719  | \$2,089   |    |      | <input type="checkbox"/> | Principal Water Services Clerk                              |
| IFPTE, L21         | 1492     | 06495             | \$2,172  | \$2,640   | 06525                 | \$2,204  | \$2,679   |    |      | <input type="checkbox"/> | Assistant Clerk, Board Of Supervisors                       |
| SEIU, L 790        | 1498     | 05985             | \$1,694  | \$2,058   | 06035                 | \$1,736  | \$2,110   |    |      | <input type="checkbox"/> | Supervising Clerk II  |
| SEIU, L 790        | 1499     | 05995             | \$1,702  | \$2,069   | 06045                 | \$1,744  | \$2,120   |    |      | <input type="checkbox"/> | Supervising Clerk III                                       |
| IFPTE, L21         | 1506     | 06205             | \$1,886  | \$2,292   | 06235                 | \$1,914  | \$2,326   | Z  |      | <input type="checkbox"/> | Confidential Secretary To Sheriff                           |
| IFPTE, L21         | 1512     | 06355             | \$2,028  | \$2,466   | 06385                 | \$2,058  | \$2,502   | Z  |      | <input type="checkbox"/> | Confidential Secretary And Executive Assistant To Public De |
| IFPTE, L21         | 1518     | 05995             | \$1,702  | \$2,069   | 06025                 | \$1,727  | \$2,099   | Z  |      | <input type="checkbox"/> | Confidential Secretary To Assessor                          |
| IFPTE, L21         | 1520     | 06355             | \$2,028  | \$2,466   | 06385                 | \$2,058  | \$2,502   |    |      | <input type="checkbox"/> | Confidential Secretary To District Attorney                 |
| IFPTE, L21         | 1522     | 06355             | \$2,028  | \$2,466   | 06385                 | \$2,058  | \$2,502   | Z  |      | <input type="checkbox"/> | Confidential Secretary To City Attorney                     |
| + MEA              | 1540     | 06570             | \$2,252  | \$2,737   | 06630                 | \$2,319  | \$2,819   | Z  |      | <input type="checkbox"/> | Secretary, Fire Commission                                  |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name    | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title   |
|-------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|---|
|             |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |   |
| IFPTE, L21  | <b>1544</b> | 06405             | \$2,079   | \$2,527   | 06435                 | \$2,110   | \$2,564   | Z  |      | <input type="checkbox"/> | Secretary. Librarv Commission                             |
| IFPTE, L21  | <b>1546</b> | 05785             | \$1,539   | \$1,867   | 05815                 | \$1,562   | \$1,895   |    |      | <input type="checkbox"/> | Secretary. Commission On The Aging                        |
| IFPTE, L21  | <b>1548</b> | 06385             | \$2,058   | \$2,502   | 06415                 | \$2,089   | \$2,539   |    |      | <input type="checkbox"/> | Secretary. Human Services Commission                      |
| IFPTE, L21  | <b>1549</b> | 06005             | \$1,710   | \$2,079   | 06035                 | \$1,736   | \$2,110   |    |      | <input type="checkbox"/> | Secretary. Juvenile Probation Commission                  |
| IFPTE, L21  | <b>1551</b> | 06845             | \$2,577   | \$3,132   | 06875                 | \$2,614   | \$3,178   | Z  |      | <input type="checkbox"/> | Secretary. Health Commission                              |
| + MEA       | <b>1554</b> | 07060             | \$2,862   | \$3,479   | 07120                 | \$2,946   | \$3,581   | Z  |      | <input type="checkbox"/> | Administrative Secretary. Public Utilities Commission     |
| IFPTE, L21  | <b>1555</b> | 06385             | \$2,058   | \$2,502   | 06415                 | \$2,089   | \$2,539   | Z  |      | <input type="checkbox"/> | Secretary. Building Inspection Commission                 |
| + MEA       | <b>1556</b> | 06380             | \$2,053   | \$2,496   | 06440                 | \$2,115   | \$2,571   | Z  |      | <input type="checkbox"/> | Administrative Secretary. City Planning Commission        |
| + MEA       | <b>1565</b> | 06755             | \$2,466   | \$2,997   | 06815                 | \$2,539   | \$3,087   | Z  |      | <input type="checkbox"/> | Assistant Director. Art Commission                        |
| IFPTE, L21  | <b>1574</b> | 06205             | \$1,886   | \$2,292   | 06235                 | \$1,914   | \$2,326   | Z  |      | <input type="checkbox"/> | Executive Secretary To The Controller                     |
| + MEA       | <b>1575</b> | 07100             | \$2,918   | \$3,547   | 07160                 | \$3,005   | \$3,653   | Z  |      | <input type="checkbox"/> | Executive Director. Board Of Permit Appeals               |
| SEIU, L 790 | <b>1602</b> | 05395             | \$1,276   | \$1,547   | 05445                 | \$1,307   | \$1,584   |    |      | <input type="checkbox"/> | Calculating Machine Operator-Key Drive                    |
| SEIU, L 790 | <b>1630</b> | 05395             | \$1,276   | \$1,547   | 05445                 | \$1,307   | \$1,584   |    |      | <input type="checkbox"/> | Account Clerk   |
| SEIU, L 790 | <b>1632</b> | 05695             | \$1,474   | \$1,787   | 05745                 | \$1,510   | \$1,831   |    |      | <input type="checkbox"/> | Senior Account Clerk                                      |
| SEIU, L 790 | <b>1634</b> | 05945             | \$1,662   | \$2,019   | 05995                 | \$1,702   | \$2,069   |    |      | <input type="checkbox"/> | Principal Account Clerk                                   |
| SEIU, L 790 | <b>1635</b> | 05575             | \$1,391   | \$1,686   | 05625                 | \$1,425   | \$1,727   |    |      | <input type="checkbox"/> | Health Care Billing Clerk I                               |
| SEIU, L 790 | <b>1636</b> | 05815             | \$1,562   | \$1,895   | 05865                 | \$1,600   | \$1,941   |    |      | <input type="checkbox"/> | Health Care Billing Clerk II                              |
| SEIU, L 790 | <b>1637</b> | 05890             | \$1,618   | \$1,965   | 05940                 | \$1,658   | \$2,014   |    |      | <input type="checkbox"/> | Patient Accounts Clerk                                    |
| SEIU, L 790 | <b>1640</b> | 05875             | \$1,607   | \$1,951   | 05925                 | \$1,646   | \$1,999   |    |      | <input type="checkbox"/> | Senior Accounting Machine Operator                        |
| IFPTE, L21  | <b>1649</b> | 1649A             | \$1,401   | \$1,470   | 1649B                 | \$1,422   | \$1,492   |    |      | <input type="checkbox"/> | Accountant Intern   |
| IFPTE, L21  | <b>1650</b> | 05775             | \$1,532   | \$1,858   | 05805                 | \$1,554   | \$1,886   |    |      | <input type="checkbox"/> | Accountant  |
| IFPTE, L21  | <b>1652</b> | 05935             | \$1,654   | \$2,009   | 05965                 | \$1,678   | \$2,038   | Z  |      | <input type="checkbox"/> | Senior Accountant   |
| IFPTE, L21  | <b>1654</b> | 06335             | \$2,009   | \$2,442   | 06365                 | \$2,038   | \$2,478   | Z  |      | <input type="checkbox"/> | Principal Accountant                                      |
| IFPTE, L21  | <b>1655</b> | 06435             | \$2,110   | \$2,564   | 06465                 | \$2,140   | \$2,602   | Z  |      | <input type="checkbox"/> | Systems Accountant  |
| IFPTE, L21  | <b>1656</b> | 06485             | \$2,161   | \$2,627   | 06515                 | \$2,194   | \$2,666   | Z  |      | <input type="checkbox"/> | Head Accountant   |
| IFPTE, L21  | <b>1657</b> | 06635             | \$2,326   | \$2,827   | 06665                 | \$2,360   | \$2,868   | Z  |      | <input type="checkbox"/> | Senior Svstems Accountant                                 |
| + MEA       | <b>1658</b> | 06790             | \$2,507   | \$3,047   | 06850                 | \$2,582   | \$3,138   | Z  |      | <input type="checkbox"/> | Chief Accountant  |
| + MEA       | <b>1660</b> | 06890             | \$2,632   | \$3,199   | 06950                 | \$2,711   | \$3,295   | Z  |      | <input type="checkbox"/> | Manager. Budget And Performance Monitoring                |
| SEIU, L 790 | <b>1662</b> | 05965             | \$1,678   | \$2,038   | 06015                 | \$1,719   | \$2,089   |    |      | <input type="checkbox"/> | Patient Accounts Assistant Supervisor                     |
| SEIU, L 790 | <b>1663</b> | 06235             | \$1,914   | \$2,326   | 06285                 | \$1,960   | \$2,383   |    |      | <input type="checkbox"/> | Patient Accounts Supervisor                               |
| SEIU, L 790 | <b>1664</b> | 06515             | \$2,194   | \$2,666   | 06565                 | \$2,247   | \$2,732   |    |      | <input type="checkbox"/> | Patient Accounts Manager                                  |
| + MEA       | <b>1665</b> | 06590             | \$2,274   | \$2,764   | 06650                 | \$2,342   | \$2,847   | Z  |      | <input type="checkbox"/> | Director Of Patient Accounts                              |
| + MEA       | <b>1666</b> | 07580             | \$3,689   | \$4,484   | 07640                 | \$3,799   | \$4,617   | Z  |      | <input type="checkbox"/> | Finance Director. Department Of Public Health             |
| IFPTE, L21  | <b>1670</b> | 06985             | \$2,758   | \$3,353   | 07015                 | \$2,800   | \$3,403   | Z  |      | <input type="checkbox"/> | Financial Svstems Supervisor                              |
| + MEA       | <b>1673</b> | 07290             | \$3,199   | \$3,888   | 07350                 | \$3,295   | \$4,006   | Z  |      | <input type="checkbox"/> | Accounting Operations Manager                             |
| + MEA       | <b>1674</b> | 07720             | \$3,948   | \$4,799   | 07780                 | \$4,067   | \$4,943   | Z  |      | <input type="checkbox"/> | Director Of Accounting And Svstems                        |
| + MEA       | <b>1675</b> | 07020             | \$2,806   | \$3,410   | 07080                 | \$2,890   | \$3,513   | Z  |      | <input type="checkbox"/> | Supervising Fiscal Officer                                |
| + MEA       | <b>1677</b> | 1677A             | Flat Rate | \$4,739   | 1677B                 | Flat Rate | \$4,881   | Z  |      | <input type="checkbox"/> | Assistant Gen Mar. Fin. Bureau Of Financial Management. F |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title  |
|--------------------|----------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|--|
|                    |          | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |  |
| + MEA              | 1679     | 1679A             | Flat Rate | \$3,539   | 1679B                 | Flat Rate | \$3,645   | Z  |      | <input type="checkbox"/> | Financial Reports Specialist                   |
| + MEA              | 1680     | 07880             | \$4,270   | \$5,190   | 07940                 | \$4,397   | \$5,345   | Z  |      | <input type="checkbox"/> | Chief Assistant Controller                     |
| + MEA              | 1682     | 00000             | \$5,671   | \$7,238   | 1682B                 | \$5,668   | \$7,455   | Z  |      | <input type="checkbox"/> | Controller                                     |
| + MEA              | 1683     | 06990             | \$2,764   | \$3,359   | 07050                 | \$2,847   | \$3,460   | Z  |      | <input type="checkbox"/> | Budget & Fiscal Operations Manager             |
| IFPTE, L21         | 1684     | 06435             | \$2,110   | \$2,564   | 06465                 | \$2,140   | \$2,602   | Z  |      | <input type="checkbox"/> | Associate Auditor                              |
| IFPTE, L21         | 1686     | 06635             | \$2,326   | \$2,827   | 06665                 | \$2,360   | \$2,868   | Z  |      | <input type="checkbox"/> | Supervising Auditor                            |
| + MEA              | 1688     | 06890             | \$2,632   | \$3,199   | 06950                 | \$2,711   | \$3,295   | Z  |      | <input type="checkbox"/> | Chief Auditor                                  |
| + MEA              | 1690     | 00000             | Flat Rate | \$3,849   | 1690B                 | Flat Rate | \$3,964   | Z  |      | <input type="checkbox"/> | Internal Audit Director                        |
| SEIU, L 790        | 1704     | 05455             | \$1,313   | \$1,592   | 05505                 | \$1,346   | \$1,630   |    |      | <input type="checkbox"/> | Communications Dispatcher I                    |
| SEIU, L 790        | 1705     | 05665             | \$1,454   | \$1,761   | 05715                 | \$1,488   | \$1,805   |    |      | <input type="checkbox"/> | Communications Dispatcher II                   |
| SEIU, L 790        | 1706     | 05235             | \$1,183   | \$1,433   | 05285                 | \$1,211   | \$1,467   |    |      | <input type="checkbox"/> | Telephone Operator                             |
| SEIU, L 790        | 1708     | 05435             | \$1,301   | \$1,577   | 05485                 | \$1,333   | \$1,615   |    |      | <input type="checkbox"/> | Senior Telephone Operator                      |
| SEIU, L 790        | 1710     | 05695             | \$1,474   | \$1,787   | 05745                 | \$1,510   | \$1,831   |    |      | <input type="checkbox"/> | Chief Telephone Operator                       |
| SEIU, L 790        | 1720     | 05110             | \$1,114   | \$1,349   | 05160                 | \$1,141   | \$1,381   |    |      | <input type="checkbox"/> | Data Entry Operator                            |
| SEIU, L 790        | 1721     | 05395             | \$1,276   | \$1,547   | 05445                 | \$1,307   | \$1,584   |    |      | <input type="checkbox"/> | Senior Data Entry Operator                     |
| SEIU, L 790        | 1727     | 05595             | \$1,404   | \$1,702   | 05645                 | \$1,440   | \$1,744   |    |      | <input type="checkbox"/> | Supervising Data Entry Operator                |
| IFPTE, L21         | 1734     | 05085             | \$1,102   | \$1,333   | 05115                 | \$1,117   | \$1,352   |    |      | <input type="checkbox"/> | Computer Operator I                            |
| IFPTE, L21         | 1739     | 06475             | \$2,151   | \$2,614   | 06505                 | \$2,183   | \$2,654   | Z  |      | <input type="checkbox"/> | Computer Operations Supervisor II              |
| SEIU, L 790        | 1750     | 05045             | \$1,081   | \$1,307   | 05095                 | \$1,107   | \$1,339   |    |      | <input type="checkbox"/> | Microphoto/Image Technician                    |
| SEIU, L 790        | 1752     | 05565             | \$1,385   | \$1,678   | 05615                 | \$1,418   | \$1,719   |    |      | <input type="checkbox"/> | Senior Microphoto/Image Technician             |
| SEIU, L 790        | 1760     | 05550             | \$1,375   | \$1,666   | 05600                 | \$1,407   | \$1,706   |    |      | <input type="checkbox"/> | Offset Machine Operator                        |
| SEIU, L 790        | 1762     | 05545             | \$1,372   | \$1,662   | 05595                 | \$1,404   | \$1,702   |    |      | <input type="checkbox"/> | Senior Offset Machine Operator                 |
| SEIU, L 790        | 1764     | 06060             | \$1,756   | \$2,135   | 06110                 | \$1,800   | \$2,188   |    |      | <input type="checkbox"/> | Mail And Reproduction Service Supervisor       |
| Unrepresented-Misc | 1766     | 05555             | \$1,378   | \$1,670   | 05585                 | \$1,398   | \$1,694   |    |      | <input type="checkbox"/> | Media Production Technician                    |
| Unrepresented-Misc | 1767     | 05865             | \$1,600   | \$1,941   | 05895                 | \$1,622   | \$1,970   |    |      | <input type="checkbox"/> | Media Programming Specialist                   |
| Unrepresented-Misc | 1769     | 06310             | \$1,985   | \$2,412   | 06340                 | \$2,014   | \$2,449   |    |      | <input type="checkbox"/> | Media Production Supervisor                    |
| SEIU, L 790        | 1770     | 05655             | \$1,447   | \$1,752   | 05705                 | \$1,481   | \$1,796   |    |      | <input type="checkbox"/> | Photographer                                   |
| SEIU, L 790        | 1771     | 05865             | \$1,600   | \$1,941   | 05915                 | \$1,638   | \$1,990   |    |      | <input type="checkbox"/> | Media Production Specialist                    |
| TWU L200           | 1773     | 06310             | \$1,985   | \$2,412   | 06340                 | \$2,014   | \$2,449   |    |      | <input type="checkbox"/> | Media Training Specialist                      |
| SEIU, L 790        | 1774     | 06025             | \$1,727   | \$2,099   | 06075                 | \$1,769   | \$2,151   |    |      | <input type="checkbox"/> | Head Photographer                              |
| + MEA              | 1775     | 07205             | \$3,072   | \$3,734   | 07265                 | \$3,162   | \$3,844   | Z  |      | <input type="checkbox"/> | Cable Television Manager                       |
| + MEA              | 1776     | 05430             | \$1,298   | \$1,573   | 05490                 | \$1,336   | \$1,618   | Z  |      | <input type="checkbox"/> | Assistant Reproduction Services Manager        |
| + MEA              | 1779     | 06880             | \$2,621   | \$3,187   | 06940                 | \$2,700   | \$3,282   | Z  |      | <input type="checkbox"/> | Manager, Reproduction And Mail Services Center |
| IFPTE, L21         | 1801     | 06635             | \$2,326   | \$2,827   | 06665                 | \$2,360   | \$2,868   | Z  |      | <input type="checkbox"/> | Supervising Performance Auditor                |
| SEIU, L 790        | 1802     | 05845             | \$1,584   | \$1,923   | 05895                 | \$1,622   | \$1,970   |    |      | <input type="checkbox"/> | Research Assistant                             |
| IFPTE, L21         | 1804     | 05985             | \$1,694   | \$2,058   | 06015                 | \$1,719   | \$2,089   | Z  |      | <input type="checkbox"/> | Statistician                                   |
| IFPTE, L21         | 1805     | 06435             | \$2,110   | \$2,564   | 06465                 | \$2,140   | \$2,602   | Z  |      | <input type="checkbox"/> | Associate Performance Auditor                  |
| IFPTE, L21         | 1806     | 06335             | \$2,009   | \$2,442   | 06365                 | \$2,038   | \$2,478   | Z  |      | <input type="checkbox"/> | Senior Statistician                            |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name          | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title  |
|-------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|--|
|                   |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |  |
| SEIU, L 790       | <b>1812</b> | 06065             | \$1,761   | \$2,140   | 06115                 | \$1,805   | \$2,194   |    |      | <input type="checkbox"/> | Assistant Retirement Analvst                                 |
| SEIU, L 790       | <b>1813</b> | 06325             | \$1,999   | \$2,430   | 06375                 | \$2,048   | \$2,490   | Z  |      | <input type="checkbox"/> | Senior Benefits Analvst                                      |
| SEIU, L 790       | <b>1814</b> | 06695             | \$2,395   | \$2,910   | 06745                 | \$2,454   | \$2,983   | Z  |      | <input type="checkbox"/> | Benefits Supervisor  |
| + MEA             | <b>1816</b> | 07220             | \$3,093   | \$3,760   | 07280                 | \$3,189   | \$3,873   | Z  |      | <input type="checkbox"/> | Actuarv  |
| SEIU, L 790       | <b>1817</b> | 05895             | \$1,622   | \$1,970   | 05945                 | \$1,662   | \$2,019   |    |      | <input type="checkbox"/> | Procedural Writer  |
| IFPTE, L21        | <b>1819</b> | 06515             | \$2,194   | \$2,666   | 06515                 | \$2,194   | \$2,666   | Z  |      | <input type="checkbox"/> | Management Information Svstems Specialist III                |
| SEIU, L 790       | <b>1820</b> | 05675             | \$1,460   | \$1,769   | 05725                 | \$1,495   | \$1,814   |    |      | <input type="checkbox"/> | Junior Administrative Analvst                                |
| SEIU, L 790       | <b>1822</b> | 06235             | \$1,914   | \$2,326   | 06285                 | \$1,960   | \$2,383   | Z  |      | <input type="checkbox"/> | Administrative Analvst                                       |
| IFPTE, L21        | <b>1823</b> | 06485             | \$2,161   | \$2,627   | 06515                 | \$2,194   | \$2,666   | Z  |      | <input type="checkbox"/> | Senior Administrative Analvst                                |
| IFPTE, L21        | <b>1824</b> | 06805             | \$2,527   | \$3,072   | 06835                 | \$2,564   | \$3,117   | Z  |      | <input type="checkbox"/> | Principal Administrative Analvst                             |
| + MEA             | <b>1826</b> | 06680             | \$2,377   | \$2,890   | 06740                 | \$2,449   | \$2,977   | Z  |      | <input type="checkbox"/> | City Shop Fleet Administrator                                |
| IFPTE, L21        | <b>1827</b> | 06485             | \$2,161   | \$2,627   | 06515                 | \$2,194   | \$2,666   | Z  |      | <input type="checkbox"/> | Administrative Services Manager                              |
| IFPTE, L21        | <b>1835</b> | 06185             | \$1,867   | \$2,269   | 06215                 | \$1,895   | \$2,303   | Z  |      | <input type="checkbox"/> | Legislative Assistant  |
| IFPTE, L21        | <b>1838</b> | 06685             | \$2,383   | \$2,896   | 06715                 | \$2,418   | \$2,940   | Z  |      | <input type="checkbox"/> | Administrative Asst To The Exec. Director. Health Service Sv |
| + MEA             | <b>1839</b> | 06730             | \$2,435   | \$2,960   | 06790                 | \$2,507   | \$3,047   | Z  |      | <input type="checkbox"/> | Water Conservation Administrator                             |
| SEIU, L 790       | <b>1840</b> | 05805             | \$1,554   | \$1,886   | 05855                 | \$1,592   | \$1,932   |    |      | <input type="checkbox"/> | Junior Management Assistant                                  |
| + MEA             | <b>1841</b> | 06870             | \$2,607   | \$3,169   | 06930                 | \$2,685   | \$3,263   | Z  |      | <input type="checkbox"/> | Rate Administrator   |
| SEIU, L 790       | <b>1842</b> | 06065             | \$1,761   | \$2,140   | 06115                 | \$1,805   | \$2,194   | Z  |      | <input type="checkbox"/> | Management Assistant   |
| + MEA             | <b>1843</b> | 06470             | \$2,145   | \$2,607   | 06530                 | \$2,209   | \$2,685   | Z  |      | <input type="checkbox"/> | Executive Director. Southeast Community Facility Commissi    |
| SEIU, L 790       | <b>1844</b> | 06345             | \$2,019   | \$2,454   | 06395                 | \$2,069   | \$2,514   | Z  |      | <input type="checkbox"/> | Senior Management Assistant                                  |
| SEIU, L 790       | <b>1847</b> | 06305             | \$1,980   | \$2,407   | 06355                 | \$2,028   | \$2,466   | Z  |      | <input type="checkbox"/> | Executive Aide To The Mayor's Office                         |
| Unrepresented-Mgt | <b>1849</b> | 1849A             | Flat Rate | \$2,699   | 1849B                 | Flat Rate | \$2,739   | Z  |      | <input type="checkbox"/> | Mayor's Program Manager                                      |
| SEIU, L 790       | <b>1853</b> | 05395             | \$1,276   | \$1,547   | 05445                 | \$1,307   | \$1,584   |    |      | <input type="checkbox"/> | Control Clerk. EDP   |
| SEIU, L 790       | <b>1855</b> | 05595             | \$1,404   | \$1,702   | 05645                 | \$1,440   | \$1,744   |    |      | <input type="checkbox"/> | Senior Control Clerk. EDP                                    |
| + MEA             | <b>1879</b> | 07230             | \$3,108   | \$3,777   | 07290                 | \$3,199   | \$3,888   | Z  |      | <input type="checkbox"/> | Project Manager. Special Project                             |
| + MEA             | <b>1885</b> | 00000             | Flat Rate | \$4,616   | 1885B                 | Flat Rate | \$4,754   | Z  |      | <input type="checkbox"/> | Manager. Bureau Of Management Information Svstems. PUI       |
| + MEA             | <b>1888</b> | 06760             | \$2,472   | \$3,005   | 06820                 | \$2,545   | \$3,093   | Z  |      | <input type="checkbox"/> | Resource Efficiency and Energy Conservation Manager          |
| SEIU, L 790       | <b>1920</b> | 05245             | \$1,188   | \$1,440   | 05295                 | \$1,217   | \$1,474   |    |      | <input type="checkbox"/> | Inventorv Clerk  |
| SEIU, L 790       | <b>1922</b> | 05305             | \$1,223   | \$1,481   | 05355                 | \$1,252   | \$1,517   |    |      | <input type="checkbox"/> | Senior Inventorv Clerk                                       |
| SEIU, L 790       | <b>1924</b> | 05335             | \$1,240   | \$1,503   | 05385                 | \$1,270   | \$1,539   |    |      | <input type="checkbox"/> | Materials And Supplies Supervisor                            |
| SEIU, L 790       | <b>1926</b> | 05495             | \$1,339   | \$1,622   | 05545                 | \$1,372   | \$1,662   |    |      | <input type="checkbox"/> | Senior Materials And Supplies Supervisor                     |
| SEIU, L 790       | <b>1929</b> | 05675             | \$1,460   | \$1,769   | 05725                 | \$1,495   | \$1,814   |    |      | <input type="checkbox"/> | Parts Storekeeper  |
| SEIU, L 790       | <b>1930</b> | 05445             | \$1,307   | \$1,584   | 05495                 | \$1,339   | \$1,622   |    |      | <input type="checkbox"/> | Warehouse Worker   |
| SEIU, L 790       | <b>1931</b> | 05845             | \$1,584   | \$1,923   | 05895                 | \$1,622   | \$1,970   |    |      | <input type="checkbox"/> | Senior Parts Storekeeper                                     |
| SEIU, L 790       | <b>1932</b> | 05245             | \$1,188   | \$1,440   | 05295                 | \$1,217   | \$1,474   |    |      | <input type="checkbox"/> | Assistant Storekeeper  |
| SEIU, L 790       | <b>1934</b> | 05435             | \$1,301   | \$1,577   | 05485                 | \$1,333   | \$1,615   |    |      | <input type="checkbox"/> | Storekeeper  |
| SEIU, L 790       | <b>1936</b> | 05565             | \$1,385   | \$1,678   | 05615                 | \$1,418   | \$1,719   |    |      | <input type="checkbox"/> | Senior Storekeeper   |
| SEIU, L 790       | <b>1938</b> | 05965             | \$1,678   | \$2,038   | 06015                 | \$1,719   | \$2,089   |    |      | <input type="checkbox"/> | Stores And Equipment Assistant Supervisor                    |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT      | Type | Step 5                   | Title   |
|--------------------|-------------|-------------------|----------|-----------|-----------------------|----------|-----------|---------|------|--------------------------|---|
|                    |             | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |         |      |                          |   |
| Unrepresented-Misc | <b>1942</b> | 06430             | \$2,104  | \$2,557   | 06460                 | \$2,135  | \$2,596   |         |      | <input type="checkbox"/> | Assistant Materials Coordinator                                 |
|                    | IFPTE, L21  | <b>1944</b>       | 06805    | \$2,527   | \$3,072               | 06835    | \$2,564   | \$3,117 |      | <input type="checkbox"/> | Materials Coordinator   |
|                    | SEIU, L 790 | <b>1948</b>       | 05895    | \$1,622   | \$1,970               | 05945    | \$1,662   | \$2,019 |      | <input type="checkbox"/> | Coding Supervisor, Purchasing Dept                              |
|                    | IFPTE, L21  | <b>1950</b>       | 05555    | \$1,378   | \$1,670               | 05585    | \$1,398   | \$1,694 |      | <input type="checkbox"/> | Assistant Purchaser   |
|                    | IFPTE, L21  | <b>1952</b>       | 06015    | \$1,719   | \$2,089               | 06045    | \$1,744   | \$2,120 | Z    | <input type="checkbox"/> | Purchaser   |
|                    | IFPTE, L21  | <b>1956</b>       | 06415    | \$2,089   | \$2,539               | 06445    | \$2,120   | \$2,577 | Z    | <input type="checkbox"/> | Senior Purchaser  |
|                    | IFPTE, L21  | <b>1958</b>       | 06815    | \$2,539   | \$3,087               | 06845    | \$2,577   | \$3,132 | Z    | <input type="checkbox"/> | Supervising Purchaser   |
|                    | SEIU, L 790 | <b>2105</b>       | 05525    | \$1,359   | \$1,646               | 05575    | \$1,391   | \$1,686 |      | <input type="checkbox"/> | Patient Services Finance Technician                             |
|                    | SEIU, L 790 | <b>2106</b>       | 05775    | \$1,532   | \$1,858               | 05825    | \$1,569   | \$1,904 | Z    | <input type="checkbox"/> | Medical Staff Services Department Specialist                    |
|                    | IFPTE, L21  | <b>2107</b>       | 06210    | \$1,890   | \$2,297               | 06240    | \$1,918   | \$2,332 | Z    | <input type="checkbox"/> | Medical Staff Services Department Analyst                       |
|                    | + MEA       | <b>2108</b>       | 06750    | \$2,459   | \$2,989               | 06810    | \$2,533   | \$3,080 | Z    | <input type="checkbox"/> | Director, Medical Staff Services Department                     |
|                    | SEIU, L 790 | <b>2110</b>       | 05590    | \$1,401   | \$1,698               | 05640    | \$1,436   | \$1,740 |      | <input type="checkbox"/> | Medical Records Clerk   |
|                    | SEIU, L 790 | <b>2112</b>       | 05825    | \$1,569   | \$1,904               | 05875    | \$1,607   | \$1,951 |      | <input type="checkbox"/> | Medical Records Technician                                      |
|                    | SEIU, L 790 | <b>2114</b>       | 06145    | \$1,831   | \$2,226               | 06195    | \$1,876   | \$2,281 |      | <input type="checkbox"/> | Medical Records Technician Supervisor                           |
|                    | + MEA       | <b>2116</b>       | 06240    | \$1,918   | \$2,332               | 06300    | \$1,975   | \$2,401 | Z    | <input type="checkbox"/> | Associate Director, Medical Records                             |
|                    | + MEA       | <b>2117</b>       | 06440    | \$2,115   | \$2,571               | 06500    | \$2,178   | \$2,647 | Z    | <input type="checkbox"/> | Chief Medical Records Administrator, Launa Honda Hospital       |
|                    | + MEA       | <b>2118</b>       | 06600    | \$2,287   | \$2,779               | 06660    | \$2,354   | \$2,862 | Z    | <input type="checkbox"/> | Director, Medical Records                                       |
|                    | IFPTE, L21  | <b>2119</b>       | 06225    | \$1,904   | \$2,314               | 06255    | \$1,932   | \$2,348 | Z    | <input type="checkbox"/> | Health Care Analyst   |
|                    | + MEA       | <b>2122</b>       | 06260    | \$1,936   | \$2,354               | 06320    | \$1,994   | \$2,424 | Z    | <input type="checkbox"/> | Director Of Patient Financial Services And Admissions           |
|                    | + MEA       | <b>2140</b>       | 06280    | \$1,955   | \$2,377               | 06340    | \$2,014   | \$2,449 | Z    | <input type="checkbox"/> | Hospital Administrative Assistant                               |
|                    |             | <b>2142</b>       |          |           |                       | 06965    | \$2,732   | \$3,320 | Z    | <input type="checkbox"/> | Reimbursement Manager, CHN                                      |
|                    | + MEA       | <b>2143</b>       | 07020    | \$2,806   | \$3,410               | 07080    | \$2,890   | \$3,513 | Z    | <input type="checkbox"/> | Hospital Assistant Administrator                                |
|                    | + MEA       | <b>2145</b>       | 07440    | \$3,446   | \$4,188               | 07500    | \$3,547   | \$4,311 | Z    | <input type="checkbox"/> | Hospital Associate Administrator                                |
|                    | + MEA       | <b>2148</b>       | 07730    | \$3,966   | \$4,821               | 07790    | \$4,082   | \$4,961 | Z    | <input type="checkbox"/> | Senior Hospital Associate Administrator                         |
|                    | + MEA       | <b>2171</b>       | 07950    | \$4,416   | \$5,368               | 08010    | \$4,551   | \$5,532 | Z    | <input type="checkbox"/> | Associate Administrator, Medical Services, Launa Honda Hospital |
|                    | + MEA       | <b>2182</b>       | 07970    | \$4,458   | \$5,419               | 08030    | \$4,591   | \$5,581 | Z    | <input type="checkbox"/> | Administrator, Launa Honda Hospital                             |
|                    | SEIU, L250  | <b>2202</b>       | 05805    | \$1,554   | \$1,886               | 05855    | \$1,592   | \$1,932 |      | <input type="checkbox"/> | Dental Aide   |
|                    | SEIU, L250  | <b>2204</b>       | 06435    | \$2,110   | \$2,564               | 06485    | \$2,161   | \$2,627 |      | <input type="checkbox"/> | Dental Hygienist  |
|                    | UAPD        | <b>2210</b>       | 07280    | \$3,189   | \$3,873               | 07280    | \$3,189   | \$3,873 | Z    | <input type="checkbox"/> | Dentist   |
|                    | IFPTE, L21  | <b>2218</b>       | 2218A    | Flat Rate | \$3,265               | 2218B    | Flat Rate | \$3,330 |      | <input type="checkbox"/> | Physician Assistant   |
|                    | UAPD        | <b>2220</b>       | 07330    | \$3,263   | \$3,966               | 07330    | \$3,263   | \$3,966 | Z    | <input type="checkbox"/> | Physician   |
|                    | UAPD        | <b>2230</b>       | 07430    | \$3,426   | \$4,164               | 07430    | \$3,426   | \$4,164 | Z    | <input type="checkbox"/> | Physician Specialist  |
|                    | UAPD        | <b>2232</b>       | 07630    | \$3,777   | \$4,591               | 07630    | \$3,777   | \$4,591 | Z    | <input type="checkbox"/> | Senior Physician Specialist                                     |
|                    | UAPD        | <b>2233</b>       | 07780    | \$4,067   | \$4,943               | 07780    | \$4,067   | \$4,943 | Z    | <input type="checkbox"/> | Supervising Physician Specialist                                |
|                    | + MEA       | <b>2235</b>       | 07950    | \$4,416   | \$5,368               | 08010    | \$4,551   | \$5,532 | Z    | <input type="checkbox"/> | Medical Director, Department Of Health                          |
|                    | UAPD        | <b>2236</b>       | 07170    | \$3,018   | \$3,668               | 07170    | \$3,018   | \$3,668 | Z    | <input type="checkbox"/> | Medical Advisor, Health Service System                          |
|                    | + MEA       | <b>2237</b>       | 08130    | \$4,821   | \$5,860               | 08190    | \$4,961   | \$6,030 | Z    | M                        | Chief Medical Director, Department of Public Health             |
|                    | + MEA       | <b>2244</b>       | 06770    | \$2,483   | \$3,018               | 06830    | \$2,557   | \$3,108 | Z    | <input type="checkbox"/> | Health Center Director  |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate





## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name         | Job Code | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title   |
|------------------|----------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|---|
|                  |          | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |   |
| + MEA            | 2246     | 06760             | \$2,472   | \$3,005   | 06820                 | \$2,545   | \$3,093   | Z  |      | <input type="checkbox"/> | Assistant Director Of Clinical Services I             |
| + MEA            | 2248     | 07210             | \$3,080   | \$3,744   | 07270                 | \$3,169   | \$3,851   | Z  |      | <input type="checkbox"/> | Assistant Director Of Clinical Services II            |
| SFIRA            | 2273     | 2273A             | Flat Rate | \$1,339   | 2273B                 | Flat Rate | \$1,372   |    |      | <input type="checkbox"/> | Post M.D. I   |
| SFIRA            | 2275     | 2275A             | Flat Rate | \$1,494   | 2275B                 | Flat Rate | \$1,531   |    |      | <input type="checkbox"/> | Post M.D. II  |
| SFIRA            | 2277     | 2277A             | Flat Rate | \$1,625   | 2277B                 | Flat Rate | \$1,666   |    |      | <input type="checkbox"/> | Post M.D. III   |
| SFIRA            | 2279     | 2279A             | Flat Rate | \$1,755   | 2279B                 | Flat Rate | \$1,799   |    |      | <input type="checkbox"/> | Post M.D. IV  |
| SFIRA            | 2281     | 2281A             | Flat Rate | \$1,868   | 2281B                 | Flat Rate | \$1,915   |    |      | <input type="checkbox"/> | Post M.D. V   |
| SFIRA            | 2283     | 2283A             | Flat Rate | \$1,932   | 2283B                 | Flat Rate | \$1,980   |    |      | <input type="checkbox"/> | Post M.D. VI  |
| UAPD             | 2292     | 06730             | \$2,435   | \$2,960   | 06730                 | \$2,435   | \$2,960   | Z  |      | <input type="checkbox"/> | Shelter Veterinarian                                  |
| SEIU, L250       | 2302     | 05785             | \$1,539   | \$1,867   | 05835                 | \$1,577   | \$1,914   |    |      | <input type="checkbox"/> | Nursing Assistant                                     |
| SEIU, L250       | 2303     | 2303A             | \$1,165   | \$1,486   | 2303B                 | \$1,194   | \$1,523   |    |      | <input type="checkbox"/> | Mental Health Rehabilitation Worker                   |
| SEIU, L250       | 2304     | 05840             | \$1,580   | \$1,918   | 05890                 | \$1,618   | \$1,965   |    |      | <input type="checkbox"/> | Psychiatric Orderly                                   |
| SEIU, L250       | 2305     | 05945             | \$1,662   | \$2,019   | 05995                 | \$1,702   | \$2,069   |    |      | <input type="checkbox"/> | Psychiatric Technician                                |
| SEIU, L250       | 2306     | 06025             | \$1,727   | \$2,099   | 06075                 | \$1,769   | \$2,151   |    |      | <input type="checkbox"/> | Senior Psychiatric Orderly                            |
| SEIU, L250       | 2310     | 05965             | \$1,678   | \$2,038   | 06015                 | \$1,719   | \$2,089   |    |      | <input type="checkbox"/> | Surgical Procedures Technician                        |
| SEIU, L250       | 2312     | 05935             | \$1,654   | \$2,009   | 05985                 | \$1,694   | \$2,058   |    |      | <input type="checkbox"/> | Licensed Vocational Nurse                             |
| SEIU, L 790      | 2314     | 06040             | \$1,740   | \$2,115   | 06090                 | \$1,782   | \$2,166   |    |      | <input type="checkbox"/> | Public Health Team Leader                             |
| SEIU Nurses      | 2320     | 2320A             | \$2,231   | \$2,608   | 2320B                 | \$2,276   | \$2,660   |    |      | <input type="checkbox"/> | Registered Nurse                                      |
| L856 Supv Nurses | 2322     | 2322A             | \$2,632   | \$3,394   | 2322B                 | \$2,685   | \$3,462   |    |      | <input type="checkbox"/> | Nurse Manager   |
| SEIU Nurses      | 2323     | 2323A             | \$2,520   | \$3,479   | 2323B                 | \$2,570   | \$3,549   |    |      | <input type="checkbox"/> | Clinical Nurse Specialist                             |
| L856 Supv Nurses | 2324     | 2324A             | \$2,819   | \$3,742   | 2324B                 | \$2,874   | \$3,816   | Z  |      | <input type="checkbox"/> | Nursing Supervisor                                    |
| L856 Supv Nurses | 2326     | 2326A             | \$2,819   | \$3,742   | 2326B                 | \$2,874   | \$3,816   | Z  |      | <input type="checkbox"/> | Nursing Supervisor Psychiatric                        |
| SEIU Nurses      | 2328     | 2328A             | \$2,608   | \$3,265   | 2328B                 | \$2,660   | \$3,330   |    |      | <input type="checkbox"/> | Nurse Practitioner                                    |
| SEIU Nurses      | 2330     | 2330A             | \$3,330   | \$4,168   | 2330B                 | \$3,397   | \$4,251   |    |      | <input type="checkbox"/> | Anesthetist   |
| SEIU Nurses      | 2340     | 2340A             | \$2,231   | \$2,608   | 2340B                 | \$2,276   | \$2,660   |    |      | <input type="checkbox"/> | Operating Room Nurse                                  |
| L856 Supv Nurses | 2350     | 2350A             | \$2,819   | \$3,635   | 2350B                 | \$2,874   | \$3,706   | Z  |      | <input type="checkbox"/> | Instructor Of Nursing                                 |
| SEIU, L250       | 2390     | 05875             | \$1,607   | \$1,951   | 05925                 | \$1,646   | \$1,999   |    |      | <input type="checkbox"/> | Central Processing And Distribution Technician        |
| SEIU, L 790      | 2392     | 06295             | \$1,970   | \$2,395   | 06345                 | \$2,019   | \$2,454   |    |      | <input type="checkbox"/> | Senior Central Processing And Distribution Technician |
| SEIU, L250       | 2402     | 05410             | \$1,285   | \$1,558   | 05460                 | \$1,316   | \$1,596   |    |      | <input type="checkbox"/> | Laboratory Helper                                     |
| IFPTE, L21       | 2403     | 05505             | \$1,346   | \$1,630   | 05535                 | \$1,365   | \$1,654   |    |      | <input type="checkbox"/> | Forensic Laboratory Technician                        |
| SEIU, L250       | 2406     | 05845             | \$1,584   | \$1,923   | 05895                 | \$1,622   | \$1,970   |    |      | <input type="checkbox"/> | Pharmacy Helper                                       |
| SEIU, L250       | 2408     | 05855             | \$1,592   | \$1,932   | 05905                 | \$1,630   | \$1,980   |    |      | <input type="checkbox"/> | Senior Pharmacy Helper                                |
| SEIU, L250       | 2409     | 06120             | \$1,809   | \$2,199   | 06170                 | \$1,853   | \$2,252   |    |      | <input type="checkbox"/> | Pharmacy Technician                                   |
| SEIU, L250       | 2416     | 05660             | \$1,450   | \$1,756   | 05710                 | \$1,484   | \$1,800   |    |      | <input type="checkbox"/> | Bacteriological Laboratory Assistant                  |
| SEIU, L250       | 2420     | 06075             | \$1,769   | \$2,151   | 06125                 | \$1,814   | \$2,204   |    |      | <input type="checkbox"/> | Histology Technician                                  |
| SEIU, L250       | 2424     | 05715             | \$1,488   | \$1,805   | 05765                 | \$1,524   | \$1,849   |    |      | <input type="checkbox"/> | X-Ray Laboratory Aide                                 |
| SEIU, L250       | 2430     | 05555             | \$1,378   | \$1,670   | 05605                 | \$1,411   | \$1,710   |    |      | <input type="checkbox"/> | Medical Evaluations Assistant                         |
| SEIU, L250       | 2432     | 05950             | \$1,666   | \$2,023   | 06000                 | \$1,706   | \$2,074   |    |      | <input type="checkbox"/> | Electrocardiograph Technician                         |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name       | Job Code | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                   | Title   |
|----------------|----------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|--------------------------|---|
|                |          | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                          |   |
| SEIU, L250     | 2434     | 06050             | \$1,748  | \$2,124   | 06100                 | \$1,791  | \$2,178   |    |      | <input type="checkbox"/> | Senior Electrocardiograph Technician              |
| SEIU, L250     | 2436     | 05855             | \$1,592  | \$1,932   | 05905                 | \$1,630  | \$1,980   |    |      | <input type="checkbox"/> | Electroencephalograph Technician I                |
| SEIU, L250     | 2440     | 06345             | \$2,019  | \$2,454   | 06395                 | \$2,069  | \$2,514   |    |      | <input type="checkbox"/> | Veterinary Laboratory Technologist                |
| SEIU, L 790    | 2442     | 06345             | \$2,019  | \$2,454   | 06395                 | \$2,069  | \$2,514   |    |      | <input type="checkbox"/> | Diagnostic Medical Sonographer                    |
| Teamsters L856 | 2444     | 06050             | \$1,748  | \$2,124   | 06090                 | \$1,782  | \$2,166   | Z  |      | <input type="checkbox"/> | Clinical Laboratory Technologist                  |
| SEIU, L 790    | 2450     | 06775             | \$2,490  | \$3,027   | 06825                 | \$2,551  | \$3,101   | Z  |      | <input type="checkbox"/> | Pharmacist  |
| + MEA          | 2452     | 06910             | \$2,660  | \$3,234   | 07315                 | \$3,241  | \$3,940   | Z  |      | <input type="checkbox"/> | Director Of Pharmaceutical Services               |
| Teamsters L856 | 2453     | 07055             | \$2,855  | \$3,470   | 07095                 | \$2,910  | \$3,537   | Z  |      | <input type="checkbox"/> | Supervising Pharmacist                            |
| SEIU, L 790    | 2454     | 06975             | \$2,745  | \$3,337   | 07025                 | \$2,813  | \$3,418   |    |      | <input type="checkbox"/> | Clinical Pharmacist                               |
| + MEA          | 2455     | 06910             | \$2,660  | \$3,234   | 07315                 | \$3,241  | \$3,940   | Z  |      | <input type="checkbox"/> | Pharmacy Director Laguna Honda Hospital           |
| IFPTE, L21     | 2456     | 06665             | \$2,360  | \$2,868   | 06695                 | \$2,395  | \$2,910   | Z  |      | <input type="checkbox"/> | Assistant Forensic Toxicologist I                 |
| IFPTE, L21     | 2457     | 07165             | \$3,012  | \$3,661   | 07195                 | \$3,056  | \$3,714   | Z  |      | <input type="checkbox"/> | Assistant Forensic Toxicologist II                |
| IFPTE, L21     | 2458     | 07255             | \$3,147  | \$3,826   | 07285                 | \$3,194  | \$3,881   | Z  |      | <input type="checkbox"/> | Forensic Toxicologist                             |
| + MEA          | 2459     | 06330             | \$2,004  | \$2,435   | 06815                 | \$2,539  | \$3,087   | Z  |      | <input type="checkbox"/> | Forensic Laboratory Manager                       |
| Teamsters L856 | 2462     | 06240             | \$1,918  | \$2,332   | 06280                 | \$1,955  | \$2,377   | Z  |      | <input type="checkbox"/> | Microbiologist                                    |
| Teamsters L856 | 2464     | 06440             | \$2,115  | \$2,571   | 06480                 | \$2,156  | \$2,621   | Z  |      | <input type="checkbox"/> | Senior Microbiologist                             |
| + MEA          | 2466     | 06720             | \$2,424  | \$2,946   | 06780                 | \$2,496  | \$3,035   | Z  |      | <input type="checkbox"/> | Chief Microbiologist                              |
| IFPTE, L21     | 2471     | 06265             | \$1,941  | \$2,360   | 06295                 | \$1,970  | \$2,395   | Z  |      | <input type="checkbox"/> | Water Quality Chemist                             |
| IFPTE, L21     | 2472     | 06685             | \$2,383  | \$2,896   | 06715                 | \$2,418  | \$2,940   | Z  |      | <input type="checkbox"/> | Senior Water Chemist                              |
| IFPTE, L21     | 2473     | 06265             | \$1,941  | \$2,360   | 06295                 | \$1,970  | \$2,395   | Z  |      | <input type="checkbox"/> | Marine Biologist                                  |
| IFPTE, L21     | 2474     | 06715             | \$2,418  | \$2,940   | 06745                 | \$2,454  | \$2,983   | Z  |      | <input type="checkbox"/> | Senior Marine Biologist                           |
| IFPTE, L21     | 2478     | 06715             | \$2,418  | \$2,940   | 06745                 | \$2,454  | \$2,983   | Z  |      | <input type="checkbox"/> | Senior Sewage Treatment Chemist                   |
| IFPTE, L21     | 2480     | 07035             | \$2,827  | \$3,436   | 07065                 | \$2,868  | \$3,486   | Z  |      | <input type="checkbox"/> | Supervisor Of Laboratories, Water Quality Control |
| IFPTE, L21     | 2481     | 2481A             | \$1,488  | \$2,089   | 2481B                 | \$1,510  | \$2,120   |    |      | <input type="checkbox"/> | Water Quality Technician I/II                     |
| IFPTE, L21     | 2482     | 06165             | \$1,849  | \$2,247   | 06195                 | \$1,876  | \$2,281   |    |      | <input type="checkbox"/> | Water Quality Technician III                      |
| IFPTE, L21     | 2483     | 2483A             | \$1,761  | \$2,478   | 2483B                 | \$1,787  | \$2,514   |    |      | <input type="checkbox"/> | Biologist I/II                                    |
| IFPTE, L21     | 2484     | 06765             | \$2,478  | \$3,012   | 06795                 | \$2,514  | \$3,056   |    |      | <input type="checkbox"/> | Biologist III                                     |
| IFPTE, L21     | 2485     | 06765             | \$2,478  | \$3,012   | 06795                 | \$2,514  | \$3,056   |    |      | <input type="checkbox"/> | Supervising Biologist                             |
| IFPTE, L21     | 2486     | 2486A             | \$1,761  | \$2,478   | 2486B                 | \$1,787  | \$2,514   |    |      | <input type="checkbox"/> | Chemist I/II                                      |
|                | 2487     | 06765             | \$2,478  | \$3,012   | 06795                 | \$2,514  | \$3,056   |    |      | <input type="checkbox"/> | Chemist III                                       |
| IFPTE, L21     | 2488     | 06765             | \$2,478  | \$3,012   | 06795                 | \$2,514  | \$3,056   |    |      | <input type="checkbox"/> | Supervising Chemist                               |
| IFPTE, L21     | 2489     | 07085             | \$2,896  | \$3,520   | 07115                 | \$2,940  | \$3,574   | Z  |      | <input type="checkbox"/> | Laboratory Services Manager                       |
| + MEA          | 2492     | 07040             | \$2,835  | \$3,446   | 07100                 | \$2,918  | \$3,547   | Z  |      | <input type="checkbox"/> | Director, Public Health Laboratories              |
| SEIU, L 790    | 2493     | 05965             | \$1,678  | \$2,038   | 06015                 | \$1,719  | \$2,089   |    |      | <input type="checkbox"/> | Associate Radiologic Technologist                 |
| SEIU, L 790    | 2494     | 06085             | \$1,778  | \$2,161   | 06135                 | \$1,823  | \$2,215   |    |      | <input type="checkbox"/> | Staff Radiologic Technologist                     |
| SEIU, L 790    | 2495     | 06215             | \$1,895  | \$2,303   | 06265                 | \$1,941  | \$2,360   |    |      | <input type="checkbox"/> | Senior Radiologic Technologist                    |
| Teamsters L856 | 2496     | 06250             | \$1,927  | \$2,342   | 06290                 | \$1,965  | \$2,388   |    |      | <input type="checkbox"/> | Radiologic Technologist Supervisor                |
| + MEA          | 2498     | 07150             | \$2,989  | \$3,633   | 07210                 | \$3,080  | \$3,744   | Z  |      | <input type="checkbox"/> | Director, Radiology                               |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                   | Title  |
|--------------------|-------------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|--------------------------|--|
|                    |             | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                          |  |
| SEIU, L250         | <b>2514</b> | 05695             | \$1,474  | \$1,787   | 05745                 | \$1,510  | \$1,831   |    |      | <input type="checkbox"/> | Orthopedic Technician I                                |
| SEIU, L250         | <b>2515</b> | 05795             | \$1,547  | \$1,876   | 05845                 | \$1,584  | \$1,923   |    |      | <input type="checkbox"/> | Orthopedic Technician II                               |
| SEIU, L250         | <b>2520</b> | 05895             | \$1,622  | \$1,970   | 05945                 | \$1,662  | \$2,019   |    |      | <input type="checkbox"/> | Morgue Attendant                                       |
| SEIU, L250         | <b>2522</b> | 05925             | \$1,646  | \$1,999   | 05975                 | \$1,686  | \$2,048   |    |      | <input type="checkbox"/> | Senior Morgue Attendant                                |
| SEIU, L250         | <b>2523</b> | 05945             | \$1,662  | \$2,019   | 05995                 | \$1,702  | \$2,069   |    |      | <input type="checkbox"/> | Forensic Autopsv Technician                            |
| SEIU, L 790        | <b>2526</b> | 06405             | \$2,079  | \$2,527   | 06455                 | \$2,130  | \$2,589   |    |      | <input type="checkbox"/> | Ambulance Driver                                       |
| SEIU, L 790        | <b>2530</b> | 06555             | \$2,236  | \$2,719   | 06605                 | \$2,292  | \$2,786   |    |      | <input type="checkbox"/> | Senior Medical Steward                                 |
| SEIU, L 790        | <b>2532</b> | 06405             | \$2,079  | \$2,527   | 06455                 | \$2,130  | \$2,589   |    |      | <input type="checkbox"/> | Paramedic  |
| SEIU, L 790        | <b>2533</b> | 06755             | \$2,466  | \$2,997   | 06805                 | \$2,527  | \$3,072   | Z  |      | <input type="checkbox"/> | Emergency Medical Services Agency Specialist           |
| SEIU, L 790        | <b>2534</b> | 06755             | \$2,466  | \$2,997   | 06805                 | \$2,527  | \$3,072   | Z  |      | <input type="checkbox"/> | Paramedic Supervisor                                   |
| SEIU, L 790        | <b>2536</b> | 05975             | \$1,686  | \$2,048   | 06025                 | \$1,727  | \$2,099   |    |      | <input type="checkbox"/> | Respiratory Care Practitioner                          |
| SEIU, L 790        | <b>2537</b> | 06455             | \$2,130  | \$2,589   | 06505                 | \$2,183  | \$2,654   |    |      | <input type="checkbox"/> | Respiratory Care Practitioner II                       |
| IFPTE, L21         | <b>2538</b> | 2538A             | \$2,120  | \$2,706   | 2538B                 | \$2,151  | \$2,745   |    |      | <input type="checkbox"/> | Audiometrist   |
| IFPTE, L21         | <b>2540</b> | 2540A             | \$2,292  | \$2,925   | 2540B                 | \$2,326  | \$2,968   | Z  |      | <input type="checkbox"/> | Audiologist  |
| IFPTE, L21         | <b>2542</b> | 2542A             | \$2,281  | \$2,911   | 2542B                 | \$2,314  | \$2,954   | Z  |      | <input type="checkbox"/> | Speech Pathologist                                     |
| IFPTE, L21         | <b>2548</b> | 2548A             | \$2,069  | \$2,640   | 2548B                 | \$2,099  | \$2,679   | Z  |      | <input type="checkbox"/> | Occupational Therapist                                 |
| IFPTE, L21         | <b>2550</b> | 2550A             | \$2,337  | \$2,983   | 2550B                 | \$2,371  | \$3,026   | Z  |      | <input type="checkbox"/> | Senior Occupational Therapist                          |
| IFPTE, L21         | <b>2551</b> | 06180             | \$1,862  | \$2,264   | 06210                 | \$1,890  | \$2,297   |    |      | <input type="checkbox"/> | Mental Health Treatment Specialist                     |
| SEIU, L 790        | <b>2552</b> | 06255             | \$1,932  | \$2,348   | 06305                 | \$1,980  | \$2,407   | Z  |      | <input type="checkbox"/> | Director Of Activities, Therapy And Volunteer Services |
| SEIU, L250         | <b>2554</b> | 05965             | \$1,678  | \$2,038   | 06015                 | \$1,719  | \$2,089   |    |      | <input type="checkbox"/> | Therapy Aide   |
| IFPTE, L21         | <b>2555</b> | 2555A             | \$1,740  | \$2,221   | 2555B                 | \$1,765  | \$2,252   |    |      | <input type="checkbox"/> | Physical Therapist Assistant                           |
| IFPTE, L21         | <b>2556</b> | 2556A             | \$2,069  | \$2,640   | 2556B                 | \$2,099  | \$2,679   | Z  |      | <input type="checkbox"/> | Physical Therapist                                     |
| + MEA              | <b>2557</b> | 06170             | \$1,853  | \$2,252   | 06230                 | \$1,909  | \$2,319   | Z  |      | <input type="checkbox"/> | Director Of Therapeutic Activities, Lhh                |
| IFPTE, L21         | <b>2558</b> | 2558A             | \$2,337  | \$2,983   | 2558B                 | \$2,371  | \$3,026   | Z  |      | <input type="checkbox"/> | Senior Physical Therapist                              |
| + MEA              | <b>2560</b> | 06820             | \$2,545  | \$3,093   | 06880                 | \$2,621  | \$3,187   | Z  |      | <input type="checkbox"/> | Rehabilitation Coordinator                             |
| Unrepresented-Misc | <b>2561</b> | 06840             | \$2,571  | \$3,126   | 06870                 | \$2,607  | \$3,169   |    |      | <input type="checkbox"/> | Optometrist  |
| SEIU, L 790        | <b>2565</b> | 05985             | \$1,694  | \$2,058   | 06035                 | \$1,736  | \$2,110   | Z  |      | <input type="checkbox"/> | Acupuncturist  |
| IFPTE, L21         | <b>2566</b> | 05945             | \$1,662  | \$2,019   | 05975                 | \$1,686  | \$2,048   |    |      | <input type="checkbox"/> | Rehabilitation Counselor                               |
| SEIU, L 790        | <b>2574</b> | 06665             | \$2,360  | \$2,868   | 06715                 | \$2,418  | \$2,940   | Z  |      | <input type="checkbox"/> | Clinical Psychologist                                  |
| SEIU, L 790        | <b>2575</b> | 06815             | \$2,539  | \$3,087   | 06865                 | \$2,602  | \$3,162   | Z  |      | <input type="checkbox"/> | Research Psychologist                                  |
| Unrepresented-Misc | <b>2576</b> | 06670             | \$2,365  | \$2,874   | 06700                 | \$2,401  | \$2,918   | Z  |      | <input type="checkbox"/> | Supervising Clinical Psychologist                      |
| SEIU, L 790        | <b>2580</b> | 06335             | \$2,009  | \$2,442   | 06385                 | \$2,058  | \$2,502   |    |      | <input type="checkbox"/> | Medical Examiner's Investigator                        |
| + MEA              | <b>2581</b> | 06850             | \$2,582  | \$3,138   | 06910                 | \$2,660  | \$3,234   | Z  |      | <input type="checkbox"/> | Administrative Coroner                                 |
| UAPD               | <b>2582</b> | 08150             | \$4,869  | \$5,918   | 08150                 | \$4,869  | \$5,918   | Z  |      | <input type="checkbox"/> | Forensic Pathologist                                   |
| SEIU, L250         | <b>2583</b> | 04900             | \$1,008  | \$1,220   | 04950                 | \$1,032  | \$1,249   |    |      | <input type="checkbox"/> | Home Health Aide                                       |
| + MEA              | <b>2584</b> | 08190             | \$4,961  | \$6,030   | 08350                 | \$5,368  | \$6,524   | Z  |      | <input type="checkbox"/> | Chief Medical Examiner - Coroner                       |
| SEIU, L 790        | <b>2585</b> | 05280             | \$1,208  | \$1,463   | 05330                 | \$1,237  | \$1,499   |    |      | <input type="checkbox"/> | Health Worker I  |
| SEIU, L 790        | <b>2586</b> | 05510             | \$1,349  | \$1,634   | 05560                 | \$1,381  | \$1,674   |    |      | <input type="checkbox"/> | Health Worker II                                       |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name    | Job Code    | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                   | Title                                    |
|-------------|-------------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|--------------------------|--|
|             |             | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                          |  |
| SEIU, L 790 | <b>2587</b> | 05695             | \$1,474  | \$1,787   | 05745                 | \$1,510  | \$1,831   |    |      | <input type="checkbox"/> | Health Worker III                        |
| SEIU, L 790 | <b>2588</b> | 06015             | \$1,719  | \$2,089   | 06065                 | \$1,761  | \$2,140   |    |      | <input type="checkbox"/> | Health Worker IV                         |
| IFPTE, L21  | <b>2589</b> | 05995             | \$1,702  | \$2,069   | 06025                 | \$1,727  | \$2,099   | Z  |      | <input type="checkbox"/> | Health Program Coordinator I             |
| IFPTE, L21  | <b>2591</b> | 06265             | \$1,941  | \$2,360   | 06295                 | \$1,970  | \$2,395   | Z  |      | <input type="checkbox"/> | Health Program Coordinator II            |
| IFPTE, L21  | <b>2593</b> | 06495             | \$2,172  | \$2,640   | 06525                 | \$2,204  | \$2,679   | Z  |      | <input type="checkbox"/> | Health Program Coordinator III           |
| IFPTE, L21  | <b>2594</b> | 05945             | \$1,662  | \$2,019   | 05975                 | \$1,686  | \$2,048   | Z  |      | <input type="checkbox"/> | Employee Assistance Counselor            |
| IFPTE, L21  | <b>2595</b> | 06245             | \$1,923  | \$2,337   | 06275                 | \$1,951  | \$2,371   | Z  |      | <input type="checkbox"/> | Senior Employee Assistance Counselor     |
| + MEA       | <b>2596</b> | 06420             | \$2,094  | \$2,545   | 06480                 | \$2,156  | \$2,621   | Z  |      | <input type="checkbox"/> | Employee Referral Program Director       |
|             | <b>2598</b> |                   |          |           | AC28B                 | \$5,010  | \$6,714   | Z  |      | <input type="checkbox"/> | Assistant Medical Examiner               |
| SEIU, L250  | <b>2604</b> | 05045             | \$1,081  | \$1,307   | 05095                 | \$1,107  | \$1,339   |    |      | <input type="checkbox"/> | Food Service Worker                      |
| SEIU, L250  | <b>2606</b> | 05145             | \$1,134  | \$1,372   | 05195                 | \$1,161  | \$1,404   |    |      | <input type="checkbox"/> | Senior Food Service Worker               |
| SEIU, L 790 | <b>2608</b> | 05205             | \$1,166  | \$1,411   | 05255                 | \$1,194  | \$1,447   |    |      | <input type="checkbox"/> | Supply Room Attendant                    |
| SEIU, L 790 | <b>2618</b> | 05575             | \$1,391  | \$1,686   | 05625                 | \$1,425  | \$1,727   |    |      | <input type="checkbox"/> | Food Service Supervisor                  |
| SEIU, L 790 | <b>2619</b> | 05775             | \$1,532  | \$1,858   | 05825                 | \$1,569  | \$1,904   |    |      | <input type="checkbox"/> | Senior Food Service Supervisor           |
| + MEA       | <b>2620</b> | 06060             | \$1,756  | \$2,135   | 06120                 | \$1,809  | \$2,199   | Z  |      | <input type="checkbox"/> | Food Service Manager Administrator       |
| SEIU, L250  | <b>2622</b> | 05445             | \$1,307  | \$1,584   | 05495                 | \$1,339  | \$1,622   |    |      | <input type="checkbox"/> | Dietetic Technician                      |
| SEIU, L 790 | <b>2624</b> | 06175             | \$1,858  | \$2,258   | 06225                 | \$1,904  | \$2,314   | Z  |      | <input type="checkbox"/> | Dietitian                                |
| SEIU, L 790 | <b>2626</b> | 06365             | \$2,038  | \$2,478   | 06415                 | \$2,089  | \$2,539   | Z  |      | <input type="checkbox"/> | Chief Dietitian                          |
| SEIU, L250  | <b>2650</b> | 05195             | \$1,161  | \$1,404   | 05245                 | \$1,188  | \$1,440   |    |      | <input type="checkbox"/> | Assistant Cook                           |
| SEIU, L250  | <b>2652</b> | 05775             | \$1,532  | \$1,858   | 05825                 | \$1,569  | \$1,904   |    |      | <input type="checkbox"/> | Baker                                    |
| SEIU, L250  | <b>2654</b> | 05645             | \$1,440  | \$1,744   | 05695                 | \$1,474  | \$1,787   |    |      | <input type="checkbox"/> | Cook                                     |
| SEIU, L 790 | <b>2656</b> | 05895             | \$1,622  | \$1,970   | 05945                 | \$1,662  | \$2,019   |    |      | <input type="checkbox"/> | Chef                                     |
| + MEA       | <b>2660</b> | 06340             | \$2,014  | \$2,449   | 06400                 | \$2,074  | \$2,521   | Z  |      | <input type="checkbox"/> | Assistant Director, Food Services        |
| + MEA       | <b>2662</b> | 06600             | \$2,287  | \$2,779   | 06660                 | \$2,354  | \$2,862   | Z  |      | <input type="checkbox"/> | Director Of Food Services                |
| SEIU, L250  | <b>2706</b> | 05075             | \$1,096  | \$1,326   | 05125                 | \$1,123  | \$1,359   |    |      | <input type="checkbox"/> | Housekeeper/Food Service Cleaner         |
| SEIU, L 790 | <b>2708</b> | 05340             | \$1,243  | \$1,506   | 05390                 | \$1,273  | \$1,543   |    |      | <input type="checkbox"/> | Custodian                                |
| SEIU, L 790 | <b>2716</b> | 05535             | \$1,365  | \$1,654   | 05585                 | \$1,398  | \$1,694   |    |      | <input type="checkbox"/> | Custodial Assistant Supervisor           |
| SEIU, L 790 | <b>2718</b> | 05735             | \$1,503  | \$1,823   | 05785                 | \$1,539  | \$1,867   |    |      | <input type="checkbox"/> | Custodial Supervisor I                   |
| SEIU, L 790 | <b>2719</b> | 05900             | \$1,626  | \$1,975   | 05950                 | \$1,666  | \$2,023   |    |      | <input type="checkbox"/> | Janitorial Services Assistant Supervisor |
| SEIU, L 790 | <b>2720</b> | 05935             | \$1,654  | \$2,009   | 05985                 | \$1,694  | \$2,058   |    |      | <input type="checkbox"/> | Janitorial Services Supervisor           |
| SEIU, L250  | <b>2736</b> | 05340             | \$1,243  | \$1,506   | 05390                 | \$1,273  | \$1,543   |    |      | <input type="checkbox"/> | Porter                                   |
| SEIU, L250  | <b>2738</b> | 05535             | \$1,365  | \$1,654   | 05585                 | \$1,398  | \$1,694   |    |      | <input type="checkbox"/> | Porter Assistant Supervisor              |
| SEIU, L 790 | <b>2740</b> | 05735             | \$1,503  | \$1,823   | 05785                 | \$1,539  | \$1,867   |    |      | <input type="checkbox"/> | Porter Supervisor I                      |
| + MEA       | <b>2742</b> | 05515             | \$1,352  | \$1,638   | 05640                 | \$1,436  | \$1,740   | Z  |      | <input type="checkbox"/> | General Services Supervisor              |
| SEIU, L250  | <b>2760</b> | 05195             | \$1,161  | \$1,404   | 05245                 | \$1,188  | \$1,440   |    |      | <input type="checkbox"/> | Laundry Worker                           |
| SEIU, L250  | <b>2770</b> | 05280             | \$1,208  | \$1,463   | 05330                 | \$1,237  | \$1,499   |    |      | <input type="checkbox"/> | Senior Laundry Worker                    |
| SEIU, L250  | <b>2772</b> | 05230             | \$1,180  | \$1,429   | 05280                 | \$1,208  | \$1,463   |    |      | <input type="checkbox"/> | Sewing Technician                        |
| SEIU, L 790 | <b>2780</b> | 05750             | \$1,513  | \$1,835   | 05800                 | \$1,550  | \$1,881   |    |      | <input type="checkbox"/> | Laundry Worker Supervisor                |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title  |
|--------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|--|
|                    |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |  |
| Unrepresented-Misc | <b>2782</b> | 05570             | \$1,388   | \$1,682   | 05600                 | \$1,407   | \$1,706   |    |      | <input type="checkbox"/> | Laundry Superintendent                                     |
| + MEA              | <b>2785</b> | 05830             | \$1,573   | \$1,909   | 05890                 | \$1,618   | \$1,965   | Z  |      | <input type="checkbox"/> | Assistant General Services Manager                         |
| + MEA              | <b>2786</b> | 06180             | \$1,862   | \$2,264   | 06240                 | \$1,918   | \$2,332   | Z  |      | <input type="checkbox"/> | General Services Manager                                   |
| IFPTE, L21         | <b>2802</b> | 06025             | \$1,727   | \$2,099   | 06055                 | \$1,752   | \$2,130   | Z  |      | <input type="checkbox"/> | Epidemiologist I   |
| IFPTE, L21         | <b>2803</b> | 06525             | \$2,204   | \$2,679   | 06555                 | \$2,236   | \$2,719   | Z  |      | <input type="checkbox"/> | Epidemiologist II  |
| + MEA              | <b>2804</b> | 06680             | \$2,377   | \$2,890   | 06740                 | \$2,449   | \$2,977   | Z  |      | <input type="checkbox"/> | Epidemiologist III   |
| TWU 250-A Misc     | <b>2806</b> | 05820             | \$1,565   | \$1,899   | 05850                 | \$1,588   | \$1,927   | Z  |      | <input type="checkbox"/> | Disease Control Investigator                               |
| TWU 250-A Misc     | <b>2808</b> | 05970             | \$1,682   | \$2,043   | 06000                 | \$1,706   | \$2,074   | Z  |      | <input type="checkbox"/> | Senior Disease Control Investigator                        |
| TWU 250-A Misc     | <b>2810</b> | 06270             | \$1,946   | \$2,365   | 06300                 | \$1,975   | \$2,401   | Z  |      | <input type="checkbox"/> | Principal Disease Control Investigator                     |
| SEIU, L 790        | <b>2818</b> | 06325             | \$1,999   | \$2,430   | 06375                 | \$2,048   | \$2,490   |    |      | <input type="checkbox"/> | Health Program Planner                                     |
| IFPTE, L21         | <b>2819</b> | 06035             | \$1,736   | \$2,110   | 06065                 | \$1,761   | \$2,140   |    |      | <input type="checkbox"/> | Assistant Health Educator                                  |
| SEIU, L 790        | <b>2820</b> | 06625             | \$2,314   | \$2,813   | 06675                 | \$2,371   | \$2,882   | Z  |      | <input type="checkbox"/> | Senior Health Program Planner                              |
| + MEA              | <b>2821</b> | 07130             | \$2,960   | \$3,597   | 07190                 | \$3,047   | \$3,703   | Z  |      | <input type="checkbox"/> | Director Of Health Program Planning                        |
| IFPTE, L21         | <b>2822</b> | 06335             | \$2,009   | \$2,442   | 06365                 | \$2,038   | \$2,478   | Z  |      | <input type="checkbox"/> | Health Educator  |
| IFPTE, L21         | <b>2825</b> | 06485             | \$2,161   | \$2,627   | 06515                 | \$2,194   | \$2,666   | Z  |      | <input type="checkbox"/> | Senior Health Educator                                     |
| SEIU Nurses        | <b>2830</b> | 2830A             | \$2,231   | \$2,786   | 2830B                 | \$2,276   | \$2,838   | Z  |      | <input type="checkbox"/> | Public Health Nurse  |
| IFPTE, L21         | <b>2846</b> | 06335             | \$2,009   | \$2,442   | 06365                 | \$2,038   | \$2,478   | Z  |      | <input type="checkbox"/> | Nutritionist   |
| + MEA              | <b>2850</b> | 00000             | Flat Rate | \$3,329   | 2850B                 | Flat Rate | \$3,429   | Z  |      | <input type="checkbox"/> | Director Of Nutrition Services. DPH                        |
| + MEA              | <b>2880</b> | 07440             | \$3,446   | \$4,188   | 07500                 | \$3,547   | \$4,311   | Z  |      | <input type="checkbox"/> | Director Of Business And Operations. Mental Health Program |
| + MEA              | <b>2891</b> | 07920             | \$4,352   | \$5,291   | 07980                 | \$4,484   | \$5,450   | Z  |      | <input type="checkbox"/> | Deputy Director For Business & Operations. Department Of   |
| + MEA              | <b>2894</b> | 07790             | \$4,082   | \$4,961   | 07850                 | \$4,206   | \$5,112   | Z  | M    | <input type="checkbox"/> | Program Chief. Community Public Health Services            |
| + MEA              | <b>2895</b> | 07840             | \$4,188   | \$5,090   | 07900                 | \$4,311   | \$5,241   | Z  |      | <input type="checkbox"/> | Deputy Director For Mental Health Programs                 |
| + MEA              | <b>2896</b> | 07840             | \$4,188   | \$5,090   | 07900                 | \$4,311   | \$5,241   | Z  |      | <input type="checkbox"/> | Deputy Director Of Community Health Programs               |
| SEIU, L535         | <b>2903</b> | 05695             | \$1,474   | \$1,787   | 05745                 | \$1,510   | \$1,831   |    |      | <input type="checkbox"/> | Eligibility Worker   |
| SEIU, L535         | <b>2904</b> | 05640             | \$1,436   | \$1,740   | 05690                 | \$1,470   | \$1,782   |    |      | <input type="checkbox"/> | Human Services Technician                                  |
| SEIU, L535         | <b>2905</b> | 05975             | \$1,686   | \$2,048   | 06025                 | \$1,727   | \$2,099   |    |      | <input type="checkbox"/> | Senior Eligibility Worker                                  |
| SEIU, L535         | <b>2907</b> | 06185             | \$1,867   | \$2,269   | 06235                 | \$1,914   | \$2,326   |    |      | <input type="checkbox"/> | Eligibility Worker Supervisor                              |
| SEIU, L535         | <b>2908</b> | 05975             | \$1,686   | \$2,048   | 06025                 | \$1,727   | \$2,099   |    |      | <input type="checkbox"/> | Hospital Eligibility Worker                                |
| SEIU, L535         | <b>2909</b> | 06385             | \$2,058   | \$2,502   | 06435                 | \$2,110   | \$2,564   |    |      | <input type="checkbox"/> | Hospital Eligibility Worker Supervisor                     |
| SEIU, L535         | <b>2910</b> | 05755             | \$1,517   | \$1,840   | 05805                 | \$1,554   | \$1,886   | Z  |      | <input type="checkbox"/> | Social Worker  |
| SEIU, L535         | <b>2912</b> | 06035             | \$1,736   | \$2,110   | 06085                 | \$1,778   | \$2,161   | Z  |      | <input type="checkbox"/> | Senior Social Worker                                       |
| SEIU, L535         | <b>2913</b> | 06185             | \$1,867   | \$2,269   | 06235                 | \$1,914   | \$2,326   |    |      | <input type="checkbox"/> | Program Specialist   |
| SEIU, L535         | <b>2914</b> | 06275             | \$1,951   | \$2,371   | 06325                 | \$1,999   | \$2,430   | Z  |      | <input type="checkbox"/> | Social Work Supervisor                                     |
| SEIU, L535         | <b>2915</b> | 06485             | \$2,161   | \$2,627   | 06535                 | \$2,215   | \$2,693   |    |      | <input type="checkbox"/> | Program Specialist Supervisor                              |
| SEIU, L535         | <b>2916</b> | 06185             | \$1,867   | \$2,269   | 06235                 | \$1,914   | \$2,326   |    |      | <input type="checkbox"/> | Social Work Specialist                                     |
| SEIU, L535         | <b>2917</b> | 06605             | \$2,292   | \$2,786   | 06655                 | \$2,348   | \$2,855   | Z  |      | <input type="checkbox"/> | Program Support Analyst                                    |
| SEIU, L 790        | <b>2920</b> | 06365             | \$2,038   | \$2,478   | 06415                 | \$2,089   | \$2,539   | Z  |      | <input type="checkbox"/> | Medical Social Worker                                      |
| SEIU, L 790        | <b>2922</b> | 06455             | \$2,130   | \$2,589   | 06505                 | \$2,183   | \$2,654   | Z  |      | <input type="checkbox"/> | Senior Medical Social Worker                               |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name          | Job Code    | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                   | Title   |
|-------------------|-------------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|--------------------------|---|
|                   |             | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                          |   |
| IFPTE, L21        | <b>2924</b> | 06550             | \$2,230  | \$2,711   | 06580                 | \$2,264  | \$2,752   | Z  |      | <input type="checkbox"/> | Medical Social Work Supervisor                            |
| + MEA             | <b>2925</b> | 06690             | \$2,388  | \$2,902   | 06750                 | \$2,459  | \$2,989   | Z  |      | <input type="checkbox"/> | Chief Medical Social Services                             |
| SEIU, L 790       | <b>2930</b> | 06365             | \$2,038  | \$2,478   | 06415                 | \$2,089  | \$2,539   | Z  |      | <input type="checkbox"/> | Psychiatric Social Worker                                 |
| SEIU, L 790       | <b>2931</b> | 06365             | \$2,038  | \$2,478   | 06415                 | \$2,089  | \$2,539   | Z  |      | <input type="checkbox"/> | Marriage, Family And Child Counselor                      |
| SEIU, L 790       | <b>2932</b> | 06455             | \$2,130  | \$2,589   | 06505                 | \$2,183  | \$2,654   | Z  |      | <input type="checkbox"/> | Senior Psychiatric Social Worker                          |
| SEIU, L 790       | <b>2933</b> | 06575             | \$2,258  | \$2,745   | 06625                 | \$2,314  | \$2,813   | Z  |      | <input type="checkbox"/> | Conservatorship/Case Management Supervisor                |
| SEIU, L 790       | <b>2934</b> | 06695             | \$2,395  | \$2,910   | 06745                 | \$2,454  | \$2,983   | Z  |      | <input type="checkbox"/> | Chief Psychiatric Social Worker                           |
| SEIU, L 790       | <b>2935</b> | 06455             | \$2,130  | \$2,589   | 06505                 | \$2,183  | \$2,654   | Z  |      | <input type="checkbox"/> | Senior Marriage, Family & Child Counselor                 |
| SEIU, L535        | <b>2940</b> | 06365             | \$2,038  | \$2,478   | 06415                 | \$2,089  | \$2,539   | Z  |      | <input type="checkbox"/> | Protective Services Worker                                |
| SEIU, L535        | <b>2944</b> | 06605             | \$2,292  | \$2,786   | 06655                 | \$2,348  | \$2,855   | Z  |      | <input type="checkbox"/> | Protective Services Supervisor                            |
| SEIU, L535        | <b>2946</b> | 06595             | \$2,281  | \$2,772   | 06645                 | \$2,337  | \$2,841   | Z  |      | <input type="checkbox"/> | Eligibility Section Manager                               |
| + MEA             | <b>2947</b> | 06450             | \$2,124  | \$2,582   | 06510                 | \$2,188  | \$2,660   | Z  |      | <input type="checkbox"/> | Hospital Eligibility Manager, Dept. Of Public Health      |
| SEIU, L535        | <b>2948</b> | 06845             | \$2,577  | \$3,132   | 06895                 | \$2,640  | \$3,208   | Z  |      | <input type="checkbox"/> | Human Services Section Manager                            |
| Unrepresented-Mgt | <b>2953</b> | 07740             | \$3,989  | \$4,848   | 07770                 | \$4,044  | \$4,915   | Z  |      | <input type="checkbox"/> | Chief Deputy Director, Dept. of Human Services            |
| + MEA             | <b>2964</b> | 07140             | \$2,977  | \$3,618   | 07200                 | \$3,064  | \$3,724   | Z  |      | <input type="checkbox"/> | Director, Budget And Planning, Dept. of Human Services    |
| + MEA             | <b>2965</b> | 06820             | \$2,545  | \$3,093   | 06880                 | \$2,621  | \$3,187   | Z  |      | <input type="checkbox"/> | Human Services Resource Manager                           |
| + MEA             | <b>2968</b> | 06860             | \$2,596  | \$3,155   | 06920                 | \$2,672  | \$3,248   | Z  |      | <input type="checkbox"/> | Social Services Manager, Investigations                   |
| + MEA             | <b>2969</b> | 06900             | \$2,647  | \$3,217   | 07020                 | \$2,806  | \$3,410   | Z  |      | <input type="checkbox"/> | Human Services Program Manager                            |
| + MEA             | <b>2973</b> | 07460             | \$3,479  | \$4,229   | 07520                 | \$3,581  | \$4,352   | Z  |      | <input type="checkbox"/> | Deputy Director, Department of Human Services             |
| + MEA             | <b>2974</b> | 07880             | \$4,270  | \$5,190   | 07940                 | \$4,397  | \$5,345   | Z  |      | <input type="checkbox"/> | Executive Director, Department of Human Services          |
| SEIU, L 790       | <b>2975</b> | 06065             | \$1,761  | \$2,140   | 06115                 | \$1,805  | \$2,194   | Z  |      | <input type="checkbox"/> | Citizens Complaint Officer                                |
| Unrepresented-Mgt | <b>2978</b> | 07000             | \$2,779  | \$3,378   | 07030                 | \$2,819  | \$3,426   | Z  |      | <input type="checkbox"/> | Contract Compliance Officer II                            |
| IFPTE, L21        | <b>2982</b> | 06125             | \$1,814  | \$2,204   | 06155                 | \$1,840  | \$2,236   | Z  |      | <input type="checkbox"/> | Rent Board Supervisor                                     |
| + MEA             | <b>2985</b> | 06690             | \$2,388  | \$2,902   | 06750                 | \$2,459  | \$2,989   | Z  |      | <input type="checkbox"/> | Deputy Director, Commission On The Aaina                  |
| + MEA             | <b>2986</b> | 07350             | \$3,295  | \$4,006   | 07410                 | \$3,396  | \$4,128   | Z  |      | <input type="checkbox"/> | Director, Human Rights Commission                         |
| + MEA             | <b>2988</b> | 07030             | \$2,819  | \$3,426   | 07090                 | \$2,902  | \$3,527   | Z  |      | <input type="checkbox"/> | Director, Aaina Program                                   |
| SEIU, L 790       | <b>2991</b> | 06715             | \$2,418  | \$2,940   | 06765                 | \$2,478  | \$3,012   | Z  |      | <input type="checkbox"/> | Coordinator, Human Rights Commission                      |
| IFPTE, L21        | <b>2992</b> | 06445             | \$2,120  | \$2,577   | 06475                 | \$2,151  | \$2,614   | Z  |      | <input type="checkbox"/> | Contract Compliance Officer I                             |
| SEIU, L535        | <b>2994</b> | 05330             | \$1,237  | \$1,499   | 05380                 | \$1,267  | \$1,535   |    |      | <input type="checkbox"/> | Homemaker   |
| SEIU, L 790       | <b>2996</b> | 06315             | \$1,990  | \$2,418   | 06365                 | \$2,038  | \$2,478   | Z  |      | <input type="checkbox"/> | Representative, Human Rights Commission                   |
| SEIU, L 790       | <b>2998</b> | 06350             | \$2,023  | \$2,459   | 06400                 | \$2,074  | \$2,521   | Z  |      | <input type="checkbox"/> | Representative, Commission On The Status Of Women         |
| + MEA             | <b>2999</b> | 06950             | \$2,711  | \$3,295   | 07010                 | \$2,793  | \$3,396   | Z  |      | <input type="checkbox"/> | Executive Director, Commission On The Status Of Women     |
| + MEA             | <b>3110</b> | 06310             | \$1,985  | \$2,412   | 06370                 | \$2,043  | \$2,483   | Z  |      | <input type="checkbox"/> | Secretary, Recreation and Park Commission                 |
| + MEA             | <b>3130</b> | 06380             | \$2,053  | \$2,496   | 06440                 | \$2,115  | \$2,571   | Z  |      | <input type="checkbox"/> | Arboretum Director  |
| + MEA             | <b>3135</b> | 06390             | \$2,063  | \$2,507   | 06450                 | \$2,124  | \$2,582   | Z  |      | <input type="checkbox"/> | Director Of Neighborhood Services, Recreation And Park De |
| + MEA             | <b>3138</b> | 07230             | \$3,108  | \$3,777   | 07290                 | \$3,199  | \$3,888   | Z  |      | <input type="checkbox"/> | Assistant General Manager For Administration              |
| + MEA             | <b>3140</b> | 07640             | \$3,799  | \$4,617   | 07700                 | \$3,910  | \$4,753   | Z  |      | <input type="checkbox"/> | General Manager, Recreation And Park Department           |
| SEIU, L 790       | <b>3202</b> | 04525             | \$844    | \$1,020   | 04575                 | \$864    | \$1,045   |    |      | <input type="checkbox"/> | Locker Room Attendant                                     |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title  |
|--------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|--|
|                    |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |  |
| SEIU, L 790        | <b>3204</b> | 05330             | \$1,237   | \$1,499   | 05380                 | \$1,267   | \$1,535   |    |      | <input type="checkbox"/> | Swimming Pool Cashier-Clerk                        |
| SEIU, L 790        | <b>3210</b> | 05275             | \$15,0750 | \$18,2500 | 05325                 | \$15,4375 | \$18,6875 |    | H    | <input type="checkbox"/> | Swimming Instructor/Pool Lifeguard                 |
| SEIU, L 790        | <b>3214</b> | 05885             | \$1,615   | \$1,960   | 05935                 | \$1,654   | \$2,009   |    |      | <input type="checkbox"/> | Senior Swimming Instructor                         |
| + MEA              | <b>3231</b> | 06510             | \$2,188   | \$2,660   | 06570                 | \$2,252   | \$2,737   | Z  |      | <input type="checkbox"/> | Golf Program Director                              |
| SEIU, L 790        | <b>3232</b> | 05525             | \$1,359   | \$1,646   | 05575                 | \$1,391   | \$1,686   |    |      | <input type="checkbox"/> | Marina Assistant Manager                           |
| + MEA              | <b>3233</b> | 05680             | \$1,463   | \$1,773   | 05740                 | \$1,506   | \$1,827   | Z  |      | <input type="checkbox"/> | Marina Associate Manager                           |
| Unrepresented-Mgt  | <b>3234</b> | 06105             | \$1,796   | \$2,183   | 06135                 | \$1,823   | \$2,215   |    |      | <input type="checkbox"/> | Marina Manager                                     |
| Unrepresented-Misc | <b>3238</b> | 05500             | \$1,342   | \$1,626   | 05530                 | \$1,362   | \$1,650   | Z  |      | <input type="checkbox"/> | Dance Instructor                                   |
| Unrepresented-Misc | <b>3246</b> | 05690             | \$1,470   | \$1,782   | 05720                 | \$1,491   | \$1,809   |    |      | <input type="checkbox"/> | Pianist  |
| SEIU, L 790        | <b>3256</b> | 05595             | \$1,404   | \$1,702   | 05645                 | \$1,440   | \$1,744   | Z  |      | <input type="checkbox"/> | Photography Instructor                             |
| SEIU, L 790        | <b>3260</b> | 05505             | \$1,346   | \$1,630   | 05555                 | \$1,378   | \$1,670   | Z  |      | <input type="checkbox"/> | Crafts Instructor                                  |
| TWU 250-A Misc     | <b>3262</b> | 05830             | \$1,573   | \$1,909   | 05860                 | \$1,596   | \$1,936   | Z  |      | <input type="checkbox"/> | Curator Of Industrial Arts. Junior Museum          |
| SEIU, L 790        | <b>3264</b> | 04085             | \$686     | \$828     | 04135                 | \$703     | \$848     |    |      | <input type="checkbox"/> | Camp Assistant                                     |
| SEIU, L 790        | <b>3280</b> | 05380             | \$1,267   | \$1,535   | 05430                 | \$1,298   | \$1,573   |    |      | <input type="checkbox"/> | Assistant Recreation Director                      |
| SEIU, L 790        | <b>3284</b> | 05505             | \$1,346   | \$1,630   | 05555                 | \$1,378   | \$1,670   |    |      | <input type="checkbox"/> | Recreation Director                                |
| SEIU, L 790        | <b>3285</b> | 06155             | \$1,840   | \$2,236   | 06205                 | \$1,886   | \$2,292   | Z  |      | <input type="checkbox"/> | Junior Museum Director                             |
| SEIU, L 790        | <b>3287</b> | 06195             | \$1,876   | \$2,281   | 06245                 | \$1,923   | \$2,337   | Z  |      | <input type="checkbox"/> | Assistant Recreation Supervisor                    |
| SEIU, L 790        | <b>3289</b> | 06215             | \$1,895   | \$2,303   | 06265                 | \$1,941   | \$2,360   | Z  |      | <input type="checkbox"/> | Recreation Supervisor                              |
| SEIU, L 790        | <b>3291</b> | 06505             | \$2,183   | \$2,654   | 06555                 | \$2,236   | \$2,719   | Z  |      | <input type="checkbox"/> | Principal Recreation Supervisor                    |
| SEIU, L 790        | <b>3292</b> | 06835             | \$2,564   | \$3,117   | 06885                 | \$2,627   | \$3,193   | Z  |      | <input type="checkbox"/> | Assistant Superintendent Recreation                |
| + MEA              | <b>3294</b> | 07230             | \$3,108   | \$3,777   | 07290                 | \$3,199   | \$3,888   | Z  |      | <input type="checkbox"/> | Recreation Superintendent                          |
| SEIU, L 790        | <b>3302</b> | 05005             | \$1,060   | \$1,282   | 05055                 | \$1,086   | \$1,313   |    |      | <input type="checkbox"/> | Vendor   |
| SEIU, L 790        | <b>3310</b> | 05325             | \$1,235   | \$1,495   | 05375                 | \$1,264   | \$1,532   |    |      | <input type="checkbox"/> | Stable Attendant                                   |
| Teamsters L856     | <b>3320</b> | 05655             | \$1,447   | \$1,752   | 05655                 | \$1,447   | \$1,752   |    |      | <input type="checkbox"/> | Animal Keeper                                      |
| Teamsters L350     | <b>3321</b> | 05855             | \$1,592   | \$1,932   | 05855                 | \$1,592   | \$1,932   |    |      | <input type="checkbox"/> | Senior Animal Keeper                               |
| SEIU, L 790        | <b>3322</b> | 06125             | \$1,814   | \$2,204   | 06175                 | \$1,858   | \$2,258   |    |      | <input type="checkbox"/> | Assistant Head Animal Keeper                       |
| + MEA              | <b>3338</b> | 06580             | \$2,264   | \$2,752   | 06640                 | \$2,332   | \$2,835   | Z  |      | <input type="checkbox"/> | Assistant Zoo Director. Operations And Maintenance |
| TWU 250-A Misc     | <b>3342</b> | 06640             | \$2,332   | \$2,835   | 06670                 | \$2,365   | \$2,874   | Z  |      | <input type="checkbox"/> | Zoo Curator  |
| + MEA              | <b>3350</b> | 07230             | \$3,108   | \$3,777   | 07290                 | \$3,199   | \$3,888   | Z  |      | <input type="checkbox"/> | Parks Superintendent                               |
| Teamsters L856     | <b>3370</b> | 04960             | \$1,037   | \$1,255   | 05000                 | \$1,057   | \$1,279   |    |      | <input type="checkbox"/> | Animal Care Attendant                              |
| SEIU, L 790        | <b>3371</b> | 05655             | \$1,447   | \$1,752   | 05705                 | \$1,481   | \$1,796   | Z  |      | <input type="checkbox"/> | Animal Care Supervisor                             |
| Teamsters L856     | <b>3372</b> | 05170             | \$1,147   | \$1,388   | 05210                 | \$1,169   | \$1,414   |    |      | <input type="checkbox"/> | Animal Control Officer                             |
| SEIU, L 790        | <b>3373</b> | 05705             | \$1,481   | \$1,796   | 05755                 | \$1,517   | \$1,840   | Z  |      | <input type="checkbox"/> | Animal Control Supervisor                          |
| IFPTE, L21         | <b>3374</b> | 05925             | \$1,646   | \$1,999   | 05955                 | \$1,670   | \$2,028   | Z  |      | <input type="checkbox"/> | Volunteer Coordinator. Animal Care And Control     |
| SEIU, L250         | <b>3375</b> | 05185             | \$1,155   | \$1,398   | 05235                 | \$1,183   | \$1,433   |    |      | <input type="checkbox"/> | Animal Health Technician                           |
| Unrepresented-Misc | <b>3376</b> |                   |           |           | 05555                 | \$1,378   | \$1,670   |    |      | <input type="checkbox"/> | Animal Care Assistant Supervisor                   |
| Unrepresented-Misc | <b>3378</b> |                   |           |           | 05605                 | \$1,411   | \$1,710   |    |      | <input type="checkbox"/> | Field Services Assistant Supervisor                |
| Laborers L 261     | <b>3402</b> | 05590             | \$1,401   | \$1,698   | 05620                 | \$1,421   | \$1,723   |    |      | <input type="checkbox"/> | Farmer   |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                              | Title  |
|--------------------|-------------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|-------------------------------------|--|
|                    |             | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                                     |  |
| SEIU, L 790        | <b>3406</b> | 05565             | \$1,385  | \$1,678   | 05615                 | \$1,418  | \$1,719   |    |      | <input type="checkbox"/>            | Land Use Aide  |
| Laborers L 261     | <b>3417</b> | 05590             | \$1,401  | \$1,698   | 05620                 | \$1,421  | \$1,723   |    |      | <input type="checkbox"/>            | Gardener   |
| Laborers L 261     | <b>3418</b> | 05890             | \$1,618  | \$1,965   | 05920                 | \$1,642  | \$1,994   |    |      | <input type="checkbox"/>            | Gardener Assistant Supervisor                            |
| Laborers L 261     | <b>3419</b> | 05890             | \$1,618  | \$1,965   | 05920                 | \$1,642  | \$1,994   |    |      | <input type="checkbox"/>            | Municipal Stadium Groundskeeper                          |
| Laborers L 261     | <b>3422</b> | 05990             | \$1,698  | \$2,063   | 06020                 | \$1,723  | \$2,094   |    |      | <input type="checkbox"/>            | Park Section Supervisor                                  |
| Laborers L 261     | <b>3424</b> | 05890             | \$1,618  | \$1,965   | 05920                 | \$1,642  | \$1,994   |    |      | <input type="checkbox"/>            | Pest Control Specialist                                  |
| + MEA              | <b>3426</b> | 06380             | \$2,053  | \$2,496   | 06440                 | \$2,115  | \$2,571   | Z  |      | <input type="checkbox"/>            | Urban Forester   |
| Laborers L 261     | <b>3428</b> | 05890             | \$1,618  | \$1,965   | 05920                 | \$1,642  | \$1,994   |    |      | <input type="checkbox"/>            | Nursery Specialist                                       |
| Laborers L 261     | <b>3430</b> | 06190             | \$1,871  | \$2,274   | 06220                 | \$1,899  | \$2,309   | Z  |      | <input type="checkbox"/>            | Chief Nursery Specialist                                 |
| Laborers L 261     | <b>3434</b> | 05790             | \$1,543  | \$1,871   | 05820                 | \$1,565  | \$1,899   |    |      | <input checked="" type="checkbox"/> | Tree Topper  |
| Laborers L 261     | <b>3435</b> | 06035             | \$1,736  | \$2,110   | 06065                 | \$1,761  | \$2,140   |    |      | <input checked="" type="checkbox"/> | Arborist Technician                                      |
| Laborers L 261     | <b>3436</b> | 06140             | \$1,827  | \$2,221   | 06170                 | \$1,853  | \$2,252   |    |      | <input type="checkbox"/>            | Tree Topper Supervisor I                                 |
| Unrepresented-Misc | <b>3438</b> | 06380             | \$2,053  | \$2,496   | 06410                 | \$2,084  | \$2,533   | Z  |      | <input type="checkbox"/>            | Tree Topper Supervisor II                                |
| SEIU, L 790        | <b>3450</b> | 05700             | \$1,477  | \$1,791   | 05750                 | \$1,513  | \$1,835   |    |      | <input type="checkbox"/>            | Agricultural Inspector                                   |
| + MEA              | <b>3453</b> | 06240             | \$1,918  | \$2,332   | 06300                 | \$1,975  | \$2,401   | Z  |      | <input type="checkbox"/>            | Asst Agricultural Commissioner-Sealer Of Weights And Mea |
| + MEA              | <b>3456</b> | 07120             | \$2,946  | \$3,581   | 07180                 | \$3,035  | \$3,689   | Z  |      | <input type="checkbox"/>            | County Agricultural Commissioner And Sealer Of Weights A |
| + MEA              | <b>3464</b> | 06180             | \$1,862  | \$2,264   | 06240                 | \$1,918  | \$2,332   | Z  |      | <input type="checkbox"/>            | Area Supervisor, Parks, Squares And Facilities           |
| + MEA              | <b>3466</b> | 06690             | \$2,388  | \$2,902   | 06750                 | \$2,459  | \$2,989   | Z  |      | <input type="checkbox"/>            | Assistant Superintendent, Parks, Squares And Facilities  |
| SEIU, L 790        | <b>3480</b> | 05845             | \$1,584  | \$1,923   | 05895                 | \$1,622  | \$1,970   |    |      | <input type="checkbox"/>            | Farmers Market Manager                                   |
| + MEA              | <b>3486</b> | 06480             | \$2,156  | \$2,621   | 06540                 | \$2,221  | \$2,700   | Z  |      | <input type="checkbox"/>            | Watershed Forester                                       |
| + MEA              | <b>3488</b> | 06740             | \$2,449  | \$2,977   | 06800                 | \$2,521  | \$3,064   | Z  |      | <input type="checkbox"/>            | Watershed Resources Manager                              |
| SEIU, L 790        | <b>3502</b> | 05385             | \$1,270  | \$1,539   | 05435                 | \$1,301  | \$1,577   |    |      | <input type="checkbox"/>            | Museum Exhibit Packer And Repairer                       |
| SEIU, L 790        | <b>3518</b> | 06175             | \$1,858  | \$2,258   | 06225                 | \$1,904  | \$2,314   | Z  |      | <input type="checkbox"/>            | Associate Museum Conservator, Asian Art Museum           |
| SEIU, L 790        | <b>3520</b> | 05385             | \$1,270  | \$1,539   | 05435                 | \$1,301  | \$1,577   |    |      | <input type="checkbox"/>            | Museum Preparator  |
| SEIU, L 790        | <b>3522</b> | 05565             | \$1,385  | \$1,678   | 05615                 | \$1,418  | \$1,719   |    |      | <input type="checkbox"/>            | Senior Museum Preparator                                 |
| SEIU, L 790        | <b>3524</b> | 05925             | \$1,646  | \$1,999   | 05975                 | \$1,686  | \$2,048   |    |      | <input type="checkbox"/>            | Principal Museum Preparator                              |
| SEIU, L 790        | <b>3540</b> | 04955             | \$1,035  | \$1,252   | 05005                 | \$1,060  | \$1,282   |    |      | <input type="checkbox"/>            | Curatorial Aide  |
| TWU 250-A Misc     | <b>3541</b> | 05260             | \$1,197  | \$1,450   | 05290                 | \$1,214  | \$1,470   |    |      | <input type="checkbox"/>            | Curator I  |
| TWU 250-A Misc     | <b>3542</b> | 05930             | \$1,650  | \$2,004   | 05960                 | \$1,674  | \$2,033   | Z  |      | <input type="checkbox"/>            | Curator II   |
| TWU 250-A Misc     | <b>3544</b> | 06040             | \$1,740  | \$2,115   | 06070                 | \$1,765  | \$2,145   | Z  |      | <input type="checkbox"/>            | Curator III  |
| SEIU, L 790        | <b>3546</b> | 06595             | \$2,281  | \$2,772   | 06645                 | \$2,337  | \$2,841   | Z  |      | <input type="checkbox"/>            | Curator IV   |
| + MEA              | <b>3547</b> | 06660             | \$2,354  | \$2,862   | 06720                 | \$2,424  | \$2,946   | Z  |      | <input type="checkbox"/>            | Curator V  |
| TWU 250-A Misc     | <b>3548</b> | 05830             | \$1,573  | \$1,909   | 05860                 | \$1,596  | \$1,936   | Z  |      | <input type="checkbox"/>            | Curator Of Natural Science, Junior Museum                |
| SEIU, L 790        | <b>3550</b> | 06145             | \$1,831  | \$2,226   | 06195                 | \$1,876  | \$2,281   | Z  |      | <input type="checkbox"/>            | Exhibition Designer                                      |
| SEIU, L 790        | <b>3554</b> | 05435             | \$1,301  | \$1,577   | 05485                 | \$1,333  | \$1,615   |    |      | <input type="checkbox"/>            | Associate Museum Registrar                               |
| SEIU, L 790        | <b>3556</b> | 05745             | \$1,510  | \$1,831   | 05795                 | \$1,547  | \$1,876   |    |      | <input type="checkbox"/>            | Museum Registrar   |
| SEIU, L 790        | <b>3558</b> | 06125             | \$1,814  | \$2,204   | 06175                 | \$1,858  | \$2,258   | Z  |      | <input type="checkbox"/>            | Senior Museum Registrar                                  |
| + MEA              | <b>3562</b> | 06870             | \$2,607  | \$3,169   | 06930                 | \$2,685  | \$3,263   | Z  |      | <input type="checkbox"/>            | Director, Cultural Affairs                               |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate





## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                   | Title   |
|--------------------|-------------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|--------------------------|---|
|                    |             | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                          |   |
| + MEA              | <b>3570</b> | 07950             | \$4,416  | \$5,368   | 08010                 | \$4,551  | \$5,532   | Z  |      | <input type="checkbox"/> | Director And Chief Curator Of Museums                     |
| + MEA              | <b>3587</b> | 07030             | \$2,819  | \$3,426   | 07090                 | \$2,902  | \$3,527   | Z  |      | <input type="checkbox"/> | Deputy Director For Administration And Development. Muse  |
| SEIU, L 790        | <b>3602</b> | 05100             | \$1,109  | \$1,342   | 05150                 | \$1,136  | \$1,375   |    |      | <input type="checkbox"/> | Librarian Page  |
| SEIU, L 790        | <b>3610</b> | 05520             | \$1,355  | \$1,642   | 05570                 | \$1,388  | \$1,682   |    |      | <input type="checkbox"/> | Librarian Assistant                                       |
| SEIU, L 790        | <b>3616</b> | 05855             | \$1,592  | \$1,932   | 05905                 | \$1,630  | \$1,980   |    |      | <input type="checkbox"/> | Librarian Technical Assistant I                           |
| SEIU, L 790        | <b>3618</b> | 06025             | \$1,727  | \$2,099   | 06075                 | \$1,769  | \$2,151   |    |      | <input type="checkbox"/> | Librarian Technical Assistant II                          |
| SEIU, L 790        | <b>3630</b> | 06165             | \$1,849  | \$2,247   | 06215                 | \$1,895  | \$2,303   | Z  |      | <input type="checkbox"/> | Librarian I   |
| SEIU, L 790        | <b>3632</b> | 06375             | \$2,048  | \$2,490   | 06425                 | \$2,099  | \$2,551   | Z  |      | <input type="checkbox"/> | Librarian II  |
| SEIU, L 790        | <b>3633</b> | 06375             | \$2,048  | \$2,490   | 06425                 | \$2,099  | \$2,551   | Z  |      | <input type="checkbox"/> | Librarian II- Asian Arts                                  |
| SEIU, L 790        | <b>3634</b> | 06575             | \$2,258  | \$2,745   | 06625                 | \$2,314  | \$2,813   | Z  |      | <input type="checkbox"/> | Librarian III   |
| + MEA              | <b>3636</b> | 06950             | \$2,711  | \$3,295   | 07010                 | \$2,793  | \$3,396   | Z  | M    | <input type="checkbox"/> | Librarian IV  |
| Unrepresented-Misc | <b>3650</b> | 05950             | \$1,666  | \$2,023   | 05980                 | \$1,690  | \$2,053   |    |      | <input type="checkbox"/> | Medical Records Librarian                                 |
| + MEA              | <b>3668</b> | 07290             | \$3,199  | \$3,888   | 07350                 | \$3,295  | \$4,006   | Z  |      | <input type="checkbox"/> | Deputy City Librarian                                     |
| + MEA              | <b>3670</b> | 00000             | \$3,601  | \$5,193   | 3670B                 | \$3,709  | \$5,349   | Z  |      | <input type="checkbox"/> | City Librarian  |
| SEIU, L 790        | <b>4119</b> | 06135             | \$1,823  | \$2,215   | 06185                 | \$1,867  | \$2,269   | Z  |      | <input type="checkbox"/> | Performing Arts Center Aide                               |
| + MEA              | <b>4120</b> | 06970             | \$2,737  | \$3,327   | 07030                 | \$2,819  | \$3,426   | Z  |      | <input type="checkbox"/> | Assistant Managing Director. War Memorial Performing Arts |
| + MEA              | <b>4124</b> | 07670             | \$3,851  | \$4,681   | 07730                 | \$3,966  | \$4,821   | Z  |      | <input type="checkbox"/> | Managing Director. War Memorial Performing Arts Center    |
| IFPTE, L21         | <b>4140</b> | 06445             | \$2,120  | \$2,577   | 06475                 | \$2,151  | \$2,614   | Z  |      | <input type="checkbox"/> | Real Property Officer                                     |
| IFPTE, L21         | <b>4142</b> | 06745             | \$2,454  | \$2,983   | 06775                 | \$2,490  | \$3,027   | Z  |      | <input type="checkbox"/> | Senior Real Property Officer                              |
| IFPTE, L21         | <b>4143</b> | 07045             | \$2,841  | \$3,453   | 07075                 | \$2,882  | \$3,503   | Z  |      | <input type="checkbox"/> | Principal Real Property Officer                           |
| + MEA              | <b>4144</b> | 07260             | \$3,155  | \$3,836   | 07320                 | \$3,248  | \$3,948   | Z  |      | <input type="checkbox"/> | Assistant Director Of Property                            |
| + MEA              | <b>4150</b> | 07580             | \$3,689  | \$4,484   | 07640                 | \$3,799  | \$4,617   | Z  |      | <input type="checkbox"/> | Director Of Property                                      |
| SEIU, L 790        | <b>4202</b> | 05395             | \$1,276  | \$1,547   | 05445                 | \$1,307  | \$1,584   |    |      | <input type="checkbox"/> | Assessment Clerk  |
| SEIU, L 790        | <b>4203</b> | 05590             | \$1,401  | \$1,698   | 05640                 | \$1,436  | \$1,740   |    |      | <input type="checkbox"/> | Senior Assessment Clerk                                   |
| + MEA              | <b>4212</b> | 06410             | \$2,084  | \$2,533   | 06470                 | \$2,145  | \$2,607   | Z  |      | <input type="checkbox"/> | Chief. Technical And Assessment Services                  |
| IFPTE, L21         | <b>4220</b> | 06135             | \$1,823  | \$2,215   | 06165                 | \$1,849  | \$2,247   | Z  |      | <input type="checkbox"/> | Personal Property Auditor                                 |
| IFPTE, L21         | <b>4222</b> | 06435             | \$2,110  | \$2,564   | 06465                 | \$2,140  | \$2,602   | Z  |      | <input type="checkbox"/> | Senior Personal Property Auditor                          |
| IFPTE, L21         | <b>4224</b> | 06735             | \$2,442  | \$2,969   | 06765                 | \$2,478  | \$3,012   | Z  |      | <input type="checkbox"/> | Principal Personal Property Auditor                       |
| + MEA              | <b>4226</b> | 06870             | \$2,607  | \$3,169   | 06930                 | \$2,685  | \$3,263   | Z  |      | <input type="checkbox"/> | Chief Personal Property Auditor                           |
| IFPTE, L21         | <b>4230</b> | 06085             | \$1,778  | \$2,161   | 06115                 | \$1,805  | \$2,194   |    |      | <input type="checkbox"/> | Estate Investigator                                       |
| IFPTE, L21         | <b>4231</b> | 06235             | \$1,914  | \$2,326   | 06265                 | \$1,941  | \$2,360   | Z  |      | <input type="checkbox"/> | Senior Estate Investigator                                |
| + MEA              | <b>4256</b> | 06670             | \$2,365  | \$2,874   | 06730                 | \$2,435  | \$2,960   | Z  |      | <input type="checkbox"/> | Chief Of Assessment Standards                             |
| IFPTE, L21         | <b>4260</b> | 05585             | \$1,398  | \$1,694   | 05615                 | \$1,418  | \$1,719   |    |      | <input type="checkbox"/> | Real Property Appraiser Trainee                           |
| IFPTE, L21         | <b>4261</b> | 06135             | \$1,823  | \$2,215   | 06165                 | \$1,849  | \$2,247   | Z  |      | <input type="checkbox"/> | Real Property Appraiser                                   |
| IFPTE, L21         | <b>4265</b> | 06435             | \$2,110  | \$2,564   | 06465                 | \$2,140  | \$2,602   | Z  |      | <input type="checkbox"/> | Senior Real Property Appraiser                            |
| IFPTE, L21         | <b>4267</b> | 06735             | \$2,442  | \$2,969   | 06765                 | \$2,478  | \$3,012   | Z  |      | <input type="checkbox"/> | Principal Real Property Appraiser                         |
| + MEA              | <b>4269</b> | 06870             | \$2,607  | \$3,169   | 06930                 | \$2,685  | \$3,263   | Z  |      | <input type="checkbox"/> | Chief Appraiser   |
| + MEA              | <b>4282</b> | 07310             | \$3,234  | \$3,931   | 07370                 | \$3,327  | \$4,044   | Z  |      | <input type="checkbox"/> | Chief Assistant Assessor                                  |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name         | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title  |
|------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|--|
|                  |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |  |
| Elected Official | <b>4290</b> | 4290A             | Flat Rate | \$4,828   | 4290A                 | Flat Rate | \$4,828   | Z  |      | <input type="checkbox"/> | Assessor   |
| + MEA            | <b>4294</b> | 06335             | \$2,009   | \$2,442   | 06395                 | \$2,069   | \$2,514   | Z  |      | <input type="checkbox"/> | Administrator, Assessment Appeals Board                          |
| SEIU, L 790      | <b>4306</b> | 05770             | \$1,528   | \$1,853   | 05820                 | \$1,565   | \$1,899   |    |      | <input type="checkbox"/> | Collections Officer  |
| SEIU, L 790      | <b>4308</b> | 05920             | \$1,642   | \$1,994   | 05970                 | \$1,682   | \$2,043   |    |      | <input type="checkbox"/> | Senior Collections Officer                                       |
| + MEA            | <b>4310</b> | 06130             | \$1,818   | \$2,209   | 06190                 | \$1,871   | \$2,274   | Z  |      | <input type="checkbox"/> | Commercial Division Assistant Supervisor                         |
| + MEA            | <b>4311</b> | 06590             | \$2,274   | \$2,764   | 06650                 | \$2,342   | \$2,847   | Z  |      | <input type="checkbox"/> | Customer Service Billing and Collections Supervisor              |
| SEIU, L 790      | <b>4320</b> | 05330             | \$1,237   | \$1,499   | 05380                 | \$1,267   | \$1,535   |    |      | <input type="checkbox"/> | Cashier I  |
| SEIU, L 790      | <b>4321</b> | 05470             | \$1,323   | \$1,603   | 05520                 | \$1,355   | \$1,642   |    |      | <input type="checkbox"/> | Cashier II   |
| SEIU, L 790      | <b>4322</b> | 05705             | \$1,481   | \$1,796   | 05755                 | \$1,517   | \$1,840   |    |      | <input type="checkbox"/> | Cashier III  |
| SEIU, L 790      | <b>4331</b> | 06720             | \$2,424   | \$2,946   | 06770                 | \$2,483   | \$3,018   | Z  |      | <input type="checkbox"/> | Security Analyst   |
| + MEA            | <b>4333</b> | 07280             | \$3,189   | \$3,873   | 07340                 | \$3,282   | \$3,989   | Z  |      | <input type="checkbox"/> | Senior Investment Officer  |
| SEIU, L 790      | <b>4334</b> | 06295             | \$1,970   | \$2,395   | 06345                 | \$2,019   | \$2,454   |    |      | <input type="checkbox"/> | Investigator, Tax Collector                                      |
| SEIU, L 790      | <b>4335</b> | 06385             | \$2,058   | \$2,502   | 06435                 | \$2,110   | \$2,564   |    |      | <input type="checkbox"/> | Senior Investigator, Tax Collector                               |
| SEIU, L 790      | <b>4337</b> | 06505             | \$2,183   | \$2,654   | 06555                 | \$2,236   | \$2,719   |    |      | <input type="checkbox"/> | Principal Investigator, Tax Collector                            |
| SEIU, L 790      | <b>4340</b> | 06625             | \$2,314   | \$2,813   | 06675                 | \$2,371   | \$2,882   |    |      | <input type="checkbox"/> | Assistant Director, Bureau of Delinquent Revenue                 |
| + MEA            | <b>4349</b> | 06490             | \$2,166   | \$2,632   | 06550                 | \$2,230   | \$2,711   | Z  |      | <input type="checkbox"/> | Director Of Real Estate, Tax Collector's Office                  |
| SEIU, L 790      | <b>4366</b> | 06070             | \$1,765   | \$2,145   | 06120                 | \$1,809   | \$2,199   |    |      | <input type="checkbox"/> | Collection Supervisor  |
| + MEA            | <b>4368</b> | 06760             | \$2,472   | \$3,005   | 06820                 | \$2,545   | \$3,093   | Z  |      | <input type="checkbox"/> | Director, Bureau Of Delinquent Revenue                           |
| + MEA            | <b>4373</b> | 07600             | \$3,724   | \$4,527   | 07660                 | \$3,836   | \$4,662   | Z  |      | <input type="checkbox"/> | Deputy Tax Administrator   |
| + MEA            | <b>4374</b> | 07700             | \$3,910   | \$4,753   | 07760                 | \$4,028   | \$4,895   | Z  |      | <input type="checkbox"/> | Tax Administrator  |
| + MEA            | <b>4377</b> | 06800             | \$2,521   | \$3,064   | 06860                 | \$2,596   | \$3,155   | Z  |      | <input type="checkbox"/> | Assistant Cash Management And Investment                         |
| + MEA            | <b>4378</b> | 07180             | \$3,035   | \$3,689   | 07240                 | \$3,126   | \$3,799   | Z  |      | <input type="checkbox"/> | Cash Management And Investment Officer                           |
| + MEA            | <b>4384</b> | 07320             | \$3,248   | \$3,948   | 07380                 | \$3,346   | \$4,067   | Z  |      | <input type="checkbox"/> | Chief Assistant Treasurer  |
| Elected Official | <b>4390</b> | 4390A             | Flat Rate | \$5,023   | 4390A                 | Flat Rate | \$5,023   | Z  |      | <input type="checkbox"/> | Treasurer  |
| + MEA            | <b>5102</b> | 07080             | \$2,890   | \$3,513   | 07140                 | \$2,977   | \$3,618   | Z  |      | <input type="checkbox"/> | Public Buildings Maintenance And Repair Assistant Superintendent |
| + MEA            | <b>5103</b> | 07280             | \$3,189   | \$3,873   | 07340                 | \$3,282   | \$3,989   | Z  |      | <input type="checkbox"/> | Operations Bureau Superintendent, Public Works                   |
| + MEA            | <b>5105</b> | 07055             | \$2,855   | \$3,470   | 07115                 | \$2,940   | \$3,574   |    |      | <input type="checkbox"/> | Manager, Finance & Administration, City Planning                 |
| + MEA            | <b>5109</b> | 07250             | \$3,138   | \$3,815   | 07310                 | \$3,234   | \$3,931   | Z  |      | <input type="checkbox"/> | Deputy Zoning Administrator                                      |
| + MEA            | <b>5112</b> | 07350             | \$3,295   | \$4,006   | 07410                 | \$3,396   | \$4,128   | Z  |      | <input type="checkbox"/> | Assistant Director Of Planning - Implementation (Zoning Adr      |
| + MEA            | <b>5116</b> | 07840             | \$4,188   | \$5,090   | 07900                 | \$4,311   | \$5,241   | Z  |      | <input type="checkbox"/> | Director Of Planning   |
| IFPTE, L21       | <b>5120</b> | 06765             | \$2,478   | \$3,012   | 06795                 | \$2,514   | \$3,056   | Z  |      | <input type="checkbox"/> | Architectural Administrator                                      |
| + MEA            | <b>5122</b> | 07360             | \$3,313   | \$4,028   | 07420                 | \$3,410   | \$4,145   | Z  |      | <input type="checkbox"/> | Assistant City Architect   |
| + MEA            | <b>5125</b> | 07560             | \$3,653   | \$4,440   | 07620                 | \$3,760   | \$4,570   | Z  | M    | <input type="checkbox"/> | Bureau Manager   |
| IFPTE, L21       | <b>5130</b> | 07115             | \$2,940   | \$3,574   | 07145                 | \$2,983   | \$3,626   | Z  |      | <input type="checkbox"/> | Sewage Treatment Plant Superintendent                            |
| + MEA            | <b>5132</b> | 07520             | \$3,581   | \$4,352   | 07580                 | \$3,689   | \$4,484   | Z  |      | <input type="checkbox"/> | Manager, Bureau Of Water Pollution Control                       |
| + MEA            | <b>5133</b> | 07320             | \$3,248   | \$3,948   | 07380                 | \$3,346   | \$4,067   | Z  |      | <input type="checkbox"/> | Program Manager II   |
| + MEA            | <b>5135</b> | 07080             | \$2,890   | \$3,513   | 07140                 | \$2,977   | \$3,618   | Z  |      | <input type="checkbox"/> | Assistant Superintendent Of Street And Sewer Repair              |
| + MEA            | <b>5137</b> | 07150             | \$2,989   | \$3,633   | 07210                 | \$3,080   | \$3,744   | Z  |      | <input type="checkbox"/> | Maintenance Engineering Manager, Hetch Hetchy Project            |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name       | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title  |
|----------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|--|
|                |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |  |
| + MEA          | <b>5138</b> | 07160             | \$3,005   | \$3,653   | 07220                 | \$3,093   | \$3,760   | Z  |      | <input type="checkbox"/> | Program Manager I  |
| Stat Engrs L39 | <b>5148</b> | 5148A             | Flat Rate | \$3,208   | 5148B                 | Flat Rate | \$3,256   |    |      | <input type="checkbox"/> | Water Operations Analyst                                     |
| Stat Engrs L39 | <b>5149</b> | 5149A             | Flat Rate | \$3,556   | 5149B                 | Flat Rate | \$3,609   |    |      | <input type="checkbox"/> | Superintendent Of Water Treatment Facilities                 |
| + MEA          | <b>5150</b> | 06940             | \$2,700   | \$3,282   | 07000                 | \$2,779   | \$3,378   | Z  |      | <input type="checkbox"/> | Site Manager   |
| + MEA          | <b>5156</b> | 07520             | \$3,581   | \$4,352   | 07580                 | \$3,689   | \$4,484   | Z  |      | <input type="checkbox"/> | Utility Services Manager                                     |
| + MEA          | <b>5162</b> | 07530             | \$3,597   | \$4,372   | 07590                 | \$3,703   | \$4,500   | Z  |      | <input type="checkbox"/> | Program Manager III  |
| + MEA          | <b>5166</b> | 07780             | \$4,067   | \$4,943   | 07840                 | \$4,188   | \$5,090   | Z  |      | <input type="checkbox"/> | Assistant General Manager, Public Utilities                  |
| + MEA          | <b>5173</b> | 07080             | \$2,890   | \$3,513   | 07140                 | \$2,977   | \$3,618   | Z  |      | <input type="checkbox"/> | Street Environmental Services Assistant Superintendent       |
| IFPTE, L21     | <b>5174</b> | 07065             | \$2,868   | \$3,486   | 07095                 | \$2,910   | \$3,537   | Z  |      | <input type="checkbox"/> | Administrative Engineer                                      |
| IFPTE, L21     | <b>5177</b> | 07015             | \$2,800   | \$3,403   | 07045                 | \$2,841   | \$3,453   | Z  |      | <input type="checkbox"/> | Safety Officer   |
| + MEA          | <b>5180</b> | 07500             | \$3,547   | \$4,311   | 07560                 | \$3,653   | \$4,440   | Z  |      | <input type="checkbox"/> | Deputy Director, Dept. Of Building Inspection                |
| + MEA          | <b>5181</b> | 07800             | \$4,106   | \$4,991   | 07860                 | \$4,229   | \$5,140   | Z  |      | <input type="checkbox"/> | Director, Dept. Of Building Inspection                       |
| + MEA          | <b>5182</b> | 07780             | \$4,067   | \$4,943   | 07840                 | \$4,188   | \$5,090   | Z  |      | <input type="checkbox"/> | Deputy Director Of Public Works And Engineering              |
| + MEA          | <b>5185</b> | 07630             | \$3,777   | \$4,591   | 07690                 | \$3,888   | \$4,725   | Z  |      | <input type="checkbox"/> | General Manager, Hetch Hetchy Project                        |
| + MEA          | <b>5186</b> | 07200             | \$3,064   | \$3,724   | 07260                 | \$3,155   | \$3,836   | Z  |      | <input type="checkbox"/> | Financial Manager  |
| + MEA          | <b>5189</b> | 00000             | Flat Rate | \$4,903   | 07840                 | \$4,188   | \$5,090   | Z  |      | <input type="checkbox"/> | Manager, Utilities Engineering Bureau, Public Utilities Comm |
| + MEA          | <b>5190</b> | 08100             | \$4,753   | \$5,778   | 08160                 | \$4,895   | \$5,950   | Z  |      | <input type="checkbox"/> | Director Of Public Works                                     |
| + MEA          | <b>5191</b> | 07180             | \$3,035   | \$3,689   | 07240                 | \$3,126   | \$3,799   | Z  |      | <input type="checkbox"/> | Chief, Bureau Of Subdivisions, Surveys And Mapping           |
| + MEA          | <b>5192</b> | 07530             | \$3,597   | \$4,372   | 07590                 | \$3,703   | \$4,500   | Z  |      | <input type="checkbox"/> | Assistant To Director Of Public Works                        |
| + MEA          | <b>5193</b> | 07740             | \$3,989   | \$4,848   | 07800                 | \$4,106   | \$4,991   | Z  |      | <input type="checkbox"/> | Deputy Director Of Public Works For Financial Management     |
| + MEA          | <b>5194</b> | 07780             | \$4,067   | \$4,943   | 07840                 | \$4,188   | \$5,090   | Z  |      | <input type="checkbox"/> | Deputy Director Of Public Works For Operation                |
| IFPTE, L21     | <b>5201</b> | 06055             | \$1,752   | \$2,130   | 06085                 | \$1,778   | \$2,161   |    | M    | <input type="checkbox"/> | Junior Engineer  |
| IFPTE, L21     | <b>5203</b> | 06265             | \$1,941   | \$2,360   | 06295                 | \$1,970   | \$2,395   | Z  |      | <input type="checkbox"/> | Assistant Engineer   |
| IFPTE, L21     | <b>5204</b> | 06265             | \$1,941   | \$2,360   | 06295                 | \$1,970   | \$2,395   | Z  |      | <input type="checkbox"/> | Assistant Civil Engineer                                     |
| IFPTE, L21     | <b>5205</b> | 06615             | \$2,303   | \$2,800   | 06645                 | \$2,337   | \$2,841   | Z  |      | <input type="checkbox"/> | Associate Materials Engineer                                 |
| IFPTE, L21     | <b>5206</b> | 06615             | \$2,303   | \$2,800   | 06645                 | \$2,337   | \$2,841   | Z  |      | <input type="checkbox"/> | Associate Civil Engineer                                     |
| IFPTE, L21     | <b>5207</b> | 06615             | \$2,303   | \$2,800   | 06645                 | \$2,337   | \$2,841   | Z  |      | <input type="checkbox"/> | Associate Engineer   |
| IFPTE, L21     | <b>5208</b> | 06915             | \$2,666   | \$3,241   | 06945                 | \$2,706   | \$3,289   | Z  |      | <input type="checkbox"/> | Civil Engineer   |
| IFPTE, L21     | <b>5209</b> | 06615             | \$2,303   | \$2,800   | 06645                 | \$2,337   | \$2,841   | Z  |      | <input type="checkbox"/> | Industrial Engineer  |
| IFPTE, L21     | <b>5210</b> | 07215             | \$3,087   | \$3,752   | 07245                 | \$3,132   | \$3,807   | Z  |      | <input type="checkbox"/> | Senior Civil Engineer  |
| IFPTE, L21     | <b>5211</b> | 07215             | \$3,087   | \$3,752   | 07245                 | \$3,132   | \$3,807   | Z  |      | <input type="checkbox"/> | Senior Engineer  |
| + MEA          | <b>5212</b> | 07440             | \$3,446   | \$4,188   | 07500                 | \$3,547   | \$4,311   | Z  |      | <input type="checkbox"/> | Principal Engineer   |
| IFPTE, L21     | <b>5214</b> | 07115             | \$2,940   | \$3,574   | 07145                 | \$2,983   | \$3,626   | Z  |      | <input type="checkbox"/> | Building Plans Engineer                                      |
| IFPTE, L21     | <b>5215</b> | 07085             | \$2,896   | \$3,520   | 07115                 | \$2,940   | \$3,574   | Z  |      | <input type="checkbox"/> | Fire Protection Engineer                                     |
| IFPTE, L21     | <b>5216</b> | 06905             | \$2,654   | \$3,226   | 06935                 | \$2,693   | \$3,273   | Z  |      | <input type="checkbox"/> | Chief Surveyor   |
| IFPTE, L21     | <b>5217</b> | 06945             | \$2,706   | \$3,289   | 06975                 | \$2,745   | \$3,337   | Z  |      | <input type="checkbox"/> | Building Code Analyst  |
| IFPTE, L21     | <b>5218</b> | 07115             | \$2,940   | \$3,574   | 07145                 | \$2,983   | \$3,626   | Z  |      | <input type="checkbox"/> | Structural Engineer  |
| IFPTE, L21     | <b>5219</b> | 07415             | \$3,403   | \$4,137   | 07445                 | \$3,453   | \$4,197   | Z  |      | <input type="checkbox"/> | Senior Structural Engineer                                   |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name    | Job Code    | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                   | Title                                     |
|-------------|-------------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|--------------------------|---|
|             |             | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                          |   |
| IFPTE, L21  | <b>5222</b> | 06265             | \$1,941  | \$2,360   | 06295                 | \$1,970  | \$2,395   | Z  |      | <input type="checkbox"/> | Assistant Water Purification Engineer     |
| IFPTE, L21  | <b>5224</b> | 06615             | \$2,303  | \$2,800   | 06645                 | \$2,337  | \$2,841   | Z  |      | <input type="checkbox"/> | Associate Water Purification Engineer     |
| IFPTE, L21  | <b>5228</b> | 06265             | \$1,941  | \$2,360   | 06295                 | \$1,970  | \$2,395   | Z  |      | <input type="checkbox"/> | Assistant Transportation Engineer         |
| IFPTE, L21  | <b>5229</b> | 06615             | \$2,303  | \$2,800   | 06645                 | \$2,337  | \$2,841   | Z  |      | <input type="checkbox"/> | Associate Transportation Engineer         |
| IFPTE, L21  | <b>5230</b> | 06915             | \$2,666  | \$3,241   | 06945                 | \$2,706  | \$3,289   | Z  |      | <input type="checkbox"/> | Transportation Engineer                   |
| IFPTE, L21  | <b>5232</b> | 07215             | \$3,087  | \$3,752   | 07245                 | \$3,132  | \$3,807   | Z  |      | <input type="checkbox"/> | Senior Transportation Engineer            |
| IFPTE, L21  | <b>5236</b> | 06265             | \$1,941  | \$2,360   | 06295                 | \$1,970  | \$2,395   | Z  |      | <input type="checkbox"/> | Assistant Electrical Engineer             |
| IFPTE, L21  | <b>5238</b> | 06615             | \$2,303  | \$2,800   | 06645                 | \$2,337  | \$2,841   | Z  |      | <input type="checkbox"/> | Associate Electrical Engineer             |
| IFPTE, L21  | <b>5240</b> | 06915             | \$2,666  | \$3,241   | 06945                 | \$2,706  | \$3,289   | Z  |      | <input type="checkbox"/> | Electrical Engineer                       |
| IFPTE, L21  | <b>5241</b> | 06915             | \$2,666  | \$3,241   | 06945                 | \$2,706  | \$3,289   | Z  |      | <input type="checkbox"/> | Engineer                                  |
| IFPTE, L21  | <b>5242</b> | 07215             | \$3,087  | \$3,752   | 07245                 | \$3,132  | \$3,807   | Z  |      | <input type="checkbox"/> | Senior Electrical Engineer                |
| + MEA       | <b>5246</b> | 07110             | \$2,933  | \$3,566   | 07170                 | \$3,018  | \$3,668   | Z  |      | <input type="checkbox"/> | Radio Engineer                            |
| IFPTE, L21  | <b>5247</b> | 06615             | \$2,303  | \$2,800   | 06645                 | \$2,337  | \$2,841   | Z  |      | <input type="checkbox"/> | Associate Sanitary Engineer               |
| IFPTE, L21  | <b>5248</b> | 06915             | \$2,666  | \$3,241   | 06945                 | \$2,706  | \$3,289   | Z  |      | <input type="checkbox"/> | Sanitary Engineer                         |
| IFPTE, L21  | <b>5249</b> | 07215             | \$3,087  | \$3,752   | 07245                 | \$3,132  | \$3,807   | Z  |      | <input type="checkbox"/> | Senior Sanitary Engineer                  |
| IFPTE, L21  | <b>5252</b> | 06265             | \$1,941  | \$2,360   | 06295                 | \$1,970  | \$2,395   | Z  |      | <input type="checkbox"/> | Assistant Mechanical Engineer             |
| IFPTE, L21  | <b>5254</b> | 06615             | \$2,303  | \$2,800   | 06645                 | \$2,337  | \$2,841   | Z  |      | <input type="checkbox"/> | Associate Mechanical Engineer             |
| IFPTE, L21  | <b>5256</b> | 06915             | \$2,666  | \$3,241   | 06945                 | \$2,706  | \$3,289   | Z  |      | <input type="checkbox"/> | Mechanical Engineer                       |
| IFPTE, L21  | <b>5258</b> | 07215             | \$3,087  | \$3,752   | 07245                 | \$3,132  | \$3,807   | Z  |      | <input type="checkbox"/> | Senior Mechanical Engineer                |
| IFPTE, L21  | <b>5260</b> | 05825             | \$1,569  | \$1,904   | 05855                 | \$1,592  | \$1,932   |    |      | <input type="checkbox"/> | Architectural Assistant I                 |
| IFPTE, L21  | <b>5261</b> | 06025             | \$1,727  | \$2,099   | 06055                 | \$1,752  | \$2,130   |    |      | <input type="checkbox"/> | Architectural Assistant II                |
| IFPTE, L21  | <b>5262</b> | 06305             | \$1,980  | \$2,407   | 06335                 | \$2,009  | \$2,442   |    |      | <input type="checkbox"/> | Landscape Architectural Associate 1       |
| SEIU, L 790 | <b>5264</b> | 06100             | \$1,791  | \$2,178   | 06150                 | \$1,835  | \$2,230   |    |      | <input type="checkbox"/> | Airport Noise Abatement Specialist        |
| IFPTE, L21  | <b>5265</b> | 06305             | \$1,980  | \$2,407   | 06335                 | \$2,009  | \$2,442   |    |      | <input type="checkbox"/> | Architectural Associate I                 |
| IFPTE, L21  | <b>5266</b> | 06615             | \$2,303  | \$2,800   | 06645                 | \$2,337  | \$2,841   |    |      | <input type="checkbox"/> | Architectural Associate II                |
| SEIU, L 790 | <b>5267</b> | 06735             | \$2,442  | \$2,969   | 06785                 | \$2,502  | \$3,041   | Z  |      | <input type="checkbox"/> | Assistant Airport Noise Abatement Officer |
| IFPTE, L21  | <b>5268</b> | 06915             | \$2,666  | \$3,241   | 06945                 | \$2,706  | \$3,289   | Z  |      | <input type="checkbox"/> | Architect                                 |
| IFPTE, L21  | <b>5270</b> | 07215             | \$3,087  | \$3,752   | 07245                 | \$3,132  | \$3,807   | Z  |      | <input type="checkbox"/> | Senior Architect                          |
| SEIU, L 790 | <b>5271</b> | 06275             | \$1,951  | \$2,371   | 06325                 | \$1,999  | \$2,430   |    |      | <input type="checkbox"/> | Senior Airport Noise Abatement Specialist |
| IFPTE, L21  | <b>5272</b> | 06615             | \$2,303  | \$2,800   | 06645                 | \$2,337  | \$2,841   |    |      | <input type="checkbox"/> | Landscape Architectural Associate 2       |
| IFPTE, L21  | <b>5273</b> | 07515             | \$3,574  | \$4,343   | 07545                 | \$3,626  | \$4,407   | Z  |      | <input type="checkbox"/> | Principal Architect                       |
| IFPTE, L21  | <b>5274</b> | 06915             | \$2,666  | \$3,241   | 06945                 | \$2,706  | \$3,289   | Z  |      | <input type="checkbox"/> | Landscape Architect                       |
| IFPTE, L21  | <b>5275</b> | 07215             | \$3,087  | \$3,752   | 07245                 | \$3,132  | \$3,807   | Z  |      | <input type="checkbox"/> | Senior Landscape Architect                |
| IFPTE, L21  | <b>5276</b> | 05355             | \$1,252  | \$1,517   | 05385                 | \$1,270  | \$1,539   |    |      | <input type="checkbox"/> | City Planning Intern                      |
| IFPTE, L21  | <b>5277</b> | 05745             | \$1,510  | \$1,831   | 05775                 | \$1,532  | \$1,858   | Z  |      | <input type="checkbox"/> | Planner I                                 |
| IFPTE, L21  | <b>5278</b> | 06145             | \$1,831  | \$2,226   | 06175                 | \$1,858  | \$2,258   | Z  |      | <input type="checkbox"/> | Planner II                                |
| IFPTE, L21  | <b>5281</b> | 06495             | \$2,172  | \$2,640   | 06525                 | \$2,204  | \$2,679   | Z  |      | <input type="checkbox"/> | Planner III - Administrative              |
| IFPTE, L21  | <b>5283</b> | 07195             | \$3,056  | \$3,714   | 07225                 | \$3,101  | \$3,769   | Z  |      | <input type="checkbox"/> | Planner V                                 |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title  |
|--------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|--|
|                    |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |  |
| SEIU, L 790        | <b>5285</b> | 06975             | \$2,745   | \$3,337   | 07025                 | \$2,813   | \$3,418   | Z  |      | <input type="checkbox"/> | Airport Noise Abatement Officer                      |
| IFPTE, L21         | <b>5288</b> | 06145             | \$1,831   | \$2,226   | 06175                 | \$1,858   | \$2,258   | Z  |      | <input type="checkbox"/> | Transit Planner II                                   |
| IFPTE, L21         | <b>5289</b> | 06495             | \$2,172   | \$2,640   | 06525                 | \$2,204   | \$2,679   | Z  |      | <input type="checkbox"/> | Transit Planner III                                  |
| IFPTE, L21         | <b>5290</b> | 06845             | \$2,577   | \$3,132   | 06875                 | \$2,614   | \$3,178   | Z  |      | <input type="checkbox"/> | Transit Planner IV                                   |
| IFPTE, L21         | <b>5291</b> | 06495             | \$2,172   | \$2,640   | 06525                 | \$2,204   | \$2,679   | Z  |      | <input type="checkbox"/> | Planner III  |
| IFPTE, L21         | <b>5293</b> | 06845             | \$2,577   | \$3,132   | 06875                 | \$2,614   | \$3,178   | Z  |      | <input type="checkbox"/> | Planner IV   |
| IFPTE, L21         | <b>5298</b> | 06495             | \$2,172   | \$2,640   | 06525                 | \$2,204   | \$2,679   | Z  |      | <input type="checkbox"/> | Planner III-Environmental Review                     |
| IFPTE, L21         | <b>5299</b> | 06845             | \$2,577   | \$3,132   | 06875                 | \$2,614   | \$3,178   | Z  |      | <input type="checkbox"/> | Planner IV-Environmental Review                      |
| IFPTE, L21         | <b>5301</b> | 06525             | \$2,204   | \$2,679   | 06555                 | \$2,236   | \$2,719   |    |      | <input type="checkbox"/> | Supervisor. Traffic Painting Program                 |
| IFPTE, L21         | <b>5302</b> | 05845             | \$1,584   | \$1,923   | 05875                 | \$1,607   | \$1,951   |    |      | <input type="checkbox"/> | Traffic Survey Technician                            |
| IFPTE, L21         | <b>5303</b> | 06405             | \$2,079   | \$2,527   | 06435                 | \$2,110   | \$2,564   |    |      | <input type="checkbox"/> | Supervisor. Traffic And Street Signs                 |
| IFPTE, L21         | <b>5304</b> | 05715             | \$1,488   | \$1,805   | 05745                 | \$1,510   | \$1,831   |    |      | <input type="checkbox"/> | Materials Testing Aide                               |
| IFPTE, L21         | <b>5305</b> | 05855             | \$1,592   | \$1,932   | 05885                 | \$1,615   | \$1,960   |    |      | <input type="checkbox"/> | Materials Testing Technician                         |
| IFPTE, L21         | <b>5306</b> | 06750             | \$2,459   | \$2,989   | 06780                 | \$2,496   | \$3,035   | Z  | M    | <input type="checkbox"/> | Traffic Sign Manager                                 |
| IFPTE, L21         | <b>5310</b> | 05885             | \$1,615   | \$1,960   | 05915                 | \$1,638   | \$1,990   |    |      | <input type="checkbox"/> | Survey Assistant I                                   |
| IFPTE, L21         | <b>5312</b> | 06125             | \$1,814   | \$2,204   | 06155                 | \$1,840   | \$2,236   |    |      | <input type="checkbox"/> | Survey Assistant II                                  |
| IFPTE, L21         | <b>5314</b> | 06415             | \$2,089   | \$2,539   | 06445                 | \$2,120   | \$2,577   |    |      | <input type="checkbox"/> | Survey Associate                                     |
| IFPTE, L21         | <b>5320</b> | 06085             | \$1,778   | \$2,161   | 06115                 | \$1,805   | \$2,194   | Z  |      | <input type="checkbox"/> | Illustrator And Art Designer                         |
| SEIU, L 790        | <b>5322</b> | 05595             | \$1,404   | \$1,702   | 05645                 | \$1,440   | \$1,744   |    |      | <input type="checkbox"/> | Graphic Artist                                       |
| IFPTE, L21         | <b>5330</b> | 06185             | \$1,867   | \$2,269   | 06215                 | \$1,895   | \$2,303   |    |      | <input type="checkbox"/> | City Planning Graphics Supervisor                    |
| IFPTE, L21         | <b>5342</b> | 05835             | \$1,577   | \$1,914   | 05865                 | \$1,600   | \$1,941   |    |      | <input type="checkbox"/> | Mechanical Engineering Assistant I                   |
| IFPTE, L21         | <b>5344</b> | 05835             | \$1,577   | \$1,914   | 05865                 | \$1,600   | \$1,941   |    |      | <input type="checkbox"/> | Mechanical Engineering Assistant                     |
| IFPTE, L21         | <b>5346</b> | 06005             | \$1,710   | \$2,079   | 06035                 | \$1,736   | \$2,110   |    |      | <input type="checkbox"/> | Mechanical Engineering Associate I                   |
| IFPTE, L21         | <b>5350</b> | 05835             | \$1,577   | \$1,914   | 05865                 | \$1,600   | \$1,941   |    |      | <input type="checkbox"/> | Electrical Engineering Assistant I                   |
| IFPTE, L21         | <b>5352</b> | 05835             | \$1,577   | \$1,914   | 05865                 | \$1,600   | \$1,941   |    |      | <input type="checkbox"/> | Electrical Engineering Assistant                     |
| IFPTE, L21         | <b>5354</b> | 06005             | \$1,710   | \$2,079   | 06035                 | \$1,736   | \$2,110   |    |      | <input type="checkbox"/> | Electrical Engineering Associate I                   |
| IFPTE, L21         | <b>5360</b> | 05835             | \$1,577   | \$1,914   | 05865                 | \$1,600   | \$1,941   |    |      | <input type="checkbox"/> | Civil Engineering Assistant I                        |
| IFPTE, L21         | <b>5362</b> | 05835             | \$1,577   | \$1,914   | 05865                 | \$1,600   | \$1,941   |    |      | <input type="checkbox"/> | Civil Engineering Assistant                          |
| IFPTE, L21         | <b>5364</b> | 06005             | \$1,710   | \$2,079   | 06035                 | \$1,736   | \$2,110   |    |      | <input type="checkbox"/> | Civil Engineering Associate I                        |
| IFPTE, L21         | <b>5366</b> | 06305             | \$1,980   | \$2,407   | 06335                 | \$2,009   | \$2,442   |    |      | <input type="checkbox"/> | Engineering Associate II                             |
| IFPTE, L21         | <b>5380</b> | 5380A             | Flat Rate | \$1,363   | 5380B                 | Flat Rate | \$1,383   |    |      | <input type="checkbox"/> | Student Design Trainee I. Arch., Engr., & Planning   |
| IFPTE, L21         | <b>5381</b> | 5381A             | Flat Rate | \$1,460   | 5381B                 | Flat Rate | \$1,482   |    |      | <input type="checkbox"/> | Student Design Trainee II. Arch., Engr., & Planning  |
| IFPTE, L21         | <b>5382</b> | 5382A             | Flat Rate | \$1,530   | 5382B                 | Flat Rate | \$1,553   |    |      | <input type="checkbox"/> | Student Design Trainee III. Arch., Engr., & Planning |
| SEIU, L 790        | <b>5406</b> | 06965             | \$2,732   | \$3,320   | 07015                 | \$2,800   | \$3,403   | Z  |      | <input type="checkbox"/> | Special Assistant For Program Coordinator            |
| SEIU, L 790        | <b>5408</b> | 06745             | \$2,454   | \$2,983   | 06795                 | \$2,514   | \$3,056   | Z  |      | <input type="checkbox"/> | Coordinator Of Citizen Involvement                   |
| SEIU, L 790        | <b>5410</b> | 06495             | \$2,172   | \$2,640   | 06545                 | \$2,226   | \$2,706   | Z  |      | <input type="checkbox"/> | Intergovernmental Affairs Coordinator                |
| Unrepresented-Misc | <b>5502</b> | 5502A             | Flat Rate | \$3,010   | 5502B                 | Flat Rate | \$3,055   | Z  |      | <input type="checkbox"/> | Project Manager I                                    |
| Unrepresented-Misc | <b>5504</b> | 5504A             | Flat Rate | \$3,482   | 5504B                 | Flat Rate | \$3,534   | Z  |      | <input type="checkbox"/> | Project Manager II                                   |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                              | Title   |
|--------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|-------------------------------------|---|
|                    |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                                     |   |
| Unrepresented-Misc | <b>5506</b> | 5506A             | Flat Rate | \$4,132   | 5506B                 | Flat Rate | \$4,194   | Z  |      | <input type="checkbox"/>            | Project Manager III   |
| Unrepresented-Mgt  | <b>5508</b> | 5508A             | Flat Rate | \$4,724   | 5508B                 | Flat Rate | \$4,795   | Z  |      | <input type="checkbox"/>            | Project Manager IV  |
| IFPTE, L21         | <b>5601</b> | 5601A             | \$1,474   | \$2,287   | 5601B                 | \$1,496   | \$2,321   |    |      | <input type="checkbox"/>            | Utility Analyst   |
| IFPTE, L21         | <b>5602</b> | 5602A             | \$2,226   | \$3,289   | 5602B                 | \$2,259   | \$3,338   |    |      | <input type="checkbox"/>            | Utility Specialist  |
| IFPTE, L21         | <b>5606</b> | 06145             | \$1,831   | \$2,226   | 06175                 | \$1,858   | \$2,258   | Z  |      | <input type="checkbox"/>            | Energy Specialist   |
| IFPTE, L21         | <b>5608</b> | 06445             | \$2,120   | \$2,577   | 06475                 | \$2,151   | \$2,614   | Z  |      | <input type="checkbox"/>            | Senior Energy Specialist                                    |
| IFPTE, L21         | <b>5620</b> | 06395             | \$2,069   | \$2,514   | 06425                 | \$2,099   | \$2,551   | Z  |      | <input type="checkbox"/>            | Regulatory Specialist                                       |
| Unrepresented-Misc | <b>5630</b> | 06110             | \$1,800   | \$2,188   | 06140                 | \$1,827   | \$2,221   |    |      | <input type="checkbox"/>            | Water & Power Analyst I                                     |
| IFPTE, L21         | <b>5631</b> | 06315             | \$1,990   | \$2,418   | 06345                 | \$2,019   | \$2,454   | Z  |      | <input type="checkbox"/>            | Water & Power Analyst II                                    |
| IFPTE, L21         | <b>5633</b> | 06855             | \$2,589   | \$3,147   | 06885                 | \$2,627   | \$3,193   | Z  |      | <input type="checkbox"/>            | Water & Power Specialist                                    |
| + MEA              | <b>5634</b> | 07130             | \$2,960   | \$3,597   | 07190                 | \$3,047   | \$3,703   | Z  |      | <input type="checkbox"/>            | Water & Power Resources Manager                             |
| IFPTE, L21         | <b>6106</b> | 06015             | \$1,719   | \$2,089   | 06045                 | \$1,744   | \$2,120   |    |      | <input type="checkbox"/>            | Sanitary Engineering Technician                             |
| SEIU, L 790        | <b>6108</b> | 05855             | \$1,592   | \$1,932   | 05905                 | \$1,630   | \$1,980   |    |      | <input type="checkbox"/>            | Environmental Health Technician I                           |
| SEIU, L 790        | <b>6110</b> | 06105             | \$1,796   | \$2,183   | 06155                 | \$1,840   | \$2,236   |    |      | <input type="checkbox"/>            | Environmental Health Technician II                          |
| IFPTE, L21         | <b>6115</b> | 06345             | \$2,019   | \$2,454   | 06375                 | \$2,048   | \$2,490   |    |      | <input type="checkbox"/>            | Wastewater Control Inspector                                |
| IFPTE, L21         | <b>6116</b> | 06735             | \$2,442   | \$2,969   | 06765                 | \$2,478   | \$3,012   |    |      | <input type="checkbox"/>            | Supervising Wastewater Control Inspector                    |
| TWU 250-A Misc     | <b>6120</b> | 06600             | \$2,287   | \$2,779   | 06630                 | \$2,319   | \$2,819   | Z  |      | <input type="checkbox"/>            | Environmental Health Inspector                              |
| TWU 250-A Misc     | <b>6122</b> | 06750             | \$2,459   | \$2,989   | 06780                 | \$2,496   | \$3,035   | Z  |      | <input type="checkbox"/>            | Senior Environmental Health Inspector                       |
| TWU 250-A Misc     | <b>6124</b> | 06900             | \$2,647   | \$3,217   | 06930                 | \$2,685   | \$3,263   | Z  |      | <input type="checkbox"/>            | Principal Environmental Health Inspector                    |
| + MEA              | <b>6126</b> | 07250             | \$3,138   | \$3,815   | 07310                 | \$3,234   | \$3,931   | Z  |      | <input type="checkbox"/>            | Director, Bureau Of Environmental Health Services           |
| + MEA              | <b>6127</b> | 07050             | \$2,847   | \$3,460   | 07110                 | \$2,933   | \$3,566   | Z  |      | <input type="checkbox"/>            | Assistant Director, Bureau Of Environmental Health Services |
| IFPTE, L21         | <b>6130</b> | 06815             | \$2,539   | \$3,087   | 06845                 | \$2,577   | \$3,132   | Z  |      | <input type="checkbox"/>            | Safety Analyst  |
| IFPTE, L21         | <b>6137</b> | 06235             | \$1,914   | \$2,326   | 06265                 | \$1,941   | \$2,360   | Z  |      | <input type="checkbox"/>            | Assistant Industrial Hygienist                              |
| IFPTE, L21         | <b>6138</b> | 06815             | \$2,539   | \$3,087   | 06845                 | \$2,577   | \$3,132   | Z  |      | <input type="checkbox"/>            | Industrial Hygienist  |
| Teamsters L856     | <b>6139</b> | 06950             | \$2,711   | \$3,295   | 06990                 | \$2,764   | \$3,359   | Z  |      | <input type="checkbox"/>            | Senior Industrial Hygienist                                 |
| + MEA              | <b>6141</b> | 07050             | \$2,847   | \$3,460   | 07110                 | \$2,933   | \$3,566   | Z  |      | <input type="checkbox"/>            | Manager, Office Of Health And Safety                        |
| SEIU, L 790        | <b>6218</b> | 05440             | \$1,304   | \$1,580   | 05490                 | \$1,336   | \$1,618   |    |      | <input type="checkbox"/>            | Weights & Measures/Agricultural Trainee                     |
| SEIU, L 790        | <b>6220</b> | 05700             | \$1,477   | \$1,791   | 05750                 | \$1,513   | \$1,835   |    |      | <input type="checkbox"/>            | Inspector Of Weights And Measures                           |
| IFPTE, L21         | <b>6230</b> | 06005             | \$1,710   | \$2,079   | 06035                 | \$1,736   | \$2,110   |    |      | <input type="checkbox"/>            | Street Inspector  |
| IFPTE, L21         | <b>6231</b> | 06305             | \$1,980   | \$2,407   | 06335                 | \$2,009   | \$2,442   |    |      | <input type="checkbox"/>            | Senior Street Inspector                                     |
| IFPTE, L21         | <b>6232</b> | 06605             | \$2,292   | \$2,786   | 06635                 | \$2,326   | \$2,827   |    |      | <input type="checkbox"/>            | Street Inspection Supervisor                                |
| SheetMetal L104    | <b>6235</b> | 06630             | \$2,319   | \$2,819   | 06660                 | \$2,354   | \$2,862   |    |      | <input type="checkbox"/>            | Heating And Ventilating Inspector                           |
| Plumbers L38       | <b>6242</b> | 06630             | \$2,319   | \$2,819   | 06660                 | \$2,354   | \$2,862   |    |      | <input checked="" type="checkbox"/> | Plumbing Inspector  |
| Plumbers L38       | <b>6244</b> | 07030             | \$2,819   | \$3,426   | 07060                 | \$2,862   | \$3,479   | Z  |      | <input checked="" type="checkbox"/> | Chief Plumbing Inspector                                    |
| Plumbers L38       | <b>6246</b> | 06830             | \$2,557   | \$3,108   | 06860                 | \$2,596   | \$3,155   |    |      | <input checked="" type="checkbox"/> | Senior Plumbing Inspector                                   |
| Electricians L6    | <b>6248</b> | 06630             | \$2,319   | \$2,819   | 06660                 | \$2,354   | \$2,862   |    |      | <input checked="" type="checkbox"/> | Electrical Inspector  |
| Electricians L6    | <b>6249</b> | 06830             | \$2,557   | \$3,108   | 06860                 | \$2,596   | \$3,155   |    |      | <input type="checkbox"/>            | Senior Electrical Inspector                                 |
| Electricians L6    | <b>6250</b> | 07030             | \$2,819   | \$3,426   | 07060                 | \$2,862   | \$3,479   | Z  |      | <input type="checkbox"/>            | Chief Electrical Inspector                                  |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name        | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                              | Title  |
|-----------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|-------------------------------------|--|
|                 |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                                     |  |
| Electricians L6 | <b>6252</b> | 06630             | \$2,319   | \$2,819   | 06660                 | \$2,354   | \$2,862   |    |      | <input checked="" type="checkbox"/> | Line Inspector   |
| IFPTE, L21      | <b>6262</b> | 06425             | \$2,099   | \$2,551   | 06455                 | \$2,130   | \$2,589   |    |      | <input type="checkbox"/>            | Plan Checker - Architectural                               |
| IFPTE, L21      | <b>6266</b> | 06845             | \$2,577   | \$3,132   | 06875                 | \$2,614   | \$3,178   |    |      | <input type="checkbox"/>            | Senior Plan Checker  |
| IFPTE, L21      | <b>6270</b> | 06685             | \$2,383   | \$2,896   | 06715                 | \$2,418   | \$2,940   |    |      | <input type="checkbox"/>            | Housing Inspector  |
| IFPTE, L21      | <b>6272</b> | 06885             | \$2,627   | \$3,193   | 06915                 | \$2,666   | \$3,241   |    |      | <input type="checkbox"/>            | Senior Housing Inspector                                   |
| IFPTE, L21      | <b>6274</b> | 07085             | \$2,896   | \$3,520   | 07115                 | \$2,940   | \$3,574   | Z  |      | <input type="checkbox"/>            | Chief Housing Inspector                                    |
| IFPTE, L21      | <b>6281</b> | 6281A             | Flat Rate | \$2,884   | 6281A                 | Flat Rate | \$2,884   |    |      | <input type="checkbox"/>            | Fire Safety Inspector II                                   |
| IFPTE, L21      | <b>6318</b> | 06495             | \$2,172   | \$2,640   | 06525                 | \$2,204   | \$2,679   |    |      | <input type="checkbox"/>            | Construction Inspector                                     |
| Bldg Inspectors | <b>6331</b> | 06710             | \$2,412   | \$2,933   | 06740                 | \$2,449   | \$2,977   |    |      | <input type="checkbox"/>            | Building Inspector   |
| Bldg Inspectors | <b>6333</b> | 06910             | \$2,660   | \$3,234   | 06940                 | \$2,700   | \$3,282   |    |      | <input type="checkbox"/>            | Senior Building Inspector                                  |
| Bldg Inspectors | <b>6334</b> | 07110             | \$2,933   | \$3,566   | 07140                 | \$2,977   | \$3,618   | Z  |      | <input type="checkbox"/>            | Chief Building Inspector                                   |
| IFPTE, L21      | <b>6335</b> | 07185             | \$3,041   | \$3,696   | 07215                 | \$3,087   | \$3,752   | Z  |      | <input type="checkbox"/>            | Disability Access Coordinator                              |
| + MEA           | <b>7102</b> | 07085             | \$2,896   | \$3,520   | 07115                 | \$2,940   | \$3,574   | Z  |      | <input type="checkbox"/>            | Maintenance And Repair Assistant Superintendent. Hetch H   |
| SEIU, L 790     | <b>7108</b> | 06575             | \$2,258   | \$2,745   | 06625                 | \$2,314   | \$2,813   | Z  |      | <input type="checkbox"/>            | Heavy Equipment Operations Assistant Supervisor            |
| Oper Engrs L3   | <b>7110</b> | 06440             | \$2,115   | \$2,571   | 06470                 | \$2,145   | \$2,607   | Z  |      | <input checked="" type="checkbox"/> | Mobile Equipment Assistant Supervisor                      |
| Stat Engrs L39  | <b>7120</b> | 7120A             | Flat Rate | \$3,071   | 7120B                 | Flat Rate | \$3,117   |    |      | <input type="checkbox"/>            | Buildings And Grounds Maintenance Superintendent           |
| + MEA           | <b>7123</b> | 06830             | \$2,557   | \$3,108   | 06890                 | \$2,632   | \$3,199   | Z  |      | <input type="checkbox"/>            | Parking Meter and Machine Shop Manager                     |
| + MEA           | <b>7125</b> | 06995             | \$2,772   | \$3,369   | 07025                 | \$2,813   | \$3,418   | Z  |      | <input type="checkbox"/>            | Electrical Operation And Maintenance Superintendent. H. H. |
| Auto Mach L1414 | <b>7126</b> | 06640             | \$2,332   | \$2,835   | 06670                 | \$2,365   | \$2,874   |    |      | <input type="checkbox"/>            | Mechanical Shop And Equipment Superintendent               |
| IFPTE, L21      | <b>7132</b> | 06955             | \$2,719   | \$3,304   | 06985                 | \$2,758   | \$3,353   |    |      | <input type="checkbox"/>            | Telecommunication Supervisor                               |
| Plumbers L38    | <b>7134</b> | 06980             | \$2,752   | \$3,346   | 07010                 | \$2,793   | \$3,396   |    |      | <input type="checkbox"/>            | Water Construction And Maintenance Superintendent          |
| Plumbers L38    | <b>7136</b> | 06870             | \$2,607   | \$3,169   | 06900                 | \$2,647   | \$3,217   | Z  |      | <input type="checkbox"/>            | Water Shops And Equipment Superintendent                   |
| + MEA           | <b>7140</b> | 06980             | \$2,752   | \$3,346   | 07040                 | \$2,835   | \$3,446   | Z  |      | <input type="checkbox"/>            | Director, Parking And Traffic Operations                   |
| + MEA           | <b>7150</b> | 07120             | \$2,946   | \$3,581   | 07180                 | \$3,035   | \$3,689   | Z  |      | <input type="checkbox"/>            | City Shops General Superintendent                          |
| + MEA           | <b>7202</b> | 06935             | \$2,693   | \$3,273   | 06965                 | \$2,732   | \$3,320   | Z  |      | <input type="checkbox"/>            | Assistant Park Superintendent For Structural Maintenance   |
| Stat Engrs L39  | <b>7203</b> | 7203A             | Flat Rate | \$2,625   | 7203B                 | Flat Rate | \$2,664   |    |      | <input type="checkbox"/>            | Buildings And Grounds Maintenance Supervisor               |
| Plumbers L38    | <b>7204</b> | 07000             | \$2,779   | \$3,378   | 07030                 | \$2,819   | \$3,426   |    |      | <input type="checkbox"/>            | Chief Water Service Inspector                              |
| Stat Engrs L39  | <b>7205</b> | 7205A             | Flat Rate | \$2,652   | 7205B                 | Flat Rate | \$2,692   |    |      | <input type="checkbox"/>            | Chief Stationary Engineer                                  |
| SEIU, L 790     | <b>7208</b> | 06675             | \$2,371   | \$2,882   | 06725                 | \$2,430   | \$2,953   | Z  |      | <input type="checkbox"/>            | Heavy Equipment Operations Supervisor                      |
| Oper Engrs L3   | <b>7210</b> | 06540             | \$2,221   | \$2,700   | 06570                 | \$2,252   | \$2,737   | Z  |      | <input checked="" type="checkbox"/> | Mobile Equipment Supervisor                                |
| SEIU, L 790     | <b>7211</b> | 06695             | \$2,395   | \$2,910   | 06745                 | \$2,454   | \$2,983   |    |      | <input type="checkbox"/>            | Cement Finisher Supervisor II                              |
| Plumbers L38    | <b>7213</b> | 06720             | \$2,424   | \$2,946   | 06750                 | \$2,459   | \$2,989   |    |      | <input checked="" type="checkbox"/> | Plumber Supervisor I                                       |
| Laborers L 261  | <b>7215</b> | 05700             | \$1,477   | \$1,791   | 05730                 | \$1,499   | \$1,818   |    |      | <input type="checkbox"/>            | General Laborer Supervisor I                               |
| SEIU, L 790     | <b>7218</b> | 7218A             | Flat Rate | \$26,4000 | 7218B                 | Flat Rate | \$27,0600 |    | H    | <input type="checkbox"/>            | Asbestos Abatement Worker II                               |
| SEIU, L 790     | <b>7219</b> | 05945             | \$1,662   | \$2,019   | 05995                 | \$1,702   | \$2,069   |    |      | <input type="checkbox"/>            | Maintenance Estimator And Scheduler                        |
| Laborers L 261  | <b>7220</b> | 06260             | \$1,936   | \$2,354   | 06290                 | \$1,965   | \$2,388   |    |      | <input type="checkbox"/>            | Asphalt Finisher Supervisor I                              |
| Oper Engrs L3   | <b>7221</b> | 06470             | \$2,145   | \$2,607   | 06500                 | \$2,178   | \$2,647   |    |      | <input checked="" type="checkbox"/> | Asphalt Plant Supervisor I                                 |
| BC Carpenters   | <b>7226</b> | 06620             | \$2,309   | \$2,806   | 06650                 | \$2,342   | \$2,847   |    |      | <input type="checkbox"/>            | Carpenter Supervisor I                                     |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name        | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                              | Title   |
|-----------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|-------------------------------------|---|
|                 |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                                     |   |
| SEIU, L 790     | <b>7227</b> | 06575             | \$2,258   | \$2,745   | 06625                 | \$2,314   | \$2,813   |    |      | <input type="checkbox"/>            | Cement Finisher Supervisor I                        |
| Electricians L6 | <b>7229</b> | 06560             | \$2,242   | \$2,726   | 06590                 | \$2,274   | \$2,764   |    |      | <input type="checkbox"/>            | Transmission Line Supervisor I                      |
| Auto Mach L1414 | <b>7232</b> | 7232A             | Flat Rate | \$2,419   | 7232B                 | Flat Rate | \$2,455   |    |      | <input type="checkbox"/>            | Hetch Hetchy Mechanical Shop Supervisor             |
| Glaziers L718   | <b>7233</b> | 06390             | \$2,063   | \$2,507   | 06420                 | \$2,094   | \$2,545   |    |      | <input type="checkbox"/>            | Glazier Supervisor I                                |
| BC Carpenters   | <b>7236</b> | 06390             | \$2,063   | \$2,507   | 06420                 | \$2,094   | \$2,545   |    |      | <input type="checkbox"/>            | Locksmith Supervisor I                              |
| Electricians L6 | <b>7238</b> | 06560             | \$2,242   | \$2,726   | 06590                 | \$2,274   | \$2,764   |    |      | <input type="checkbox"/>            | Electrician Supervisor I                            |
| Plumbers L38    | <b>7239</b> | 06870             | \$2,607   | \$3,169   | 06900                 | \$2,647   | \$3,217   |    |      | <input checked="" type="checkbox"/> | Plumber Supervisor II                               |
| Plumbers L38    | <b>7240</b> | 06120             | \$1,809   | \$2,199   | 06150                 | \$1,835   | \$2,230   |    |      | <input type="checkbox"/>            | Water Meter Shop Supervisor I                       |
| Auto Mach L1414 | <b>7241</b> | 7241A             | Flat Rate | \$2,821   | 7241B                 | Flat Rate | \$2,863   |    |      | <input type="checkbox"/>            | Senior Maintenance Controller                       |
| Painters L4     | <b>7242</b> | 7242A             | \$1,927   | \$2,472   | 7242B                 | \$1,955   | \$2,507   |    |      | <input type="checkbox"/>            | Painter Supervisor I                                |
| SEIU, L 790     | <b>7243</b> | 06185             | \$1,867   | \$2,269   | 06235                 | \$1,914   | \$2,326   |    |      | <input type="checkbox"/>            | Parking Meter Repairer Supervisor I                 |
| Electricians L6 | <b>7244</b> | 06120             | \$1,809   | \$2,199   | 06150                 | \$1,835   | \$2,230   |    |      | <input type="checkbox"/>            | Power Plant Supervisor I                            |
| Stat Engrs L39  | <b>7245</b> | 7245A             | Flat Rate | \$2,924   | 7245B                 | Flat Rate | \$2,968   |    |      | <input type="checkbox"/>            | Chief Stationary Engineer, Water Treatment Plant    |
| Laborers L 261  | <b>7246</b> | 06560             | \$2,242   | \$2,726   | 06590                 | \$2,274   | \$2,764   |    |      | <input type="checkbox"/>            | Sewer Repair Supervisor                             |
| SheetMetal L104 | <b>7247</b> | 06890             | \$2,632   | \$3,199   | 06920                 | \$2,672   | \$3,248   |    |      | <input type="checkbox"/>            | Sheet Metal Worker Supervisor II                    |
| Plumbers L38    | <b>7248</b> | 06870             | \$2,607   | \$3,169   | 06900                 | \$2,647   | \$3,217   |    |      | <input type="checkbox"/>            | Steamfitter Supervisor II                           |
| Auto Mach L1414 | <b>7249</b> | 7249A             | Flat Rate | \$2,821   | 7249B                 | Flat Rate | \$2,863   |    |      | <input type="checkbox"/>            | Automotive Mechanic Supervisor I                    |
| Plumbers L38    | <b>7250</b> | 06720             | \$2,424   | \$2,946   | 06750                 | \$2,459   | \$2,989   |    |      | <input checked="" type="checkbox"/> | Utility Plumber Supervisor I                        |
| Stat Engrs L39  | <b>7252</b> | 7252A             | Flat Rate | \$2,924   | 7252B                 | Flat Rate | \$2,968   |    |      | <input type="checkbox"/>            | Chief Stationary Engineer, Sewage Plant             |
| Auto Mach L1414 | <b>7254</b> | 7254A             | Flat Rate | \$2,821   | 7254B                 | Flat Rate | \$2,863   |    |      | <input type="checkbox"/>            | Automotive Machinist Supervisor I                   |
| Electricians L6 | <b>7255</b> | 06560             | \$2,242   | \$2,726   | 06590                 | \$2,274   | \$2,764   |    |      | <input type="checkbox"/>            | Power House Electrician Supervisor I                |
| Electricians L6 | <b>7257</b> | 06560             | \$2,242   | \$2,726   | 06590                 | \$2,274   | \$2,764   |    |      | <input type="checkbox"/>            | Communication Line Supervisor I                     |
| Auto Mach L1414 | <b>7258</b> | 06630             | \$2,319   | \$2,819   | 06660                 | \$2,354   | \$2,862   |    |      | <input checked="" type="checkbox"/> | Maintenance Machinist Supervisor I                  |
| SEIU, L 790     | <b>7259</b> | 06225             | \$1,904   | \$2,314   | 06275                 | \$1,951   | \$2,371   |    |      | <input type="checkbox"/>            | Water And Power Maintenance Supervisor I            |
| Stat Engrs L39  | <b>7262</b> | 7262A             | Flat Rate | \$2,785   | 7262B                 | Flat Rate | \$2,827   |    |      | <input type="checkbox"/>            | Maintenance Planner                                 |
| + MEA           | <b>7263</b> | 06780             | \$2,496   | \$3,035   | 06840                 | \$2,571   | \$3,126   |    | Z    | <input type="checkbox"/>            | Maintenance Manager                                 |
| SEIU, L 790     | <b>7268</b> | 06015             | \$1,719   | \$2,089   | 06065                 | \$1,761   | \$2,140   |    |      | <input type="checkbox"/>            | Window Cleaner Supervisor                           |
| SEIU, L 790     | <b>7270</b> | 06015             | \$1,719   | \$2,089   | 06065                 | \$1,761   | \$2,140   |    |      | <input type="checkbox"/>            | Watershed Keeper Supervisor                         |
| BC Carpenters   | <b>7272</b> | 06770             | \$2,483   | \$3,018   | 06800                 | \$2,521   | \$3,064   |    |      | <input type="checkbox"/>            | Carpenter Supervisor II                             |
| Electricians L6 | <b>7273</b> | 06780             | \$2,496   | \$3,035   | 06810                 | \$2,533   | \$3,080   |    |      | <input type="checkbox"/>            | Communications Line Worker Supervisor II            |
| Electricians L6 | <b>7275</b> | 06780             | \$2,496   | \$3,035   | 06810                 | \$2,533   | \$3,080   |    |      | <input type="checkbox"/>            | Telecommunications Technician Supervisor            |
| Electricians L6 | <b>7276</b> | 06780             | \$2,496   | \$3,035   | 06810                 | \$2,533   | \$3,080   |    |      | <input type="checkbox"/>            | Electrician Supervisor II                           |
| Auto Mach L1414 | <b>7277</b> | 06830             | \$2,557   | \$3,108   | 06860                 | \$2,596   | \$3,155   |    | Z    | <input type="checkbox"/>            | City Shops Assistant Superintendent                 |
| Painters L4     | <b>7278</b> | 06460             | \$2,135   | \$2,596   | 06490                 | \$2,166   | \$2,632   |    |      | <input checked="" type="checkbox"/> | Painter Supervisor II                               |
| Laborers L 261  | <b>7281</b> | 06380             | \$2,053   | \$2,496   | 06410                 | \$2,084   | \$2,533   |    |      | <input type="checkbox"/>            | Street Environmental Services Operations Supervisor |
| SEIU, L 790     | <b>7282</b> | 06515             | \$2,194   | \$2,666   | 06565                 | \$2,247   | \$2,732   |    |      | <input type="checkbox"/>            | Street Repair Supervisor II                         |
| Plumbers L38    | <b>7284</b> | 06870             | \$2,607   | \$3,169   | 06900                 | \$2,647   | \$3,217   |    |      | <input checked="" type="checkbox"/> | Utility Plumber Supervisor II                       |
| Electricians L6 | <b>7285</b> | 06780             | \$2,496   | \$3,035   | 06810                 | \$2,533   | \$3,080   |    |      | <input type="checkbox"/>            | Transmission Line Worker Supervisor II              |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate

Enters at Step 5





**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                              | Title   |
|--------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|-------------------------------------|---|
|                    |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                                     |   |
| Stat Engrs L39     | <b>7286</b> | 7286A             | Flat Rate | \$2,466   | 7286B                 | Flat Rate | \$2,503   |    |      | <input type="checkbox"/>            | Wire Rope Cable Maintenance Supervisor                      |
| Electricians L6    | <b>7287</b> | 06920             | \$2,672   | \$3,248   | 06950                 | \$2,711   | \$3,295   |    |      | <input type="checkbox"/>            | Supervising Electronic Maintenance Technician               |
| SEIU, L 790        | <b>7302</b> | 05555             | \$1,378   | \$1,670   | 05605                 | \$1,411   | \$1,710   |    |      | <input type="checkbox"/>            | Audio-Visual Equipment Technician                           |
| SEIU, L250         | <b>7303</b> | 05665             | \$1,454   | \$1,761   | 05715                 | \$1,488   | \$1,805   |    |      | <input type="checkbox"/>            | Barber  |
| Auto Mach L1414    | <b>7305</b> | 05860             | \$1,596   | \$1,936   | 05890                 | \$1,618   | \$1,965   |    |      | <input checked="" type="checkbox"/> | Metal Fabricator  |
| Auto Mach L1414    | <b>7306</b> | 7306A             | Flat Rate | \$2,081   | 7306B                 | Flat Rate | \$2,112   |    |      | <input type="checkbox"/>            | Automotive Body And Fender Worker                           |
| Bricklayers L3     | <b>7307</b> | 06360             | \$2,033   | \$2,472   | 06390                 | \$2,063   | \$2,507   |    |      | <input checked="" type="checkbox"/> | Bricklayer  |
| Electricians L6    | <b>7308</b> | 06560             | \$2,242   | \$2,726   | 06590                 | \$2,274   | \$2,764   |    |      | <input checked="" type="checkbox"/> | Cable Splicer   |
| Auto Mach L1414    | <b>7309</b> | 7309A             | Flat Rate | \$2,081   | 7309B                 | Flat Rate | \$2,112   |    |      | <input type="checkbox"/>            | Car And Auto Painter  |
| Cement Masons L580 | <b>7311</b> | 05920             | \$1,642   | \$1,994   | 05950                 | \$1,666   | \$2,023   |    |      | <input checked="" type="checkbox"/> | Cement Mason  |
| Auto Mach L1414    | <b>7313</b> | 7313A             | Flat Rate | \$2,081   | 7313B                 | Flat Rate | \$2,112   |    |      | <input type="checkbox"/>            | Automotive Machinist  |
| Auto Mach L1414    | <b>7315</b> | 7315A             | Flat Rate | \$2,559   | 7315B                 | Flat Rate | \$2,597   |    |      | <input type="checkbox"/>            | Automotive Machinist Assistant Supervisor                   |
| Plumbers L38       | <b>7316</b> | 06500             | \$2,178   | \$2,647   | 06530                 | \$2,209   | \$2,685   |    |      | <input type="checkbox"/>            | Water Service Inspector                                     |
| Plumbers L38       | <b>7317</b> | 06800             | \$2,521   | \$3,064   | 06830                 | \$2,557   | \$3,108   |    |      | <input type="checkbox"/>            | Senior Water Service Inspector                              |
| Electricians L6    | <b>7318</b> | 06620             | \$2,309   | \$2,806   | 06650                 | \$2,342   | \$2,847   |    |      | <input checked="" type="checkbox"/> | Electronic Maintenance Technician                           |
| Electricians L6    | <b>7319</b> | 05990             | \$1,698   | \$2,063   | 06020                 | \$1,723   | \$2,094   |    |      | <input checked="" type="checkbox"/> | Electric Motor Repairer                                     |
| Auto Mach L1414    | <b>7322</b> | 7322A             | Flat Rate | \$2,559   | 7322B                 | Flat Rate | \$2,597   |    |      | <input type="checkbox"/>            | Automotive Body And Fender Worker Assistant Supervisor      |
| SEIU, L250         | <b>7324</b> | 05665             | \$1,454   | \$1,761   | 05715                 | \$1,488   | \$1,805   |    |      | <input type="checkbox"/>            | Beautician  |
| Auto Mach L1414    | <b>7325</b> | 7325A             | Flat Rate | \$2,196   | 7325B                 | Flat Rate | \$2,229   |    |      | <input type="checkbox"/>            | General Utility Mechanic                                    |
| Glaziers L718      | <b>7326</b> | 06190             | \$1,871   | \$2,274   | 06220                 | \$1,899   | \$2,309   |    |      | <input type="checkbox"/>            | Glazier   |
| Oper Engrs L3      | <b>7328</b> | 06340             | \$2,014   | \$2,449   | 06370                 | \$2,043   | \$2,483   |    |      | <input checked="" type="checkbox"/> | Operating Engineer, Universal                               |
| Electricians L6    | <b>7329</b> | 06780             | \$2,496   | \$3,035   | 06810                 | \$2,533   | \$3,080   |    |      | <input type="checkbox"/>            | Electronic Maintenance Technician Assistant Supervisor      |
| Auto Mach L1414    | <b>7330</b> | 7330A             | Flat Rate | \$2,305   | 7330B                 | Flat Rate | \$2,340   |    |      | <input type="checkbox"/>            | Senior General Utility Mechanic                             |
| Auto Mach L1414    | <b>7332</b> | 06100             | \$1,791   | \$2,178   | 06130                 | \$1,818   | \$2,209   |    |      | <input checked="" type="checkbox"/> | Maintenance Machinist                                       |
| Stat Engrs L39     | <b>7333</b> | 7333A             | \$1,371   | \$2,004   | 7333B                 | \$1,392   | \$2,034   |    |      | <input type="checkbox"/>            | Apprentice Stationary Engineer                              |
| Stat Engrs L39     | <b>7334</b> | 7334A             | Flat Rate | \$2,109   | 7334B                 | Flat Rate | \$2,141   |    |      | <input type="checkbox"/>            | Stationary Engineer   |
| Stat Engrs L39     | <b>7335</b> | 7335A             | Flat Rate | \$2,382   | 7335B                 | Flat Rate | \$2,418   |    |      | <input type="checkbox"/>            | Senior Stationary Engineer                                  |
| IFPTE, L21         | <b>7336</b> | 06655             | \$2,348   | \$2,855   | 06685                 | \$2,383   | \$2,896   |    |      | <input type="checkbox"/>            | Electronic Instrumentation Technician, Water Pollution Cont |
| Auto Mach L1414    | <b>7337</b> | 06420             | \$2,094   | \$2,545   | 06450                 | \$2,124   | \$2,582   |    |      | <input checked="" type="checkbox"/> | Maintenance Machinist Assistant Supervisor                  |
| Electricians L6    | <b>7338</b> | 06310             | \$1,985   | \$2,412   | 06340                 | \$2,014   | \$2,449   |    |      | <input checked="" type="checkbox"/> | Electrical Line Worker                                      |
| Stat Engrs L39     | <b>7339</b> | 7339A             | \$1,511   | \$2,209   | 7339B                 | \$1,534   | \$2,242   |    |      | <input type="checkbox"/>            | Apprentice Stationary Engineer, Water Treatment Plant       |
| Stat Engrs L39     | <b>7341</b> | 7341A             | Flat Rate | \$2,325   | 7341B                 | Flat Rate | \$2,360   |    |      | <input type="checkbox"/>            | Stationary Engineer, Water Treatment Plant                  |
| BC Carpenters      | <b>7342</b> | 06190             | \$1,871   | \$2,274   | 06220                 | \$1,899   | \$2,309   |    |      | <input checked="" type="checkbox"/> | Locksmith   |
| Stat Engrs L39     | <b>7343</b> | 7343A             | Flat Rate | \$2,625   | 7343B                 | Flat Rate | \$2,664   |    |      | <input type="checkbox"/>            | Senior Stationary Engineer, Water Treatment Plant           |
| BC Carpenters      | <b>7344</b> | 06190             | \$1,871   | \$2,274   | 06220                 | \$1,899   | \$2,309   |    |      | <input checked="" type="checkbox"/> | Carpenter   |
| Electricians L6    | <b>7345</b> | 06310             | \$1,985   | \$2,412   | 06340                 | \$2,014   | \$2,449   |    |      | <input checked="" type="checkbox"/> | Electrician   |
| Painters L4        | <b>7346</b> | 05990             | \$1,698   | \$2,063   | 06020                 | \$1,723   | \$2,094   |    |      | <input checked="" type="checkbox"/> | Painter   |
| Plumbers L38       | <b>7347</b> | 06480             | \$2,156   | \$2,621   | 06510                 | \$2,188   | \$2,660   |    |      | <input checked="" type="checkbox"/> | Plumber   |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name         | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                              | Title  |
|------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|-------------------------------------|--|
|                  |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                                     |  |
| Plumbers L38     | <b>7348</b> | 06480             | \$2,156   | \$2,621   | 06510                 | \$2,188   | \$2,660   |    |      | <input checked="" type="checkbox"/> | Steamfitter                                  |
| Plumbers L38     | <b>7349</b> | 06680             | \$2,377   | \$2,890   | 06710                 | \$2,412   | \$2,933   |    |      | <input checked="" type="checkbox"/> | Steamfitter Assistant Supervisor             |
| Plumbers L38     | <b>7353</b> | 05920             | \$1,642   | \$1,994   | 05950                 | \$1,666   | \$2,023   |    |      | <input type="checkbox"/>            | Water Meter Repairer                         |
| Teamsters L853   | <b>7355</b> | 7355A             | \$1,646   | \$2,097   | 7355B                 | \$1,679   | \$2,139   |    |      | <input type="checkbox"/>            | Truck Driver                                 |
| BC Carpenters    | <b>7358</b> | 06290             | \$1,965   | \$2,388   | 06320                 | \$1,994   | \$2,424   |    |      | <input type="checkbox"/>            | Pattern Maker                                |
| Plumbers L38     | <b>7360</b> | 06480             | \$2,156   | \$2,621   | 06510                 | \$2,188   | \$2,660   |    |      | <input checked="" type="checkbox"/> | Pipe Welder                                  |
| Plasterers L66   | <b>7361</b> | 06400             | \$2,074   | \$2,521   | 06430                 | \$2,104   | \$2,557   |    |      | <input type="checkbox"/>            | Plasterer                                    |
| SEIU, L 790      | <b>7362</b> | 06755             | \$2,466   | \$2,997   | 06805                 | \$2,527   | \$3,072   | Z  |      | <input type="checkbox"/>            | Communications Svstems Technician            |
| Electricians L6  | <b>7363</b> | 06310             | \$1,985   | \$2,412   | 06340                 | \$2,014   | \$2,449   |    |      | <input type="checkbox"/>            | Power House Electrician                      |
| SEIU, L 790      | <b>7368</b> | 07055             | \$2,855   | \$3,470   | 07105                 | \$2,926   | \$3,557   |    |      | <input type="checkbox"/>            | Senior Radio Technician                      |
| Oper Engrs L3    | <b>7370</b> | 05820             | \$1,565   | \$1,899   | 05850                 | \$1,588   | \$1,927   |    |      | <input checked="" type="checkbox"/> | Rigger                                       |
| Stat Engrs L39   | <b>7372</b> | 7372A             | Flat Rate | \$2,325   | 7372B                 | Flat Rate | \$2,360   |    |      | <input type="checkbox"/>            | Stationary Engineer, Sewage Plant            |
| Stat Engrs L39   | <b>7373</b> | 7373A             | Flat Rate | \$2,625   | 7373B                 | Flat Rate | \$2,664   |    |      | <input type="checkbox"/>            | Senior Stationary Engineer, Sewage Plant     |
| Stat Engrs L39   | <b>7375</b> | 7375A             | \$1,511   | \$2,209   | 7375B                 | \$1,534   | \$2,242   |    |      | <input type="checkbox"/>            | Apprentice Stationary Engineer, Sewage Plant |
| SheetMetal L104  | <b>7376</b> | 06490             | \$2,166   | \$2,632   | 06520                 | \$2,199   | \$2,672   |    |      | <input checked="" type="checkbox"/> | Sheet Metal Worker                           |
| IATSE, L16       | <b>7377</b> | 06310             | \$1,985   | \$2,412   | 06340                 | \$2,014   | \$2,449   |    |      | <input checked="" type="checkbox"/> | Stage Electrician                            |
| Bricklayers L3   | <b>7378</b> | 06000             | \$1,706   | \$2,074   | 06030                 | \$1,731   | \$2,104   |    |      | <input type="checkbox"/>            | Tile Setter                                  |
| Auto Mach L1414  | <b>7381</b> | 7381A             | Flat Rate | \$2,049   | 7381B                 | Flat Rate | \$2,080   |    |      | <input type="checkbox"/>            | Automotive Mechanic                          |
| Auto Mach L1414  | <b>7382</b> | 7382A             | Flat Rate | \$2,559   | 7382B                 | Flat Rate | \$2,597   |    |      | <input type="checkbox"/>            | Automotive Mechanic Assistant Supervisor     |
| SEIU, L 790      | <b>7384</b> | 05735             | \$1,503   | \$1,823   | 05785                 | \$1,539   | \$1,867   |    |      | <input type="checkbox"/>            | Typewriter Repairer                          |
| Auto Mach L1414  | <b>7387</b> | 05780             | \$1,535   | \$1,862   | 05810                 | \$1,558   | \$1,890   |    |      | <input checked="" type="checkbox"/> | Upholsterer                                  |
| Plumbers L38     | <b>7388</b> | 06480             | \$2,156   | \$2,621   | 06510                 | \$2,188   | \$2,660   |    |      | <input checked="" type="checkbox"/> | Utility Plumber                              |
| Ironworkers L377 | <b>7389</b> | 05850             | \$1,588   | \$1,927   | 05880                 | \$1,611   | \$1,955   |    |      | <input type="checkbox"/>            | Metalsmith                                   |
| Electricians L6  | <b>7390</b> | 06040             | \$1,740   | \$2,115   | 06070                 | \$1,765   | \$2,145   |    |      | <input type="checkbox"/>            | Welder                                       |
| SEIU, L 790      | <b>7392</b> | 05955             | \$1,670   | \$2,028   | 06005                 | \$1,710   | \$2,079   |    |      | <input type="checkbox"/>            | Window Cleaner                               |
| Ironworkers L377 | <b>7395</b> | 06100             | \$1,791   | \$2,178   | 06130                 | \$1,818   | \$2,209   |    |      | <input checked="" type="checkbox"/> | Ornamental Iron Worker                       |
| Laborers L 261   | <b>7404</b> | 05630             | \$1,429   | \$1,731   | 05660                 | \$1,450   | \$1,756   |    |      | <input type="checkbox"/>            | Asphalt Finisher                             |
| TWU 250-A 7410   | <b>7410</b> | 05525             | \$1,359   | \$1,646   | 05555                 | \$1,378   | \$1,670   |    |      | <input type="checkbox"/>            | Automotive Service Worker                    |
| SEIU, L 790      | <b>7416</b> | 05425             | \$1,295   | \$1,569   | 05475                 | \$1,326   | \$1,607   |    |      | <input type="checkbox"/>            | Book Repairer                                |
| SEIU, L 790      | <b>7418</b> | 05815             | \$1,562   | \$1,895   | 05865                 | \$1,600   | \$1,941   |    |      | <input type="checkbox"/>            | Senior Book Repairer                         |
| Stat Engrs L39   | <b>7420</b> | 7420A             | Flat Rate | \$1,683   | 7420B                 | Flat Rate | \$1,708   |    |      | <input type="checkbox"/>            | Bridgetender                                 |
| Laborers L 261   | <b>7421</b> | 05750             | \$1,513   | \$1,835   | 05780                 | \$1,535   | \$1,862   |    |      | <input type="checkbox"/>            | Sewer Maintenance Worker                     |
| Oper Engrs L3    | <b>7424</b> | 06040             | \$1,740   | \$2,115   | 06070                 | \$1,765   | \$2,145   |    |      | <input checked="" type="checkbox"/> | Driver Mixer Operator                        |
| Hodcarriers L36  | <b>7428</b> | 05930             | \$1,650   | \$2,004   | 05960                 | \$1,674   | \$2,033   |    |      | <input checked="" type="checkbox"/> | Hodcarrier                                   |
| Electricians L6  | <b>7430</b> | 06320             | \$1,994   | \$2,424   | 06350                 | \$2,023   | \$2,459   |    |      | <input type="checkbox"/>            | Assistant Electronic Maintenance Technician  |
| Electricians L6  | <b>7432</b> | 06010             | \$1,714   | \$2,084   | 06040                 | \$1,740   | \$2,115   |    |      | <input type="checkbox"/>            | Electrical Line Helper                       |
| Auto Mach L1414  | <b>7434</b> | 05510             | \$1,349   | \$1,634   | 05540                 | \$1,368   | \$1,658   |    |      | <input checked="" type="checkbox"/> | Maintenance Machinist Helper                 |
| SEIU, L 790      | <b>7441</b> | 05175             | \$1,150   | \$1,391   | 05225                 | \$1,177   | \$1,425   |    |      | <input type="checkbox"/>            | Tool Room Mechanic And Custodian             |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title   |
|--------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|---|
|                    |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |   |
| Teamsters L856     | <b>7444</b> | 05820             | \$1,565   | \$1,899   | 05860                 | \$1,596   | \$1,936   |    |      | <input type="checkbox"/> | Parking Meter Repairer                            |
| Plumbers L38       | <b>7449</b> | 06360             | \$2,033   | \$2,472   | 06390                 | \$2,063   | \$2,507   |    |      | <input type="checkbox"/> | Sewer Service Worker                              |
| SEIU, L 790        | <b>7450</b> | 05515             | \$1,352   | \$1,638   | 05565                 | \$1,385   | \$1,678   |    |      | <input type="checkbox"/> | Shade And Dranerv Worker                          |
| IFPTE, L21         | <b>7457</b> | 05625             | \$1,425   | \$1,727   | 05655                 | \$1,447   | \$1,752   |    |      | <input type="checkbox"/> | Sign Worker                                       |
| Plumbers L38       | <b>7463</b> | 7463A             | \$1,311   | \$2,490   | 7463B                 | \$1,330   | \$2,527   |    |      | <input type="checkbox"/> | Utilitv Plumber Appoentice                        |
| SEIU, L 790        | <b>7470</b> | 05785             | \$1,539   | \$1,867   | 05835                 | \$1,577   | \$1,914   |    |      | <input type="checkbox"/> | Watershed Keener                                  |
| Electricians L6    | <b>7480</b> | 05900             | \$1,626   | \$1,975   | 05930                 | \$1,650   | \$2,004   |    |      | <input type="checkbox"/> | Power Generation Technician I                     |
| Electricians L6    | <b>7482</b> | 06140             | \$1,827   | \$2,221   | 06170                 | \$1,853   | \$2,252   |    |      | <input type="checkbox"/> | Power Generation Technician II                    |
| Electricians L6    | <b>7484</b> | 06280             | \$1,955   | \$2,377   | 06310                 | \$1,985   | \$2,412   |    |      | <input type="checkbox"/> | Senior Power Generation Technician                |
| Electricians L6    | <b>7488</b> | 06620             | \$2,309   | \$2,806   | 06650                 | \$2,342   | \$2,847   | Z  |      | <input type="checkbox"/> | Power Generation Supervisor                       |
| Laborers L 261     | <b>7501</b> | 7501A             | \$820     | \$1,196   | 7501B                 | \$832     | \$1,214   |    |      | <input type="checkbox"/> | Environmental Service Worker                      |
| Laborers L 261     | <b>7502</b> | 05560             | \$1,381   | \$1,674   | 05590                 | \$1,401   | \$1,698   |    |      | <input type="checkbox"/> | Asphalt Worker                                    |
| Electricians L6    | <b>7510</b> | 05090             | \$1,104   | \$1,336   | 05120                 | \$1,120   | \$1,355   |    |      | <input type="checkbox"/> | Lighting Fixture Maintenance Worker               |
| Laborers L 261     | <b>7514</b> | 05520             | \$1,355   | \$1,642   | 05550                 | \$1,375   | \$1,666   |    |      | <input type="checkbox"/> | General Laborer                                   |
| SEIU, L250         | <b>7524</b> | 05245             | \$1,188   | \$1,440   | 05295                 | \$1,217   | \$1,474   |    |      | <input type="checkbox"/> | Institution Utilitv Worker                        |
| SEIU, L 790        | <b>7542</b> | 7542A             | Flat Rate | \$14,2600 | 7542B                 | Flat Rate | \$14,6200 |    | H    | <input type="checkbox"/> | Watershed Worker (Seasonal)                       |
| SEIU, L 790        | <b>8104</b> | 05415             | \$1,288   | \$1,562   | 05465                 | \$1,320   | \$1,600   |    |      | <input type="checkbox"/> | Victim & Witness Technician                       |
| SEIU, L 790        | <b>8106</b> | 05420             | \$1,291   | \$1,565   | 05470                 | \$1,323   | \$1,603   |    |      | <input type="checkbox"/> | Legal Process Clerk                               |
| SEIU, L 790        | <b>8108</b> | 05610             | \$1,414   | \$1,714   | 05660                 | \$1,450   | \$1,756   |    |      | <input type="checkbox"/> | Senior Legal Process Clerk                        |
| SEIU, L 790        | <b>8109</b> | 05815             | \$1,562   | \$1,895   | 05865                 | \$1,600   | \$1,941   |    |      | <input type="checkbox"/> | Document Examiner Technician                      |
| SEIU, L 790        | <b>8113</b> | 06275             | \$1,951   | \$2,371   | 06325                 | \$1,999   | \$2,430   |    |      | <input type="checkbox"/> | Court Clerk                                       |
| IFPTE, L21         | <b>8116</b> | 05675             | \$1,460   | \$1,769   | 05705                 | \$1,481   | \$1,796   |    |      | <input type="checkbox"/> | Legislative Calendar Clerk                        |
| IFPTE, L21         | <b>8118</b> | 06055             | \$1,752   | \$2,130   | 06085                 | \$1,778   | \$2,161   |    |      | <input type="checkbox"/> | Legislation Clerk                                 |
| Unrepresented-Misc | <b>8121</b> | 06190             | \$1,871   | \$2,274   | 06220                 | \$1,899   | \$2,309   | Z  |      | <input type="checkbox"/> | Fare Inspections Supervisor/Investigator          |
| SEIU, L 790        | <b>8124</b> | 06370             | \$2,043   | \$2,483   | 06420                 | \$2,094   | \$2,545   | Z  |      | <input type="checkbox"/> | Investigator, Office Of Citizen Complaints        |
| TWU L200           | <b>8126</b> | 06440             | \$2,115   | \$2,571   | 06470                 | \$2,145   | \$2,607   | Z  |      | <input type="checkbox"/> | Senior Investigator, Office Of Citizen Complaints |
| + MEA              | <b>8127</b> | 06690             | \$2,388   | \$2,902   | 06750                 | \$2,459   | \$2,989   | Z  |      | <input type="checkbox"/> | Chief Investigator, Office Of Citizen Complaints  |
| + MEA              | <b>8128</b> | 07110             | \$2,933   | \$3,566   | 07170                 | \$3,018   | \$3,668   | Z  |      | <input type="checkbox"/> | Director, Office Of Citizen Complaints            |
| SEIU, L 790        | <b>8129</b> | 05835             | \$1,577   | \$1,914   | 05885                 | \$1,615   | \$1,960   |    |      | <input type="checkbox"/> | Victim/Witness Investigator I                     |
| SEIU, L 790        | <b>8131</b> | 06025             | \$1,727   | \$2,099   | 06075                 | \$1,769   | \$2,151   |    |      | <input type="checkbox"/> | Victim/Witness Investigator II                    |
| DA Investigators   | <b>8132</b> | 05860             | \$1,596   | \$1,936   | 05860                 | \$1,596   | \$1,936   | L  |      | <input type="checkbox"/> | District Attorney's Investigative Assistant       |
| SEIU, L 790        | <b>8133</b> | 06385             | \$2,058   | \$2,502   | 06435                 | \$2,110   | \$2,564   | Z  |      | <input type="checkbox"/> | Victim/Witness Investigator III                   |
| SEIU, L 790        | <b>8135</b> | 06555             | \$2,236   | \$2,719   | 06605                 | \$2,292   | \$2,786   | Z  |      | <input type="checkbox"/> | Assistant Chief Victim/Witness Investigator       |
| Unrepresented-Mgt  | <b>8137</b> | 06840             | \$2,571   | \$3,126   | 06870                 | \$2,607   | \$3,169   | Z  |      | <input type="checkbox"/> | Chief Victim/Witness Investigator                 |
| SEIU, L 790        | <b>8138</b> | 05865             | \$1,600   | \$1,941   | 05915                 | \$1,638   | \$1,990   |    |      | <input type="checkbox"/> | Court Reporter                                    |
| SEIU, L 790        | <b>8139</b> | 05975             | \$1,686   | \$2,048   | 06025                 | \$1,727   | \$2,099   | Z  |      | <input type="checkbox"/> | Industrial Injury Investigator                    |
| SEIU, L 790        | <b>8141</b> | 06135             | \$1,823   | \$2,215   | 06185                 | \$1,867   | \$2,269   | Z  |      | <input type="checkbox"/> | Worker's Compensation Adjuster                    |
| SEIU, L 790        | <b>8142</b> | 06370             | \$2,043   | \$2,483   | 06420                 | \$2,094   | \$2,545   | Z  |      | <input type="checkbox"/> | Public Defender's Investigator                    |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                   | Title  |
|--------------------|-------------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|--------------------------|--|
|                    |             | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                          |  |
| SEIU, L 790        | <b>8143</b> | 06540             | \$2,221  | \$2,700   | 06590                 | \$2,274  | \$2,764   |    |      | <input type="checkbox"/> | Senior Public Defender's Investigator                    |
| DA Investigators   | <b>8146</b> | 06410             | \$2,084  | \$2,533   | 06410                 | \$2,084  | \$2,533   | Z  |      | <input type="checkbox"/> | District Attorney's Investigator                         |
| DA Investigators   | <b>8147</b> | 06580             | \$2,264  | \$2,752   | 06580                 | \$2,264  | \$2,752   | Z  |      | <input type="checkbox"/> | Senior District Attorney's Investigator                  |
| + MEA              | <b>8148</b> | 07070             | \$2,874  | \$3,493   | 07130                 | \$2,960  | \$3,597   | Z  |      | <input type="checkbox"/> | Chief District Attorney's Investigator                   |
| DA Investigators   | <b>8149</b> | 06710             | \$2,412  | \$2,933   | 06710                 | \$2,412  | \$2,933   | Z  |      | <input type="checkbox"/> | Assistant Chief District Attorney's Investigator         |
| + MEA              | <b>8150</b> | 06970             | \$2,737  | \$3,327   | 07030                 | \$2,819  | \$3,426   | Z  |      | <input type="checkbox"/> | Principal District Attorney's Investigator. Social Unit  |
| IFPTE, L21         | <b>8151</b> | 06565             | \$2,247  | \$2,732   | 06595                 | \$2,281  | \$2,772   |    |      | <input type="checkbox"/> | Claims Investigator. City Attorney's Office              |
| IFPTE, L21         | <b>8152</b> | 06765             | \$2,478  | \$3,012   | 06795                 | \$2,514  | \$3,056   |    |      | <input type="checkbox"/> | Senior Claims Investigator. City Attorney's Office       |
| + MEA              | <b>8153</b> | 06890             | \$2,632  | \$3,199   | 06950                 | \$2,711  | \$3,295   | Z  |      | <input type="checkbox"/> | Principal Claims Investigator. City Attorney's Office    |
| + MEA              | <b>8155</b> | 07480             | \$3,513  | \$4,270   | 07540                 | \$3,618  | \$4,397   | Z  |      | <input type="checkbox"/> | Chief. Bureau Of Claims Investigation And Administration |
| SEIU, L 790        | <b>8157</b> | 05700             | \$1,477  | \$1,791   | 05750                 | \$1,513  | \$1,835   | L  |      | <input type="checkbox"/> | Family Support Investigator I                            |
| SEIU, L 790        | <b>8158</b> | 06005             | \$1,710  | \$2,079   | 06055                 | \$1,752  | \$2,130   | L  |      | <input type="checkbox"/> | Child Support Officer II                                 |
| SEIU, L 790        | <b>8158</b> | 06005             | \$1,710  | \$2,079   | 06055                 | \$1,752  | \$2,130   | L  |      | <input type="checkbox"/> | Family Support Investigator II                           |
| SEIU, L 790        | <b>8159</b> | 06365             | \$2,038  | \$2,478   | 06415                 | \$2,089  | \$2,539   |    |      | <input type="checkbox"/> | Family Support Investigator III                          |
| + MEA              | <b>8160</b> | 06540             | \$2,221  | \$2,700   | 06600                 | \$2,287  | \$2,779   | Z  |      | <input type="checkbox"/> | Assistant Chief. Family Support Investigator             |
| MAA                | <b>8162</b> | 06505             | \$2,183  | \$2,654   | 06540                 | \$2,221  | \$2,700   | Z  |      | <input type="checkbox"/> | Rent Board Hearing Officer                               |
| MAA                | <b>8164</b> | 06625             | \$2,314  | \$2,813   | 06660                 | \$2,354  | \$2,862   | Z  |      | <input type="checkbox"/> | Senior Hearing Officer. Rent Arbitration Board           |
| SEIU, L 790        | <b>8165</b> | 06625             | \$2,314  | \$2,813   | 06675                 | \$2,371  | \$2,882   | Z  |      | <input type="checkbox"/> | Worker's Compensation Supervisor I                       |
| + MEA              | <b>8166</b> | 07070             | \$2,874  | \$3,493   | 07130                 | \$2,960  | \$3,597   | Z  |      | <input type="checkbox"/> | Worker's Compensation Claims Manager                     |
| IFPTE, L21         | <b>8167</b> | 06365             | \$2,038  | \$2,478   | 06395                 | \$2,069  | \$2,514   | Z  |      | <input type="checkbox"/> | Parking Hearing Examiner                                 |
| Unrepresented-Misc | <b>8168</b> | 06665             | \$2,360  | \$2,868   | 06695                 | \$2,395  | \$2,910   | Z  |      | <input type="checkbox"/> | Parking Hearing Supervisor                               |
| IFPTE, L21         | <b>8169</b> | 05995             | \$1,702  | \$2,069   | 06025                 | \$1,727  | \$2,099   | Z  |      | <input type="checkbox"/> | Legislative Assistant. City Attorney's Office            |
| SEIU, L 790        | <b>8170</b> | 06385             | \$2,058  | \$2,502   | 06435                 | \$2,110  | \$2,564   | Z  |      | <input type="checkbox"/> | Medical Claims Supervisor                                |
| + MEA              | <b>8171</b> | 07150             | \$2,989  | \$3,633   | 07210                 | \$3,080  | \$3,744   | Z  |      | <input type="checkbox"/> | Law Office Manager                                       |
| IFPTE, L21         | <b>8173</b> | 06095             | \$1,787  | \$2,172   | 06125                 | \$1,814  | \$2,204   |    |      | <input type="checkbox"/> | Legal Assistant  |
| MAA                | <b>8174</b> | 06505             | \$2,183  | \$2,654   | 06540                 | \$2,221  | \$2,700   | Z  |      | <input type="checkbox"/> | Attorney. Civil And Criminal                             |
| MAA                | <b>8176</b> | 8176A             | \$2,527  | \$3,164   | 8176B                 | \$2,571  | \$3,282   | Z  |      | <input type="checkbox"/> | Trial Attorney. Civil And Criminal                       |
| MAA                | <b>8178</b> | 8178A             | \$2,997  | \$3,752   | 8178B                 | \$3,047  | \$3,888   | Z  |      | <input type="checkbox"/> | Senior Attorney. Civil And Criminal                      |
| MAA                | <b>8180</b> | 07555             | \$3,643  | \$4,428   | 07590                 | \$3,703  | \$4,500   | Z  |      | <input type="checkbox"/> | Principal Attorney. Civil And Criminal                   |
| MAA                | <b>8181</b> | 07805             | \$4,117  | \$5,005   | 07840                 | \$4,188  | \$5,090   | Z  |      | <input type="checkbox"/> | Assistant Chief Attorney I                               |
| MAA                | <b>8182</b> | 07705             | \$3,921  | \$4,766   | 07740                 | \$3,989  | \$4,848   | Z  |      | <input type="checkbox"/> | Head Attorney. Civil And Criminal                        |
| MAA                | <b>8183</b> | 07905             | \$4,323  | \$5,255   | 07940                 | \$4,397  | \$5,345   | Z  |      | <input type="checkbox"/> | Assistant Chief Attorney II                              |
| + MEA              | <b>8184</b> | 07930             | \$4,372  | \$5,315   | 07990                 | \$4,500  | \$5,469   | Z  |      | <input type="checkbox"/> | Chief Attorney II (Civil And Criminal)                   |
| + MEA              | <b>8185</b> | 07770             | \$4,044  | \$4,915   | 07830                 | \$4,164  | \$5,062   | Z  |      | <input type="checkbox"/> | Director. Child Support Services                         |
| + MEA              | <b>8186</b> | 07460             | \$3,479  | \$4,229   | 07520                 | \$3,581  | \$4,352   | Z  |      | <input type="checkbox"/> | Attorney For The Public Administrator                    |
| + MEA              | <b>8187</b> | 06905             | \$2,654  | \$3,226   | 06965                 | \$2,732  | \$3,320   | Z  |      | <input type="checkbox"/> | Chief. Family Support Investigator                       |
| MAA                | <b>8190</b> | 07665             | \$3,844  | \$4,672   | 07700                 | \$3,910  | \$4,753   | Z  |      | <input type="checkbox"/> | Attorney. Tax Collector                                  |
| MAA                | <b>8193</b> | 07925             | \$4,362  | \$5,303   | 07960                 | \$4,440  | \$5,397   | Z  |      | <input type="checkbox"/> | Chief Attorney I (Civil & Criminal)                      |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |           |             | January 6, 2001 Rate+ |           |             | OT | Type | Step 5                   | Title   |
|--------------------|-------------|-------------------|-----------|-------------|-----------------------|-----------|-------------|----|------|--------------------------|---|
|                    |             | Grade             | Low Rate  | High Rate   | Grade                 | Low Rate  | High Rate   |    |      |                          |   |
| Elected Official   | <b>8196</b> | 8196A             | Flat Rate | \$5,325     | 8196A                 | Flat Rate | \$5,325     | Z  |      | <input type="checkbox"/> | Public Defender   |
| Elected Official   | <b>8197</b> | 8197A             | Flat Rate | \$5,590     | 8197A                 | Flat Rate | \$5,590     | Z  |      | <input type="checkbox"/> | City Attorney   |
| Elected Official   | <b>8198</b> | 8198A             | Flat Rate | \$5,590     | 8198A                 | Flat Rate | \$5,590     | Z  |      | <input type="checkbox"/> | District Attorney                                       |
| SEIU, L 790        | <b>8201</b> | 8201A             | Flat Rate | \$11,320.00 | 8201B                 | Flat Rate | \$11,600.00 |    | H    | <input type="checkbox"/> | School Crossing Guard                                   |
| SEIU, L 790        | <b>8202</b> | 05165             | \$1,144   | \$1,385     | 05215                 | \$1,172   | \$1,418     |    |      | <input type="checkbox"/> | Security Guard  |
| SEIU, L 790        | <b>8204</b> | 05885             | \$1,615   | \$1,960     | 05935                 | \$1,654   | \$2,009     | L  |      | <input type="checkbox"/> | Institutional Police Officer                            |
| SFIPOA             | <b>8205</b> | 06090             | \$1,782   | \$2,166     | 06120                 | \$1,809   | \$2,199     | L  |      | <input type="checkbox"/> | Institutional Police Sergeant                           |
| SFIPOA             | <b>8206</b> | 06490             | \$2,166   | \$2,632     | 06520                 | \$2,199   | \$2,672     |    |      | <input type="checkbox"/> | Institutional Police Captain                            |
| SEIU, L 790        | <b>8207</b> | 05565             | \$1,385   | \$1,678     | 05615                 | \$1,418   | \$1,719     |    |      | <input type="checkbox"/> | Building And Grounds Patrol Officer                     |
| SEIU, L 790        | <b>8208</b> | 05565             | \$1,385   | \$1,678     | 05615                 | \$1,418   | \$1,719     |    |      | <input type="checkbox"/> | Park Patrol Officer                                     |
| SFIPOA             | <b>8209</b> | 06290             | \$1,965   | \$2,388     | 06320                 | \$1,994   | \$2,424     |    |      | <input type="checkbox"/> | Institutional Police Lieutenant                         |
| SEIU, L 790        | <b>8210</b> | 06005             | \$1,710   | \$2,079     | 06055                 | \$1,752   | \$2,130     |    |      | <input type="checkbox"/> | Head Park Patrol Officer                                |
| SEIU, L 790        | <b>8213</b> | 05815             | \$1,562   | \$1,895     | 05865                 | \$1,600   | \$1,941     |    |      | <input type="checkbox"/> | Police Services Aide                                    |
| SEIU, L 790        | <b>8214</b> | 8214A             | \$1,271   | \$1,527     | 8214B                 | \$1,303   | \$1,565     |    |      | <input type="checkbox"/> | Parking Control Officer                                 |
| SEIU, L 790        | <b>8216</b> | 8216A             | \$1,513   | \$1,824     | 8216B                 | \$1,551   | \$1,870     |    |      | <input type="checkbox"/> | Senior Parking Control Officer                          |
| SEIU, L 790        | <b>8217</b> | 06015             | \$1,719   | \$2,089     | 06065                 | \$1,761   | \$2,140     |    |      | <input type="checkbox"/> | Station Officer   |
| + MEA              | <b>8221</b> | 07030             | \$2,819   | \$3,426     | 07090                 | \$2,902   | \$3,527     | Z  |      | <input type="checkbox"/> | Chief Of Protective Services, Transportation Commission |
| Unrepresented-Misc | <b>8222</b> | 05970             | \$1,682   | \$2,043     | 06000                 | \$1,706   | \$2,074     | L  |      | <input type="checkbox"/> | Housing Authority Police Officer                        |
| SEIU, L 790        | <b>8226</b> | 05565             | \$1,385   | \$1,678     | 05615                 | \$1,418   | \$1,719     |    |      | <input type="checkbox"/> | Museum Guard  |
| SEIU, L 790        | <b>8228</b> | 05785             | \$1,539   | \$1,867     | 05835                 | \$1,577   | \$1,914     |    |      | <input type="checkbox"/> | Museum Security Supervisor                              |
| SEIU, L 790        | <b>8234</b> | 06025             | \$1,727   | \$2,099     | 06075                 | \$1,769   | \$2,151     |    |      | <input type="checkbox"/> | Fire Alarm Dispatcher                                   |
| SEIU, L 790        | <b>8236</b> | 06375             | \$2,048   | \$2,490     | 06425                 | \$2,099   | \$2,551     |    |      | <input type="checkbox"/> | Chief Fire Alarm Dispatcher                             |
| SEIU, L 790        | <b>8238</b> | 05975             | \$1,686   | \$2,048     | 06025                 | \$1,727   | \$2,099     |    |      | <input type="checkbox"/> | Public Safety Communications Dispatcher                 |
| SEIU, L 790        | <b>8239</b> | 06215             | \$1,895   | \$2,303     | 06265                 | \$1,941   | \$2,360     |    |      | <input type="checkbox"/> | Senior Police Communications Dispatcher                 |
| IFPTE, L21         | <b>8240</b> | 06345             | \$2,019   | \$2,454     | 06375                 | \$2,048   | \$2,490     |    |      | <input type="checkbox"/> | Police Communications Shift Supervisor                  |
| + MEA              | <b>8245</b> | 07050             | \$2,847   | \$3,460     | 07110                 | \$2,933   | \$3,566     | Z  |      | <input type="checkbox"/> | Communications Manager, S.F. Police Department          |
| Unrepresented-Misc | <b>8247</b> | 06260             | \$1,936   | \$2,354     | 06290                 | \$1,965   | \$2,388     | Z  |      | <input type="checkbox"/> | Emergency Planning Coordinator                          |
| SEIU, L 790        | <b>8249</b> | 05535             | \$1,365   | \$1,654     | 05585                 | \$1,398   | \$1,694     |    |      | <input type="checkbox"/> | Fingerprint Technician I                                |
| SEIU, L 790        | <b>8250</b> | 05695             | \$1,474   | \$1,787     | 05745                 | \$1,510   | \$1,831     |    |      | <input type="checkbox"/> | Fingerprint Technician II                               |
| SEIU, L 790        | <b>8251</b> | 05845             | \$1,584   | \$1,923     | 05895                 | \$1,622   | \$1,970     |    |      | <input type="checkbox"/> | Fingerprint Technician III                              |
| IFPTE, L21         | <b>8260</b> | 06665             | \$2,360   | \$2,868     | 06695                 | \$2,395   | \$2,910     | Z  |      | <input type="checkbox"/> | Criminalist   |
| IFPTE, L21         | <b>8262</b> | 07165             | \$3,012   | \$3,661     | 07195                 | \$3,056   | \$3,714     | Z  |      | <input type="checkbox"/> | Senior Criminalist                                      |
| Unrepresented-Misc | <b>8263</b> | 07265             | \$3,162   | \$3,844     | 07295                 | \$3,208   | \$3,899     | Z  |      | <input type="checkbox"/> | Crime Laboratory Manager                                |
| IFPTE, L21         | <b>8264</b> | 06505             | \$2,183   | \$2,654     | 06535                 | \$2,215   | \$2,693     | Z  |      | <input type="checkbox"/> | Forensic Document Examiner                              |
| SEIU, L 790        | <b>8274</b> | 04655             | \$897     | \$1,086     | 04705                 | \$918     | \$1,112     |    |      | <input type="checkbox"/> | Police Cadet  |
| SEIU, L 790        | <b>8280</b> | 05665             | \$1,454   | \$1,761     | 05715                 | \$1,488   | \$1,805     |    |      | <input type="checkbox"/> | Environmental Control Officer                           |
| Unrepresented-Misc | <b>8282</b> | 05915             | Flat Rate | \$1,638     | 05915                 | \$1,638   | \$1,990     |    |      | <input type="checkbox"/> | Senior Environmental Control Officer                    |
| SEIU, L 790        | <b>8300</b> | 04655             | \$897     | \$1,086     | 04705                 | \$918     | \$1,112     |    |      | <input type="checkbox"/> | Sheriff's Cadet   |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title  |
|--------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|--|
|                    |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |  |
| SEIU, L 790        | <b>8301</b> | 05485             | \$1,333   | \$1,615   | 05535                 | \$1,365   | \$1,654   |    |      | <input type="checkbox"/> | Sheriff's Property Keeper                                |
| Deputy Sheriffs    | <b>8302</b> | 8302A             | Flat Rate | \$1,444   | 8302B                 | Flat Rate | \$1,480   |    |      | <input type="checkbox"/> | Deputy Sheriff I   |
| Deputy Sheriffs    | <b>8304</b> | 06020             | \$1,723   | \$2,094   | 06070                 | \$1,765   | \$2,145   | L  |      | <input type="checkbox"/> | Deputy Sheriff   |
| Deputy Sheriffs    | <b>8306</b> | 06230             | \$1,909   | \$2,319   | 06280                 | \$1,955   | \$2,377   | L  |      | <input type="checkbox"/> | Senior Deputy Sheriff                                    |
| Deputy Sheriffs    | <b>8308</b> | 06430             | \$2,104   | \$2,557   | 06480                 | \$2,156   | \$2,621   | L  |      | <input type="checkbox"/> | Sheriff's Sergeant                                       |
| Deputy Sheriffs    | <b>8310</b> | 06710             | \$2,412   | \$2,933   | 06760                 | \$2,472   | \$3,005   |    |      | <input type="checkbox"/> | Sheriff's Lieutenant                                     |
| Deputy Sheriffs    | <b>8312</b> | 06990             | \$2,764   | \$3,359   | 07040                 | \$2,835   | \$3,446   | Z  |      | <input type="checkbox"/> | Sheriff's Captain  |
| + MEA              | <b>8313</b> | 06840             | \$2,571   | \$3,126   | 06900                 | \$2,647   | \$3,217   | Z  |      | <input type="checkbox"/> | Administrator Of Prisoner Services                       |
| Deputy Sheriffs    | <b>8314</b> | 07190             | \$3,047   | \$3,703   | 07240                 | \$3,126   | \$3,799   | Z  |      | <input type="checkbox"/> | Chief Deputy Sheriff                                     |
| + MEA              | <b>8315</b> | 07240             | \$3,126   | \$3,799   | 07300                 | \$3,217   | \$3,910   | Z  |      | <input type="checkbox"/> | Assistant Sheriff  |
| SEIU, L 790        | <b>8316</b> | 05470             | \$1,323   | \$1,603   | 05520                 | \$1,355   | \$1,642   |    |      | <input type="checkbox"/> | Assistant Counselor                                      |
| SEIU, L 790        | <b>8318</b> | 06115             | \$1,805   | \$2,194   | 06165                 | \$1,849   | \$2,247   |    |      | <input type="checkbox"/> | Counselor II   |
| SEIU, L 790        | <b>8320</b> | 05735             | \$1,503   | \$1,823   | 05785                 | \$1,539   | \$1,867   |    |      | <input type="checkbox"/> | Counselor, Juvenile Hall                                 |
| SEIU, L 790        | <b>8321</b> | 05885             | \$1,615   | \$1,960   | 05935                 | \$1,654   | \$2,009   |    |      | <input type="checkbox"/> | Counselor, Boys Ranch School                             |
| Teamsters L856     | <b>8322</b> | 06195             | \$1,876   | \$2,281   | 06235                 | \$1,914   | \$2,326   |    |      | <input type="checkbox"/> | Senior Counselor, Juvenile Hall                          |
| Teamsters L856     | <b>8323</b> | 05935             | \$1,654   | \$2,009   | 05975                 | \$1,686   | \$2,048   |    |      | <input type="checkbox"/> | Senior Counselor, Boys Ranch School                      |
| Teamsters L856     | <b>8324</b> | 06195             | \$1,876   | \$2,281   | 06235                 | \$1,914   | \$2,326   |    |      | <input type="checkbox"/> | Supervising Counselor, Juvenile Court                    |
| + MEA              | <b>8326</b> | 06170             | \$1,853   | \$2,252   | 06230                 | \$1,909   | \$2,319   | Z  |      | <input type="checkbox"/> | Assistant Director, Log Cabin Ranch                      |
| + MEA              | <b>8330</b> | 06570             | \$2,252   | \$2,737   | 06630                 | \$2,319   | \$2,819   | Z  |      | <input type="checkbox"/> | Director, Log Cabin Ranch                                |
| + MEA              | <b>8336</b> | 06750             | \$2,459   | \$2,989   | 07115                 | \$2,940   | \$3,574   | Z  |      | <input type="checkbox"/> | Manager, Finance And Administration, Juvenile Probation  |
| + MEA              | <b>8340</b> | 06250             | \$1,927   | \$2,342   | 06310                 | \$1,985   | \$2,412   | Z  |      | <input type="checkbox"/> | Assistant Director, Juvenile Hall                        |
| + MEA              | <b>8344</b> | 06800             | \$2,521   | \$3,064   | 06860                 | \$2,596   | \$3,155   | Z  |      | <input type="checkbox"/> | Director, Juvenile Hall                                  |
| + MEA              | <b>8348</b> | 07340             | \$3,282   | \$3,989   | 07400                 | \$3,378   | \$4,106   | Z  |      | <input type="checkbox"/> | Undersheriff   |
| Elected Official   | <b>8350</b> | 8350A             | Flat Rate | \$4,361   | 8350A                 | Flat Rate | \$4,361   | Z  |      | <input type="checkbox"/> | Sheriff  |
| + MEA              | <b>8413</b> | 07180             | \$3,035   | \$3,689   | 07240                 | \$3,126   | \$3,799   | Z  |      | <input type="checkbox"/> | Asst. Chief Probation Officer, Juvenile Probation        |
| Supv Prob Off L3   | <b>8414</b> | 06330             | \$2,004   | \$2,435   | 06360                 | \$2,033   | \$2,472   | Z  |      | <input type="checkbox"/> | Supervising Probation Officer, Juvenile Court            |
| Supv Prob Off L3   | <b>8415</b> | 06520             | \$2,199   | \$2,672   | 06550                 | \$2,230   | \$2,711   | Z  |      | <input type="checkbox"/> | Senior Supervising Probation Officer, Juvenile Probation |
| + MEA              | <b>8416</b> | 06740             | \$2,449   | \$2,977   | 06800                 | \$2,521   | \$3,064   | Z  |      | <input type="checkbox"/> | Director, Probation Services                             |
| + MEA              | <b>8417</b> | 06740             | \$2,449   | \$2,977   | 06800                 | \$2,521   | \$3,064   | Z  |      | <input type="checkbox"/> | Director, Community Programs, Juvenile Probation         |
| + MEA              | <b>8418</b> | 07740             | \$3,989   | \$4,848   | 07800                 | \$4,106   | \$4,991   | Z  |      | <input type="checkbox"/> | Chief Probation Officer, Juvenile Court                  |
| SEIU, L 790        | <b>8420</b> | 06315             | \$1,990   | \$2,418   | 06365                 | \$2,038   | \$2,478   | Z  |      | <input type="checkbox"/> | Rehabilitation Services Coordinator                      |
| Supv Prob Off L3   | <b>8434</b> | 06330             | \$2,004   | \$2,435   | 06360                 | \$2,033   | \$2,472   | Z  |      | <input type="checkbox"/> | Supervising Adult Probation Officer                      |
| + MEA              | <b>8435</b> | 06620             | \$2,309   | \$2,806   | 06680                 | \$2,377   | \$2,890   | Z  |      | <input type="checkbox"/> | Division Director, Adult Probation                       |
| + MEA              | <b>8436</b> | 07480             | \$3,513   | \$4,270   | 07540                 | \$3,618   | \$4,397   | Z  |      | <input type="checkbox"/> | Chief Adult Probation Officer                            |
| Probation Officers | <b>8444</b> | 8444A             | \$1,388   | \$2,145   | 8444A                 | \$1,388   | \$2,145   |    |      | <input type="checkbox"/> | Deputy Probation Officer                                 |
| Unrepresented-Misc | <b>8446</b> | 05770             | \$1,528   | \$1,853   | 05800                 | \$1,550   | \$1,881   | Z  |      | <input type="checkbox"/> | Court Alternative Specialist I                           |
| SEIU, L 790        | <b>8452</b> | 06425             | \$2,099   | \$2,551   | 06475                 | \$2,151   | \$2,614   | Z  |      | <input type="checkbox"/> | Criminal Justice Specialist II                           |
| + MEA              | <b>8470</b> | 06900             | \$2,647   | \$3,217   | 06960                 | \$2,726   | \$3,313   | Z  |      | <input type="checkbox"/> | Executive Director, County Parole Commission             |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name        | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                              | Title   |
|-----------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|-------------------------------------|---|
|                 |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                                     |   |
| SEIU, L 790     | <b>8482</b> | 05565             | \$1,385   | \$1,678   | 05615                 | \$1,418   | \$1,719   |    |      | <input type="checkbox"/>            | Crime Prevention Worker                                       |
| SEIU, L 790     | <b>8484</b> | 05945             | \$1,662   | \$2,019   | 05995                 | \$1,702   | \$2,069   |    |      | <input type="checkbox"/>            | Supervising Crime Prevention Worker                           |
| + MEA           | <b>8488</b> | 06300             | \$1,975   | \$2,401   | 06360                 | \$2,033   | \$2,472   | Z  |      | <input type="checkbox"/>            | Director, Crime Prevention Program                            |
| TWU L200        | <b>9135</b> | 05740             | \$1,506   | \$1,827   | 05770                 | \$1,528   | \$1,853   |    |      | <input type="checkbox"/>            | Passenger Service Specialist                                  |
| TWU L200        | <b>9140</b> | 06610             | \$2,297   | \$2,793   | 06640                 | \$2,332   | \$2,835   | Z  |      | <input type="checkbox"/>            | Transit Manager I   |
| TWU L200        | <b>9141</b> | 06810             | \$2,533   | \$3,080   | 06840                 | \$2,571   | \$3,126   | Z  |      | <input type="checkbox"/>            | Transit Manager II  |
| + MEA           | <b>9143</b> | 07360             | \$3,313   | \$4,028   | 07360                 | \$3,313   | \$4,028   | Z  |      | <input type="checkbox"/>            | Senior Operations Manager                                     |
| TWU L200        | <b>9150</b> | 06610             | \$2,297   | \$2,793   | 06640                 | \$2,332   | \$2,835   |    |      | <input type="checkbox"/>            | Train Controller  |
| TWU L200        | <b>9155</b> | 06550             | \$2,230   | \$2,711   | 06580                 | \$2,264   | \$2,752   |    |      | <input type="checkbox"/>            | Claims Investigator   |
| TWU L200        | <b>9156</b> | 06750             | \$2,459   | \$2,989   | 06780                 | \$2,496   | \$3,035   |    |      | <input type="checkbox"/>            | Senior Claims Investigator                                    |
| TWU L200        | <b>9157</b> | 06750             | \$2,459   | \$2,989   | 06780                 | \$2,496   | \$3,035   |    |      | <input type="checkbox"/>            | Claims Adjuster   |
| + MEA           | <b>9161</b> | 07250             | \$3,138   | \$3,815   | 07310                 | \$3,234   | \$3,931   | Z  |      | <input type="checkbox"/>            | Asst. Chief, Bureau Of Claims Invest. & Administration        |
| TWU 250-A 9163  | <b>9163</b> | 9163A             | \$14,1436 | \$22,4400 | 9163A                 | \$13,4000 | \$21,2600 |    | H    | <input type="checkbox"/>            | Transit Operator  |
| SEIU, L 790     | <b>9202</b> | 05935             | \$1,654   | \$2,009   | 05985                 | \$1,694   | \$2,058   |    |      | <input type="checkbox"/>            | Airport Communications Dispatcher                             |
| SEIU, L 790     | <b>9203</b> | 06135             | \$1,823   | \$2,215   | 06185                 | \$1,867   | \$2,269   |    |      | <input type="checkbox"/>            | Senior Airport Communications Dispatcher                      |
| SEIU, L 790     | <b>9204</b> | 06285             | \$1,960   | \$2,383   | 06335                 | \$2,009   | \$2,442   |    |      | <input type="checkbox"/>            | Airport Communications Supervisor                             |
| + MEA           | <b>9205</b> | 06720             | \$2,424   | \$2,946   | 06780                 | \$2,496   | \$3,035   | Z  |      | <input type="checkbox"/>            | Airport Communications Coordinator                            |
| IFPTE, L21      | <b>9206</b> | 06570             | \$2,252   | \$2,737   | 06600                 | \$2,287   | \$2,779   | Z  |      | <input type="checkbox"/>            | Airport Property Specialist I                                 |
| SEIU, L 790     | <b>9209</b> | 05715             | \$1,488   | \$1,805   | 05765                 | \$1,524   | \$1,849   |    |      | <input type="checkbox"/>            | Airport Police Services Aide                                  |
| SEIU, L 790     | <b>9212</b> | 06225             | \$1,904   | \$2,314   | 06275                 | \$1,951   | \$2,371   |    |      | <input type="checkbox"/>            | Airport Safety Officer  |
| SEIU, L 790     | <b>9220</b> | 06555             | \$2,236   | \$2,719   | 06605                 | \$2,292   | \$2,786   |    |      | <input type="checkbox"/>            | Airport Operations Supervisor                                 |
| + MEA           | <b>9222</b> | 06660             | \$2,354   | \$2,862   | 06720                 | \$2,424   | \$2,946   | Z  |      | <input type="checkbox"/>            | Airport Operations Coordinator                                |
| + MEA           | <b>9226</b> | 06910             | \$2,660   | \$3,234   | 06970                 | \$2,737   | \$3,327   | Z  |      | <input type="checkbox"/>            | Airport Operations Superintendent                             |
| SEIU, L 790     | <b>9230</b> | 05995             | \$1,702   | \$2,069   | 06045                 | \$1,744   | \$2,120   |    |      | <input type="checkbox"/>            | Airport Custodial Services Supervisor                         |
| Stat Engrs L39  | <b>9232</b> | 9232A             | Flat Rate | \$3,319   | 9232B                 | Flat Rate | \$3,369   |    |      | <input type="checkbox"/>            | Airport Mechanical Maintenance Supervisor                     |
| Electricians L6 | <b>9240</b> | 06510             | \$2,188   | \$2,660   | 06540                 | \$2,221   | \$2,700   |    |      | <input checked="" type="checkbox"/> | Airport Electrician   |
| Electricians L6 | <b>9241</b> | 06610             | \$2,297   | \$2,793   | 06640                 | \$2,332   | \$2,835   |    |      | <input type="checkbox"/>            | Airport Electrician Supervisor                                |
| Electricians L6 | <b>9242</b> | 06780             | \$2,496   | \$3,035   | 06810                 | \$2,533   | \$3,080   |    |      | <input type="checkbox"/>            | Head Airport Electrician                                      |
| + MEA           | <b>9247</b> | 06260             | \$1,936   | \$2,354   | 06320                 | \$1,994   | \$2,424   | Z  |      | <input type="checkbox"/>            | Airport Emergency Planning Coordinator                        |
| + MEA           | <b>9248</b> | 06490             | \$2,166   | \$2,632   | 06550                 | \$2,230   | \$2,711   | Z  |      | <input type="checkbox"/>            | Airport Facilities Services Manager                           |
| SEIU, L 790     | <b>9250</b> | 06735             | \$2,442   | \$2,969   | 06785                 | \$2,502   | \$3,041   | Z  |      | <input type="checkbox"/>            | Airport Maintenance Supervisor                                |
| + MEA           | <b>9252</b> | 07135             | \$2,969   | \$3,608   | 07165                 | \$3,012   | \$3,661   | Z  |      | <input type="checkbox"/>            | Airport Maintenance Superintendent                            |
| + MEA           | <b>9253</b> | 07180             | \$3,035   | \$3,689   | 07240                 | \$3,126   | \$3,799   | Z  |      | <input type="checkbox"/>            | Director, Bureau Of Community Affairs                         |
| + MEA           | <b>9254</b> | 06390             | \$2,063   | \$2,507   | 06450                 | \$2,124   | \$2,582   | Z  |      | <input type="checkbox"/>            | Assistant To The Director, Public Affairs                     |
| IFPTE, L21      | <b>9255</b> | 06925             | \$2,679   | \$3,256   | 06955                 | \$2,719   | \$3,304   | Z  |      | <input type="checkbox"/>            | Airport Economic Planner                                      |
| + MEA           | <b>9256</b> | 07180             | \$3,035   | \$3,689   | 07240                 | \$3,126   | \$3,799   | Z  |      | <input type="checkbox"/>            | Airport Assistant Deputy Director, Operations                 |
| + MEA           | <b>9258</b> | 07180             | \$3,035   | \$3,689   | 07240                 | \$3,126   | \$3,799   | Z  |      | <input type="checkbox"/>            | Airport Assistant Deputy Director, Business And Finance       |
| + MEA           | <b>9260</b> | 07180             | \$3,035   | \$3,689   | 07240                 | \$3,126   | \$3,799   | Z  |      | <input type="checkbox"/>            | Airport Assistant Deputy Director, Facilities Operations & Ma |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name          | Job Code    | July 1, 2000 Rate |          |           | January 6, 2001 Rate+ |          |           | OT | Type | Step 5                              | Title  |
|-------------------|-------------|-------------------|----------|-----------|-----------------------|----------|-----------|----|------|-------------------------------------|--|
|                   |             | Grade             | Low Rate | High Rate | Grade                 | Low Rate | High Rate |    |      |                                     |  |
| + MEA             | <b>9270</b> | 07710             | \$3,931  | \$4,779   | 07770                 | \$4,044  | \$4,915   | Z  |      | <input type="checkbox"/>            | Airport Deputv Director                          |
| IFPTE, L21        | <b>9276</b> | 06425             | \$2,099  | \$2,551   | 06455                 | \$2,130  | \$2,589   | Z  |      | <input type="checkbox"/>            | Secretarv. Airports Commission                   |
| + MEA             | <b>9278</b> | 00000             | \$5,671  | \$7,238   | 9278B                 | \$5,668  | \$7,455   | Z  |      | <input type="checkbox"/>            | Director Of Airports                             |
| Piledrivers L34   | <b>9330</b> | 06300             | \$1,975  | \$2,401   | 06330                 | \$2,004  | \$2,435   |    |      | <input checked="" type="checkbox"/> | Pile Worker                                      |
| Oper Engrs L3     | <b>9331</b> | 06370             | \$2,043  | \$2,483   | 06400                 | \$2,074  | \$2,521   |    |      | <input checked="" type="checkbox"/> | Piledriver Engine Operator                       |
| Piledrivers L34   | <b>9332</b> | 06530             | \$2,209  | \$2,685   | 06560                 | \$2,242  | \$2,726   |    |      | <input type="checkbox"/>            | Piledriver Supervisor I                          |
| Ironworkers L377  | <b>9342</b> | 06290             | \$1,965  | \$2,388   | 06320                 | \$1,994  | \$2,424   |    |      | <input type="checkbox"/>            | Ornamental Iron Worker Supervisor I              |
| Roofers L40       | <b>9343</b> | 06030             | \$1,731  | \$2,104   | 06060                 | \$1,756  | \$2,135   |    |      | <input type="checkbox"/>            | Roofer   |
| Roofers L40       | <b>9344</b> | 06220             | \$1,899  | \$2,309   | 06250                 | \$1,927  | \$2,342   |    |      | <input type="checkbox"/>            | Roofer Supervisor I                              |
| SheetMetal L104   | <b>9345</b> | 06690             | \$2,388  | \$2,902   | 06720                 | \$2,424  | \$2,946   |    |      | <input type="checkbox"/>            | Sheet Metal Supervisor I                         |
| Ironworkers L377  | <b>9346</b> | 06450             | \$2,124  | \$2,582   | 06480                 | \$2,156  | \$2,621   |    |      | <input type="checkbox"/>            | Fusion Welder                                    |
| SFPOA, L911       | <b>9350</b> | 9350A             | \$1,835  | \$2,409   | 9350A                 | \$1,835  | \$2,409   | L  |      | <input type="checkbox"/>            | Harbor Police Officer                            |
| Electricians L6   | <b>9354</b> | 06610             | \$2,297  | \$2,793   | 06640                 | \$2,332  | \$2,835   |    |      | <input type="checkbox"/>            | Elevator and Crane Technician                    |
| SEIU, L 790       | <b>9356</b> | 06200             | \$1,881  | \$2,287   | 06250                 | \$1,927  | \$2,342   |    |      | <input type="checkbox"/>            | Wharfinger II                                    |
| + MEA             | <b>9357</b> | 06500             | \$2,178  | \$2,647   | 06560                 | \$2,242  | \$2,726   | Z  |      | <input type="checkbox"/>            | Maritime Operations Manager                      |
| Electricians L6   | <b>9358</b> | 06710             | \$2,412  | \$2,933   | 06740                 | \$2,449  | \$2,977   |    |      | <input checked="" type="checkbox"/> | Crane Mechanic Supervisor                        |
| Oper Engrs L3     | <b>9360</b> | 06680             | \$2,377  | \$2,890   | 06710                 | \$2,412  | \$2,933   |    |      | <input checked="" type="checkbox"/> | Construction And Maintenance Supervisor II. Port |
| Unrepresented-Mgt | <b>9363</b> | 07005             | \$2,786  | \$3,387   | 07035                 | \$2,827  | \$3,436   | Z  |      | <input type="checkbox"/>            | Superintendent of Harbor Maintenance             |
| + MEA             | <b>9364</b> | 06980             | \$2,752  | \$3,346   | 07170                 | \$3,018  | \$3,668   | Z  |      | <input type="checkbox"/>            | General Superintendent of Harbor Maintenance     |
| + MEA             | <b>9373</b> | 07120             | \$2,946  | \$3,581   | 07180                 | \$3,035  | \$3,689   | Z  |      | <input type="checkbox"/>            | Manager Of Marketing                             |
| + MEA             | <b>9375</b> | 07205             | \$3,072  | \$3,734   | 07265                 | \$3,162  | \$3,844   | Z  |      | <input type="checkbox"/>            | Assistant Deputv Director. Port                  |
| IFPTE, L21        | <b>9377</b> | 06465             | \$2,140  | \$2,602   | 06495                 | \$2,172  | \$2,640   | Z  |      | <input type="checkbox"/>            | Feasibility Analvst. Port                        |
| + MEA             | <b>9378</b> | 06500             | \$2,178  | \$2,647   | 06905                 | \$2,654  | \$3,226   | Z  |      | <input type="checkbox"/>            | Development Proiect Coordinator. Port            |
| + MEA             | <b>9379</b> | 07450             | \$3,460  | \$4,206   | 07700                 | \$3,910  | \$4,753   | Z  |      | <input type="checkbox"/>            | Chief Harbor Engineer                            |
| SEIU, L 790       | <b>9380</b> | 06345             | \$2,019  | \$2,454   | 06395                 | \$2,069  | \$2,514   | Z  |      | <input type="checkbox"/>            | Administrative Service Officer. Port             |
| + MEA             | <b>9382</b> | 06830             | \$2,557  | \$3,108   | 06890                 | \$2,632  | \$3,199   | Z  |      | <input type="checkbox"/>            | Government And Public Affairs Manager            |
| SEIU, L 790       | <b>9385</b> | 05935             | \$1,654  | \$2,009   | 05985                 | \$1,694  | \$2,058   |    |      | <input type="checkbox"/>            | General Service Officer. Port Of San Francisco   |
| + MEA             | <b>9386</b> | 06845             | \$2,577  | \$3,132   | 06905                 | \$2,654  | \$3,226   | Z  |      | <input type="checkbox"/>            | Senior Property Manager. Port                    |
| + MEA             | <b>9390</b> | 06710             | \$2,412  | \$2,933   | 06770                 | \$2,483  | \$3,018   | Z  |      | <input type="checkbox"/>            | Executive Assistant To The Port Director         |
| IFPTE, L21        | <b>9393</b> | 06795             | \$2,514  | \$3,056   | 06825                 | \$2,551  | \$3,101   | Z  |      | <input type="checkbox"/>            | Maritime Marketing Representative                |
| IFPTE, L21        | <b>9395</b> | 06570             | \$2,252  | \$2,737   | 06600                 | \$2,287  | \$2,779   | Z  |      | <input type="checkbox"/>            | Property Manager. Port                           |
| + MEA             | <b>9396</b> | 06900             | \$2,647  | \$3,217   | 06960                 | \$2,726  | \$3,313   | Z  |      | <input type="checkbox"/>            | Manager. Leasing And Tenant Services             |
| + MEA             | <b>9397</b> | 07600             | \$3,724  | \$4,527   | 07660                 | \$3,836  | \$4,662   | Z  |      | <input type="checkbox"/>            | Deputv Director. Port                            |
| + MEA             | <b>9398</b> | 07000             | \$2,779  | \$3,378   | 07060                 | \$2,862  | \$3,479   | Z  |      | <input type="checkbox"/>            | Manager. Regulatory And Environmental Affairs    |
| Port Director     | <b>9399</b> | 08320             | \$5,291  | \$6,431   | 08320                 | \$5,291  | \$6,431   | Z  |      | <input type="checkbox"/>            | Port Director                                    |
| SEIU, L535        | <b>9702</b> | 05775             | \$1,532  | \$1,858   | 05825                 | \$1,569  | \$1,904   |    |      | <input type="checkbox"/>            | Emplovment And Training Specialist I             |
| SEIU, L535        | <b>9703</b> | 06095             | \$1,787  | \$2,172   | 06145                 | \$1,831  | \$2,226   |    |      | <input type="checkbox"/>            | Emplovment & Training Specialist II              |
| SEIU, L535        | <b>9704</b> | 06145             | \$1,831  | \$2,226   | 06195                 | \$1,876  | \$2,281   | Z  |      | <input type="checkbox"/>            | Emplovment & Training Specialist III             |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate





## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title  |
|--------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|--|
|                    |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |  |
| SEIU, L535         | <b>9705</b> | 06345             | \$2,019   | \$2,454   | 06395                 | \$2,069   | \$2,514   | Z  |      | <input type="checkbox"/> | Employment & Training Specialist IV                |
| SEIU, L535         | <b>9706</b> | 06545             | \$2,226   | \$2,706   | 06595                 | \$2,281   | \$2,772   | Z  |      | <input type="checkbox"/> | Employment & Training Specialist V                 |
| SEIU, L535         | <b>9708</b> | 06895             | \$2,640   | \$3,208   | 06945                 | \$2,706   | \$3,289   | Z  |      | <input type="checkbox"/> | Employment & Training Specialist VI                |
| SEIU, L 790        | <b>9722</b> | 06345             | \$2,019   | \$2,454   | 06395                 | \$2,069   | \$2,514   | Z  |      | <input type="checkbox"/> | Specialist In Aging II                             |
| SEIU, L 790        | <b>9724</b> | 06595             | \$2,281   | \$2,772   | 06645                 | \$2,337   | \$2,841   | Z  |      | <input type="checkbox"/> | Specialist In Aging III                            |
| SEIU, L 790        | <b>9770</b> | 05655             | \$1,447   | \$1,752   | 05705                 | \$1,481   | \$1,796   |    |      | <input type="checkbox"/> | Community Development Assistant                    |
| SEIU, L 790        | <b>9772</b> | 06125             | \$1,814   | \$2,204   | 06175                 | \$1,858   | \$2,258   | Z  |      | <input type="checkbox"/> | Community Development Specialist                   |
| SEIU, L 790        | <b>9774</b> | 06425             | \$2,099   | \$2,551   | 06475                 | \$2,151   | \$2,614   | Z  |      | <input type="checkbox"/> | Senior Community Development Specialist I          |
| SEIU, L 790        | <b>9775</b> | 06775             | \$2,490   | \$3,027   | 06825                 | \$2,551   | \$3,101   | Z  |      | <input type="checkbox"/> | Senior Community Development Specialist II         |
| + MEA              | <b>9776</b> | 00000             | Flat Rate | \$3,046   | 9776B                 | Flat Rate | \$3,137   | Z  |      | <input type="checkbox"/> | Supervising Community Development Specialist       |
| SEIU, L 790        | <b>9910</b> | 00000             | Flat Rate | \$0       | 00000                 | Flat Rate | \$0       |    |      | <input type="checkbox"/> | Public Service Trainee                             |
| SEIU, L 790        | <b>9912</b> | 04155             | \$709     | \$856     | 04205                 | \$726     | \$876     |    |      | <input type="checkbox"/> | Public Service Aide - Technical                    |
| Unrepresented-Misc | <b>9914</b> | 9914A             | Flat Rate | \$1,020   | 9914B                 | Flat Rate | \$1,035   |    |      | <input type="checkbox"/> | Public Service Aide - Administration               |
| Unrepresented-Misc | <b>9916</b> | 9916A             | \$733     | \$885     | 9916B                 | \$744     | \$898     |    |      | <input type="checkbox"/> | Public Service Aide - Public Works                 |
| Unrepresented-Misc | <b>9920</b> | 9920A             | Flat Rate | \$1,024   | 9920B                 | Flat Rate | \$1,039   |    |      | <input type="checkbox"/> | Public Service Aide - Assistant To Professionals   |
| Unrepresented-Misc | <b>9922</b> | 9922A             | Flat Rate | \$1,118   | 9922B                 | Flat Rate | \$1,135   |    |      | <input type="checkbox"/> | Public Service Aide - Associate To Professionals   |
| SEIU, L 790        | <b>9924</b> | 9924A             | Flat Rate | \$1,012   | 9924B                 | Flat Rate | \$1,037   |    |      | <input type="checkbox"/> | Public Service Aide - Health Services              |
| Unrepresented-Mgt  | <b>A006</b> | A006A             | Flat Rate | \$3,919   | A006B                 | Flat Rate | \$3,978   | Z  |      | <input type="checkbox"/> | Parking Bureau Chief                               |
| Unrepresented-Misc | <b>A100</b> | 06120             | \$1,809   | \$2,199   | 06150                 | \$1,835   | \$2,230   |    |      | <input type="checkbox"/> | Parking Enforcement Supervisor                     |
| Unrepresented-Mgt  | <b>AA81</b> | 06910             | \$2,660   | \$3,234   | 06940                 | \$2,700   | \$3,282   | Z  |      | <input type="checkbox"/> | Executive Director, Ethics Commission              |
| Unrepresented-Misc | <b>AB27</b> | 06210             | \$1,890   | \$2,297   | 06240                 | \$1,918   | \$2,332   | Z  |      | <input type="checkbox"/> | Secretary, Commission On The Environment           |
| Unrepresented-Mgt  | <b>AB44</b> | 07970             | \$4,458   | \$5,419   | 08000                 | \$4,527   | \$5,503   | Z  |      | <input type="checkbox"/> | Confidential Chief Attorney II. (Civil & Criminal) |
| Unrepresented-Misc | <b>AC01</b> | 00000             | \$1,045   | \$1,264   | 00000                 | \$1,030   | \$1,246   | Z  |      | <input type="checkbox"/> | Executive Assistant I                              |
| Unrepresented-Misc | <b>AC02</b> | 00000             | \$1,123   | \$1,359   | 00000                 | \$1,107   | \$1,339   | Z  |      | <input type="checkbox"/> | Executive Assistant II                             |
| Unrepresented-Misc | <b>AC03</b> | 00000             | \$1,206   | \$1,460   | 00000                 | \$1,188   | \$1,440   | Z  |      | <input type="checkbox"/> | Executive Assistant III                            |
| Unrepresented-Misc | <b>AC04</b> | 00000             | \$1,295   | \$1,569   | 00000                 | \$1,276   | \$1,547   | Z  |      | <input type="checkbox"/> | Executive Assistant IV                             |
| Unrepresented-Misc | <b>AC05</b> | 00000             | \$1,391   | \$1,686   | 00000                 | \$1,372   | \$1,662   | Z  |      | <input type="checkbox"/> | Executive Assistant V                              |
| Unrepresented-Misc | <b>AC06</b> | 00000             | \$1,488   | \$1,805   | 00000                 | \$1,467   | \$1,778   | Z  |      | <input type="checkbox"/> | Executive Assistant VI                             |
| Unrepresented-Misc | <b>AC07</b> | 00000             | \$1,600   | \$1,941   | 00000                 | \$1,577   | \$1,914   | Z  |      | <input type="checkbox"/> | Executive Assistant VII                            |
| Unrepresented-Misc | <b>AC08</b> | 00000             | \$1,719   | \$2,089   | 00000                 | \$1,694   | \$2,058   | Z  |      | <input type="checkbox"/> | Executive Assistant VIII                           |
| Unrepresented-Misc | <b>AC09</b> | 00000             | \$1,849   | \$2,247   | 00000                 | \$1,823   | \$2,215   | Z  |      | <input type="checkbox"/> | Executive Assistant IX                             |
| Unrepresented-Misc | <b>AC10</b> | 00000             | \$1,999   | \$2,430   | 00000                 | \$1,970   | \$2,395   | Z  |      | <input type="checkbox"/> | Executive Assistant X                              |
| Unrepresented-Misc | <b>AC11</b> | 00000             | \$2,151   | \$2,614   | 00000                 | \$2,120   | \$2,577   | Z  |      | <input type="checkbox"/> | Executive Assistant XI                             |
| Unrepresented-Misc | <b>AC12</b> | 00000             | \$2,314   | \$2,813   | 00000                 | \$2,281   | \$2,772   | Z  |      | <input type="checkbox"/> | Executive Assistant XII                            |
| Unrepresented-Misc | <b>AC13</b> | 00000             | \$2,478   | \$3,012   | 00000                 | \$2,442   | \$2,969   | Z  |      | <input type="checkbox"/> | Executive Assistant XIII                           |
| Unrepresented-Misc | <b>AC14</b> | 00000             | \$2,666   | \$3,241   | 00000                 | \$2,627   | \$3,193   | Z  |      | <input type="checkbox"/> | Executive Assistant XIV                            |
| Unrepresented-Misc | <b>AC15</b> | 00000             | \$2,868   | \$3,486   | 00000                 | \$2,827   | \$3,436   | Z  |      | <input type="checkbox"/> | Executive Assistant XV                             |
| Unrepresented-Misc | <b>AC16</b> | 00000             | \$3,087   | \$3,752   | 00000                 | \$3,041   | \$3,696   | Z  |      | <input type="checkbox"/> | Executive Assistant XVI                            |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



## City and County of San Francisco - Department of Human Resources

### Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001

Version 1.0c

See Note below: Effective Dates may vary

| Org Name           | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title   |
|--------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|---|
|                    |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |   |
| Unrepresented-Misc | <b>AC17</b> | 00000             | \$3,320   | \$4,036   | 00000                 | \$3,273   | \$3,978   | Z  |      | <input type="checkbox"/> | Executive Assistant XVII                                |
| Unrepresented-Misc | <b>AC18</b> | 00000             | \$3,574   | \$4,343   | 00000                 | \$3,520   | \$4,278   | Z  |      | <input type="checkbox"/> | Executive Assistant XVIII                               |
| Unrepresented-Misc | <b>AC19</b> | 00000             | \$3,744   | \$4,551   | 00000                 | \$3,689   | \$4,484   | Z  |      | <input type="checkbox"/> | Executive Assistant XIX                                 |
| Unrepresented-Misc | <b>AC20</b> | 00000             | \$4,028   | \$4,895   | 00000                 | \$3,966   | \$4,821   | Z  |      | <input type="checkbox"/> | Executive Assistant XX                                  |
| Unrepresented-Misc | <b>AC21</b> | 00000             | \$4,334   | \$5,269   | 00000                 | \$4,270   | \$5,190   | Z  |      | <input type="checkbox"/> | Executive Assistant XXI                                 |
| Unrepresented-Misc | <b>AC22</b> | 00000             | \$4,662   | \$5,667   | 00000                 | \$4,591   | \$5,581   | Z  |      | <input type="checkbox"/> | Executive Assistant XXII                                |
| Unrepresented-Misc | <b>AC24</b> | 06555             | \$2,236   | \$2,719   | 06585                 | \$2,269   | \$2,758   |    |      | <input type="checkbox"/> | Secretary to Port Commission                            |
| Unrepresented-Mgt  | <b>AC26</b> | 07330             | \$3,263   | \$3,966   | 07360                 | \$3,313   | \$4,028   | Z  |      | <input type="checkbox"/> | Senior Operations Manager                               |
| Unrepresented-Mgt  | <b>AC27</b> | 08200             | \$4,991   | \$6,067   | 08230                 | \$5,062   | \$6,153   | Z  |      | <input type="checkbox"/> | Director of Airfield Development                        |
| Unrepresented-Misc | <b>AC28</b> | AC28A             | \$4,936   | \$6,615   | AC28B                 | \$5,010   | \$6,714   | Z  |      | <input type="checkbox"/> | Chief Forensic Pathologist                              |
|                    | <b>AC32</b> |                   |           |           | 07365                 | \$3,320   | \$4,036   | Z  |      | <input type="checkbox"/> | Manager VIII  |
| Firefighters L798  | <b>H 2</b>  | H2A00             | \$1,719   | \$2,409   | H2A00                 | \$1,719   | \$2,409   |    |      | <input type="checkbox"/> | Firefighter   |
| Firefighters L798  | <b>H 3</b>  | H3A00             | Flat Rate | \$2,781   | H3A00                 | Flat Rate | \$2,781   |    |      | <input type="checkbox"/> | Firefighter/Paramedic                                   |
| Firefighters L798  | <b>H 4</b>  | H4A00             | Flat Rate | \$2,884   | H4A00                 | Flat Rate | \$2,884   |    |      | <input type="checkbox"/> | Inspector, Bureau Of Fire Prevention And Public Safety  |
| Firefighters L798  | <b>H 6</b>  | H6A00             | Flat Rate | \$2,884   | H6A00                 | Flat Rate | \$2,884   |    |      | <input type="checkbox"/> | Investigator, Bureau Of Fire Investigation              |
| Firefighters L798  | <b>H 10</b> | H10A0             | Flat Rate | \$2,623   | H10A0                 | Flat Rate | \$2,623   |    |      | <input type="checkbox"/> | Chief's Operator, (Fire Department)                     |
| Firefighters L798  | <b>H 16</b> | H16A0             | Flat Rate | \$2,795   | H16A0                 | Flat Rate | \$2,795   |    |      | <input type="checkbox"/> | Technical Training Specialist, Fire Department          |
| Firefighters L798  | <b>H 18</b> | H18A0             | Flat Rate | \$2,795   | H18A0                 | Flat Rate | \$2,795   |    |      | <input type="checkbox"/> | Coordinator Of Community Service                        |
| Firefighters L798  | <b>H 19</b> | H19A0             | Flat Rate | \$2,795   | H19A0                 | Flat Rate | \$2,795   |    |      | <input type="checkbox"/> | Operations-Training Supervisor, Airport                 |
| Firefighters L798  | <b>H 20</b> | H20A0             | Flat Rate | \$2,796   | H20A0                 | Flat Rate | \$2,796   |    |      | <input type="checkbox"/> | Lieutenant, (Fire Department)                           |
| Firefighters L798  | <b>H 22</b> | H22A0             | Flat Rate | \$3,157   | H22A0                 | Flat Rate | \$3,157   |    |      | <input type="checkbox"/> | Lieutenant, Bureau Of Fire Prevention And Public Safety |
| Firefighters L798  | <b>H 24</b> | H24A0             | Flat Rate | \$3,157   | H24A0                 | Flat Rate | \$3,157   |    |      | <input type="checkbox"/> | Lieutenant, Bureau Of Fire Investigation                |
| Firefighters L798  | <b>H 28</b> | H28A0             | Flat Rate | \$3,192   | H28A0                 | Flat Rate | \$3,192   |    |      | <input type="checkbox"/> | Lieutenant, Division Of Training                        |
| Firefighters L798  | <b>H 30</b> | H30A0             | Flat Rate | \$3,193   | H30A0                 | Flat Rate | \$3,193   |    |      | <input type="checkbox"/> | Captain, (Fire Department)                              |
| Firefighters L798  | <b>H 32</b> | H32A0             | Flat Rate | \$3,606   | H32A0                 | Flat Rate | \$3,606   |    |      | <input type="checkbox"/> | Captain, Bureau Of Fire Prevention And Public Safety    |
| Firefighters L798  | <b>H 33</b> | H33A0             | Flat Rate | \$3,193   | H33A0                 | Flat Rate | \$3,193   |    |      | <input type="checkbox"/> | EMS Captain   |
| Firefighters L798  | <b>H 39</b> | H39A0             | Flat Rate | \$3,832   | H39A0                 | Flat Rate | \$3,832   |    |      | <input type="checkbox"/> | Captain, Division Of Training                           |
| Firefighters L798  | <b>H 40</b> | H40A0             | Flat Rate | \$3,833   | H40A0                 | Flat Rate | \$3,833   |    |      | <input type="checkbox"/> | Battalion Chief, (Fire Department)                      |
| Firefighters L798  | <b>H 43</b> | H43A0             | Flat Rate | \$3,833   | H43A0                 | Flat Rate | \$3,833   |    |      | <input type="checkbox"/> | FMS Section Chief                                       |
| Firefighters L798  | <b>H 50</b> | H50A0             | Flat Rate | \$4,431   | H50A0                 | Flat Rate | \$4,431   |    |      | <input type="checkbox"/> | Assistant Chief Of Department, (Fire Department)        |
| MEA Fire Chiefs    | <b>H 51</b> | H51A0             | Flat Rate | \$3,982   | H51A0                 | Flat Rate | \$3,982   |    |      | <input type="checkbox"/> | Assistant Deputy Chief II                               |
| MEA Fire Chiefs    | <b>H 53</b> | H53A0             | Flat Rate | \$3,982   | H53A0                 | Flat Rate | \$3,982   |    |      | <input type="checkbox"/> | Emergency Medical Services Chief                        |
| Firefighters L798  | <b>H110</b> | H110A             | Flat Rate | \$3,193   | H110A                 | Flat Rate | \$3,193   |    |      | <input type="checkbox"/> | Marine Engineer Of Fire Boats                           |
| Firefighters L798  | <b>H120</b> | H120A             | Flat Rate | \$3,193   | H120A                 | Flat Rate | \$3,193   |    |      | <input type="checkbox"/> | Pilot Of Fire Boats                                     |
| SEIU Nurses        | <b>P103</b> | P103A             | \$34,8500 | \$38,4250 | P103B                 | \$35,5500 | \$39,1875 |    | H    | <input type="checkbox"/> | Special Nurse   |
| SFPOA, L911        | <b>Q 2</b>  | Q2A00             | \$1,835   | \$2,409   | Q2A00                 | \$1,835   | \$2,409   |    |      | <input type="checkbox"/> | Police Officer  |
| SFPOA, L911        | <b>Q 3</b>  | Q3A00             | \$1,908   | \$2,505   | Q3A00                 | \$1,908   | \$2,505   |    |      | <input type="checkbox"/> | Police Officer II                                       |
| SFPOA, L911        | <b>Q 4</b>  | Q4A00             | \$1,945   | \$2,554   | Q4A00                 | \$1,945   | \$2,554   |    |      | <input type="checkbox"/> | Police Officer III                                      |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2000 - 2001**

Version 1.0c

See Note below: Effective Dates may vary

| Org Name          | Job Code    | July 1, 2000 Rate |           |           | January 6, 2001 Rate+ |           |           | OT | Type | Step 5                   | Title                           |
|-------------------|-------------|-------------------|-----------|-----------|-----------------------|-----------|-----------|----|------|--------------------------|---------------------------------|
|                   |             | Grade             | Low Rate  | High Rate | Grade                 | Low Rate  | High Rate |    |      |                          |                                 |
| SFPOA, L911       | <b>Q 35</b> | Q35A0             | \$2,584   | \$2,796   | Q35A0                 | \$2,584   | \$2,796   |    |      | <input type="checkbox"/> | Assistant Inspector             |
| SFPOA, L911       | <b>Q 36</b> | Q36A0             | \$2,687   | \$2,908   | Q36A0                 | \$2,687   | \$2,908   |    |      | <input type="checkbox"/> | Assistant Inspector II          |
| SFPOA, L911       | <b>Q 37</b> | Q37A0             | \$2,739   | \$2,964   | Q37A0                 | \$2,739   | \$2,964   |    |      | <input type="checkbox"/> | Assistant Inspector III         |
| SFPOA, L911       | <b>Q 50</b> | Q50A0             | Flat Rate | \$2,796   | Q50A0                 | Flat Rate | \$2,796   |    |      | <input type="checkbox"/> | Serjeant. (Police Department)   |
| SFPOA, L911       | <b>Q 51</b> | Q51A0             | Flat Rate | \$2,908   | Q51A0                 | Flat Rate | \$2,908   |    |      | <input type="checkbox"/> | Serjeant II                     |
| SFPOA, L911       | <b>Q 52</b> | Q52A0             | Flat Rate | \$2,964   | Q52A0                 | Flat Rate | \$2,964   |    |      | <input type="checkbox"/> | Serjeant III                    |
| SFPOA, L911       | <b>Q 60</b> | Q60A0             | Flat Rate | \$3,193   | Q60A0                 | Flat Rate | \$3,193   |    |      | <input type="checkbox"/> | Lieutenant. (Police Department) |
| SFPOA, L911       | <b>Q 61</b> | Q61A0             | Flat Rate | \$3,321   | Q61A0                 | Flat Rate | \$3,321   |    |      | <input type="checkbox"/> | Lieutenant II                   |
| SFPOA, L911       | <b>Q 62</b> | Q62A0             | Flat Rate | \$3,385   | Q62A0                 | Flat Rate | \$3,385   |    |      | <input type="checkbox"/> | Lieutenant III                  |
| MEA Police Chiefs | <b>Q 63</b> | Q63A0             | Flat Rate | \$3,974   | Q63A0                 | Flat Rate | \$3,974   |    |      | <input type="checkbox"/> | Criminologist                   |
| SFPOA, L911       | <b>Q 80</b> | Q80A0             | Flat Rate | \$3,749   | Q80A0                 | Flat Rate | \$3,749   |    |      | <input type="checkbox"/> | Captain. (Police Department)    |
| SFPOA, L911       | <b>Q 81</b> | Q81A0             | Flat Rate | \$3,899   | Q81A0                 | Flat Rate | \$3,899   |    |      | <input type="checkbox"/> | Captain II                      |
| SFPOA, L911       | <b>Q 82</b> | Q82A0             | Flat Rate | \$3,974   | Q82A0                 | Flat Rate | \$3,974   |    |      | <input type="checkbox"/> | Captain III                     |
| MEA Police Chiefs | <b>Q 90</b> | Q90A0             | Flat Rate | \$3,974   | Q90A0                 | Flat Rate | \$3,974   |    |      | <input type="checkbox"/> | Director Of Police Psychology   |

Notes: + Wage increase effective: September 30, 2000 for MEA Classes

Z - Exempt L - May not accumulate comp time in excess of 480 hours

Enters at Step 5

Type: H = Hourly Rate; D = Daily Rate; M = Monthly Rate; C = Contract Rate



City and County of San Francisco

Department of Human Resources

## **FY 2000-2001 COMPENSATION MANUAL**

### **II. Salary Grades**



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly | Biweekly | Monthly | Annual | Step         | Hourly | Biweekly | Monthly | Annual | Step         | Hourly | Biweekly | Monthly | Annual |
|--------------|--------|----------|---------|--------|--------------|--------|----------|---------|--------|--------------|--------|----------|---------|--------|
| <b>03600</b> |        |          |         |        | <b>03630</b> |        |          |         |        | <b>03660</b> |        |          |         |        |
| 1            | 6.8250 | 546      | 1,183   | 14,196 | 1            | 6.9250 | 554      | 1,200   | 14,404 | 1            | 7.0250 | 562      | 1,218   | 14,612 |
| 2            | 7.1500 | 572      | 1,239   | 14,872 | 2            | 7.2500 | 580      | 1,257   | 15,080 | 2            | 7.3625 | 589      | 1,276   | 15,314 |
| 3            | 7.4875 | 599      | 1,298   | 15,574 | 3            | 7.6000 | 608      | 1,317   | 15,808 | 3            | 7.7125 | 617      | 1,337   | 16,042 |
| 4            | 7.8500 | 628      | 1,361   | 16,328 | 4            | 7.9750 | 638      | 1,382   | 16,588 | 4            | 8.0875 | 647      | 1,402   | 16,822 |
| 5            | 8.2250 | 658      | 1,426   | 17,108 | 5            | 8.3500 | 668      | 1,447   | 17,368 | 5            | 8.4625 | 677      | 1,467   | 17,602 |
| <b>03605</b> |        |          |         |        | <b>03635</b> |        |          |         |        | <b>03665</b> |        |          |         |        |
| 1            | 6.8500 | 548      | 1,187   | 14,248 | 1            | 6.9500 | 556      | 1,205   | 14,456 | 1            | 7.0500 | 564      | 1,222   | 14,664 |
| 2            | 7.1750 | 574      | 1,244   | 14,924 | 2            | 7.2750 | 582      | 1,261   | 15,132 | 2            | 7.3750 | 590      | 1,278   | 15,340 |
| 3            | 7.5125 | 601      | 1,302   | 15,626 | 3            | 7.6250 | 610      | 1,322   | 15,860 | 3            | 7.7375 | 619      | 1,341   | 16,094 |
| 4            | 7.8750 | 630      | 1,365   | 16,380 | 4            | 8.0000 | 640      | 1,387   | 16,640 | 4            | 8.1125 | 649      | 1,406   | 16,874 |
| 5            | 8.2500 | 660      | 1,430   | 17,160 | 5            | 8.3750 | 670      | 1,452   | 17,420 | 5            | 8.4875 | 679      | 1,471   | 17,654 |
| <b>03610</b> |        |          |         |        | <b>03640</b> |        |          |         |        | <b>03670</b> |        |          |         |        |
| 1            | 6.8625 | 549      | 1,190   | 14,274 | 1            | 6.9625 | 557      | 1,207   | 14,482 | 1            | 7.0625 | 565      | 1,224   | 14,690 |
| 2            | 7.1875 | 575      | 1,246   | 14,950 | 2            | 7.2875 | 583      | 1,263   | 15,158 | 2            | 7.3875 | 591      | 1,281   | 15,366 |
| 3            | 7.5250 | 602      | 1,304   | 15,652 | 3            | 7.6375 | 611      | 1,324   | 15,886 | 3            | 7.7500 | 620      | 1,343   | 16,120 |
| 4            | 7.8875 | 631      | 1,367   | 16,406 | 4            | 8.0125 | 641      | 1,389   | 16,666 | 4            | 8.1250 | 650      | 1,408   | 16,900 |
| 5            | 8.2625 | 661      | 1,432   | 17,186 | 5            | 8.3875 | 671      | 1,454   | 17,446 | 5            | 8.5125 | 681      | 1,476   | 17,706 |
| <b>03615</b> |        |          |         |        | <b>03645</b> |        |          |         |        | <b>03675</b> |        |          |         |        |
| 1            | 6.8875 | 551      | 1,194   | 14,326 | 1            | 6.9875 | 559      | 1,211   | 14,534 | 1            | 7.0750 | 566      | 1,226   | 14,716 |
| 2            | 7.2125 | 577      | 1,250   | 15,002 | 2            | 7.3125 | 585      | 1,268   | 15,210 | 2            | 7.4125 | 593      | 1,285   | 15,418 |
| 3            | 7.5500 | 604      | 1,309   | 15,704 | 3            | 7.6625 | 613      | 1,328   | 15,938 | 3            | 7.7625 | 621      | 1,346   | 16,146 |
| 4            | 7.9125 | 633      | 1,372   | 16,458 | 4            | 8.0375 | 643      | 1,393   | 16,718 | 4            | 8.1375 | 651      | 1,411   | 16,926 |
| 5            | 8.2875 | 663      | 1,437   | 17,238 | 5            | 8.4125 | 673      | 1,458   | 17,498 | 5            | 8.5375 | 683      | 1,480   | 17,758 |
| <b>03620</b> |        |          |         |        | <b>03650</b> |        |          |         |        | <b>03680</b> |        |          |         |        |
| 1            | 6.9000 | 552      | 1,196   | 14,352 | 1            | 7.0000 | 560      | 1,213   | 14,560 | 1            | 7.0875 | 567      | 1,229   | 14,742 |
| 2            | 7.2250 | 578      | 1,252   | 15,028 | 2            | 7.3250 | 586      | 1,270   | 15,236 | 2            | 7.4250 | 594      | 1,287   | 15,444 |
| 3            | 7.5625 | 605      | 1,311   | 15,730 | 3            | 7.6750 | 614      | 1,330   | 15,964 | 3            | 7.7750 | 622      | 1,348   | 16,172 |
| 4            | 7.9250 | 634      | 1,374   | 16,484 | 4            | 8.0500 | 644      | 1,395   | 16,744 | 4            | 8.1500 | 652      | 1,413   | 16,952 |
| 5            | 8.3000 | 664      | 1,439   | 17,264 | 5            | 8.4250 | 674      | 1,460   | 17,524 | 5            | 8.5500 | 684      | 1,482   | 17,784 |
| <b>03625</b> |        |          |         |        | <b>03655</b> |        |          |         |        | <b>03685</b> |        |          |         |        |
| 1            | 6.9125 | 553      | 1,198   | 14,378 | 1            | 7.0125 | 561      | 1,216   | 14,586 | 1            | 7.1125 | 569      | 1,233   | 14,794 |
| 2            | 7.2375 | 579      | 1,255   | 15,054 | 2            | 7.3500 | 588      | 1,274   | 15,288 | 2            | 7.4375 | 595      | 1,289   | 15,470 |
| 3            | 7.5875 | 607      | 1,315   | 15,782 | 3            | 7.7000 | 616      | 1,335   | 16,016 | 3            | 7.8000 | 624      | 1,352   | 16,224 |
| 4            | 7.9500 | 636      | 1,378   | 16,536 | 4            | 8.0750 | 646      | 1,400   | 16,796 | 4            | 8.1750 | 654      | 1,417   | 17,004 |
| 5            | 8.3250 | 666      | 1,443   | 17,316 | 5            | 8.4500 | 676      | 1,465   | 17,576 | 5            | 8.5750 | 686      | 1,486   | 17,836 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly | Biweekly | Monthly | Annual | Step         | Hourly | Biweekly | Monthly | Annual | Step         | Hourly | Biweekly | Monthly | Annual |
|--------------|--------|----------|---------|--------|--------------|--------|----------|---------|--------|--------------|--------|----------|---------|--------|
| <b>03690</b> |        |          |         |        | <b>03720</b> |        |          |         |        | <b>03750</b> |        |          |         |        |
| 1            | 7.1250 | 570      | 1,235   | 14,820 | 1            | 7.2250 | 578      | 1,252   | 15,028 | 1            | 7.3250 | 586      | 1,270   | 15,236 |
| 2            | 7.4500 | 596      | 1,291   | 15,496 | 2            | 7.5625 | 605      | 1,311   | 15,730 | 2            | 7.6750 | 614      | 1,330   | 15,964 |
| 3            | 7.8125 | 625      | 1,354   | 16,250 | 3            | 7.9250 | 634      | 1,374   | 16,484 | 3            | 8.0500 | 644      | 1,395   | 16,744 |
| 4            | 8.1875 | 655      | 1,419   | 17,030 | 4            | 8.3000 | 664      | 1,439   | 17,264 | 4            | 8.4250 | 674      | 1,460   | 17,524 |
| 5            | 8.6000 | 688      | 1,491   | 17,888 | 5            | 8.7125 | 697      | 1,510   | 18,122 | 5            | 8.8375 | 707      | 1,532   | 18,382 |
| <b>03695</b> |        |          |         |        | <b>03725</b> |        |          |         |        | <b>03755</b> |        |          |         |        |
| 1            | 7.1375 | 571      | 1,237   | 14,846 | 1            | 7.2375 | 579      | 1,255   | 15,054 | 1            | 7.3500 | 588      | 1,274   | 15,288 |
| 2            | 7.4750 | 598      | 1,296   | 15,548 | 2            | 7.5875 | 607      | 1,315   | 15,782 | 2            | 7.7000 | 616      | 1,335   | 16,016 |
| 3            | 7.8375 | 627      | 1,359   | 16,302 | 3            | 7.9500 | 636      | 1,378   | 16,536 | 3            | 8.0750 | 646      | 1,400   | 16,796 |
| 4            | 8.2125 | 657      | 1,424   | 17,082 | 4            | 8.3250 | 666      | 1,443   | 17,316 | 4            | 8.4500 | 676      | 1,465   | 17,576 |
| 5            | 8.6250 | 690      | 1,495   | 17,940 | 5            | 8.7375 | 699      | 1,515   | 18,174 | 5            | 8.8625 | 709      | 1,536   | 18,434 |
| <b>03700</b> |        |          |         |        | <b>03730</b> |        |          |         |        | <b>03760</b> |        |          |         |        |
| 1            | 7.1500 | 572      | 1,239   | 14,872 | 1            | 7.2500 | 580      | 1,257   | 15,080 | 1            | 7.3625 | 589      | 1,276   | 15,314 |
| 2            | 7.4875 | 599      | 1,298   | 15,574 | 2            | 7.6000 | 608      | 1,317   | 15,808 | 2            | 7.7125 | 617      | 1,337   | 16,042 |
| 3            | 7.8500 | 628      | 1,361   | 16,328 | 3            | 7.9750 | 638      | 1,382   | 16,588 | 3            | 8.0875 | 647      | 1,402   | 16,822 |
| 4            | 8.2250 | 658      | 1,426   | 17,108 | 4            | 8.3500 | 668      | 1,447   | 17,368 | 4            | 8.4625 | 677      | 1,467   | 17,602 |
| 5            | 8.6375 | 691      | 1,497   | 17,966 | 5            | 8.7625 | 701      | 1,519   | 18,226 | 5            | 8.8750 | 710      | 1,538   | 18,460 |
| <b>03705</b> |        |          |         |        | <b>03735</b> |        |          |         |        | <b>03765</b> |        |          |         |        |
| 1            | 7.1750 | 574      | 1,244   | 14,924 | 1            | 7.2750 | 582      | 1,261   | 15,132 | 1            | 7.3750 | 590      | 1,278   | 15,340 |
| 2            | 7.5125 | 601      | 1,302   | 15,626 | 2            | 7.6250 | 610      | 1,322   | 15,860 | 2            | 7.7375 | 619      | 1,341   | 16,094 |
| 3            | 7.8750 | 630      | 1,365   | 16,380 | 3            | 8.0000 | 640      | 1,387   | 16,640 | 3            | 8.1125 | 649      | 1,406   | 16,874 |
| 4            | 8.2500 | 660      | 1,430   | 17,160 | 4            | 8.3750 | 670      | 1,452   | 17,420 | 4            | 8.4875 | 679      | 1,471   | 17,654 |
| 5            | 8.6625 | 693      | 1,502   | 18,018 | 5            | 8.7875 | 703      | 1,523   | 18,278 | 5            | 8.9000 | 712      | 1,543   | 18,512 |
| <b>03710</b> |        |          |         |        | <b>03740</b> |        |          |         |        | <b>03770</b> |        |          |         |        |
| 1            | 7.1875 | 575      | 1,246   | 14,950 | 1            | 7.2875 | 583      | 1,263   | 15,158 | 1            | 7.3875 | 591      | 1,281   | 15,366 |
| 2            | 7.5250 | 602      | 1,304   | 15,652 | 2            | 7.6375 | 611      | 1,324   | 15,886 | 2            | 7.7500 | 620      | 1,343   | 16,120 |
| 3            | 7.8875 | 631      | 1,367   | 16,406 | 3            | 8.0125 | 641      | 1,389   | 16,666 | 3            | 8.1250 | 650      | 1,408   | 16,900 |
| 4            | 8.2625 | 661      | 1,432   | 17,186 | 4            | 8.3875 | 671      | 1,454   | 17,446 | 4            | 8.5125 | 681      | 1,476   | 17,706 |
| 5            | 8.6750 | 694      | 1,504   | 18,044 | 5            | 8.8000 | 704      | 1,525   | 18,304 | 5            | 8.9250 | 714      | 1,547   | 18,564 |
| <b>03715</b> |        |          |         |        | <b>03745</b> |        |          |         |        | <b>03775</b> |        |          |         |        |
| 1            | 7.2125 | 577      | 1,250   | 15,002 | 1            | 7.3125 | 585      | 1,268   | 15,210 | 1            | 7.4125 | 593      | 1,285   | 15,418 |
| 2            | 7.5500 | 604      | 1,309   | 15,704 | 2            | 7.6625 | 613      | 1,328   | 15,938 | 2            | 7.7625 | 621      | 1,346   | 16,146 |
| 3            | 7.9125 | 633      | 1,372   | 16,458 | 3            | 8.0375 | 643      | 1,393   | 16,718 | 3            | 8.1375 | 651      | 1,411   | 16,926 |
| 4            | 8.2875 | 663      | 1,437   | 17,238 | 4            | 8.4125 | 673      | 1,458   | 17,498 | 4            | 8.5375 | 683      | 1,480   | 17,758 |
| 5            | 8.7000 | 696      | 1,508   | 18,096 | 5            | 8.8250 | 706      | 1,530   | 18,356 | 5            | 8.9500 | 716      | 1,551   | 18,616 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly | Biweekly | Monthly | Annual | Step         | Hourly | Biweekly | Monthly | Annual | Step         | Hourly | Biweekly | Monthly | Annual |
|--------------|--------|----------|---------|--------|--------------|--------|----------|---------|--------|--------------|--------|----------|---------|--------|
| <b>03780</b> |        |          |         |        | <b>03810</b> |        |          |         |        | <b>03840</b> |        |          |         |        |
| 1            | 7.4250 | 594      | 1,287   | 15,444 | 1            | 7.5250 | 602      | 1,304   | 15,652 | 1            | 7.6375 | 611      | 1,324   | 15,886 |
| 2            | 7.7750 | 622      | 1,348   | 16,172 | 2            | 7.8875 | 631      | 1,367   | 16,406 | 2            | 8.0125 | 641      | 1,389   | 16,666 |
| 3            | 8.1500 | 652      | 1,413   | 16,952 | 3            | 8.2625 | 661      | 1,432   | 17,186 | 3            | 8.3875 | 671      | 1,454   | 17,446 |
| 4            | 8.5500 | 684      | 1,482   | 17,784 | 4            | 8.6750 | 694      | 1,504   | 18,044 | 4            | 8.8000 | 704      | 1,525   | 18,304 |
| 5            | 8.9625 | 717      | 1,554   | 18,642 | 5            | 9.1000 | 728      | 1,577   | 18,928 | 5            | 9.2250 | 738      | 1,599   | 19,188 |
| <b>03785</b> |        |          |         |        | <b>03815</b> |        |          |         |        | <b>03845</b> |        |          |         |        |
| 1            | 7.4375 | 595      | 1,289   | 15,470 | 1            | 7.5500 | 604      | 1,309   | 15,704 | 1            | 7.6625 | 613      | 1,328   | 15,938 |
| 2            | 7.8000 | 624      | 1,352   | 16,224 | 2            | 7.9125 | 633      | 1,372   | 16,458 | 2            | 8.0375 | 643      | 1,393   | 16,718 |
| 3            | 8.1750 | 654      | 1,417   | 17,004 | 3            | 8.2875 | 663      | 1,437   | 17,238 | 3            | 8.4125 | 673      | 1,458   | 17,498 |
| 4            | 8.5750 | 686      | 1,486   | 17,836 | 4            | 8.7000 | 696      | 1,508   | 18,096 | 4            | 8.8250 | 706      | 1,530   | 18,356 |
| 5            | 8.9875 | 719      | 1,558   | 18,694 | 5            | 9.1250 | 730      | 1,582   | 18,980 | 5            | 9.2500 | 740      | 1,603   | 19,240 |
| <b>03790</b> |        |          |         |        | <b>03820</b> |        |          |         |        | <b>03850</b> |        |          |         |        |
| 1            | 7.4500 | 596      | 1,291   | 15,496 | 1            | 7.5625 | 605      | 1,311   | 15,730 | 1            | 7.6750 | 614      | 1,330   | 15,964 |
| 2            | 7.8125 | 625      | 1,354   | 16,250 | 2            | 7.9250 | 634      | 1,374   | 16,484 | 2            | 8.0500 | 644      | 1,395   | 16,744 |
| 3            | 8.1875 | 655      | 1,419   | 17,030 | 3            | 8.3000 | 664      | 1,439   | 17,264 | 3            | 8.4250 | 674      | 1,460   | 17,524 |
| 4            | 8.6000 | 688      | 1,491   | 17,888 | 4            | 8.7125 | 697      | 1,510   | 18,122 | 4            | 8.8375 | 707      | 1,532   | 18,382 |
| 5            | 9.0125 | 721      | 1,562   | 18,746 | 5            | 9.1375 | 731      | 1,584   | 19,006 | 5            | 9.2750 | 742      | 1,608   | 19,292 |
| <b>03795</b> |        |          |         |        | <b>03825</b> |        |          |         |        | <b>03855</b> |        |          |         |        |
| 1            | 7.4750 | 598      | 1,296   | 15,548 | 1            | 7.5875 | 607      | 1,315   | 15,782 | 1            | 7.7000 | 616      | 1,335   | 16,016 |
| 2            | 7.8375 | 627      | 1,359   | 16,302 | 2            | 7.9500 | 636      | 1,378   | 16,536 | 2            | 8.0750 | 646      | 1,400   | 16,796 |
| 3            | 8.2125 | 657      | 1,424   | 17,082 | 3            | 8.3250 | 666      | 1,443   | 17,316 | 3            | 8.4500 | 676      | 1,465   | 17,576 |
| 4            | 8.6250 | 690      | 1,495   | 17,940 | 4            | 8.7375 | 699      | 1,515   | 18,174 | 4            | 8.8625 | 709      | 1,536   | 18,434 |
| 5            | 9.0375 | 723      | 1,567   | 18,798 | 5            | 9.1625 | 733      | 1,588   | 19,058 | 5            | 9.3000 | 744      | 1,612   | 19,344 |
| <b>03800</b> |        |          |         |        | <b>03830</b> |        |          |         |        | <b>03860</b> |        |          |         |        |
| 1            | 7.4875 | 599      | 1,298   | 15,574 | 1            | 7.6000 | 608      | 1,317   | 15,808 | 1            | 7.7125 | 617      | 1,337   | 16,042 |
| 2            | 7.8500 | 628      | 1,361   | 16,328 | 2            | 7.9750 | 638      | 1,382   | 16,588 | 2            | 8.0875 | 647      | 1,402   | 16,822 |
| 3            | 8.2250 | 658      | 1,426   | 17,108 | 3            | 8.3500 | 668      | 1,447   | 17,368 | 3            | 8.4625 | 677      | 1,467   | 17,602 |
| 4            | 8.6375 | 691      | 1,497   | 17,966 | 4            | 8.7625 | 701      | 1,519   | 18,226 | 4            | 8.8750 | 710      | 1,538   | 18,460 |
| 5            | 9.0500 | 724      | 1,569   | 18,824 | 5            | 9.1875 | 735      | 1,593   | 19,110 | 5            | 9.3125 | 745      | 1,614   | 19,370 |
| <b>03805</b> |        |          |         |        | <b>03835</b> |        |          |         |        | <b>03865</b> |        |          |         |        |
| 1            | 7.5125 | 601      | 1,302   | 15,626 | 1            | 7.6250 | 610      | 1,322   | 15,860 | 1            | 7.7375 | 619      | 1,341   | 16,094 |
| 2            | 7.8750 | 630      | 1,365   | 16,380 | 2            | 8.0000 | 640      | 1,387   | 16,640 | 2            | 8.1125 | 649      | 1,406   | 16,874 |
| 3            | 8.2500 | 660      | 1,430   | 17,160 | 3            | 8.3750 | 670      | 1,452   | 17,420 | 3            | 8.4875 | 679      | 1,471   | 17,654 |
| 4            | 8.6625 | 693      | 1,502   | 18,018 | 4            | 8.7875 | 703      | 1,523   | 18,278 | 4            | 8.9000 | 712      | 1,543   | 18,512 |
| 5            | 9.0750 | 726      | 1,573   | 18,876 | 5            | 9.2125 | 737      | 1,597   | 19,162 | 5            | 9.3375 | 747      | 1,619   | 19,422 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly | Biweekly | Monthly | Annual | Step         | Hourly | Biweekly | Monthly | Annual | Step         | Hourly | Biweekly | Monthly | Annual |
|--------------|--------|----------|---------|--------|--------------|--------|----------|---------|--------|--------------|--------|----------|---------|--------|
| <b>03870</b> |        |          |         |        | <b>03900</b> |        |          |         |        | <b>03930</b> |        |          |         |        |
| 1            | 7.7500 | 620      | 1,343   | 16,120 | 1            | 7.8500 | 628      | 1,361   | 16,328 | 1            | 7.9750 | 638      | 1,382   | 16,588 |
| 2            | 8.1250 | 650      | 1,408   | 16,900 | 2            | 8.2250 | 658      | 1,426   | 17,108 | 2            | 8.3500 | 668      | 1,447   | 17,368 |
| 3            | 8.5125 | 681      | 1,476   | 17,706 | 3            | 8.6375 | 691      | 1,497   | 17,966 | 3            | 8.7625 | 701      | 1,519   | 18,226 |
| 4            | 8.9250 | 714      | 1,547   | 18,564 | 4            | 9.0500 | 724      | 1,569   | 18,824 | 4            | 9.1875 | 735      | 1,593   | 19,110 |
| 5            | 9.3500 | 748      | 1,621   | 19,448 | 5            | 9.4750 | 758      | 1,642   | 19,708 | 5            | 9.6125 | 769      | 1,666   | 19,994 |
| <b>03875</b> |        |          |         |        | <b>03905</b> |        |          |         |        | <b>03935</b> |        |          |         |        |
| 1            | 7.7625 | 621      | 1,346   | 16,146 | 1            | 7.8750 | 630      | 1,365   | 16,380 | 1            | 8.0000 | 640      | 1,387   | 16,640 |
| 2            | 8.1375 | 651      | 1,411   | 16,926 | 2            | 8.2500 | 660      | 1,430   | 17,160 | 2            | 8.3750 | 670      | 1,452   | 17,420 |
| 3            | 8.5375 | 683      | 1,480   | 17,758 | 3            | 8.6625 | 693      | 1,502   | 18,018 | 3            | 8.7875 | 703      | 1,523   | 18,278 |
| 4            | 8.9500 | 716      | 1,551   | 18,616 | 4            | 9.0750 | 726      | 1,573   | 18,876 | 4            | 9.2125 | 737      | 1,597   | 19,162 |
| 5            | 9.3750 | 750      | 1,625   | 19,500 | 5            | 9.5000 | 760      | 1,647   | 19,760 | 5            | 9.6375 | 771      | 1,671   | 20,046 |
| <b>03880</b> |        |          |         |        | <b>03910</b> |        |          |         |        | <b>03940</b> |        |          |         |        |
| 1            | 7.7750 | 622      | 1,348   | 16,172 | 1            | 7.8875 | 631      | 1,367   | 16,406 | 1            | 8.0125 | 641      | 1,389   | 16,666 |
| 2            | 8.1500 | 652      | 1,413   | 16,952 | 2            | 8.2625 | 661      | 1,432   | 17,186 | 2            | 8.3875 | 671      | 1,454   | 17,446 |
| 3            | 8.5500 | 684      | 1,482   | 17,784 | 3            | 8.6750 | 694      | 1,504   | 18,044 | 3            | 8.8000 | 704      | 1,525   | 18,304 |
| 4            | 8.9625 | 717      | 1,554   | 18,642 | 4            | 9.1000 | 728      | 1,577   | 18,928 | 4            | 9.2250 | 738      | 1,599   | 19,188 |
| 5            | 9.4000 | 752      | 1,629   | 19,552 | 5            | 9.5250 | 762      | 1,651   | 19,812 | 5            | 9.6625 | 773      | 1,675   | 20,098 |
| <b>03885</b> |        |          |         |        | <b>03915</b> |        |          |         |        | <b>03945</b> |        |          |         |        |
| 1            | 7.8000 | 624      | 1,352   | 16,224 | 1            | 7.9125 | 633      | 1,372   | 16,458 | 1            | 8.0375 | 643      | 1,393   | 16,718 |
| 2            | 8.1750 | 654      | 1,417   | 17,004 | 2            | 8.2875 | 663      | 1,437   | 17,238 | 2            | 8.4125 | 673      | 1,458   | 17,498 |
| 3            | 8.5750 | 686      | 1,486   | 17,836 | 3            | 8.7000 | 696      | 1,508   | 18,096 | 3            | 8.8250 | 706      | 1,530   | 18,356 |
| 4            | 8.9875 | 719      | 1,558   | 18,694 | 4            | 9.1250 | 730      | 1,582   | 18,980 | 4            | 9.2500 | 740      | 1,603   | 19,240 |
| 5            | 9.4250 | 754      | 1,634   | 19,604 | 5            | 9.5500 | 764      | 1,655   | 19,864 | 5            | 9.6875 | 775      | 1,679   | 20,150 |
| <b>03890</b> |        |          |         |        | <b>03920</b> |        |          |         |        | <b>03950</b> |        |          |         |        |
| 1            | 7.8125 | 625      | 1,354   | 16,250 | 1            | 7.9250 | 634      | 1,374   | 16,484 | 1            | 8.0500 | 644      | 1,395   | 16,744 |
| 2            | 8.1875 | 655      | 1,419   | 17,030 | 2            | 8.3000 | 664      | 1,439   | 17,264 | 2            | 8.4250 | 674      | 1,460   | 17,524 |
| 3            | 8.6000 | 688      | 1,491   | 17,888 | 3            | 8.7125 | 697      | 1,510   | 18,122 | 3            | 8.8375 | 707      | 1,532   | 18,382 |
| 4            | 9.0125 | 721      | 1,562   | 18,746 | 4            | 9.1375 | 731      | 1,584   | 19,006 | 4            | 9.2750 | 742      | 1,608   | 19,292 |
| 5            | 9.4375 | 755      | 1,636   | 19,630 | 5            | 9.5750 | 766      | 1,660   | 19,916 | 5            | 9.7125 | 777      | 1,684   | 20,202 |
| <b>03895</b> |        |          |         |        | <b>03925</b> |        |          |         |        | <b>03955</b> |        |          |         |        |
| 1            | 7.8375 | 627      | 1,359   | 16,302 | 1            | 7.9500 | 636      | 1,378   | 16,536 | 1            | 8.0750 | 646      | 1,400   | 16,796 |
| 2            | 8.2125 | 657      | 1,424   | 17,082 | 2            | 8.3250 | 666      | 1,443   | 17,316 | 2            | 8.4500 | 676      | 1,465   | 17,576 |
| 3            | 8.6250 | 690      | 1,495   | 17,940 | 3            | 8.7375 | 699      | 1,515   | 18,174 | 3            | 8.8625 | 709      | 1,536   | 18,434 |
| 4            | 9.0375 | 723      | 1,567   | 18,798 | 4            | 9.1625 | 733      | 1,588   | 19,058 | 4            | 9.3000 | 744      | 1,612   | 19,344 |
| 5            | 9.4625 | 757      | 1,640   | 19,682 | 5            | 9.6000 | 768      | 1,664   | 19,968 | 5            | 9.7375 | 779      | 1,688   | 20,254 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.





CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|--------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>03960</b> |        |          |         |        | <b>03990</b> |          |         |        |        | <b>04020</b> |         |        |       |        |
| 1            | 8.0875 | 647      | 1,402   | 16,822 | 1            | 8.1875   | 655     | 1,419  | 17,030 | 1            | 8.3000  | 664    | 1,439 | 17,264 |
| 2            | 8.4625 | 677      | 1,467   | 17,602 | 2            | 8.6000   | 688     | 1,491  | 17,888 | 2            | 8.7125  | 697    | 1,510 | 18,122 |
| 3            | 8.8750 | 710      | 1,538   | 18,460 | 3            | 9.0125   | 721     | 1,562  | 18,746 | 3            | 9.1375  | 731    | 1,584 | 19,006 |
| 4            | 9.3125 | 745      | 1,614   | 19,370 | 4            | 9.4375   | 755     | 1,636  | 19,630 | 4            | 9.5750  | 766    | 1,660 | 19,916 |
| 5            | 9.7625 | 781      | 1,692   | 20,306 | 5            | 9.9000   | 792     | 1,716  | 20,592 | 5            | 10.0375 | 803    | 1,740 | 20,878 |
| <b>03965</b> |        |          |         |        | <b>03995</b> |          |         |        |        | <b>04025</b> |         |        |       |        |
| 1            | 8.1125 | 649      | 1,406   | 16,874 | 1            | 8.2125   | 657     | 1,424  | 17,082 | 1            | 8.3250  | 666    | 1,443 | 17,316 |
| 2            | 8.4875 | 679      | 1,471   | 17,654 | 2            | 8.6250   | 690     | 1,495  | 17,940 | 2            | 8.7375  | 699    | 1,515 | 18,174 |
| 3            | 8.9000 | 712      | 1,543   | 18,512 | 3            | 9.0375   | 723     | 1,567  | 18,798 | 3            | 9.1625  | 733    | 1,588 | 19,058 |
| 4            | 9.3375 | 747      | 1,619   | 19,422 | 4            | 9.4625   | 757     | 1,640  | 19,682 | 4            | 9.6000  | 768    | 1,664 | 19,968 |
| 5            | 9.7875 | 783      | 1,697   | 20,358 | 5            | 9.9250   | 794     | 1,720  | 20,644 | 5            | 10.0625 | 805    | 1,744 | 20,930 |
| <b>03970</b> |        |          |         |        | <b>04000</b> |          |         |        |        | <b>04030</b> |         |        |       |        |
| 1            | 8.1250 | 650      | 1,408   | 16,900 | 1            | 8.2250   | 658     | 1,426  | 17,108 | 1            | 8.3500  | 668    | 1,447 | 17,368 |
| 2            | 8.5125 | 681      | 1,476   | 17,706 | 2            | 8.6375   | 691     | 1,497  | 17,966 | 2            | 8.7625  | 701    | 1,519 | 18,226 |
| 3            | 8.9250 | 714      | 1,547   | 18,564 | 3            | 9.0500   | 724     | 1,569  | 18,824 | 3            | 9.1875  | 735    | 1,593 | 19,110 |
| 4            | 9.3500 | 748      | 1,621   | 19,448 | 4            | 9.4750   | 758     | 1,642  | 19,708 | 4            | 9.6125  | 769    | 1,666 | 19,994 |
| 5            | 9.8125 | 785      | 1,701   | 20,410 | 5            | 9.9500   | 796     | 1,725  | 20,696 | 5            | 10.0875 | 807    | 1,749 | 20,982 |
| <b>03975</b> |        |          |         |        | <b>04005</b> |          |         |        |        | <b>04035</b> |         |        |       |        |
| 1            | 8.1375 | 651      | 1,411   | 16,926 | 1            | 8.2500   | 660     | 1,430  | 17,160 | 1            | 8.3750  | 670    | 1,452 | 17,420 |
| 2            | 8.5375 | 683      | 1,480   | 17,758 | 2            | 8.6625   | 693     | 1,502  | 18,018 | 2            | 8.7875  | 703    | 1,523 | 18,278 |
| 3            | 8.9500 | 716      | 1,551   | 18,616 | 3            | 9.0750   | 726     | 1,573  | 18,876 | 3            | 9.2125  | 737    | 1,597 | 19,162 |
| 4            | 9.3750 | 750      | 1,625   | 19,500 | 4            | 9.5000   | 760     | 1,647  | 19,760 | 4            | 9.6375  | 771    | 1,671 | 20,046 |
| 5            | 9.8375 | 787      | 1,705   | 20,462 | 5            | 9.9750   | 798     | 1,729  | 20,748 | 5            | 10.1125 | 809    | 1,753 | 21,034 |
| <b>03980</b> |        |          |         |        | <b>04010</b> |          |         |        |        | <b>04040</b> |         |        |       |        |
| 1            | 8.1500 | 652      | 1,413   | 16,952 | 1            | 8.2625   | 661     | 1,432  | 17,186 | 1            | 8.3875  | 671    | 1,454 | 17,446 |
| 2            | 8.5500 | 684      | 1,482   | 17,784 | 2            | 8.6750   | 694     | 1,504  | 18,044 | 2            | 8.8000  | 704    | 1,525 | 18,304 |
| 3            | 8.9625 | 717      | 1,554   | 18,642 | 3            | 9.1000   | 728     | 1,577  | 18,928 | 3            | 9.2250  | 738    | 1,599 | 19,188 |
| 4            | 9.4000 | 752      | 1,629   | 19,552 | 4            | 9.5250   | 762     | 1,651  | 19,812 | 4            | 9.6625  | 773    | 1,675 | 20,098 |
| 5            | 9.8500 | 788      | 1,707   | 20,488 | 5            | 10.0000  | 800     | 1,733  | 20,800 | 5            | 10.1250 | 810    | 1,755 | 21,060 |
| <b>03985</b> |        |          |         |        | <b>04015</b> |          |         |        |        | <b>04045</b> |         |        |       |        |
| 1            | 8.1750 | 654      | 1,417   | 17,004 | 1            | 8.2875   | 663     | 1,437  | 17,238 | 1            | 8.4125  | 673    | 1,458 | 17,498 |
| 2            | 8.5750 | 686      | 1,486   | 17,836 | 2            | 8.7000   | 696     | 1,508  | 18,096 | 2            | 8.8250  | 706    | 1,530 | 18,356 |
| 3            | 8.9875 | 719      | 1,558   | 18,694 | 3            | 9.1250   | 730     | 1,582  | 18,980 | 3            | 9.2500  | 740    | 1,603 | 19,240 |
| 4            | 9.4250 | 754      | 1,634   | 19,604 | 4            | 9.5500   | 764     | 1,655  | 19,864 | 4            | 9.6875  | 775    | 1,679 | 20,150 |
| 5            | 9.8750 | 790      | 1,712   | 20,540 | 5            | 10.0250  | 802     | 1,738  | 20,852 | 5            | 10.1500 | 812    | 1,759 | 21,112 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual |
|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|
| <b>04050</b> |         |          |         |        | <b>04080</b> |         |          |         |        | <b>04110</b> |         |          |         |        |
| 1            | 8.4250  | 674      | 1,460   | 17,524 | 1            | 8.5500  | 684      | 1,482   | 17,784 | 1            | 8.6750  | 694      | 1,504   | 18,044 |
| 2            | 8.8375  | 707      | 1,532   | 18,382 | 2            | 8.9625  | 717      | 1,554   | 18,642 | 2            | 9.1000  | 728      | 1,577   | 18,928 |
| 3            | 9.2750  | 742      | 1,608   | 19,292 | 3            | 9.4000  | 752      | 1,629   | 19,552 | 3            | 9.5250  | 762      | 1,651   | 19,812 |
| 4            | 9.7125  | 777      | 1,684   | 20,202 | 4            | 9.8500  | 788      | 1,707   | 20,488 | 4            | 10.0000 | 800      | 1,733   | 20,800 |
| 5            | 10.1750 | 814      | 1,764   | 21,164 | 5            | 10.3250 | 826      | 1,790   | 21,476 | 5            | 10.4750 | 838      | 1,816   | 21,788 |
| <b>04055</b> |         |          |         |        | <b>04085</b> |         |          |         |        | <b>04115</b> |         |          |         |        |
| 1            | 8.4500  | 676      | 1,465   | 17,576 | 1            | 8.5750  | 686      | 1,486   | 17,836 | 1            | 8.7000  | 696      | 1,508   | 18,096 |
| 2            | 8.8625  | 709      | 1,536   | 18,434 | 2            | 8.9875  | 719      | 1,558   | 18,694 | 2            | 9.1250  | 730      | 1,582   | 18,980 |
| 3            | 9.3000  | 744      | 1,612   | 19,344 | 3            | 9.4250  | 754      | 1,634   | 19,604 | 3            | 9.5500  | 764      | 1,655   | 19,864 |
| 4            | 9.7375  | 779      | 1,688   | 20,254 | 4            | 9.8750  | 790      | 1,712   | 20,540 | 4            | 10.0250 | 802      | 1,738   | 20,852 |
| 5            | 10.2000 | 816      | 1,768   | 21,216 | 5            | 10.3500 | 828      | 1,794   | 21,528 | 5            | 10.5000 | 840      | 1,820   | 21,840 |
| <b>04060</b> |         |          |         |        | <b>04090</b> |         |          |         |        | <b>04120</b> |         |          |         |        |
| 1            | 8.4625  | 677      | 1,467   | 17,602 | 1            | 8.6000  | 688      | 1,491   | 17,888 | 1            | 8.7125  | 697      | 1,510   | 18,122 |
| 2            | 8.8750  | 710      | 1,538   | 18,460 | 2            | 9.0125  | 721      | 1,562   | 18,746 | 2            | 9.1375  | 731      | 1,584   | 19,006 |
| 3            | 9.3125  | 745      | 1,614   | 19,370 | 3            | 9.4375  | 755      | 1,636   | 19,630 | 3            | 9.5750  | 766      | 1,660   | 19,916 |
| 4            | 9.7625  | 781      | 1,692   | 20,306 | 4            | 9.9000  | 792      | 1,716   | 20,592 | 4            | 10.0375 | 803      | 1,740   | 20,878 |
| 5            | 10.2250 | 818      | 1,772   | 21,268 | 5            | 10.3750 | 830      | 1,798   | 21,580 | 5            | 10.5250 | 842      | 1,824   | 21,892 |
| <b>04065</b> |         |          |         |        | <b>04095</b> |         |          |         |        | <b>04125</b> |         |          |         |        |
| 1            | 8.4875  | 679      | 1,471   | 17,654 | 1            | 8.6250  | 690      | 1,495   | 17,940 | 1            | 8.7375  | 699      | 1,515   | 18,174 |
| 2            | 8.9000  | 712      | 1,543   | 18,512 | 2            | 9.0375  | 723      | 1,567   | 18,798 | 2            | 9.1625  | 733      | 1,588   | 19,058 |
| 3            | 9.3375  | 747      | 1,619   | 19,422 | 3            | 9.4625  | 757      | 1,640   | 19,682 | 3            | 9.6000  | 768      | 1,664   | 19,968 |
| 4            | 9.7875  | 783      | 1,697   | 20,358 | 4            | 9.9250  | 794      | 1,720   | 20,644 | 4            | 10.0625 | 805      | 1,744   | 20,930 |
| 5            | 10.2500 | 820      | 1,777   | 21,320 | 5            | 10.4000 | 832      | 1,803   | 21,632 | 5            | 10.5500 | 844      | 1,829   | 21,944 |
| <b>04070</b> |         |          |         |        | <b>04100</b> |         |          |         |        | <b>04130</b> |         |          |         |        |
| 1            | 8.5125  | 681      | 1,476   | 17,706 | 1            | 8.6375  | 691      | 1,497   | 17,966 | 1            | 8.7625  | 701      | 1,519   | 18,226 |
| 2            | 8.9250  | 714      | 1,547   | 18,564 | 2            | 9.0500  | 724      | 1,569   | 18,824 | 2            | 9.1875  | 735      | 1,593   | 19,110 |
| 3            | 9.3500  | 748      | 1,621   | 19,448 | 3            | 9.4750  | 758      | 1,642   | 19,708 | 3            | 9.6125  | 769      | 1,666   | 19,994 |
| 4            | 9.8125  | 785      | 1,701   | 20,410 | 4            | 9.9500  | 796      | 1,725   | 20,696 | 4            | 10.0875 | 807      | 1,749   | 20,982 |
| 5            | 10.2750 | 822      | 1,781   | 21,372 | 5            | 10.4250 | 834      | 1,807   | 21,684 | 5            | 10.5750 | 846      | 1,833   | 21,996 |
| <b>04075</b> |         |          |         |        | <b>04105</b> |         |          |         |        | <b>04135</b> |         |          |         |        |
| 1            | 8.5375  | 683      | 1,480   | 17,758 | 1            | 8.6625  | 693      | 1,502   | 18,018 | 1            | 8.7875  | 703      | 1,523   | 18,278 |
| 2            | 8.9500  | 716      | 1,551   | 18,616 | 2            | 9.0750  | 726      | 1,573   | 18,876 | 2            | 9.2125  | 737      | 1,597   | 19,162 |
| 3            | 9.3750  | 750      | 1,625   | 19,500 | 3            | 9.5000  | 760      | 1,647   | 19,760 | 3            | 9.6375  | 771      | 1,671   | 20,046 |
| 4            | 9.8375  | 787      | 1,705   | 20,462 | 4            | 9.9750  | 798      | 1,729   | 20,748 | 4            | 10.1125 | 809      | 1,753   | 21,034 |
| 5            | 10.3000 | 824      | 1,785   | 21,424 | 5            | 10.4500 | 836      | 1,811   | 21,736 | 5            | 10.6000 | 848      | 1,837   | 22,048 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual |
|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|
| <b>04140</b> |         |          |         |        | <b>04170</b> |         |          |         |        | <b>04200</b> |         |          |         |        |
| 1            | 8.8000  | 704      | 1,525   | 18,304 | 1            | 8.9250  | 714      | 1,547   | 18,564 | 1            | 9.0500  | 724      | 1,569   | 18,824 |
| 2            | 9.2250  | 738      | 1,599   | 19,188 | 2            | 9.3500  | 748      | 1,621   | 19,448 | 2            | 9.4750  | 758      | 1,642   | 19,708 |
| 3            | 9.6625  | 773      | 1,675   | 20,098 | 3            | 9.8125  | 785      | 1,701   | 20,410 | 3            | 9.9500  | 796      | 1,725   | 20,696 |
| 4            | 10.1250 | 810      | 1,755   | 21,060 | 4            | 10.2750 | 822      | 1,781   | 21,372 | 4            | 10.4250 | 834      | 1,807   | 21,684 |
| 5            | 10.6250 | 850      | 1,842   | 22,100 | 5            | 10.7750 | 862      | 1,868   | 22,412 | 5            | 10.9250 | 874      | 1,894   | 22,724 |
| <b>04145</b> |         |          |         |        | <b>04175</b> |         |          |         |        | <b>04205</b> |         |          |         |        |
| 1            | 8.8250  | 706      | 1,530   | 18,356 | 1            | 8.9500  | 716      | 1,551   | 18,616 | 1            | 9.0750  | 726      | 1,573   | 18,876 |
| 2            | 9.2500  | 740      | 1,603   | 19,240 | 2            | 9.3750  | 750      | 1,625   | 19,500 | 2            | 9.5000  | 760      | 1,647   | 19,760 |
| 3            | 9.6875  | 775      | 1,679   | 20,150 | 3            | 9.8375  | 787      | 1,705   | 20,462 | 3            | 9.9750  | 798      | 1,729   | 20,748 |
| 4            | 10.1500 | 812      | 1,759   | 21,112 | 4            | 10.3000 | 824      | 1,785   | 21,424 | 4            | 10.4500 | 836      | 1,811   | 21,736 |
| 5            | 10.6500 | 852      | 1,846   | 22,152 | 5            | 10.8000 | 864      | 1,872   | 22,464 | 5            | 10.9500 | 876      | 1,898   | 22,776 |
| <b>04150</b> |         |          |         |        | <b>04180</b> |         |          |         |        | <b>04210</b> |         |          |         |        |
| 1            | 8.8375  | 707      | 1,532   | 18,382 | 1            | 8.9625  | 717      | 1,554   | 18,642 | 1            | 9.1000  | 728      | 1,577   | 18,928 |
| 2            | 9.2750  | 742      | 1,608   | 19,292 | 2            | 9.4000  | 752      | 1,629   | 19,552 | 2            | 9.5250  | 762      | 1,651   | 19,812 |
| 3            | 9.7125  | 777      | 1,684   | 20,202 | 3            | 9.8500  | 788      | 1,707   | 20,488 | 3            | 10.0000 | 800      | 1,733   | 20,800 |
| 4            | 10.1750 | 814      | 1,764   | 21,164 | 4            | 10.3250 | 826      | 1,790   | 21,476 | 4            | 10.4750 | 838      | 1,816   | 21,788 |
| 5            | 10.6750 | 854      | 1,850   | 22,204 | 5            | 10.8250 | 866      | 1,876   | 22,516 | 5            | 10.9750 | 878      | 1,902   | 22,828 |
| <b>04155</b> |         |          |         |        | <b>04185</b> |         |          |         |        | <b>04215</b> |         |          |         |        |
| 1            | 8.8625  | 709      | 1,536   | 18,434 | 1            | 8.9875  | 719      | 1,558   | 18,694 | 1            | 9.1250  | 730      | 1,582   | 18,980 |
| 2            | 9.3000  | 744      | 1,612   | 19,344 | 2            | 9.4250  | 754      | 1,634   | 19,604 | 2            | 9.5500  | 764      | 1,655   | 19,864 |
| 3            | 9.7375  | 779      | 1,688   | 20,254 | 3            | 9.8750  | 790      | 1,712   | 20,540 | 3            | 10.0250 | 802      | 1,738   | 20,852 |
| 4            | 10.2000 | 816      | 1,768   | 21,216 | 4            | 10.3500 | 828      | 1,794   | 21,528 | 4            | 10.5000 | 840      | 1,820   | 21,840 |
| 5            | 10.7000 | 856      | 1,855   | 22,256 | 5            | 10.8500 | 868      | 1,881   | 22,568 | 5            | 11.0000 | 880      | 1,907   | 22,880 |
| <b>04160</b> |         |          |         |        | <b>04190</b> |         |          |         |        | <b>04220</b> |         |          |         |        |
| 1            | 8.8750  | 710      | 1,538   | 18,460 | 1            | 9.0125  | 721      | 1,562   | 18,746 | 1            | 9.1375  | 731      | 1,584   | 19,006 |
| 2            | 9.3125  | 745      | 1,614   | 19,370 | 2            | 9.4375  | 755      | 1,636   | 19,630 | 2            | 9.5750  | 766      | 1,660   | 19,916 |
| 3            | 9.7625  | 781      | 1,692   | 20,306 | 3            | 9.9000  | 792      | 1,716   | 20,592 | 3            | 10.0375 | 803      | 1,740   | 20,878 |
| 4            | 10.2250 | 818      | 1,772   | 21,268 | 4            | 10.3750 | 830      | 1,798   | 21,580 | 4            | 10.5250 | 842      | 1,824   | 21,892 |
| 5            | 10.7250 | 858      | 1,859   | 22,308 | 5            | 10.8750 | 870      | 1,885   | 22,620 | 5            | 11.0250 | 882      | 1,911   | 22,932 |
| <b>04165</b> |         |          |         |        | <b>04195</b> |         |          |         |        | <b>04225</b> |         |          |         |        |
| 1            | 8.9000  | 712      | 1,543   | 18,512 | 1            | 9.0375  | 723      | 1,567   | 18,798 | 1            | 9.1625  | 733      | 1,588   | 19,058 |
| 2            | 9.3375  | 747      | 1,619   | 19,422 | 2            | 9.4625  | 757      | 1,640   | 19,682 | 2            | 9.6000  | 768      | 1,664   | 19,968 |
| 3            | 9.7875  | 783      | 1,697   | 20,358 | 3            | 9.9250  | 794      | 1,720   | 20,644 | 3            | 10.0625 | 805      | 1,744   | 20,930 |
| 4            | 10.2500 | 820      | 1,777   | 21,320 | 4            | 10.4000 | 832      | 1,803   | 21,632 | 4            | 10.5500 | 844      | 1,829   | 21,944 |
| 5            | 10.7500 | 860      | 1,863   | 22,360 | 5            | 10.9000 | 872      | 1,889   | 22,672 | 5            | 11.0625 | 885      | 1,918   | 23,010 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>04230</b> |         |          |         |        | <b>04260</b> |          |         |        |        | <b>04290</b> |         |        |       |        |
| 1            | 9.1875  | 735      | 1,593   | 19,110 | 1            | 9.3125   | 745     | 1,614  | 19,370 | 1            | 9.4375  | 755    | 1,636 | 19,630 |
| 2            | 9.6125  | 769      | 1,666   | 19,994 | 2            | 9.7625   | 781     | 1,692  | 20,306 | 2            | 9.9000  | 792    | 1,716 | 20,592 |
| 3            | 10.0875 | 807      | 1,749   | 20,982 | 3            | 10.2250  | 818     | 1,772  | 21,268 | 3            | 10.3750 | 830    | 1,798 | 21,580 |
| 4            | 10.5750 | 846      | 1,833   | 21,996 | 4            | 10.7250  | 858     | 1,859  | 22,308 | 4            | 10.8750 | 870    | 1,885 | 22,620 |
| 5            | 11.0875 | 887      | 1,922   | 23,062 | 5            | 11.2375  | 899     | 1,948  | 23,374 | 5            | 11.4000 | 912    | 1,976 | 23,712 |
| <b>04235</b> |         |          |         |        | <b>04265</b> |          |         |        |        | <b>04295</b> |         |        |       |        |
| 1            | 9.2125  | 737      | 1,597   | 19,162 | 1            | 9.4375   | 755     | 1,636  | 19,630 | 1            | 9.4625  | 757    | 1,640 | 19,682 |
| 2            | 9.6375  | 771      | 1,671   | 20,046 | 2            | 9.7875   | 783     | 1,697  | 20,358 | 2            | 9.9250  | 794    | 1,720 | 20,644 |
| 3            | 10.1125 | 809      | 1,753   | 21,034 | 3            | 10.2500  | 820     | 1,777  | 21,320 | 3            | 10.4000 | 832    | 1,803 | 21,632 |
| 4            | 10.6000 | 848      | 1,837   | 22,048 | 4            | 10.7500  | 860     | 1,863  | 22,360 | 4            | 10.9000 | 872    | 1,889 | 22,672 |
| 5            | 11.1125 | 889      | 1,926   | 23,114 | 5            | 11.2625  | 901     | 1,952  | 23,426 | 5            | 11.4250 | 914    | 1,980 | 23,764 |
| <b>04240</b> |         |          |         |        | <b>04270</b> |          |         |        |        | <b>04300</b> |         |        |       |        |
| 1            | 9.2250  | 738      | 1,599   | 19,188 | 1            | 9.3500   | 748     | 1,621  | 19,448 | 1            | 9.4750  | 758    | 1,642 | 19,708 |
| 2            | 9.6625  | 773      | 1,675   | 20,098 | 2            | 9.8125   | 785     | 1,701  | 20,410 | 2            | 9.9500  | 796    | 1,725 | 20,696 |
| 3            | 10.1250 | 810      | 1,755   | 21,060 | 3            | 10.2750  | 822     | 1,781  | 21,372 | 3            | 10.4250 | 834    | 1,807 | 21,684 |
| 4            | 10.6250 | 850      | 1,842   | 22,100 | 4            | 10.7750  | 862     | 1,868  | 22,412 | 4            | 10.9250 | 874    | 1,894 | 22,724 |
| 5            | 11.1375 | 891      | 1,931   | 23,166 | 5            | 11.2875  | 903     | 1,957  | 23,478 | 5            | 11.4500 | 916    | 1,985 | 23,816 |
| <b>04245</b> |         |          |         |        | <b>04275</b> |          |         |        |        | <b>04305</b> |         |        |       |        |
| 1            | 9.2500  | 740      | 1,603   | 19,240 | 1            | 9.3750   | 750     | 1,625  | 19,500 | 1            | 9.5000  | 760    | 1,647 | 19,760 |
| 2            | 9.6875  | 775      | 1,679   | 20,150 | 2            | 9.8375   | 787     | 1,705  | 20,462 | 2            | 9.9750  | 798    | 1,729 | 20,748 |
| 3            | 10.1500 | 812      | 1,759   | 21,112 | 3            | 10.3000  | 824     | 1,785  | 21,424 | 3            | 10.4500 | 836    | 1,811 | 21,736 |
| 4            | 10.6500 | 852      | 1,846   | 22,152 | 4            | 10.8000  | 864     | 1,872  | 22,464 | 4            | 10.9500 | 876    | 1,898 | 22,776 |
| 5            | 11.1625 | 893      | 1,935   | 23,218 | 5            | 11.3250  | 906     | 1,963  | 23,556 | 5            | 11.4750 | 918    | 1,989 | 23,868 |
| <b>04250</b> |         |          |         |        | <b>04280</b> |          |         |        |        | <b>04310</b> |         |        |       |        |
| 1            | 9.2750  | 742      | 1,608   | 19,292 | 1            | 9.4000   | 752     | 1,629  | 19,552 | 1            | 9.5250  | 762    | 1,651 | 19,812 |
| 2            | 9.7125  | 777      | 1,684   | 20,202 | 2            | 9.8500   | 788     | 1,707  | 20,488 | 2            | 10.0000 | 800    | 1,733 | 20,800 |
| 3            | 10.1750 | 814      | 1,764   | 21,164 | 3            | 10.3250  | 826     | 1,790  | 21,476 | 3            | 10.4750 | 838    | 1,816 | 21,788 |
| 4            | 10.6750 | 854      | 1,850   | 22,204 | 4            | 10.8250  | 866     | 1,876  | 22,516 | 4            | 10.9750 | 878    | 1,902 | 22,828 |
| 5            | 11.1875 | 895      | 1,939   | 23,270 | 5            | 11.3500  | 908     | 1,967  | 23,608 | 5            | 11.5000 | 920    | 1,993 | 23,920 |
| <b>04255</b> |         |          |         |        | <b>04285</b> |          |         |        |        | <b>04315</b> |         |        |       |        |
| 1            | 9.3000  | 744      | 1,612   | 19,344 | 1            | 9.4250   | 754     | 1,634  | 19,604 | 1            | 9.5500  | 764    | 1,655 | 19,864 |
| 2            | 9.7375  | 779      | 1,688   | 20,254 | 2            | 9.8750   | 790     | 1,712  | 20,540 | 2            | 10.0250 | 802    | 1,738 | 20,852 |
| 3            | 10.2000 | 816      | 1,768   | 21,216 | 3            | 10.3500  | 828     | 1,794  | 21,528 | 3            | 10.5000 | 840    | 1,820 | 21,840 |
| 4            | 10.7000 | 856      | 1,855   | 22,256 | 4            | 10.8500  | 868     | 1,881  | 22,568 | 4            | 11.0000 | 880    | 1,907 | 22,880 |
| 5            | 11.2125 | 897      | 1,944   | 23,322 | 5            | 11.3750  | 910     | 1,972  | 23,660 | 5            | 11.5375 | 923    | 2,000 | 23,998 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>04320</b> |         |          |         |        | <b>04350</b> |          |         |        |        | <b>04380</b> |         |        |       |        |
| 1            | 9.5750  | 766      | 1,660   | 19,916 | 1            | 9.7125   | 777     | 1,684  | 20,202 | 1            | 9.8500  | 788    | 1,707 | 20,488 |
| 2            | 10.0375 | 803      | 1,740   | 20,878 | 2            | 10.1750  | 814     | 1,764  | 21,164 | 2            | 10.3250 | 826    | 1,790 | 21,476 |
| 3            | 10.5250 | 842      | 1,824   | 21,892 | 3            | 10.6750  | 854     | 1,850  | 22,204 | 3            | 10.8250 | 866    | 1,876 | 22,516 |
| 4            | 11.0250 | 882      | 1,911   | 22,932 | 4            | 11.1875  | 895     | 1,939  | 23,270 | 4            | 11.3500 | 908    | 1,967 | 23,608 |
| 5            | 11.5625 | 925      | 2,004   | 24,050 | 5            | 11.7250  | 938     | 2,032  | 24,388 | 5            | 11.9000 | 952    | 2,063 | 24,752 |
| <b>04325</b> |         |          |         |        | <b>04355</b> |          |         |        |        | <b>04385</b> |         |        |       |        |
| 1            | 9.6000  | 768      | 1,664   | 19,968 | 1            | 9.7375   | 779     | 1,688  | 20,254 | 1            | 9.8750  | 790    | 1,712 | 20,540 |
| 2            | 10.0625 | 805      | 1,744   | 20,930 | 2            | 10.2000  | 816     | 1,768  | 21,216 | 2            | 10.3500 | 828    | 1,794 | 21,528 |
| 3            | 10.5500 | 844      | 1,829   | 21,944 | 3            | 10.7000  | 856     | 1,855  | 22,256 | 3            | 10.8500 | 868    | 1,881 | 22,568 |
| 4            | 11.0625 | 885      | 1,918   | 23,010 | 4            | 11.2125  | 897     | 1,944  | 23,322 | 4            | 11.3750 | 910    | 1,972 | 23,660 |
| 5            | 11.5875 | 927      | 2,009   | 24,102 | 5            | 11.7625  | 941     | 2,039  | 24,466 | 5            | 11.9250 | 954    | 2,067 | 24,804 |
| <b>04330</b> |         |          |         |        | <b>04360</b> |          |         |        |        | <b>04390</b> |         |        |       |        |
| 1            | 9.6125  | 769      | 1,666   | 19,994 | 1            | 9.7625   | 781     | 1,692  | 20,306 | 1            | 9.9000  | 792    | 1,716 | 20,592 |
| 2            | 10.0875 | 807      | 1,749   | 20,982 | 2            | 10.2250  | 818     | 1,772  | 21,268 | 2            | 10.3750 | 830    | 1,798 | 21,580 |
| 3            | 10.5750 | 846      | 1,833   | 21,996 | 3            | 10.7250  | 858     | 1,859  | 22,308 | 3            | 10.8750 | 870    | 1,885 | 22,620 |
| 4            | 11.0875 | 887      | 1,922   | 23,062 | 4            | 11.2375  | 899     | 1,948  | 23,374 | 4            | 11.4000 | 912    | 1,976 | 23,712 |
| 5            | 11.6125 | 929      | 2,013   | 24,154 | 5            | 11.7875  | 943     | 2,043  | 24,518 | 5            | 11.9500 | 956    | 2,071 | 24,856 |
| <b>04335</b> |         |          |         |        | <b>04365</b> |          |         |        |        | <b>04395</b> |         |        |       |        |
| 1            | 9.6375  | 771      | 1,671   | 20,046 | 1            | 9.7875   | 783     | 1,697  | 20,358 | 1            | 9.9250  | 794    | 1,720 | 20,644 |
| 2            | 10.1125 | 809      | 1,753   | 21,034 | 2            | 10.2500  | 820     | 1,777  | 21,320 | 2            | 10.4000 | 832    | 1,803 | 21,632 |
| 3            | 10.6000 | 848      | 1,837   | 22,048 | 3            | 10.7500  | 860     | 1,863  | 22,360 | 3            | 10.9000 | 872    | 1,889 | 22,672 |
| 4            | 11.1125 | 889      | 1,926   | 23,114 | 4            | 11.2625  | 901     | 1,952  | 23,426 | 4            | 11.4250 | 914    | 1,980 | 23,764 |
| 5            | 11.6500 | 932      | 2,019   | 24,232 | 5            | 11.8125  | 945     | 2,048  | 24,570 | 5            | 11.9875 | 959    | 2,078 | 24,934 |
| <b>04340</b> |         |          |         |        | <b>04370</b> |          |         |        |        | <b>04400</b> |         |        |       |        |
| 1            | 9.6625  | 773      | 1,675   | 20,098 | 1            | 9.8125   | 785     | 1,701  | 20,410 | 1            | 9.9500  | 796    | 1,725 | 20,696 |
| 2            | 10.1250 | 810      | 1,755   | 21,060 | 2            | 10.2750  | 822     | 1,781  | 21,372 | 2            | 10.4250 | 834    | 1,807 | 21,684 |
| 3            | 10.6250 | 850      | 1,842   | 22,100 | 3            | 10.7750  | 862     | 1,868  | 22,412 | 3            | 10.9250 | 874    | 1,894 | 22,724 |
| 4            | 11.1375 | 891      | 1,931   | 23,166 | 4            | 11.2875  | 903     | 1,957  | 23,478 | 4            | 11.4500 | 916    | 1,985 | 23,816 |
| 5            | 11.6750 | 934      | 2,024   | 24,284 | 5            | 11.8375  | 947     | 2,052  | 24,622 | 5            | 12.0125 | 961    | 2,082 | 24,986 |
| <b>04345</b> |         |          |         |        | <b>04375</b> |          |         |        |        | <b>04405</b> |         |        |       |        |
| 1            | 9.6875  | 775      | 1,679   | 20,150 | 1            | 9.8375   | 787     | 1,705  | 20,462 | 1            | 9.9750  | 798    | 1,729 | 20,748 |
| 2            | 10.1500 | 812      | 1,759   | 21,112 | 2            | 10.3000  | 824     | 1,785  | 21,424 | 2            | 10.4500 | 836    | 1,811 | 21,736 |
| 3            | 10.6500 | 852      | 1,846   | 22,152 | 3            | 10.8000  | 864     | 1,872  | 22,464 | 3            | 10.9500 | 876    | 1,898 | 22,776 |
| 4            | 11.1625 | 893      | 1,935   | 23,218 | 4            | 11.3250  | 906     | 1,963  | 23,556 | 4            | 11.4750 | 918    | 1,989 | 23,868 |
| 5            | 11.7000 | 936      | 2,028   | 24,336 | 5            | 11.8750  | 950     | 2,058  | 24,700 | 5            | 12.0500 | 964    | 2,089 | 25,064 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

Salary Grade Table

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>04410</b> |         |          |         |        | <b>04440</b> |          |         |        |        | <b>04470</b> |         |        |       |        |
| 1            | 10.0000 | 800      | 1,733   | 20,800 | 1            | 10.1250  | 810     | 1,755  | 21,060 | 1            | 10.2750 | 822    | 1,781 | 21,372 |
| 2            | 10.4750 | 838      | 1,816   | 21,788 | 2            | 10.6250  | 850     | 1,842  | 22,100 | 2            | 10.7750 | 862    | 1,868 | 22,412 |
| 3            | 10.9750 | 878      | 1,902   | 22,828 | 3            | 11.1375  | 891     | 1,931  | 23,166 | 3            | 11.2875 | 903    | 1,957 | 23,478 |
| 4            | 11.5000 | 920      | 1,993   | 23,920 | 4            | 11.6750  | 934     | 2,024  | 24,284 | 4            | 11.8375 | 947    | 2,052 | 24,622 |
| 5            | 12.0750 | 966      | 2,093   | 25,116 | 5            | 12.2375  | 979     | 2,121  | 25,454 | 5            | 12.4250 | 994    | 2,154 | 25,844 |
| <b>04415</b> |         |          |         |        | <b>04445</b> |          |         |        |        | <b>04475</b> |         |        |       |        |
| 1            | 10.0250 | 802      | 1,738   | 20,852 | 1            | 10.1500  | 812     | 1,759  | 21,112 | 1            | 10.3000 | 824    | 1,785 | 21,424 |
| 2            | 10.5000 | 840      | 1,820   | 21,840 | 2            | 10.6500  | 852     | 1,846  | 22,152 | 2            | 10.8000 | 864    | 1,872 | 22,464 |
| 3            | 11.0000 | 880      | 1,907   | 22,880 | 3            | 11.1625  | 893     | 1,935  | 23,218 | 3            | 11.3250 | 906    | 1,963 | 23,556 |
| 4            | 11.5375 | 923      | 2,000   | 23,998 | 4            | 11.7000  | 936     | 2,028  | 24,336 | 4            | 11.8750 | 950    | 2,058 | 24,700 |
| 5            | 12.1000 | 968      | 2,097   | 25,168 | 5            | 12.2750  | 982     | 2,128  | 25,532 | 5            | 12.4500 | 996    | 2,158 | 25,896 |
| <b>04420</b> |         |          |         |        | <b>04450</b> |          |         |        |        | <b>04480</b> |         |        |       |        |
| 1            | 10.0375 | 803      | 1,740   | 20,878 | 1            | 10.1750  | 814     | 1,764  | 21,164 | 1            | 10.3250 | 826    | 1,790 | 21,476 |
| 2            | 10.5250 | 842      | 1,824   | 21,892 | 2            | 10.6750  | 854     | 1,850  | 22,204 | 2            | 10.8250 | 866    | 1,876 | 22,516 |
| 3            | 11.0250 | 882      | 1,911   | 22,932 | 3            | 11.1875  | 895     | 1,939  | 23,270 | 3            | 11.3500 | 908    | 1,967 | 23,608 |
| 4            | 11.5625 | 925      | 2,004   | 24,050 | 4            | 11.7250  | 938     | 2,032  | 24,388 | 4            | 11.9000 | 952    | 2,063 | 24,752 |
| 5            | 12.1250 | 970      | 2,102   | 25,220 | 5            | 12.3000  | 984     | 2,132  | 25,584 | 5            | 12.4750 | 998    | 2,162 | 25,948 |
| <b>04425</b> |         |          |         |        | <b>04455</b> |          |         |        |        | <b>04485</b> |         |        |       |        |
| 1            | 10.0625 | 805      | 1,744   | 20,930 | 1            | 10.2000  | 816     | 1,768  | 21,216 | 1            | 10.3500 | 828    | 1,794 | 21,528 |
| 2            | 10.5500 | 844      | 1,829   | 21,944 | 2            | 10.7000  | 856     | 1,855  | 22,256 | 2            | 10.8500 | 868    | 1,881 | 22,568 |
| 3            | 11.0625 | 885      | 1,918   | 23,010 | 3            | 11.2125  | 897     | 1,944  | 23,322 | 3            | 11.3750 | 910    | 1,972 | 23,660 |
| 4            | 11.5875 | 927      | 2,009   | 24,102 | 4            | 11.7625  | 941     | 2,039  | 24,466 | 4            | 11.9250 | 954    | 2,067 | 24,804 |
| 5            | 12.1625 | 973      | 2,108   | 25,298 | 5            | 12.3375  | 987     | 2,139  | 25,662 | 5            | 12.5125 | 1,001  | 2,169 | 26,026 |
| <b>04430</b> |         |          |         |        | <b>04460</b> |          |         |        |        | <b>04490</b> |         |        |       |        |
| 1            | 10.0875 | 807      | 1,749   | 20,982 | 1            | 10.2250  | 818     | 1,772  | 21,268 | 1            | 10.3750 | 830    | 1,798 | 21,580 |
| 2            | 10.5750 | 846      | 1,833   | 21,996 | 2            | 10.7250  | 858     | 1,859  | 22,308 | 2            | 10.8750 | 870    | 1,885 | 22,620 |
| 3            | 11.0875 | 887      | 1,922   | 23,062 | 3            | 11.2375  | 899     | 1,948  | 23,374 | 3            | 11.4000 | 912    | 1,976 | 23,712 |
| 4            | 11.6125 | 929      | 2,013   | 24,154 | 4            | 11.7875  | 943     | 2,043  | 24,518 | 4            | 11.9500 | 956    | 2,071 | 24,856 |
| 5            | 12.1875 | 975      | 2,113   | 25,350 | 5            | 12.3625  | 989     | 2,143  | 25,714 | 5            | 12.5375 | 1,003  | 2,173 | 26,078 |
| <b>04435</b> |         |          |         |        | <b>04465</b> |          |         |        |        | <b>04495</b> |         |        |       |        |
| 1            | 10.1125 | 809      | 1,753   | 21,034 | 1            | 10.2500  | 820     | 1,777  | 21,320 | 1            | 10.4000 | 832    | 1,803 | 21,632 |
| 2            | 10.6000 | 848      | 1,837   | 22,048 | 2            | 10.7500  | 860     | 1,863  | 22,360 | 2            | 10.9000 | 872    | 1,889 | 22,672 |
| 3            | 11.1125 | 889      | 1,926   | 23,114 | 3            | 11.2625  | 901     | 1,952  | 23,426 | 3            | 11.4250 | 914    | 1,980 | 23,764 |
| 4            | 11.6500 | 932      | 2,019   | 24,232 | 4            | 11.8125  | 945     | 2,048  | 24,570 | 4            | 11.9875 | 959    | 2,078 | 24,934 |
| 5            | 12.2125 | 977      | 2,117   | 25,402 | 5            | 12.4000  | 992     | 2,149  | 25,792 | 5            | 12.5750 | 1,006  | 2,180 | 26,156 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>04500</b> |         |          |         |        | <b>04530</b> |          |         |        |        | <b>04560</b> |         |        |       |        |
| 1            | 10.4250 | 834      | 1,807   | 21,684 | 1            | 10.5750  | 846     | 1,833  | 21,996 | 1            | 10.7250 | 858    | 1,859 | 22,308 |
| 2            | 10.9250 | 874      | 1,894   | 22,724 | 2            | 11.0875  | 887     | 1,922  | 23,062 | 2            | 11.2375 | 899    | 1,948 | 23,374 |
| 3            | 11.4500 | 916      | 1,985   | 23,816 | 3            | 11.6125  | 929     | 2,013  | 24,154 | 3            | 11.7875 | 943    | 2,043 | 24,518 |
| 4            | 12.0125 | 961      | 2,082   | 24,986 | 4            | 12.1875  | 975     | 2,113  | 25,350 | 4            | 12.3625 | 989    | 2,143 | 25,714 |
| 5            | 12.6000 | 1,008    | 2,184   | 26,208 | 5            | 12.7750  | 1,022   | 2,214  | 26,572 | 5            | 12.9625 | 1,037  | 2,247 | 26,962 |
| <b>04505</b> |         |          |         |        | <b>04535</b> |          |         |        |        | <b>04565</b> |         |        |       |        |
| 1            | 10.4500 | 836      | 1,811   | 21,736 | 1            | 10.6000  | 848     | 1,837  | 22,048 | 1            | 10.7500 | 860    | 1,863 | 22,360 |
| 2            | 10.9500 | 876      | 1,898   | 22,776 | 2            | 11.1125  | 889     | 1,926  | 23,114 | 2            | 11.2625 | 901    | 1,952 | 23,426 |
| 3            | 11.4750 | 918      | 1,989   | 23,868 | 3            | 11.6500  | 932     | 2,019  | 24,232 | 3            | 11.8125 | 945    | 2,048 | 24,570 |
| 4            | 12.0500 | 964      | 2,089   | 25,064 | 4            | 12.2125  | 977     | 2,117  | 25,402 | 4            | 12.4000 | 992    | 2,149 | 25,792 |
| 5            | 12.6375 | 1,011    | 2,191   | 26,286 | 5            | 12.8125  | 1,025   | 2,221  | 26,650 | 5            | 13.0000 | 1,040  | 2,253 | 27,040 |
| <b>04510</b> |         |          |         |        | <b>04540</b> |          |         |        |        | <b>04570</b> |         |        |       |        |
| 1            | 10.4750 | 838      | 1,816   | 21,788 | 1            | 10.6250  | 850     | 1,842  | 22,100 | 1            | 10.7750 | 862    | 1,868 | 22,412 |
| 2            | 10.9750 | 878      | 1,902   | 22,828 | 2            | 11.1375  | 891     | 1,931  | 23,166 | 2            | 11.2875 | 903    | 1,957 | 23,478 |
| 3            | 11.5000 | 920      | 1,993   | 23,920 | 3            | 11.6750  | 934     | 2,024  | 24,284 | 3            | 11.8375 | 947    | 2,052 | 24,622 |
| 4            | 12.0750 | 966      | 2,093   | 25,116 | 4            | 12.2375  | 979     | 2,121  | 25,454 | 4            | 12.4250 | 994    | 2,154 | 25,844 |
| 5            | 12.6625 | 1,013    | 2,195   | 26,338 | 5            | 12.8375  | 1,027   | 2,225  | 26,702 | 5            | 13.0250 | 1,042  | 2,258 | 27,092 |
| <b>04515</b> |         |          |         |        | <b>04545</b> |          |         |        |        | <b>04575</b> |         |        |       |        |
| 1            | 10.5000 | 840      | 1,820   | 21,840 | 1            | 10.6500  | 852     | 1,846  | 22,152 | 1            | 10.8000 | 864    | 1,872 | 22,464 |
| 2            | 11.0000 | 880      | 1,907   | 22,880 | 2            | 11.1625  | 893     | 1,935  | 23,218 | 2            | 11.3250 | 906    | 1,963 | 23,556 |
| 3            | 11.5375 | 923      | 2,000   | 23,998 | 3            | 11.7000  | 936     | 2,028  | 24,336 | 3            | 11.8750 | 950    | 2,058 | 24,700 |
| 4            | 12.1000 | 968      | 2,097   | 25,168 | 4            | 12.2750  | 982     | 2,128  | 25,532 | 4            | 12.4500 | 996    | 2,158 | 25,896 |
| 5            | 12.7000 | 1,016    | 2,201   | 26,416 | 5            | 12.8750  | 1,030   | 2,232  | 26,780 | 5            | 13.0625 | 1,045  | 2,264 | 27,170 |
| <b>04520</b> |         |          |         |        | <b>04550</b> |          |         |        |        | <b>04580</b> |         |        |       |        |
| 1            | 10.5250 | 842      | 1,824   | 21,892 | 1            | 10.6750  | 854     | 1,850  | 22,204 | 1            | 10.8250 | 866    | 1,876 | 22,516 |
| 2            | 11.0250 | 882      | 1,911   | 22,932 | 2            | 11.1875  | 895     | 1,939  | 23,270 | 2            | 11.3500 | 908    | 1,967 | 23,608 |
| 3            | 11.5625 | 925      | 2,004   | 24,050 | 3            | 11.7250  | 938     | 2,032  | 24,388 | 3            | 11.9000 | 952    | 2,063 | 24,752 |
| 4            | 12.1250 | 970      | 2,102   | 25,220 | 4            | 12.3000  | 984     | 2,132  | 25,584 | 4            | 12.4750 | 998    | 2,162 | 25,948 |
| 5            | 12.7250 | 1,018    | 2,206   | 26,468 | 5            | 12.9000  | 1,032   | 2,236  | 26,832 | 5            | 13.0875 | 1,047  | 2,269 | 27,222 |
| <b>04525</b> |         |          |         |        | <b>04555</b> |          |         |        |        | <b>04585</b> |         |        |       |        |
| 1            | 10.5500 | 844      | 1,829   | 21,944 | 1            | 10.7000  | 856     | 1,855  | 22,256 | 1            | 10.8500 | 868    | 1,881 | 22,568 |
| 2            | 11.0625 | 885      | 1,918   | 23,010 | 2            | 11.2125  | 897     | 1,944  | 23,322 | 2            | 11.3750 | 910    | 1,972 | 23,660 |
| 3            | 11.5875 | 927      | 2,009   | 24,102 | 3            | 11.7625  | 941     | 2,039  | 24,466 | 3            | 11.9250 | 954    | 2,067 | 24,804 |
| 4            | 12.1625 | 973      | 2,108   | 25,298 | 4            | 12.3375  | 987     | 2,139  | 25,662 | 4            | 12.5125 | 1,001  | 2,169 | 26,026 |
| 5            | 12.7500 | 1,020    | 2,210   | 26,520 | 5            | 12.9375  | 1,035   | 2,243  | 26,910 | 5            | 13.1250 | 1,050  | 2,275 | 27,300 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>04590</b> |         |          |         |        | <b>04620</b> |          |         |        |        | <b>04650</b> |         |        |       |        |
| 1            | 10.8750 | 870      | 1,885   | 22,620 | 1            | 11.0250  | 882     | 1,911  | 22,932 | 1            | 11.1875 | 895    | 1,939 | 23,270 |
| 2            | 11.4000 | 912      | 1,976   | 23,712 | 2            | 11.5625  | 925     | 2,004  | 24,050 | 2            | 11.7250 | 938    | 2,032 | 24,388 |
| 3            | 11.9500 | 956      | 2,071   | 24,856 | 3            | 12.1250  | 970     | 2,102  | 25,220 | 3            | 12.3000 | 984    | 2,132 | 25,584 |
| 4            | 12.5375 | 1,003    | 2,173   | 26,078 | 4            | 12.7250  | 1,018   | 2,206  | 26,468 | 4            | 12.9000 | 1,032  | 2,236 | 26,832 |
| 5            | 13.1500 | 1,052    | 2,279   | 27,352 | 5            | 13.3375  | 1,067   | 2,312  | 27,742 | 5            | 13.5375 | 1,083  | 2,347 | 28,158 |
| <b>04595</b> |         |          |         |        | <b>04625</b> |          |         |        |        | <b>04655</b> |         |        |       |        |
| 1            | 10.9000 | 872      | 1,889   | 22,672 | 1            | 11.0625  | 885     | 1,918  | 23,010 | 1            | 11.2125 | 897    | 1,944 | 23,322 |
| 2            | 11.4250 | 914      | 1,980   | 23,764 | 2            | 11.5875  | 927     | 2,009  | 24,102 | 2            | 11.7625 | 941    | 2,039 | 24,466 |
| 3            | 11.9875 | 959      | 2,078   | 24,934 | 3            | 12.1625  | 973     | 2,108  | 25,298 | 3            | 12.3375 | 987    | 2,139 | 25,662 |
| 4            | 12.5750 | 1,006    | 2,180   | 26,156 | 4            | 12.7500  | 1,020   | 2,210  | 26,520 | 4            | 12.9375 | 1,035  | 2,243 | 26,910 |
| 5            | 13.1875 | 1,055    | 2,286   | 27,430 | 5            | 13.3750  | 1,070   | 2,318  | 27,820 | 5            | 13.5750 | 1,086  | 2,353 | 28,236 |
| <b>04600</b> |         |          |         |        | <b>04630</b> |          |         |        |        | <b>04660</b> |         |        |       |        |
| 1            | 10.9250 | 874      | 1,894   | 22,724 | 1            | 11.0875  | 887     | 1,922  | 23,062 | 1            | 11.2375 | 899    | 1,948 | 23,374 |
| 2            | 11.4500 | 916      | 1,985   | 23,816 | 2            | 11.6125  | 929     | 2,013  | 24,154 | 2            | 11.7875 | 943    | 2,043 | 24,518 |
| 3            | 12.0125 | 961      | 2,082   | 24,986 | 3            | 12.1875  | 975     | 2,113  | 25,350 | 3            | 12.3625 | 989    | 2,143 | 25,714 |
| 4            | 12.6000 | 1,008    | 2,184   | 26,208 | 4            | 12.7750  | 1,022   | 2,214  | 26,572 | 4            | 12.9625 | 1,037  | 2,247 | 26,962 |
| 5            | 13.2125 | 1,057    | 2,290   | 27,482 | 5            | 13.4125  | 1,073   | 2,325  | 27,898 | 5            | 13.6000 | 1,088  | 2,357 | 28,288 |
| <b>04605</b> |         |          |         |        | <b>04635</b> |          |         |        |        | <b>04665</b> |         |        |       |        |
| 1            | 10.9500 | 876      | 1,898   | 22,776 | 1            | 11.1125  | 889     | 1,926  | 23,114 | 1            | 11.2625 | 901    | 1,952 | 23,426 |
| 2            | 11.4750 | 918      | 1,989   | 23,868 | 2            | 11.6500  | 932     | 2,019  | 24,232 | 2            | 11.8125 | 945    | 2,048 | 24,570 |
| 3            | 12.0500 | 964      | 2,089   | 25,064 | 3            | 12.2125  | 977     | 2,117  | 25,402 | 3            | 12.4000 | 992    | 2,149 | 25,792 |
| 4            | 12.6375 | 1,011    | 2,191   | 26,286 | 4            | 12.8125  | 1,025   | 2,221  | 26,650 | 4            | 13.0000 | 1,040  | 2,253 | 27,040 |
| 5            | 13.2500 | 1,060    | 2,297   | 27,560 | 5            | 13.4500  | 1,076   | 2,331  | 27,976 | 5            | 13.6375 | 1,091  | 2,364 | 28,366 |
| <b>04610</b> |         |          |         |        | <b>04640</b> |          |         |        |        | <b>04670</b> |         |        |       |        |
| 1            | 10.9750 | 878      | 1,902   | 22,828 | 1            | 11.1375  | 891     | 1,931  | 23,166 | 1            | 11.2875 | 903    | 1,957 | 23,478 |
| 2            | 11.5000 | 920      | 1,993   | 23,920 | 2            | 11.6750  | 934     | 2,024  | 24,284 | 2            | 11.8375 | 947    | 2,052 | 24,622 |
| 3            | 12.0750 | 966      | 2,093   | 25,116 | 3            | 12.2375  | 979     | 2,121  | 25,454 | 3            | 12.4250 | 994    | 2,154 | 25,844 |
| 4            | 12.6625 | 1,013    | 2,195   | 26,338 | 4            | 12.8375  | 1,027   | 2,225  | 26,702 | 4            | 13.0250 | 1,042  | 2,258 | 27,092 |
| 5            | 13.2750 | 1,062    | 2,301   | 27,612 | 5            | 13.4750  | 1,078   | 2,336  | 28,028 | 5            | 13.6625 | 1,093  | 2,368 | 28,418 |
| <b>04615</b> |         |          |         |        | <b>04645</b> |          |         |        |        | <b>04675</b> |         |        |       |        |
| 1            | 11.0000 | 880      | 1,907   | 22,880 | 1            | 11.1625  | 893     | 1,935  | 23,218 | 1            | 11.3250 | 906    | 1,963 | 23,556 |
| 2            | 11.5375 | 923      | 2,000   | 23,998 | 2            | 11.7000  | 936     | 2,028  | 24,336 | 2            | 11.8750 | 950    | 2,058 | 24,700 |
| 3            | 12.1000 | 968      | 2,097   | 25,168 | 3            | 12.2750  | 982     | 2,128  | 25,532 | 3            | 12.4500 | 996    | 2,158 | 25,896 |
| 4            | 12.7000 | 1,016    | 2,201   | 26,416 | 4            | 12.8750  | 1,030   | 2,232  | 26,780 | 4            | 13.0625 | 1,045  | 2,264 | 27,170 |
| 5            | 13.3125 | 1,065    | 2,308   | 27,690 | 5            | 13.5125  | 1,081   | 2,342  | 28,106 | 5            | 13.7000 | 1,096  | 2,375 | 28,496 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.





CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>04680</b> |         |          |         |        | <b>04710</b> |          |         |        |        | <b>04740</b> |         |        |       |        |
| 1            | 11.3500 | 908      | 1,967   | 23,608 | 1            | 11.5000  | 920     | 1,993  | 23,920 | 1            | 11.6750 | 934    | 2,024 | 24,284 |
| 2            | 11.9000 | 952      | 2,063   | 24,752 | 2            | 12.0750  | 966     | 2,093  | 25,116 | 2            | 12.2375 | 979    | 2,121 | 25,454 |
| 3            | 12.4750 | 998      | 2,162   | 25,948 | 3            | 12.6625  | 1,013   | 2,195  | 26,338 | 3            | 12.8375 | 1,027  | 2,225 | 26,702 |
| 4            | 13.0875 | 1,047    | 2,269   | 27,222 | 4            | 13.2750  | 1,062   | 2,301  | 27,612 | 4            | 13.4750 | 1,078  | 2,336 | 28,028 |
| 5            | 13.7375 | 1,099    | 2,381   | 28,574 | 5            | 13.9250  | 1,114   | 2,414  | 28,964 | 5            | 14.1375 | 1,131  | 2,451 | 29,406 |
| <b>04685</b> |         |          |         |        | <b>04715</b> |          |         |        |        | <b>04745</b> |         |        |       |        |
| 1            | 11.3750 | 910      | 1,972   | 23,660 | 1            | 11.5375  | 923     | 2,000  | 23,998 | 1            | 11.7000 | 936    | 2,028 | 24,336 |
| 2            | 11.9250 | 954      | 2,067   | 24,804 | 2            | 12.1000  | 968     | 2,097  | 25,168 | 2            | 12.2750 | 982    | 2,128 | 25,532 |
| 3            | 12.5125 | 1,001    | 2,169   | 26,026 | 3            | 12.7000  | 1,016   | 2,201  | 26,416 | 3            | 12.8750 | 1,030  | 2,232 | 26,780 |
| 4            | 13.1250 | 1,050    | 2,275   | 27,300 | 4            | 13.3125  | 1,065   | 2,308  | 27,690 | 4            | 13.5125 | 1,081  | 2,342 | 28,106 |
| 5            | 13.7750 | 1,102    | 2,388   | 28,652 | 5            | 13.9625  | 1,117   | 2,420  | 29,042 | 5            | 14.1750 | 1,134  | 2,457 | 29,484 |
| <b>04690</b> |         |          |         |        | <b>04720</b> |          |         |        |        | <b>04750</b> |         |        |       |        |
| 1            | 11.4000 | 912      | 1,976   | 23,712 | 1            | 11.5625  | 925     | 2,004  | 24,050 | 1            | 11.7250 | 938    | 2,032 | 24,388 |
| 2            | 11.9500 | 956      | 2,071   | 24,856 | 2            | 12.1250  | 970     | 2,102  | 25,220 | 2            | 12.3000 | 984    | 2,132 | 25,584 |
| 3            | 12.5375 | 1,003    | 2,173   | 26,078 | 3            | 12.7250  | 1,018   | 2,206  | 26,468 | 3            | 12.9000 | 1,032  | 2,236 | 26,832 |
| 4            | 13.1500 | 1,052    | 2,279   | 27,352 | 4            | 13.3375  | 1,067   | 2,312  | 27,742 | 4            | 13.5375 | 1,083  | 2,347 | 28,158 |
| 5            | 13.8000 | 1,104    | 2,392   | 28,704 | 5            | 14.0000  | 1,120   | 2,427  | 29,120 | 5            | 14.2000 | 1,136  | 2,461 | 29,536 |
| <b>04695</b> |         |          |         |        | <b>04725</b> |          |         |        |        | <b>04755</b> |         |        |       |        |
| 1            | 11.4250 | 914      | 1,980   | 23,764 | 1            | 11.5875  | 927     | 2,009  | 24,102 | 1            | 11.7625 | 941    | 2,039 | 24,466 |
| 2            | 11.9875 | 959      | 2,078   | 24,934 | 2            | 12.1625  | 973     | 2,108  | 25,298 | 2            | 12.3375 | 987    | 2,139 | 25,662 |
| 3            | 12.5750 | 1,006    | 2,180   | 26,156 | 3            | 12.7500  | 1,020   | 2,210  | 26,520 | 3            | 12.9375 | 1,035  | 2,243 | 26,910 |
| 4            | 13.1875 | 1,055    | 2,286   | 27,430 | 4            | 13.3750  | 1,070   | 2,318  | 27,820 | 4            | 13.5750 | 1,086  | 2,353 | 28,236 |
| 5            | 13.8375 | 1,107    | 2,399   | 28,782 | 5            | 14.0375  | 1,123   | 2,433  | 29,198 | 5            | 14.2375 | 1,139  | 2,468 | 29,614 |
| <b>04700</b> |         |          |         |        | <b>04730</b> |          |         |        |        | <b>04760</b> |         |        |       |        |
| 1            | 11.4500 | 916      | 1,985   | 23,816 | 1            | 11.6125  | 929     | 2,013  | 24,154 | 1            | 11.7875 | 943    | 2,043 | 24,518 |
| 2            | 12.0125 | 961      | 2,082   | 24,986 | 2            | 12.1875  | 975     | 2,113  | 25,350 | 2            | 12.3625 | 989    | 2,143 | 25,714 |
| 3            | 12.6000 | 1,008    | 2,184   | 26,208 | 3            | 12.7750  | 1,022   | 2,214  | 26,572 | 3            | 12.9625 | 1,037  | 2,247 | 26,962 |
| 4            | 13.2125 | 1,057    | 2,290   | 27,482 | 4            | 13.4125  | 1,073   | 2,325  | 27,898 | 4            | 13.6000 | 1,088  | 2,357 | 28,288 |
| 5            | 13.8625 | 1,109    | 2,403   | 28,834 | 5            | 14.0625  | 1,125   | 2,438  | 29,250 | 5            | 14.2625 | 1,141  | 2,472 | 29,666 |
| <b>04705</b> |         |          |         |        | <b>04735</b> |          |         |        |        | <b>04765</b> |         |        |       |        |
| 1            | 11.4750 | 918      | 1,989   | 23,868 | 1            | 11.6500  | 932     | 2,019  | 24,232 | 1            | 11.8125 | 945    | 2,048 | 24,570 |
| 2            | 12.0500 | 964      | 2,089   | 25,064 | 2            | 12.2125  | 977     | 2,117  | 25,402 | 2            | 12.4000 | 992    | 2,149 | 25,792 |
| 3            | 12.6375 | 1,011    | 2,191   | 26,286 | 3            | 12.8125  | 1,025   | 2,221  | 26,650 | 3            | 13.0000 | 1,040  | 2,253 | 27,040 |
| 4            | 13.2500 | 1,060    | 2,297   | 27,560 | 4            | 13.4500  | 1,076   | 2,331  | 27,976 | 4            | 13.6375 | 1,091  | 2,364 | 28,366 |
| 5            | 13.9000 | 1,112    | 2,409   | 28,912 | 5            | 14.1000  | 1,128   | 2,444  | 29,328 | 5            | 14.3000 | 1,144  | 2,479 | 29,744 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>04770</b> |         |          |         |        | <b>04800</b> |          |         |        |        | <b>04830</b> |         |        |       |        |
| 1            | 11.8375 | 947      | 2,052   | 24,622 | 1            | 12.0125  | 961     | 2,082  | 24,986 | 1            | 12.1875 | 975    | 2,113 | 25,350 |
| 2            | 12.4250 | 994      | 2,154   | 25,844 | 2            | 12.6000  | 1,008   | 2,184  | 26,208 | 2            | 12.7750 | 1,022  | 2,214 | 26,572 |
| 3            | 13.0250 | 1,042    | 2,258   | 27,092 | 3            | 13.2125  | 1,057   | 2,290  | 27,482 | 3            | 13.4125 | 1,073  | 2,325 | 27,898 |
| 4            | 13.6625 | 1,093    | 2,368   | 28,418 | 4            | 13.8625  | 1,109   | 2,403  | 28,834 | 4            | 14.0625 | 1,125  | 2,438 | 29,250 |
| 5            | 14.3375 | 1,147    | 2,485   | 29,822 | 5            | 14.5375  | 1,163   | 2,520  | 30,238 | 5            | 14.7500 | 1,180  | 2,557 | 30,680 |
| <b>04775</b> |         |          |         |        | <b>04805</b> |          |         |        |        | <b>04835</b> |         |        |       |        |
| 1            | 11.8750 | 950      | 2,058   | 24,700 | 1            | 12.0500  | 964     | 2,089  | 25,064 | 1            | 12.2125 | 977    | 2,117 | 25,402 |
| 2            | 12.4500 | 996      | 2,158   | 25,896 | 2            | 12.6375  | 1,011   | 2,191  | 26,286 | 2            | 12.8125 | 1,025  | 2,221 | 26,650 |
| 3            | 13.0625 | 1,045    | 2,264   | 27,170 | 3            | 13.2500  | 1,060   | 2,297  | 27,560 | 3            | 13.4500 | 1,076  | 2,331 | 27,976 |
| 4            | 13.7000 | 1,096    | 2,375   | 28,496 | 4            | 13.9000  | 1,112   | 2,409  | 28,912 | 4            | 14.1000 | 1,128  | 2,444 | 29,328 |
| 5            | 14.3750 | 1,150    | 2,492   | 29,900 | 5            | 14.5750  | 1,166   | 2,526  | 30,316 | 5            | 14.7875 | 1,183  | 2,563 | 30,758 |
| <b>04780</b> |         |          |         |        | <b>04810</b> |          |         |        |        | <b>04840</b> |         |        |       |        |
| 1            | 11.9000 | 952      | 2,063   | 24,752 | 1            | 12.0750  | 966     | 2,093  | 25,116 | 1            | 12.2375 | 979    | 2,121 | 25,454 |
| 2            | 12.4750 | 998      | 2,162   | 25,948 | 2            | 12.6625  | 1,013   | 2,195  | 26,338 | 2            | 12.8375 | 1,027  | 2,225 | 26,702 |
| 3            | 13.0875 | 1,047    | 2,269   | 27,222 | 3            | 13.2750  | 1,062   | 2,301  | 27,612 | 3            | 13.4750 | 1,078  | 2,336 | 28,028 |
| 4            | 13.7375 | 1,099    | 2,381   | 28,574 | 4            | 13.9250  | 1,114   | 2,414  | 28,964 | 4            | 14.1375 | 1,131  | 2,451 | 29,406 |
| 5            | 14.4000 | 1,152    | 2,496   | 29,952 | 5            | 14.6125  | 1,169   | 2,533  | 30,394 | 5            | 14.8125 | 1,185  | 2,568 | 30,810 |
| <b>04785</b> |         |          |         |        | <b>04815</b> |          |         |        |        | <b>04845</b> |         |        |       |        |
| 1            | 11.9250 | 954      | 2,067   | 24,804 | 1            | 12.1000  | 968     | 2,097  | 25,168 | 1            | 12.2750 | 982    | 2,128 | 25,532 |
| 2            | 12.5125 | 1,001    | 2,169   | 26,026 | 2            | 12.7000  | 1,016   | 2,201  | 26,416 | 2            | 12.8750 | 1,030  | 2,232 | 26,780 |
| 3            | 13.1250 | 1,050    | 2,275   | 27,300 | 3            | 13.3125  | 1,065   | 2,308  | 27,690 | 3            | 13.5125 | 1,081  | 2,342 | 28,106 |
| 4            | 13.7750 | 1,102    | 2,388   | 28,652 | 4            | 13.9625  | 1,117   | 2,420  | 29,042 | 4            | 14.1750 | 1,134  | 2,457 | 29,484 |
| 5            | 14.4375 | 1,155    | 2,503   | 30,030 | 5            | 14.6500  | 1,172   | 2,539  | 30,472 | 5            | 14.8500 | 1,188  | 2,574 | 30,888 |
| <b>04790</b> |         |          |         |        | <b>04820</b> |          |         |        |        | <b>04850</b> |         |        |       |        |
| 1            | 11.9500 | 956      | 2,071   | 24,856 | 1            | 12.1250  | 970     | 2,102  | 25,220 | 1            | 12.3000 | 984    | 2,132 | 25,584 |
| 2            | 12.5375 | 1,003    | 2,173   | 26,078 | 2            | 12.7250  | 1,018   | 2,206  | 26,468 | 2            | 12.9000 | 1,032  | 2,236 | 26,832 |
| 3            | 13.1500 | 1,052    | 2,279   | 27,352 | 3            | 13.3375  | 1,067   | 2,312  | 27,742 | 3            | 13.5375 | 1,083  | 2,347 | 28,158 |
| 4            | 13.8000 | 1,104    | 2,392   | 28,704 | 4            | 14.0000  | 1,120   | 2,427  | 29,120 | 4            | 14.2000 | 1,136  | 2,461 | 29,536 |
| 5            | 14.4750 | 1,158    | 2,509   | 30,108 | 5            | 14.6750  | 1,174   | 2,544  | 30,524 | 5            | 14.8875 | 1,191  | 2,581 | 30,966 |
| <b>04795</b> |         |          |         |        | <b>04825</b> |          |         |        |        | <b>04855</b> |         |        |       |        |
| 1            | 11.9875 | 959      | 2,078   | 24,934 | 1            | 12.1625  | 973     | 2,108  | 25,298 | 1            | 12.3375 | 987    | 2,139 | 25,662 |
| 2            | 12.5750 | 1,006    | 2,180   | 26,156 | 2            | 12.7500  | 1,020   | 2,210  | 26,520 | 2            | 12.9375 | 1,035  | 2,243 | 26,910 |
| 3            | 13.1875 | 1,055    | 2,286   | 27,430 | 3            | 13.3750  | 1,070   | 2,318  | 27,820 | 3            | 13.5750 | 1,086  | 2,353 | 28,236 |
| 4            | 13.8375 | 1,107    | 2,399   | 28,782 | 4            | 14.0375  | 1,123   | 2,433  | 29,198 | 4            | 14.2375 | 1,139  | 2,468 | 29,614 |
| 5            | 14.5125 | 1,161    | 2,516   | 30,186 | 5            | 14.7125  | 1,177   | 2,550  | 30,602 | 5            | 14.9250 | 1,194  | 2,587 | 31,044 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>04860</b> |         |          |         |        | <b>04890</b> |          |         |        |        | <b>04920</b> |         |        |       |        |
| 1            | 12.3625 | 989      | 2,143   | 25,714 | 1            | 12.5375  | 1,003   | 2,173  | 26,078 | 1            | 12.7250 | 1,018  | 2,206 | 26,468 |
| 2            | 12.9625 | 1,037    | 2,247   | 26,962 | 2            | 13.1500  | 1,052   | 2,279  | 27,352 | 2            | 13.3375 | 1,067  | 2,312 | 27,742 |
| 3            | 13.6000 | 1,088    | 2,357   | 28,288 | 3            | 13.8000  | 1,104   | 2,392  | 28,704 | 3            | 14.0000 | 1,120  | 2,427 | 29,120 |
| 4            | 14.2625 | 1,141    | 2,472   | 29,666 | 4            | 14.4750  | 1,158   | 2,509  | 30,108 | 4            | 14.6750 | 1,174  | 2,544 | 30,524 |
| 5            | 14.9625 | 1,197    | 2,594   | 31,122 | 5            | 15.1750  | 1,214   | 2,630  | 31,564 | 5            | 15.4000 | 1,232  | 2,669 | 32,032 |
| <b>04865</b> |         |          |         |        | <b>04895</b> |          |         |        |        | <b>04925</b> |         |        |       |        |
| 1            | 12.4000 | 992      | 2,149   | 25,792 | 1            | 12.5750  | 1,006   | 2,180  | 26,156 | 1            | 12.7500 | 1,020  | 2,210 | 26,520 |
| 2            | 13.0000 | 1,040    | 2,253   | 27,040 | 2            | 13.1875  | 1,055   | 2,286  | 27,430 | 2            | 13.3750 | 1,070  | 2,318 | 27,820 |
| 3            | 13.6375 | 1,091    | 2,364   | 28,366 | 3            | 13.8375  | 1,107   | 2,399  | 28,782 | 3            | 14.0375 | 1,123  | 2,433 | 29,198 |
| 4            | 14.3000 | 1,144    | 2,479   | 29,744 | 4            | 14.5125  | 1,161   | 2,516  | 30,186 | 4            | 14.7125 | 1,177  | 2,550 | 30,602 |
| 5            | 15.0000 | 1,200    | 2,600   | 31,200 | 5            | 15.2125  | 1,217   | 2,637  | 31,642 | 5            | 15.4375 | 1,235  | 2,676 | 32,110 |
| <b>04870</b> |         |          |         |        | <b>04900</b> |          |         |        |        | <b>04930</b> |         |        |       |        |
| 1            | 12.4250 | 994      | 2,154   | 25,844 | 1            | 12.6000  | 1,008   | 2,184  | 26,208 | 1            | 12.7750 | 1,022  | 2,214 | 26,572 |
| 2            | 13.0250 | 1,042    | 2,258   | 27,092 | 2            | 13.2125  | 1,057   | 2,290  | 27,482 | 2            | 13.4125 | 1,073  | 2,325 | 27,898 |
| 3            | 13.6625 | 1,093    | 2,368   | 28,418 | 3            | 13.8625  | 1,109   | 2,403  | 28,834 | 3            | 14.0625 | 1,125  | 2,438 | 29,250 |
| 4            | 14.3375 | 1,147    | 2,485   | 29,822 | 4            | 14.5375  | 1,163   | 2,520  | 30,238 | 4            | 14.7500 | 1,180  | 2,557 | 30,680 |
| 5            | 15.0375 | 1,203    | 2,607   | 31,278 | 5            | 15.2500  | 1,220   | 2,643  | 31,720 | 5            | 15.4625 | 1,237  | 2,680 | 32,162 |
| <b>04875</b> |         |          |         |        | <b>04905</b> |          |         |        |        | <b>04935</b> |         |        |       |        |
| 1            | 12.4500 | 996      | 2,158   | 25,896 | 1            | 12.6375  | 1,011   | 2,191  | 26,286 | 1            | 12.8125 | 1,025  | 2,221 | 26,650 |
| 2            | 13.0625 | 1,045    | 2,264   | 27,170 | 2            | 13.2500  | 1,060   | 2,297  | 27,560 | 2            | 13.4500 | 1,076  | 2,331 | 27,976 |
| 3            | 13.7000 | 1,096    | 2,375   | 28,496 | 3            | 13.9000  | 1,112   | 2,409  | 28,912 | 3            | 14.1000 | 1,128  | 2,444 | 29,328 |
| 4            | 14.3750 | 1,150    | 2,492   | 29,900 | 4            | 14.5750  | 1,166   | 2,526  | 30,316 | 4            | 14.7875 | 1,183  | 2,563 | 30,758 |
| 5            | 15.0750 | 1,206    | 2,613   | 31,356 | 5            | 15.2875  | 1,223   | 2,650  | 31,798 | 5            | 15.5000 | 1,240  | 2,687 | 32,240 |
| <b>04880</b> |         |          |         |        | <b>04910</b> |          |         |        |        | <b>04940</b> |         |        |       |        |
| 1            | 12.4750 | 998      | 2,162   | 25,948 | 1            | 12.6625  | 1,013   | 2,195  | 26,338 | 1            | 12.8375 | 1,027  | 2,225 | 26,702 |
| 2            | 13.0875 | 1,047    | 2,269   | 27,222 | 2            | 13.2750  | 1,062   | 2,301  | 27,612 | 2            | 13.4750 | 1,078  | 2,336 | 28,028 |
| 3            | 13.7375 | 1,099    | 2,381   | 28,574 | 3            | 13.9250  | 1,114   | 2,414  | 28,964 | 3            | 14.1375 | 1,131  | 2,451 | 29,406 |
| 4            | 14.4000 | 1,152    | 2,496   | 29,952 | 4            | 14.6125  | 1,169   | 2,533  | 30,394 | 4            | 14.8125 | 1,185  | 2,568 | 30,810 |
| 5            | 15.1000 | 1,208    | 2,617   | 31,408 | 5            | 15.3250  | 1,226   | 2,656  | 31,876 | 5            | 15.5375 | 1,243  | 2,693 | 32,318 |
| <b>04885</b> |         |          |         |        | <b>04915</b> |          |         |        |        | <b>04945</b> |         |        |       |        |
| 1            | 12.5125 | 1,001    | 2,169   | 26,026 | 1            | 12.7000  | 1,016   | 2,201  | 26,416 | 1            | 12.8750 | 1,030  | 2,232 | 26,780 |
| 2            | 13.1250 | 1,050    | 2,275   | 27,300 | 2            | 13.3125  | 1,065   | 2,308  | 27,690 | 2            | 13.5125 | 1,081  | 2,342 | 28,106 |
| 3            | 13.7750 | 1,102    | 2,388   | 28,652 | 3            | 13.9625  | 1,117   | 2,420  | 29,042 | 3            | 14.1750 | 1,134  | 2,457 | 29,484 |
| 4            | 14.4375 | 1,155    | 2,503   | 30,030 | 4            | 14.6500  | 1,172   | 2,539  | 30,472 | 4            | 14.8500 | 1,188  | 2,574 | 30,888 |
| 5            | 15.1375 | 1,211    | 2,624   | 31,486 | 5            | 15.3625  | 1,229   | 2,663  | 31,954 | 5            | 15.5750 | 1,246  | 2,700 | 32,396 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>04950</b> |         |          |         |        | <b>04980</b> |          |         |        |        | <b>05010</b> |         |        |       |        |
| 1            | 12.9000 | 1,032    | 2,236   | 26,832 | 1            | 13.0875  | 1,047   | 2,269  | 27,222 | 1            | 13.2750 | 1,062  | 2,301 | 27,612 |
| 2            | 13.5375 | 1,083    | 2,347   | 28,158 | 2            | 13.7375  | 1,099   | 2,381  | 28,574 | 2            | 13.9250 | 1,114  | 2,414 | 28,964 |
| 3            | 14.2000 | 1,136    | 2,461   | 29,536 | 3            | 14.4000  | 1,152   | 2,496  | 29,952 | 3            | 14.6125 | 1,169  | 2,533 | 30,394 |
| 4            | 14.8875 | 1,191    | 2,581   | 30,966 | 4            | 15.1000  | 1,208   | 2,617  | 31,408 | 4            | 15.3250 | 1,226  | 2,656 | 31,876 |
| 5            | 15.6125 | 1,249    | 2,706   | 32,474 | 5            | 15.8375  | 1,267   | 2,745  | 32,942 | 5            | 16.0625 | 1,285  | 2,784 | 33,410 |
| <b>04955</b> |         |          |         |        | <b>04985</b> |          |         |        |        | <b>05015</b> |         |        |       |        |
| 1            | 12.9375 | 1,035    | 2,243   | 26,910 | 1            | 13.1250  | 1,050   | 2,275  | 27,300 | 1            | 13.3125 | 1,065  | 2,308 | 27,690 |
| 2            | 13.5750 | 1,086    | 2,353   | 28,236 | 2            | 13.7750  | 1,102   | 2,388  | 28,652 | 2            | 13.9625 | 1,117  | 2,420 | 29,042 |
| 3            | 14.2375 | 1,139    | 2,468   | 29,614 | 3            | 14.4375  | 1,155   | 2,503  | 30,030 | 3            | 14.6500 | 1,172  | 2,539 | 30,472 |
| 4            | 14.9250 | 1,194    | 2,587   | 31,044 | 4            | 15.1375  | 1,211   | 2,624  | 31,486 | 4            | 15.3625 | 1,229  | 2,663 | 31,954 |
| 5            | 15.6500 | 1,252    | 2,713   | 32,552 | 5            | 15.8750  | 1,270   | 2,752  | 33,020 | 5            | 16.1000 | 1,288  | 2,791 | 33,488 |
| <b>04960</b> |         |          |         |        | <b>04990</b> |          |         |        |        | <b>05020</b> |         |        |       |        |
| 1            | 12.9625 | 1,037    | 2,247   | 26,962 | 1            | 13.1500  | 1,052   | 2,279  | 27,352 | 1            | 13.3375 | 1,067  | 2,312 | 27,742 |
| 2            | 13.6000 | 1,088    | 2,357   | 28,288 | 2            | 13.8000  | 1,104   | 2,392  | 28,704 | 2            | 14.0000 | 1,120  | 2,427 | 29,120 |
| 3            | 14.2625 | 1,141    | 2,472   | 29,666 | 3            | 14.4750  | 1,158   | 2,509  | 30,108 | 3            | 14.6750 | 1,174  | 2,544 | 30,524 |
| 4            | 14.9625 | 1,197    | 2,594   | 31,122 | 4            | 15.1750  | 1,214   | 2,630  | 31,564 | 4            | 15.4000 | 1,232  | 2,669 | 32,032 |
| 5            | 15.6875 | 1,255    | 2,719   | 32,630 | 5            | 15.9125  | 1,273   | 2,758  | 33,098 | 5            | 16.1375 | 1,291  | 2,797 | 33,566 |
| <b>04965</b> |         |          |         |        | <b>04995</b> |          |         |        |        | <b>05025</b> |         |        |       |        |
| 1            | 13.0000 | 1,040    | 2,253   | 27,040 | 1            | 13.1875  | 1,055   | 2,286  | 27,430 | 1            | 13.3750 | 1,070  | 2,318 | 27,820 |
| 2            | 13.6375 | 1,091    | 2,364   | 28,366 | 2            | 13.8375  | 1,107   | 2,399  | 28,782 | 2            | 14.0375 | 1,123  | 2,433 | 29,198 |
| 3            | 14.3000 | 1,144    | 2,479   | 29,744 | 3            | 14.5125  | 1,161   | 2,516  | 30,186 | 3            | 14.7125 | 1,177  | 2,550 | 30,602 |
| 4            | 15.0000 | 1,200    | 2,600   | 31,200 | 4            | 15.2125  | 1,217   | 2,637  | 31,642 | 4            | 15.4375 | 1,235  | 2,676 | 32,110 |
| 5            | 15.7250 | 1,258    | 2,726   | 32,708 | 5            | 15.9500  | 1,276   | 2,765  | 33,176 | 5            | 16.1875 | 1,295  | 2,806 | 33,670 |
| <b>04970</b> |         |          |         |        | <b>05000</b> |          |         |        |        | <b>05030</b> |         |        |       |        |
| 1            | 13.0250 | 1,042    | 2,258   | 27,092 | 1            | 13.2125  | 1,057   | 2,290  | 27,482 | 1            | 13.4125 | 1,073  | 2,325 | 27,898 |
| 2            | 13.6625 | 1,093    | 2,368   | 28,418 | 2            | 13.8625  | 1,109   | 2,403  | 28,834 | 2            | 14.0625 | 1,125  | 2,438 | 29,250 |
| 3            | 14.3375 | 1,147    | 2,485   | 29,822 | 3            | 14.5375  | 1,163   | 2,520  | 30,238 | 3            | 14.7500 | 1,180  | 2,557 | 30,680 |
| 4            | 15.0375 | 1,203    | 2,607   | 31,278 | 4            | 15.2500  | 1,220   | 2,643  | 31,720 | 4            | 15.4625 | 1,237  | 2,680 | 32,162 |
| 5            | 15.7625 | 1,261    | 2,732   | 32,786 | 5            | 15.9875  | 1,279   | 2,771  | 33,254 | 5            | 16.2250 | 1,298  | 2,812 | 33,748 |
| <b>04975</b> |         |          |         |        | <b>05005</b> |          |         |        |        | <b>05035</b> |         |        |       |        |
| 1            | 13.0625 | 1,045    | 2,264   | 27,170 | 1            | 13.2500  | 1,060   | 2,297  | 27,560 | 1            | 13.4500 | 1,076  | 2,331 | 27,976 |
| 2            | 13.7000 | 1,096    | 2,375   | 28,496 | 2            | 13.9000  | 1,112   | 2,409  | 28,912 | 2            | 14.1000 | 1,128  | 2,444 | 29,328 |
| 3            | 14.3750 | 1,150    | 2,492   | 29,900 | 3            | 14.5750  | 1,166   | 2,526  | 30,316 | 3            | 14.7875 | 1,183  | 2,563 | 30,758 |
| 4            | 15.0750 | 1,206    | 2,613   | 31,356 | 4            | 15.2875  | 1,223   | 2,650  | 31,798 | 4            | 15.5000 | 1,240  | 2,687 | 32,240 |
| 5            | 15.8000 | 1,264    | 2,739   | 32,864 | 5            | 16.0250  | 1,282   | 2,778  | 33,332 | 5            | 16.2625 | 1,301  | 2,819 | 33,826 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual |
|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|
| <b>05040</b> |         |          |         |        | <b>05070</b> |         |          |         |        | <b>05100</b> |         |          |         |        |
| 1            | 13.4750 | 1,078    | 2,336   | 28,028 | 1            | 13.6625 | 1,093    | 2,368   | 28,418 | 1            | 13.8625 | 1,109    | 2,403   | 28,834 |
| 2            | 14.1375 | 1,131    | 2,451   | 29,406 | 2            | 14.3375 | 1,147    | 2,485   | 29,822 | 2            | 14.5375 | 1,163    | 2,520   | 30,238 |
| 3            | 14.8125 | 1,185    | 2,568   | 30,810 | 3            | 15.0375 | 1,203    | 2,607   | 31,278 | 3            | 15.2500 | 1,220    | 2,643   | 31,720 |
| 4            | 15.5375 | 1,243    | 2,693   | 32,318 | 4            | 15.7625 | 1,261    | 2,732   | 32,786 | 4            | 15.9875 | 1,279    | 2,771   | 33,254 |
| 5            | 16.3000 | 1,304    | 2,825   | 33,904 | 5            | 16.5375 | 1,323    | 2,867   | 34,398 | 5            | 16.7750 | 1,342    | 2,908   | 34,892 |
| <b>05045</b> |         |          |         |        | <b>05075</b> |         |          |         |        | <b>05105</b> |         |          |         |        |
| 1            | 13.5125 | 1,081    | 2,342   | 28,106 | 1            | 13.7000 | 1,096    | 2,375   | 28,496 | 1            | 13.9000 | 1,112    | 2,409   | 28,912 |
| 2            | 14.1750 | 1,134    | 2,457   | 29,484 | 2            | 14.3750 | 1,150    | 2,492   | 29,900 | 2            | 14.5750 | 1,166    | 2,526   | 30,316 |
| 3            | 14.8500 | 1,188    | 2,574   | 30,888 | 3            | 15.0750 | 1,206    | 2,613   | 31,356 | 3            | 15.2875 | 1,223    | 2,650   | 31,798 |
| 4            | 15.5750 | 1,246    | 2,700   | 32,396 | 4            | 15.8000 | 1,264    | 2,739   | 32,864 | 4            | 16.0250 | 1,282    | 2,778   | 33,332 |
| 5            | 16.3375 | 1,307    | 2,832   | 33,982 | 5            | 16.5750 | 1,326    | 2,873   | 34,476 | 5            | 16.8250 | 1,346    | 2,916   | 34,996 |
| <b>05050</b> |         |          |         |        | <b>05080</b> |         |          |         |        | <b>05110</b> |         |          |         |        |
| 1            | 13.5375 | 1,083    | 2,347   | 28,158 | 1            | 13.7375 | 1,099    | 2,381   | 28,574 | 1            | 13.9250 | 1,114    | 2,414   | 28,964 |
| 2            | 14.2000 | 1,136    | 2,461   | 29,536 | 2            | 14.4000 | 1,152    | 2,496   | 29,952 | 2            | 14.6125 | 1,169    | 2,533   | 30,394 |
| 3            | 14.8875 | 1,191    | 2,581   | 30,966 | 3            | 15.1000 | 1,208    | 2,617   | 31,408 | 3            | 15.3250 | 1,226    | 2,656   | 31,876 |
| 4            | 15.6125 | 1,249    | 2,706   | 32,474 | 4            | 15.8375 | 1,267    | 2,745   | 32,942 | 4            | 16.0625 | 1,285    | 2,784   | 33,410 |
| 5            | 16.3750 | 1,310    | 2,838   | 34,060 | 5            | 16.6125 | 1,329    | 2,880   | 34,554 | 5            | 16.8625 | 1,349    | 2,923   | 35,074 |
| <b>05055</b> |         |          |         |        | <b>05085</b> |         |          |         |        | <b>05115</b> |         |          |         |        |
| 1            | 13.5750 | 1,086    | 2,353   | 28,236 | 1            | 13.7750 | 1,102    | 2,388   | 28,652 | 1            | 13.9625 | 1,117    | 2,420   | 29,042 |
| 2            | 14.2375 | 1,139    | 2,468   | 29,614 | 2            | 14.4375 | 1,155    | 2,503   | 30,030 | 2            | 14.6500 | 1,172    | 2,539   | 30,472 |
| 3            | 14.9250 | 1,194    | 2,587   | 31,044 | 3            | 15.1375 | 1,211    | 2,624   | 31,486 | 3            | 15.3625 | 1,229    | 2,663   | 31,954 |
| 4            | 15.6500 | 1,252    | 2,713   | 32,552 | 4            | 15.8750 | 1,270    | 2,752   | 33,020 | 4            | 16.1000 | 1,288    | 2,791   | 33,488 |
| 5            | 16.4125 | 1,313    | 2,845   | 34,138 | 5            | 16.6625 | 1,333    | 2,888   | 34,658 | 5            | 16.9000 | 1,352    | 2,929   | 35,152 |
| <b>05060</b> |         |          |         |        | <b>05090</b> |         |          |         |        | <b>05120</b> |         |          |         |        |
| 1            | 13.6000 | 1,088    | 2,357   | 28,288 | 1            | 13.8000 | 1,104    | 2,392   | 28,704 | 1            | 14.0000 | 1,120    | 2,427   | 29,120 |
| 2            | 14.2625 | 1,141    | 2,472   | 29,666 | 2            | 14.4750 | 1,158    | 2,509   | 30,108 | 2            | 14.6750 | 1,174    | 2,544   | 30,524 |
| 3            | 14.9625 | 1,197    | 2,594   | 31,122 | 3            | 15.1750 | 1,214    | 2,630   | 31,564 | 3            | 15.4000 | 1,232    | 2,669   | 32,032 |
| 4            | 15.6875 | 1,255    | 2,719   | 32,630 | 4            | 15.9125 | 1,273    | 2,758   | 33,098 | 4            | 16.1375 | 1,291    | 2,797   | 33,566 |
| 5            | 16.4500 | 1,316    | 2,851   | 34,216 | 5            | 16.7000 | 1,336    | 2,895   | 34,736 | 5            | 16.9375 | 1,355    | 2,936   | 35,230 |
| <b>05065</b> |         |          |         |        | <b>05095</b> |         |          |         |        | <b>05125</b> |         |          |         |        |
| 1            | 13.6375 | 1,091    | 2,364   | 28,366 | 1            | 13.8375 | 1,107    | 2,399   | 28,782 | 1            | 14.0375 | 1,123    | 2,433   | 29,198 |
| 2            | 14.3000 | 1,144    | 2,479   | 29,744 | 2            | 14.5125 | 1,161    | 2,516   | 30,186 | 2            | 14.7125 | 1,177    | 2,550   | 30,602 |
| 3            | 15.0000 | 1,200    | 2,600   | 31,200 | 3            | 15.2125 | 1,217    | 2,637   | 31,642 | 3            | 15.4375 | 1,235    | 2,676   | 32,110 |
| 4            | 15.7250 | 1,258    | 2,726   | 32,708 | 4            | 15.9500 | 1,276    | 2,765   | 33,176 | 4            | 16.1875 | 1,295    | 2,806   | 33,670 |
| 5            | 16.5000 | 1,320    | 2,860   | 34,320 | 5            | 16.7375 | 1,339    | 2,901   | 34,814 | 5            | 16.9875 | 1,359    | 2,945   | 35,334 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual |
|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|
| <b>05130</b> |         |          |         |        | <b>05160</b> |         |          |         |        | <b>05190</b> |         |          |         |        |
| 1            | 14.0625 | 1,125    | 2,438   | 29,250 | 1            | 14.2625 | 1,141    | 2,472   | 29,666 | 1            | 14.4750 | 1,158    | 2,509   | 30,108 |
| 2            | 14.7500 | 1,180    | 2,557   | 30,680 | 2            | 14.9625 | 1,197    | 2,594   | 31,122 | 2            | 15.1750 | 1,214    | 2,630   | 31,564 |
| 3            | 15.4625 | 1,237    | 2,680   | 32,162 | 3            | 15.6875 | 1,255    | 2,719   | 32,630 | 3            | 15.9125 | 1,273    | 2,758   | 33,098 |
| 4            | 16.2250 | 1,298    | 2,812   | 33,748 | 4            | 16.4500 | 1,316    | 2,851   | 34,216 | 4            | 16.7000 | 1,336    | 2,895   | 34,736 |
| 5            | 17.0250 | 1,362    | 2,951   | 35,412 | 5            | 17.2625 | 1,381    | 2,992   | 35,906 | 5            | 17.5125 | 1,401    | 3,036   | 36,426 |
| <b>05135</b> |         |          |         |        | <b>05165</b> |         |          |         |        | <b>05195</b> |         |          |         |        |
| 1            | 14.1000 | 1,128    | 2,444   | 29,328 | 1            | 14.3000 | 1,144    | 2,479   | 29,744 | 1            | 14.5125 | 1,161    | 2,516   | 30,186 |
| 2            | 14.7875 | 1,183    | 2,563   | 30,758 | 2            | 15.0000 | 1,200    | 2,600   | 31,200 | 2            | 15.2125 | 1,217    | 2,637   | 31,642 |
| 3            | 15.5000 | 1,240    | 2,687   | 32,240 | 3            | 15.7250 | 1,258    | 2,726   | 32,708 | 3            | 15.9500 | 1,276    | 2,765   | 33,176 |
| 4            | 16.2625 | 1,301    | 2,819   | 33,826 | 4            | 16.5000 | 1,320    | 2,860   | 34,320 | 4            | 16.7375 | 1,339    | 2,901   | 34,814 |
| 5            | 17.0625 | 1,365    | 2,958   | 35,490 | 5            | 17.3125 | 1,385    | 3,001   | 36,010 | 5            | 17.5500 | 1,404    | 3,042   | 36,504 |
| <b>05140</b> |         |          |         |        | <b>05170</b> |         |          |         |        | <b>05200</b> |         |          |         |        |
| 1            | 14.1375 | 1,131    | 2,451   | 29,406 | 1            | 14.3375 | 1,147    | 2,485   | 29,822 | 1            | 14.5375 | 1,163    | 2,520   | 30,238 |
| 2            | 14.8125 | 1,185    | 2,568   | 30,810 | 2            | 15.0375 | 1,203    | 2,607   | 31,278 | 2            | 15.2500 | 1,220    | 2,643   | 31,720 |
| 3            | 15.5375 | 1,243    | 2,693   | 32,318 | 3            | 15.7625 | 1,261    | 2,732   | 32,786 | 3            | 15.9875 | 1,279    | 2,771   | 33,254 |
| 4            | 16.3000 | 1,304    | 2,825   | 33,904 | 4            | 16.5375 | 1,323    | 2,867   | 34,398 | 4            | 16.7750 | 1,342    | 2,908   | 34,892 |
| 5            | 17.1000 | 1,368    | 2,964   | 35,568 | 5            | 17.3500 | 1,388    | 3,007   | 36,088 | 5            | 17.5875 | 1,407    | 3,049   | 36,582 |
| <b>05145</b> |         |          |         |        | <b>05175</b> |         |          |         |        | <b>05205</b> |         |          |         |        |
| 1            | 14.1750 | 1,134    | 2,457   | 29,484 | 1            | 14.3750 | 1,150    | 2,492   | 29,900 | 1            | 14.5750 | 1,166    | 2,526   | 30,316 |
| 2            | 14.8500 | 1,188    | 2,574   | 30,888 | 2            | 15.0750 | 1,206    | 2,613   | 31,356 | 2            | 15.2875 | 1,223    | 2,650   | 31,798 |
| 3            | 15.5750 | 1,246    | 2,700   | 32,396 | 3            | 15.8000 | 1,264    | 2,739   | 32,864 | 3            | 16.0250 | 1,282    | 2,778   | 33,332 |
| 4            | 16.3375 | 1,307    | 2,832   | 33,982 | 4            | 16.5750 | 1,326    | 2,873   | 34,476 | 4            | 16.8250 | 1,346    | 2,916   | 34,996 |
| 5            | 17.1500 | 1,372    | 2,973   | 35,672 | 5            | 17.3875 | 1,391    | 3,014   | 36,166 | 5            | 17.6375 | 1,411    | 3,057   | 36,686 |
| <b>05150</b> |         |          |         |        | <b>05180</b> |         |          |         |        | <b>05210</b> |         |          |         |        |
| 1            | 14.2000 | 1,136    | 2,461   | 29,536 | 1            | 14.4000 | 1,152    | 2,496   | 29,952 | 1            | 14.6125 | 1,169    | 2,533   | 30,394 |
| 2            | 14.8875 | 1,191    | 2,581   | 30,966 | 2            | 15.1000 | 1,208    | 2,617   | 31,408 | 2            | 15.3250 | 1,226    | 2,656   | 31,876 |
| 3            | 15.6125 | 1,249    | 2,706   | 32,474 | 3            | 15.8375 | 1,267    | 2,745   | 32,942 | 3            | 16.0625 | 1,285    | 2,784   | 33,410 |
| 4            | 16.3750 | 1,310    | 2,838   | 34,060 | 4            | 16.6125 | 1,329    | 2,880   | 34,554 | 4            | 16.8625 | 1,349    | 2,923   | 35,074 |
| 5            | 17.1875 | 1,375    | 2,979   | 35,750 | 5            | 17.4250 | 1,394    | 3,020   | 36,244 | 5            | 17.6750 | 1,414    | 3,064   | 36,764 |
| <b>05155</b> |         |          |         |        | <b>05185</b> |         |          |         |        | <b>05215</b> |         |          |         |        |
| 1            | 14.2375 | 1,139    | 2,468   | 29,614 | 1            | 14.4375 | 1,155    | 2,503   | 30,030 | 1            | 14.6500 | 1,172    | 2,539   | 30,472 |
| 2            | 14.9250 | 1,194    | 2,587   | 31,044 | 2            | 15.1375 | 1,211    | 2,624   | 31,486 | 2            | 15.3625 | 1,229    | 2,663   | 31,954 |
| 3            | 15.6500 | 1,252    | 2,713   | 32,552 | 3            | 15.8750 | 1,270    | 2,752   | 33,020 | 3            | 16.1000 | 1,288    | 2,791   | 33,488 |
| 4            | 16.4125 | 1,313    | 2,845   | 34,138 | 4            | 16.6625 | 1,333    | 2,888   | 34,658 | 4            | 16.9000 | 1,352    | 2,929   | 35,152 |
| 5            | 17.2250 | 1,378    | 2,986   | 35,828 | 5            | 17.4750 | 1,398    | 3,029   | 36,348 | 5            | 17.7250 | 1,418    | 3,072   | 36,868 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>05220</b> |         |          |         |        | <b>05250</b> |          |         |        |        | <b>05280</b> |         |        |       |        |
| 1            | 14.6750 | 1,174    | 2,544   | 30,524 | 1            | 14.8875  | 1,191   | 2,581  | 30,966 | 1            | 15.1000 | 1,208  | 2,617 | 31,408 |
| 2            | 15.4000 | 1,232    | 2,669   | 32,032 | 2            | 15.6125  | 1,249   | 2,706  | 32,474 | 2            | 15.8375 | 1,267  | 2,745 | 32,942 |
| 3            | 16.1375 | 1,291    | 2,797   | 33,566 | 3            | 16.3750  | 1,310   | 2,838  | 34,060 | 3            | 16.6125 | 1,329  | 2,880 | 34,554 |
| 4            | 16.9375 | 1,355    | 2,936   | 35,230 | 4            | 17.1875  | 1,375   | 2,979  | 35,750 | 4            | 17.4250 | 1,394  | 3,020 | 36,244 |
| 5            | 17.7625 | 1,421    | 3,079   | 36,946 | 5            | 18.0375  | 1,443   | 3,127  | 37,518 | 5            | 18.2875 | 1,463  | 3,170 | 38,038 |
| <b>05225</b> |         |          |         |        | <b>05255</b> |          |         |        |        | <b>05285</b> |         |        |       |        |
| 1            | 14.7125 | 1,177    | 2,550   | 30,602 | 1            | 14.9250  | 1,194   | 2,587  | 31,044 | 1            | 15.1375 | 1,211  | 2,624 | 31,486 |
| 2            | 15.4375 | 1,235    | 2,676   | 32,110 | 2            | 15.6500  | 1,252   | 2,713  | 32,552 | 2            | 15.8750 | 1,270  | 2,752 | 33,020 |
| 3            | 16.1875 | 1,295    | 2,806   | 33,670 | 3            | 16.4125  | 1,313   | 2,845  | 34,138 | 3            | 16.6625 | 1,333  | 2,888 | 34,658 |
| 4            | 16.9875 | 1,359    | 2,945   | 35,334 | 4            | 17.2250  | 1,378   | 2,986  | 35,828 | 4            | 17.4750 | 1,398  | 3,029 | 36,348 |
| 5            | 17.8125 | 1,425    | 3,088   | 37,050 | 5            | 18.0875  | 1,447   | 3,135  | 37,622 | 5            | 18.3375 | 1,467  | 3,179 | 38,142 |
| <b>05230</b> |         |          |         |        | <b>05260</b> |          |         |        |        | <b>05290</b> |         |        |       |        |
| 1            | 14.7500 | 1,180    | 2,557   | 30,680 | 1            | 14.9625  | 1,197   | 2,594  | 31,122 | 1            | 15.1750 | 1,214  | 2,630 | 31,564 |
| 2            | 15.4625 | 1,237    | 2,680   | 32,162 | 2            | 15.6875  | 1,255   | 2,719  | 32,630 | 2            | 15.9125 | 1,273  | 2,758 | 33,098 |
| 3            | 16.2250 | 1,298    | 2,812   | 33,748 | 3            | 16.4500  | 1,316   | 2,851  | 34,216 | 3            | 16.7000 | 1,336  | 2,895 | 34,736 |
| 4            | 17.0250 | 1,362    | 2,951   | 35,412 | 4            | 17.2625  | 1,381   | 2,992  | 35,906 | 4            | 17.5125 | 1,401  | 3,036 | 36,426 |
| 5            | 17.8625 | 1,429    | 3,096   | 37,154 | 5            | 18.1250  | 1,450   | 3,142  | 37,700 | 5            | 18.3750 | 1,470  | 3,185 | 38,220 |
| <b>05235</b> |         |          |         |        | <b>05265</b> |          |         |        |        | <b>05295</b> |         |        |       |        |
| 1            | 14.7875 | 1,183    | 2,563   | 30,758 | 1            | 15.0000  | 1,200   | 2,600  | 31,200 | 1            | 15.2125 | 1,217  | 2,637 | 31,642 |
| 2            | 15.5000 | 1,240    | 2,687   | 32,240 | 2            | 15.7250  | 1,258   | 2,726  | 32,708 | 2            | 15.9500 | 1,276  | 2,765 | 33,176 |
| 3            | 16.2625 | 1,301    | 2,819   | 33,826 | 3            | 16.5000  | 1,320   | 2,860  | 34,320 | 3            | 16.7375 | 1,339  | 2,901 | 34,814 |
| 4            | 17.0625 | 1,365    | 2,958   | 35,490 | 4            | 17.3125  | 1,385   | 3,001  | 36,010 | 4            | 17.5500 | 1,404  | 3,042 | 36,504 |
| 5            | 17.9125 | 1,433    | 3,105   | 37,258 | 5            | 18.1750  | 1,454   | 3,150  | 37,804 | 5            | 18.4250 | 1,474  | 3,194 | 38,324 |
| <b>05240</b> |         |          |         |        | <b>05270</b> |          |         |        |        | <b>05300</b> |         |        |       |        |
| 1            | 14.8125 | 1,185    | 2,568   | 30,810 | 1            | 15.0375  | 1,203   | 2,607  | 31,278 | 1            | 15.2500 | 1,220  | 2,643 | 31,720 |
| 2            | 15.5375 | 1,243    | 2,693   | 32,318 | 2            | 15.7625  | 1,261   | 2,732  | 32,786 | 2            | 15.9875 | 1,279  | 2,771 | 33,254 |
| 3            | 16.3000 | 1,304    | 2,825   | 33,904 | 3            | 16.5375  | 1,323   | 2,867  | 34,398 | 3            | 16.7750 | 1,342  | 2,908 | 34,892 |
| 4            | 17.1000 | 1,368    | 2,964   | 35,568 | 4            | 17.3500  | 1,388   | 3,007  | 36,088 | 4            | 17.5875 | 1,407  | 3,049 | 36,582 |
| 5            | 17.9500 | 1,436    | 3,111   | 37,336 | 5            | 18.2125  | 1,457   | 3,157  | 37,882 | 5            | 18.4625 | 1,477  | 3,200 | 38,402 |
| <b>05245</b> |         |          |         |        | <b>05275</b> |          |         |        |        | <b>05305</b> |         |        |       |        |
| 1            | 14.8500 | 1,188    | 2,574   | 30,888 | 1            | 15.0750  | 1,206   | 2,613  | 31,356 | 1            | 15.2875 | 1,223  | 2,650 | 31,798 |
| 2            | 15.5750 | 1,246    | 2,700   | 32,396 | 2            | 15.8000  | 1,264   | 2,739  | 32,864 | 2            | 16.0250 | 1,282  | 2,778 | 33,332 |
| 3            | 16.3375 | 1,307    | 2,832   | 33,982 | 3            | 16.5750  | 1,326   | 2,873  | 34,476 | 3            | 16.8250 | 1,346  | 2,916 | 34,996 |
| 4            | 17.1500 | 1,372    | 2,973   | 35,672 | 4            | 17.3875  | 1,391   | 3,014  | 36,166 | 4            | 17.6375 | 1,411  | 3,057 | 36,686 |
| 5            | 18.0000 | 1,440    | 3,120   | 37,440 | 5            | 18.2500  | 1,460   | 3,163  | 37,960 | 5            | 18.5125 | 1,481  | 3,209 | 38,506 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>05310</b> |         |          |         |        | <b>05340</b> |          |         |        |        | <b>05370</b> |         |        |       |        |
| 1            | 15.3250 | 1,226    | 2,656   | 31,876 | 1            | 15.5375  | 1,243   | 2,693  | 32,318 | 1            | 15.7625 | 1,261  | 2,732 | 32,786 |
| 2            | 16.0625 | 1,285    | 2,784   | 33,410 | 2            | 16.3000  | 1,304   | 2,825  | 33,904 | 2            | 16.5375 | 1,323  | 2,867 | 34,398 |
| 3            | 16.8625 | 1,349    | 2,923   | 35,074 | 3            | 17.1000  | 1,368   | 2,964  | 35,568 | 3            | 17.3500 | 1,388  | 3,007 | 36,088 |
| 4            | 17.6750 | 1,414    | 3,064   | 36,764 | 4            | 17.9500  | 1,436   | 3,111  | 37,336 | 4            | 18.2125 | 1,457  | 3,157 | 37,882 |
| 5            | 18.5500 | 1,484    | 3,215   | 38,584 | 5            | 18.8250  | 1,506   | 3,263  | 39,156 | 5            | 19.1000 | 1,528  | 3,311 | 39,728 |
| <b>05315</b> |         |          |         |        | <b>05345</b> |          |         |        |        | <b>05375</b> |         |        |       |        |
| 1            | 15.3625 | 1,229    | 2,663   | 31,954 | 1            | 15.5750  | 1,246   | 2,700  | 32,396 | 1            | 15.8000 | 1,264  | 2,739 | 32,864 |
| 2            | 16.1000 | 1,288    | 2,791   | 33,488 | 2            | 16.3375  | 1,307   | 2,832  | 33,982 | 2            | 16.5750 | 1,326  | 2,873 | 34,476 |
| 3            | 16.9000 | 1,352    | 2,929   | 35,152 | 3            | 17.1500  | 1,372   | 2,973  | 35,672 | 3            | 17.3875 | 1,391  | 3,014 | 36,166 |
| 4            | 17.7250 | 1,418    | 3,072   | 36,868 | 4            | 18.0000  | 1,440   | 3,120  | 37,440 | 4            | 18.2500 | 1,460  | 3,163 | 37,960 |
| 5            | 18.6000 | 1,488    | 3,224   | 38,688 | 5            | 18.8750  | 1,510   | 3,272  | 39,260 | 5            | 19.1500 | 1,532  | 3,319 | 39,832 |
| <b>05320</b> |         |          |         |        | <b>05350</b> |          |         |        |        | <b>05380</b> |         |        |       |        |
| 1            | 15.4000 | 1,232    | 2,669   | 32,032 | 1            | 15.6125  | 1,249   | 2,706  | 32,474 | 1            | 15.8375 | 1,267  | 2,745 | 32,942 |
| 2            | 16.1375 | 1,291    | 2,797   | 33,566 | 2            | 16.3750  | 1,310   | 2,838  | 34,060 | 2            | 16.6125 | 1,329  | 2,880 | 34,554 |
| 3            | 16.9375 | 1,355    | 2,936   | 35,230 | 3            | 17.1875  | 1,375   | 2,979  | 35,750 | 3            | 17.4250 | 1,394  | 3,020 | 36,244 |
| 4            | 17.7625 | 1,421    | 3,079   | 36,946 | 4            | 18.0375  | 1,443   | 3,127  | 37,518 | 4            | 18.2875 | 1,463  | 3,170 | 38,038 |
| 5            | 18.6375 | 1,491    | 3,231   | 38,766 | 5            | 18.9125  | 1,513   | 3,278  | 39,338 | 5            | 19.1875 | 1,535  | 3,326 | 39,910 |
| <b>05325</b> |         |          |         |        | <b>05355</b> |          |         |        |        | <b>05385</b> |         |        |       |        |
| 1            | 15.4375 | 1,235    | 2,676   | 32,110 | 1            | 15.6500  | 1,252   | 2,713  | 32,552 | 1            | 15.8750 | 1,270  | 2,752 | 33,020 |
| 2            | 16.1875 | 1,295    | 2,806   | 33,670 | 2            | 16.4125  | 1,313   | 2,845  | 34,138 | 2            | 16.6625 | 1,333  | 2,888 | 34,658 |
| 3            | 16.9875 | 1,359    | 2,945   | 35,334 | 3            | 17.2250  | 1,378   | 2,986  | 35,828 | 3            | 17.4750 | 1,398  | 3,029 | 36,348 |
| 4            | 17.8125 | 1,425    | 3,088   | 37,050 | 4            | 18.0875  | 1,447   | 3,135  | 37,622 | 4            | 18.3375 | 1,467  | 3,179 | 38,142 |
| 5            | 18.6875 | 1,495    | 3,239   | 38,870 | 5            | 18.9625  | 1,517   | 3,287  | 39,442 | 5            | 19.2375 | 1,539  | 3,335 | 40,014 |
| <b>05330</b> |         |          |         |        | <b>05360</b> |          |         |        |        | <b>05390</b> |         |        |       |        |
| 1            | 15.4625 | 1,237    | 2,680   | 32,162 | 1            | 15.6875  | 1,255   | 2,719  | 32,630 | 1            | 15.9125 | 1,273  | 2,758 | 33,098 |
| 2            | 16.2250 | 1,298    | 2,812   | 33,748 | 2            | 16.4500  | 1,316   | 2,851  | 34,216 | 2            | 16.7000 | 1,336  | 2,895 | 34,736 |
| 3            | 17.0250 | 1,362    | 2,951   | 35,412 | 3            | 17.2625  | 1,381   | 2,992  | 35,906 | 3            | 17.5125 | 1,401  | 3,036 | 36,426 |
| 4            | 17.8625 | 1,429    | 3,096   | 37,154 | 4            | 18.1250  | 1,450   | 3,142  | 37,700 | 4            | 18.3750 | 1,470  | 3,185 | 38,220 |
| 5            | 18.7375 | 1,499    | 3,248   | 38,974 | 5            | 19.0000  | 1,520   | 3,293  | 39,520 | 5            | 19.2875 | 1,543  | 3,343 | 40,118 |
| <b>05335</b> |         |          |         |        | <b>05365</b> |          |         |        |        | <b>05395</b> |         |        |       |        |
| 1            | 15.5000 | 1,240    | 2,687   | 32,240 | 1            | 15.7250  | 1,258   | 2,726  | 32,708 | 1            | 15.9500 | 1,276  | 2,765 | 33,176 |
| 2            | 16.2625 | 1,301    | 2,819   | 33,826 | 2            | 16.5000  | 1,320   | 2,860  | 34,320 | 2            | 16.7375 | 1,339  | 2,901 | 34,814 |
| 3            | 17.0625 | 1,365    | 2,958   | 35,490 | 3            | 17.3125  | 1,385   | 3,001  | 36,010 | 3            | 17.5500 | 1,404  | 3,042 | 36,504 |
| 4            | 17.9125 | 1,433    | 3,105   | 37,258 | 4            | 18.1750  | 1,454   | 3,150  | 37,804 | 4            | 18.4250 | 1,474  | 3,194 | 38,324 |
| 5            | 18.7875 | 1,503    | 3,257   | 39,078 | 5            | 19.0500  | 1,524   | 3,302  | 39,624 | 5            | 19.3375 | 1,547  | 3,352 | 40,222 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.





CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual |
|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|
| <b>05400</b> |         |          |         |        | <b>05430</b> |         |          |         |        | <b>05460</b> |         |          |         |        |
| 1            | 15.9875 | 1,279    | 2,771   | 33,254 | 1            | 16.2250 | 1,298    | 2,812   | 33,748 | 1            | 16.4500 | 1,316    | 2,851   | 34,216 |
| 2            | 16.7750 | 1,342    | 2,908   | 34,892 | 2            | 17.0250 | 1,362    | 2,951   | 35,412 | 2            | 17.2625 | 1,381    | 2,992   | 35,906 |
| 3            | 17.5875 | 1,407    | 3,049   | 36,582 | 3            | 17.8625 | 1,429    | 3,096   | 37,154 | 3            | 18.1250 | 1,450    | 3,142   | 37,700 |
| 4            | 18.4625 | 1,477    | 3,200   | 38,402 | 4            | 18.7375 | 1,499    | 3,248   | 38,974 | 4            | 19.0000 | 1,520    | 3,293   | 39,520 |
| 5            | 19.3750 | 1,550    | 3,358   | 40,300 | 5            | 19.6625 | 1,573    | 3,408   | 40,898 | 5            | 19.9500 | 1,596    | 3,458   | 41,496 |
| <b>05405</b> |         |          |         |        | <b>05435</b> |         |          |         |        | <b>05465</b> |         |          |         |        |
| 1            | 16.0250 | 1,282    | 2,778   | 33,332 | 1            | 16.2625 | 1,301    | 2,819   | 33,826 | 1            | 16.5000 | 1,320    | 2,860   | 34,320 |
| 2            | 16.8250 | 1,346    | 2,916   | 34,996 | 2            | 17.0625 | 1,365    | 2,958   | 35,490 | 2            | 17.3125 | 1,385    | 3,001   | 36,010 |
| 3            | 17.6375 | 1,411    | 3,057   | 36,686 | 3            | 17.9125 | 1,433    | 3,105   | 37,258 | 3            | 18.1750 | 1,454    | 3,150   | 37,804 |
| 4            | 18.5125 | 1,481    | 3,209   | 38,506 | 4            | 18.7875 | 1,503    | 3,257   | 39,078 | 4            | 19.0500 | 1,524    | 3,302   | 39,624 |
| 5            | 19.4250 | 1,554    | 3,367   | 40,404 | 5            | 19.7125 | 1,577    | 3,417   | 41,002 | 5            | 20.0000 | 1,600    | 3,467   | 41,600 |
| <b>05410</b> |         |          |         |        | <b>05440</b> |         |          |         |        | <b>05470</b> |         |          |         |        |
| 1            | 16.0625 | 1,285    | 2,784   | 33,410 | 1            | 16.3000 | 1,304    | 2,825   | 33,904 | 1            | 16.5375 | 1,323    | 2,867   | 34,398 |
| 2            | 16.8625 | 1,349    | 2,923   | 35,074 | 2            | 17.1000 | 1,368    | 2,964   | 35,568 | 2            | 17.3500 | 1,388    | 3,007   | 36,088 |
| 3            | 17.6750 | 1,414    | 3,064   | 36,764 | 3            | 17.9500 | 1,436    | 3,111   | 37,336 | 3            | 18.2125 | 1,457    | 3,157   | 37,882 |
| 4            | 18.5500 | 1,484    | 3,215   | 38,584 | 4            | 18.8250 | 1,506    | 3,263   | 39,156 | 4            | 19.1000 | 1,528    | 3,311   | 39,728 |
| 5            | 19.4750 | 1,558    | 3,376   | 40,508 | 5            | 19.7500 | 1,580    | 3,423   | 41,080 | 5            | 20.0375 | 1,603    | 3,473   | 41,678 |
| <b>05415</b> |         |          |         |        | <b>05445</b> |         |          |         |        | <b>05475</b> |         |          |         |        |
| 1            | 16.1000 | 1,288    | 2,791   | 33,488 | 1            | 16.3375 | 1,307    | 2,832   | 33,982 | 1            | 16.5750 | 1,326    | 2,873   | 34,476 |
| 2            | 16.9000 | 1,352    | 2,929   | 35,152 | 2            | 17.1500 | 1,372    | 2,973   | 35,672 | 2            | 17.3875 | 1,391    | 3,014   | 36,166 |
| 3            | 17.7250 | 1,418    | 3,072   | 36,868 | 3            | 18.0000 | 1,440    | 3,120   | 37,440 | 3            | 18.2500 | 1,460    | 3,163   | 37,960 |
| 4            | 18.6000 | 1,488    | 3,224   | 38,688 | 4            | 18.8750 | 1,510    | 3,272   | 39,260 | 4            | 19.1500 | 1,532    | 3,319   | 39,832 |
| 5            | 19.5250 | 1,562    | 3,384   | 40,612 | 5            | 19.8000 | 1,584    | 3,432   | 41,184 | 5            | 20.0875 | 1,607    | 3,482   | 41,782 |
| <b>05420</b> |         |          |         |        | <b>05450</b> |         |          |         |        | <b>05480</b> |         |          |         |        |
| 1            | 16.1375 | 1,291    | 2,797   | 33,566 | 1            | 16.3750 | 1,310    | 2,838   | 34,060 | 1            | 16.6125 | 1,329    | 2,880   | 34,554 |
| 2            | 16.9375 | 1,355    | 2,936   | 35,230 | 2            | 17.1875 | 1,375    | 2,979   | 35,750 | 2            | 17.4250 | 1,394    | 3,020   | 36,244 |
| 3            | 17.7625 | 1,421    | 3,079   | 36,946 | 3            | 18.0375 | 1,443    | 3,127   | 37,518 | 3            | 18.2875 | 1,463    | 3,170   | 38,038 |
| 4            | 18.6375 | 1,491    | 3,231   | 38,766 | 4            | 18.9125 | 1,513    | 3,278   | 39,338 | 4            | 19.1875 | 1,535    | 3,326   | 39,910 |
| 5            | 19.5625 | 1,565    | 3,391   | 40,690 | 5            | 19.8500 | 1,588    | 3,441   | 41,288 | 5            | 20.1375 | 1,611    | 3,491   | 41,886 |
| <b>05425</b> |         |          |         |        | <b>05455</b> |         |          |         |        | <b>05485</b> |         |          |         |        |
| 1            | 16.1875 | 1,295    | 2,806   | 33,670 | 1            | 16.4125 | 1,313    | 2,845   | 34,138 | 1            | 16.6625 | 1,333    | 2,888   | 34,658 |
| 2            | 16.9875 | 1,359    | 2,945   | 35,334 | 2            | 17.2250 | 1,378    | 2,986   | 35,828 | 2            | 17.4750 | 1,398    | 3,029   | 36,348 |
| 3            | 17.8125 | 1,425    | 3,088   | 37,050 | 3            | 18.0875 | 1,447    | 3,135   | 37,622 | 3            | 18.3375 | 1,467    | 3,179   | 38,142 |
| 4            | 18.6875 | 1,495    | 3,239   | 38,870 | 4            | 18.9625 | 1,517    | 3,287   | 39,442 | 4            | 19.2375 | 1,539    | 3,335   | 40,014 |
| 5            | 19.6125 | 1,569    | 3,400   | 40,794 | 5            | 19.9000 | 1,592    | 3,449   | 41,392 | 5            | 20.1875 | 1,615    | 3,499   | 41,990 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>05490</b> |         |          |         |        | <b>05520</b> |          |         |        |        | <b>05550</b> |         |        |       |        |
| 1            | 16.7000 | 1,336    | 2,895   | 34,736 | 1            | 16.9375  | 1,355   | 2,936  | 35,230 | 1            | 17.1875 | 1,375  | 2,979 | 35,750 |
| 2            | 17.5125 | 1,401    | 3,036   | 36,426 | 2            | 17.7625  | 1,421   | 3,079  | 36,946 | 2            | 18.0375 | 1,443  | 3,127 | 37,518 |
| 3            | 18.3750 | 1,470    | 3,185   | 38,220 | 3            | 18.6375  | 1,491   | 3,231  | 38,766 | 3            | 18.9125 | 1,513  | 3,278 | 39,338 |
| 4            | 19.2875 | 1,543    | 3,343   | 40,118 | 4            | 19.5625  | 1,565   | 3,391  | 40,690 | 4            | 19.8500 | 1,588  | 3,441 | 41,288 |
| 5            | 20.2250 | 1,618    | 3,506   | 42,068 | 5            | 20.5250  | 1,642   | 3,558  | 42,692 | 5            | 20.8250 | 1,666  | 3,610 | 43,316 |
| <b>05495</b> |         |          |         |        | <b>05525</b> |          |         |        |        | <b>05555</b> |         |        |       |        |
| 1            | 16.7375 | 1,339    | 2,901   | 34,814 | 1            | 16.9875  | 1,359   | 2,945  | 35,334 | 1            | 17.2250 | 1,378  | 2,986 | 35,828 |
| 2            | 17.5500 | 1,404    | 3,042   | 36,504 | 2            | 17.8125  | 1,425   | 3,088  | 37,050 | 2            | 18.0875 | 1,447  | 3,135 | 37,622 |
| 3            | 18.4250 | 1,474    | 3,194   | 38,324 | 3            | 18.6875  | 1,495   | 3,239  | 38,870 | 3            | 18.9625 | 1,517  | 3,287 | 39,442 |
| 4            | 19.3375 | 1,547    | 3,352   | 40,222 | 4            | 19.6125  | 1,569   | 3,400  | 40,794 | 4            | 19.9000 | 1,592  | 3,449 | 41,392 |
| 5            | 20.2750 | 1,622    | 3,514   | 42,172 | 5            | 20.5750  | 1,646   | 3,566  | 42,796 | 5            | 20.8750 | 1,670  | 3,618 | 43,420 |
| <b>05500</b> |         |          |         |        | <b>05530</b> |          |         |        |        | <b>05560</b> |         |        |       |        |
| 1            | 16.7750 | 1,342    | 2,908   | 34,892 | 1            | 17.0250  | 1,362   | 2,951  | 35,412 | 1            | 17.2625 | 1,381  | 2,992 | 35,906 |
| 2            | 17.5875 | 1,407    | 3,049   | 36,582 | 2            | 17.8625  | 1,429   | 3,096  | 37,154 | 2            | 18.1250 | 1,450  | 3,142 | 37,700 |
| 3            | 18.4625 | 1,477    | 3,200   | 38,402 | 3            | 18.7375  | 1,499   | 3,248  | 38,974 | 3            | 19.0000 | 1,520  | 3,293 | 39,520 |
| 4            | 19.3750 | 1,550    | 3,358   | 40,300 | 4            | 19.6625  | 1,573   | 3,408  | 40,898 | 4            | 19.9500 | 1,596  | 3,458 | 41,496 |
| 5            | 20.3250 | 1,626    | 3,523   | 42,276 | 5            | 20.6250  | 1,650   | 3,575  | 42,900 | 5            | 20.9250 | 1,674  | 3,627 | 43,524 |
| <b>05505</b> |         |          |         |        | <b>05535</b> |          |         |        |        | <b>05565</b> |         |        |       |        |
| 1            | 16.8250 | 1,346    | 2,916   | 34,996 | 1            | 17.0625  | 1,365   | 2,958  | 35,490 | 1            | 17.3125 | 1,385  | 3,001 | 36,010 |
| 2            | 17.6375 | 1,411    | 3,057   | 36,686 | 2            | 17.9125  | 1,433   | 3,105  | 37,258 | 2            | 18.1750 | 1,454  | 3,150 | 37,804 |
| 3            | 18.5125 | 1,481    | 3,209   | 38,506 | 3            | 18.7875  | 1,503   | 3,257  | 39,078 | 3            | 19.0500 | 1,524  | 3,302 | 39,624 |
| 4            | 19.4250 | 1,554    | 3,367   | 40,404 | 4            | 19.7125  | 1,577   | 3,417  | 41,002 | 4            | 20.0000 | 1,600  | 3,467 | 41,600 |
| 5            | 20.3750 | 1,630    | 3,532   | 42,380 | 5            | 20.6750  | 1,654   | 3,584  | 43,004 | 5            | 20.9750 | 1,678  | 3,636 | 43,628 |
| <b>05510</b> |         |          |         |        | <b>05540</b> |          |         |        |        | <b>05570</b> |         |        |       |        |
| 1            | 16.8625 | 1,349    | 2,923   | 35,074 | 1            | 17.1000  | 1,368   | 2,964  | 35,568 | 1            | 17.3500 | 1,388  | 3,007 | 36,088 |
| 2            | 17.6750 | 1,414    | 3,064   | 36,764 | 2            | 17.9500  | 1,436   | 3,111  | 37,336 | 2            | 18.2125 | 1,457  | 3,157 | 37,882 |
| 3            | 18.5500 | 1,484    | 3,215   | 38,584 | 3            | 18.8250  | 1,506   | 3,263  | 39,156 | 3            | 19.1000 | 1,528  | 3,311 | 39,728 |
| 4            | 19.4750 | 1,558    | 3,376   | 40,508 | 4            | 19.7500  | 1,580   | 3,423  | 41,080 | 4            | 20.0375 | 1,603  | 3,473 | 41,678 |
| 5            | 20.4250 | 1,634    | 3,540   | 42,484 | 5            | 20.7250  | 1,658   | 3,592  | 43,108 | 5            | 21.0250 | 1,682  | 3,644 | 43,732 |
| <b>05515</b> |         |          |         |        | <b>05545</b> |          |         |        |        | <b>05575</b> |         |        |       |        |
| 1            | 16.9000 | 1,352    | 2,929   | 35,152 | 1            | 17.1500  | 1,372   | 2,973  | 35,672 | 1            | 17.3875 | 1,391  | 3,014 | 36,166 |
| 2            | 17.7250 | 1,418    | 3,072   | 36,868 | 2            | 18.0000  | 1,440   | 3,120  | 37,440 | 2            | 18.2500 | 1,460  | 3,163 | 37,960 |
| 3            | 18.6000 | 1,488    | 3,224   | 38,688 | 3            | 18.8750  | 1,510   | 3,272  | 39,260 | 3            | 19.1500 | 1,532  | 3,319 | 39,832 |
| 4            | 19.5250 | 1,562    | 3,384   | 40,612 | 4            | 19.8000  | 1,584   | 3,432  | 41,184 | 4            | 20.0875 | 1,607  | 3,482 | 41,782 |
| 5            | 20.4750 | 1,638    | 3,549   | 42,588 | 5            | 20.7750  | 1,662   | 3,601  | 43,212 | 5            | 21.0750 | 1,686  | 3,653 | 43,836 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual | Step         | Hourly  | Biweekly | Monthly | Annual |
|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|--------------|---------|----------|---------|--------|
| <b>05580</b> |         |          |         |        | <b>05610</b> |         |          |         |        | <b>05640</b> |         |          |         |        |
| 1            | 17.4250 | 1,394    | 3,020   | 36,244 | 1            | 17.6750 | 1,414    | 3,064   | 36,764 | 1            | 17.9500 | 1,436    | 3,111   | 37,336 |
| 2            | 18.2875 | 1,463    | 3,170   | 38,038 | 2            | 18.5500 | 1,484    | 3,215   | 38,584 | 2            | 18.8250 | 1,506    | 3,263   | 39,156 |
| 3            | 19.1875 | 1,535    | 3,326   | 39,910 | 3            | 19.4750 | 1,558    | 3,376   | 40,508 | 3            | 19.7500 | 1,580    | 3,423   | 41,080 |
| 4            | 20.1375 | 1,611    | 3,491   | 41,886 | 4            | 20.4250 | 1,634    | 3,540   | 42,484 | 4            | 20.7250 | 1,658    | 3,592   | 43,108 |
| 5            | 21.1250 | 1,690    | 3,662   | 43,940 | 5            | 21.4250 | 1,714    | 3,714   | 44,564 | 5            | 21.7500 | 1,740    | 3,770   | 45,240 |
| <b>05585</b> |         |          |         |        | <b>05615</b> |         |          |         |        | <b>05645</b> |         |          |         |        |
| 1            | 17.4750 | 1,398    | 3,029   | 36,348 | 1            | 17.7250 | 1,418    | 3,072   | 36,868 | 1            | 18.0000 | 1,440    | 3,120   | 37,440 |
| 2            | 18.3375 | 1,467    | 3,179   | 38,142 | 2            | 18.6000 | 1,488    | 3,224   | 38,688 | 2            | 18.8750 | 1,510    | 3,272   | 39,260 |
| 3            | 19.2375 | 1,539    | 3,335   | 40,014 | 3            | 19.5250 | 1,562    | 3,384   | 40,612 | 3            | 19.8000 | 1,584    | 3,432   | 41,184 |
| 4            | 20.1875 | 1,615    | 3,499   | 41,990 | 4            | 20.4750 | 1,638    | 3,549   | 42,588 | 4            | 20.7750 | 1,662    | 3,601   | 43,212 |
| 5            | 21.1750 | 1,694    | 3,670   | 44,044 | 5            | 21.4875 | 1,719    | 3,725   | 44,694 | 5            | 21.8000 | 1,744    | 3,779   | 45,344 |
| <b>05590</b> |         |          |         |        | <b>05620</b> |         |          |         |        | <b>05650</b> |         |          |         |        |
| 1            | 17.5125 | 1,401    | 3,036   | 36,426 | 1            | 17.7625 | 1,421    | 3,079   | 36,946 | 1            | 18.0375 | 1,443    | 3,127   | 37,518 |
| 2            | 18.3750 | 1,470    | 3,185   | 38,220 | 2            | 18.6375 | 1,491    | 3,231   | 38,766 | 2            | 18.9125 | 1,513    | 3,278   | 39,338 |
| 3            | 19.2875 | 1,543    | 3,343   | 40,118 | 3            | 19.5625 | 1,565    | 3,391   | 40,690 | 3            | 19.8500 | 1,588    | 3,441   | 41,288 |
| 4            | 20.2250 | 1,618    | 3,506   | 42,068 | 4            | 20.5250 | 1,642    | 3,558   | 42,692 | 4            | 20.8250 | 1,666    | 3,610   | 43,316 |
| 5            | 21.2250 | 1,698    | 3,679   | 44,148 | 5            | 21.5375 | 1,723    | 3,733   | 44,798 | 5            | 21.8500 | 1,748    | 3,787   | 45,448 |
| <b>05595</b> |         |          |         |        | <b>05625</b> |         |          |         |        | <b>05655</b> |         |          |         |        |
| 1            | 17.5500 | 1,404    | 3,042   | 36,504 | 1            | 17.8125 | 1,425    | 3,088   | 37,050 | 1            | 18.0875 | 1,447    | 3,135   | 37,622 |
| 2            | 18.4250 | 1,474    | 3,194   | 38,324 | 2            | 18.6875 | 1,495    | 3,239   | 38,870 | 2            | 18.9625 | 1,517    | 3,287   | 39,442 |
| 3            | 19.3375 | 1,547    | 3,352   | 40,222 | 3            | 19.6125 | 1,569    | 3,400   | 40,794 | 3            | 19.9000 | 1,592    | 3,449   | 41,392 |
| 4            | 20.2750 | 1,622    | 3,514   | 42,172 | 4            | 20.5750 | 1,646    | 3,566   | 42,796 | 4            | 20.8750 | 1,670    | 3,618   | 43,420 |
| 5            | 21.2750 | 1,702    | 3,688   | 44,252 | 5            | 21.5875 | 1,727    | 3,742   | 44,902 | 5            | 21.9000 | 1,752    | 3,796   | 45,552 |
| <b>05600</b> |         |          |         |        | <b>05630</b> |         |          |         |        | <b>05660</b> |         |          |         |        |
| 1            | 17.5875 | 1,407    | 3,049   | 36,582 | 1            | 17.8625 | 1,429    | 3,096   | 37,154 | 1            | 18.1250 | 1,450    | 3,142   | 37,700 |
| 2            | 18.4625 | 1,477    | 3,200   | 38,402 | 2            | 18.7375 | 1,499    | 3,248   | 38,974 | 2            | 19.0000 | 1,520    | 3,293   | 39,520 |
| 3            | 19.3750 | 1,550    | 3,358   | 40,300 | 3            | 19.6625 | 1,573    | 3,408   | 40,898 | 3            | 19.9500 | 1,596    | 3,458   | 41,496 |
| 4            | 20.3250 | 1,626    | 3,523   | 42,276 | 4            | 20.6250 | 1,650    | 3,575   | 42,900 | 4            | 20.9250 | 1,674    | 3,627   | 43,524 |
| 5            | 21.3250 | 1,706    | 3,696   | 44,356 | 5            | 21.6375 | 1,731    | 3,751   | 45,006 | 5            | 21.9500 | 1,756    | 3,805   | 45,656 |
| <b>05605</b> |         |          |         |        | <b>05635</b> |         |          |         |        | <b>05665</b> |         |          |         |        |
| 1            | 17.6375 | 1,411    | 3,057   | 36,686 | 1            | 17.9125 | 1,433    | 3,105   | 37,258 | 1            | 18.1750 | 1,454    | 3,150   | 37,804 |
| 2            | 18.5125 | 1,481    | 3,209   | 38,506 | 2            | 18.7875 | 1,503    | 3,257   | 39,078 | 2            | 19.0500 | 1,524    | 3,302   | 39,624 |
| 3            | 19.4250 | 1,554    | 3,367   | 40,404 | 3            | 19.7125 | 1,577    | 3,417   | 41,002 | 3            | 20.0000 | 1,600    | 3,467   | 41,600 |
| 4            | 20.3750 | 1,630    | 3,532   | 42,380 | 4            | 20.6750 | 1,654    | 3,584   | 43,004 | 4            | 20.9750 | 1,678    | 3,636   | 43,628 |
| 5            | 21.3750 | 1,710    | 3,705   | 44,460 | 5            | 21.7000 | 1,736    | 3,761   | 45,136 | 5            | 22.0125 | 1,761    | 3,816   | 45,786 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>05670</b> |         |          |         |        | <b>05700</b> |          |         |        |        | <b>05730</b> |         |        |       |        |
| 1            | 18.2125 | 1,457    | 3,157   | 37,882 | 1            | 18.4625  | 1,477   | 3,200  | 38,402 | 1            | 18.7375 | 1,499  | 3,248 | 38,974 |
| 2            | 19.1000 | 1,528    | 3,311   | 39,728 | 2            | 19.3750  | 1,550   | 3,358  | 40,300 | 2            | 19.6625 | 1,573  | 3,408 | 40,898 |
| 3            | 20.0375 | 1,603    | 3,473   | 41,678 | 3            | 20.3250  | 1,626   | 3,523  | 42,276 | 3            | 20.6250 | 1,650  | 3,575 | 42,900 |
| 4            | 21.0250 | 1,682    | 3,644   | 43,732 | 4            | 21.3250  | 1,706   | 3,696  | 44,356 | 4            | 21.6375 | 1,731  | 3,751 | 45,006 |
| 5            | 22.0625 | 1,765    | 3,824   | 45,890 | 5            | 22.3875  | 1,791   | 3,881  | 46,566 | 5            | 22.7250 | 1,818  | 3,939 | 47,268 |
| <b>05675</b> |         |          |         |        | <b>05705</b> |          |         |        |        | <b>05735</b> |         |        |       |        |
| 1            | 18.2500 | 1,460    | 3,163   | 37,960 | 1            | 18.5125  | 1,481   | 3,209  | 38,506 | 1            | 18.7875 | 1,503  | 3,257 | 39,078 |
| 2            | 19.1500 | 1,532    | 3,319   | 39,832 | 2            | 19.4250  | 1,554   | 3,367  | 40,404 | 2            | 19.7125 | 1,577  | 3,417 | 41,002 |
| 3            | 20.0875 | 1,607    | 3,482   | 41,782 | 3            | 20.3750  | 1,630   | 3,532  | 42,380 | 3            | 20.6750 | 1,654  | 3,584 | 43,004 |
| 4            | 21.0750 | 1,686    | 3,653   | 43,836 | 4            | 21.3750  | 1,710   | 3,705  | 44,460 | 4            | 21.7000 | 1,736  | 3,761 | 45,136 |
| 5            | 22.1125 | 1,769    | 3,833   | 45,994 | 5            | 22.4500  | 1,796   | 3,891  | 46,696 | 5            | 22.7875 | 1,823  | 3,950 | 47,398 |
| <b>05680</b> |         |          |         |        | <b>05710</b> |          |         |        |        | <b>05740</b> |         |        |       |        |
| 1            | 18.2875 | 1,463    | 3,170   | 38,038 | 1            | 18.5500  | 1,484   | 3,215  | 38,584 | 1            | 18.8250 | 1,506  | 3,263 | 39,156 |
| 2            | 19.1875 | 1,535    | 3,326   | 39,910 | 2            | 19.4750  | 1,558   | 3,376  | 40,508 | 2            | 19.7500 | 1,580  | 3,423 | 41,080 |
| 3            | 20.1375 | 1,611    | 3,491   | 41,886 | 3            | 20.4250  | 1,634   | 3,540  | 42,484 | 3            | 20.7250 | 1,658  | 3,592 | 43,108 |
| 4            | 21.1250 | 1,690    | 3,662   | 43,940 | 4            | 21.4250  | 1,714   | 3,714  | 44,564 | 4            | 21.7500 | 1,740  | 3,770 | 45,240 |
| 5            | 22.1625 | 1,773    | 3,842   | 46,098 | 5            | 22.5000  | 1,800   | 3,900  | 46,800 | 5            | 22.8375 | 1,827  | 3,959 | 47,502 |
| <b>05685</b> |         |          |         |        | <b>05715</b> |          |         |        |        | <b>05745</b> |         |        |       |        |
| 1            | 18.3375 | 1,467    | 3,179   | 38,142 | 1            | 18.6000  | 1,488   | 3,224  | 38,688 | 1            | 18.8750 | 1,510  | 3,272 | 39,260 |
| 2            | 19.2375 | 1,539    | 3,335   | 40,014 | 2            | 19.5250  | 1,562   | 3,384  | 40,612 | 2            | 19.8000 | 1,584  | 3,432 | 41,184 |
| 3            | 20.1875 | 1,615    | 3,499   | 41,990 | 3            | 20.4750  | 1,638   | 3,549  | 42,588 | 3            | 20.7750 | 1,662  | 3,601 | 43,212 |
| 4            | 21.1750 | 1,694    | 3,670   | 44,044 | 4            | 21.4875  | 1,719   | 3,725  | 44,694 | 4            | 21.8000 | 1,744  | 3,779 | 45,344 |
| 5            | 22.2250 | 1,778    | 3,852   | 46,228 | 5            | 22.5625  | 1,805   | 3,911  | 46,930 | 5            | 22.8875 | 1,831  | 3,967 | 47,606 |
| <b>05690</b> |         |          |         |        | <b>05720</b> |          |         |        |        | <b>05750</b> |         |        |       |        |
| 1            | 18.3750 | 1,470    | 3,185   | 38,220 | 1            | 18.6375  | 1,491   | 3,231  | 38,766 | 1            | 18.9125 | 1,513  | 3,278 | 39,338 |
| 2            | 19.2875 | 1,543    | 3,343   | 40,118 | 2            | 19.5625  | 1,565   | 3,391  | 40,690 | 2            | 19.8500 | 1,588  | 3,441 | 41,288 |
| 3            | 20.2250 | 1,618    | 3,506   | 42,068 | 3            | 20.5250  | 1,642   | 3,558  | 42,692 | 3            | 20.8250 | 1,666  | 3,610 | 43,316 |
| 4            | 21.2250 | 1,698    | 3,679   | 44,148 | 4            | 21.5375  | 1,723   | 3,733  | 44,798 | 4            | 21.8500 | 1,748  | 3,787 | 45,448 |
| 5            | 22.2750 | 1,782    | 3,861   | 46,332 | 5            | 22.6125  | 1,809   | 3,920  | 47,034 | 5            | 22.9375 | 1,835  | 3,976 | 47,710 |
| <b>05695</b> |         |          |         |        | <b>05725</b> |          |         |        |        | <b>05755</b> |         |        |       |        |
| 1            | 18.4250 | 1,474    | 3,194   | 38,324 | 1            | 18.6875  | 1,495   | 3,239  | 38,870 | 1            | 18.9625 | 1,517  | 3,287 | 39,442 |
| 2            | 19.3375 | 1,547    | 3,352   | 40,222 | 2            | 19.6125  | 1,569   | 3,400  | 40,794 | 2            | 19.9000 | 1,592  | 3,449 | 41,392 |
| 3            | 20.2750 | 1,622    | 3,514   | 42,172 | 3            | 20.5750  | 1,646   | 3,566  | 42,796 | 3            | 20.8750 | 1,670  | 3,618 | 43,420 |
| 4            | 21.2750 | 1,702    | 3,688   | 44,252 | 4            | 21.5875  | 1,727   | 3,742  | 44,902 | 4            | 21.9000 | 1,752  | 3,796 | 45,552 |
| 5            | 22.3375 | 1,787    | 3,872   | 46,462 | 5            | 22.6750  | 1,814   | 3,930  | 47,164 | 5            | 23.0000 | 1,840  | 3,987 | 47,840 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>05760</b> |         |          |         |        | <b>05790</b> |          |         |        |        | <b>05820</b> |         |        |       |        |
| 1            | 19.0000 | 1,520    | 3,293   | 39,520 | 1            | 19.2875  | 1,543   | 3,343  | 40,118 | 1            | 19.5625 | 1,565  | 3,391 | 40,690 |
| 2            | 19.9500 | 1,596    | 3,458   | 41,496 | 2            | 20.2250  | 1,618   | 3,506  | 42,068 | 2            | 20.5250 | 1,642  | 3,558 | 42,692 |
| 3            | 20.9250 | 1,674    | 3,627   | 43,524 | 3            | 21.2250  | 1,698   | 3,679  | 44,148 | 3            | 21.5375 | 1,723  | 3,733 | 44,798 |
| 4            | 21.9500 | 1,756    | 3,805   | 45,656 | 4            | 22.2750  | 1,782   | 3,861  | 46,332 | 4            | 22.6125 | 1,809  | 3,920 | 47,034 |
| 5            | 23.0500 | 1,844    | 3,995   | 47,944 | 5            | 23.3875  | 1,871   | 4,054  | 48,646 | 5            | 23.7375 | 1,899  | 4,115 | 49,374 |
| <b>05765</b> |         |          |         |        | <b>05795</b> |          |         |        |        | <b>05825</b> |         |        |       |        |
| 1            | 19.0500 | 1,524    | 3,302   | 39,624 | 1            | 19.3375  | 1,547   | 3,352  | 40,222 | 1            | 19.6125 | 1,569  | 3,400 | 40,794 |
| 2            | 20.0000 | 1,600    | 3,467   | 41,600 | 2            | 20.2750  | 1,622   | 3,514  | 42,172 | 2            | 20.5750 | 1,646  | 3,566 | 42,796 |
| 3            | 20.9750 | 1,678    | 3,636   | 43,628 | 3            | 21.2750  | 1,702   | 3,688  | 44,252 | 3            | 21.5875 | 1,727  | 3,742 | 44,902 |
| 4            | 22.0125 | 1,761    | 3,816   | 45,786 | 4            | 22.3375  | 1,787   | 3,872  | 46,462 | 4            | 22.6750 | 1,814  | 3,930 | 47,164 |
| 5            | 23.1125 | 1,849    | 4,006   | 48,074 | 5            | 23.4500  | 1,876   | 4,065  | 48,776 | 5            | 23.8000 | 1,904  | 4,125 | 49,504 |
| <b>05770</b> |         |          |         |        | <b>05800</b> |          |         |        |        | <b>05830</b> |         |        |       |        |
| 1            | 19.1000 | 1,528    | 3,311   | 39,728 | 1            | 19.3750  | 1,550   | 3,358  | 40,300 | 1            | 19.6625 | 1,573  | 3,408 | 40,898 |
| 2            | 20.0375 | 1,603    | 3,473   | 41,678 | 2            | 20.3250  | 1,626   | 3,523  | 42,276 | 2            | 20.6250 | 1,650  | 3,575 | 42,900 |
| 3            | 21.0250 | 1,682    | 3,644   | 43,732 | 3            | 21.3250  | 1,706   | 3,696  | 44,356 | 3            | 21.6375 | 1,731  | 3,751 | 45,006 |
| 4            | 22.0625 | 1,765    | 3,824   | 45,890 | 4            | 22.3875  | 1,791   | 3,881  | 46,566 | 4            | 22.7250 | 1,818  | 3,939 | 47,268 |
| 5            | 23.1625 | 1,853    | 4,015   | 48,178 | 5            | 23.5125  | 1,881   | 4,076  | 48,906 | 5            | 23.8625 | 1,909  | 4,136 | 49,634 |
| <b>05775</b> |         |          |         |        | <b>05805</b> |          |         |        |        | <b>05835</b> |         |        |       |        |
| 1            | 19.1500 | 1,532    | 3,319   | 39,832 | 1            | 19.4250  | 1,554   | 3,367  | 40,404 | 1            | 19.7125 | 1,577  | 3,417 | 41,002 |
| 2            | 20.0875 | 1,607    | 3,482   | 41,782 | 2            | 20.3750  | 1,630   | 3,532  | 42,380 | 2            | 20.6750 | 1,654  | 3,584 | 43,004 |
| 3            | 21.0750 | 1,686    | 3,653   | 43,836 | 3            | 21.3750  | 1,710   | 3,705  | 44,460 | 3            | 21.7000 | 1,736  | 3,761 | 45,136 |
| 4            | 22.1125 | 1,769    | 3,833   | 45,994 | 4            | 22.4500  | 1,796   | 3,891  | 46,696 | 4            | 22.7875 | 1,823  | 3,950 | 47,398 |
| 5            | 23.2250 | 1,858    | 4,026   | 48,308 | 5            | 23.5750  | 1,886   | 4,086  | 49,036 | 5            | 23.9250 | 1,914  | 4,147 | 49,764 |
| <b>05780</b> |         |          |         |        | <b>05810</b> |          |         |        |        | <b>05840</b> |         |        |       |        |
| 1            | 19.1875 | 1,535    | 3,326   | 39,910 | 1            | 19.4750  | 1,558   | 3,376  | 40,508 | 1            | 19.7500 | 1,580  | 3,423 | 41,080 |
| 2            | 20.1375 | 1,611    | 3,491   | 41,886 | 2            | 20.4250  | 1,634   | 3,540  | 42,484 | 2            | 20.7250 | 1,658  | 3,592 | 43,108 |
| 3            | 21.1250 | 1,690    | 3,662   | 43,940 | 3            | 21.4250  | 1,714   | 3,714  | 44,564 | 3            | 21.7500 | 1,740  | 3,770 | 45,240 |
| 4            | 22.1625 | 1,773    | 3,842   | 46,098 | 4            | 22.5000  | 1,800   | 3,900  | 46,800 | 4            | 22.8375 | 1,827  | 3,959 | 47,502 |
| 5            | 23.2750 | 1,862    | 4,034   | 48,412 | 5            | 23.6250  | 1,890   | 4,095  | 49,140 | 5            | 23.9750 | 1,918  | 4,156 | 49,868 |
| <b>05785</b> |         |          |         |        | <b>05815</b> |          |         |        |        | <b>05845</b> |         |        |       |        |
| 1            | 19.2375 | 1,539    | 3,335   | 40,014 | 1            | 19.5250  | 1,562   | 3,384  | 40,612 | 1            | 19.8000 | 1,584  | 3,432 | 41,184 |
| 2            | 20.1875 | 1,615    | 3,499   | 41,990 | 2            | 20.4750  | 1,638   | 3,549  | 42,588 | 2            | 20.7750 | 1,662  | 3,601 | 43,212 |
| 3            | 21.1750 | 1,694    | 3,670   | 44,044 | 3            | 21.4875  | 1,719   | 3,725  | 44,694 | 3            | 21.8000 | 1,744  | 3,779 | 45,344 |
| 4            | 22.2250 | 1,778    | 3,852   | 46,228 | 4            | 22.5625  | 1,805   | 3,911  | 46,930 | 4            | 22.8875 | 1,831  | 3,967 | 47,606 |
| 5            | 23.3375 | 1,867    | 4,045   | 48,542 | 5            | 23.6875  | 1,895   | 4,106  | 49,270 | 5            | 24.0375 | 1,923  | 4,167 | 49,998 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>05850</b> |         |          |         |        | <b>05880</b> |          |         |        |        | <b>05910</b> |         |        |       |        |
| 1            | 19.8500 | 1,588    | 3,441   | 41,288 | 1            | 20.1375  | 1,611   | 3,491  | 41,886 | 1            | 20.4250 | 1,634  | 3,540 | 42,484 |
| 2            | 20.8250 | 1,666    | 3,610   | 43,316 | 2            | 21.1250  | 1,690   | 3,662  | 43,940 | 2            | 21.4250 | 1,714  | 3,714 | 44,564 |
| 3            | 21.8500 | 1,748    | 3,787   | 45,448 | 3            | 22.1625  | 1,773   | 3,842  | 46,098 | 3            | 22.5000 | 1,800  | 3,900 | 46,800 |
| 4            | 22.9375 | 1,835    | 3,976   | 47,710 | 4            | 23.2750  | 1,862   | 4,034  | 48,412 | 4            | 23.6250 | 1,890  | 4,095 | 49,140 |
| 5            | 24.0875 | 1,927    | 4,175   | 50,102 | 5            | 24.4375  | 1,955   | 4,236  | 50,830 | 5            | 24.8125 | 1,985  | 4,301 | 51,610 |
| <b>05855</b> |         |          |         |        | <b>05885</b> |          |         |        |        | <b>05915</b> |         |        |       |        |
| 1            | 19.9000 | 1,592    | 3,449   | 41,392 | 1            | 20.1875  | 1,615   | 3,499  | 41,990 | 1            | 20.4750 | 1,638  | 3,549 | 42,588 |
| 2            | 20.8750 | 1,670    | 3,618   | 43,420 | 2            | 21.1750  | 1,694   | 3,670  | 44,044 | 2            | 21.4875 | 1,719  | 3,725 | 44,694 |
| 3            | 21.9000 | 1,752    | 3,796   | 45,552 | 3            | 22.2250  | 1,778   | 3,852  | 46,228 | 3            | 22.5625 | 1,805  | 3,911 | 46,930 |
| 4            | 23.0000 | 1,840    | 3,987   | 47,840 | 4            | 23.3375  | 1,867   | 4,045  | 48,542 | 4            | 23.6875 | 1,895  | 4,106 | 49,270 |
| 5            | 24.1500 | 1,932    | 4,186   | 50,232 | 5            | 24.5000  | 1,960   | 4,247  | 50,960 | 5            | 24.8750 | 1,990  | 4,312 | 51,740 |
| <b>05860</b> |         |          |         |        | <b>05890</b> |          |         |        |        | <b>05920</b> |         |        |       |        |
| 1            | 19.9500 | 1,596    | 3,458   | 41,496 | 1            | 20.2250  | 1,618   | 3,506  | 42,068 | 1            | 20.5250 | 1,642  | 3,558 | 42,692 |
| 2            | 20.9250 | 1,674    | 3,627   | 43,524 | 2            | 21.2250  | 1,698   | 3,679  | 44,148 | 2            | 21.5375 | 1,723  | 3,733 | 44,798 |
| 3            | 21.9500 | 1,756    | 3,805   | 45,656 | 3            | 22.2750  | 1,782   | 3,861  | 46,332 | 3            | 22.6125 | 1,809  | 3,920 | 47,034 |
| 4            | 23.0500 | 1,844    | 3,995   | 47,944 | 4            | 23.3875  | 1,871   | 4,054  | 48,646 | 4            | 23.7375 | 1,899  | 4,115 | 49,374 |
| 5            | 24.2000 | 1,936    | 4,195   | 50,336 | 5            | 24.5625  | 1,965   | 4,258  | 51,090 | 5            | 24.9250 | 1,994  | 4,320 | 51,844 |
| <b>05865</b> |         |          |         |        | <b>05895</b> |          |         |        |        | <b>05925</b> |         |        |       |        |
| 1            | 20.0000 | 1,600    | 3,467   | 41,600 | 1            | 20.2750  | 1,622   | 3,514  | 42,172 | 1            | 20.5750 | 1,646  | 3,566 | 42,796 |
| 2            | 20.9750 | 1,678    | 3,636   | 43,628 | 2            | 21.2750  | 1,702   | 3,688  | 44,252 | 2            | 21.5875 | 1,727  | 3,742 | 44,902 |
| 3            | 22.0125 | 1,761    | 3,816   | 45,786 | 3            | 22.3375  | 1,787   | 3,872  | 46,462 | 3            | 22.6750 | 1,814  | 3,930 | 47,164 |
| 4            | 23.1125 | 1,849    | 4,006   | 48,074 | 4            | 23.4500  | 1,876   | 4,065  | 48,776 | 4            | 23.8000 | 1,904  | 4,125 | 49,504 |
| 5            | 24.2625 | 1,941    | 4,206   | 50,466 | 5            | 24.6250  | 1,970   | 4,268  | 51,220 | 5            | 24.9875 | 1,999  | 4,331 | 51,974 |
| <b>05870</b> |         |          |         |        | <b>05900</b> |          |         |        |        | <b>05930</b> |         |        |       |        |
| 1            | 20.0375 | 1,603    | 3,473   | 41,678 | 1            | 20.3250  | 1,626   | 3,523  | 42,276 | 1            | 20.6250 | 1,650  | 3,575 | 42,900 |
| 2            | 21.0250 | 1,682    | 3,644   | 43,732 | 2            | 21.3250  | 1,706   | 3,696  | 44,356 | 2            | 21.6375 | 1,731  | 3,751 | 45,006 |
| 3            | 22.0625 | 1,765    | 3,824   | 45,890 | 3            | 22.3875  | 1,791   | 3,881  | 46,566 | 3            | 22.7250 | 1,818  | 3,939 | 47,268 |
| 4            | 23.1625 | 1,853    | 4,015   | 48,178 | 4            | 23.5125  | 1,881   | 4,076  | 48,906 | 4            | 23.8625 | 1,909  | 4,136 | 49,634 |
| 5            | 24.3250 | 1,946    | 4,216   | 50,596 | 5            | 24.6875  | 1,975   | 4,279  | 51,350 | 5            | 25.0500 | 2,004  | 4,342 | 52,104 |
| <b>05875</b> |         |          |         |        | <b>05905</b> |          |         |        |        | <b>05935</b> |         |        |       |        |
| 1            | 20.0875 | 1,607    | 3,482   | 41,782 | 1            | 20.3750  | 1,630   | 3,532  | 42,380 | 1            | 20.6750 | 1,654  | 3,584 | 43,004 |
| 2            | 21.0750 | 1,686    | 3,653   | 43,836 | 2            | 21.3750  | 1,710   | 3,705  | 44,460 | 2            | 21.7000 | 1,736  | 3,761 | 45,136 |
| 3            | 22.1125 | 1,769    | 3,833   | 45,994 | 3            | 22.4500  | 1,796   | 3,891  | 46,696 | 3            | 22.7875 | 1,823  | 3,950 | 47,398 |
| 4            | 23.2250 | 1,858    | 4,026   | 48,308 | 4            | 23.5750  | 1,886   | 4,086  | 49,036 | 4            | 23.9250 | 1,914  | 4,147 | 49,764 |
| 5            | 24.3875 | 1,951    | 4,227   | 50,726 | 5            | 24.7500  | 1,980   | 4,290  | 51,480 | 5            | 25.1125 | 2,009  | 4,353 | 52,234 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>05940</b> |         |          |         |        | <b>05970</b> |          |         |        |        | <b>06000</b> |         |        |       |        |
| 1            | 20.7250 | 1,658    | 3,592   | 43,108 | 1            | 21.0250  | 1,682   | 3,644  | 43,732 | 1            | 21.3250 | 1,706  | 3,696 | 44,356 |
| 2            | 21.7500 | 1,740    | 3,770   | 45,240 | 2            | 22.0625  | 1,765   | 3,824  | 45,890 | 2            | 22.3875 | 1,791  | 3,881 | 46,566 |
| 3            | 22.8375 | 1,827    | 3,959   | 47,502 | 3            | 23.1625  | 1,853   | 4,015  | 48,178 | 3            | 23.5125 | 1,881  | 4,076 | 48,906 |
| 4            | 23.9750 | 1,918    | 4,156   | 49,868 | 4            | 24.3250  | 1,946   | 4,216  | 50,596 | 4            | 24.6875 | 1,975  | 4,279 | 51,350 |
| 5            | 25.1750 | 2,014    | 4,364   | 52,364 | 5            | 25.5375  | 2,043   | 4,427  | 53,118 | 5            | 25.9250 | 2,074  | 4,494 | 53,924 |
| <b>05945</b> |         |          |         |        | <b>05975</b> |          |         |        |        | <b>06005</b> |         |        |       |        |
| 1            | 20.7750 | 1,662    | 3,601   | 43,212 | 1            | 21.0750  | 1,686   | 3,653  | 43,836 | 1            | 21.3750 | 1,710  | 3,705 | 44,460 |
| 2            | 21.8000 | 1,744    | 3,779   | 45,344 | 2            | 22.1125  | 1,769   | 3,833  | 45,994 | 2            | 22.4500 | 1,796  | 3,891 | 46,696 |
| 3            | 22.8875 | 1,831    | 3,967   | 47,606 | 3            | 23.2250  | 1,858   | 4,026  | 48,308 | 3            | 23.5750 | 1,886  | 4,086 | 49,036 |
| 4            | 24.0375 | 1,923    | 4,167   | 49,998 | 4            | 24.3875  | 1,951   | 4,227  | 50,726 | 4            | 24.7500 | 1,980  | 4,290 | 51,480 |
| 5            | 25.2375 | 2,019    | 4,375   | 52,494 | 5            | 25.6000  | 2,048   | 4,437  | 53,248 | 5            | 25.9875 | 2,079  | 4,505 | 54,054 |
| <b>05950</b> |         |          |         |        | <b>05980</b> |          |         |        |        | <b>06010</b> |         |        |       |        |
| 1            | 20.8250 | 1,666    | 3,610   | 43,316 | 1            | 21.1250  | 1,690   | 3,662  | 43,940 | 1            | 21.4250 | 1,714  | 3,714 | 44,564 |
| 2            | 21.8500 | 1,748    | 3,787   | 45,448 | 2            | 22.1625  | 1,773   | 3,842  | 46,098 | 2            | 22.5000 | 1,800  | 3,900 | 46,800 |
| 3            | 22.9375 | 1,835    | 3,976   | 47,710 | 3            | 23.2750  | 1,862   | 4,034  | 48,412 | 3            | 23.6250 | 1,890  | 4,095 | 49,140 |
| 4            | 24.0875 | 1,927    | 4,175   | 50,102 | 4            | 24.4375  | 1,955   | 4,236  | 50,830 | 4            | 24.8125 | 1,985  | 4,301 | 51,610 |
| 5            | 25.2875 | 2,023    | 4,383   | 52,598 | 5            | 25.6625  | 2,053   | 4,448  | 53,378 | 5            | 26.0500 | 2,084  | 4,515 | 54,184 |
| <b>05955</b> |         |          |         |        | <b>05985</b> |          |         |        |        | <b>06015</b> |         |        |       |        |
| 1            | 20.8750 | 1,670    | 3,618   | 43,420 | 1            | 21.1750  | 1,694   | 3,670  | 44,044 | 1            | 21.4875 | 1,719  | 3,725 | 44,694 |
| 2            | 21.9000 | 1,752    | 3,796   | 45,552 | 2            | 22.2250  | 1,778   | 3,852  | 46,228 | 2            | 22.5625 | 1,805  | 3,911 | 46,930 |
| 3            | 23.0000 | 1,840    | 3,987   | 47,840 | 3            | 23.3375  | 1,867   | 4,045  | 48,542 | 3            | 23.6875 | 1,895  | 4,106 | 49,270 |
| 4            | 24.1500 | 1,932    | 4,186   | 50,232 | 4            | 24.5000  | 1,960   | 4,247  | 50,960 | 4            | 24.8750 | 1,990  | 4,312 | 51,740 |
| 5            | 25.3500 | 2,028    | 4,394   | 52,728 | 5            | 25.7250  | 2,058   | 4,459  | 53,508 | 5            | 26.1125 | 2,089  | 4,526 | 54,314 |
| <b>05960</b> |         |          |         |        | <b>05990</b> |          |         |        |        | <b>06020</b> |         |        |       |        |
| 1            | 20.9250 | 1,674    | 3,627   | 43,524 | 1            | 21.2250  | 1,698   | 3,679  | 44,148 | 1            | 21.5375 | 1,723  | 3,733 | 44,798 |
| 2            | 21.9500 | 1,756    | 3,805   | 45,656 | 2            | 22.2750  | 1,782   | 3,861  | 46,332 | 2            | 22.6125 | 1,809  | 3,920 | 47,034 |
| 3            | 23.0500 | 1,844    | 3,995   | 47,944 | 3            | 23.3875  | 1,871   | 4,054  | 48,646 | 3            | 23.7375 | 1,899  | 4,115 | 49,374 |
| 4            | 24.2000 | 1,936    | 4,195   | 50,336 | 4            | 24.5625  | 1,965   | 4,258  | 51,090 | 4            | 24.9250 | 1,994  | 4,320 | 51,844 |
| 5            | 25.4125 | 2,033    | 4,405   | 52,858 | 5            | 25.7875  | 2,063   | 4,470  | 53,638 | 5            | 26.1750 | 2,094  | 4,537 | 54,444 |
| <b>05965</b> |         |          |         |        | <b>05995</b> |          |         |        |        | <b>06025</b> |         |        |       |        |
| 1            | 20.9750 | 1,678    | 3,636   | 43,628 | 1            | 21.2750  | 1,702   | 3,688  | 44,252 | 1            | 21.5875 | 1,727  | 3,742 | 44,902 |
| 2            | 22.0125 | 1,761    | 3,816   | 45,786 | 2            | 22.3375  | 1,787   | 3,872  | 46,462 | 2            | 22.6750 | 1,814  | 3,930 | 47,164 |
| 3            | 23.1125 | 1,849    | 4,006   | 48,074 | 3            | 23.4500  | 1,876   | 4,065  | 48,776 | 3            | 23.8000 | 1,904  | 4,125 | 49,504 |
| 4            | 24.2625 | 1,941    | 4,206   | 50,466 | 4            | 24.6250  | 1,970   | 4,268  | 51,220 | 4            | 24.9875 | 1,999  | 4,331 | 51,974 |
| 5            | 25.4750 | 2,038    | 4,416   | 52,988 | 5            | 25.8625  | 2,069   | 4,483  | 53,794 | 5            | 26.2375 | 2,099  | 4,548 | 54,574 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>06030</b> |         |          |         |        | <b>06060</b> |          |         |        |        | <b>06090</b> |         |        |       |        |
| 1            | 21.6375 | 1,731    | 3,751   | 45,006 | 1            | 21.9500  | 1,756   | 3,805  | 45,656 | 1            | 22.2750 | 1,782  | 3,861 | 46,332 |
| 2            | 22.7250 | 1,818    | 3,939   | 47,268 | 2            | 23.0500  | 1,844   | 3,995  | 47,944 | 2            | 23.3875 | 1,871  | 4,054 | 48,646 |
| 3            | 23.8625 | 1,909    | 4,136   | 49,634 | 3            | 24.2000  | 1,936   | 4,195  | 50,336 | 3            | 24.5625 | 1,965  | 4,258 | 51,090 |
| 4            | 25.0500 | 2,004    | 4,342   | 52,104 | 4            | 25.4125  | 2,033   | 4,405  | 52,858 | 4            | 25.7875 | 2,063  | 4,470 | 53,638 |
| 5            | 26.3000 | 2,104    | 4,559   | 54,704 | 5            | 26.6875  | 2,135   | 4,626  | 55,510 | 5            | 27.0750 | 2,166  | 4,693 | 56,316 |
| <b>06035</b> |         |          |         |        | <b>06065</b> |          |         |        |        | <b>06095</b> |         |        |       |        |
| 1            | 21.7000 | 1,736    | 3,761   | 45,136 | 1            | 22.0125  | 1,761   | 3,816  | 45,786 | 1            | 22.3375 | 1,787  | 3,872 | 46,462 |
| 2            | 22.7875 | 1,823    | 3,950   | 47,398 | 2            | 23.1125  | 1,849   | 4,006  | 48,074 | 2            | 23.4500 | 1,876  | 4,065 | 48,776 |
| 3            | 23.9250 | 1,914    | 4,147   | 49,764 | 3            | 24.2625  | 1,941   | 4,206  | 50,466 | 3            | 24.6250 | 1,970  | 4,268 | 51,220 |
| 4            | 25.1125 | 2,009    | 4,353   | 52,234 | 4            | 25.4750  | 2,038   | 4,416  | 52,988 | 4            | 25.8625 | 2,069  | 4,483 | 53,794 |
| 5            | 26.3750 | 2,110    | 4,572   | 54,860 | 5            | 26.7500  | 2,140   | 4,637  | 55,640 | 5            | 27.1500 | 2,172  | 4,706 | 56,472 |
| <b>06040</b> |         |          |         |        | <b>06070</b> |          |         |        |        | <b>06100</b> |         |        |       |        |
| 1            | 21.7500 | 1,740    | 3,770   | 45,240 | 1            | 22.0625  | 1,765   | 3,824  | 45,890 | 1            | 22.3875 | 1,791  | 3,881 | 46,566 |
| 2            | 22.8375 | 1,827    | 3,959   | 47,502 | 2            | 23.1625  | 1,853   | 4,015  | 48,178 | 2            | 23.5125 | 1,881  | 4,076 | 48,906 |
| 3            | 23.9750 | 1,918    | 4,156   | 49,868 | 3            | 24.3250  | 1,946   | 4,216  | 50,596 | 3            | 24.6875 | 1,975  | 4,279 | 51,350 |
| 4            | 25.1750 | 2,014    | 4,364   | 52,364 | 4            | 25.5375  | 2,043   | 4,427  | 53,118 | 4            | 25.9250 | 2,074  | 4,494 | 53,924 |
| 5            | 26.4375 | 2,115    | 4,583   | 54,990 | 5            | 26.8125  | 2,145   | 4,648  | 55,770 | 5            | 27.2250 | 2,178  | 4,719 | 56,628 |
| <b>06045</b> |         |          |         |        | <b>06075</b> |          |         |        |        | <b>06105</b> |         |        |       |        |
| 1            | 21.8000 | 1,744    | 3,779   | 45,344 | 1            | 22.1125  | 1,769   | 3,833  | 45,994 | 1            | 22.4500 | 1,796  | 3,891 | 46,696 |
| 2            | 22.8875 | 1,831    | 3,967   | 47,606 | 2            | 23.2250  | 1,858   | 4,026  | 48,308 | 2            | 23.5750 | 1,886  | 4,086 | 49,036 |
| 3            | 24.0375 | 1,923    | 4,167   | 49,998 | 3            | 24.3875  | 1,951   | 4,227  | 50,726 | 3            | 24.7500 | 1,980  | 4,290 | 51,480 |
| 4            | 25.2375 | 2,019    | 4,375   | 52,494 | 4            | 25.6000  | 2,048   | 4,437  | 53,248 | 4            | 25.9875 | 2,079  | 4,505 | 54,054 |
| 5            | 26.5000 | 2,120    | 4,593   | 55,120 | 5            | 26.8875  | 2,151   | 4,661  | 55,926 | 5            | 27.2875 | 2,183  | 4,730 | 56,758 |
| <b>06050</b> |         |          |         |        | <b>06080</b> |          |         |        |        | <b>06110</b> |         |        |       |        |
| 1            | 21.8500 | 1,748    | 3,787   | 45,448 | 1            | 22.1625  | 1,773   | 3,842  | 46,098 | 1            | 22.5000 | 1,800  | 3,900 | 46,800 |
| 2            | 22.9375 | 1,835    | 3,976   | 47,710 | 2            | 23.2750  | 1,862   | 4,034  | 48,412 | 2            | 23.6250 | 1,890  | 4,095 | 49,140 |
| 3            | 24.0875 | 1,927    | 4,175   | 50,102 | 3            | 24.4375  | 1,955   | 4,236  | 50,830 | 3            | 24.8125 | 1,985  | 4,301 | 51,610 |
| 4            | 25.2875 | 2,023    | 4,383   | 52,598 | 4            | 25.6625  | 2,053   | 4,448  | 53,378 | 4            | 26.0500 | 2,084  | 4,515 | 54,184 |
| 5            | 26.5500 | 2,124    | 4,602   | 55,224 | 5            | 26.9500  | 2,156   | 4,671  | 56,056 | 5            | 27.3500 | 2,188  | 4,741 | 56,888 |
| <b>06055</b> |         |          |         |        | <b>06085</b> |          |         |        |        | <b>06115</b> |         |        |       |        |
| 1            | 21.9000 | 1,752    | 3,796   | 45,552 | 1            | 22.2250  | 1,778   | 3,852  | 46,228 | 1            | 22.5625 | 1,805  | 3,911 | 46,930 |
| 2            | 23.0000 | 1,840    | 3,987   | 47,840 | 2            | 23.3375  | 1,867   | 4,045  | 48,542 | 2            | 23.6875 | 1,895  | 4,106 | 49,270 |
| 3            | 24.1500 | 1,932    | 4,186   | 50,232 | 3            | 24.5000  | 1,960   | 4,247  | 50,960 | 3            | 24.8750 | 1,990  | 4,312 | 51,740 |
| 4            | 25.3500 | 2,028    | 4,394   | 52,728 | 4            | 25.7250  | 2,058   | 4,459  | 53,508 | 4            | 26.1125 | 2,089  | 4,526 | 54,314 |
| 5            | 26.6250 | 2,130    | 4,615   | 55,380 | 5            | 27.0125  | 2,161   | 4,682  | 56,186 | 5            | 27.4250 | 2,194  | 4,754 | 57,044 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.





CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>06120</b> |         |          |         |        | <b>06150</b> |          |         |        |        | <b>06180</b> |         |        |       |        |
| 1            | 22.6125 | 1,809    | 3,920   | 47,034 | 1            | 22.9375  | 1,835   | 3,976  | 47,710 | 1            | 23.2750 | 1,862  | 4,034 | 48,412 |
| 2            | 23.7375 | 1,899    | 4,115   | 49,374 | 2            | 24.0875  | 1,927   | 4,175  | 50,102 | 2            | 24.4375 | 1,955  | 4,236 | 50,830 |
| 3            | 24.9250 | 1,994    | 4,320   | 51,844 | 3            | 25.2875  | 2,023   | 4,383  | 52,598 | 3            | 25.6625 | 2,053  | 4,448 | 53,378 |
| 4            | 26.1750 | 2,094    | 4,537   | 54,444 | 4            | 26.5500  | 2,124   | 4,602  | 55,224 | 4            | 26.9500 | 2,156  | 4,671 | 56,056 |
| 5            | 27.4875 | 2,199    | 4,765   | 57,174 | 5            | 27.8750  | 2,230   | 4,832  | 57,980 | 5            | 28.3000 | 2,264  | 4,905 | 58,864 |
| <b>06125</b> |         |          |         |        | <b>06155</b> |          |         |        |        | <b>06185</b> |         |        |       |        |
| 1            | 22.6750 | 1,814    | 3,930   | 47,164 | 1            | 23.0000  | 1,840   | 3,987  | 47,840 | 1            | 23.3375 | 1,867  | 4,045 | 48,542 |
| 2            | 23.8000 | 1,904    | 4,125   | 49,504 | 2            | 24.1500  | 1,932   | 4,186  | 50,232 | 2            | 24.5000 | 1,960  | 4,247 | 50,960 |
| 3            | 24.9875 | 1,999    | 4,331   | 51,974 | 3            | 25.3500  | 2,028   | 4,394  | 52,728 | 3            | 25.7250 | 2,058  | 4,459 | 53,508 |
| 4            | 26.2375 | 2,099    | 4,548   | 54,574 | 4            | 26.6250  | 2,130   | 4,615  | 55,380 | 4            | 27.0125 | 2,161  | 4,682 | 56,186 |
| 5            | 27.5500 | 2,204    | 4,775   | 57,304 | 5            | 27.9500  | 2,236   | 4,845  | 58,136 | 5            | 28.3625 | 2,269  | 4,916 | 58,994 |
| <b>06130</b> |         |          |         |        | <b>06160</b> |          |         |        |        | <b>06190</b> |         |        |       |        |
| 1            | 22.7250 | 1,818    | 3,939   | 47,268 | 1            | 23.0500  | 1,844   | 3,995  | 47,944 | 1            | 23.3875 | 1,871  | 4,054 | 48,646 |
| 2            | 23.8625 | 1,909    | 4,136   | 49,634 | 2            | 24.2000  | 1,936   | 4,195  | 50,336 | 2            | 24.5625 | 1,965  | 4,258 | 51,090 |
| 3            | 25.0500 | 2,004    | 4,342   | 52,104 | 3            | 25.4125  | 2,033   | 4,405  | 52,858 | 3            | 25.7875 | 2,063  | 4,470 | 53,638 |
| 4            | 26.3000 | 2,104    | 4,559   | 54,704 | 4            | 26.6875  | 2,135   | 4,626  | 55,510 | 4            | 27.0750 | 2,166  | 4,693 | 56,316 |
| 5            | 27.6125 | 2,209    | 4,786   | 57,434 | 5            | 28.0250  | 2,242   | 4,858  | 58,292 | 5            | 28.4250 | 2,274  | 4,927 | 59,124 |
| <b>06135</b> |         |          |         |        | <b>06165</b> |          |         |        |        | <b>06195</b> |         |        |       |        |
| 1            | 22.7875 | 1,823    | 3,950   | 47,398 | 1            | 23.1125  | 1,849   | 4,006  | 48,074 | 1            | 23.4500 | 1,876  | 4,065 | 48,776 |
| 2            | 23.9250 | 1,914    | 4,147   | 49,764 | 2            | 24.2625  | 1,941   | 4,206  | 50,466 | 2            | 24.6250 | 1,970  | 4,268 | 51,220 |
| 3            | 25.1125 | 2,009    | 4,353   | 52,234 | 3            | 25.4750  | 2,038   | 4,416  | 52,988 | 3            | 25.8625 | 2,069  | 4,483 | 53,794 |
| 4            | 26.3750 | 2,110    | 4,572   | 54,860 | 4            | 26.7500  | 2,140   | 4,637  | 55,640 | 4            | 27.1500 | 2,172  | 4,706 | 56,472 |
| 5            | 27.6875 | 2,215    | 4,799   | 57,590 | 5            | 28.0875  | 2,247   | 4,869  | 58,422 | 5            | 28.5125 | 2,281  | 4,942 | 59,306 |
| <b>06140</b> |         |          |         |        | <b>06170</b> |          |         |        |        | <b>06200</b> |         |        |       |        |
| 1            | 22.8375 | 1,827    | 3,959   | 47,502 | 1            | 23.1625  | 1,853   | 4,015  | 48,178 | 1            | 23.5125 | 1,881  | 4,076 | 48,906 |
| 2            | 23.9750 | 1,918    | 4,156   | 49,868 | 2            | 24.3250  | 1,946   | 4,216  | 50,596 | 2            | 24.6875 | 1,975  | 4,279 | 51,350 |
| 3            | 25.1750 | 2,014    | 4,364   | 52,364 | 3            | 25.5375  | 2,043   | 4,427  | 53,118 | 3            | 25.9250 | 2,074  | 4,494 | 53,924 |
| 4            | 26.4375 | 2,115    | 4,583   | 54,990 | 4            | 26.8125  | 2,145   | 4,648  | 55,770 | 4            | 27.2250 | 2,178  | 4,719 | 56,628 |
| 5            | 27.7625 | 2,221    | 4,812   | 57,746 | 5            | 28.1500  | 2,252   | 4,879  | 58,552 | 5            | 28.5875 | 2,287  | 4,955 | 59,462 |
| <b>06145</b> |         |          |         |        | <b>06175</b> |          |         |        |        | <b>06205</b> |         |        |       |        |
| 1            | 22.8875 | 1,831    | 3,967   | 47,606 | 1            | 23.2250  | 1,858   | 4,026  | 48,308 | 1            | 23.5750 | 1,886  | 4,086 | 49,036 |
| 2            | 24.0375 | 1,923    | 4,167   | 49,998 | 2            | 24.3875  | 1,951   | 4,227  | 50,726 | 2            | 24.7500 | 1,980  | 4,290 | 51,480 |
| 3            | 25.2375 | 2,019    | 4,375   | 52,494 | 3            | 25.6000  | 2,048   | 4,437  | 53,248 | 3            | 25.9875 | 2,079  | 4,505 | 54,054 |
| 4            | 26.5000 | 2,120    | 4,593   | 55,120 | 4            | 26.8875  | 2,151   | 4,661  | 55,926 | 4            | 27.2875 | 2,183  | 4,730 | 56,758 |
| 5            | 27.8250 | 2,226    | 4,823   | 57,876 | 5            | 28.2250  | 2,258   | 4,892  | 58,708 | 5            | 28.6500 | 2,292  | 4,966 | 59,592 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>06210</b> |         |          |         |        | <b>06240</b> |          |         |        |        | <b>06270</b> |         |        |       |        |
| 1            | 23.6250 | 1,890    | 4,095   | 49,140 | 1            | 23.9750  | 1,918   | 4,156  | 49,868 | 1            | 24.3250 | 1,946  | 4,216 | 50,596 |
| 2            | 24.8125 | 1,985    | 4,301   | 51,610 | 2            | 25.1750  | 2,014   | 4,364  | 52,364 | 2            | 25.5375 | 2,043  | 4,427 | 53,118 |
| 3            | 26.0500 | 2,084    | 4,515   | 54,184 | 3            | 26.4375  | 2,115   | 4,583  | 54,990 | 3            | 26.8125 | 2,145  | 4,648 | 55,770 |
| 4            | 27.3500 | 2,188    | 4,741   | 56,888 | 4            | 27.7625  | 2,221   | 4,812  | 57,746 | 4            | 28.1500 | 2,252  | 4,879 | 58,552 |
| 5            | 28.7125 | 2,297    | 4,977   | 59,722 | 5            | 29.1500  | 2,332   | 5,053  | 60,632 | 5            | 29.5625 | 2,365  | 5,124 | 61,490 |
| <b>06215</b> |         |          |         |        | <b>06245</b> |          |         |        |        | <b>06275</b> |         |        |       |        |
| 1            | 23.6875 | 1,895    | 4,106   | 49,270 | 1            | 24.0375  | 1,923   | 4,167  | 49,998 | 1            | 24.3875 | 1,951  | 4,227 | 50,726 |
| 2            | 24.8750 | 1,990    | 4,312   | 51,740 | 2            | 25.2375  | 2,019   | 4,375  | 52,494 | 2            | 25.6000 | 2,048  | 4,437 | 53,248 |
| 3            | 26.1125 | 2,089    | 4,526   | 54,314 | 3            | 26.5000  | 2,120   | 4,593  | 55,120 | 3            | 26.8875 | 2,151  | 4,661 | 55,926 |
| 4            | 27.4250 | 2,194    | 4,754   | 57,044 | 4            | 27.8250  | 2,226   | 4,823  | 57,876 | 4            | 28.2250 | 2,258  | 4,892 | 58,708 |
| 5            | 28.7875 | 2,303    | 4,990   | 59,878 | 5            | 29.2125  | 2,337   | 5,064  | 60,762 | 5            | 29.6375 | 2,371  | 5,137 | 61,646 |
| <b>06220</b> |         |          |         |        | <b>06250</b> |          |         |        |        | <b>06280</b> |         |        |       |        |
| 1            | 23.7375 | 1,899    | 4,115   | 49,374 | 1            | 24.0875  | 1,927   | 4,175  | 50,102 | 1            | 24.4375 | 1,955  | 4,236 | 50,830 |
| 2            | 24.9250 | 1,994    | 4,320   | 51,844 | 2            | 25.2875  | 2,023   | 4,383  | 52,598 | 2            | 25.6625 | 2,053  | 4,448 | 53,378 |
| 3            | 26.1750 | 2,094    | 4,537   | 54,444 | 3            | 26.5500  | 2,124   | 4,602  | 55,224 | 3            | 26.9500 | 2,156  | 4,671 | 56,056 |
| 4            | 27.4875 | 2,199    | 4,765   | 57,174 | 4            | 27.8750  | 2,230   | 4,832  | 57,980 | 4            | 28.3000 | 2,264  | 4,905 | 58,864 |
| 5            | 28.8625 | 2,309    | 5,003   | 60,034 | 5            | 29.2750  | 2,342   | 5,074  | 60,892 | 5            | 29.7125 | 2,377  | 5,150 | 61,802 |
| <b>06225</b> |         |          |         |        | <b>06255</b> |          |         |        |        | <b>06285</b> |         |        |       |        |
| 1            | 23.8000 | 1,904    | 4,125   | 49,504 | 1            | 24.1500  | 1,932   | 4,186  | 50,232 | 1            | 24.5000 | 1,960  | 4,247 | 50,960 |
| 2            | 24.9875 | 1,999    | 4,331   | 51,974 | 2            | 25.3500  | 2,028   | 4,394  | 52,728 | 2            | 25.7250 | 2,058  | 4,459 | 53,508 |
| 3            | 26.2375 | 2,099    | 4,548   | 54,574 | 3            | 26.6250  | 2,130   | 4,615  | 55,380 | 3            | 27.0125 | 2,161  | 4,682 | 56,186 |
| 4            | 27.5500 | 2,204    | 4,775   | 57,304 | 4            | 27.9500  | 2,236   | 4,845  | 58,136 | 4            | 28.3625 | 2,269  | 4,916 | 58,994 |
| 5            | 28.9250 | 2,314    | 5,014   | 60,164 | 5            | 29.3500  | 2,348   | 5,087  | 61,048 | 5            | 29.7875 | 2,383  | 5,163 | 61,958 |
| <b>06230</b> |         |          |         |        | <b>06260</b> |          |         |        |        | <b>06290</b> |         |        |       |        |
| 1            | 23.8625 | 1,909    | 4,136   | 49,634 | 1            | 24.2000  | 1,936   | 4,195  | 50,336 | 1            | 24.5625 | 1,965  | 4,258 | 51,090 |
| 2            | 25.0500 | 2,004    | 4,342   | 52,104 | 2            | 25.4125  | 2,033   | 4,405  | 52,858 | 2            | 25.7875 | 2,063  | 4,470 | 53,638 |
| 3            | 26.3000 | 2,104    | 4,559   | 54,704 | 3            | 26.6875  | 2,135   | 4,626  | 55,510 | 3            | 27.0750 | 2,166  | 4,693 | 56,316 |
| 4            | 27.6125 | 2,209    | 4,786   | 57,434 | 4            | 28.0250  | 2,242   | 4,858  | 58,292 | 4            | 28.4250 | 2,274  | 4,927 | 59,124 |
| 5            | 28.9875 | 2,319    | 5,025   | 60,294 | 5            | 29.4250  | 2,354   | 5,100  | 61,204 | 5            | 29.8500 | 2,388  | 5,174 | 62,088 |
| <b>06235</b> |         |          |         |        | <b>06265</b> |          |         |        |        | <b>06295</b> |         |        |       |        |
| 1            | 23.9250 | 1,914    | 4,147   | 49,764 | 1            | 24.2625  | 1,941   | 4,206  | 50,466 | 1            | 24.6250 | 1,970  | 4,268 | 51,220 |
| 2            | 25.1125 | 2,009    | 4,353   | 52,234 | 2            | 25.4750  | 2,038   | 4,416  | 52,988 | 2            | 25.8625 | 2,069  | 4,483 | 53,794 |
| 3            | 26.3750 | 2,110    | 4,572   | 54,860 | 3            | 26.7500  | 2,140   | 4,637  | 55,640 | 3            | 27.1500 | 2,172  | 4,706 | 56,472 |
| 4            | 27.6875 | 2,215    | 4,799   | 57,590 | 4            | 28.0875  | 2,247   | 4,869  | 58,422 | 4            | 28.5125 | 2,281  | 4,942 | 59,306 |
| 5            | 29.0750 | 2,326    | 5,040   | 60,476 | 5            | 29.5000  | 2,360   | 5,113  | 61,360 | 5            | 29.9375 | 2,395  | 5,189 | 62,270 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>06300</b> |         |          |         |        | <b>06330</b> |          |         |        |        | <b>06360</b> |         |        |       |        |
| 1            | 24.6875 | 1,975    | 4,279   | 51,350 | 1            | 25.0500  | 2,004   | 4,342  | 52,104 | 1            | 25.4125 | 2,033  | 4,405 | 52,858 |
| 2            | 25.9250 | 2,074    | 4,494   | 53,924 | 2            | 26.3000  | 2,104   | 4,559  | 54,704 | 2            | 26.6875 | 2,135  | 4,626 | 55,510 |
| 3            | 27.2250 | 2,178    | 4,719   | 56,628 | 3            | 27.6125  | 2,209   | 4,786  | 57,434 | 3            | 28.0250 | 2,242  | 4,858 | 58,292 |
| 4            | 28.5875 | 2,287    | 4,955   | 59,462 | 4            | 28.9875  | 2,319   | 5,025  | 60,294 | 4            | 29.4250 | 2,354  | 5,100 | 61,204 |
| 5            | 30.0125 | 2,401    | 5,202   | 62,426 | 5            | 30.4375  | 2,435   | 5,276  | 63,310 | 5            | 30.9000 | 2,472  | 5,356 | 64,272 |
| <b>06305</b> |         |          |         |        | <b>06335</b> |          |         |        |        | <b>06365</b> |         |        |       |        |
| 1            | 24.7500 | 1,980    | 4,290   | 51,480 | 1            | 25.1125  | 2,009   | 4,353  | 52,234 | 1            | 25.4750 | 2,038  | 4,416 | 52,988 |
| 2            | 25.9875 | 2,079    | 4,505   | 54,054 | 2            | 26.3750  | 2,110   | 4,572  | 54,860 | 2            | 26.7500 | 2,140  | 4,637 | 55,640 |
| 3            | 27.2875 | 2,183    | 4,730   | 56,758 | 3            | 27.6875  | 2,215   | 4,799  | 57,590 | 3            | 28.0875 | 2,247  | 4,869 | 58,422 |
| 4            | 28.6500 | 2,292    | 4,966   | 59,592 | 4            | 29.0750  | 2,326   | 5,040  | 60,476 | 4            | 29.5000 | 2,360  | 5,113 | 61,360 |
| 5            | 30.0875 | 2,407    | 5,215   | 62,582 | 5            | 30.5250  | 2,442   | 5,291  | 63,492 | 5            | 30.9750 | 2,478  | 5,369 | 64,428 |
| <b>06310</b> |         |          |         |        | <b>06340</b> |          |         |        |        | <b>06370</b> |         |        |       |        |
| 1            | 24.8125 | 1,985    | 4,301   | 51,610 | 1            | 25.1750  | 2,014   | 4,364  | 52,364 | 1            | 25.5375 | 2,043  | 4,427 | 53,118 |
| 2            | 26.0500 | 2,084    | 4,515   | 54,184 | 2            | 26.4375  | 2,115   | 4,583  | 54,990 | 2            | 26.8125 | 2,145  | 4,648 | 55,770 |
| 3            | 27.3500 | 2,188    | 4,741   | 56,888 | 3            | 27.7625  | 2,221   | 4,812  | 57,746 | 3            | 28.1500 | 2,252  | 4,879 | 58,552 |
| 4            | 28.7125 | 2,297    | 4,977   | 59,722 | 4            | 29.1500  | 2,332   | 5,053  | 60,632 | 4            | 29.5625 | 2,365  | 5,124 | 61,490 |
| 5            | 30.1500 | 2,412    | 5,226   | 62,712 | 5            | 30.6125  | 2,449   | 5,306  | 63,674 | 5            | 31.0375 | 2,483  | 5,380 | 64,558 |
| <b>06315</b> |         |          |         |        | <b>06345</b> |          |         |        |        | <b>06375</b> |         |        |       |        |
| 1            | 24.8750 | 1,990    | 4,312   | 51,740 | 1            | 25.2375  | 2,019   | 4,375  | 52,494 | 1            | 25.6000 | 2,048  | 4,437 | 53,248 |
| 2            | 26.1125 | 2,089    | 4,526   | 54,314 | 2            | 26.5000  | 2,120   | 4,593  | 55,120 | 2            | 26.8875 | 2,151  | 4,661 | 55,926 |
| 3            | 27.4250 | 2,194    | 4,754   | 57,044 | 3            | 27.8250  | 2,226   | 4,823  | 57,876 | 3            | 28.2250 | 2,258  | 4,892 | 58,708 |
| 4            | 28.7875 | 2,303    | 4,990   | 59,878 | 4            | 29.2125  | 2,337   | 5,064  | 60,762 | 4            | 29.6375 | 2,371  | 5,137 | 61,646 |
| 5            | 30.2250 | 2,418    | 5,239   | 62,868 | 5            | 30.6750  | 2,454   | 5,317  | 63,804 | 5            | 31.1250 | 2,490  | 5,395 | 64,740 |
| <b>06320</b> |         |          |         |        | <b>06350</b> |          |         |        |        | <b>06380</b> |         |        |       |        |
| 1            | 24.9250 | 1,994    | 4,320   | 51,844 | 1            | 25.2875  | 2,023   | 4,383  | 52,598 | 1            | 25.6625 | 2,053  | 4,448 | 53,378 |
| 2            | 26.1750 | 2,094    | 4,537   | 54,444 | 2            | 26.5500  | 2,124   | 4,602  | 55,224 | 2            | 26.9500 | 2,156  | 4,671 | 56,056 |
| 3            | 27.4875 | 2,199    | 4,765   | 57,174 | 3            | 27.8750  | 2,230   | 4,832  | 57,980 | 3            | 28.3000 | 2,264  | 4,905 | 58,864 |
| 4            | 28.8625 | 2,309    | 5,003   | 60,034 | 4            | 29.2750  | 2,342   | 5,074  | 60,892 | 4            | 29.7125 | 2,377  | 5,150 | 61,802 |
| 5            | 30.3000 | 2,424    | 5,252   | 63,024 | 5            | 30.7375  | 2,459   | 5,328  | 63,934 | 5            | 31.2000 | 2,496  | 5,408 | 64,896 |
| <b>06325</b> |         |          |         |        | <b>06355</b> |          |         |        |        | <b>06385</b> |         |        |       |        |
| 1            | 24.9875 | 1,999    | 4,331   | 51,974 | 1            | 25.3500  | 2,028   | 4,394  | 52,728 | 1            | 25.7250 | 2,058  | 4,459 | 53,508 |
| 2            | 26.2375 | 2,099    | 4,548   | 54,574 | 2            | 26.6250  | 2,130   | 4,615  | 55,380 | 2            | 27.0125 | 2,161  | 4,682 | 56,186 |
| 3            | 27.5500 | 2,204    | 4,775   | 57,304 | 3            | 27.9500  | 2,236   | 4,845  | 58,136 | 3            | 28.3625 | 2,269  | 4,916 | 58,994 |
| 4            | 28.9250 | 2,314    | 5,014   | 60,164 | 4            | 29.3500  | 2,348   | 5,087  | 61,048 | 4            | 29.7875 | 2,383  | 5,163 | 61,958 |
| 5            | 30.3750 | 2,430    | 5,265   | 63,180 | 5            | 30.8250  | 2,466   | 5,343  | 64,116 | 5            | 31.2750 | 2,502  | 5,421 | 65,052 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>06390</b> |         |          |         |        | <b>06420</b> |          |         |        |        | <b>06450</b> |         |        |       |        |
| 1            | 25.7875 | 2,063    | 4,470   | 53,638 | 1            | 26.1750  | 2,094   | 4,537  | 54,444 | 1            | 26.5500 | 2,124  | 4,602 | 55,224 |
| 2            | 27.0750 | 2,166    | 4,693   | 56,316 | 2            | 27.4875  | 2,199   | 4,765  | 57,174 | 2            | 27.8750 | 2,230  | 4,832 | 57,980 |
| 3            | 28.4250 | 2,274    | 4,927   | 59,124 | 3            | 28.8625  | 2,309   | 5,003  | 60,034 | 3            | 29.2750 | 2,342  | 5,074 | 60,892 |
| 4            | 29.8500 | 2,388    | 5,174   | 62,088 | 4            | 30.3000  | 2,424   | 5,252  | 63,024 | 4            | 30.7375 | 2,459  | 5,328 | 63,934 |
| 5            | 31.3375 | 2,507    | 5,432   | 65,182 | 5            | 31.8125  | 2,545   | 5,514  | 66,170 | 5            | 32.2750 | 2,582  | 5,594 | 67,132 |
| <b>06395</b> |         |          |         |        | <b>06425</b> |          |         |        |        | <b>06455</b> |         |        |       |        |
| 1            | 25.8625 | 2,069    | 4,483   | 53,794 | 1            | 26.2375  | 2,099   | 4,548  | 54,574 | 1            | 26.6250 | 2,130  | 4,615 | 55,380 |
| 2            | 27.1500 | 2,172    | 4,706   | 56,472 | 2            | 27.5500  | 2,204   | 4,775  | 57,304 | 2            | 27.9500 | 2,236  | 4,845 | 58,136 |
| 3            | 28.5125 | 2,281    | 4,942   | 59,306 | 3            | 28.9250  | 2,314   | 5,014  | 60,164 | 3            | 29.3500 | 2,348  | 5,087 | 61,048 |
| 4            | 29.9375 | 2,395    | 5,189   | 62,270 | 4            | 30.3750  | 2,430   | 5,265  | 63,180 | 4            | 30.8250 | 2,466  | 5,343 | 64,116 |
| 5            | 31.4250 | 2,514    | 5,447   | 65,364 | 5            | 31.8875  | 2,551   | 5,527  | 66,326 | 5            | 32.3625 | 2,589  | 5,610 | 67,314 |
| <b>06400</b> |         |          |         |        | <b>06430</b> |          |         |        |        | <b>06460</b> |         |        |       |        |
| 1            | 25.9250 | 2,074    | 4,494   | 53,924 | 1            | 26.3000  | 2,104   | 4,559  | 54,704 | 1            | 26.6875 | 2,135  | 4,626 | 55,510 |
| 2            | 27.2250 | 2,178    | 4,719   | 56,628 | 2            | 27.6125  | 2,209   | 4,786  | 57,434 | 2            | 28.0250 | 2,242  | 4,858 | 58,292 |
| 3            | 28.5875 | 2,287    | 4,955   | 59,462 | 3            | 28.9875  | 2,319   | 5,025  | 60,294 | 3            | 29.4250 | 2,354  | 5,100 | 61,204 |
| 4            | 30.0125 | 2,401    | 5,202   | 62,426 | 4            | 30.4375  | 2,435   | 5,276  | 63,310 | 4            | 30.9000 | 2,472  | 5,356 | 64,272 |
| 5            | 31.5125 | 2,521    | 5,462   | 65,546 | 5            | 31.9625  | 2,557   | 5,540  | 66,482 | 5            | 32.4500 | 2,596  | 5,625 | 67,496 |
| <b>06405</b> |         |          |         |        | <b>06435</b> |          |         |        |        | <b>06465</b> |         |        |       |        |
| 1            | 25.9875 | 2,079    | 4,505   | 54,054 | 1            | 26.3750  | 2,110   | 4,572  | 54,860 | 1            | 26.7500 | 2,140  | 4,637 | 55,640 |
| 2            | 27.2875 | 2,183    | 4,730   | 56,758 | 2            | 27.6875  | 2,215   | 4,799  | 57,590 | 2            | 28.0875 | 2,247  | 4,869 | 58,422 |
| 3            | 28.6500 | 2,292    | 4,966   | 59,592 | 3            | 29.0750  | 2,326   | 5,040  | 60,476 | 3            | 29.5000 | 2,360  | 5,113 | 61,360 |
| 4            | 30.0875 | 2,407    | 5,215   | 62,582 | 4            | 30.5250  | 2,442   | 5,291  | 63,492 | 4            | 30.9750 | 2,478  | 5,369 | 64,428 |
| 5            | 31.5875 | 2,527    | 5,475   | 65,702 | 5            | 32.0500  | 2,564   | 5,555  | 66,664 | 5            | 32.5250 | 2,602  | 5,638 | 67,652 |
| <b>06410</b> |         |          |         |        | <b>06440</b> |          |         |        |        | <b>06470</b> |         |        |       |        |
| 1            | 26.0500 | 2,084    | 4,515   | 54,184 | 1            | 26.4375  | 2,115   | 4,583  | 54,990 | 1            | 26.8125 | 2,145  | 4,648 | 55,770 |
| 2            | 27.3500 | 2,188    | 4,741   | 56,888 | 2            | 27.7625  | 2,221   | 4,812  | 57,746 | 2            | 28.1500 | 2,252  | 4,879 | 58,552 |
| 3            | 28.7125 | 2,297    | 4,977   | 59,722 | 3            | 29.1500  | 2,332   | 5,053  | 60,632 | 3            | 29.5625 | 2,365  | 5,124 | 61,490 |
| 4            | 30.1500 | 2,412    | 5,226   | 62,712 | 4            | 30.6125  | 2,449   | 5,306  | 63,674 | 4            | 31.0375 | 2,483  | 5,380 | 64,558 |
| 5            | 31.6625 | 2,533    | 5,488   | 65,858 | 5            | 32.1375  | 2,571   | 5,571  | 66,846 | 5            | 32.5875 | 2,607  | 5,649 | 67,782 |
| <b>06415</b> |         |          |         |        | <b>06445</b> |          |         |        |        | <b>06475</b> |         |        |       |        |
| 1            | 26.1125 | 2,089    | 4,526   | 54,314 | 1            | 26.5000  | 2,120   | 4,593  | 55,120 | 1            | 26.8875 | 2,151  | 4,661 | 55,926 |
| 2            | 27.4250 | 2,194    | 4,754   | 57,044 | 2            | 27.8250  | 2,226   | 4,823  | 57,876 | 2            | 28.2250 | 2,258  | 4,892 | 58,708 |
| 3            | 28.7875 | 2,303    | 4,990   | 59,878 | 3            | 29.2125  | 2,337   | 5,064  | 60,762 | 3            | 29.6375 | 2,371  | 5,137 | 61,646 |
| 4            | 30.2250 | 2,418    | 5,239   | 62,868 | 4            | 30.6750  | 2,454   | 5,317  | 63,804 | 4            | 31.1250 | 2,490  | 5,395 | 64,740 |
| 5            | 31.7375 | 2,539    | 5,501   | 66,014 | 5            | 32.2125  | 2,577   | 5,584  | 67,002 | 5            | 32.6750 | 2,614  | 5,664 | 67,964 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>06480</b> |         |          |         |        | <b>06510</b> |          |         |        |        | <b>06540</b> |         |        |       |        |
| 1            | 26.9500 | 2,156    | 4,671   | 56,056 | 1            | 27.3500  | 2,188   | 4,741  | 56,888 | 1            | 27.7625 | 2,221  | 4,812 | 57,746 |
| 2            | 28.3000 | 2,264    | 4,905   | 58,864 | 2            | 28.7125  | 2,297   | 4,977  | 59,722 | 2            | 29.1500 | 2,332  | 5,053 | 60,632 |
| 3            | 29.7125 | 2,377    | 5,150   | 61,802 | 3            | 30.1500  | 2,412   | 5,226  | 62,712 | 3            | 30.6125 | 2,449  | 5,306 | 63,674 |
| 4            | 31.2000 | 2,496    | 5,408   | 64,896 | 4            | 31.6625  | 2,533   | 5,488  | 65,858 | 4            | 32.1375 | 2,571  | 5,571 | 66,846 |
| 5            | 32.7625 | 2,621    | 5,679   | 68,146 | 5            | 33.2500  | 2,660   | 5,763  | 69,160 | 5            | 33.7500 | 2,700  | 5,850 | 70,200 |
| <b>06485</b> |         |          |         |        | <b>06515</b> |          |         |        |        | <b>06545</b> |         |        |       |        |
| 1            | 27.0125 | 2,161    | 4,682   | 56,186 | 1            | 27.4250  | 2,194   | 4,754  | 57,044 | 1            | 27.8250 | 2,226  | 4,823 | 57,876 |
| 2            | 28.3625 | 2,269    | 4,916   | 58,994 | 2            | 28.7875  | 2,303   | 4,990  | 59,878 | 2            | 29.2125 | 2,337  | 5,064 | 60,762 |
| 3            | 29.7875 | 2,383    | 5,163   | 61,958 | 3            | 30.2250  | 2,418   | 5,239  | 62,868 | 3            | 30.6750 | 2,454  | 5,317 | 63,804 |
| 4            | 31.2750 | 2,502    | 5,421   | 65,052 | 4            | 31.7375  | 2,539   | 5,501  | 66,014 | 4            | 32.2125 | 2,577  | 5,584 | 67,002 |
| 5            | 32.8375 | 2,627    | 5,692   | 68,302 | 5            | 33.3250  | 2,666   | 5,776  | 69,316 | 5            | 33.8250 | 2,706  | 5,863 | 70,356 |
| <b>06490</b> |         |          |         |        | <b>06520</b> |          |         |        |        | <b>06550</b> |         |        |       |        |
| 1            | 27.0750 | 2,166    | 4,693   | 56,316 | 1            | 27.4875  | 2,199   | 4,765  | 57,174 | 1            | 27.8750 | 2,230  | 4,832 | 57,980 |
| 2            | 28.4250 | 2,274    | 4,927   | 59,124 | 2            | 28.8625  | 2,309   | 5,003  | 60,034 | 2            | 29.2750 | 2,342  | 5,074 | 60,892 |
| 3            | 29.8500 | 2,388    | 5,174   | 62,088 | 3            | 30.3000  | 2,424   | 5,252  | 63,024 | 3            | 30.7375 | 2,459  | 5,328 | 63,934 |
| 4            | 31.3375 | 2,507    | 5,432   | 65,182 | 4            | 31.8125  | 2,545   | 5,514  | 66,170 | 4            | 32.2750 | 2,582  | 5,594 | 67,132 |
| 5            | 32.9000 | 2,632    | 5,703   | 68,432 | 5            | 33.4000  | 2,672   | 5,789  | 69,472 | 5            | 33.8875 | 2,711  | 5,874 | 70,486 |
| <b>06495</b> |         |          |         |        | <b>06525</b> |          |         |        |        | <b>06555</b> |         |        |       |        |
| 1            | 27.1500 | 2,172    | 4,706   | 56,472 | 1            | 27.5500  | 2,204   | 4,775  | 57,304 | 1            | 27.9500 | 2,236  | 4,845 | 58,136 |
| 2            | 28.5125 | 2,281    | 4,942   | 59,306 | 2            | 28.9250  | 2,314   | 5,014  | 60,164 | 2            | 29.3500 | 2,348  | 5,087 | 61,048 |
| 3            | 29.9375 | 2,395    | 5,189   | 62,270 | 3            | 30.3750  | 2,430   | 5,265  | 63,180 | 3            | 30.8250 | 2,466  | 5,343 | 64,116 |
| 4            | 31.4250 | 2,514    | 5,447   | 65,364 | 4            | 31.8875  | 2,551   | 5,527  | 66,326 | 4            | 32.3625 | 2,589  | 5,610 | 67,314 |
| 5            | 33.0000 | 2,640    | 5,720   | 68,640 | 5            | 33.4875  | 2,679   | 5,805  | 69,654 | 5            | 33.9875 | 2,719  | 5,891 | 70,694 |
| <b>06500</b> |         |          |         |        | <b>06530</b> |          |         |        |        | <b>06560</b> |         |        |       |        |
| 1            | 27.2250 | 2,178    | 4,719   | 56,628 | 1            | 27.6125  | 2,209   | 4,786  | 57,434 | 1            | 28.0250 | 2,242  | 4,858 | 58,292 |
| 2            | 28.5875 | 2,287    | 4,955   | 59,462 | 2            | 28.9875  | 2,319   | 5,025  | 60,294 | 2            | 29.4250 | 2,354  | 5,100 | 61,204 |
| 3            | 30.0125 | 2,401    | 5,202   | 62,426 | 3            | 30.4375  | 2,435   | 5,276  | 63,310 | 3            | 30.9000 | 2,472  | 5,356 | 64,272 |
| 4            | 31.5125 | 2,521    | 5,462   | 65,546 | 4            | 31.9625  | 2,557   | 5,540  | 66,482 | 4            | 32.4500 | 2,596  | 5,625 | 67,496 |
| 5            | 33.0875 | 2,647    | 5,735   | 68,822 | 5            | 33.5625  | 2,685   | 5,818  | 69,810 | 5            | 34.0750 | 2,726  | 5,906 | 70,876 |
| <b>06505</b> |         |          |         |        | <b>06535</b> |          |         |        |        | <b>06565</b> |         |        |       |        |
| 1            | 27.2875 | 2,183    | 4,730   | 56,758 | 1            | 27.6875  | 2,215   | 4,799  | 57,590 | 1            | 28.0875 | 2,247  | 4,869 | 58,422 |
| 2            | 28.6500 | 2,292    | 4,966   | 59,592 | 2            | 29.0750  | 2,326   | 5,040  | 60,476 | 2            | 29.5000 | 2,360  | 5,113 | 61,360 |
| 3            | 30.0875 | 2,407    | 5,215   | 62,582 | 3            | 30.5250  | 2,442   | 5,291  | 63,492 | 3            | 30.9750 | 2,478  | 5,369 | 64,428 |
| 4            | 31.5875 | 2,527    | 5,475   | 65,702 | 4            | 32.0500  | 2,564   | 5,555  | 66,664 | 4            | 32.5250 | 2,602  | 5,638 | 67,652 |
| 5            | 33.1750 | 2,654    | 5,750   | 69,004 | 5            | 33.6625  | 2,693   | 5,835  | 70,018 | 5            | 34.1500 | 2,732  | 5,919 | 71,032 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>06570</b> |         |          |         |        | <b>06600</b> |          |         |        |        | <b>06630</b> |         |        |       |        |
| 1            | 28.1500 | 2,252    | 4,879   | 58,552 | 1            | 28.5875  | 2,287   | 4,955  | 59,462 | 1            | 28.9875 | 2,319  | 5,025 | 60,294 |
| 2            | 29.5625 | 2,365    | 5,124   | 61,490 | 2            | 30.0125  | 2,401   | 5,202  | 62,426 | 2            | 30.4375 | 2,435  | 5,276 | 63,310 |
| 3            | 31.0375 | 2,483    | 5,380   | 64,558 | 3            | 31.5125  | 2,521   | 5,462  | 65,546 | 3            | 31.9625 | 2,557  | 5,540 | 66,482 |
| 4            | 32.5875 | 2,607    | 5,649   | 67,782 | 4            | 33.0875  | 2,647   | 5,735  | 68,822 | 4            | 33.5625 | 2,685  | 5,818 | 69,810 |
| 5            | 34.2125 | 2,737    | 5,930   | 71,162 | 5            | 34.7375  | 2,779   | 6,021  | 72,254 | 5            | 35.2375 | 2,819  | 6,108 | 73,294 |
| <b>06575</b> |         |          |         |        | <b>06605</b> |          |         |        |        | <b>06635</b> |         |        |       |        |
| 1            | 28.2250 | 2,258    | 4,892   | 58,708 | 1            | 28.6500  | 2,292   | 4,966  | 59,592 | 1            | 29.0750 | 2,326  | 5,040 | 60,476 |
| 2            | 29.6375 | 2,371    | 5,137   | 61,646 | 2            | 30.0875  | 2,407   | 5,215  | 62,582 | 2            | 30.5250 | 2,442  | 5,291 | 63,492 |
| 3            | 31.1250 | 2,490    | 5,395   | 64,740 | 3            | 31.5875  | 2,527   | 5,475  | 65,702 | 3            | 32.0500 | 2,564  | 5,555 | 66,664 |
| 4            | 32.6750 | 2,614    | 5,664   | 67,964 | 4            | 33.1750  | 2,654   | 5,750  | 69,004 | 4            | 33.6625 | 2,693  | 5,835 | 70,018 |
| 5            | 34.3125 | 2,745    | 5,948   | 71,370 | 5            | 34.8250  | 2,786   | 6,036  | 72,436 | 5            | 35.3375 | 2,827  | 6,125 | 73,502 |
| <b>06580</b> |         |          |         |        | <b>06610</b> |          |         |        |        | <b>06640</b> |         |        |       |        |
| 1            | 28.3000 | 2,264    | 4,905   | 58,864 | 1            | 28.7125  | 2,297   | 4,977  | 59,722 | 1            | 29.1500 | 2,332  | 5,053 | 60,632 |
| 2            | 29.7125 | 2,377    | 5,150   | 61,802 | 2            | 30.1500  | 2,412   | 5,226  | 62,712 | 2            | 30.6125 | 2,449  | 5,306 | 63,674 |
| 3            | 31.2000 | 2,496    | 5,408   | 64,896 | 3            | 31.6625  | 2,533   | 5,488  | 65,858 | 3            | 32.1375 | 2,571  | 5,571 | 66,846 |
| 4            | 32.7625 | 2,621    | 5,679   | 68,146 | 4            | 33.2500  | 2,660   | 5,763  | 69,160 | 4            | 33.7500 | 2,700  | 5,850 | 70,200 |
| 5            | 34.4000 | 2,752    | 5,963   | 71,552 | 5            | 34.9125  | 2,793   | 6,052  | 72,618 | 5            | 35.4375 | 2,835  | 6,143 | 73,710 |
| <b>06585</b> |         |          |         |        | <b>06615</b> |          |         |        |        | <b>06645</b> |         |        |       |        |
| 1            | 28.3625 | 2,269    | 4,916   | 58,994 | 1            | 28.7875  | 2,303   | 4,990  | 59,878 | 1            | 29.2125 | 2,337  | 5,064 | 60,762 |
| 2            | 29.7875 | 2,383    | 5,163   | 61,958 | 2            | 30.2250  | 2,418   | 5,239  | 62,868 | 2            | 30.6750 | 2,454  | 5,317 | 63,804 |
| 3            | 31.2750 | 2,502    | 5,421   | 65,052 | 3            | 31.7375  | 2,539   | 5,501  | 66,014 | 3            | 32.2125 | 2,577  | 5,584 | 67,002 |
| 4            | 32.8375 | 2,627    | 5,692   | 68,302 | 4            | 33.3250  | 2,666   | 5,776  | 69,316 | 4            | 33.8250 | 2,706  | 5,863 | 70,356 |
| 5            | 34.4750 | 2,758    | 5,976   | 71,708 | 5            | 35.0000  | 2,800   | 6,067  | 72,800 | 5            | 35.5125 | 2,841  | 6,156 | 73,866 |
| <b>06590</b> |         |          |         |        | <b>06620</b> |          |         |        |        | <b>06650</b> |         |        |       |        |
| 1            | 28.4250 | 2,274    | 4,927   | 59,124 | 1            | 28.8625  | 2,309   | 5,003  | 60,034 | 1            | 29.2750 | 2,342  | 5,074 | 60,892 |
| 2            | 29.8500 | 2,388    | 5,174   | 62,088 | 2            | 30.3000  | 2,424   | 5,252  | 63,024 | 2            | 30.7375 | 2,459  | 5,328 | 63,934 |
| 3            | 31.3375 | 2,507    | 5,432   | 65,182 | 3            | 31.8125  | 2,545   | 5,514  | 66,170 | 3            | 32.2750 | 2,582  | 5,594 | 67,132 |
| 4            | 32.9000 | 2,632    | 5,703   | 68,432 | 4            | 33.4000  | 2,672   | 5,789  | 69,472 | 4            | 33.8875 | 2,711  | 5,874 | 70,486 |
| 5            | 34.5500 | 2,764    | 5,989   | 71,864 | 5            | 35.0750  | 2,806   | 6,080  | 72,956 | 5            | 35.5875 | 2,847  | 6,169 | 74,022 |
| <b>06595</b> |         |          |         |        | <b>06625</b> |          |         |        |        | <b>06655</b> |         |        |       |        |
| 1            | 28.5125 | 2,281    | 4,942   | 59,306 | 1            | 28.9250  | 2,314   | 5,014  | 60,164 | 1            | 29.3500 | 2,348  | 5,087 | 61,048 |
| 2            | 29.9375 | 2,395    | 5,189   | 62,270 | 2            | 30.3750  | 2,430   | 5,265  | 63,180 | 2            | 30.8250 | 2,466  | 5,343 | 64,116 |
| 3            | 31.4250 | 2,514    | 5,447   | 65,364 | 3            | 31.8875  | 2,551   | 5,527  | 66,326 | 3            | 32.3625 | 2,589  | 5,610 | 67,314 |
| 4            | 33.0000 | 2,640    | 5,720   | 68,640 | 4            | 33.4875  | 2,679   | 5,805  | 69,654 | 4            | 33.9875 | 2,719  | 5,891 | 70,694 |
| 5            | 34.6500 | 2,772    | 6,006   | 72,072 | 5            | 35.1625  | 2,813   | 6,095  | 73,138 | 5            | 35.6875 | 2,855  | 6,186 | 74,230 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>06660</b> |         |          |         |        | <b>06690</b> |          |         |        |        | <b>06720</b> |         |        |       |        |
| 1            | 29.4250 | 2,354    | 5,100   | 61,204 | 1            | 29.8500  | 2,388   | 5,174  | 62,088 | 1            | 30.3000 | 2,424  | 5,252 | 63,024 |
| 2            | 30.9000 | 2,472    | 5,356   | 64,272 | 2            | 31.3375  | 2,507   | 5,432  | 65,182 | 2            | 31.8125 | 2,545  | 5,514 | 66,170 |
| 3            | 32.4500 | 2,596    | 5,625   | 67,496 | 3            | 32.9000  | 2,632   | 5,703  | 68,432 | 3            | 33.4000 | 2,672  | 5,789 | 69,472 |
| 4            | 34.0750 | 2,726    | 5,906   | 70,876 | 4            | 34.5500  | 2,764   | 5,989  | 71,864 | 4            | 35.0750 | 2,806  | 6,080 | 72,956 |
| 5            | 35.7750 | 2,862    | 6,201   | 74,412 | 5            | 36.2750  | 2,902   | 6,288  | 75,452 | 5            | 36.8250 | 2,946  | 6,383 | 76,596 |
| <b>06665</b> |         |          |         |        | <b>06695</b> |          |         |        |        | <b>06725</b> |         |        |       |        |
| 1            | 29.5000 | 2,360    | 5,113   | 61,360 | 1            | 29.9375  | 2,395   | 5,189  | 62,270 | 1            | 30.3750 | 2,430  | 5,265 | 63,180 |
| 2            | 30.9750 | 2,478    | 5,369   | 64,428 | 2            | 31.4250  | 2,514   | 5,447  | 65,364 | 2            | 31.8875 | 2,551  | 5,527 | 66,326 |
| 3            | 32.5250 | 2,602    | 5,638   | 67,652 | 3            | 33.0000  | 2,640   | 5,720  | 68,640 | 3            | 33.4875 | 2,679  | 5,805 | 69,654 |
| 4            | 34.1500 | 2,732    | 5,919   | 71,032 | 4            | 34.6500  | 2,772   | 6,006  | 72,072 | 4            | 35.1625 | 2,813  | 6,095 | 73,138 |
| 5            | 35.8500 | 2,868    | 6,214   | 74,568 | 5            | 36.3750  | 2,910   | 6,305  | 75,660 | 5            | 36.9125 | 2,953  | 6,398 | 76,778 |
| <b>06670</b> |         |          |         |        | <b>06700</b> |          |         |        |        | <b>06730</b> |         |        |       |        |
| 1            | 29.5625 | 2,365    | 5,124   | 61,490 | 1            | 30.0125  | 2,401   | 5,202  | 62,426 | 1            | 30.4375 | 2,435  | 5,276 | 63,310 |
| 2            | 31.0375 | 2,483    | 5,380   | 64,558 | 2            | 31.5125  | 2,521   | 5,462  | 65,546 | 2            | 31.9625 | 2,557  | 5,540 | 66,482 |
| 3            | 32.5875 | 2,607    | 5,649   | 67,782 | 3            | 33.0875  | 2,647   | 5,735  | 68,822 | 3            | 33.5625 | 2,685  | 5,818 | 69,810 |
| 4            | 34.2125 | 2,737    | 5,930   | 71,162 | 4            | 34.7375  | 2,779   | 6,021  | 72,254 | 4            | 35.2375 | 2,819  | 6,108 | 73,294 |
| 5            | 35.9250 | 2,874    | 6,227   | 74,724 | 5            | 36.4750  | 2,918   | 6,322  | 75,868 | 5            | 37.0000 | 2,960  | 6,413 | 76,960 |
| <b>06675</b> |         |          |         |        | <b>06705</b> |          |         |        |        | <b>06735</b> |         |        |       |        |
| 1            | 29.6375 | 2,371    | 5,137   | 61,646 | 1            | 30.0875  | 2,407   | 5,215  | 62,582 | 1            | 30.5250 | 2,442  | 5,291 | 63,492 |
| 2            | 31.1250 | 2,490    | 5,395   | 64,740 | 2            | 31.5875  | 2,527   | 5,475  | 65,702 | 2            | 32.0500 | 2,564  | 5,555 | 66,664 |
| 3            | 32.6750 | 2,614    | 5,664   | 67,964 | 3            | 33.1750  | 2,654   | 5,750  | 69,004 | 3            | 33.6625 | 2,693  | 5,835 | 70,018 |
| 4            | 34.3125 | 2,745    | 5,948   | 71,370 | 4            | 34.8250  | 2,786   | 6,036  | 72,436 | 4            | 35.3375 | 2,827  | 6,125 | 73,502 |
| 5            | 36.0250 | 2,882    | 6,244   | 74,932 | 5            | 36.5750  | 2,926   | 6,340  | 76,076 | 5            | 37.1125 | 2,969  | 6,433 | 77,194 |
| <b>06680</b> |         |          |         |        | <b>06710</b> |          |         |        |        | <b>06740</b> |         |        |       |        |
| 1            | 29.7125 | 2,377    | 5,150   | 61,802 | 1            | 30.1500  | 2,412   | 5,226  | 62,712 | 1            | 30.6125 | 2,449  | 5,306 | 63,674 |
| 2            | 31.2000 | 2,496    | 5,408   | 64,896 | 2            | 31.6625  | 2,533   | 5,488  | 65,858 | 2            | 32.1375 | 2,571  | 5,571 | 66,846 |
| 3            | 32.7625 | 2,621    | 5,679   | 68,146 | 3            | 33.2500  | 2,660   | 5,763  | 69,160 | 3            | 33.7500 | 2,700  | 5,850 | 70,200 |
| 4            | 34.4000 | 2,752    | 5,963   | 71,552 | 4            | 34.9125  | 2,793   | 6,052  | 72,618 | 4            | 35.4375 | 2,835  | 6,143 | 73,710 |
| 5            | 36.1250 | 2,890    | 6,262   | 75,140 | 5            | 36.6625  | 2,933   | 6,355  | 76,258 | 5            | 37.2125 | 2,977  | 6,450 | 77,402 |
| <b>06685</b> |         |          |         |        | <b>06715</b> |          |         |        |        | <b>06745</b> |         |        |       |        |
| 1            | 29.7875 | 2,383    | 5,163   | 61,958 | 1            | 30.2250  | 2,418   | 5,239  | 62,868 | 1            | 30.6750 | 2,454  | 5,317 | 63,804 |
| 2            | 31.2750 | 2,502    | 5,421   | 65,052 | 2            | 31.7375  | 2,539   | 5,501  | 66,014 | 2            | 32.2125 | 2,577  | 5,584 | 67,002 |
| 3            | 32.8375 | 2,627    | 5,692   | 68,302 | 3            | 33.3250  | 2,666   | 5,776  | 69,316 | 3            | 33.8250 | 2,706  | 5,863 | 70,356 |
| 4            | 34.4750 | 2,758    | 5,976   | 71,708 | 4            | 35.0000  | 2,800   | 6,067  | 72,800 | 4            | 35.5125 | 2,841  | 6,156 | 73,866 |
| 5            | 36.2000 | 2,896    | 6,275   | 75,296 | 5            | 36.7500  | 2,940   | 6,370  | 76,440 | 5            | 37.2875 | 2,983  | 6,463 | 77,558 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>06750</b> |         |          |         |        | <b>06780</b> |          |         |        |        | <b>06810</b> |         |        |       |        |
| 1            | 30.7375 | 2,459    | 5,328   | 63,934 | 1            | 31.2000  | 2,496   | 5,408  | 64,896 | 1            | 31.6625 | 2,533  | 5,488 | 65,858 |
| 2            | 32.2750 | 2,582    | 5,594   | 67,132 | 2            | 32.7625  | 2,621   | 5,679  | 68,146 | 2            | 33.2500 | 2,660  | 5,763 | 69,160 |
| 3            | 33.8875 | 2,711    | 5,874   | 70,486 | 3            | 34.4000  | 2,752   | 5,963  | 71,552 | 3            | 34.9125 | 2,793  | 6,052 | 72,618 |
| 4            | 35.5875 | 2,847    | 6,169   | 74,022 | 4            | 36.1250  | 2,890   | 6,262  | 75,140 | 4            | 36.6625 | 2,933  | 6,355 | 76,258 |
| 5            | 37.3625 | 2,989    | 6,476   | 77,714 | 5            | 37.9375  | 3,035   | 6,576  | 78,910 | 5            | 38.5000 | 3,080  | 6,673 | 80,080 |
| <b>06755</b> |         |          |         |        | <b>06785</b> |          |         |        |        | <b>06815</b> |         |        |       |        |
| 1            | 30.8250 | 2,466    | 5,343   | 64,116 | 1            | 31.2750  | 2,502   | 5,421  | 65,052 | 1            | 31.7375 | 2,539  | 5,501 | 66,014 |
| 2            | 32.3625 | 2,589    | 5,610   | 67,314 | 2            | 32.8375  | 2,627   | 5,692  | 68,302 | 2            | 33.3250 | 2,666  | 5,776 | 69,316 |
| 3            | 33.9875 | 2,719    | 5,891   | 70,694 | 3            | 34.4750  | 2,758   | 5,976  | 71,708 | 3            | 35.0000 | 2,800  | 6,067 | 72,800 |
| 4            | 35.6875 | 2,855    | 6,186   | 74,230 | 4            | 36.2000  | 2,896   | 6,275  | 75,296 | 4            | 36.7500 | 2,940  | 6,370 | 76,440 |
| 5            | 37.4625 | 2,997    | 6,494   | 77,922 | 5            | 38.0125  | 3,041   | 6,589  | 79,066 | 5            | 38.5875 | 3,087  | 6,689 | 80,262 |
| <b>06760</b> |         |          |         |        | <b>06790</b> |          |         |        |        | <b>06820</b> |         |        |       |        |
| 1            | 30.9000 | 2,472    | 5,356   | 64,272 | 1            | 31.3375  | 2,507   | 5,432  | 65,182 | 1            | 31.8125 | 2,545  | 5,514 | 66,170 |
| 2            | 32.4500 | 2,596    | 5,625   | 67,496 | 2            | 32.9000  | 2,632   | 5,703  | 68,432 | 2            | 33.4000 | 2,672  | 5,789 | 69,472 |
| 3            | 34.0750 | 2,726    | 5,906   | 70,876 | 3            | 34.5500  | 2,764   | 5,989  | 71,864 | 3            | 35.0750 | 2,806  | 6,080 | 72,956 |
| 4            | 35.7750 | 2,862    | 6,201   | 74,412 | 4            | 36.2750  | 2,902   | 6,288  | 75,452 | 4            | 36.8250 | 2,946  | 6,383 | 76,596 |
| 5            | 37.5625 | 3,005    | 6,511   | 78,130 | 5            | 38.0875  | 3,047   | 6,602  | 79,222 | 5            | 38.6625 | 3,093  | 6,702 | 80,418 |
| <b>06765</b> |         |          |         |        | <b>06795</b> |          |         |        |        | <b>06825</b> |         |        |       |        |
| 1            | 30.9750 | 2,478    | 5,369   | 64,428 | 1            | 31.4250  | 2,514   | 5,447  | 65,364 | 1            | 31.8875 | 2,551  | 5,527 | 66,326 |
| 2            | 32.5250 | 2,602    | 5,638   | 67,652 | 2            | 33.0000  | 2,640   | 5,720  | 68,640 | 2            | 33.4875 | 2,679  | 5,805 | 69,654 |
| 3            | 34.1500 | 2,732    | 5,919   | 71,032 | 3            | 34.6500  | 2,772   | 6,006  | 72,072 | 3            | 35.1625 | 2,813  | 6,095 | 73,138 |
| 4            | 35.8500 | 2,868    | 6,214   | 74,568 | 4            | 36.3750  | 2,910   | 6,305  | 75,660 | 4            | 36.9125 | 2,953  | 6,398 | 76,778 |
| 5            | 37.6500 | 3,012    | 6,526   | 78,312 | 5            | 38.2000  | 3,056   | 6,621  | 79,456 | 5            | 38.7625 | 3,101  | 6,719 | 80,626 |
| <b>06770</b> |         |          |         |        | <b>06800</b> |          |         |        |        | <b>06830</b> |         |        |       |        |
| 1            | 31.0375 | 2,483    | 5,380   | 64,558 | 1            | 31.5125  | 2,521   | 5,462  | 65,546 | 1            | 31.9625 | 2,557  | 5,540 | 66,482 |
| 2            | 32.5875 | 2,607    | 5,649   | 67,782 | 2            | 33.0875  | 2,647   | 5,735  | 68,822 | 2            | 33.5625 | 2,685  | 5,818 | 69,810 |
| 3            | 34.2125 | 2,737    | 5,930   | 71,162 | 3            | 34.7375  | 2,779   | 6,021  | 72,254 | 3            | 35.2375 | 2,819  | 6,108 | 73,294 |
| 4            | 35.9250 | 2,874    | 6,227   | 74,724 | 4            | 36.4750  | 2,918   | 6,322  | 75,868 | 4            | 37.0000 | 2,960  | 6,413 | 76,960 |
| 5            | 37.7250 | 3,018    | 6,539   | 78,468 | 5            | 38.3000  | 3,064   | 6,639  | 79,664 | 5            | 38.8500 | 3,108  | 6,734 | 80,808 |
| <b>06775</b> |         |          |         |        | <b>06805</b> |          |         |        |        | <b>06835</b> |         |        |       |        |
| 1            | 31.1250 | 2,490    | 5,395   | 64,740 | 1            | 31.5875  | 2,527   | 5,475  | 65,702 | 1            | 32.0500 | 2,564  | 5,555 | 66,664 |
| 2            | 32.6750 | 2,614    | 5,664   | 67,964 | 2            | 33.1750  | 2,654   | 5,750  | 69,004 | 2            | 33.6625 | 2,693  | 5,835 | 70,018 |
| 3            | 34.3125 | 2,745    | 5,948   | 71,370 | 3            | 34.8250  | 2,786   | 6,036  | 72,436 | 3            | 35.3375 | 2,827  | 6,125 | 73,502 |
| 4            | 36.0250 | 2,882    | 6,244   | 74,932 | 4            | 36.5750  | 2,926   | 6,340  | 76,076 | 4            | 37.1125 | 2,969  | 6,433 | 77,194 |
| 5            | 37.8375 | 3,027    | 6,559   | 78,702 | 5            | 38.4000  | 3,072   | 6,656  | 79,872 | 5            | 38.9625 | 3,117  | 6,754 | 81,042 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.





CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>06840</b> |         |          |         |        | <b>06870</b> |          |         |        |        | <b>06900</b> |         |        |       |        |
| 1            | 32.1375 | 2,571    | 5,571   | 66,846 | 1            | 32.5875  | 2,607   | 5,649  | 67,782 | 1            | 33.0875 | 2,647  | 5,735 | 68,822 |
| 2            | 33.7500 | 2,700    | 5,850   | 70,200 | 2            | 34.2125  | 2,737   | 5,930  | 71,162 | 2            | 34.7375 | 2,779  | 6,021 | 72,254 |
| 3            | 35.4375 | 2,835    | 6,143   | 73,710 | 3            | 35.9250  | 2,874   | 6,227  | 74,724 | 3            | 36.4750 | 2,918  | 6,322 | 75,868 |
| 4            | 37.2125 | 2,977    | 6,450   | 77,402 | 4            | 37.7250  | 3,018   | 6,539  | 78,468 | 4            | 38.3000 | 3,064  | 6,639 | 79,664 |
| 5            | 39.0750 | 3,126    | 6,773   | 81,276 | 5            | 39.6125  | 3,169   | 6,866  | 82,394 | 5            | 40.2125 | 3,217  | 6,970 | 83,642 |
| <b>06845</b> |         |          |         |        | <b>06875</b> |          |         |        |        | <b>06905</b> |         |        |       |        |
| 1            | 32.2125 | 2,577    | 5,584   | 67,002 | 1            | 32.6750  | 2,614   | 5,664  | 67,964 | 1            | 33.1750 | 2,654  | 5,750 | 69,004 |
| 2            | 33.8250 | 2,706    | 5,863   | 70,356 | 2            | 34.3125  | 2,745   | 5,948  | 71,370 | 2            | 34.8250 | 2,786  | 6,036 | 72,436 |
| 3            | 35.5125 | 2,841    | 6,156   | 73,866 | 3            | 36.0250  | 2,882   | 6,244  | 74,932 | 3            | 36.5750 | 2,926  | 6,340 | 76,076 |
| 4            | 37.2875 | 2,983    | 6,463   | 77,558 | 4            | 37.8375  | 3,027   | 6,559  | 78,702 | 4            | 38.4000 | 3,072  | 6,656 | 79,872 |
| 5            | 39.1500 | 3,132    | 6,786   | 81,432 | 5            | 39.7250  | 3,178   | 6,886  | 82,628 | 5            | 40.3250 | 3,226  | 6,990 | 83,876 |
| <b>06850</b> |         |          |         |        | <b>06880</b> |          |         |        |        | <b>06910</b> |         |        |       |        |
| 1            | 32.2750 | 2,582    | 5,594   | 67,132 | 1            | 32.7625  | 2,621   | 5,679  | 68,146 | 1            | 33.2500 | 2,660  | 5,763 | 69,160 |
| 2            | 33.8875 | 2,711    | 5,874   | 70,486 | 2            | 34.4000  | 2,752   | 5,963  | 71,552 | 2            | 34.9125 | 2,793  | 6,052 | 72,618 |
| 3            | 35.5875 | 2,847    | 6,169   | 74,022 | 3            | 36.1250  | 2,890   | 6,262  | 75,140 | 3            | 36.6625 | 2,933  | 6,355 | 76,258 |
| 4            | 37.3625 | 2,989    | 6,476   | 77,714 | 4            | 37.9375  | 3,035   | 6,576  | 78,910 | 4            | 38.5000 | 3,080  | 6,673 | 80,080 |
| 5            | 39.2250 | 3,138    | 6,799   | 81,588 | 5            | 39.8375  | 3,187   | 6,905  | 82,862 | 5            | 40.4250 | 3,234  | 7,007 | 84,084 |
| <b>06855</b> |         |          |         |        | <b>06885</b> |          |         |        |        | <b>06915</b> |         |        |       |        |
| 1            | 32.3625 | 2,589    | 5,610   | 67,314 | 1            | 32.8375  | 2,627   | 5,692  | 68,302 | 1            | 33.3250 | 2,666  | 5,776 | 69,316 |
| 2            | 33.9875 | 2,719    | 5,891   | 70,694 | 2            | 34.4750  | 2,758   | 5,976  | 71,708 | 2            | 35.0000 | 2,800  | 6,067 | 72,800 |
| 3            | 35.6875 | 2,855    | 6,186   | 74,230 | 3            | 36.2000  | 2,896   | 6,275  | 75,296 | 3            | 36.7500 | 2,940  | 6,370 | 76,440 |
| 4            | 37.4625 | 2,997    | 6,494   | 77,922 | 4            | 38.0125  | 3,041   | 6,589  | 79,066 | 4            | 38.5875 | 3,087  | 6,689 | 80,262 |
| 5            | 39.3375 | 3,147    | 6,819   | 81,822 | 5            | 39.9125  | 3,193   | 6,918  | 83,018 | 5            | 40.5125 | 3,241  | 7,022 | 84,266 |
| <b>06860</b> |         |          |         |        | <b>06890</b> |          |         |        |        | <b>06920</b> |         |        |       |        |
| 1            | 32.4500 | 2,596    | 5,625   | 67,496 | 1            | 32.9000  | 2,632   | 5,703  | 68,432 | 1            | 33.4000 | 2,672  | 5,789 | 69,472 |
| 2            | 34.0750 | 2,726    | 5,906   | 70,876 | 2            | 34.5500  | 2,764   | 5,989  | 71,864 | 2            | 35.0750 | 2,806  | 6,080 | 72,956 |
| 3            | 35.7750 | 2,862    | 6,201   | 74,412 | 3            | 36.2750  | 2,902   | 6,288  | 75,452 | 3            | 36.8250 | 2,946  | 6,383 | 76,596 |
| 4            | 37.5625 | 3,005    | 6,511   | 78,130 | 4            | 38.0875  | 3,047   | 6,602  | 79,222 | 4            | 38.6625 | 3,093  | 6,702 | 80,418 |
| 5            | 39.4375 | 3,155    | 6,836   | 82,030 | 5            | 39.9875  | 3,199   | 6,931  | 83,174 | 5            | 40.6000 | 3,248  | 7,037 | 84,448 |
| <b>06865</b> |         |          |         |        | <b>06895</b> |          |         |        |        | <b>06925</b> |         |        |       |        |
| 1            | 32.5250 | 2,602    | 5,638   | 67,652 | 1            | 33.0000  | 2,640   | 5,720  | 68,640 | 1            | 33.4875 | 2,679  | 5,805 | 69,654 |
| 2            | 34.1500 | 2,732    | 5,919   | 71,032 | 2            | 34.6500  | 2,772   | 6,006  | 72,072 | 2            | 35.1625 | 2,813  | 6,095 | 73,138 |
| 3            | 35.8500 | 2,868    | 6,214   | 74,568 | 3            | 36.3750  | 2,910   | 6,305  | 75,660 | 3            | 36.9125 | 2,953  | 6,398 | 76,778 |
| 4            | 37.6500 | 3,012    | 6,526   | 78,312 | 4            | 38.2000  | 3,056   | 6,621  | 79,456 | 4            | 38.7625 | 3,101  | 6,719 | 80,626 |
| 5            | 39.5250 | 3,162    | 6,851   | 82,212 | 5            | 40.1000  | 3,208   | 6,951  | 83,408 | 5            | 40.7000 | 3,256  | 7,055 | 84,656 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>06930</b> |         |          |         |        | <b>06960</b> |          |         |        |        | <b>06990</b> |         |        |       |        |
| 1            | 33.5625 | 2,685    | 5,818   | 69,810 | 1            | 34.0750  | 2,726   | 5,906  | 70,876 | 1            | 34.5500 | 2,764  | 5,989 | 71,864 |
| 2            | 35.2375 | 2,819    | 6,108   | 73,294 | 2            | 35.7750  | 2,862   | 6,201  | 74,412 | 2            | 36.2750 | 2,902  | 6,288 | 75,452 |
| 3            | 37.0000 | 2,960    | 6,413   | 76,960 | 3            | 37.5625  | 3,005   | 6,511  | 78,130 | 3            | 38.0875 | 3,047  | 6,602 | 79,222 |
| 4            | 38.8500 | 3,108    | 6,734   | 80,808 | 4            | 39.4375  | 3,155   | 6,836  | 82,030 | 4            | 39.9875 | 3,199  | 6,931 | 83,174 |
| 5            | 40.7875 | 3,263    | 7,070   | 84,838 | 5            | 41.4125  | 3,313   | 7,178  | 86,138 | 5            | 41.9875 | 3,359  | 7,278 | 87,334 |
| <b>06935</b> |         |          |         |        | <b>06965</b> |          |         |        |        | <b>06995</b> |         |        |       |        |
| 1            | 33.6625 | 2,693    | 5,835   | 70,018 | 1            | 34.1500  | 2,732   | 5,919  | 71,032 | 1            | 34.6500 | 2,772  | 6,006 | 72,072 |
| 2            | 35.3375 | 2,827    | 6,125   | 73,502 | 2            | 35.8500  | 2,868   | 6,214  | 74,568 | 2            | 36.3750 | 2,910  | 6,305 | 75,660 |
| 3            | 37.1125 | 2,969    | 6,433   | 77,194 | 3            | 37.6500  | 3,012   | 6,526  | 78,312 | 3            | 38.2000 | 3,056  | 6,621 | 79,456 |
| 4            | 38.9625 | 3,117    | 6,754   | 81,042 | 4            | 39.5250  | 3,162   | 6,851  | 82,212 | 4            | 40.1000 | 3,208  | 6,951 | 83,408 |
| 5            | 40.9125 | 3,273    | 7,092   | 85,098 | 5            | 41.5000  | 3,320   | 7,193  | 86,320 | 5            | 42.1125 | 3,369  | 7,300 | 87,594 |
| <b>06940</b> |         |          |         |        | <b>06970</b> |          |         |        |        | <b>07000</b> |         |        |       |        |
| 1            | 33.7500 | 2,700    | 5,850   | 70,200 | 1            | 34.2125  | 2,737   | 5,930  | 71,162 | 1            | 34.7375 | 2,779  | 6,021 | 72,254 |
| 2            | 35.4375 | 2,835    | 6,143   | 73,710 | 2            | 35.9250  | 2,874   | 6,227  | 74,724 | 2            | 36.4750 | 2,918  | 6,322 | 75,868 |
| 3            | 37.2125 | 2,977    | 6,450   | 77,402 | 3            | 37.7250  | 3,018   | 6,539  | 78,468 | 3            | 38.3000 | 3,064  | 6,639 | 79,664 |
| 4            | 39.0750 | 3,126    | 6,773   | 81,276 | 4            | 39.6125  | 3,169   | 6,866  | 82,394 | 4            | 40.2125 | 3,217  | 6,970 | 83,642 |
| 5            | 41.0250 | 3,282    | 7,111   | 85,332 | 5            | 41.5875  | 3,327   | 7,209  | 86,502 | 5            | 42.2250 | 3,378  | 7,319 | 87,828 |
| <b>06945</b> |         |          |         |        | <b>06975</b> |          |         |        |        | <b>07005</b> |         |        |       |        |
| 1            | 33.8250 | 2,706    | 5,863   | 70,356 | 1            | 34.3125  | 2,745   | 5,948  | 71,370 | 1            | 34.8250 | 2,786  | 6,036 | 72,436 |
| 2            | 35.5125 | 2,841    | 6,156   | 73,866 | 2            | 36.0250  | 2,882   | 6,244  | 74,932 | 2            | 36.5750 | 2,926  | 6,340 | 76,076 |
| 3            | 37.2875 | 2,983    | 6,463   | 77,558 | 3            | 37.8375  | 3,027   | 6,559  | 78,702 | 3            | 38.4000 | 3,072  | 6,656 | 79,872 |
| 4            | 39.1500 | 3,132    | 6,786   | 81,432 | 4            | 39.7250  | 3,178   | 6,886  | 82,628 | 4            | 40.3250 | 3,226  | 6,990 | 83,876 |
| 5            | 41.1125 | 3,289    | 7,126   | 85,514 | 5            | 41.7125  | 3,337   | 7,230  | 86,762 | 5            | 42.3375 | 3,387  | 7,339 | 88,062 |
| <b>06950</b> |         |          |         |        | <b>06980</b> |          |         |        |        | <b>07010</b> |         |        |       |        |
| 1            | 33.8875 | 2,711    | 5,874   | 70,486 | 1            | 34.4000  | 2,752   | 5,963  | 71,552 | 1            | 34.9125 | 2,793  | 6,052 | 72,618 |
| 2            | 35.5875 | 2,847    | 6,169   | 74,022 | 2            | 36.1250  | 2,890   | 6,262  | 75,140 | 2            | 36.6625 | 2,933  | 6,355 | 76,258 |
| 3            | 37.3625 | 2,989    | 6,476   | 77,714 | 3            | 37.9375  | 3,035   | 6,576  | 78,910 | 3            | 38.5000 | 3,080  | 6,673 | 80,080 |
| 4            | 39.2250 | 3,138    | 6,799   | 81,588 | 4            | 39.8375  | 3,187   | 6,905  | 82,862 | 4            | 40.4250 | 3,234  | 7,007 | 84,084 |
| 5            | 41.1875 | 3,295    | 7,139   | 85,670 | 5            | 41.8250  | 3,346   | 7,250  | 86,996 | 5            | 42.4500 | 3,396  | 7,358 | 88,296 |
| <b>06955</b> |         |          |         |        | <b>06985</b> |          |         |        |        | <b>07015</b> |         |        |       |        |
| 1            | 33.9875 | 2,719    | 5,891   | 70,694 | 1            | 34.4750  | 2,758   | 5,976  | 71,708 | 1            | 35.0000 | 2,800  | 6,067 | 72,800 |
| 2            | 35.6875 | 2,855    | 6,186   | 74,230 | 2            | 36.2000  | 2,896   | 6,275  | 75,296 | 2            | 36.7500 | 2,940  | 6,370 | 76,440 |
| 3            | 37.4625 | 2,997    | 6,494   | 77,922 | 3            | 38.0125  | 3,041   | 6,589  | 79,066 | 3            | 38.5875 | 3,087  | 6,689 | 80,262 |
| 4            | 39.3375 | 3,147    | 6,819   | 81,822 | 4            | 39.9125  | 3,193   | 6,918  | 83,018 | 4            | 40.5125 | 3,241  | 7,022 | 84,266 |
| 5            | 41.3000 | 3,304    | 7,159   | 85,904 | 5            | 41.9125  | 3,353   | 7,265  | 87,178 | 5            | 42.5375 | 3,403  | 7,373 | 88,478 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>07020</b> |         |          |         |        | <b>07050</b> |          |         |        |        | <b>07080</b> |         |        |       |        |
| 1            | 35.0750 | 2,806    | 6,080   | 72,956 | 1            | 35.5875  | 2,847   | 6,169  | 74,022 | 1            | 36.1250 | 2,890  | 6,262 | 75,140 |
| 2            | 36.8250 | 2,946    | 6,383   | 76,596 | 2            | 37.3625  | 2,989   | 6,476  | 77,714 | 2            | 37.9375 | 3,035  | 6,576 | 78,910 |
| 3            | 38.6625 | 3,093    | 6,702   | 80,418 | 3            | 39.2250  | 3,138   | 6,799  | 81,588 | 3            | 39.8375 | 3,187  | 6,905 | 82,862 |
| 4            | 40.6000 | 3,248    | 7,037   | 84,448 | 4            | 41.1875  | 3,295   | 7,139  | 85,670 | 4            | 41.8250 | 3,346  | 7,250 | 86,996 |
| 5            | 42.6250 | 3,410    | 7,388   | 88,660 | 5            | 43.2500  | 3,460   | 7,497  | 89,960 | 5            | 43.9125 | 3,513  | 7,612 | 91,338 |
| <b>07025</b> |         |          |         |        | <b>07055</b> |          |         |        |        | <b>07085</b> |         |        |       |        |
| 1            | 35.1625 | 2,813    | 6,095   | 73,138 | 1            | 35.6875  | 2,855   | 6,186  | 74,230 | 1            | 36.2000 | 2,896  | 6,275 | 75,296 |
| 2            | 36.9125 | 2,953    | 6,398   | 76,778 | 2            | 37.4625  | 2,997   | 6,494  | 77,922 | 2            | 38.0125 | 3,041  | 6,589 | 79,066 |
| 3            | 38.7625 | 3,101    | 6,719   | 80,626 | 3            | 39.3375  | 3,147   | 6,819  | 81,822 | 3            | 39.9125 | 3,193  | 6,918 | 83,018 |
| 4            | 40.7000 | 3,256    | 7,055   | 84,656 | 4            | 41.3000  | 3,304   | 7,159  | 85,904 | 4            | 41.9125 | 3,353  | 7,265 | 87,178 |
| 5            | 42.7250 | 3,418    | 7,406   | 88,868 | 5            | 43.3750  | 3,470   | 7,518  | 90,220 | 5            | 44.0000 | 3,520  | 7,627 | 91,520 |
| <b>07030</b> |         |          |         |        | <b>07060</b> |          |         |        |        | <b>07090</b> |         |        |       |        |
| 1            | 35.2375 | 2,819    | 6,108   | 73,294 | 1            | 35.7750  | 2,862   | 6,201  | 74,412 | 1            | 36.2750 | 2,902  | 6,288 | 75,452 |
| 2            | 37.0000 | 2,960    | 6,413   | 76,960 | 2            | 37.5625  | 3,005   | 6,511  | 78,130 | 2            | 38.0875 | 3,047  | 6,602 | 79,222 |
| 3            | 38.8500 | 3,108    | 6,734   | 80,808 | 3            | 39.4375  | 3,155   | 6,836  | 82,030 | 3            | 39.9875 | 3,199  | 6,931 | 83,174 |
| 4            | 40.7875 | 3,263    | 7,070   | 84,838 | 4            | 41.4125  | 3,313   | 7,178  | 86,138 | 4            | 41.9875 | 3,359  | 7,278 | 87,334 |
| 5            | 42.8250 | 3,426    | 7,423   | 89,076 | 5            | 43.4875  | 3,479   | 7,538  | 90,454 | 5            | 44.0875 | 3,527  | 7,642 | 91,702 |
| <b>07035</b> |         |          |         |        | <b>07065</b> |          |         |        |        | <b>07095</b> |         |        |       |        |
| 1            | 35.3375 | 2,827    | 6,125   | 73,502 | 1            | 35.8500  | 2,868   | 6,214  | 74,568 | 1            | 36.3750 | 2,910  | 6,305 | 75,660 |
| 2            | 37.1125 | 2,969    | 6,433   | 77,194 | 2            | 37.6500  | 3,012   | 6,526  | 78,312 | 2            | 38.2000 | 3,056  | 6,621 | 79,456 |
| 3            | 38.9625 | 3,117    | 6,754   | 81,042 | 3            | 39.5250  | 3,162   | 6,851  | 82,212 | 3            | 40.1000 | 3,208  | 6,951 | 83,408 |
| 4            | 40.9125 | 3,273    | 7,092   | 85,098 | 4            | 41.5000  | 3,320   | 7,193  | 86,320 | 4            | 42.1125 | 3,369  | 7,300 | 87,594 |
| 5            | 42.9500 | 3,436    | 7,445   | 89,336 | 5            | 43.5750  | 3,486   | 7,553  | 90,636 | 5            | 44.2125 | 3,537  | 7,664 | 91,962 |
| <b>07040</b> |         |          |         |        | <b>07070</b> |          |         |        |        | <b>07100</b> |         |        |       |        |
| 1            | 35.4375 | 2,835    | 6,143   | 73,710 | 1            | 35.9250  | 2,874   | 6,227  | 74,724 | 1            | 36.4750 | 2,918  | 6,322 | 75,868 |
| 2            | 37.2125 | 2,977    | 6,450   | 77,402 | 2            | 37.7250  | 3,018   | 6,539  | 78,468 | 2            | 38.3000 | 3,064  | 6,639 | 79,664 |
| 3            | 39.0750 | 3,126    | 6,773   | 81,276 | 3            | 39.6125  | 3,169   | 6,866  | 82,394 | 3            | 40.2125 | 3,217  | 6,970 | 83,642 |
| 4            | 41.0250 | 3,282    | 7,111   | 85,332 | 4            | 41.5875  | 3,327   | 7,209  | 86,502 | 4            | 42.2250 | 3,378  | 7,319 | 87,828 |
| 5            | 43.0750 | 3,446    | 7,466   | 89,596 | 5            | 43.6625  | 3,493   | 7,568  | 90,818 | 5            | 44.3375 | 3,547  | 7,685 | 92,222 |
| <b>07045</b> |         |          |         |        | <b>07075</b> |          |         |        |        | <b>07105</b> |         |        |       |        |
| 1            | 35.5125 | 2,841    | 6,156   | 73,866 | 1            | 36.0250  | 2,882   | 6,244  | 74,932 | 1            | 36.5750 | 2,926  | 6,340 | 76,076 |
| 2            | 37.2875 | 2,983    | 6,463   | 77,558 | 2            | 37.8375  | 3,027   | 6,559  | 78,702 | 2            | 38.4000 | 3,072  | 6,656 | 79,872 |
| 3            | 39.1500 | 3,132    | 6,786   | 81,432 | 3            | 39.7250  | 3,178   | 6,886  | 82,628 | 3            | 40.3250 | 3,226  | 6,990 | 83,876 |
| 4            | 41.1125 | 3,289    | 7,126   | 85,514 | 4            | 41.7125  | 3,337   | 7,230  | 86,762 | 4            | 42.3375 | 3,387  | 7,339 | 88,062 |
| 5            | 43.1625 | 3,453    | 7,482   | 89,778 | 5            | 43.7875  | 3,503   | 7,590  | 91,078 | 5            | 44.4625 | 3,557  | 7,707 | 92,482 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>07110</b> |         |          |         |        | <b>07140</b> |          |         |        |        | <b>07170</b> |         |        |       |        |
| 1            | 36.6625 | 2,933    | 6,355   | 76,258 | 1            | 37.2125  | 2,977   | 6,450  | 77,402 | 1            | 37.7250 | 3,018  | 6,539 | 78,468 |
| 2            | 38.5000 | 3,080    | 6,673   | 80,080 | 2            | 39.0750  | 3,126   | 6,773  | 81,276 | 2            | 39.6125 | 3,169  | 6,866 | 82,394 |
| 3            | 40.4250 | 3,234    | 7,007   | 84,084 | 3            | 41.0250  | 3,282   | 7,111  | 85,332 | 3            | 41.5875 | 3,327  | 7,209 | 86,502 |
| 4            | 42.4500 | 3,396    | 7,358   | 88,296 | 4            | 43.0750  | 3,446   | 7,466  | 89,596 | 4            | 43.6625 | 3,493  | 7,568 | 90,818 |
| 5            | 44.5750 | 3,566    | 7,726   | 92,716 | 5            | 45.2250  | 3,618   | 7,839  | 94,068 | 5            | 45.8500 | 3,668  | 7,947 | 95,368 |
| <b>07115</b> |         |          |         |        | <b>07145</b> |          |         |        |        | <b>07175</b> |         |        |       |        |
| 1            | 36.7500 | 2,940    | 6,370   | 76,440 | 1            | 37.2875  | 2,983   | 6,463  | 77,558 | 1            | 37.8375 | 3,027  | 6,559 | 78,702 |
| 2            | 38.5875 | 3,087    | 6,689   | 80,262 | 2            | 39.1500  | 3,132   | 6,786  | 81,432 | 2            | 39.7250 | 3,178  | 6,886 | 82,628 |
| 3            | 40.5125 | 3,241    | 7,022   | 84,266 | 3            | 41.1125  | 3,289   | 7,126  | 85,514 | 3            | 41.7125 | 3,337  | 7,230 | 86,762 |
| 4            | 42.5375 | 3,403    | 7,373   | 88,478 | 4            | 43.1625  | 3,453   | 7,482  | 89,778 | 4            | 43.7875 | 3,503  | 7,590 | 91,078 |
| 5            | 44.6750 | 3,574    | 7,744   | 92,924 | 5            | 45.3250  | 3,626   | 7,856  | 94,276 | 5            | 45.9875 | 3,679  | 7,971 | 95,654 |
| <b>07120</b> |         |          |         |        | <b>07150</b> |          |         |        |        | <b>07180</b> |         |        |       |        |
| 1            | 36.8250 | 2,946    | 6,383   | 76,596 | 1            | 37.3625  | 2,989   | 6,476  | 77,714 | 1            | 37.9375 | 3,035  | 6,576 | 78,910 |
| 2            | 38.6625 | 3,093    | 6,702   | 80,418 | 2            | 39.2250  | 3,138   | 6,799  | 81,588 | 2            | 39.8375 | 3,187  | 6,905 | 82,862 |
| 3            | 40.6000 | 3,248    | 7,037   | 84,448 | 3            | 41.1875  | 3,295   | 7,139  | 85,670 | 3            | 41.8250 | 3,346  | 7,250 | 86,996 |
| 4            | 42.6250 | 3,410    | 7,388   | 88,660 | 4            | 43.2500  | 3,460   | 7,497  | 89,960 | 4            | 43.9125 | 3,513  | 7,612 | 91,338 |
| 5            | 44.7625 | 3,581    | 7,759   | 93,106 | 5            | 45.4125  | 3,633   | 7,872  | 94,458 | 5            | 46.1125 | 3,689  | 7,993 | 95,914 |
| <b>07125</b> |         |          |         |        | <b>07155</b> |          |         |        |        | <b>07185</b> |         |        |       |        |
| 1            | 36.9125 | 2,953    | 6,398   | 76,778 | 1            | 37.4625  | 2,997   | 6,494  | 77,922 | 1            | 38.0125 | 3,041  | 6,589 | 79,066 |
| 2            | 38.7625 | 3,101    | 6,719   | 80,626 | 2            | 39.3375  | 3,147   | 6,819  | 81,822 | 2            | 39.9125 | 3,193  | 6,918 | 83,018 |
| 3            | 40.7000 | 3,256    | 7,055   | 84,656 | 3            | 41.3000  | 3,304   | 7,159  | 85,904 | 3            | 41.9125 | 3,353  | 7,265 | 87,178 |
| 4            | 42.7250 | 3,418    | 7,406   | 88,868 | 4            | 43.3750  | 3,470   | 7,518  | 90,220 | 4            | 44.0000 | 3,520  | 7,627 | 91,520 |
| 5            | 44.8625 | 3,589    | 7,776   | 93,314 | 5            | 45.5375  | 3,643   | 7,893  | 94,718 | 5            | 46.2000 | 3,696  | 8,008 | 96,096 |
| <b>07130</b> |         |          |         |        | <b>07160</b> |          |         |        |        | <b>07190</b> |         |        |       |        |
| 1            | 37.0000 | 2,960    | 6,413   | 76,960 | 1            | 37.5625  | 3,005   | 6,511  | 78,130 | 1            | 38.0875 | 3,047  | 6,602 | 79,222 |
| 2            | 38.8500 | 3,108    | 6,734   | 80,808 | 2            | 39.4375  | 3,155   | 6,836  | 82,030 | 2            | 39.9875 | 3,199  | 6,931 | 83,174 |
| 3            | 40.7875 | 3,263    | 7,070   | 84,838 | 3            | 41.4125  | 3,313   | 7,178  | 86,138 | 3            | 41.9875 | 3,359  | 7,278 | 87,334 |
| 4            | 42.8250 | 3,426    | 7,423   | 89,076 | 4            | 43.4875  | 3,479   | 7,538  | 90,454 | 4            | 44.0875 | 3,527  | 7,642 | 91,702 |
| 5            | 44.9625 | 3,597    | 7,794   | 93,522 | 5            | 45.6625  | 3,653   | 7,915  | 94,978 | 5            | 46.2875 | 3,703  | 8,023 | 96,278 |
| <b>07135</b> |         |          |         |        | <b>07165</b> |          |         |        |        | <b>07195</b> |         |        |       |        |
| 1            | 37.1125 | 2,969    | 6,433   | 77,194 | 1            | 37.6500  | 3,012   | 6,526  | 78,312 | 1            | 38.2000 | 3,056  | 6,621 | 79,456 |
| 2            | 38.9625 | 3,117    | 6,754   | 81,042 | 2            | 39.5250  | 3,162   | 6,851  | 82,212 | 2            | 40.1000 | 3,208  | 6,951 | 83,408 |
| 3            | 40.9125 | 3,273    | 7,092   | 85,098 | 3            | 41.5000  | 3,320   | 7,193  | 86,320 | 3            | 42.1125 | 3,369  | 7,300 | 87,594 |
| 4            | 42.9500 | 3,436    | 7,445   | 89,336 | 4            | 43.5750  | 3,486   | 7,553  | 90,636 | 4            | 44.2125 | 3,537  | 7,664 | 91,962 |
| 5            | 45.1000 | 3,608    | 7,817   | 93,808 | 5            | 45.7625  | 3,661   | 7,932  | 95,186 | 5            | 46.4250 | 3,714  | 8,047 | 96,564 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |         |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|---------|
| <b>07200</b> |         |          |         |        | <b>07230</b> |          |         |        |        | <b>07260</b> |         |        |       |         |
| 1            | 38.3000 | 3,064    | 6,639   | 79,664 | 1            | 38.8500  | 3,108   | 6,734  | 80,808 | 1            | 39.4375 | 3,155  | 6,836 | 82,030  |
| 2            | 40.2125 | 3,217    | 6,970   | 83,642 | 2            | 40.7875  | 3,263   | 7,070  | 84,838 | 2            | 41.4125 | 3,313  | 7,178 | 86,138  |
| 3            | 42.2250 | 3,378    | 7,319   | 87,828 | 3            | 42.8250  | 3,426   | 7,423  | 89,076 | 3            | 43.4875 | 3,479  | 7,538 | 90,454  |
| 4            | 44.3375 | 3,547    | 7,685   | 92,222 | 4            | 44.9625  | 3,597   | 7,794  | 93,522 | 4            | 45.6625 | 3,653  | 7,915 | 94,978  |
| 5            | 46.5500 | 3,724    | 8,069   | 96,824 | 5            | 47.2125  | 3,777   | 8,184  | 98,202 | 5            | 47.9500 | 3,836  | 8,311 | 99,736  |
| <b>07205</b> |         |          |         |        | <b>07235</b> |          |         |        |        | <b>07265</b> |         |        |       |         |
| 1            | 38.4000 | 3,072    | 6,656   | 79,872 | 1            | 38.9625  | 3,117   | 6,754  | 81,042 | 1            | 39.5250 | 3,162  | 6,851 | 82,212  |
| 2            | 40.3250 | 3,226    | 6,990   | 83,876 | 2            | 40.9125  | 3,273   | 7,092  | 85,098 | 2            | 41.5000 | 3,320  | 7,193 | 86,320  |
| 3            | 42.3375 | 3,387    | 7,339   | 88,062 | 3            | 42.9500  | 3,436   | 7,445  | 89,336 | 3            | 43.5750 | 3,486  | 7,553 | 90,636  |
| 4            | 44.4625 | 3,557    | 7,707   | 92,482 | 4            | 45.1000  | 3,608   | 7,817  | 93,808 | 4            | 45.7625 | 3,661  | 7,932 | 95,186  |
| 5            | 46.6750 | 3,734    | 8,090   | 97,084 | 5            | 47.3500  | 3,788   | 8,207  | 98,488 | 5            | 48.0500 | 3,844  | 8,329 | 99,944  |
| <b>07210</b> |         |          |         |        | <b>07240</b> |          |         |        |        | <b>07270</b> |         |        |       |         |
| 1            | 38.5000 | 3,080    | 6,673   | 80,080 | 1            | 39.0750  | 3,126   | 6,773  | 81,276 | 1            | 39.6125 | 3,169  | 6,866 | 82,394  |
| 2            | 40.4250 | 3,234    | 7,007   | 84,084 | 2            | 41.0250  | 3,282   | 7,111  | 85,332 | 2            | 41.5875 | 3,327  | 7,209 | 86,502  |
| 3            | 42.4500 | 3,396    | 7,358   | 88,296 | 3            | 43.0750  | 3,446   | 7,466  | 89,596 | 3            | 43.6625 | 3,493  | 7,568 | 90,818  |
| 4            | 44.5750 | 3,566    | 7,726   | 92,716 | 4            | 45.2250  | 3,618   | 7,839  | 94,068 | 4            | 45.8500 | 3,668  | 7,947 | 95,368  |
| 5            | 46.8000 | 3,744    | 8,112   | 97,344 | 5            | 47.4875  | 3,799   | 8,231  | 98,774 | 5            | 48.1375 | 3,851  | 8,344 | 100,126 |
| <b>07215</b> |         |          |         |        | <b>07245</b> |          |         |        |        | <b>07275</b> |         |        |       |         |
| 1            | 38.5875 | 3,087    | 6,689   | 80,262 | 1            | 39.1500  | 3,132   | 6,786  | 81,432 | 1            | 39.7375 | 3,179  | 6,888 | 82,654  |
| 2            | 40.5125 | 3,241    | 7,022   | 84,266 | 2            | 41.1125  | 3,289   | 7,126  | 85,514 | 2            | 41.7125 | 3,337  | 7,230 | 86,762  |
| 3            | 42.5375 | 3,403    | 7,373   | 88,478 | 3            | 43.1625  | 3,453   | 7,482  | 89,778 | 3            | 43.7875 | 3,503  | 7,590 | 91,078  |
| 4            | 44.6750 | 3,574    | 7,744   | 92,924 | 4            | 45.3250  | 3,626   | 7,856  | 94,276 | 4            | 45.9875 | 3,679  | 7,971 | 95,654  |
| 5            | 46.9000 | 3,752    | 8,129   | 97,552 | 5            | 47.5875  | 3,807   | 8,249  | 98,982 | 5            | 48.2750 | 3,862  | 8,368 | 100,412 |
| <b>07220</b> |         |          |         |        | <b>07250</b> |          |         |        |        | <b>07280</b> |         |        |       |         |
| 1            | 38.6625 | 3,093    | 6,702   | 80,418 | 1            | 39.2250  | 3,138   | 6,799  | 81,588 | 1            | 39.8625 | 3,189  | 6,910 | 82,914  |
| 2            | 40.6000 | 3,248    | 7,037   | 84,448 | 2            | 41.1875  | 3,295   | 7,139  | 85,670 | 2            | 41.8250 | 3,346  | 7,250 | 86,996  |
| 3            | 42.6250 | 3,410    | 7,388   | 88,660 | 3            | 43.2500  | 3,460   | 7,497  | 89,960 | 3            | 43.9125 | 3,513  | 7,612 | 91,338  |
| 4            | 44.7625 | 3,581    | 7,759   | 93,106 | 4            | 45.4125  | 3,633   | 7,872  | 94,458 | 4            | 46.1125 | 3,689  | 7,993 | 95,914  |
| 5            | 47.0000 | 3,760    | 8,147   | 97,760 | 5            | 47.6875  | 3,815   | 8,266  | 99,190 | 5            | 48.4125 | 3,873  | 8,392 | 100,698 |
| <b>07225</b> |         |          |         |        | <b>07255</b> |          |         |        |        | <b>07285</b> |         |        |       |         |
| 1            | 38.7625 | 3,101    | 6,719   | 80,626 | 1            | 39.3375  | 3,147   | 6,819  | 81,822 | 1            | 39.9250 | 3,194  | 6,920 | 83,044  |
| 2            | 40.7000 | 3,256    | 7,055   | 84,656 | 2            | 41.3000  | 3,304   | 7,159  | 85,904 | 2            | 41.9125 | 3,353  | 7,265 | 87,178  |
| 3            | 42.7250 | 3,418    | 7,406   | 88,868 | 3            | 43.3750  | 3,470   | 7,518  | 90,220 | 3            | 44.0000 | 3,520  | 7,627 | 91,520  |
| 4            | 44.8625 | 3,589    | 7,776   | 93,314 | 4            | 45.5375  | 3,643   | 7,893  | 94,718 | 4            | 46.2125 | 3,697  | 8,010 | 96,122  |
| 5            | 47.1125 | 3,769    | 8,166   | 97,994 | 5            | 47.8250  | 3,826   | 8,290  | 99,476 | 5            | 48.5125 | 3,881  | 8,409 | 100,906 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |       |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|-------|---------|
| <b>07290</b> |         |          |         |         | <b>07320</b> |          |         |        |         | <b>07350</b> |         |        |       |         |
| 1            | 39.9875 | 3,199    | 6,931   | 83,174  | 1            | 40.6000  | 3,248   | 7,037  | 84,448  | 1            | 41.1875 | 3,295  | 7,139 | 85,670  |
| 2            | 41.9875 | 3,359    | 7,278   | 87,334  | 2            | 42.6250  | 3,410   | 7,388  | 88,660  | 2            | 43.2500 | 3,460  | 7,497 | 89,960  |
| 3            | 44.0875 | 3,527    | 7,642   | 91,702  | 3            | 44.7625  | 3,581   | 7,759  | 93,106  | 3            | 45.4125 | 3,633  | 7,872 | 94,458  |
| 4            | 46.3000 | 3,704    | 8,025   | 96,304  | 4            | 47.0000  | 3,760   | 8,147  | 97,760  | 4            | 47.6875 | 3,815  | 8,266 | 99,190  |
| 5            | 48.6000 | 3,888    | 8,424   | 101,088 | 5            | 49.3500  | 3,948   | 8,554  | 102,648 | 5            | 50.0750 | 4,006  | 8,680 | 104,156 |
| <b>07295</b> |         |          |         |         | <b>07325</b> |          |         |        |         | <b>07355</b> |         |        |       |         |
| 1            | 40.1000 | 3,208    | 6,951   | 83,408  | 1            | 40.7000  | 3,256   | 7,055  | 84,656  | 1            | 41.3000 | 3,304  | 7,159 | 85,904  |
| 2            | 42.1125 | 3,369    | 7,300   | 87,594  | 2            | 42.7250  | 3,418   | 7,406  | 88,868  | 2            | 43.3750 | 3,470  | 7,518 | 90,220  |
| 3            | 44.2125 | 3,537    | 7,664   | 91,962  | 3            | 44.8625  | 3,589   | 7,776  | 93,314  | 3            | 45.5375 | 3,643  | 7,893 | 94,718  |
| 4            | 46.4250 | 3,714    | 8,047   | 96,564  | 4            | 47.1125  | 3,769   | 8,166  | 97,994  | 4            | 47.8250 | 3,826  | 8,290 | 99,476  |
| 5            | 48.7375 | 3,899    | 8,448   | 101,374 | 5            | 49.4625  | 3,957   | 8,574  | 102,882 | 5            | 50.2125 | 4,017  | 8,704 | 104,442 |
| <b>07300</b> |         |          |         |         | <b>07330</b> |          |         |        |         | <b>07360</b> |         |        |       |         |
| 1            | 40.2125 | 3,217    | 6,970   | 83,642  | 1            | 40.7875  | 3,263   | 7,070  | 84,838  | 1            | 41.4125 | 3,313  | 7,178 | 86,138  |
| 2            | 42.2250 | 3,378    | 7,319   | 87,828  | 2            | 42.8250  | 3,426   | 7,423  | 89,076  | 2            | 43.4875 | 3,479  | 7,538 | 90,454  |
| 3            | 44.3375 | 3,547    | 7,685   | 92,222  | 3            | 44.9625  | 3,597   | 7,794  | 93,522  | 3            | 45.6625 | 3,653  | 7,915 | 94,978  |
| 4            | 46.5500 | 3,724    | 8,069   | 96,824  | 4            | 47.2125  | 3,777   | 8,184  | 98,202  | 4            | 47.9500 | 3,836  | 8,311 | 99,736  |
| 5            | 48.8750 | 3,910    | 8,472   | 101,660 | 5            | 49.5750  | 3,966   | 8,593  | 103,116 | 5            | 50.3500 | 4,028  | 8,727 | 104,728 |
| <b>07305</b> |         |          |         |         | <b>07335</b> |          |         |        |         | <b>07365</b> |         |        |       |         |
| 1            | 40.3250 | 3,226    | 6,990   | 83,876  | 1            | 40.9125  | 3,273   | 7,092  | 85,098  | 1            | 41.5000 | 3,320  | 7,193 | 86,320  |
| 2            | 42.3375 | 3,387    | 7,339   | 88,062  | 2            | 42.9500  | 3,436   | 7,445  | 89,336  | 2            | 43.5750 | 3,486  | 7,553 | 90,636  |
| 3            | 44.4625 | 3,557    | 7,707   | 92,482  | 3            | 45.1000  | 3,608   | 7,817  | 93,808  | 3            | 45.7625 | 3,661  | 7,932 | 95,186  |
| 4            | 46.6750 | 3,734    | 8,090   | 97,084  | 4            | 47.3500  | 3,788   | 8,207  | 98,488  | 4            | 48.0500 | 3,844  | 8,329 | 99,944  |
| 5            | 49.0125 | 3,921    | 8,496   | 101,946 | 5            | 49.7250  | 3,978   | 8,619  | 103,428 | 5            | 50.4500 | 4,036  | 8,745 | 104,936 |
| <b>07310</b> |         |          |         |         | <b>07340</b> |          |         |        |         | <b>07370</b> |         |        |       |         |
| 1            | 40.4250 | 3,234    | 7,007   | 84,084  | 1            | 41.0250  | 3,282   | 7,111  | 85,332  | 1            | 41.5875 | 3,327  | 7,209 | 86,502  |
| 2            | 42.4500 | 3,396    | 7,358   | 88,296  | 2            | 43.0750  | 3,446   | 7,466  | 89,596  | 2            | 43.6625 | 3,493  | 7,568 | 90,818  |
| 3            | 44.5750 | 3,566    | 7,726   | 92,716  | 3            | 45.2250  | 3,618   | 7,839  | 94,068  | 3            | 45.8500 | 3,668  | 7,947 | 95,368  |
| 4            | 46.8000 | 3,744    | 8,112   | 97,344  | 4            | 47.4875  | 3,799   | 8,231  | 98,774  | 4            | 48.1375 | 3,851  | 8,344 | 100,126 |
| 5            | 49.1375 | 3,931    | 8,517   | 102,206 | 5            | 49.8625  | 3,989   | 8,643  | 103,714 | 5            | 50.5500 | 4,044  | 8,762 | 105,144 |
| <b>07315</b> |         |          |         |         | <b>07345</b> |          |         |        |         | <b>07375</b> |         |        |       |         |
| 1            | 40.5125 | 3,241    | 7,022   | 84,266  | 1            | 41.1125  | 3,289   | 7,126  | 85,514  | 1            | 41.7125 | 3,337  | 7,230 | 86,762  |
| 2            | 42.5375 | 3,403    | 7,373   | 88,478  | 2            | 43.1625  | 3,453   | 7,482  | 89,778  | 2            | 43.7875 | 3,503  | 7,590 | 91,078  |
| 3            | 44.6750 | 3,574    | 7,744   | 92,924  | 3            | 45.3250  | 3,626   | 7,856  | 94,276  | 3            | 45.9875 | 3,679  | 7,971 | 95,654  |
| 4            | 46.9000 | 3,752    | 8,129   | 97,552  | 4            | 47.5875  | 3,807   | 8,249  | 98,982  | 4            | 48.2750 | 3,862  | 8,368 | 100,412 |
| 5            | 49.2500 | 3,940    | 8,537   | 102,440 | 5            | 49.9750  | 3,998   | 8,662  | 103,948 | 5            | 50.7000 | 4,056  | 8,788 | 105,456 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |       |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|-------|---------|
| <b>07380</b> |         |          |         |         | <b>07410</b> |          |         |        |         | <b>07440</b> |         |        |       |         |
| 1            | 41.8250 | 3,346    | 7,250   | 86,996  | 1            | 42.4500  | 3,396   | 7,358  | 88,296  | 1            | 43.0750 | 3,446  | 7,466 | 89,596  |
| 2            | 43.9125 | 3,513    | 7,612   | 91,338  | 2            | 44.5750  | 3,566   | 7,726  | 92,716  | 2            | 45.2250 | 3,618  | 7,839 | 94,068  |
| 3            | 46.1125 | 3,689    | 7,993   | 95,914  | 3            | 46.8000  | 3,744   | 8,112  | 97,344  | 3            | 47.4875 | 3,799  | 8,231 | 98,774  |
| 4            | 48.4125 | 3,873    | 8,392   | 100,698 | 4            | 49.1375  | 3,931   | 8,517  | 102,206 | 4            | 49.8625 | 3,989  | 8,643 | 103,714 |
| 5            | 50.8375 | 4,067    | 8,812   | 105,742 | 5            | 51.6000  | 4,128   | 8,944  | 107,328 | 5            | 52.3500 | 4,188  | 9,074 | 108,888 |
| <b>07385</b> |         |          |         |         | <b>07415</b> |          |         |        |         | <b>07445</b> |         |        |       |         |
| 1            | 41.9125 | 3,353    | 7,265   | 87,178  | 1            | 42.5375  | 3,403   | 7,373  | 88,478  | 1            | 43.1625 | 3,453  | 7,482 | 89,778  |
| 2            | 44.0000 | 3,520    | 7,627   | 91,520  | 2            | 44.6750  | 3,574   | 7,744  | 92,924  | 2            | 45.3250 | 3,626  | 7,856 | 94,276  |
| 3            | 46.2000 | 3,696    | 8,008   | 96,096  | 3            | 46.9000  | 3,752   | 8,129  | 97,552  | 3            | 47.5875 | 3,807  | 8,249 | 98,982  |
| 4            | 48.5125 | 3,881    | 8,409   | 100,906 | 4            | 49.2500  | 3,940   | 8,537  | 102,440 | 4            | 49.9750 | 3,998  | 8,662 | 103,948 |
| 5            | 50.9375 | 4,075    | 8,829   | 105,950 | 5            | 51.7125  | 4,137   | 8,964  | 107,562 | 5            | 52.4625 | 4,197  | 9,094 | 109,122 |
| <b>07390</b> |         |          |         |         | <b>07420</b> |          |         |        |         | <b>07450</b> |         |        |       |         |
| 1            | 41.9875 | 3,359    | 7,278   | 87,334  | 1            | 42.6250  | 3,410   | 7,388  | 88,660  | 1            | 43.2500 | 3,460  | 7,497 | 89,960  |
| 2            | 44.0875 | 3,527    | 7,642   | 91,702  | 2            | 44.7625  | 3,581   | 7,759  | 93,106  | 2            | 45.4125 | 3,633  | 7,872 | 94,458  |
| 3            | 46.2875 | 3,703    | 8,023   | 96,278  | 3            | 47.0000  | 3,760   | 8,147  | 97,760  | 3            | 47.6875 | 3,815  | 8,266 | 99,190  |
| 4            | 48.6000 | 3,888    | 8,424   | 101,088 | 4            | 49.3500  | 3,948   | 8,554  | 102,648 | 4            | 50.0750 | 4,006  | 8,680 | 104,156 |
| 5            | 51.0250 | 4,082    | 8,844   | 106,132 | 5            | 51.8125  | 4,145   | 8,981  | 107,770 | 5            | 52.5750 | 4,206  | 9,113 | 109,356 |
| <b>07395</b> |         |          |         |         | <b>07425</b> |          |         |        |         | <b>07455</b> |         |        |       |         |
| 1            | 42.1125 | 3,369    | 7,300   | 87,594  | 1            | 42.7250  | 3,418   | 7,406  | 88,868  | 1            | 43.3750 | 3,470  | 7,518 | 90,220  |
| 2            | 44.2125 | 3,537    | 7,664   | 91,962  | 2            | 44.8625  | 3,589   | 7,776  | 93,314  | 2            | 45.5375 | 3,643  | 7,893 | 94,718  |
| 3            | 46.4250 | 3,714    | 8,047   | 96,564  | 3            | 47.1125  | 3,769   | 8,166  | 97,994  | 3            | 47.8250 | 3,826  | 8,290 | 99,476  |
| 4            | 48.7375 | 3,899    | 8,448   | 101,374 | 4            | 49.4625  | 3,957   | 8,574  | 102,882 | 4            | 50.2125 | 4,017  | 8,704 | 104,442 |
| 5            | 51.1750 | 4,094    | 8,870   | 106,444 | 5            | 51.9375  | 4,155   | 9,003  | 108,030 | 5            | 52.7250 | 4,218  | 9,139 | 109,668 |
| <b>07400</b> |         |          |         |         | <b>07430</b> |          |         |        |         | <b>07460</b> |         |        |       |         |
| 1            | 42.2250 | 3,378    | 7,319   | 87,828  | 1            | 42.8250  | 3,426   | 7,423  | 89,076  | 1            | 43.4875 | 3,479  | 7,538 | 90,454  |
| 2            | 44.3375 | 3,547    | 7,685   | 92,222  | 2            | 44.9625  | 3,597   | 7,794  | 93,522  | 2            | 45.6625 | 3,653  | 7,915 | 94,978  |
| 3            | 46.5500 | 3,724    | 8,069   | 96,824  | 3            | 47.2125  | 3,777   | 8,184  | 98,202  | 3            | 47.9500 | 3,836  | 8,311 | 99,736  |
| 4            | 48.8750 | 3,910    | 8,472   | 101,660 | 4            | 49.5750  | 3,966   | 8,593  | 103,116 | 4            | 50.3500 | 4,028  | 8,727 | 104,728 |
| 5            | 51.3250 | 4,106    | 8,896   | 106,756 | 5            | 52.0500  | 4,164   | 9,022  | 108,264 | 5            | 52.8625 | 4,229  | 9,163 | 109,954 |
| <b>07405</b> |         |          |         |         | <b>07435</b> |          |         |        |         | <b>07465</b> |         |        |       |         |
| 1            | 42.3375 | 3,387    | 7,339   | 88,062  | 1            | 42.9500  | 3,436   | 7,445  | 89,336  | 1            | 43.5750 | 3,486  | 7,553 | 90,636  |
| 2            | 44.4625 | 3,557    | 7,707   | 92,482  | 2            | 45.1000  | 3,608   | 7,817  | 93,808  | 2            | 45.7625 | 3,661  | 7,932 | 95,186  |
| 3            | 46.6750 | 3,734    | 8,090   | 97,084  | 3            | 47.3500  | 3,788   | 8,207  | 98,488  | 3            | 48.0500 | 3,844  | 8,329 | 99,944  |
| 4            | 49.0125 | 3,921    | 8,496   | 101,946 | 4            | 49.7250  | 3,978   | 8,619  | 103,428 | 4            | 50.4500 | 4,036  | 8,745 | 104,936 |
| 5            | 51.4625 | 4,117    | 8,920   | 107,042 | 5            | 52.2000  | 4,176   | 9,048  | 108,576 | 5            | 52.9750 | 4,238  | 9,182 | 110,188 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |       |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|-------|---------|
| <b>07470</b> |         |          |         |         | <b>07500</b> |          |         |        |         | <b>07530</b> |         |        |       |         |
| 1            | 43.6625 | 3,493    | 7,568   | 90,818  | 1            | 44.3375  | 3,547   | 7,685  | 92,222  | 1            | 44.9625 | 3,597  | 7,794 | 93,522  |
| 2            | 45.8500 | 3,668    | 7,947   | 95,368  | 2            | 46.5500  | 3,724   | 8,069  | 96,824  | 2            | 47.2125 | 3,777  | 8,184 | 98,202  |
| 3            | 48.1375 | 3,851    | 8,344   | 100,126 | 3            | 48.8750  | 3,910   | 8,472  | 101,660 | 3            | 49.5750 | 3,966  | 8,593 | 103,116 |
| 4            | 50.5500 | 4,044    | 8,762   | 105,144 | 4            | 51.3250  | 4,106   | 8,896  | 106,756 | 4            | 52.0500 | 4,164  | 9,022 | 108,264 |
| 5            | 53.0750 | 4,246    | 9,200   | 110,396 | 5            | 53.8875  | 4,311   | 9,341  | 112,086 | 5            | 54.6500 | 4,372  | 9,473 | 113,672 |
| <b>07475</b> |         |          |         |         | <b>07505</b> |          |         |        |         | <b>07535</b> |         |        |       |         |
| 1            | 43.7875 | 3,503    | 7,590   | 91,078  | 1            | 44.4625  | 3,557   | 7,707  | 92,482  | 1            | 45.1000 | 3,608  | 7,817 | 93,808  |
| 2            | 45.9875 | 3,679    | 7,971   | 95,654  | 2            | 46.6750  | 3,734   | 8,090  | 97,084  | 2            | 47.3500 | 3,788  | 8,207 | 98,488  |
| 3            | 48.2750 | 3,862    | 8,368   | 100,412 | 3            | 49.0125  | 3,921   | 8,496  | 101,946 | 3            | 49.7250 | 3,978  | 8,619 | 103,428 |
| 4            | 50.7000 | 4,056    | 8,788   | 105,456 | 4            | 51.4625  | 4,117   | 8,920  | 107,042 | 4            | 52.2000 | 4,176  | 9,048 | 108,576 |
| 5            | 53.2250 | 4,258    | 9,226   | 110,708 | 5            | 54.0375  | 4,323   | 9,367  | 112,398 | 5            | 54.8125 | 4,385  | 9,501 | 114,010 |
| <b>07480</b> |         |          |         |         | <b>07510</b> |          |         |        |         | <b>07540</b> |         |        |       |         |
| 1            | 43.9125 | 3,513    | 7,612   | 91,338  | 1            | 44.5750  | 3,566   | 7,726  | 92,716  | 1            | 45.2250 | 3,618  | 7,839 | 94,068  |
| 2            | 46.1125 | 3,689    | 7,993   | 95,914  | 2            | 46.8000  | 3,744   | 8,112  | 97,344  | 2            | 47.4875 | 3,799  | 8,231 | 98,774  |
| 3            | 48.4125 | 3,873    | 8,392   | 100,698 | 3            | 49.1375  | 3,931   | 8,517  | 102,206 | 3            | 49.8625 | 3,989  | 8,643 | 103,714 |
| 4            | 50.8375 | 4,067    | 8,812   | 105,742 | 4            | 51.6000  | 4,128   | 8,944  | 107,328 | 4            | 52.3500 | 4,188  | 9,074 | 108,888 |
| 5            | 53.3750 | 4,270    | 9,252   | 111,020 | 5            | 54.1750  | 4,334   | 9,390  | 112,684 | 5            | 54.9625 | 4,397  | 9,527 | 114,322 |
| <b>07485</b> |         |          |         |         | <b>07515</b> |          |         |        |         | <b>07545</b> |         |        |       |         |
| 1            | 44.0000 | 3,520    | 7,627   | 91,520  | 1            | 44.6750  | 3,574   | 7,744  | 92,924  | 1            | 45.3250 | 3,626  | 7,856 | 94,276  |
| 2            | 46.2125 | 3,697    | 8,010   | 96,122  | 2            | 46.9000  | 3,752   | 8,129  | 97,552  | 2            | 47.5875 | 3,807  | 8,249 | 98,982  |
| 3            | 48.5125 | 3,881    | 8,409   | 100,906 | 3            | 49.2500  | 3,940   | 8,537  | 102,440 | 3            | 49.9750 | 3,998  | 8,662 | 103,948 |
| 4            | 50.9375 | 4,075    | 8,829   | 105,950 | 4            | 51.7125  | 4,137   | 8,964  | 107,562 | 4            | 52.4625 | 4,197  | 9,094 | 109,122 |
| 5            | 53.4750 | 4,278    | 9,269   | 111,228 | 5            | 54.2875  | 4,343   | 9,410  | 112,918 | 5            | 55.0875 | 4,407  | 9,549 | 114,582 |
| <b>07490</b> |         |          |         |         | <b>07520</b> |          |         |        |         | <b>07550</b> |         |        |       |         |
| 1            | 44.0875 | 3,527    | 7,642   | 91,702  | 1            | 44.7625  | 3,581   | 7,759  | 93,106  | 1            | 45.4125 | 3,633  | 7,872 | 94,458  |
| 2            | 46.3000 | 3,704    | 8,025   | 96,304  | 2            | 47.0000  | 3,760   | 8,147  | 97,760  | 2            | 47.6875 | 3,815  | 8,266 | 99,190  |
| 3            | 48.6000 | 3,888    | 8,424   | 101,088 | 3            | 49.3500  | 3,948   | 8,554  | 102,648 | 3            | 50.0750 | 4,006  | 8,680 | 104,156 |
| 4            | 51.0250 | 4,082    | 8,844   | 106,132 | 4            | 51.8125  | 4,145   | 8,981  | 107,770 | 4            | 52.5750 | 4,206  | 9,113 | 109,356 |
| 5            | 53.5750 | 4,286    | 9,286   | 111,436 | 5            | 54.4000  | 4,352   | 9,429  | 113,152 | 5            | 55.2000 | 4,416  | 9,568 | 114,816 |
| <b>07495</b> |         |          |         |         | <b>07525</b> |          |         |        |         | <b>07555</b> |         |        |       |         |
| 1            | 44.2125 | 3,537    | 7,664   | 91,962  | 1            | 44.8625  | 3,589   | 7,776  | 93,314  | 1            | 45.5375 | 3,643  | 7,893 | 94,718  |
| 2            | 46.4250 | 3,714    | 8,047   | 96,564  | 2            | 47.1125  | 3,769   | 8,166  | 97,994  | 2            | 47.8250 | 3,826  | 8,290 | 99,476  |
| 3            | 48.7375 | 3,899    | 8,448   | 101,374 | 3            | 49.4625  | 3,957   | 8,574  | 102,882 | 3            | 50.2125 | 4,017  | 8,704 | 104,442 |
| 4            | 51.1750 | 4,094    | 8,870   | 106,444 | 4            | 51.9375  | 4,155   | 9,003  | 108,030 | 4            | 52.7250 | 4,218  | 9,139 | 109,668 |
| 5            | 53.7375 | 4,299    | 9,315   | 111,774 | 5            | 54.5250  | 4,362   | 9,451  | 113,412 | 5            | 55.3500 | 4,428  | 9,594 | 115,128 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.





CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>07560</b> |         |          |         |         | <b>07590</b> |          |         |        |         | <b>07620</b> |         |        |        |         |
| 1            | 45.6625 | 3,653    | 7,915   | 94,978  | 1            | 46.2875  | 3,703   | 8,023  | 96,278  | 1            | 47.0000 | 3,760  | 8,147  | 97,760  |
| 2            | 47.9500 | 3,836    | 8,311   | 99,736  | 2            | 48.6000  | 3,888   | 8,424  | 101,088 | 2            | 49.3500 | 3,948  | 8,554  | 102,648 |
| 3            | 50.3500 | 4,028    | 8,727   | 104,728 | 3            | 51.0250  | 4,082   | 8,844  | 106,132 | 3            | 51.8125 | 4,145  | 8,981  | 107,770 |
| 4            | 52.8625 | 4,229    | 9,163   | 109,954 | 4            | 53.5750  | 4,286   | 9,286  | 111,436 | 4            | 54.4000 | 4,352  | 9,429  | 113,152 |
| 5            | 55.5000 | 4,440    | 9,620   | 115,440 | 5            | 56.2500  | 4,500   | 9,750  | 117,000 | 5            | 57.1250 | 4,570  | 9,902  | 118,820 |
| <b>07565</b> |         |          |         |         | <b>07595</b> |          |         |        |         | <b>07625</b> |         |        |        |         |
| 1            | 45.7625 | 3,661    | 7,932   | 95,186  | 1            | 46.4250  | 3,714   | 8,047  | 96,564  | 1            | 47.1125 | 3,769  | 8,166  | 97,994  |
| 2            | 48.0500 | 3,844    | 8,329   | 99,944  | 2            | 48.7375  | 3,899   | 8,448  | 101,374 | 2            | 49.4625 | 3,957  | 8,574  | 102,882 |
| 3            | 50.4500 | 4,036    | 8,745   | 104,936 | 3            | 51.1750  | 4,094   | 8,870  | 106,444 | 3            | 51.9375 | 4,155  | 9,003  | 108,030 |
| 4            | 52.9750 | 4,238    | 9,182   | 110,188 | 4            | 53.7375  | 4,299   | 9,315  | 111,774 | 4            | 54.5250 | 4,362  | 9,451  | 113,412 |
| 5            | 55.6125 | 4,449    | 9,640   | 115,674 | 5            | 56.4250  | 4,514   | 9,780  | 117,364 | 5            | 57.2625 | 4,581  | 9,926  | 119,106 |
| <b>07570</b> |         |          |         |         | <b>07600</b> |          |         |        |         | <b>07630</b> |         |        |        |         |
| 1            | 45.8500 | 3,668    | 7,947   | 95,368  | 1            | 46.5500  | 3,724   | 8,069  | 96,824  | 1            | 47.2125 | 3,777  | 8,184  | 98,202  |
| 2            | 48.1375 | 3,851    | 8,344   | 100,126 | 2            | 48.8750  | 3,910   | 8,472  | 101,660 | 2            | 49.5750 | 3,966  | 8,593  | 103,116 |
| 3            | 50.5500 | 4,044    | 8,762   | 105,144 | 3            | 51.3250  | 4,106   | 8,896  | 106,756 | 3            | 52.0500 | 4,164  | 9,022  | 108,264 |
| 4            | 53.0750 | 4,246    | 9,200   | 110,396 | 4            | 53.8875  | 4,311   | 9,341  | 112,086 | 4            | 54.6500 | 4,372  | 9,473  | 113,672 |
| 5            | 55.7250 | 4,458    | 9,659   | 115,908 | 5            | 56.5875  | 4,527   | 9,809  | 117,702 | 5            | 57.3875 | 4,591  | 9,947  | 119,366 |
| <b>07575</b> |         |          |         |         | <b>07605</b> |          |         |        |         | <b>07635</b> |         |        |        |         |
| 1            | 45.9875 | 3,679    | 7,971   | 95,654  | 1            | 46.6750  | 3,734   | 8,090  | 97,084  | 1            | 47.3500 | 3,788  | 8,207  | 98,488  |
| 2            | 48.2750 | 3,862    | 8,368   | 100,412 | 2            | 49.0125  | 3,921   | 8,496  | 101,946 | 2            | 49.7250 | 3,978  | 8,619  | 103,428 |
| 3            | 50.7000 | 4,056    | 8,788   | 105,456 | 3            | 51.4625  | 4,117   | 8,920  | 107,042 | 3            | 52.2000 | 4,176  | 9,048  | 108,576 |
| 4            | 53.2250 | 4,258    | 9,226   | 110,708 | 4            | 54.0375  | 4,323   | 9,367  | 112,398 | 4            | 54.8125 | 4,385  | 9,501  | 114,010 |
| 5            | 55.8875 | 4,471    | 9,687   | 116,246 | 5            | 56.7375  | 4,539   | 9,835  | 118,014 | 5            | 57.5500 | 4,604  | 9,975  | 119,704 |
| <b>07580</b> |         |          |         |         | <b>07610</b> |          |         |        |         | <b>07640</b> |         |        |        |         |
| 1            | 46.1125 | 3,689    | 7,993   | 95,914  | 1            | 46.8000  | 3,744   | 8,112  | 97,344  | 1            | 47.4875 | 3,799  | 8,231  | 98,774  |
| 2            | 48.4125 | 3,873    | 8,392   | 100,698 | 2            | 49.1375  | 3,931   | 8,517  | 102,206 | 2            | 49.8625 | 3,989  | 8,643  | 103,714 |
| 3            | 50.8375 | 4,067    | 8,812   | 105,742 | 3            | 51.6000  | 4,128   | 8,944  | 107,328 | 3            | 52.3500 | 4,188  | 9,074  | 108,888 |
| 4            | 53.3750 | 4,270    | 9,252   | 111,020 | 4            | 54.1750  | 4,334   | 9,390  | 112,684 | 4            | 54.9625 | 4,397  | 9,527  | 114,322 |
| 5            | 56.0500 | 4,484    | 9,715   | 116,584 | 5            | 56.8875  | 4,551   | 9,861  | 118,326 | 5            | 57.7125 | 4,617  | 10,004 | 120,042 |
| <b>07585</b> |         |          |         |         | <b>07615</b> |          |         |        |         | <b>07645</b> |         |        |        |         |
| 1            | 46.2000 | 3,696    | 8,008   | 96,096  | 1            | 46.9000  | 3,752   | 8,129  | 97,552  | 1            | 47.5875 | 3,807  | 8,249  | 98,982  |
| 2            | 48.5125 | 3,881    | 8,409   | 100,906 | 2            | 49.2500  | 3,940   | 8,537  | 102,440 | 2            | 49.9750 | 3,998  | 8,662  | 103,948 |
| 3            | 50.9375 | 4,075    | 8,829   | 105,950 | 3            | 51.7125  | 4,137   | 8,964  | 107,562 | 3            | 52.4625 | 4,197  | 9,094  | 109,122 |
| 4            | 53.4750 | 4,278    | 9,269   | 111,228 | 4            | 54.2875  | 4,343   | 9,410  | 112,918 | 4            | 55.0875 | 4,407  | 9,549  | 114,582 |
| 5            | 56.1500 | 4,492    | 9,733   | 116,792 | 5            | 57.0125  | 4,561   | 9,882  | 118,586 | 5            | 57.8375 | 4,627  | 10,025 | 120,302 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>07650</b> |         |          |         |         | <b>07680</b> |          |         |        |         | <b>07710</b> |         |        |        |         |
| 1            | 47.6875 | 3,815    | 8,266   | 99,190  | 1            | 48.4125  | 3,873   | 8,392  | 100,698 | 1            | 49.1375 | 3,931  | 8,517  | 102,206 |
| 2            | 50.0750 | 4,006    | 8,680   | 104,156 | 2            | 50.8375  | 4,067   | 8,812  | 105,742 | 2            | 51.6000 | 4,128  | 8,944  | 107,328 |
| 3            | 52.5750 | 4,206    | 9,113   | 109,356 | 3            | 53.3750  | 4,270   | 9,252  | 111,020 | 3            | 54.1750 | 4,334  | 9,390  | 112,684 |
| 4            | 55.2000 | 4,416    | 9,568   | 114,816 | 4            | 56.0500  | 4,484   | 9,715  | 116,584 | 4            | 56.8875 | 4,551  | 9,861  | 118,326 |
| 5            | 57.9625 | 4,637    | 10,047  | 120,562 | 5            | 58.8500  | 4,708   | 10,201 | 122,408 | 5            | 59.7375 | 4,779  | 10,355 | 124,254 |
| <b>07655</b> |         |          |         |         | <b>07685</b> |          |         |        |         | <b>07715</b> |         |        |        |         |
| 1            | 47.8250 | 3,826    | 8,290   | 99,476  | 1            | 48.5125  | 3,881   | 8,409  | 100,906 | 1            | 49.2500 | 3,940  | 8,537  | 102,440 |
| 2            | 50.2125 | 4,017    | 8,704   | 104,442 | 2            | 50.9375  | 4,075   | 8,829  | 105,950 | 2            | 51.7125 | 4,137  | 8,964  | 107,562 |
| 3            | 52.7250 | 4,218    | 9,139   | 109,668 | 3            | 53.4750  | 4,278   | 9,269  | 111,228 | 3            | 54.2875 | 4,343  | 9,410  | 112,918 |
| 4            | 55.3500 | 4,428    | 9,594   | 115,128 | 4            | 56.1500  | 4,492   | 9,733  | 116,792 | 4            | 57.0125 | 4,561  | 9,882  | 118,586 |
| 5            | 58.1250 | 4,650    | 10,075  | 120,900 | 5            | 58.9625  | 4,717   | 10,220 | 122,642 | 5            | 59.8625 | 4,789  | 10,376 | 124,514 |
| <b>07660</b> |         |          |         |         | <b>07690</b> |          |         |        |         | <b>07720</b> |         |        |        |         |
| 1            | 47.9500 | 3,836    | 8,311   | 99,736  | 1            | 48.6000  | 3,888   | 8,424  | 101,088 | 1            | 49.3500 | 3,948  | 8,554  | 102,648 |
| 2            | 50.3500 | 4,028    | 8,727   | 104,728 | 2            | 51.0250  | 4,082   | 8,844  | 106,132 | 2            | 51.8125 | 4,145  | 8,981  | 107,770 |
| 3            | 52.8625 | 4,229    | 9,163   | 109,954 | 3            | 53.5750  | 4,286   | 9,286  | 111,436 | 3            | 54.4000 | 4,352  | 9,429  | 113,152 |
| 4            | 55.5000 | 4,440    | 9,620   | 115,440 | 4            | 56.2500  | 4,500   | 9,750  | 117,000 | 4            | 57.1250 | 4,570  | 9,902  | 118,820 |
| 5            | 58.2750 | 4,662    | 10,101  | 121,212 | 5            | 59.0625  | 4,725   | 10,238 | 122,850 | 5            | 59.9875 | 4,799  | 10,398 | 124,774 |
| <b>07665</b> |         |          |         |         | <b>07695</b> |          |         |        |         | <b>07725</b> |         |        |        |         |
| 1            | 48.0500 | 3,844    | 8,329   | 99,944  | 1            | 48.7375  | 3,899   | 8,448  | 101,374 | 1            | 49.4625 | 3,957  | 8,574  | 102,882 |
| 2            | 50.4500 | 4,036    | 8,745   | 104,936 | 2            | 51.1750  | 4,094   | 8,870  | 106,444 | 2            | 51.9375 | 4,155  | 9,003  | 108,030 |
| 3            | 52.9750 | 4,238    | 9,182   | 110,188 | 3            | 53.7375  | 4,299   | 9,315  | 111,774 | 3            | 54.5250 | 4,362  | 9,451  | 113,412 |
| 4            | 55.6125 | 4,449    | 9,640   | 115,674 | 4            | 56.4250  | 4,514   | 9,780  | 117,364 | 4            | 57.2625 | 4,581  | 9,926  | 119,106 |
| 5            | 58.4000 | 4,672    | 10,123  | 121,472 | 5            | 59.2375  | 4,739   | 10,268 | 123,214 | 5            | 60.1250 | 4,810  | 10,422 | 125,060 |
| <b>07670</b> |         |          |         |         | <b>07700</b> |          |         |        |         | <b>07730</b> |         |        |        |         |
| 1            | 48.1375 | 3,851    | 8,344   | 100,126 | 1            | 48.8750  | 3,910   | 8,472  | 101,660 | 1            | 49.5750 | 3,966  | 8,593  | 103,116 |
| 2            | 50.5500 | 4,044    | 8,762   | 105,144 | 2            | 51.3250  | 4,106   | 8,896  | 106,756 | 2            | 52.0500 | 4,164  | 9,022  | 108,264 |
| 3            | 53.0750 | 4,246    | 9,200   | 110,396 | 3            | 53.8875  | 4,311   | 9,341  | 112,086 | 3            | 54.6500 | 4,372  | 9,473  | 113,672 |
| 4            | 55.7250 | 4,458    | 9,659   | 115,908 | 4            | 56.5875  | 4,527   | 9,809  | 117,702 | 4            | 57.3875 | 4,591  | 9,947  | 119,366 |
| 5            | 58.5125 | 4,681    | 10,142  | 121,706 | 5            | 59.4125  | 4,753   | 10,298 | 123,578 | 5            | 60.2625 | 4,821  | 10,446 | 125,346 |
| <b>07675</b> |         |          |         |         | <b>07705</b> |          |         |        |         | <b>07735</b> |         |        |        |         |
| 1            | 48.2750 | 3,862    | 8,368   | 100,412 | 1            | 49.0125  | 3,921   | 8,496  | 101,946 | 1            | 49.7250 | 3,978  | 8,619  | 103,428 |
| 2            | 50.7000 | 4,056    | 8,788   | 105,456 | 2            | 51.4625  | 4,117   | 8,920  | 107,042 | 2            | 52.2000 | 4,176  | 9,048  | 108,576 |
| 3            | 53.2250 | 4,258    | 9,226   | 110,708 | 3            | 54.0375  | 4,323   | 9,367  | 112,398 | 3            | 54.8125 | 4,385  | 9,501  | 114,010 |
| 4            | 55.8875 | 4,471    | 9,687   | 116,246 | 4            | 56.7375  | 4,539   | 9,835  | 118,014 | 4            | 57.5500 | 4,604  | 9,975  | 119,704 |
| 5            | 58.6875 | 4,695    | 10,173  | 122,070 | 5            | 59.5750  | 4,766   | 10,326 | 123,916 | 5            | 60.4375 | 4,835  | 10,476 | 125,710 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>07740</b> |         |          |         |         | <b>07770</b> |          |         |        |         | <b>07800</b> |         |        |        |         |
| 1            | 49.8625 | 3,989    | 8,643   | 103,714 | 1            | 50.5500  | 4,044   | 8,762  | 105,144 | 1            | 51.3250 | 4,106  | 8,896  | 106,756 |
| 2            | 52.3500 | 4,188    | 9,074   | 108,888 | 2            | 53.0750  | 4,246   | 9,200  | 110,396 | 2            | 53.8875 | 4,311  | 9,341  | 112,086 |
| 3            | 54.9625 | 4,397    | 9,527   | 114,322 | 3            | 55.7250  | 4,458   | 9,659  | 115,908 | 3            | 56.5875 | 4,527  | 9,809  | 117,702 |
| 4            | 57.7125 | 4,617    | 10,004  | 120,042 | 4            | 58.5125  | 4,681   | 10,142 | 121,706 | 4            | 59.4125 | 4,753  | 10,298 | 123,578 |
| 5            | 60.6000 | 4,848    | 10,504  | 126,048 | 5            | 61.4375  | 4,915   | 10,649 | 127,790 | 5            | 62.3875 | 4,991  | 10,814 | 129,766 |
| <b>07745</b> |         |          |         |         | <b>07775</b> |          |         |        |         | <b>07805</b> |         |        |        |         |
| 1            | 49.9750 | 3,998    | 8,662   | 103,948 | 1            | 50.7000  | 4,056   | 8,788  | 105,456 | 1            | 51.4625 | 4,117  | 8,920  | 107,042 |
| 2            | 52.4625 | 4,197    | 9,094   | 109,122 | 2            | 53.2250  | 4,258   | 9,226  | 110,708 | 2            | 54.1000 | 4,328  | 9,377  | 112,528 |
| 3            | 55.0875 | 4,407    | 9,549   | 114,582 | 3            | 55.8875  | 4,471   | 9,687  | 116,246 | 3            | 56.7375 | 4,539  | 9,835  | 118,014 |
| 4            | 57.8375 | 4,627    | 10,025  | 120,302 | 4            | 58.6875  | 4,695   | 10,173 | 122,070 | 4            | 59.5750 | 4,766  | 10,326 | 123,916 |
| 5            | 60.7375 | 4,859    | 10,528  | 126,334 | 5            | 61.6125  | 4,929   | 10,680 | 128,154 | 5            | 62.5625 | 5,005  | 10,844 | 130,130 |
| <b>07750</b> |         |          |         |         | <b>07780</b> |          |         |        |         | <b>07810</b> |         |        |        |         |
| 1            | 50.0750 | 4,006    | 8,680   | 104,156 | 1            | 50.8375  | 4,067   | 8,812  | 105,742 | 1            | 51.6000 | 4,128  | 8,944  | 107,328 |
| 2            | 52.5750 | 4,206    | 9,113   | 109,356 | 2            | 53.3750  | 4,270   | 9,252  | 111,020 | 2            | 54.3000 | 4,344  | 9,412  | 112,944 |
| 3            | 55.2000 | 4,416    | 9,568   | 114,816 | 3            | 56.0500  | 4,484   | 9,715  | 116,584 | 3            | 56.8875 | 4,551  | 9,861  | 118,326 |
| 4            | 57.9625 | 4,637    | 10,047  | 120,562 | 4            | 58.8500  | 4,708   | 10,201 | 122,408 | 4            | 59.7375 | 4,779  | 10,355 | 124,254 |
| 5            | 60.8625 | 4,869    | 10,550  | 126,594 | 5            | 61.7875  | 4,943   | 10,710 | 128,518 | 5            | 62.7250 | 5,018  | 10,872 | 130,468 |
| <b>07755</b> |         |          |         |         | <b>07785</b> |          |         |        |         | <b>07815</b> |         |        |        |         |
| 1            | 50.2125 | 4,017    | 8,704   | 104,442 | 1            | 50.9375  | 4,075   | 8,829  | 105,950 | 1            | 51.7125 | 4,137  | 8,964  | 107,562 |
| 2            | 52.7250 | 4,218    | 9,139   | 109,668 | 2            | 53.4750  | 4,278   | 9,269  | 111,228 | 2            | 54.3500 | 4,348  | 9,421  | 113,048 |
| 3            | 55.3500 | 4,428    | 9,594   | 115,128 | 3            | 56.1500  | 4,492   | 9,733  | 116,792 | 3            | 57.0125 | 4,561  | 9,882  | 118,586 |
| 4            | 58.1250 | 4,650    | 10,075  | 120,900 | 4            | 58.9625  | 4,717   | 10,220 | 122,642 | 4            | 59.8625 | 4,789  | 10,376 | 124,514 |
| 5            | 61.0250 | 4,882    | 10,578  | 126,932 | 5            | 61.9000  | 4,952   | 10,729 | 128,752 | 5            | 62.8625 | 5,029  | 10,896 | 130,754 |
| <b>07760</b> |         |          |         |         | <b>07790</b> |          |         |        |         | <b>07820</b> |         |        |        |         |
| 1            | 50.3500 | 4,028    | 8,727   | 104,728 | 1            | 51.0250  | 4,082   | 8,844  | 106,132 | 1            | 51.8125 | 4,145  | 8,981  | 107,770 |
| 2            | 52.8625 | 4,229    | 9,163   | 109,954 | 2            | 53.5750  | 4,286   | 9,286  | 111,436 | 2            | 54.4000 | 4,352  | 9,429  | 113,152 |
| 3            | 55.5000 | 4,440    | 9,620   | 115,440 | 3            | 56.2500  | 4,500   | 9,750  | 117,000 | 3            | 57.1250 | 4,570  | 9,902  | 118,820 |
| 4            | 58.2750 | 4,662    | 10,101  | 121,212 | 4            | 59.0625  | 4,725   | 10,238 | 122,850 | 4            | 59.9875 | 4,799  | 10,398 | 124,774 |
| 5            | 61.1875 | 4,895    | 10,606  | 127,270 | 5            | 62.0125  | 4,961   | 10,749 | 128,986 | 5            | 62.9875 | 5,039  | 10,918 | 131,014 |
| <b>07765</b> |         |          |         |         | <b>07795</b> |          |         |        |         | <b>07825</b> |         |        |        |         |
| 1            | 50.4500 | 4,036    | 8,745   | 104,936 | 1            | 51.1750  | 4,094   | 8,870  | 106,444 | 1            | 51.9375 | 4,155  | 9,003  | 108,030 |
| 2            | 52.9750 | 4,238    | 9,182   | 110,188 | 2            | 53.7375  | 4,299   | 9,315  | 111,774 | 2            | 54.5250 | 4,362  | 9,451  | 113,412 |
| 3            | 55.6125 | 4,449    | 9,640   | 115,674 | 3            | 56.4250  | 4,514   | 9,780  | 117,364 | 3            | 57.2625 | 4,581  | 9,926  | 119,106 |
| 4            | 58.4000 | 4,672    | 10,123  | 121,472 | 4            | 59.2375  | 4,739   | 10,268 | 123,214 | 4            | 60.1250 | 4,810  | 10,422 | 125,060 |
| 5            | 61.3125 | 4,905    | 10,628  | 127,530 | 5            | 62.2000  | 4,976   | 10,781 | 129,376 | 5            | 63.1375 | 5,051  | 10,944 | 131,326 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>07830</b> |         |          |         |         | <b>07860</b> |          |         |        |         | <b>07890</b> |         |        |        |         |
| 1            | 52.0500 | 4,164    | 9,022   | 108,264 | 1            | 52.8625  | 4,229   | 9,163  | 109,954 | 1            | 53.5750 | 4,286  | 9,286  | 111,436 |
| 2            | 54.6500 | 4,372    | 9,473   | 113,672 | 2            | 55.5000  | 4,440   | 9,620  | 115,440 | 2            | 56.2500 | 4,500  | 9,750  | 117,000 |
| 3            | 57.3875 | 4,591    | 9,947   | 119,366 | 3            | 58.2750  | 4,662   | 10,101 | 121,212 | 3            | 59.0625 | 4,725  | 10,238 | 122,850 |
| 4            | 60.2625 | 4,821    | 10,446  | 125,346 | 4            | 61.1875  | 4,895   | 10,606 | 127,270 | 4            | 62.0125 | 4,961  | 10,749 | 128,986 |
| 5            | 63.2750 | 5,062    | 10,968  | 131,612 | 5            | 64.2500  | 5,140   | 11,137 | 133,640 | 5            | 65.1125 | 5,209  | 11,286 | 135,434 |
| <b>07835</b> |         |          |         |         | <b>07865</b> |          |         |        |         | <b>07895</b> |         |        |        |         |
| 1            | 52.2000 | 4,176    | 9,048   | 108,576 | 1            | 52.9750  | 4,238   | 9,182  | 110,188 | 1            | 53.7375 | 4,299  | 9,315  | 111,774 |
| 2            | 54.8125 | 4,385    | 9,501   | 114,010 | 2            | 55.6125  | 4,449   | 9,640  | 115,674 | 2            | 56.4250 | 4,514  | 9,780  | 117,364 |
| 3            | 57.5500 | 4,604    | 9,975   | 119,704 | 3            | 58.4000  | 4,672   | 10,123 | 121,472 | 3            | 59.2375 | 4,739  | 10,268 | 123,214 |
| 4            | 60.4375 | 4,835    | 10,476  | 125,710 | 4            | 61.3125  | 4,905   | 10,628 | 127,530 | 4            | 62.2000 | 4,976  | 10,781 | 129,376 |
| 5            | 63.4500 | 5,076    | 10,998  | 131,976 | 5            | 64.3875  | 5,151   | 11,161 | 133,926 | 5            | 65.3125 | 5,225  | 11,321 | 135,850 |
| <b>07840</b> |         |          |         |         | <b>07870</b> |          |         |        |         | <b>07900</b> |         |        |        |         |
| 1            | 52.3500 | 4,188    | 9,074   | 108,888 | 1            | 53.0750  | 4,246   | 9,200  | 110,396 | 1            | 53.8875 | 4,311  | 9,341  | 112,086 |
| 2            | 54.9625 | 4,397    | 9,527   | 114,322 | 2            | 55.7250  | 4,458   | 9,659  | 115,908 | 2            | 56.5875 | 4,527  | 9,809  | 117,702 |
| 3            | 57.7125 | 4,617    | 10,004  | 120,042 | 3            | 58.5125  | 4,681   | 10,142 | 121,706 | 3            | 59.4125 | 4,753  | 10,298 | 123,578 |
| 4            | 60.6000 | 4,848    | 10,504  | 126,048 | 4            | 61.4375  | 4,915   | 10,649 | 127,790 | 4            | 62.3875 | 4,991  | 10,814 | 129,766 |
| 5            | 63.6250 | 5,090    | 11,028  | 132,340 | 5            | 64.5125  | 5,161   | 11,182 | 134,186 | 5            | 65.5125 | 5,241  | 11,356 | 136,266 |
| <b>07845</b> |         |          |         |         | <b>07875</b> |          |         |        |         | <b>07905</b> |         |        |        |         |
| 1            | 52.4625 | 4,197    | 9,094   | 109,122 | 1            | 53.2250  | 4,258   | 9,226  | 110,708 | 1            | 54.0375 | 4,323  | 9,367  | 112,398 |
| 2            | 55.0875 | 4,407    | 9,549   | 114,582 | 2            | 55.8875  | 4,471   | 9,687  | 116,246 | 2            | 56.7375 | 4,539  | 9,835  | 118,014 |
| 3            | 57.8375 | 4,627    | 10,025  | 120,302 | 3            | 58.6875  | 4,695   | 10,173 | 122,070 | 3            | 59.5750 | 4,766  | 10,326 | 123,916 |
| 4            | 60.7375 | 4,859    | 10,528  | 126,334 | 4            | 61.6125  | 4,929   | 10,680 | 128,154 | 4            | 62.5625 | 5,005  | 10,844 | 130,130 |
| 5            | 63.7625 | 5,101    | 11,052  | 132,626 | 5            | 64.7000  | 5,176   | 11,215 | 134,576 | 5            | 65.6875 | 5,255  | 11,386 | 136,630 |
| <b>07850</b> |         |          |         |         | <b>07880</b> |          |         |        |         | <b>07910</b> |         |        |        |         |
| 1            | 52.5750 | 4,206    | 9,113   | 109,356 | 1            | 53.3750  | 4,270   | 9,252  | 111,020 | 1            | 54.1750 | 4,334  | 9,390  | 112,684 |
| 2            | 55.2000 | 4,416    | 9,568   | 114,816 | 2            | 56.0500  | 4,484   | 9,715  | 116,584 | 2            | 56.8875 | 4,551  | 9,861  | 118,326 |
| 3            | 57.9625 | 4,637    | 10,047  | 120,562 | 3            | 58.8500  | 4,708   | 10,201 | 122,408 | 3            | 59.7375 | 4,779  | 10,355 | 124,254 |
| 4            | 60.8625 | 4,869    | 10,550  | 126,594 | 4            | 61.7875  | 4,943   | 10,710 | 128,518 | 4            | 62.7250 | 5,018  | 10,872 | 130,468 |
| 5            | 63.9000 | 5,112    | 11,076  | 132,912 | 5            | 64.8750  | 5,190   | 11,245 | 134,940 | 5            | 65.8625 | 5,269  | 11,416 | 136,994 |
| <b>07855</b> |         |          |         |         | <b>07885</b> |          |         |        |         | <b>07915</b> |         |        |        |         |
| 1            | 52.7250 | 4,218    | 9,139   | 109,668 | 1            | 53.4750  | 4,278   | 9,269  | 111,228 | 1            | 54.2875 | 4,343  | 9,410  | 112,918 |
| 2            | 55.3500 | 4,428    | 9,594   | 115,128 | 2            | 56.1500  | 4,492   | 9,733  | 116,792 | 2            | 57.0125 | 4,561  | 9,882  | 118,586 |
| 3            | 58.1250 | 4,650    | 10,075  | 120,900 | 3            | 58.9625  | 4,717   | 10,220 | 122,642 | 3            | 59.8625 | 4,789  | 10,376 | 124,514 |
| 4            | 61.0250 | 4,882    | 10,578  | 126,932 | 4            | 61.9000  | 4,952   | 10,729 | 128,752 | 4            | 62.8625 | 5,029  | 10,896 | 130,754 |
| 5            | 64.0750 | 5,126    | 11,106  | 133,276 | 5            | 65.0000  | 5,200   | 11,267 | 135,200 | 5            | 66.0000 | 5,280  | 11,440 | 137,280 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Step         | Hourly  | Biweekly | Monthly | Annual  | Step         | Hourly  | Biweekly | Monthly | Annual  |
|--------------|---------|----------|---------|---------|--------------|---------|----------|---------|---------|--------------|---------|----------|---------|---------|
| <b>07920</b> |         |          |         |         | <b>07950</b> |         |          |         |         | <b>07980</b> |         |          |         |         |
| 1            | 54.4000 | 4,352    | 9,429   | 113,152 | 1            | 55.2000 | 4,416    | 9,568   | 114,816 | 1            | 56.0500 | 4,484    | 9,715   | 116,584 |
| 2            | 57.1250 | 4,570    | 9,902   | 118,820 | 2            | 57.9625 | 4,637    | 10,047  | 120,562 | 2            | 58.8500 | 4,708    | 10,201  | 122,408 |
| 3            | 59.9875 | 4,799    | 10,398  | 124,774 | 3            | 60.8625 | 4,869    | 10,550  | 126,594 | 3            | 61.7875 | 4,943    | 10,710  | 128,518 |
| 4            | 62.9875 | 5,039    | 10,918  | 131,014 | 4            | 63.9000 | 5,112    | 11,076  | 132,912 | 4            | 64.8750 | 5,190    | 11,245  | 134,940 |
| 5            | 66.1375 | 5,291    | 11,464  | 137,566 | 5            | 67.1000 | 5,368    | 11,631  | 139,568 | 5            | 68.1250 | 5,450    | 11,808  | 141,700 |
| <b>07925</b> |         |          |         |         | <b>07955</b> |         |          |         |         | <b>07985</b> |         |          |         |         |
| 1            | 54.5250 | 4,362    | 9,451   | 113,412 | 1            | 55.3500 | 4,428    | 9,594   | 115,128 | 1            | 56.1500 | 4,492    | 9,733   | 116,792 |
| 2            | 57.2625 | 4,581    | 9,926   | 119,106 | 2            | 58.1250 | 4,650    | 10,075  | 120,900 | 2            | 58.9625 | 4,717    | 10,220  | 122,642 |
| 3            | 60.1250 | 4,810    | 10,422  | 125,060 | 3            | 61.0250 | 4,882    | 10,578  | 126,932 | 3            | 61.9000 | 4,952    | 10,729  | 128,752 |
| 4            | 63.1375 | 5,051    | 10,944  | 131,326 | 4            | 64.0750 | 5,126    | 11,106  | 133,276 | 4            | 65.0000 | 5,200    | 11,267  | 135,200 |
| 5            | 66.2875 | 5,303    | 11,490  | 137,878 | 5            | 67.2875 | 5,383    | 11,663  | 139,958 | 5            | 68.2500 | 5,460    | 11,830  | 141,960 |
| <b>07930</b> |         |          |         |         | <b>07960</b> |         |          |         |         | <b>07990</b> |         |          |         |         |
| 1            | 54.6500 | 4,372    | 9,473   | 113,672 | 1            | 55.5000 | 4,440    | 9,620   | 115,440 | 1            | 56.2500 | 4,500    | 9,750   | 117,000 |
| 2            | 57.3875 | 4,591    | 9,947   | 119,366 | 2            | 58.2750 | 4,662    | 10,101  | 121,212 | 2            | 59.0625 | 4,725    | 10,238  | 122,850 |
| 3            | 60.2625 | 4,821    | 10,446  | 125,346 | 3            | 61.1875 | 4,895    | 10,606  | 127,270 | 3            | 62.0125 | 4,961    | 10,749  | 128,986 |
| 4            | 63.2750 | 5,062    | 10,968  | 131,612 | 4            | 64.2500 | 5,140    | 11,137  | 133,640 | 4            | 65.1125 | 5,209    | 11,286  | 135,434 |
| 5            | 66.4375 | 5,315    | 11,516  | 138,190 | 5            | 67.4625 | 5,397    | 11,694  | 140,322 | 5            | 68.3625 | 5,469    | 11,850  | 142,194 |
| <b>07935</b> |         |          |         |         | <b>07965</b> |         |          |         |         | <b>07995</b> |         |          |         |         |
| 1            | 54.8125 | 4,385    | 9,501   | 114,010 | 1            | 55.6125 | 4,449    | 9,640   | 115,674 | 1            | 56.4250 | 4,514    | 9,780   | 117,364 |
| 2            | 57.5500 | 4,604    | 9,975   | 119,704 | 2            | 58.4000 | 4,672    | 10,123  | 121,472 | 2            | 59.2375 | 4,739    | 10,268  | 123,214 |
| 3            | 60.4375 | 4,835    | 10,476  | 125,710 | 3            | 61.3125 | 4,905    | 10,628  | 127,530 | 3            | 62.2000 | 4,976    | 10,781  | 129,376 |
| 4            | 63.4500 | 5,076    | 10,998  | 131,976 | 4            | 64.3875 | 5,151    | 11,161  | 133,926 | 4            | 65.3125 | 5,225    | 11,321  | 135,850 |
| 5            | 66.6250 | 5,330    | 11,548  | 138,580 | 5            | 67.6000 | 5,408    | 11,717  | 140,608 | 5            | 68.5750 | 5,486    | 11,886  | 142,636 |
| <b>07940</b> |         |          |         |         | <b>07970</b> |         |          |         |         | <b>08000</b> |         |          |         |         |
| 1            | 54.9625 | 4,397    | 9,527   | 114,322 | 1            | 55.7250 | 4,458    | 9,659   | 115,908 | 1            | 56.5875 | 4,527    | 9,809   | 117,702 |
| 2            | 57.7125 | 4,617    | 10,004  | 120,042 | 2            | 58.5125 | 4,681    | 10,142  | 121,706 | 2            | 59.4125 | 4,753    | 10,298  | 123,578 |
| 3            | 60.6000 | 4,848    | 10,504  | 126,048 | 3            | 61.4375 | 4,915    | 10,649  | 127,790 | 3            | 62.3875 | 4,991    | 10,814  | 129,766 |
| 4            | 63.6250 | 5,090    | 11,028  | 132,340 | 4            | 64.5125 | 5,161    | 11,182  | 134,186 | 4            | 65.5125 | 5,241    | 11,356  | 136,266 |
| 5            | 66.8125 | 5,345    | 11,581  | 138,970 | 5            | 67.7375 | 5,419    | 11,741  | 140,894 | 5            | 68.7875 | 5,503    | 11,923  | 143,078 |
| <b>07945</b> |         |          |         |         | <b>07975</b> |         |          |         |         | <b>08005</b> |         |          |         |         |
| 1            | 55.0875 | 4,407    | 9,549   | 114,582 | 1            | 55.8875 | 4,471    | 9,687   | 116,246 | 1            | 56.7375 | 4,539    | 9,835   | 118,014 |
| 2            | 57.8375 | 4,627    | 10,025  | 120,302 | 2            | 58.6875 | 4,695    | 10,173  | 122,070 | 2            | 59.5750 | 4,766    | 10,326  | 123,916 |
| 3            | 60.7375 | 4,859    | 10,528  | 126,334 | 3            | 61.6125 | 4,929    | 10,680  | 128,154 | 3            | 62.5625 | 5,005    | 10,844  | 130,130 |
| 4            | 63.7625 | 5,101    | 11,052  | 132,626 | 4            | 64.7000 | 5,176    | 11,215  | 134,576 | 4            | 65.6875 | 5,255    | 11,386  | 136,630 |
| 5            | 66.9625 | 5,357    | 11,607  | 139,282 | 5            | 67.9375 | 5,435    | 11,776  | 141,310 | 5            | 68.9750 | 5,518    | 11,956  | 143,468 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>08010</b> |         |          |         |         | <b>08040</b> |          |         |        |         | <b>08070</b> |         |        |        |         |
| 1            | 56.8875 | 4,551    | 9,861   | 118,326 | 1            | 57.7125  | 4,617   | 10,004 | 120,042 | 1            | 58.5125 | 4,681  | 10,142 | 121,706 |
| 2            | 59.7375 | 4,779    | 10,355  | 124,254 | 2            | 60.6000  | 4,848   | 10,504 | 126,048 | 2            | 61.4375 | 4,915  | 10,649 | 127,790 |
| 3            | 62.7250 | 5,018    | 10,872  | 130,468 | 3            | 63.6250  | 5,090   | 11,028 | 132,340 | 3            | 64.5125 | 5,161  | 11,182 | 134,186 |
| 4            | 65.8625 | 5,269    | 11,416  | 136,994 | 4            | 66.8125  | 5,345   | 11,581 | 138,970 | 4            | 67.7375 | 5,419  | 11,741 | 140,894 |
| 5            | 69.1500 | 5,532    | 11,986  | 143,832 | 5            | 70.1500  | 5,612   | 12,159 | 145,912 | 5            | 71.1250 | 5,690  | 12,328 | 147,940 |
| <b>08015</b> |         |          |         |         | <b>08045</b> |          |         |        |         | <b>08075</b> |         |        |        |         |
| 1            | 57.0125 | 4,561    | 9,882   | 118,586 | 1            | 57.8375  | 4,627   | 10,025 | 120,302 | 1            | 58.6875 | 4,695  | 10,173 | 122,070 |
| 2            | 59.8625 | 4,789    | 10,376  | 124,514 | 2            | 60.7375  | 4,859   | 10,528 | 126,334 | 2            | 61.6125 | 4,929  | 10,680 | 128,154 |
| 3            | 62.8625 | 5,029    | 10,896  | 130,754 | 3            | 63.7625  | 5,101   | 11,052 | 132,626 | 3            | 64.7000 | 5,176  | 11,215 | 134,576 |
| 4            | 66.0000 | 5,280    | 11,440  | 137,280 | 4            | 66.9625  | 5,357   | 11,607 | 139,282 | 4            | 67.9375 | 5,435  | 11,776 | 141,310 |
| 5            | 69.3000 | 5,544    | 12,012  | 144,144 | 5            | 70.3000  | 5,624   | 12,185 | 146,224 | 5            | 71.3375 | 5,707  | 12,365 | 148,382 |
| <b>08020</b> |         |          |         |         | <b>08050</b> |          |         |        |         | <b>08080</b> |         |        |        |         |
| 1            | 57.1250 | 4,570    | 9,902   | 118,820 | 1            | 57.9625  | 4,637   | 10,047 | 120,562 | 1            | 58.8500 | 4,708  | 10,201 | 122,408 |
| 2            | 59.9875 | 4,799    | 10,398  | 124,774 | 2            | 60.8625  | 4,869   | 10,550 | 126,594 | 2            | 61.7875 | 4,943  | 10,710 | 128,518 |
| 3            | 62.9875 | 5,039    | 10,918  | 131,014 | 3            | 63.9000  | 5,112   | 11,076 | 132,912 | 3            | 64.8750 | 5,190  | 11,245 | 134,940 |
| 4            | 66.1375 | 5,291    | 11,464  | 137,566 | 4            | 67.1000  | 5,368   | 11,631 | 139,568 | 4            | 68.1250 | 5,450  | 11,808 | 141,700 |
| 5            | 69.4500 | 5,556    | 12,038  | 144,456 | 5            | 70.4500  | 5,636   | 12,211 | 146,536 | 5            | 71.5375 | 5,723  | 12,400 | 148,798 |
| <b>08025</b> |         |          |         |         | <b>08055</b> |          |         |        |         | <b>08085</b> |         |        |        |         |
| 1            | 57.2625 | 4,581    | 9,926   | 119,106 | 1            | 58.1250  | 4,650   | 10,075 | 120,900 | 1            | 58.9625 | 4,717  | 10,220 | 122,642 |
| 2            | 60.1250 | 4,810    | 10,422  | 125,060 | 2            | 61.0250  | 4,882   | 10,578 | 126,932 | 2            | 61.9000 | 4,952  | 10,729 | 128,752 |
| 3            | 63.1375 | 5,051    | 10,944  | 131,326 | 3            | 64.0750  | 5,126   | 11,106 | 133,276 | 3            | 65.0000 | 5,200  | 11,267 | 135,200 |
| 4            | 66.2875 | 5,303    | 11,490  | 137,878 | 4            | 67.2875  | 5,383   | 11,663 | 139,958 | 4            | 68.2500 | 5,460  | 11,830 | 141,960 |
| 5            | 69.6125 | 5,569    | 12,066  | 144,794 | 5            | 70.6500  | 5,652   | 12,246 | 146,952 | 5            | 71.6625 | 5,733  | 12,422 | 149,058 |
| <b>08030</b> |         |          |         |         | <b>08060</b> |          |         |        |         | <b>08090</b> |         |        |        |         |
| 1            | 57.3875 | 4,591    | 9,947   | 119,366 | 1            | 58.2750  | 4,662   | 10,101 | 121,212 | 1            | 59.0625 | 4,725  | 10,238 | 122,850 |
| 2            | 60.2625 | 4,821    | 10,446  | 125,346 | 2            | 61.1875  | 4,895   | 10,606 | 127,270 | 2            | 62.0125 | 4,961  | 10,749 | 128,986 |
| 3            | 63.2750 | 5,062    | 10,968  | 131,612 | 3            | 64.2500  | 5,140   | 11,137 | 133,640 | 3            | 65.1125 | 5,209  | 11,286 | 135,434 |
| 4            | 66.4375 | 5,315    | 11,516  | 138,190 | 4            | 67.4625  | 5,397   | 11,694 | 140,322 | 4            | 68.3625 | 5,469  | 11,850 | 142,194 |
| 5            | 69.7625 | 5,581    | 12,092  | 145,106 | 5            | 70.8375  | 5,667   | 12,279 | 147,342 | 5            | 71.7750 | 5,742  | 12,441 | 149,292 |
| <b>08035</b> |         |          |         |         | <b>08065</b> |          |         |        |         | <b>08095</b> |         |        |        |         |
| 1            | 57.5500 | 4,604    | 9,975   | 119,704 | 1            | 58.4000  | 4,672   | 10,123 | 121,472 | 1            | 59.2375 | 4,739  | 10,268 | 123,214 |
| 2            | 60.4375 | 4,835    | 10,476  | 125,710 | 2            | 61.3125  | 4,905   | 10,628 | 127,530 | 2            | 62.2000 | 4,976  | 10,781 | 129,376 |
| 3            | 63.4500 | 5,076    | 10,998  | 131,976 | 3            | 64.3875  | 5,151   | 11,161 | 133,926 | 3            | 65.3125 | 5,225  | 11,321 | 135,850 |
| 4            | 66.6250 | 5,330    | 11,548  | 138,580 | 4            | 67.6000  | 5,408   | 11,717 | 140,608 | 4            | 68.5750 | 5,486  | 11,886 | 142,636 |
| 5            | 69.9625 | 5,597    | 12,127  | 145,522 | 5            | 70.9875  | 5,679   | 12,305 | 147,654 | 5            | 72.0000 | 5,760  | 12,480 | 149,760 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>08100</b> |         |          |         |         | <b>08130</b> |          |         |        |         | <b>08160</b> |         |        |        |         |
| 1            | 59.4125 | 4,753    | 10,298  | 123,578 | 1            | 60.2625  | 4,821   | 10,446 | 125,346 | 1            | 61.1875 | 4,895  | 10,606 | 127,270 |
| 2            | 62.3875 | 4,991    | 10,814  | 129,766 | 2            | 63.2750  | 5,062   | 10,968 | 131,612 | 2            | 64.2500 | 5,140  | 11,137 | 133,640 |
| 3            | 65.5125 | 5,241    | 11,356  | 136,266 | 3            | 66.4375  | 5,315   | 11,516 | 138,190 | 3            | 67.4625 | 5,397  | 11,694 | 140,322 |
| 4            | 68.7875 | 5,503    | 11,923  | 143,078 | 4            | 69.7625  | 5,581   | 12,092 | 145,106 | 4            | 70.8375 | 5,667  | 12,279 | 147,342 |
| 5            | 72.2250 | 5,778    | 12,519  | 150,228 | 5            | 73.2500  | 5,860   | 12,697 | 152,360 | 5            | 74.3750 | 5,950  | 12,892 | 154,700 |
| <b>08105</b> |         |          |         |         | <b>08135</b> |          |         |        |         | <b>08165</b> |         |        |        |         |
| 1            | 59.5750 | 4,766    | 10,326  | 123,916 | 1            | 60.4375  | 4,835   | 10,476 | 125,710 | 1            | 61.3125 | 4,905  | 10,628 | 127,530 |
| 2            | 62.5625 | 5,005    | 10,844  | 130,130 | 2            | 63.4500  | 5,076   | 10,998 | 131,976 | 2            | 64.3875 | 5,151  | 11,161 | 133,926 |
| 3            | 65.6875 | 5,255    | 11,386  | 136,630 | 3            | 66.6250  | 5,330   | 11,548 | 138,580 | 3            | 67.6000 | 5,408  | 11,717 | 140,608 |
| 4            | 68.9750 | 5,518    | 11,956  | 143,468 | 4            | 69.9625  | 5,597   | 12,127 | 145,522 | 4            | 70.9875 | 5,679  | 12,305 | 147,654 |
| 5            | 72.4250 | 5,794    | 12,554  | 150,644 | 5            | 73.4625  | 5,877   | 12,734 | 152,802 | 5            | 74.5250 | 5,962  | 12,918 | 155,012 |
| <b>08110</b> |         |          |         |         | <b>08140</b> |          |         |        |         | <b>08170</b> |         |        |        |         |
| 1            | 59.7375 | 4,779    | 10,355  | 124,254 | 1            | 60.6000  | 4,848   | 10,504 | 126,048 | 1            | 61.4375 | 4,915  | 10,649 | 127,790 |
| 2            | 62.7250 | 5,018    | 10,872  | 130,468 | 2            | 63.6250  | 5,090   | 11,028 | 132,340 | 2            | 64.5125 | 5,161  | 11,182 | 134,186 |
| 3            | 65.8625 | 5,269    | 11,416  | 136,994 | 3            | 66.8125  | 5,345   | 11,581 | 138,970 | 3            | 67.7375 | 5,419  | 11,741 | 140,894 |
| 4            | 69.1500 | 5,532    | 11,986  | 143,832 | 4            | 70.1500  | 5,612   | 12,159 | 145,912 | 4            | 71.1250 | 5,690  | 12,328 | 147,940 |
| 5            | 72.6125 | 5,809    | 12,586  | 151,034 | 5            | 73.6625  | 5,893   | 12,768 | 153,218 | 5            | 74.6750 | 5,974  | 12,944 | 155,324 |
| <b>08115</b> |         |          |         |         | <b>08145</b> |          |         |        |         | <b>08175</b> |         |        |        |         |
| 1            | 59.8625 | 4,789    | 10,376  | 124,514 | 1            | 60.7375  | 4,859   | 10,528 | 126,334 | 1            | 61.6125 | 4,929  | 10,680 | 128,154 |
| 2            | 62.8625 | 5,029    | 10,896  | 130,754 | 2            | 63.7625  | 5,101   | 11,052 | 132,626 | 2            | 64.7000 | 5,176  | 11,215 | 134,576 |
| 3            | 66.0000 | 5,280    | 11,440  | 137,280 | 3            | 66.9625  | 5,357   | 11,607 | 139,282 | 3            | 67.9375 | 5,435  | 11,776 | 141,310 |
| 4            | 69.3000 | 5,544    | 12,012  | 144,144 | 4            | 70.3000  | 5,624   | 12,185 | 146,224 | 4            | 71.3250 | 5,706  | 12,363 | 148,356 |
| 5            | 72.7750 | 5,822    | 12,614  | 151,372 | 5            | 73.8250  | 5,906   | 12,796 | 153,556 | 5            | 74.8875 | 5,991  | 12,981 | 155,766 |
| <b>08120</b> |         |          |         |         | <b>08150</b> |          |         |        |         | <b>08180</b> |         |        |        |         |
| 1            | 59.9875 | 4,799    | 10,398  | 124,774 | 1            | 60.8625  | 4,869   | 10,550 | 126,594 | 1            | 61.7875 | 4,943  | 10,710 | 128,518 |
| 2            | 62.9875 | 5,039    | 10,918  | 131,014 | 2            | 63.9000  | 5,112   | 11,076 | 132,912 | 2            | 64.8750 | 5,190  | 11,245 | 134,940 |
| 3            | 66.1375 | 5,291    | 11,464  | 137,566 | 3            | 67.1000  | 5,368   | 11,631 | 139,568 | 3            | 68.1250 | 5,450  | 11,808 | 141,700 |
| 4            | 69.4500 | 5,556    | 12,038  | 144,456 | 4            | 70.4500  | 5,636   | 12,211 | 146,536 | 4            | 71.5250 | 5,722  | 12,398 | 148,772 |
| 5            | 72.9250 | 5,834    | 12,640  | 151,684 | 5            | 73.9750  | 5,918   | 12,822 | 153,868 | 5            | 75.1000 | 6,008  | 13,017 | 156,208 |
| <b>08125</b> |         |          |         |         | <b>08155</b> |          |         |        |         | <b>08185</b> |         |        |        |         |
| 1            | 60.1250 | 4,810    | 10,422  | 125,060 | 1            | 61.0250  | 4,882   | 10,578 | 126,932 | 1            | 61.9000 | 4,952  | 10,729 | 128,752 |
| 2            | 63.1375 | 5,051    | 10,944  | 131,326 | 2            | 64.0750  | 5,126   | 11,106 | 133,276 | 2            | 65.0000 | 5,200  | 11,267 | 135,200 |
| 3            | 66.2875 | 5,303    | 11,490  | 137,878 | 3            | 67.2875  | 5,383   | 11,663 | 139,958 | 3            | 68.2500 | 5,460  | 11,830 | 141,960 |
| 4            | 69.6125 | 5,569    | 12,066  | 144,794 | 4            | 70.6500  | 5,652   | 12,246 | 146,952 | 4            | 71.6625 | 5,733  | 12,422 | 149,058 |
| 5            | 73.0875 | 5,847    | 12,669  | 152,022 | 5            | 74.1750  | 5,934   | 12,857 | 154,284 | 5            | 75.2375 | 6,019  | 13,041 | 156,494 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>08190</b> |         |          |         |         | <b>08220</b> |          |         |        |         | <b>08250</b> |         |        |        |         |
| 1            | 62.0125 | 4,961    | 10,749  | 128,986 | 1            | 62.9875  | 5,039   | 10,918 | 131,014 | 1            | 63.9000 | 5,112  | 11,076 | 132,912 |
| 2            | 65.1125 | 5,209    | 11,286  | 135,434 | 2            | 66.1375  | 5,291   | 11,464 | 137,566 | 2            | 67.1000 | 5,368  | 11,631 | 139,568 |
| 3            | 68.3750 | 5,470    | 11,852  | 142,220 | 3            | 69.4375  | 5,555   | 12,036 | 144,430 | 3            | 70.4500 | 5,636  | 12,211 | 146,536 |
| 4            | 71.7875 | 5,743    | 12,443  | 149,318 | 4            | 72.9125  | 5,833   | 12,638 | 151,658 | 4            | 73.9750 | 5,918  | 12,822 | 153,868 |
| 5            | 75.3750 | 6,030    | 13,065  | 156,780 | 5            | 76.5625  | 6,125   | 13,271 | 159,250 | 5            | 77.6750 | 6,214  | 13,464 | 161,564 |
| <b>08195</b> |         |          |         |         | <b>08225</b> |          |         |        |         | <b>08255</b> |         |        |        |         |
| 1            | 62.2000 | 4,976    | 10,781  | 129,376 | 1            | 63.1375  | 5,051   | 10,944 | 131,326 | 1            | 64.0750 | 5,126  | 11,106 | 133,276 |
| 2            | 65.3125 | 5,225    | 11,321  | 135,850 | 2            | 66.2875  | 5,303   | 11,490 | 137,878 | 2            | 67.2875 | 5,383  | 11,663 | 139,958 |
| 3            | 68.5875 | 5,487    | 11,889  | 142,662 | 3            | 69.6000  | 5,568   | 12,064 | 144,768 | 3            | 70.6500 | 5,652  | 12,246 | 146,952 |
| 4            | 72.0125 | 5,761    | 12,482  | 149,786 | 4            | 73.0875  | 5,847   | 12,669 | 152,022 | 4            | 74.1750 | 5,934  | 12,857 | 154,284 |
| 5            | 75.6125 | 6,049    | 13,106  | 157,274 | 5            | 76.7375  | 6,139   | 13,301 | 159,614 | 5            | 77.8875 | 6,231  | 13,501 | 162,006 |
| <b>08200</b> |         |          |         |         | <b>08230</b> |          |         |        |         | <b>08260</b> |         |        |        |         |
| 1            | 62.3875 | 4,991    | 10,814  | 129,766 | 1            | 63.2750  | 5,062   | 10,968 | 131,612 | 1            | 64.2500 | 5,140  | 11,137 | 133,640 |
| 2            | 65.5125 | 5,241    | 11,356  | 136,266 | 2            | 66.4375  | 5,315   | 11,516 | 138,190 | 2            | 67.4625 | 5,397  | 11,694 | 140,322 |
| 3            | 68.7875 | 5,503    | 11,923  | 143,078 | 3            | 69.7625  | 5,581   | 12,092 | 145,106 | 3            | 70.8375 | 5,667  | 12,279 | 147,342 |
| 4            | 72.2250 | 5,778    | 12,519  | 150,228 | 4            | 73.2500  | 5,860   | 12,697 | 152,360 | 4            | 74.3750 | 5,950  | 12,892 | 154,700 |
| 5            | 75.8375 | 6,067    | 13,145  | 157,742 | 5            | 76.9125  | 6,153   | 13,332 | 159,978 | 5            | 78.0875 | 6,247  | 13,535 | 162,422 |
| <b>08205</b> |         |          |         |         | <b>08235</b> |          |         |        |         | <b>08265</b> |         |        |        |         |
| 1            | 62.5625 | 5,005    | 10,844  | 130,130 | 1            | 63.4500  | 5,076   | 10,998 | 131,976 | 1            | 64.3875 | 5,151  | 11,161 | 133,926 |
| 2            | 65.6875 | 5,255    | 11,386  | 136,630 | 2            | 66.6250  | 5,330   | 11,548 | 138,580 | 2            | 67.6000 | 5,408  | 11,717 | 140,608 |
| 3            | 68.9750 | 5,518    | 11,956  | 143,468 | 3            | 69.9625  | 5,597   | 12,127 | 145,522 | 3            | 70.9875 | 5,679  | 12,305 | 147,654 |
| 4            | 72.4250 | 5,794    | 12,554  | 150,644 | 4            | 73.4500  | 5,876   | 12,731 | 152,776 | 4            | 74.5250 | 5,962  | 12,918 | 155,012 |
| 5            | 76.0375 | 6,083    | 13,180  | 158,158 | 5            | 77.1250  | 6,170   | 13,368 | 160,420 | 5            | 78.2500 | 6,260  | 13,563 | 162,760 |
| <b>08210</b> |         |          |         |         | <b>08240</b> |          |         |        |         | <b>08270</b> |         |        |        |         |
| 1            | 62.7250 | 5,018    | 10,872  | 130,468 | 1            | 63.6250  | 5,090   | 11,028 | 132,340 | 1            | 64.5125 | 5,161  | 11,182 | 134,186 |
| 2            | 65.8625 | 5,269    | 11,416  | 136,994 | 2            | 66.8125  | 5,345   | 11,581 | 138,970 | 2            | 67.7375 | 5,419  | 11,741 | 140,894 |
| 3            | 69.1500 | 5,532    | 11,986  | 143,832 | 3            | 70.1500  | 5,612   | 12,159 | 145,912 | 3            | 71.1250 | 5,690  | 12,328 | 147,940 |
| 4            | 72.6125 | 5,809    | 12,586  | 151,034 | 4            | 73.6500  | 5,892   | 12,766 | 153,192 | 4            | 74.6750 | 5,974  | 12,944 | 155,324 |
| 5            | 76.2375 | 6,099    | 13,215  | 158,574 | 5            | 77.3375  | 6,187   | 13,405 | 160,862 | 5            | 78.4125 | 6,273  | 13,592 | 163,098 |
| <b>08215</b> |         |          |         |         | <b>08245</b> |          |         |        |         | <b>08275</b> |         |        |        |         |
| 1            | 62.8625 | 5,029    | 10,896  | 130,754 | 1            | 63.7625  | 5,101   | 11,052 | 132,626 | 1            | 64.7000 | 5,176  | 11,215 | 134,576 |
| 2            | 66.0000 | 5,280    | 11,440  | 137,280 | 2            | 66.9625  | 5,357   | 11,607 | 139,282 | 2            | 67.9375 | 5,435  | 11,776 | 141,310 |
| 3            | 69.3000 | 5,544    | 12,012  | 144,144 | 3            | 70.3000  | 5,624   | 12,185 | 146,224 | 3            | 71.3250 | 5,706  | 12,363 | 148,356 |
| 4            | 72.7625 | 5,821    | 12,612  | 151,346 | 4            | 73.8125  | 5,905   | 12,794 | 153,530 | 4            | 74.8875 | 5,991  | 12,981 | 155,766 |
| 5            | 76.4000 | 6,112    | 13,243  | 158,912 | 5            | 77.5125  | 6,201   | 13,436 | 161,226 | 5            | 78.6375 | 6,291  | 13,631 | 163,566 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.





CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>08280</b> |         |          |         |         | <b>08310</b> |          |         |        |         | <b>08340</b> |         |        |        |         |
| 1            | 64.8750 | 5,190    | 11,245  | 134,940 | 1            | 65.8625  | 5,269   | 11,416 | 136,994 | 1            | 66.8125 | 5,345  | 11,581 | 138,970 |
| 2            | 68.1250 | 5,450    | 11,808  | 141,700 | 2            | 69.1500  | 5,532   | 11,986 | 143,832 | 2            | 70.1500 | 5,612  | 12,159 | 145,912 |
| 3            | 71.5250 | 5,722    | 12,398  | 148,772 | 3            | 72.6125  | 5,809   | 12,586 | 151,034 | 3            | 73.6500 | 5,892  | 12,766 | 153,192 |
| 4            | 75.1000 | 6,008    | 13,017  | 156,208 | 4            | 76.2375  | 6,099   | 13,215 | 158,574 | 4            | 77.3375 | 6,187  | 13,405 | 160,862 |
| 5            | 78.8625 | 6,309    | 13,670  | 164,034 | 5            | 80.0500  | 6,404   | 13,875 | 166,504 | 5            | 81.2000 | 6,496  | 14,075 | 168,896 |
| <b>08285</b> |         |          |         |         | <b>08315</b> |          |         |        |         | <b>08345</b> |         |        |        |         |
| 1            | 65.0000 | 5,200    | 11,267  | 135,200 | 1            | 66.0000  | 5,280   | 11,440 | 137,280 | 1            | 66.9625 | 5,357  | 11,607 | 139,282 |
| 2            | 68.2500 | 5,460    | 11,830  | 141,960 | 2            | 69.3000  | 5,544   | 12,012 | 144,144 | 2            | 70.3000 | 5,624  | 12,185 | 146,224 |
| 3            | 71.6625 | 5,733    | 12,422  | 149,058 | 3            | 72.7625  | 5,821   | 12,612 | 151,346 | 3            | 73.8125 | 5,905  | 12,794 | 153,530 |
| 4            | 75.2375 | 6,019    | 13,041  | 156,494 | 4            | 76.4000  | 6,112   | 13,243 | 158,912 | 4            | 77.5125 | 6,201  | 13,436 | 161,226 |
| 5            | 79.0125 | 6,321    | 13,696  | 164,346 | 5            | 80.2250  | 6,418   | 13,906 | 166,868 | 5            | 81.3750 | 6,510  | 14,105 | 169,260 |
| <b>08290</b> |         |          |         |         | <b>08320</b> |          |         |        |         | <b>08350</b> |         |        |        |         |
| 1            | 65.1125 | 5,209    | 11,286  | 135,434 | 1            | 66.1375  | 5,291   | 11,464 | 137,566 | 1            | 67.1000 | 5,368  | 11,631 | 139,568 |
| 2            | 68.3750 | 5,470    | 11,852  | 142,220 | 2            | 69.4375  | 5,555   | 12,036 | 144,430 | 2            | 70.4500 | 5,636  | 12,211 | 146,536 |
| 3            | 71.7875 | 5,743    | 12,443  | 149,318 | 3            | 72.9125  | 5,833   | 12,638 | 151,658 | 3            | 73.9750 | 5,918  | 12,822 | 153,868 |
| 4            | 75.3750 | 6,030    | 13,065  | 156,780 | 4            | 76.5625  | 6,125   | 13,271 | 159,250 | 4            | 77.6750 | 6,214  | 13,464 | 161,564 |
| 5            | 79.1500 | 6,332    | 13,719  | 164,632 | 5            | 80.3875  | 6,431   | 13,934 | 167,206 | 5            | 81.5500 | 6,524  | 14,135 | 169,624 |
| <b>08295</b> |         |          |         |         | <b>08325</b> |          |         |        |         | <b>08355</b> |         |        |        |         |
| 1            | 65.3125 | 5,225    | 11,321  | 135,850 | 1            | 66.2875  | 5,303   | 11,490 | 137,878 | 1            | 67.2875 | 5,383  | 11,663 | 139,958 |
| 2            | 68.5875 | 5,487    | 11,889  | 142,662 | 2            | 69.6000  | 5,568   | 12,064 | 144,768 | 2            | 70.6500 | 5,652  | 12,246 | 146,952 |
| 3            | 72.0125 | 5,761    | 12,482  | 149,786 | 3            | 73.0875  | 5,847   | 12,669 | 152,022 | 3            | 74.1750 | 5,934  | 12,857 | 154,284 |
| 4            | 75.6125 | 6,049    | 13,106  | 157,274 | 4            | 76.7375  | 6,139   | 13,301 | 159,614 | 4            | 77.8875 | 6,231  | 13,501 | 162,006 |
| 5            | 79.3875 | 6,351    | 13,761  | 165,126 | 5            | 80.5750  | 6,446   | 13,966 | 167,596 | 5            | 81.7750 | 6,542  | 14,174 | 170,092 |
| <b>08300</b> |         |          |         |         | <b>08330</b> |          |         |        |         | <b>08360</b> |         |        |        |         |
| 1            | 65.5125 | 5,241    | 11,356  | 136,266 | 1            | 66.4375  | 5,315   | 11,516 | 138,190 | 1            | 67.4625 | 5,397  | 11,694 | 140,322 |
| 2            | 68.7875 | 5,503    | 11,923  | 143,078 | 2            | 69.7625  | 5,581   | 12,092 | 145,106 | 2            | 70.8375 | 5,667  | 12,279 | 147,342 |
| 3            | 72.2250 | 5,778    | 12,519  | 150,228 | 3            | 73.2500  | 5,860   | 12,697 | 152,360 | 3            | 74.3750 | 5,950  | 12,892 | 154,700 |
| 4            | 75.8375 | 6,067    | 13,145  | 157,742 | 4            | 76.9125  | 6,153   | 13,332 | 159,978 | 4            | 78.0875 | 6,247  | 13,535 | 162,422 |
| 5            | 79.6250 | 6,370    | 13,802  | 165,620 | 5            | 80.7625  | 6,461   | 13,999 | 167,986 | 5            | 82.0000 | 6,560  | 14,213 | 170,560 |
| <b>08305</b> |         |          |         |         | <b>08335</b> |          |         |        |         | <b>08365</b> |         |        |        |         |
| 1            | 65.6875 | 5,255    | 11,386  | 136,630 | 1            | 66.6250  | 5,330   | 11,548 | 138,580 | 1            | 67.6000 | 5,408  | 11,717 | 140,608 |
| 2            | 68.9750 | 5,518    | 11,956  | 143,468 | 2            | 69.9625  | 5,597   | 12,127 | 145,522 | 2            | 70.9875 | 5,679  | 12,305 | 147,654 |
| 3            | 72.4250 | 5,794    | 12,554  | 150,644 | 3            | 73.4500  | 5,876   | 12,731 | 152,776 | 3            | 74.5250 | 5,962  | 12,918 | 155,012 |
| 4            | 76.0375 | 6,083    | 13,180  | 158,158 | 4            | 77.1250  | 6,170   | 13,368 | 160,420 | 4            | 78.2500 | 6,260  | 13,563 | 162,760 |
| 5            | 79.8375 | 6,387    | 13,839  | 166,062 | 5            | 80.9875  | 6,479   | 14,038 | 168,454 | 5            | 82.1750 | 6,574  | 14,244 | 170,924 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>08370</b> |         |          |         |         | <b>08400</b> |          |         |        |         | <b>08430</b> |         |        |        |         |
| 1            | 67.7375 | 5,419    | 11,741  | 140,894 | 1            | 68.7875  | 5,503   | 11,923 | 143,078 | 1            | 69.7625 | 5,581  | 12,092 | 145,106 |
| 2            | 71.1250 | 5,690    | 12,328  | 147,940 | 2            | 72.2250  | 5,778   | 12,519 | 150,228 | 2            | 73.2500 | 5,860  | 12,697 | 152,360 |
| 3            | 74.6750 | 5,974    | 12,944  | 155,324 | 3            | 75.8375  | 6,067   | 13,145 | 157,742 | 3            | 76.9125 | 6,153  | 13,332 | 159,978 |
| 4            | 78.4125 | 6,273    | 13,592  | 163,098 | 4            | 79.6250  | 6,370   | 13,802 | 165,620 | 4            | 80.7625 | 6,461  | 13,999 | 167,986 |
| 5            | 82.3375 | 6,587    | 14,272  | 171,262 | 5            | 83.6000  | 6,688   | 14,491 | 173,888 | 5            | 84.8000 | 6,784  | 14,699 | 176,384 |
| <b>08375</b> |         |          |         |         | <b>08405</b> |          |         |        |         | <b>08435</b> |         |        |        |         |
| 1            | 67.9375 | 5,435    | 11,776  | 141,310 | 1            | 68.9750  | 5,518   | 11,956 | 143,468 | 1            | 69.9625 | 5,597  | 12,127 | 145,522 |
| 2            | 71.3250 | 5,706    | 12,363  | 148,356 | 2            | 72.4250  | 5,794   | 12,554 | 150,644 | 2            | 73.4500 | 5,876  | 12,731 | 152,776 |
| 3            | 74.8875 | 5,991    | 12,981  | 155,766 | 3            | 76.0375  | 6,083   | 13,180 | 158,158 | 3            | 77.1250 | 6,170  | 13,368 | 160,420 |
| 4            | 78.6375 | 6,291    | 13,631  | 163,566 | 4            | 79.8375  | 6,387   | 13,839 | 166,062 | 4            | 80.9875 | 6,479  | 14,038 | 168,454 |
| 5            | 82.5750 | 6,606    | 14,313  | 171,756 | 5            | 83.8375  | 6,707   | 14,532 | 174,382 | 5            | 85.0375 | 6,803  | 14,740 | 176,878 |
| <b>08380</b> |         |          |         |         | <b>08410</b> |          |         |        |         | <b>08440</b> |         |        |        |         |
| 1            | 68.1250 | 5,450    | 11,808  | 141,700 | 1            | 69.1500  | 5,532   | 11,986 | 143,832 | 1            | 70.1500 | 5,612  | 12,159 | 145,912 |
| 2            | 71.5250 | 5,722    | 12,398  | 148,772 | 2            | 72.6125  | 5,809   | 12,586 | 151,034 | 2            | 73.6500 | 5,892  | 12,766 | 153,192 |
| 3            | 75.1000 | 6,008    | 13,017  | 156,208 | 3            | 76.2375  | 6,099   | 13,215 | 158,574 | 3            | 77.3375 | 6,187  | 13,405 | 160,862 |
| 4            | 78.8625 | 6,309    | 13,670  | 164,034 | 4            | 80.0500  | 6,404   | 13,875 | 166,504 | 4            | 81.2000 | 6,496  | 14,075 | 168,896 |
| 5            | 82.8000 | 6,624    | 14,352  | 172,224 | 5            | 84.0625  | 6,725   | 14,571 | 174,850 | 5            | 85.2625 | 6,821  | 14,779 | 177,346 |
| <b>08385</b> |         |          |         |         | <b>08415</b> |          |         |        |         | <b>08445</b> |         |        |        |         |
| 1            | 68.2500 | 5,460    | 11,830  | 141,960 | 1            | 69.3000  | 5,544   | 12,012 | 144,144 | 1            | 70.3000 | 5,624  | 12,185 | 146,224 |
| 2            | 71.6625 | 5,733    | 12,422  | 149,058 | 2            | 72.7625  | 5,821   | 12,612 | 151,346 | 2            | 73.8125 | 5,905  | 12,794 | 153,530 |
| 3            | 75.2375 | 6,019    | 13,041  | 156,494 | 3            | 76.4000  | 6,112   | 13,243 | 158,912 | 3            | 77.5125 | 6,201  | 13,436 | 161,226 |
| 4            | 79.0125 | 6,321    | 13,696  | 164,346 | 4            | 80.2250  | 6,418   | 13,906 | 166,868 | 4            | 81.3750 | 6,510  | 14,105 | 169,260 |
| 5            | 82.9500 | 6,636    | 14,378  | 172,536 | 5            | 84.2375  | 6,739   | 14,601 | 175,214 | 5            | 85.4500 | 6,836  | 14,811 | 177,736 |
| <b>08390</b> |         |          |         |         | <b>08420</b> |          |         |        |         | <b>08450</b> |         |        |        |         |
| 1            | 68.3750 | 5,470    | 11,852  | 142,220 | 1            | 69.4375  | 5,555   | 12,036 | 144,430 | 1            | 70.4500 | 5,636  | 12,211 | 146,536 |
| 2            | 71.7875 | 5,743    | 12,443  | 149,318 | 2            | 72.9125  | 5,833   | 12,638 | 151,658 | 2            | 73.9750 | 5,918  | 12,822 | 153,868 |
| 3            | 75.3750 | 6,030    | 13,065  | 156,780 | 3            | 76.5625  | 6,125   | 13,271 | 159,250 | 3            | 77.6750 | 6,214  | 13,464 | 161,564 |
| 4            | 79.1500 | 6,332    | 13,719  | 164,632 | 4            | 80.3875  | 6,431   | 13,934 | 167,206 | 4            | 81.5500 | 6,524  | 14,135 | 169,624 |
| 5            | 83.1000 | 6,648    | 14,404  | 172,848 | 5            | 84.4125  | 6,753   | 14,632 | 175,578 | 5            | 85.6375 | 6,851  | 14,844 | 178,126 |
| <b>08395</b> |         |          |         |         | <b>08425</b> |          |         |        |         | <b>08455</b> |         |        |        |         |
| 1            | 68.5875 | 5,487    | 11,889  | 142,662 | 1            | 69.6000  | 5,568   | 12,064 | 144,768 | 1            | 70.6500 | 5,652  | 12,246 | 146,952 |
| 2            | 72.0125 | 5,761    | 12,482  | 149,786 | 2            | 73.0875  | 5,847   | 12,669 | 152,022 | 2            | 74.1750 | 5,934  | 12,857 | 154,284 |
| 3            | 75.6125 | 6,049    | 13,106  | 157,274 | 3            | 76.7375  | 6,139   | 13,301 | 159,614 | 3            | 77.8875 | 6,231  | 13,501 | 162,006 |
| 4            | 79.3875 | 6,351    | 13,761  | 165,126 | 4            | 80.5750  | 6,446   | 13,966 | 167,596 | 4            | 81.7750 | 6,542  | 14,174 | 170,092 |
| 5            | 83.3500 | 6,668    | 14,447  | 173,368 | 5            | 84.6125  | 6,769   | 14,666 | 175,994 | 5            | 85.8750 | 6,870  | 14,885 | 178,620 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Step         | Hourly  | Biweekly | Monthly | Annual  | Step         | Hourly  | Biweekly | Monthly | Annual  |
|--------------|---------|----------|---------|---------|--------------|---------|----------|---------|---------|--------------|---------|----------|---------|---------|
| <b>08460</b> |         |          |         |         | <b>08490</b> |         |          |         |         | <b>08520</b> |         |          |         |         |
| 1            | 70.8375 | 5,667    | 12,279  | 147,342 | 1            | 71.7875 | 5,743    | 12,443  | 149,318 | 1            | 72.9125 | 5,833    | 12,638  | 151,658 |
| 2            | 74.3750 | 5,950    | 12,892  | 154,700 | 2            | 75.3750 | 6,030    | 13,065  | 156,780 | 2            | 76.5625 | 6,125    | 13,271  | 159,250 |
| 3            | 78.0875 | 6,247    | 13,535  | 162,422 | 3            | 79.1500 | 6,332    | 13,719  | 164,632 | 3            | 80.3875 | 6,431    | 13,934  | 167,206 |
| 4            | 82.0000 | 6,560    | 14,213  | 170,560 | 4            | 83.1000 | 6,648    | 14,404  | 172,848 | 4            | 84.4125 | 6,753    | 14,632  | 175,578 |
| 5            | 86.1000 | 6,888    | 14,924  | 179,088 | 5            | 87.2625 | 6,981    | 15,126  | 181,506 | 5            | 88.6250 | 7,090    | 15,362  | 184,340 |
| <b>08465</b> |         |          |         |         | <b>08495</b> |         |          |         |         | <b>08525</b> |         |          |         |         |
| 1            | 70.9875 | 5,679    | 12,305  | 147,654 | 1            | 72.0125 | 5,761    | 12,482  | 149,786 | 1            | 73.0875 | 5,847    | 12,669  | 152,022 |
| 2            | 74.5250 | 5,962    | 12,918  | 155,012 | 2            | 75.6125 | 6,049    | 13,106  | 157,274 | 2            | 76.7375 | 6,139    | 13,301  | 159,614 |
| 3            | 78.2500 | 6,260    | 13,563  | 162,760 | 3            | 79.3875 | 6,351    | 13,761  | 165,126 | 3            | 80.5750 | 6,446    | 13,966  | 167,596 |
| 4            | 82.1750 | 6,574    | 14,244  | 170,924 | 4            | 83.3500 | 6,668    | 14,447  | 173,368 | 4            | 84.6125 | 6,769    | 14,666  | 175,994 |
| 5            | 86.2750 | 6,902    | 14,954  | 179,452 | 5            | 87.5250 | 7,002    | 15,171  | 182,052 | 5            | 88.8375 | 7,107    | 15,399  | 184,782 |
| <b>08470</b> |         |          |         |         | <b>08500</b> |         |          |         |         | <b>08530</b> |         |          |         |         |
| 1            | 71.1250 | 5,690    | 12,328  | 147,940 | 1            | 72.2250 | 5,778    | 12,519  | 150,228 | 1            | 73.2500 | 5,860    | 12,697  | 152,360 |
| 2            | 74.6750 | 5,974    | 12,944  | 155,324 | 2            | 75.8375 | 6,067    | 13,145  | 157,742 | 2            | 76.9125 | 6,153    | 13,332  | 159,978 |
| 3            | 78.4125 | 6,273    | 13,592  | 163,098 | 3            | 79.6250 | 6,370    | 13,802  | 165,620 | 3            | 80.7625 | 6,461    | 13,999  | 167,986 |
| 4            | 82.3375 | 6,587    | 14,272  | 171,262 | 4            | 83.6000 | 6,688    | 14,491  | 173,888 | 4            | 84.8000 | 6,784    | 14,699  | 176,384 |
| 5            | 86.4500 | 6,916    | 14,985  | 179,816 | 5            | 87.7875 | 7,023    | 15,217  | 182,598 | 5            | 89.0375 | 7,123    | 15,433  | 185,198 |
| <b>08475</b> |         |          |         |         | <b>08505</b> |         |          |         |         | <b>08535</b> |         |          |         |         |
| 1            | 71.3250 | 5,706    | 12,363  | 148,356 | 1            | 72.4250 | 5,794    | 12,554  | 150,644 | 1            | 73.4500 | 5,876    | 12,731  | 152,776 |
| 2            | 74.8875 | 5,991    | 12,981  | 155,766 | 2            | 76.0375 | 6,083    | 13,180  | 158,158 | 2            | 77.1250 | 6,170    | 13,368  | 160,420 |
| 3            | 78.6375 | 6,291    | 13,631  | 163,566 | 3            | 79.8375 | 6,387    | 13,839  | 166,062 | 3            | 80.9875 | 6,479    | 14,038  | 168,454 |
| 4            | 82.5750 | 6,606    | 14,313  | 171,756 | 4            | 83.8375 | 6,707    | 14,532  | 174,382 | 4            | 85.0375 | 6,803    | 14,740  | 176,878 |
| 5            | 86.7000 | 6,936    | 15,028  | 180,336 | 5            | 88.0250 | 7,042    | 15,258  | 183,092 | 5            | 89.2875 | 7,143    | 15,477  | 185,718 |
| <b>08480</b> |         |          |         |         | <b>08510</b> |         |          |         |         | <b>08540</b> |         |          |         |         |
| 1            | 71.5250 | 5,722    | 12,398  | 148,772 | 1            | 72.6125 | 5,809    | 12,586  | 151,034 | 1            | 73.6500 | 5,892    | 12,766  | 153,192 |
| 2            | 75.1000 | 6,008    | 13,017  | 156,208 | 2            | 76.2375 | 6,099    | 13,215  | 158,574 | 2            | 77.3375 | 6,187    | 13,405  | 160,862 |
| 3            | 78.8625 | 6,309    | 13,670  | 164,034 | 3            | 80.0500 | 6,404    | 13,875  | 166,504 | 3            | 81.2000 | 6,496    | 14,075  | 168,896 |
| 4            | 82.8000 | 6,624    | 14,352  | 172,224 | 4            | 84.0625 | 6,725    | 14,571  | 174,850 | 4            | 85.2625 | 6,821    | 14,779  | 177,346 |
| 5            | 86.9375 | 6,955    | 15,069  | 180,830 | 5            | 88.2625 | 7,061    | 15,299  | 183,586 | 5            | 89.5250 | 7,162    | 15,518  | 186,212 |
| <b>08485</b> |         |          |         |         | <b>08515</b> |         |          |         |         | <b>08545</b> |         |          |         |         |
| 1            | 71.6625 | 5,733    | 12,422  | 149,058 | 1            | 72.7625 | 5,821    | 12,612  | 151,346 | 1            | 73.8125 | 5,905    | 12,794  | 153,530 |
| 2            | 75.2375 | 6,019    | 13,041  | 156,494 | 2            | 76.4000 | 6,112    | 13,243  | 158,912 | 2            | 77.5125 | 6,201    | 13,436  | 161,226 |
| 3            | 79.0125 | 6,321    | 13,696  | 164,346 | 3            | 80.2250 | 6,418    | 13,906  | 166,868 | 3            | 81.3750 | 6,510    | 14,105  | 169,260 |
| 4            | 82.9500 | 6,636    | 14,378  | 172,536 | 4            | 84.2375 | 6,739    | 14,601  | 175,214 | 4            | 85.4500 | 6,836    | 14,811  | 177,736 |
| 5            | 87.1000 | 6,968    | 15,097  | 181,168 | 5            | 88.4500 | 7,076    | 15,331  | 183,976 | 5            | 89.7250 | 7,178    | 15,552  | 186,628 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>08550</b> |         |          |         |         | <b>08580</b> |          |         |        |         | <b>08610</b> |         |        |        |         |
| 1            | 73.9750 | 5,918    | 12,822  | 153,868 | 1            | 75.1000  | 6,008   | 13,017 | 156,208 | 1            | 76.2375 | 6,099  | 13,215 | 158,574 |
| 2            | 77.6750 | 6,214    | 13,464  | 161,564 | 2            | 78.8625  | 6,309   | 13,670 | 164,034 | 2            | 80.0500 | 6,404  | 13,875 | 166,504 |
| 3            | 81.5500 | 6,524    | 14,135  | 169,624 | 3            | 82.8000  | 6,624   | 14,352 | 172,224 | 3            | 84.0625 | 6,725  | 14,571 | 174,850 |
| 4            | 85.6375 | 6,851    | 14,844  | 178,126 | 4            | 86.9375  | 6,955   | 15,069 | 180,830 | 4            | 88.2625 | 7,061  | 15,299 | 183,586 |
| 5            | 89.9125 | 7,193    | 15,585  | 187,018 | 5            | 91.2875  | 7,303   | 15,823 | 189,878 | 5            | 92.6750 | 7,414  | 16,064 | 192,764 |
| <b>08555</b> |         |          |         |         | <b>08585</b> |          |         |        |         | <b>08615</b> |         |        |        |         |
| 1            | 74.1750 | 5,934    | 12,857  | 154,284 | 1            | 75.2375  | 6,019   | 13,041 | 156,494 | 1            | 76.4000 | 6,112  | 13,243 | 158,912 |
| 2            | 77.8875 | 6,231    | 13,501  | 162,006 | 2            | 79.0125  | 6,321   | 13,696 | 164,346 | 2            | 80.2250 | 6,418  | 13,906 | 166,868 |
| 3            | 81.7750 | 6,542    | 14,174  | 170,092 | 3            | 82.9500  | 6,636   | 14,378 | 172,536 | 3            | 84.2375 | 6,739  | 14,601 | 175,214 |
| 4            | 85.8750 | 6,870    | 14,885  | 178,620 | 4            | 87.1000  | 6,968   | 15,097 | 181,168 | 4            | 88.4500 | 7,076  | 15,331 | 183,976 |
| 5            | 90.1625 | 7,213    | 15,628  | 187,538 | 5            | 91.4625  | 7,317   | 15,854 | 190,242 | 5            | 92.8750 | 7,430  | 16,098 | 193,180 |
| <b>08560</b> |         |          |         |         | <b>08590</b> |          |         |        |         | <b>08620</b> |         |        |        |         |
| 1            | 74.3750 | 5,950    | 12,892  | 154,700 | 1            | 75.3750  | 6,030   | 13,065 | 156,780 | 1            | 76.5625 | 6,125  | 13,271 | 159,250 |
| 2            | 78.0875 | 6,247    | 13,535  | 162,422 | 2            | 79.1500  | 6,332   | 13,719 | 164,632 | 2            | 80.3875 | 6,431  | 13,934 | 167,206 |
| 3            | 82.0000 | 6,560    | 14,213  | 170,560 | 3            | 83.1000  | 6,648   | 14,404 | 172,848 | 3            | 84.4125 | 6,753  | 14,632 | 175,578 |
| 4            | 86.1000 | 6,888    | 14,924  | 179,088 | 4            | 87.2625  | 6,981   | 15,126 | 181,506 | 4            | 88.6250 | 7,090  | 15,362 | 184,340 |
| 5            | 90.4000 | 7,232    | 15,669  | 188,032 | 5            | 91.6250  | 7,330   | 15,882 | 190,580 | 5            | 93.0625 | 7,445  | 16,131 | 193,570 |
| <b>08565</b> |         |          |         |         | <b>08595</b> |          |         |        |         | <b>08625</b> |         |        |        |         |
| 1            | 74.5250 | 5,962    | 12,918  | 155,012 | 1            | 75.6125  | 6,049   | 13,106 | 157,274 | 1            | 76.7375 | 6,139  | 13,301 | 159,614 |
| 2            | 78.2500 | 6,260    | 13,563  | 162,760 | 2            | 79.3875  | 6,351   | 13,761 | 165,126 | 2            | 80.5750 | 6,446  | 13,966 | 167,596 |
| 3            | 82.1750 | 6,574    | 14,244  | 170,924 | 3            | 83.3500  | 6,668   | 14,447 | 173,368 | 3            | 84.6125 | 6,769  | 14,666 | 175,994 |
| 4            | 86.2750 | 6,902    | 14,954  | 179,452 | 4            | 87.5250  | 7,002   | 15,171 | 182,052 | 4            | 88.8375 | 7,107  | 15,399 | 184,782 |
| 5            | 90.5875 | 7,247    | 15,702  | 188,422 | 5            | 91.9000  | 7,352   | 15,929 | 191,152 | 5            | 93.2750 | 7,462  | 16,168 | 194,012 |
| <b>08570</b> |         |          |         |         | <b>08600</b> |          |         |        |         | <b>08630</b> |         |        |        |         |
| 1            | 74.6750 | 5,974    | 12,944  | 155,324 | 1            | 75.8375  | 6,067   | 13,145 | 157,742 | 1            | 76.9125 | 6,153  | 13,332 | 159,978 |
| 2            | 78.4125 | 6,273    | 13,592  | 163,098 | 2            | 79.6250  | 6,370   | 13,802 | 165,620 | 2            | 80.7625 | 6,461  | 13,999 | 167,986 |
| 3            | 82.3375 | 6,587    | 14,272  | 171,262 | 3            | 83.6000  | 6,688   | 14,491 | 173,888 | 3            | 84.8000 | 6,784  | 14,699 | 176,384 |
| 4            | 86.4500 | 6,916    | 14,985  | 179,816 | 4            | 87.7875  | 7,023   | 15,217 | 182,598 | 4            | 89.0375 | 7,123  | 15,433 | 185,198 |
| 5            | 90.7750 | 7,262    | 15,734  | 188,812 | 5            | 92.1750  | 7,374   | 15,977 | 191,724 | 5            | 93.4875 | 7,479  | 16,205 | 194,454 |
| <b>08575</b> |         |          |         |         | <b>08605</b> |          |         |        |         | <b>08635</b> |         |        |        |         |
| 1            | 74.8875 | 5,991    | 12,981  | 155,766 | 1            | 76.0375  | 6,083   | 13,180 | 158,158 | 1            | 77.1250 | 6,170  | 13,368 | 160,420 |
| 2            | 78.6375 | 6,291    | 13,631  | 163,566 | 2            | 79.8375  | 6,387   | 13,839 | 166,062 | 2            | 80.9875 | 6,479  | 14,038 | 168,454 |
| 3            | 82.5750 | 6,606    | 14,313  | 171,756 | 3            | 83.8375  | 6,707   | 14,532 | 174,382 | 3            | 85.0375 | 6,803  | 14,740 | 176,878 |
| 4            | 86.7000 | 6,936    | 15,028  | 180,336 | 4            | 88.0250  | 7,042   | 15,258 | 183,092 | 4            | 89.2875 | 7,143  | 15,477 | 185,718 |
| 5            | 91.0375 | 7,283    | 15,780  | 189,358 | 5            | 92.4250  | 7,394   | 16,020 | 192,244 | 5            | 93.7500 | 7,500  | 16,250 | 195,000 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>08640</b> |         |          |         |         | <b>08670</b> |          |         |        |         | <b>08700</b> |         |        |        |         |
| 1            | 77.3375 | 6,187    | 13,405  | 160,862 | 1            | 78.4125  | 6,273   | 13,592 | 163,098 | 1            | 79.6250 | 6,370  | 13,802 | 165,620 |
| 2            | 81.2000 | 6,496    | 14,075  | 168,896 | 2            | 82.3375  | 6,587   | 14,272 | 171,262 | 2            | 83.6000 | 6,688  | 14,491 | 173,888 |
| 3            | 85.2625 | 6,821    | 14,779  | 177,346 | 3            | 86.4500  | 6,916   | 14,985 | 179,816 | 3            | 87.7875 | 7,023  | 15,217 | 182,598 |
| 4            | 89.5250 | 7,162    | 15,518  | 186,212 | 4            | 90.7750  | 7,262   | 15,734 | 188,812 | 4            | 92.1750 | 7,374  | 15,977 | 191,724 |
| 5            | 94.0000 | 7,520    | 16,293  | 195,520 | 5            | 95.3125  | 7,625   | 16,521 | 198,250 | 5            | 96.7875 | 7,743  | 16,777 | 201,318 |
| <b>08645</b> |         |          |         |         | <b>08675</b> |          |         |        |         | <b>08705</b> |         |        |        |         |
| 1            | 77.5125 | 6,201    | 13,436  | 161,226 | 1            | 78.6375  | 6,291   | 13,631 | 163,566 | 1            | 79.8375 | 6,387  | 13,839 | 166,062 |
| 2            | 81.3750 | 6,510    | 14,105  | 169,260 | 2            | 82.5750  | 6,606   | 14,313 | 171,756 | 2            | 83.8375 | 6,707  | 14,532 | 174,382 |
| 3            | 85.4500 | 6,836    | 14,811  | 177,736 | 3            | 86.7000  | 6,936   | 15,028 | 180,336 | 3            | 88.0250 | 7,042  | 15,258 | 183,092 |
| 4            | 89.7250 | 7,178    | 15,552  | 186,628 | 4            | 91.0375  | 7,283   | 15,780 | 189,358 | 4            | 92.4250 | 7,394  | 16,020 | 192,244 |
| 5            | 94.2125 | 7,537    | 16,330  | 195,962 | 5            | 95.5875  | 7,647   | 16,569 | 198,822 | 5            | 97.0500 | 7,764  | 16,822 | 201,864 |
| <b>08650</b> |         |          |         |         | <b>08680</b> |          |         |        |         | <b>08710</b> |         |        |        |         |
| 1            | 77.6750 | 6,214    | 13,464  | 161,564 | 1            | 78.8625  | 6,309   | 13,670 | 164,034 | 1            | 80.0500 | 6,404  | 13,875 | 166,504 |
| 2            | 81.5500 | 6,524    | 14,135  | 169,624 | 2            | 82.8000  | 6,624   | 14,352 | 172,224 | 2            | 84.0625 | 6,725  | 14,571 | 174,850 |
| 3            | 85.6375 | 6,851    | 14,844  | 178,126 | 3            | 86.9375  | 6,955   | 15,069 | 180,830 | 3            | 88.2625 | 7,061  | 15,299 | 183,586 |
| 4            | 89.9125 | 7,193    | 15,585  | 187,018 | 4            | 91.2875  | 7,303   | 15,823 | 189,878 | 4            | 92.6750 | 7,414  | 16,064 | 192,764 |
| 5            | 94.4125 | 7,553    | 16,365  | 196,378 | 5            | 95.8500  | 7,668   | 16,614 | 199,368 | 5            | 97.3125 | 7,785  | 16,868 | 202,410 |
| <b>08655</b> |         |          |         |         | <b>08685</b> |          |         |        |         | <b>08715</b> |         |        |        |         |
| 1            | 77.8875 | 6,231    | 13,501  | 162,006 | 1            | 79.0125  | 6,321   | 13,696 | 164,346 | 1            | 80.2250 | 6,418  | 13,906 | 166,868 |
| 2            | 81.7750 | 6,542    | 14,174  | 170,092 | 2            | 82.9500  | 6,636   | 14,378 | 172,536 | 2            | 84.2375 | 6,739  | 14,601 | 175,214 |
| 3            | 85.8750 | 6,870    | 14,885  | 178,620 | 3            | 87.1000  | 6,968   | 15,097 | 181,168 | 3            | 88.4500 | 7,076  | 15,331 | 183,976 |
| 4            | 90.1625 | 7,213    | 15,628  | 187,538 | 4            | 91.4625  | 7,317   | 15,854 | 190,242 | 4            | 92.8750 | 7,430  | 16,098 | 193,180 |
| 5            | 94.6750 | 7,574    | 16,410  | 196,924 | 5            | 96.0250  | 7,682   | 16,644 | 199,732 | 5            | 97.5125 | 7,801  | 16,902 | 202,826 |
| <b>08660</b> |         |          |         |         | <b>08690</b> |          |         |        |         | <b>08720</b> |         |        |        |         |
| 1            | 78.0875 | 6,247    | 13,535  | 162,422 | 1            | 79.1500  | 6,332   | 13,719 | 164,632 | 1            | 80.3875 | 6,431  | 13,934 | 167,206 |
| 2            | 82.0000 | 6,560    | 14,213  | 170,560 | 2            | 83.1000  | 6,648   | 14,404 | 172,848 | 2            | 84.4125 | 6,753  | 14,632 | 175,578 |
| 3            | 86.1000 | 6,888    | 14,924  | 179,088 | 3            | 87.2625  | 6,981   | 15,126 | 181,506 | 3            | 88.6250 | 7,090  | 15,362 | 184,340 |
| 4            | 90.4000 | 7,232    | 15,669  | 188,032 | 4            | 91.6250  | 7,330   | 15,882 | 190,580 | 4            | 93.0625 | 7,445  | 16,131 | 193,570 |
| 5            | 94.9250 | 7,594    | 16,454  | 197,444 | 5            | 96.2000  | 7,696   | 16,675 | 200,096 | 5            | 97.7125 | 7,817  | 16,937 | 203,242 |
| <b>08665</b> |         |          |         |         | <b>08695</b> |          |         |        |         | <b>08725</b> |         |        |        |         |
| 1            | 78.2500 | 6,260    | 13,563  | 162,760 | 1            | 79.3875  | 6,351   | 13,761 | 165,126 | 1            | 80.5750 | 6,446  | 13,966 | 167,596 |
| 2            | 82.1750 | 6,574    | 14,244  | 170,924 | 2            | 83.3500  | 6,668   | 14,447 | 173,368 | 2            | 84.6125 | 6,769  | 14,666 | 175,994 |
| 3            | 86.2750 | 6,902    | 14,954  | 179,452 | 3            | 87.5250  | 7,002   | 15,171 | 182,052 | 3            | 88.8375 | 7,107  | 15,399 | 184,782 |
| 4            | 90.5875 | 7,247    | 15,702  | 188,422 | 4            | 91.9000  | 7,352   | 15,929 | 191,152 | 4            | 93.2750 | 7,462  | 16,168 | 194,012 |
| 5            | 95.1250 | 7,610    | 16,488  | 197,860 | 5            | 96.5000  | 7,720   | 16,727 | 200,720 | 5            | 97.9375 | 7,835  | 16,976 | 203,710 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly  | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|----------|--------|--------|---------|
| <b>08730</b> |         |          |         |         | <b>08760</b> |          |         |        |         | <b>08790</b> |          |        |        |         |
| 1            | 80.7625 | 6,461    | 13,999  | 167,986 | 1            | 82.0000  | 6,560   | 14,213 | 170,560 | 1            | 83.1000  | 6,648  | 14,404 | 172,848 |
| 2            | 84.8000 | 6,784    | 14,699  | 176,384 | 2            | 86.1000  | 6,888   | 14,924 | 179,088 | 2            | 87.2625  | 6,981  | 15,126 | 181,506 |
| 3            | 89.0375 | 7,123    | 15,433  | 185,198 | 3            | 90.4000  | 7,232   | 15,669 | 188,032 | 3            | 91.6250  | 7,330  | 15,882 | 190,580 |
| 4            | 93.4875 | 7,479    | 16,205  | 194,454 | 4            | 94.9250  | 7,594   | 16,454 | 197,444 | 4            | 96.2000  | 7,696  | 16,675 | 200,096 |
| 5            | 98.1625 | 7,853    | 17,015  | 204,178 | 5            | 99.6625  | 7,973   | 17,275 | 207,298 | 5            | 101.0125 | 8,081  | 17,509 | 210,106 |
| <b>08735</b> |         |          |         |         | <b>08765</b> |          |         |        |         | <b>08795</b> |          |        |        |         |
| 1            | 80.9875 | 6,479    | 14,038  | 168,454 | 1            | 82.1750  | 6,574   | 14,244 | 170,924 | 1            | 83.3500  | 6,668  | 14,447 | 173,368 |
| 2            | 85.0375 | 6,803    | 14,740  | 176,878 | 2            | 86.2750  | 6,902   | 14,954 | 179,452 | 2            | 87.5250  | 7,002  | 15,171 | 182,052 |
| 3            | 89.2875 | 7,143    | 15,477  | 185,718 | 3            | 90.5875  | 7,247   | 15,702 | 188,422 | 3            | 91.9000  | 7,352  | 15,929 | 191,152 |
| 4            | 93.7500 | 7,500    | 16,250  | 195,000 | 4            | 95.1250  | 7,610   | 16,488 | 197,860 | 4            | 96.5000  | 7,720  | 16,727 | 200,720 |
| 5            | 98.4375 | 7,875    | 17,063  | 204,750 | 5            | 99.8750  | 7,990   | 17,312 | 207,740 | 5            | 101.3250 | 8,106  | 17,563 | 210,756 |
| <b>08740</b> |         |          |         |         | <b>08770</b> |          |         |        |         | <b>08800</b> |          |        |        |         |
| 1            | 81.2000 | 6,496    | 14,075  | 168,896 | 1            | 82.3375  | 6,587   | 14,272 | 171,262 | 1            | 83.6000  | 6,688  | 14,491 | 173,888 |
| 2            | 85.2625 | 6,821    | 14,779  | 177,346 | 2            | 86.4500  | 6,916   | 14,985 | 179,816 | 2            | 87.7875  | 7,023  | 15,217 | 182,598 |
| 3            | 89.5250 | 7,162    | 15,518  | 186,212 | 3            | 90.7750  | 7,262   | 15,734 | 188,812 | 3            | 92.1750  | 7,374  | 15,977 | 191,724 |
| 4            | 94.0000 | 7,520    | 16,293  | 195,520 | 4            | 95.3125  | 7,625   | 16,521 | 198,250 | 4            | 96.7875  | 7,743  | 16,777 | 201,318 |
| 5            | 98.7000 | 7,896    | 17,108  | 205,296 | 5            | 100.0750 | 8,006   | 17,346 | 208,156 | 5            | 101.6250 | 8,130  | 17,615 | 211,380 |
| <b>08745</b> |         |          |         |         | <b>08775</b> |          |         |        |         | <b>08805</b> |          |        |        |         |
| 1            | 81.3750 | 6,510    | 14,105  | 169,260 | 1            | 82.5750  | 6,606   | 14,313 | 171,756 | 1            | 83.8375  | 6,707  | 14,532 | 174,382 |
| 2            | 85.4500 | 6,836    | 14,811  | 177,736 | 2            | 86.7000  | 6,936   | 15,028 | 180,336 | 2            | 88.0250  | 7,042  | 15,258 | 183,092 |
| 3            | 89.7250 | 7,178    | 15,552  | 186,628 | 3            | 91.0375  | 7,283   | 15,780 | 189,358 | 3            | 92.4250  | 7,394  | 16,020 | 192,244 |
| 4            | 94.2125 | 7,537    | 16,330  | 195,962 | 4            | 95.5875  | 7,647   | 16,569 | 198,822 | 4            | 97.0500  | 7,764  | 16,822 | 201,864 |
| 5            | 98.9125 | 7,913    | 17,145  | 205,738 | 5            | 100.3625 | 8,029   | 17,396 | 208,754 | 5            | 101.9000 | 8,152  | 17,663 | 211,952 |
| <b>08750</b> |         |          |         |         | <b>08780</b> |          |         |        |         | <b>08810</b> |          |        |        |         |
| 1            | 81.5500 | 6,524    | 14,135  | 169,624 | 1            | 82.8000  | 6,624   | 14,352 | 172,224 | 1            | 84.0625  | 6,725  | 14,571 | 174,850 |
| 2            | 85.6375 | 6,851    | 14,844  | 178,126 | 2            | 86.9375  | 6,955   | 15,069 | 180,830 | 2            | 88.2625  | 7,061  | 15,299 | 183,586 |
| 3            | 89.9125 | 7,193    | 15,585  | 187,018 | 3            | 91.2875  | 7,303   | 15,823 | 189,878 | 3            | 92.6750  | 7,414  | 16,064 | 192,764 |
| 4            | 94.4125 | 7,553    | 16,365  | 196,378 | 4            | 95.8500  | 7,668   | 16,614 | 199,368 | 4            | 97.3125  | 7,785  | 16,868 | 202,410 |
| 5            | 99.1250 | 7,930    | 17,182  | 206,180 | 5            | 100.6500 | 8,052   | 17,446 | 209,352 | 5            | 102.1750 | 8,174  | 17,710 | 212,524 |
| <b>08755</b> |         |          |         |         | <b>08785</b> |          |         |        |         | <b>08815</b> |          |        |        |         |
| 1            | 81.7750 | 6,542    | 14,174  | 170,092 | 1            | 82.9500  | 6,636   | 14,378 | 172,536 | 1            | 84.2375  | 6,739  | 14,601 | 175,214 |
| 2            | 85.8750 | 6,870    | 14,885  | 178,620 | 2            | 87.1000  | 6,968   | 15,097 | 181,168 | 2            | 88.4500  | 7,076  | 15,331 | 183,976 |
| 3            | 90.1625 | 7,213    | 15,628  | 187,538 | 3            | 91.4625  | 7,317   | 15,854 | 190,242 | 3            | 92.8750  | 7,430  | 16,098 | 193,180 |
| 4            | 94.6750 | 7,574    | 16,410  | 196,924 | 4            | 96.0250  | 7,682   | 16,644 | 199,732 | 4            | 97.5125  | 7,801  | 16,902 | 202,826 |
| 5            | 99.4000 | 7,952    | 17,229  | 206,752 | 5            | 100.8375 | 8,067   | 17,479 | 209,742 | 5            | 102.3875 | 8,191  | 17,747 | 212,966 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly   | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly  | Annual |        |         |
|--------------|----------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|----------|--------|--------|---------|
| <b>08820</b> |          |          |         |         | <b>08850</b> |          |         |        |         | <b>08880</b> |          |        |        |         |
| 1            | 84.4125  | 6,753    | 14,632  | 175,578 | 1            | 85.6375  | 6,851   | 14,844 | 178,126 | 1            | 86.9375  | 6,955  | 15,069 | 180,830 |
| 2            | 88.6250  | 7,090    | 15,362  | 184,340 | 2            | 89.9125  | 7,193   | 15,585 | 187,018 | 2            | 91.2875  | 7,303  | 15,823 | 189,878 |
| 3            | 93.0625  | 7,445    | 16,131  | 193,570 | 3            | 94.4125  | 7,553   | 16,365 | 196,378 | 3            | 95.8500  | 7,668  | 16,614 | 199,368 |
| 4            | 97.7125  | 7,817    | 16,937  | 203,242 | 4            | 99.1250  | 7,930   | 17,182 | 206,180 | 4            | 100.6500 | 8,052  | 17,446 | 209,352 |
| 5            | 102.6000 | 8,208    | 17,784  | 213,408 | 5            | 104.0875 | 8,327   | 18,042 | 216,502 | 5            | 105.6750 | 8,454  | 18,317 | 219,804 |
| <b>08825</b> |          |          |         |         | <b>08855</b> |          |         |        |         | <b>08885</b> |          |        |        |         |
| 1            | 84.6125  | 6,769    | 14,666  | 175,994 | 1            | 85.8750  | 6,870   | 14,885 | 178,620 | 1            | 87.1000  | 6,968  | 15,097 | 181,168 |
| 2            | 88.8375  | 7,107    | 15,399  | 184,782 | 2            | 90.1625  | 7,213   | 15,628 | 187,538 | 2            | 91.4625  | 7,317  | 15,854 | 190,242 |
| 3            | 93.2750  | 7,462    | 16,168  | 194,012 | 3            | 94.6750  | 7,574   | 16,410 | 196,924 | 3            | 96.0250  | 7,682  | 16,644 | 199,732 |
| 4            | 97.9375  | 7,835    | 16,976  | 203,710 | 4            | 99.4000  | 7,952   | 17,229 | 206,752 | 4            | 100.8375 | 8,067  | 17,479 | 209,742 |
| 5            | 102.8375 | 8,227    | 17,825  | 213,902 | 5            | 104.3750 | 8,350   | 18,092 | 217,100 | 5            | 105.8750 | 8,470  | 18,352 | 220,220 |
| <b>08830</b> |          |          |         |         | <b>08860</b> |          |         |        |         | <b>08890</b> |          |        |        |         |
| 1            | 84.8000  | 6,784    | 14,699  | 176,384 | 1            | 86.1000  | 6,888   | 14,924 | 179,088 | 1            | 87.2625  | 6,981  | 15,126 | 181,506 |
| 2            | 89.0375  | 7,123    | 15,433  | 185,198 | 2            | 90.4000  | 7,232   | 15,669 | 188,032 | 2            | 91.6250  | 7,330  | 15,882 | 190,580 |
| 3            | 93.4875  | 7,479    | 16,205  | 194,454 | 3            | 94.9250  | 7,594   | 16,454 | 197,444 | 3            | 96.2000  | 7,696  | 16,675 | 200,096 |
| 4            | 98.1625  | 7,853    | 17,015  | 204,178 | 4            | 99.6625  | 7,973   | 17,275 | 207,298 | 4            | 101.0125 | 8,081  | 17,509 | 210,106 |
| 5            | 103.0625 | 8,245    | 17,864  | 214,370 | 5            | 104.6500 | 8,372   | 18,139 | 217,672 | 5            | 106.0625 | 8,485  | 18,384 | 220,610 |
| <b>08835</b> |          |          |         |         | <b>08865</b> |          |         |        |         | <b>08895</b> |          |        |        |         |
| 1            | 85.0375  | 6,803    | 14,740  | 176,878 | 1            | 86.2750  | 6,902   | 14,954 | 179,452 | 1            | 87.5250  | 7,002  | 15,171 | 182,052 |
| 2            | 89.2875  | 7,143    | 15,477  | 185,718 | 2            | 90.5875  | 7,247   | 15,702 | 188,422 | 2            | 91.9000  | 7,352  | 15,929 | 191,152 |
| 3            | 93.7500  | 7,500    | 16,250  | 195,000 | 3            | 95.1250  | 7,610   | 16,488 | 197,860 | 3            | 96.5000  | 7,720  | 16,727 | 200,720 |
| 4            | 98.4375  | 7,875    | 17,063  | 204,750 | 4            | 99.8750  | 7,990   | 17,312 | 207,740 | 4            | 101.3250 | 8,106  | 17,563 | 210,756 |
| 5            | 103.3500 | 8,268    | 17,914  | 214,968 | 5            | 104.8625 | 8,389   | 18,176 | 218,114 | 5            | 106.3875 | 8,511  | 18,441 | 221,286 |
| <b>08840</b> |          |          |         |         | <b>08870</b> |          |         |        |         | <b>08900</b> |          |        |        |         |
| 1            | 85.2625  | 6,821    | 14,779  | 177,346 | 1            | 86.4500  | 6,916   | 14,985 | 179,816 | 1            | 87.7875  | 7,023  | 15,217 | 182,598 |
| 2            | 89.5250  | 7,162    | 15,518  | 186,212 | 2            | 90.7750  | 7,262   | 15,734 | 188,812 | 2            | 92.1750  | 7,374  | 15,977 | 191,724 |
| 3            | 94.0000  | 7,520    | 16,293  | 195,520 | 3            | 95.3125  | 7,625   | 16,521 | 198,250 | 3            | 96.7875  | 7,743  | 16,777 | 201,318 |
| 4            | 98.7000  | 7,896    | 17,108  | 205,296 | 4            | 100.0750 | 8,006   | 17,346 | 208,156 | 4            | 101.6250 | 8,130  | 17,615 | 211,380 |
| 5            | 103.6375 | 8,291    | 17,964  | 215,566 | 5            | 105.0750 | 8,406   | 18,213 | 218,556 | 5            | 106.7000 | 8,536  | 18,495 | 221,936 |
| <b>08845</b> |          |          |         |         | <b>08875</b> |          |         |        |         | <b>08905</b> |          |        |        |         |
| 1            | 85.4500  | 6,836    | 14,811  | 177,736 | 1            | 86.7000  | 6,936   | 15,028 | 180,336 | 1            | 88.0250  | 7,042  | 15,258 | 183,092 |
| 2            | 89.7250  | 7,178    | 15,552  | 186,628 | 2            | 91.0375  | 7,283   | 15,780 | 189,358 | 2            | 92.4250  | 7,394  | 16,020 | 192,244 |
| 3            | 94.2125  | 7,537    | 16,330  | 195,962 | 3            | 95.5875  | 7,647   | 16,569 | 198,822 | 3            | 97.0500  | 7,764  | 16,822 | 201,864 |
| 4            | 98.9125  | 7,913    | 17,145  | 205,738 | 4            | 100.3625 | 8,029   | 17,396 | 208,754 | 4            | 101.9000 | 8,152  | 17,663 | 211,952 |
| 5            | 103.8625 | 8,309    | 18,003  | 216,034 | 5            | 105.3750 | 8,430   | 18,265 | 219,180 | 5            | 106.9875 | 8,559  | 18,545 | 222,534 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly   | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly  | Annual |        |         |
|--------------|----------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|----------|--------|--------|---------|
| <b>08910</b> |          |          |         |         | <b>08940</b> |          |         |        |         | <b>08970</b> |          |        |        |         |
| 1            | 88.2625  | 7,061    | 15,299  | 183,586 | 1            | 89.5250  | 7,162   | 15,518 | 186,212 | 1            | 90.7750  | 7,262  | 15,734 | 188,812 |
| 2            | 92.6750  | 7,414    | 16,064  | 192,764 | 2            | 94.0000  | 7,520   | 16,293 | 195,520 | 2            | 95.3125  | 7,625  | 16,521 | 198,250 |
| 3            | 97.3125  | 7,785    | 16,868  | 202,410 | 3            | 98.7000  | 7,896   | 17,108 | 205,296 | 3            | 100.0750 | 8,006  | 17,346 | 208,156 |
| 4            | 102.1750 | 8,174    | 17,710  | 212,524 | 4            | 103.6375 | 8,291   | 17,964 | 215,566 | 4            | 105.0750 | 8,406  | 18,213 | 218,556 |
| 5            | 107.2750 | 8,582    | 18,594  | 223,132 | 5            | 108.8250 | 8,706   | 18,863 | 226,356 | 5            | 110.3375 | 8,827  | 19,125 | 229,502 |
| <b>08915</b> |          |          |         |         | <b>08945</b> |          |         |        |         | <b>08975</b> |          |        |        |         |
| 1            | 88.4500  | 7,076    | 15,331  | 183,976 | 1            | 89.7250  | 7,178   | 15,552 | 186,628 | 1            | 91.0375  | 7,283  | 15,780 | 189,358 |
| 2            | 92.8750  | 7,430    | 16,098  | 193,180 | 2            | 94.2125  | 7,537   | 16,330 | 195,962 | 2            | 95.5875  | 7,647  | 16,569 | 198,822 |
| 3            | 97.5125  | 7,801    | 16,902  | 202,826 | 3            | 98.9125  | 7,913   | 17,145 | 205,738 | 3            | 100.3625 | 8,029  | 17,396 | 208,754 |
| 4            | 102.3875 | 8,191    | 17,747  | 212,966 | 4            | 103.8625 | 8,309   | 18,003 | 216,034 | 4            | 105.3750 | 8,430  | 18,265 | 219,180 |
| 5            | 107.5000 | 8,600    | 18,633  | 223,600 | 5            | 109.0625 | 8,725   | 18,904 | 226,850 | 5            | 110.6500 | 8,852  | 19,179 | 230,152 |
| <b>08920</b> |          |          |         |         | <b>08950</b> |          |         |        |         | <b>08980</b> |          |        |        |         |
| 1            | 88.6250  | 7,090    | 15,362  | 184,340 | 1            | 89.9125  | 7,193   | 15,585 | 187,018 | 1            | 91.2875  | 7,303  | 15,823 | 189,878 |
| 2            | 93.0625  | 7,445    | 16,131  | 193,570 | 2            | 94.4125  | 7,553   | 16,365 | 196,378 | 2            | 95.8500  | 7,668  | 16,614 | 199,368 |
| 3            | 97.7125  | 7,817    | 16,937  | 203,242 | 3            | 99.1250  | 7,930   | 17,182 | 206,180 | 3            | 100.6500 | 8,052  | 17,446 | 209,352 |
| 4            | 102.6000 | 8,208    | 17,784  | 213,408 | 4            | 104.0875 | 8,327   | 18,042 | 216,502 | 4            | 105.6750 | 8,454  | 18,317 | 219,804 |
| 5            | 107.7250 | 8,618    | 18,672  | 224,068 | 5            | 109.2875 | 8,743   | 18,943 | 227,318 | 5            | 110.9625 | 8,877  | 19,234 | 230,802 |
| <b>08925</b> |          |          |         |         | <b>08955</b> |          |         |        |         | <b>08985</b> |          |        |        |         |
| 1            | 88.8375  | 7,107    | 15,399  | 184,782 | 1            | 90.1625  | 7,213   | 15,628 | 187,538 | 1            | 91.4625  | 7,317  | 15,854 | 190,242 |
| 2            | 93.2750  | 7,462    | 16,168  | 194,012 | 2            | 94.6750  | 7,574   | 16,410 | 196,924 | 2            | 96.0250  | 7,682  | 16,644 | 199,732 |
| 3            | 97.9375  | 7,835    | 16,976  | 203,710 | 3            | 99.4000  | 7,952   | 17,229 | 206,752 | 3            | 100.8375 | 8,067  | 17,479 | 209,742 |
| 4            | 102.8375 | 8,227    | 17,825  | 213,902 | 4            | 104.3750 | 8,350   | 18,092 | 217,100 | 4            | 105.8750 | 8,470  | 18,352 | 220,220 |
| 5            | 107.9750 | 8,638    | 18,716  | 224,588 | 5            | 109.5875 | 8,767   | 18,995 | 227,942 | 5            | 111.1625 | 8,893  | 19,268 | 231,218 |
| <b>08930</b> |          |          |         |         | <b>08960</b> |          |         |        |         | <b>08990</b> |          |        |        |         |
| 1            | 89.0375  | 7,123    | 15,433  | 185,198 | 1            | 90.4000  | 7,232   | 15,669 | 188,032 | 1            | 91.6250  | 7,330  | 15,882 | 190,580 |
| 2            | 93.4875  | 7,479    | 16,205  | 194,454 | 2            | 94.9250  | 7,594   | 16,454 | 197,444 | 2            | 96.2000  | 7,696  | 16,675 | 200,096 |
| 3            | 98.1625  | 7,853    | 17,015  | 204,178 | 3            | 99.6625  | 7,973   | 17,275 | 207,298 | 3            | 101.0125 | 8,081  | 17,509 | 210,106 |
| 4            | 103.0625 | 8,245    | 17,864  | 214,370 | 4            | 104.6500 | 8,372   | 18,139 | 217,672 | 4            | 106.0625 | 8,485  | 18,384 | 220,610 |
| 5            | 108.2250 | 8,658    | 18,759  | 225,108 | 5            | 109.8875 | 8,791   | 19,047 | 228,566 | 5            | 111.3625 | 8,909  | 19,303 | 231,634 |
| <b>08935</b> |          |          |         |         | <b>08965</b> |          |         |        |         | <b>08995</b> |          |        |        |         |
| 1            | 89.2875  | 7,143    | 15,477  | 185,718 | 1            | 90.5875  | 7,247   | 15,702 | 188,422 | 1            | 91.9000  | 7,352  | 15,929 | 191,152 |
| 2            | 93.7500  | 7,500    | 16,250  | 195,000 | 2            | 95.1250  | 7,610   | 16,488 | 197,860 | 2            | 96.5000  | 7,720  | 16,727 | 200,720 |
| 3            | 98.4375  | 7,875    | 17,063  | 204,750 | 3            | 99.8750  | 7,990   | 17,312 | 207,740 | 3            | 101.3250 | 8,106  | 17,563 | 210,756 |
| 4            | 103.3500 | 8,268    | 17,914  | 214,968 | 4            | 104.8625 | 8,389   | 18,176 | 218,114 | 4            | 106.3875 | 8,511  | 18,441 | 221,286 |
| 5            | 108.5250 | 8,682    | 18,811  | 225,732 | 5            | 110.1125 | 8,809   | 19,086 | 229,034 | 5            | 111.7000 | 8,936  | 19,361 | 232,336 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.





CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly   | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly  | Annual |        |         |
|--------------|----------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|----------|--------|--------|---------|
| <b>09000</b> |          |          |         |         | <b>09030</b> |          |         |        |         | <b>09060</b> |          |        |        |         |
| 1            | 92.1750  | 7,374    | 15,977  | 191,724 | 1            | 93.4875  | 7,479   | 16,205 | 194,454 | 1            | 94.9250  | 7,594  | 16,454 | 197,444 |
| 2            | 96.7875  | 7,743    | 16,777  | 201,318 | 2            | 98.1625  | 7,853   | 17,015 | 204,178 | 2            | 99.6625  | 7,973  | 17,275 | 207,298 |
| 3            | 101.6250 | 8,130    | 17,615  | 211,380 | 3            | 103.0625 | 8,245   | 17,864 | 214,370 | 3            | 104.6500 | 8,372  | 18,139 | 217,672 |
| 4            | 106.7000 | 8,536    | 18,495  | 221,936 | 4            | 108.2250 | 8,658   | 18,759 | 225,108 | 4            | 109.8875 | 8,791  | 19,047 | 228,566 |
| 5            | 112.0375 | 8,963    | 19,420  | 233,038 | 5            | 113.6375 | 9,091   | 19,697 | 236,366 | 5            | 115.3750 | 9,230  | 19,998 | 239,980 |
| <b>09005</b> |          |          |         |         | <b>09035</b> |          |         |        |         | <b>09065</b> |          |        |        |         |
| 1            | 92.4250  | 7,394    | 16,020  | 192,244 | 1            | 93.7500  | 7,500   | 16,250 | 195,000 | 1            | 95.1250  | 7,610  | 16,488 | 197,860 |
| 2            | 97.0500  | 7,764    | 16,822  | 201,864 | 2            | 98.4375  | 7,875   | 17,063 | 204,750 | 2            | 99.8750  | 7,990  | 17,312 | 207,740 |
| 3            | 101.9000 | 8,152    | 17,663  | 211,952 | 3            | 103.3500 | 8,268   | 17,914 | 214,968 | 3            | 104.8625 | 8,389  | 18,176 | 218,114 |
| 4            | 106.9875 | 8,559    | 18,545  | 222,534 | 4            | 108.5250 | 8,682   | 18,811 | 225,732 | 4            | 110.1125 | 8,809  | 19,086 | 229,034 |
| 5            | 112.3500 | 8,988    | 19,474  | 233,688 | 5            | 113.9500 | 9,116   | 19,751 | 237,016 | 5            | 115.6125 | 9,249  | 20,040 | 240,474 |
| <b>09010</b> |          |          |         |         | <b>09040</b> |          |         |        |         | <b>09070</b> |          |        |        |         |
| 1            | 92.6750  | 7,414    | 16,064  | 192,764 | 1            | 94.0000  | 7,520   | 16,293 | 195,520 | 1            | 95.3125  | 7,625  | 16,521 | 198,250 |
| 2            | 97.3125  | 7,785    | 16,868  | 202,410 | 2            | 98.7000  | 7,896   | 17,108 | 205,296 | 2            | 100.0750 | 8,006  | 17,346 | 208,156 |
| 3            | 102.1750 | 8,174    | 17,710  | 212,524 | 3            | 103.6375 | 8,291   | 17,964 | 215,566 | 3            | 105.0750 | 8,406  | 18,213 | 218,556 |
| 4            | 107.2750 | 8,582    | 18,594  | 223,132 | 4            | 108.8250 | 8,706   | 18,863 | 226,356 | 4            | 110.3375 | 8,827  | 19,125 | 229,502 |
| 5            | 112.6500 | 9,012    | 19,526  | 234,312 | 5            | 114.2625 | 9,141   | 19,806 | 237,666 | 5            | 115.8500 | 9,268  | 20,081 | 240,968 |
| <b>09015</b> |          |          |         |         | <b>09045</b> |          |         |        |         | <b>09075</b> |          |        |        |         |
| 1            | 92.8750  | 7,430    | 16,098  | 193,180 | 1            | 94.2125  | 7,537   | 16,330 | 195,962 | 1            | 95.5875  | 7,647  | 16,569 | 198,822 |
| 2            | 97.5125  | 7,801    | 16,902  | 202,826 | 2            | 98.9125  | 7,913   | 17,145 | 205,738 | 2            | 100.3625 | 8,029  | 17,396 | 208,754 |
| 3            | 102.3875 | 8,191    | 17,747  | 212,966 | 3            | 103.8625 | 8,309   | 18,003 | 216,034 | 3            | 105.3750 | 8,430  | 18,265 | 219,180 |
| 4            | 107.5000 | 8,600    | 18,633  | 223,600 | 4            | 109.0625 | 8,725   | 18,904 | 226,850 | 4            | 110.6500 | 8,852  | 19,179 | 230,152 |
| 5            | 112.8875 | 9,031    | 19,567  | 234,806 | 5            | 114.5125 | 9,161   | 19,849 | 238,186 | 5            | 116.1875 | 9,295  | 20,139 | 241,670 |
| <b>09020</b> |          |          |         |         | <b>09050</b> |          |         |        |         | <b>09080</b> |          |        |        |         |
| 1            | 93.0625  | 7,445    | 16,131  | 193,570 | 1            | 94.4125  | 7,553   | 16,365 | 196,378 | 1            | 95.8500  | 7,668  | 16,614 | 199,368 |
| 2            | 97.7125  | 7,817    | 16,937  | 203,242 | 2            | 99.1250  | 7,930   | 17,182 | 206,180 | 2            | 100.6500 | 8,052  | 17,446 | 209,352 |
| 3            | 102.6000 | 8,208    | 17,784  | 213,408 | 3            | 104.0875 | 8,327   | 18,042 | 216,502 | 3            | 105.6750 | 8,454  | 18,317 | 219,804 |
| 4            | 107.7250 | 8,618    | 18,672  | 224,068 | 4            | 109.2875 | 8,743   | 18,943 | 227,318 | 4            | 110.9625 | 8,877  | 19,234 | 230,802 |
| 5            | 113.1125 | 9,049    | 19,606  | 235,274 | 5            | 114.7500 | 9,180   | 19,890 | 238,680 | 5            | 116.5125 | 9,321  | 20,196 | 242,346 |
| <b>09025</b> |          |          |         |         | <b>09055</b> |          |         |        |         | <b>09085</b> |          |        |        |         |
| 1            | 93.2750  | 7,462    | 16,168  | 194,012 | 1            | 94.6750  | 7,574   | 16,410 | 196,924 | 1            | 96.0250  | 7,682  | 16,644 | 199,732 |
| 2            | 97.9375  | 7,835    | 16,976  | 203,710 | 2            | 99.4000  | 7,952   | 17,229 | 206,752 | 2            | 100.8375 | 8,067  | 17,479 | 209,742 |
| 3            | 102.8375 | 8,227    | 17,825  | 213,902 | 3            | 104.3750 | 8,350   | 18,092 | 217,100 | 3            | 105.8750 | 8,470  | 18,352 | 220,220 |
| 4            | 107.9750 | 8,638    | 18,716  | 224,588 | 4            | 109.5875 | 8,767   | 18,995 | 227,942 | 4            | 111.1625 | 8,893  | 19,268 | 231,218 |
| 5            | 113.3750 | 9,070    | 19,652  | 235,820 | 5            | 115.0625 | 9,205   | 19,944 | 239,330 | 5            | 116.7250 | 9,338  | 20,232 | 242,788 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly   | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly  | Annual |        |         |
|--------------|----------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|----------|--------|--------|---------|
| <b>09090</b> |          |          |         |         | <b>09120</b> |          |         |        |         | <b>09150</b> |          |        |        |         |
| 1            | 96.2000  | 7,696    | 16,675  | 200,096 | 1            | 97.7125  | 7,817   | 16,937 | 203,242 | 1            | 99.1250  | 7,930  | 17,182 | 206,180 |
| 2            | 101.0125 | 8,081    | 17,509  | 210,106 | 2            | 102.6000 | 8,208   | 17,784 | 213,408 | 2            | 104.0875 | 8,327  | 18,042 | 216,502 |
| 3            | 106.0625 | 8,485    | 18,384  | 220,610 | 3            | 107.7250 | 8,618   | 18,672 | 224,068 | 3            | 109.2875 | 8,743  | 18,943 | 227,318 |
| 4            | 111.3625 | 8,909    | 19,303  | 231,634 | 4            | 113.1125 | 9,049   | 19,606 | 235,274 | 4            | 114.7500 | 9,180  | 19,890 | 238,680 |
| 5            | 116.9375 | 9,355    | 20,269  | 243,230 | 5            | 118.7750 | 9,502   | 20,588 | 247,052 | 5            | 120.4875 | 9,639  | 20,885 | 250,614 |
| <b>09095</b> |          |          |         |         | <b>09125</b> |          |         |        |         | <b>09155</b> |          |        |        |         |
| 1            | 96.5000  | 7,720    | 16,727  | 200,720 | 1            | 97.9375  | 7,835   | 16,976 | 203,710 | 1            | 99.4000  | 7,952  | 17,229 | 206,752 |
| 2            | 101.3250 | 8,106    | 17,563  | 210,756 | 2            | 102.8375 | 8,227   | 17,825 | 213,902 | 2            | 104.3750 | 8,350  | 18,092 | 217,100 |
| 3            | 106.3875 | 8,511    | 18,441  | 221,286 | 3            | 107.9750 | 8,638   | 18,716 | 224,588 | 3            | 109.5875 | 8,767  | 18,995 | 227,942 |
| 4            | 111.7000 | 8,936    | 19,361  | 232,336 | 4            | 113.3750 | 9,070   | 19,652 | 235,820 | 4            | 115.0625 | 9,205  | 19,944 | 239,330 |
| 5            | 117.2875 | 9,383    | 20,330  | 243,958 | 5            | 119.0500 | 9,524   | 20,635 | 247,624 | 5            | 120.8250 | 9,666  | 20,943 | 251,316 |
| <b>09100</b> |          |          |         |         | <b>09130</b> |          |         |        |         | <b>09160</b> |          |        |        |         |
| 1            | 96.7875  | 7,743    | 16,777  | 201,318 | 1            | 98.1625  | 7,853   | 17,015 | 204,178 | 1            | 99.6625  | 7,973  | 17,275 | 207,298 |
| 2            | 101.6250 | 8,130    | 17,615  | 211,380 | 2            | 103.0625 | 8,245   | 17,864 | 214,370 | 2            | 104.6500 | 8,372  | 18,139 | 217,672 |
| 3            | 106.7000 | 8,536    | 18,495  | 221,936 | 3            | 108.2250 | 8,658   | 18,759 | 225,108 | 3            | 109.8875 | 8,791  | 19,047 | 228,566 |
| 4            | 112.0375 | 8,963    | 19,420  | 233,038 | 4            | 113.6375 | 9,091   | 19,697 | 236,366 | 4            | 115.3750 | 9,230  | 19,998 | 239,980 |
| 5            | 117.6375 | 9,411    | 20,391  | 244,686 | 5            | 119.3125 | 9,545   | 20,681 | 248,170 | 5            | 121.1500 | 9,692  | 20,999 | 251,992 |
| <b>09105</b> |          |          |         |         | <b>09135</b> |          |         |        |         | <b>09165</b> |          |        |        |         |
| 1            | 97.0500  | 7,764    | 16,822  | 201,864 | 1            | 98.4375  | 7,875   | 17,063 | 204,750 | 1            | 99.8750  | 7,990  | 17,312 | 207,740 |
| 2            | 101.9000 | 8,152    | 17,663  | 211,952 | 2            | 103.3500 | 8,268   | 17,914 | 214,968 | 2            | 104.8625 | 8,389  | 18,176 | 218,114 |
| 3            | 106.9875 | 8,559    | 18,545  | 222,534 | 3            | 108.5250 | 8,682   | 18,811 | 225,732 | 3            | 110.1125 | 8,809  | 19,086 | 229,034 |
| 4            | 112.3500 | 8,988    | 19,474  | 233,688 | 4            | 113.9500 | 9,116   | 19,751 | 237,016 | 4            | 115.6125 | 9,249  | 20,040 | 240,474 |
| 5            | 117.9625 | 9,437    | 20,447  | 245,362 | 5            | 119.6500 | 9,572   | 20,739 | 248,872 | 5            | 121.4000 | 9,712  | 21,043 | 252,512 |
| <b>09110</b> |          |          |         |         | <b>09140</b> |          |         |        |         | <b>09170</b> |          |        |        |         |
| 1            | 97.3125  | 7,785    | 16,868  | 202,410 | 1            | 98.7000  | 7,896   | 17,108 | 205,296 | 1            | 100.0750 | 8,006  | 17,346 | 208,156 |
| 2            | 102.1750 | 8,174    | 17,710  | 212,524 | 2            | 103.6375 | 8,291   | 17,964 | 215,566 | 2            | 105.0750 | 8,406  | 18,213 | 218,556 |
| 3            | 107.2750 | 8,582    | 18,594  | 223,132 | 3            | 108.8250 | 8,706   | 18,863 | 226,356 | 3            | 110.3375 | 8,827  | 19,125 | 229,502 |
| 4            | 112.6500 | 9,012    | 19,526  | 234,312 | 4            | 114.2625 | 9,141   | 19,806 | 237,666 | 4            | 115.8500 | 9,268  | 20,081 | 240,968 |
| 5            | 118.2750 | 9,462    | 20,501  | 246,012 | 5            | 119.9750 | 9,598   | 20,796 | 249,548 | 5            | 121.6375 | 9,731  | 21,084 | 253,006 |
| <b>09115</b> |          |          |         |         | <b>09145</b> |          |         |        |         | <b>09175</b> |          |        |        |         |
| 1            | 97.5125  | 7,801    | 16,902  | 202,826 | 1            | 98.9125  | 7,913   | 17,145 | 205,738 | 1            | 100.3625 | 8,029  | 17,396 | 208,754 |
| 2            | 102.3875 | 8,191    | 17,747  | 212,966 | 2            | 103.8625 | 8,309   | 18,003 | 216,034 | 2            | 105.3750 | 8,430  | 18,265 | 219,180 |
| 3            | 107.5000 | 8,600    | 18,633  | 223,600 | 3            | 109.0625 | 8,725   | 18,904 | 226,850 | 3            | 110.6500 | 8,852  | 19,179 | 230,152 |
| 4            | 112.8875 | 9,031    | 19,567  | 234,806 | 4            | 114.5125 | 9,161   | 19,849 | 238,186 | 4            | 116.1875 | 9,295  | 20,139 | 241,670 |
| 5            | 118.5250 | 9,482    | 20,544  | 246,532 | 5            | 120.2375 | 9,619   | 20,841 | 250,094 | 5            | 121.9875 | 9,759  | 21,145 | 253,734 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly   | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|----------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>09180</b> |          |          |         |         | <b>09210</b> |          |         |        |         | <b>0140A</b> |         |        |        |         |
| 1            | 100.6500 | 8,052    | 17,446  | 209,352 | 1            | 102.1750 | 8,174   | 17,710 | 212,524 | 1            | 72.7625 | 5,821  | 12,612 | 151,346 |
| 2            | 105.6750 | 8,454    | 18,317  | 219,804 | 2            | 107.2750 | 8,582   | 18,594 | 223,132 | <b>0150A</b> |         |        |        |         |
| 3            | 110.9625 | 8,877    | 19,234  | 230,802 | 3            | 112.6500 | 9,012   | 19,526 | 234,312 | 1            | 61.2250 | 4,898  | 10,612 | 127,348 |
| 4            | 116.5125 | 9,321    | 20,196  | 242,346 | 4            | 118.2750 | 9,462   | 20,501 | 246,012 | <b>0380A</b> |         |        |        |         |
| 5            | 122.3375 | 9,787    | 21,205  | 254,462 | 5            | 124.1875 | 9,935   | 21,526 | 258,310 | 1            | 34.9500 | 2,796  | 6,058  | 72,696  |
| <b>09185</b> |          |          |         |         | <b>09215</b> |          |         |        |         | <b>0381A</b> |         |        |        |         |
| 1            | 100.8375 | 8,067    | 17,479  | 209,742 | 1            | 102.3875 | 8,191   | 17,747 | 212,966 | 1            | 36.3500 | 2,908  | 6,301  | 75,608  |
| 2            | 105.8750 | 8,470    | 18,352  | 220,220 | 2            | 107.5000 | 8,600   | 18,633 | 223,600 | <b>0382A</b> |         |        |        |         |
| 3            | 111.1625 | 8,893    | 19,268  | 231,218 | 3            | 112.8875 | 9,031   | 19,567 | 234,806 | 1            | 37.0500 | 2,964  | 6,422  | 77,064  |
| 4            | 116.7250 | 9,338    | 20,232  | 242,788 | 4            | 118.5250 | 9,482   | 20,544 | 246,532 | <b>0390A</b> |         |        |        |         |
| 5            | 122.5625 | 9,805    | 21,244  | 254,930 | 5            | 124.4500 | 9,956   | 21,571 | 258,856 | 1            | 85.8375 | 6,867  | 14,879 | 178,542 |
| <b>09190</b> |          |          |         |         | <b>09220</b> |          |         |        |         | <b>0395A</b> |         |        |        |         |
| 1            | 101.0125 | 8,081    | 17,509  | 210,106 | 1            | 102.6000 | 8,208   | 17,784 | 213,408 | 1            | 79.1625 | 6,333  | 13,722 | 164,658 |
| 2            | 106.0625 | 8,485    | 18,384  | 220,610 | 2            | 107.7250 | 8,618   | 18,672 | 224,068 | <b>0400A</b> |         |        |        |         |
| 3            | 111.3625 | 8,909    | 19,303  | 231,634 | 3            | 113.1125 | 9,049   | 19,606 | 235,274 | 1            | 68.1375 | 5,451  | 11,811 | 141,726 |
| 4            | 116.9375 | 9,355    | 20,269  | 243,230 | 4            | 118.7750 | 9,502   | 20,588 | 247,052 | <b>0401A</b> |         |        |        |         |
| 5            | 122.7750 | 9,822    | 21,281  | 255,372 | 5            | 124.7125 | 9,977   | 21,617 | 259,402 | 1            | 70.8625 | 5,669  | 12,283 | 147,394 |
| <b>09195</b> |          |          |         |         | <b>0402A</b> |          |         |        |         | <b>0488A</b> |         |        |        |         |
| 1            | 101.3250 | 8,106    | 17,563  | 210,756 | 1            | 72.2250  | 5,778   | 12,519 | 150,228 | 1            | 55.3875 | 4,431  | 9,601  | 115,206 |
| 2            | 106.3875 | 8,511    | 18,441  | 221,286 | <b>0489A</b> |          |         |        |         | <b>0490A</b> |         |        |        |         |
| 3            | 111.7000 | 8,936    | 19,361  | 232,336 | 1            | 57.6000  | 4,608   | 9,984  | 119,808 | 1            | 58.7125 | 4,697  | 10,177 | 122,122 |
| 4            | 117.2875 | 9,383    | 20,330  | 243,958 | <b>0720A</b> |          |         |        |         |              |         |        |        |         |
| 5            | 123.1500 | 9,852    | 21,346  | 256,152 | 1            | 18.0000  | 1,440   | 3,120  | 37,440  |              |         |        |        |         |
| <b>09200</b> |          |          |         |         |              |          |         |        |         |              |         |        |        |         |
| 1            | 101.6250 | 8,130    | 17,615  | 211,380 |              |          |         |        |         |              |         |        |        |         |
| 2            | 106.7000 | 8,536    | 18,495  | 221,936 |              |          |         |        |         |              |         |        |        |         |
| 3            | 112.0375 | 8,963    | 19,420  | 233,038 |              |          |         |        |         |              |         |        |        |         |
| 4            | 117.6375 | 9,411    | 20,391  | 244,686 |              |          |         |        |         |              |         |        |        |         |
| 5            | 123.5250 | 9,882    | 21,411  | 256,932 |              |          |         |        |         |              |         |        |        |         |
| <b>09205</b> |          |          |         |         |              |          |         |        |         |              |         |        |        |         |
| 1            | 101.9000 | 8,152    | 17,663  | 211,952 |              |          |         |        |         |              |         |        |        |         |
| 2            | 106.9875 | 8,559    | 18,545  | 222,534 |              |          |         |        |         |              |         |        |        |         |
| 3            | 112.3500 | 8,988    | 19,474  | 233,688 |              |          |         |        |         |              |         |        |        |         |
| 4            | 117.9625 | 9,437    | 20,447  | 245,362 |              |          |         |        |         |              |         |        |        |         |
| 5            | 123.8625 | 9,909    | 21,470  | 257,634 |              |          |         |        |         |              |         |        |        |         |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Step         | Hourly  | Biweekly | Monthly | Annual  | Step                         | Hourly  | Biweekly | Monthly | Annual  |
|--------------|---------|----------|---------|---------|--------------|---------|----------|---------|---------|------------------------------|---------|----------|---------|---------|
| <b>1071A</b> |         |          |         |         | <b>1073B</b> |         |          |         |         | <b>1172B</b>                 |         |          |         |         |
| 1            | 37.7625 | 3,021    | 6,546   | 78,546  | 1            | 46.5750 | 3,726    | 8,073   | 96,876  | 1                            | 70.8500 | 5,668    | 12,281  | 147,368 |
| 2            | 39.6375 | 3,171    | 6,871   | 82,446  | 2            | 48.9125 | 3,913    | 8,478   | 101,738 | 2                            | 73.0125 | 5,841    | 12,656  | 151,866 |
| 3            | 41.6125 | 3,329    | 7,213   | 86,554  | 3            | 51.3625 | 4,109    | 8,903   | 106,834 | 3                            | 76.6625 | 6,133    | 13,288  | 159,458 |
| 4            | 43.7000 | 3,496    | 7,575   | 90,896  | 4            | 53.9250 | 4,314    | 9,347   | 112,164 | 4                            | 80.5125 | 6,441    | 13,956  | 167,466 |
| 5            | 45.8875 | 3,671    | 7,954   | 95,446  | 5            | 56.6125 | 4,529    | 9,813   | 117,754 | 5                            | 84.5250 | 6,762    | 14,651  | 175,812 |
| 6            | 48.1750 | 3,854    | 8,350   | 100,204 | 6            | 59.4500 | 4,756    | 10,305  | 123,656 | 6                            | 88.7500 | 7,100    | 15,383  | 184,600 |
| 7            | 50.5875 | 4,047    | 8,769   | 105,222 | 7            | 62.4125 | 4,993    | 10,818  | 129,818 | 7                            | 93.1875 | 7,455    | 16,153  | 193,830 |
| 8            | 53.1250 | 4,250    | 9,208   | 110,500 | 8            | 65.5500 | 5,244    | 11,362  | 136,344 | <b>1190A</b>                 |         |          |         |         |
| 9            | 53.7875 | 4,303    | 9,323   | 111,878 | 9            | 65.8000 | 5,264    | 11,405  | 136,864 | 1                            | 74.8500 | 5,988    | 12,974  | 155,688 |
| <b>1071B</b> |         |          |         |         | <b>1168A</b> |         |          |         |         | <b>1241A</b>                 |         |          |         |         |
| 1            | 38.9000 | 3,112    | 6,743   | 80,912  | 1            | 68.7875 | 5,503    | 11,923  | 143,078 | 1                            | 18.9625 | 1,517    | 3,287   | 39,442  |
| 2            | 40.8250 | 3,266    | 7,076   | 84,916  | 2            | 70.8875 | 5,671    | 12,287  | 147,446 | 2                            | 19.8750 | 1,590    | 3,445   | 41,340  |
| 3            | 42.8625 | 3,429    | 7,430   | 89,154  | 3            | 74.4250 | 5,954    | 12,900  | 154,804 | 3                            | 20.8625 | 1,669    | 3,616   | 43,394  |
| 4            | 45.0125 | 3,601    | 7,802   | 93,626  | 4            | 78.1625 | 6,253    | 13,548  | 162,578 | 4                            | 21.8750 | 1,750    | 3,792   | 45,500  |
| 5            | 47.2625 | 3,781    | 8,192   | 98,306  | 5            | 82.0625 | 6,565    | 14,224  | 170,690 | 5                            | 22.9750 | 1,838    | 3,982   | 47,788  |
| 6            | 49.6250 | 3,970    | 8,602   | 103,220 | 6            | 86.1625 | 6,893    | 14,935  | 179,218 | 6                            | 24.1250 | 1,930    | 4,182   | 50,180  |
| 7            | 52.1000 | 4,168    | 9,031   | 108,368 | 7            | 90.4750 | 7,238    | 15,682  | 188,188 | 7                            | 25.3125 | 2,025    | 4,388   | 52,650  |
| 8            | 54.7250 | 4,378    | 9,486   | 113,828 | <b>1168B</b> |         |          |         |         | 8                            | 26.5875 | 2,127    | 4,609   | 55,302  |
| 9            | 55.4000 | 4,432    | 9,603   | 115,232 | 1            | 70.8500 | 5,668    | 12,281  | 147,368 | 9                            | 27.9125 | 2,233    | 4,838   | 58,058  |
| <b>1073A</b> |         |          |         |         | <b>1172A</b> |         |          |         |         | <b>1241B</b>                 |         |          |         |         |
| 1            | 45.2125 | 3,617    | 7,837   | 94,042  | 2            | 73.0125 | 5,841    | 12,656  | 151,866 | 1                            | 19.2500 | 1,540    | 3,337   | 40,040  |
| 2            | 47.4875 | 3,799    | 8,231   | 98,774  | 3            | 76.6625 | 6,133    | 13,288  | 159,458 | 2                            | 20.1750 | 1,614    | 3,497   | 41,964  |
| 3            | 49.8625 | 3,989    | 8,643   | 103,714 | 4            | 80.5125 | 6,441    | 13,956  | 167,466 | 3                            | 21.1750 | 1,694    | 3,670   | 44,044  |
| 4            | 52.3500 | 4,188    | 9,074   | 108,888 | 5            | 84.5250 | 6,762    | 14,651  | 175,812 | 4                            | 22.2000 | 1,776    | 3,848   | 46,176  |
| 5            | 54.9625 | 4,397    | 9,527   | 114,322 | 6            | 88.7500 | 7,100    | 15,383  | 184,600 | 5                            | 23.3250 | 1,866    | 4,043   | 48,516  |
| 6            | 57.7125 | 4,617    | 10,004  | 120,042 | 7            | 93.1875 | 7,455    | 16,153  | 193,830 | 6                            | 24.4875 | 1,959    | 4,245   | 50,934  |
| 7            | 60.6000 | 4,848    | 10,504  | 126,048 | <b>1172A</b> |         |          |         |         | 7                            | 25.6875 | 2,055    | 4,453   | 53,430  |
| 8            | 63.6375 | 5,091    | 11,031  | 132,366 | 1            | 68.7875 | 5,503    | 11,923  | 143,078 | 8                            | 26.9875 | 2,159    | 4,678   | 56,134  |
| 9            | 63.8875 | 5,111    | 11,074  | 132,886 | 2            | 70.8875 | 5,671    | 12,287  | 147,446 | 9                            | 28.3250 | 2,266    | 4,910   | 58,916  |
|              |         |          |         |         |              |         |          |         |         | <b>1530A</b>                 |         |          |         |         |
|              |         |          |         |         |              |         |          |         |         | 1 31.4625 2,517 5,454 65,442 |         |          |         |         |
|              |         |          |         |         |              |         |          |         |         | <b>1530B</b>                 |         |          |         |         |
|              |         |          |         |         |              |         |          |         |         | 1 31.9375 2,555 5,536 66,430 |         |          |         |         |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|-------|--------|
| <b>1649A</b> |         |          |         |         | <b>1849A</b> |          |         |        |         | <b>2283A</b> |         |        |       |        |
| 1            | 17.5125 | 1,401    | 3,036   | 36,426  | 1            | 33.7375  | 2,699   | 5,848  | 70,174  | 1            | 24.1500 | 1,932  | 4,186 | 50,232 |
| 2            | 18.3750 | 1,470    | 3,185   | 38,220  | <b>1849B</b> |          |         |        |         | <b>2283B</b> |         |        |       |        |
| <b>1649B</b> |         |          |         |         | 1            | 34.2375  | 2,739   | 5,935  | 71,214  | 1            | 24.7500 | 1,980  | 4,290 | 51,480 |
| 1            | 17.7750 | 1,422    | 3,081   | 36,972  | <b>1885A</b> |          |         |        |         | <b>2303A</b> |         |        |       |        |
| 2            | 18.6500 | 1,492    | 3,233   | 38,792  | 1            | 57.7000  | 4,616   | 10,001 | 120,016 | 1            | 14.5625 | 1,165  | 2,524 | 30,290 |
| <b>1677A</b> |         |          |         |         | <b>1885B</b> |          |         |        |         | 2            | 15.3000 | 1,224  | 2,652 | 31,824 |
| 1            | 59.2375 | 4,739    | 10,268  | 123,214 | 1            | 59.4250  | 4,754   | 10,300 | 123,604 | 3            | 16.0500 | 1,284  | 2,782 | 33,384 |
| <b>1677B</b> |         |          |         |         | <b>2218A</b> |          |         |        |         | 4            | 16.8500 | 1,348  | 2,921 | 35,048 |
| 1            | 61.0125 | 4,881    | 10,576  | 126,906 | 1            | 40.8125  | 3,265   | 7,074  | 84,890  | 5            | 17.6875 | 1,415  | 3,066 | 36,790 |
| <b>1679A</b> |         |          |         |         | <b>2218B</b> |          |         |        |         | 6            | 18.5750 | 1,486  | 3,220 | 38,636 |
| 1            | 44.2375 | 3,539    | 7,668   | 92,014  | 1            | 41.6250  | 3,330   | 7,215  | 86,580  | <b>2303B</b> |         |        |       |        |
| <b>1679B</b> |         |          |         |         | <b>2273A</b> |          |         |        |         | 1            | 14.9250 | 1,194  | 2,587 | 31,044 |
| 1            | 45.5625 | 3,645    | 7,898   | 94,770  | 1            | 16.7375  | 1,339   | 2,901  | 34,814  | 2            | 15.6875 | 1,255  | 2,719 | 32,630 |
| <b>1682A</b> |         |          |         |         | <b>2273B</b> |          |         |        |         | 3            | 16.4500 | 1,316  | 2,851 | 34,216 |
| 1            | 68.7875 | 5,503    | 11,923  | 143,078 | 1            | 17.1500  | 1,372   | 2,973  | 35,672  | 4            | 17.2750 | 1,382  | 2,994 | 35,932 |
| 2            | 70.8875 | 5,671    | 12,287  | 147,446 | <b>2275A</b> |          |         |        |         | 5            | 18.1250 | 1,450  | 3,142 | 37,700 |
| 3            | 74.4250 | 5,954    | 12,900  | 154,804 | 1            | 18.6750  | 1,494   | 3,237  | 38,844  | 6            | 19.0375 | 1,523  | 3,300 | 39,598 |
| 4            | 78.1625 | 6,253    | 13,548  | 162,578 | <b>2275B</b> |          |         |        |         | <b>2320A</b> |         |        |       |        |
| 5            | 82.0625 | 6,565    | 14,224  | 170,690 | 1            | 19.1375  | 1,531   | 3,317  | 39,806  | 1            | 27.8875 | 2,231  | 4,834 | 58,006 |
| 6            | 86.1625 | 6,893    | 14,935  | 179,218 | <b>2277A</b> |          |         |        |         | 2            | 28.8375 | 2,307  | 4,999 | 59,982 |
| 7            | 90.4750 | 7,238    | 15,682  | 188,188 | 1            | 20.3125  | 1,625   | 3,521  | 42,250  | 3            | 29.8000 | 2,384  | 5,165 | 61,984 |
| <b>1682B</b> |         |          |         |         | <b>2277B</b> |          |         |        |         | 4            | 30.7250 | 2,458  | 5,326 | 63,908 |
| 1            | 70.8500 | 5,668    | 12,281  | 147,368 | 1            | 20.8250  | 1,666   | 3,610  | 43,316  | 5            | 31.6625 | 2,533  | 5,488 | 65,858 |
| 2            | 73.0125 | 5,841    | 12,656  | 151,866 | <b>2279A</b> |          |         |        |         | 6            | 32.6000 | 2,608  | 5,651 | 67,808 |
| 3            | 76.6625 | 6,133    | 13,288  | 159,458 | 1            | 21.9375  | 1,755   | 3,803  | 45,630  | <b>2320B</b> |         |        |       |        |
| 4            | 80.5125 | 6,441    | 13,956  | 167,466 | 1            | 22.4875  | 1,799   | 3,898  | 46,774  | 1            | 28.4500 | 2,276  | 4,931 | 59,176 |
| 5            | 84.5250 | 6,762    | 14,651  | 175,812 | <b>2279B</b> |          |         |        |         | 2            | 29.4125 | 2,353  | 5,098 | 61,178 |
| 6            | 88.7500 | 7,100    | 15,383  | 184,600 | 1            | 22.8125  | 1,848   | 4,047  | 48,568  | 3            | 30.4000 | 2,432  | 5,269 | 63,232 |
| 7            | 93.1875 | 7,455    | 16,153  | 193,830 | <b>2281A</b> |          |         |        |         | 4            | 31.3375 | 2,507  | 5,432 | 65,182 |
| <b>1690A</b> |         |          |         |         | <b>2281B</b> |          |         |        |         | 5            | 32.3000 | 2,584  | 5,599 | 67,184 |
| 1            | 48.1125 | 3,849    | 8,340   | 100,074 | 1            | 23.9375  | 1,915   | 4,149  | 49,790  | 6            | 33.2500 | 2,660  | 5,763 | 69,160 |
| <b>1690B</b> |         |          |         |         |              |          |         |        |         |              |         |        |       |        |
| 1            | 49.5500 | 3,964    | 8,589   | 103,064 |              |          |         |        |         |              |         |        |       |        |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>2322A</b> |         |          |         |        | <b>2323B</b> |          |         |        |        | <b>2324B</b> |         |        |       |        |
| 1            | 32.9000 | 2,632    | 5,703   | 68,432 | 1            | 32.1250  | 2,570   | 5,568  | 66,820 | 1            | 35.9250 | 2,874  | 6,227 | 74,724 |
| 2            | 34.5500 | 2,764    | 5,989   | 71,864 | 2            | 33.7375  | 2,699   | 5,848  | 70,174 | 2            | 37.7250 | 3,018  | 6,539 | 78,468 |
| 3            | 36.2750 | 2,902    | 6,288   | 75,452 | 3            | 35.4375  | 2,835   | 6,143  | 73,710 | 3            | 39.6125 | 3,169  | 6,866 | 82,394 |
| 4            | 38.0875 | 3,047    | 6,602   | 79,222 | 4            | 37.2000  | 2,976   | 6,448  | 77,376 | 4            | 41.5875 | 3,327  | 7,209 | 86,502 |
| 5            | 39.9875 | 3,199    | 6,931   | 83,174 | 5            | 39.0625  | 3,125   | 6,771  | 81,250 | 5            | 43.6625 | 3,493  | 7,568 | 90,818 |
| 6            | 41.1875 | 3,295    | 7,139   | 85,670 | 6            | 40.2375  | 3,219   | 6,975  | 83,694 | 6            | 44.9750 | 3,598  | 7,796 | 93,548 |
| 7            | 42.4250 | 3,394    | 7,354   | 88,244 | 7            | 35.4375  | 2,835   | 6,143  | 73,710 | 7            | 46.3250 | 3,706  | 8,030 | 96,356 |
| <b>2322B</b> |         |          |         |        | 8            | 37.2000  | 2,976   | 6,448  | 77,376 | 8            | 37.0000 | 2,960  | 6,413 | 76,960 |
| 1            | 33.5625 | 2,685    | 5,818   | 69,810 | 9            | 39.0625  | 3,125   | 6,771  | 81,250 | 9            | 38.8500 | 3,108  | 6,734 | 80,808 |
| 2            | 35.2375 | 2,819    | 6,108   | 73,294 | 10           | 41.0125  | 3,281   | 7,109  | 85,306 | 10           | 40.7875 | 3,263  | 7,070 | 84,838 |
| 3            | 37.0000 | 2,960    | 6,413   | 76,960 | 11           | 43.0625  | 3,445   | 7,464  | 89,570 | 11           | 42.8250 | 3,426  | 7,423 | 89,076 |
| 4            | 38.8500 | 3,108    | 6,734   | 80,808 | 12           | 44.3625  | 3,549   | 7,690  | 92,274 | 12           | 44.9625 | 3,597  | 7,794 | 93,522 |
| 5            | 40.7875 | 3,263    | 7,070   | 84,838 | <b>2324A</b> |          |         |        |        | 13           | 46.3125 | 3,705  | 8,028 | 96,330 |
| 6            | 42.0125 | 3,361    | 7,282   | 87,386 | 1            | 35.2375  | 2,819   | 6,108  | 73,294 | 14           | 47.7000 | 3,816  | 8,268 | 99,216 |
| 7            | 43.2750 | 3,462    | 7,501   | 90,012 | 2            | 37.0000  | 2,960   | 6,413  | 76,960 | <b>2326A</b> |         |        |       |        |
| <b>2323A</b> |         |          |         |        | 3            | 38.8500  | 3,108   | 6,734  | 80,808 | 1            | 35.2375 | 2,819  | 6,108 | 73,294 |
| 1            | 31.5000 | 2,520    | 5,460   | 65,520 | 4            | 40.7875  | 3,263   | 7,070  | 84,838 | 2            | 37.0000 | 2,960  | 6,413 | 76,960 |
| 2            | 33.0750 | 2,646    | 5,733   | 68,796 | 5            | 42.8250  | 3,426   | 7,423  | 89,076 | 3            | 38.8500 | 3,108  | 6,734 | 80,808 |
| 3            | 34.7375 | 2,779    | 6,021   | 72,254 | 6            | 44.1125  | 3,529   | 7,646  | 91,754 | 4            | 40.7875 | 3,263  | 7,070 | 84,838 |
| 4            | 36.4750 | 2,918    | 6,322   | 75,868 | 7            | 45.4375  | 3,635   | 7,876  | 94,510 | 5            | 42.8250 | 3,426  | 7,423 | 89,076 |
| 5            | 38.3000 | 3,064    | 6,639   | 79,664 | 8            | 36.2750  | 2,902   | 6,288  | 75,452 | 6            | 44.1125 | 3,529  | 7,646 | 91,754 |
| 6            | 39.4500 | 3,156    | 6,838   | 82,056 | 9            | 38.0875  | 3,047   | 6,602  | 79,222 | 7            | 45.4375 | 3,635  | 7,876 | 94,510 |
| 7            | 34.7375 | 2,779    | 6,021   | 72,254 | 10           | 39.9875  | 3,199   | 6,931  | 83,174 | 8            | 36.2750 | 2,902  | 6,288 | 75,452 |
| 8            | 36.4750 | 2,918    | 6,322   | 75,868 | 11           | 41.9875  | 3,359   | 7,278  | 87,334 | 9            | 38.0875 | 3,047  | 6,602 | 79,222 |
| 9            | 38.3000 | 3,064    | 6,639   | 79,664 | 12           | 44.0875  | 3,527   | 7,642  | 91,702 | 10           | 39.9875 | 3,199  | 6,931 | 83,174 |
| 10           | 40.2125 | 3,217    | 6,970   | 83,642 | 13           | 45.4125  | 3,633   | 7,872  | 94,458 | 11           | 41.9875 | 3,359  | 7,278 | 87,334 |
| 11           | 42.2125 | 3,377    | 7,317   | 87,802 | 14           | 46.7750  | 3,742   | 8,108  | 97,292 | 12           | 44.0875 | 3,527  | 7,642 | 91,702 |
| 12           | 43.4875 | 3,479    | 7,538   | 90,454 |              |          |         |        |        | 13           | 45.4125 | 3,633  | 7,872 | 94,458 |
|              |         |          |         |        |              |          |         |        |        | 14           | 46.7750 | 3,742  | 8,108 | 97,292 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|-------|--------|
| <b>2326B</b> |         |          |         |         | <b>2330B</b> |          |         |        |         | <b>2538A</b> |         |        |       |        |
| 1            | 35.9250 | 2,874    | 6,227   | 74,724  | 1            | 42.4625  | 3,397   | 7,360  | 88,322  | 1            | 26.5000 | 2,120  | 4,593 | 55,120 |
| 2            | 37.7250 | 3,018    | 6,539   | 78,468  | 2            | 44.5750  | 3,566   | 7,726  | 92,716  | 2            | 27.8250 | 2,226  | 4,823 | 57,876 |
| 3            | 39.6125 | 3,169    | 6,866   | 82,394  | 3            | 46.8000  | 3,744   | 8,112  | 97,344  | 3            | 29.2125 | 2,337  | 5,064 | 60,762 |
| 4            | 41.5875 | 3,327    | 7,209   | 86,502  | 4            | 49.1375  | 3,931   | 8,517  | 102,206 | 4            | 30.6750 | 2,454  | 5,317 | 63,804 |
| 5            | 43.6625 | 3,493    | 7,568   | 90,818  | 5            | 51.6000  | 4,128   | 8,944  | 107,328 | 5            | 32.2125 | 2,577  | 5,584 | 67,002 |
| 6            | 44.9750 | 3,598    | 7,796   | 93,548  | 6            | 53.1375  | 4,251   | 9,211  | 110,526 | 6            | 33.8250 | 2,706  | 5,863 | 70,356 |
| 7            | 46.3250 | 3,706    | 8,030   | 96,356  | <b>2340A</b> |          |         |        |         | <b>2538B</b> |         |        |       |        |
| 8            | 37.0000 | 2,960    | 6,413   | 76,960  | 1            | 27.8875  | 2,231   | 4,834  | 58,006  | 1            | 26.8875 | 2,151  | 4,661 | 55,926 |
| 9            | 38.8500 | 3,108    | 6,734   | 80,808  | 2            | 28.8375  | 2,307   | 4,999  | 59,982  | 2            | 28.2250 | 2,258  | 4,892 | 58,708 |
| 10           | 40.7875 | 3,263    | 7,070   | 84,838  | 3            | 29.8000  | 2,384   | 5,165  | 61,984  | 3            | 29.6375 | 2,371  | 5,137 | 61,646 |
| 11           | 42.8250 | 3,426    | 7,423   | 89,076  | 4            | 30.7250  | 2,458   | 5,326  | 63,908  | 4            | 31.1250 | 2,490  | 5,395 | 64,740 |
| 12           | 44.9625 | 3,597    | 7,794   | 93,522  | 5            | 31.6625  | 2,533   | 5,488  | 65,858  | 5            | 32.6750 | 2,614  | 5,664 | 67,964 |
| 13           | 46.3125 | 3,705    | 8,028   | 96,330  | 6            | 32.6000  | 2,608   | 5,651  | 67,808  | 6            | 34.3125 | 2,745  | 5,948 | 71,370 |
| 14           | 47.7000 | 3,816    | 8,268   | 99,216  | <b>2340B</b> |          |         |        |         | <b>2540A</b> |         |        |       |        |
| <b>2328A</b> |         |          |         |         | 1            | 28.4500  | 2,276   | 4,931  | 59,176  | 1            | 28.6500 | 2,292  | 4,966 | 59,592 |
| 1            | 32.6000 | 2,608    | 5,651   | 67,808  | 2            | 29.4125  | 2,353   | 5,098  | 61,178  | 2            | 30.0875 | 2,407  | 5,215 | 62,582 |
| 2            | 34.2375 | 2,739    | 5,935   | 71,214  | 3            | 30.4000  | 2,432   | 5,269  | 63,232  | 3            | 31.5875 | 2,527  | 5,475 | 65,702 |
| 3            | 35.9500 | 2,876    | 6,231   | 74,776  | 4            | 31.3375  | 2,507   | 5,432  | 65,182  | 4            | 33.1750 | 2,654  | 5,750 | 69,004 |
| 4            | 37.7375 | 3,019    | 6,541   | 78,494  | 5            | 32.3000  | 2,584   | 5,599  | 67,184  | 5            | 34.8250 | 2,786  | 6,036 | 72,436 |
| 5            | 39.6250 | 3,170    | 6,868   | 82,420  | 6            | 33.2500  | 2,660   | 5,763  | 69,160  | 6            | 36.5625 | 2,925  | 6,338 | 76,050 |
| 6            | 40.8125 | 3,265    | 7,074   | 84,890  | <b>2350A</b> |          |         |        |         | <b>2540B</b> |         |        |       |        |
| <b>2328B</b> |         |          |         |         | 1            | 35.2375  | 2,819   | 6,108  | 73,294  | 1            | 29.0750 | 2,326  | 5,040 | 60,476 |
| 1            | 33.2500 | 2,660    | 5,763   | 69,160  | 2            | 37.0000  | 2,960   | 6,413  | 76,960  | 2            | 30.5250 | 2,442  | 5,291 | 63,492 |
| 2            | 34.9250 | 2,794    | 6,054   | 72,644  | 3            | 38.8500  | 3,108   | 6,734  | 80,808  | 3            | 32.0500 | 2,564  | 5,555 | 66,664 |
| 3            | 36.6750 | 2,934    | 6,357   | 76,284  | 4            | 40.7875  | 3,263   | 7,070  | 84,838  | 4            | 33.6625 | 2,693  | 5,835 | 70,018 |
| 4            | 38.4875 | 3,079    | 6,671   | 80,054  | 5            | 42.8250  | 3,426   | 7,423  | 89,076  | 5            | 35.3375 | 2,827  | 6,125 | 73,502 |
| 5            | 40.4125 | 3,233    | 7,005   | 84,058  | 6            | 44.1125  | 3,529   | 7,646  | 91,754  | 6            | 37.1000 | 2,968  | 6,431 | 77,168 |
| 6            | 41.6250 | 3,330    | 7,215   | 86,580  | 7            | 45.4375  | 3,635   | 7,876  | 94,510  | <b>2542A</b> |         |        |       |        |
| <b>2330A</b> |         |          |         |         | <b>2350B</b> |          |         |        |         | 1            | 28.5125 | 2,281  | 4,942 | 59,306 |
| 1            | 41.6250 | 3,330    | 7,215   | 86,580  | 1            | 35.9250  | 2,874   | 6,227  | 74,724  | 2            | 29.9375 | 2,395  | 5,189 | 62,270 |
| 2            | 43.7000 | 3,496    | 7,575   | 90,896  | 2            | 37.7250  | 3,018   | 6,539  | 78,468  | 3            | 31.4250 | 2,514  | 5,447 | 65,364 |
| 3            | 45.8875 | 3,671    | 7,954   | 95,446  | 3            | 39.6125  | 3,169   | 6,866  | 82,394  | 4            | 33.0000 | 2,640  | 5,720 | 68,640 |
| 4            | 48.1750 | 3,854    | 8,350   | 100,204 | 4            | 41.5875  | 3,327   | 7,209  | 86,502  | 5            | 34.6500 | 2,772  | 6,006 | 72,072 |
| 5            | 50.5875 | 4,047    | 8,769   | 105,222 | 5            | 43.6625  | 3,493   | 7,568  | 90,818  | 6            | 36.3875 | 2,911  | 6,307 | 75,686 |
| 6            | 52.1000 | 4,168    | 9,031   | 108,368 | 6            | 44.9750  | 3,598   | 7,796  | 93,548  |              |         |        |       |        |
|              |         |          |         |         | 7            | 46.3250  | 3,706   | 8,030  | 96,356  |              |         |        |       |        |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|--------|---------|
| <b>2542B</b> |         |          |         |        | <b>2555A</b> |          |         |        |        | <b>2558B</b> |         |        |        |         |
| 1            | 28.9250 | 2,314    | 5,014   | 60,164 | 1            | 21.7500  | 1,740   | 3,770  | 45,240 | 1            | 29.6375 | 2,371  | 5,137  | 61,646  |
| 2            | 30.3750 | 2,430    | 5,265   | 63,180 | 2            | 22.8375  | 1,827   | 3,959  | 47,502 | 2            | 31.1250 | 2,490  | 5,395  | 64,740  |
| 3            | 31.8875 | 2,551    | 5,527   | 66,326 | 3            | 23.9750  | 1,918   | 4,156  | 49,868 | 3            | 32.6750 | 2,614  | 5,664  | 67,964  |
| 4            | 33.4875 | 2,679    | 5,805   | 69,654 | 4            | 25.1750  | 2,014   | 4,364  | 52,364 | 4            | 34.3125 | 2,745  | 5,948  | 71,370  |
| 5            | 35.1625 | 2,813    | 6,095   | 73,138 | 5            | 26.4375  | 2,115   | 4,583  | 54,990 | 5            | 36.0250 | 2,882  | 6,244  | 74,932  |
| 6            | 36.9250 | 2,954    | 6,400   | 76,804 | 6            | 27.7625  | 2,221   | 4,812  | 57,746 | 6            | 37.8250 | 3,026  | 6,556  | 78,676  |
| <b>2548A</b> |         |          |         |        | <b>2555B</b> |          |         |        |        | <b>2830A</b> |         |        |        |         |
| 1            | 25.8625 | 2,069    | 4,483   | 53,794 | 1            | 22.0625  | 1,765   | 3,824  | 45,890 | 1            | 27.8875 | 2,231  | 4,834  | 58,006  |
| 2            | 27.1500 | 2,172    | 4,706   | 56,472 | 2            | 23.1625  | 1,853   | 4,015  | 48,178 | 2            | 28.8375 | 2,307  | 4,999  | 59,982  |
| 3            | 28.5125 | 2,281    | 4,942   | 59,306 | 3            | 24.3250  | 1,946   | 4,216  | 50,596 | 3            | 29.8000 | 2,384  | 5,165  | 61,984  |
| 4            | 29.9375 | 2,395    | 5,189   | 62,270 | 4            | 25.5375  | 2,043   | 4,427  | 53,118 | 4            | 30.7250 | 2,458  | 5,326  | 63,908  |
| 5            | 31.4250 | 2,514    | 5,447   | 65,364 | 5            | 26.8125  | 2,145   | 4,648  | 55,770 | 5            | 31.6625 | 2,533  | 5,488  | 65,858  |
| 6            | 33.0000 | 2,640    | 5,720   | 68,640 | 6            | 28.1500  | 2,252   | 4,879  | 58,552 | 6            | 32.6000 | 2,608  | 5,651  | 67,808  |
| <b>2548B</b> |         |          |         |        | <b>2556A</b> |          |         |        |        | <b>2830B</b> |         |        |        |         |
| 1            | 26.2375 | 2,099    | 4,548   | 54,574 | 1            | 25.8625  | 2,069   | 4,483  | 53,794 | 1            | 28.4500 | 2,276  | 4,931  | 59,176  |
| 2            | 27.5500 | 2,204    | 4,775   | 57,304 | 2            | 27.1500  | 2,172   | 4,706  | 56,472 | 2            | 29.4125 | 2,353  | 5,098  | 61,178  |
| 3            | 28.9250 | 2,314    | 5,014   | 60,164 | 3            | 28.5125  | 2,281   | 4,942  | 59,306 | 3            | 30.3400 | 2,427  | 5,259  | 63,107  |
| 4            | 30.3750 | 2,430    | 5,265   | 63,180 | 4            | 29.9375  | 2,395   | 5,189  | 62,270 | 4            | 31.3375 | 2,507  | 5,432  | 65,182  |
| 5            | 31.8875 | 2,551    | 5,527   | 66,326 | 5            | 31.4250  | 2,514   | 5,447  | 65,364 | 5            | 32.3000 | 2,584  | 5,599  | 67,184  |
| 6            | 33.4875 | 2,679    | 5,805   | 69,654 | 6            | 33.0000  | 2,640   | 5,720  | 68,640 | 6            | 33.2500 | 2,660  | 5,763  | 69,160  |
| <b>2550A</b> |         |          |         |        | <b>2556B</b> |          |         |        |        | <b>2850A</b> |         |        |        |         |
| 1            | 29.2125 | 2,337    | 5,064   | 60,762 | 1            | 26.2375  | 2,099   | 4,548  | 54,574 | 1            | 41.6125 | 3,329  | 7,213  | 86,554  |
| 2            | 30.6750 | 2,454    | 5,317   | 63,804 | 2            | 27.5500  | 2,204   | 4,775  | 57,304 | 2            | 42.8625 | 3,429  | 7,430  | 89,154  |
| 3            | 32.2125 | 2,577    | 5,584   | 67,002 | 3            | 28.9250  | 2,314   | 5,014  | 60,164 | <b>2850B</b> |         |        |        |         |
| 4            | 33.8250 | 2,706    | 5,863   | 70,356 | 4            | 30.3750  | 2,430   | 5,265  | 63,180 | 1            | 42.8625 | 3,429  | 7,430  | 89,154  |
| 5            | 35.5125 | 2,841    | 6,156   | 73,866 | 5            | 31.8875  | 2,551   | 5,527  | 66,326 | <b>3670A</b> |         |        |        |         |
| 6            | 37.2875 | 2,983    | 6,463   | 77,558 | 6            | 33.4875  | 2,679   | 5,805  | 69,654 | 1            | 45.0125 | 3,601  | 7,802  | 93,626  |
| <b>2550B</b> |         |          |         |        | <b>2558A</b> |          |         |        |        | <b>3670A</b> |         |        |        |         |
| 1            | 29.6375 | 2,371    | 5,137   | 61,646 | 1            | 29.2125  | 2,337   | 5,064  | 60,762 | 2            | 47.2500 | 3,780  | 8,190  | 98,280  |
| 2            | 31.1250 | 2,490    | 5,395   | 64,740 | 2            | 30.6750  | 2,454   | 5,317  | 63,804 | 3            | 49.6125 | 3,969  | 8,600  | 103,194 |
| 3            | 32.6750 | 2,614    | 5,664   | 67,964 | 3            | 32.2125  | 2,577   | 5,584  | 67,002 | 4            | 52.0875 | 4,167  | 9,029  | 108,342 |
| 4            | 34.3125 | 2,745    | 5,948   | 71,370 | 4            | 33.8250  | 2,706   | 5,863  | 70,356 | 5            | 54.7000 | 4,376  | 9,481  | 113,776 |
| 5            | 36.0250 | 2,882    | 6,244   | 74,932 | 5            | 35.5125  | 2,841   | 6,156  | 73,866 | 6            | 57.4375 | 4,595  | 9,956  | 119,470 |
| 6            | 37.8250 | 3,026    | 6,556   | 78,676 | 6            | 37.2875  | 2,983   | 6,463  | 77,558 | 7            | 60.2875 | 4,823  | 10,450 | 125,398 |
|              |         |          |         |        |              |          |         |        |        | <b>3670A</b> |         |        |        |         |
|              |         |          |         |        |              |          |         |        |        | 8            |         |        |        |         |
|              |         |          |         |        |              |          |         |        |        | 9            |         |        |        |         |
|              |         |          |         |        |              |          |         |        |        | 64.9125      |         |        |        |         |
|              |         |          |         |        |              |          |         |        |        | 5,193        |         |        |        |         |
|              |         |          |         |        |              |          |         |        |        | 11,252       |         |        |        |         |
|              |         |          |         |        |              |          |         |        |        | 131,716      |         |        |        |         |
|              |         |          |         |        |              |          |         |        |        | 135,018      |         |        |        |         |

\*Monthly and Annual salaries are shown at 26 pay periods per year.





CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|-------|--------|
| <b>3670B</b> |         |          |         |         | <b>5404A</b> |          |         |        |         | <b>7203B</b> |         |        |       |        |
| 1            | 46.3625 | 3,709    | 8,036   | 96,434  | 1            | 47.5000  | 3,800   | 8,233  | 98,800  | 1            | 33.3000 | 2,664  | 5,772 | 69,264 |
| 2            | 48.6625 | 3,893    | 8,435   | 101,218 | <b>5404B</b> |          |         |        |         | <b>7205A</b> |         |        |       |        |
| 3            | 51.1000 | 4,088    | 8,857   | 106,288 | 1            | 48.9250  | 3,914   | 8,480  | 101,764 | 1            | 33.1500 | 2,652  | 5,746 | 68,952 |
| 4            | 53.6500 | 4,292    | 9,299   | 111,592 | <b>5502A</b> |          |         |        |         | <b>7205B</b> |         |        |       |        |
| 5            | 56.3375 | 4,507    | 9,765   | 117,182 | 1            | 37.6250  | 3,010   | 6,522  | 78,260  | 1            | 33.6500 | 2,692  | 5,833 | 69,992 |
| 6            | 59.1625 | 4,733    | 10,255  | 123,058 | <b>5502B</b> |          |         |        |         | <b>7218A</b> |         |        |       |        |
| 7            | 62.1000 | 4,968    | 10,764  | 129,168 | 1            | 38.1875  | 3,055   | 6,619  | 79,430  | 1            | 26.4000 | 2,112  | 4,576 | 54,912 |
| 8            | 65.2250 | 5,218    | 11,306  | 135,668 | <b>5504A</b> |          |         |        |         | <b>7218B</b> |         |        |       |        |
| 9            | 66.8625 | 5,349    | 11,590  | 139,074 | 1            | 43.5250  | 3,482   | 7,544  | 90,532  | 1            | 27.0600 | 2,165  | 4,690 | 56,285 |
| <b>4290A</b> |         |          |         |         | <b>5504B</b> |          |         |        |         | <b>7223A</b> |         |        |       |        |
| 1            | 60.3500 | 4,828    | 10,461  | 125,528 | 1            | 44.1750  | 3,534   | 7,657  | 91,884  | 1            | 41.4750 | 3,318  | 7,189 | 86,268 |
| <b>4390A</b> |         |          |         |         | <b>5506A</b> |          |         |        |         | <b>7223B</b> |         |        |       |        |
| 1            | 62.7875 | 5,023    | 10,883  | 130,598 | 1            | 51.6500  | 4,132   | 8,953  | 107,432 | 1            | 42.1000 | 3,368  | 7,297 | 87,568 |
| <b>5148A</b> |         |          |         |         | <b>5506B</b> |          |         |        |         | <b>7225A</b> |         |        |       |        |
| 1            | 40.1000 | 3,208    | 6,951   | 83,408  | 1            | 52.4250  | 4,194   | 9,087  | 109,044 | 1            | 35.2625 | 2,821  | 6,112 | 73,346 |
| <b>5148B</b> |         |          |         |         | <b>5508A</b> |          |         |        |         | <b>7225B</b> |         |        |       |        |
| 1            | 40.7000 | 3,256    | 7,055   | 84,656  | 1            | 59.0500  | 4,724   | 10,235 | 122,824 | 1            | 35.7875 | 2,863  | 6,203 | 74,438 |
| <b>5149A</b> |         |          |         |         | <b>5508B</b> |          |         |        |         | <b>7228A</b> |         |        |       |        |
| 1            | 44.4500 | 3,556    | 7,705   | 92,456  | 1            | 59.9375  | 4,795   | 10,389 | 124,670 | 1            | 38.8875 | 3,111  | 6,741 | 80,886 |
| <b>5149B</b> |         |          |         |         | <b>6281A</b> |          |         |        |         | <b>7228B</b> |         |        |       |        |
| 1            | 45.1125 | 3,609    | 7,820   | 93,834  | 1            | 36.0500  | 2,884   | 6,249  | 74,984  | 1            | 39.4750 | 3,158  | 6,842 | 82,108 |
| <b>5380A</b> |         |          |         |         | <b>7120A</b> |          |         |        |         | <b>7232A</b> |         |        |       |        |
| 1            | 17.0375 | 1,363    | 2,953   | 35,438  | 1            | 38.3875  | 3,071   | 6,654  | 79,846  | 1            | 30.2375 | 2,419  | 5,241 | 62,894 |
| <b>5380B</b> |         |          |         |         | <b>7120B</b> |          |         |        |         | <b>7232B</b> |         |        |       |        |
| 1            | 17.2875 | 1,383    | 2,997   | 35,958  | 1            | 38.9625  | 3,117   | 6,754  | 81,042  | 1            | 30.6875 | 2,455  | 5,319 | 63,830 |
| <b>5381A</b> |         |          |         |         | <b>7130A</b> |          |         |        |         | <b>7241A</b> |         |        |       |        |
| 1            | 18.2500 | 1,460    | 3,163   | 37,960  | 1            | 44.4500  | 3,556   | 7,705  | 92,456  | 1            | 35.2625 | 2,821  | 6,112 | 73,346 |
| <b>5381B</b> |         |          |         |         | <b>7130B</b> |          |         |        |         | <b>7241B</b> |         |        |       |        |
| 1            | 18.5250 | 1,482    | 3,211   | 38,532  | 1            | 45.7875  | 3,663   | 7,937  | 95,238  | 1            | 35.7875 | 2,863  | 6,203 | 74,438 |
| <b>5382A</b> |         |          |         |         | <b>7203A</b> |          |         |        |         |              |         |        |       |        |
| 1            | 19.1250 | 1,530    | 3,315   | 39,780  | 1            | 32.8125  | 2,625   | 5,688  | 68,250  |              |         |        |       |        |
| <b>5382B</b> |         |          |         |         |              |          |         |        |         |              |         |        |       |        |
| 1            | 19.4125 | 1,553    | 3,365   | 40,378  |              |          |         |        |         |              |         |        |       |        |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>7242A</b> |         |          |         |        | <b>7254A</b> |          |         |        |        | <b>7322A</b> |         |        |       |        |
| 1            | 24.0875 | 1,927    | 4,175   | 50,102 | 1            | 35.2625  | 2,821   | 6,112  | 73,346 | 1            | 31.9875 | 2,559  | 5,545 | 66,534 |
| 2            | 25.2875 | 2,023    | 4,383   | 52,598 | <b>7254B</b> |          |         |        |        | <b>7322B</b> |         |        |       |        |
| 3            | 26.5500 | 2,124    | 4,602   | 55,224 | 1            | 35.7875  | 2,863   | 6,203  | 74,438 | 1            | 32.4625 | 2,597  | 5,627 | 67,522 |
| 4            | 27.8750 | 2,230    | 4,832   | 57,980 | <b>7262A</b> |          |         |        |        | <b>7325A</b> |         |        |       |        |
| 5            | 29.2750 | 2,342    | 5,074   | 60,892 | 1            | 34.8125  | 2,785   | 6,034  | 72,410 | 1            | 27.4500 | 2,196  | 4,758 | 57,096 |
| 6            | 25.4125 | 2,033    | 4,405   | 52,858 | <b>7262B</b> |          |         |        |        | <b>7325B</b> |         |        |       |        |
| 7            | 26.6875 | 2,135    | 4,626   | 55,510 | 1            | 35.3375  | 2,827   | 6,125  | 73,502 | 1            | 27.8625 | 2,229  | 4,830 | 57,954 |
| 8            | 28.0250 | 2,242    | 4,858   | 58,292 | <b>7264A</b> |          |         |        |        | <b>7330A</b> |         |        |       |        |
| 9            | 29.4250 | 2,354    | 5,100   | 61,204 | 1            | 35.2625  | 2,821   | 6,112  | 73,346 | 1            | 28.8125 | 2,305  | 4,994 | 59,930 |
| 10           | 30.9000 | 2,472    | 5,356   | 64,272 | <b>7264B</b> |          |         |        |        | <b>7330B</b> |         |        |       |        |
| <b>7242B</b> |         |          |         |        | 1            | 35.7875  | 2,863   | 6,203  | 74,438 | 1            | 29.2500 | 2,340  | 5,070 | 60,840 |
| 1            | 24.4375 | 1,955    | 4,236   | 50,830 | <b>7286A</b> |          |         |        |        | <b>7333A</b> |         |        |       |        |
| 2            | 25.6625 | 2,053    | 4,448   | 53,378 | 1            | 30.8250  | 2,466   | 5,343  | 64,116 | 1            | 17.1375 | 1,371  | 2,971 | 35,646 |
| 3            | 26.9500 | 2,156    | 4,671   | 56,056 | <b>7286B</b> |          |         |        |        | 2            | 18.4500 | 1,476  | 3,198 | 38,376 |
| 4            | 28.3000 | 2,264    | 4,905   | 58,864 | 1            | 31.2875  | 2,503   | 5,423  | 65,078 | 3            | 19.7750 | 1,582  | 3,428 | 41,132 |
| 5            | 29.7125 | 2,377    | 5,150   | 61,802 | <b>7306A</b> |          |         |        |        | 4            | 21.0875 | 1,687  | 3,655 | 43,862 |
| 6            | 25.7875 | 2,063    | 4,470   | 53,638 | 1            | 26.0125  | 2,081   | 4,509  | 54,106 | 5            | 22.4125 | 1,793  | 3,885 | 46,618 |
| 7            | 27.0750 | 2,166    | 4,693   | 56,316 | <b>7306B</b> |          |         |        |        | 6            | 23.7250 | 1,898  | 4,112 | 49,348 |
| 8            | 28.4250 | 2,274    | 4,927   | 59,124 | 1            | 26.4000  | 2,112   | 4,576  | 54,912 | 7            | 25.0500 | 2,004  | 4,342 | 52,104 |
| 9            | 29.8500 | 2,388    | 5,174   | 62,088 | <b>7309A</b> |          |         |        |        | <b>7333B</b> |         |        |       |        |
| 10           | 31.3375 | 2,507    | 5,432   | 65,182 | 1            | 26.0125  | 2,081   | 4,509  | 54,106 | 1            | 17.4000 | 1,392  | 3,016 | 36,192 |
| <b>7245A</b> |         |          |         |        | <b>7309B</b> |          |         |        |        | 2            | 18.7375 | 1,499  | 3,248 | 38,974 |
| 1            | 36.5500 | 2,924    | 6,335   | 76,024 | 1            | 26.4000  | 2,112   | 4,576  | 54,912 | 3            | 20.0750 | 1,606  | 3,480 | 41,756 |
| <b>7245B</b> |         |          |         |        | <b>7313A</b> |          |         |        |        | 4            | 21.4125 | 1,713  | 3,712 | 44,538 |
| 1            | 37.1000 | 2,968    | 6,431   | 77,168 | 1            | 26.0125  | 2,081   | 4,509  | 54,106 | 5            | 22.7500 | 1,820  | 3,943 | 47,320 |
| <b>7249A</b> |         |          |         |        | <b>7313B</b> |          |         |        |        | 6            | 24.0875 | 1,927  | 4,175 | 50,102 |
| 1            | 35.2625 | 2,821    | 6,112   | 73,346 | 1            | 26.4000  | 2,112   | 4,576  | 54,912 | 7            | 25.4250 | 2,034  | 4,407 | 52,884 |
| <b>7249B</b> |         |          |         |        | <b>7315A</b> |          |         |        |        | <b>7334A</b> |         |        |       |        |
| 1            | 35.7875 | 2,863    | 6,203   | 74,438 | 1            | 26.0125  | 2,081   | 4,509  | 54,106 | 1            | 26.3625 | 2,109  | 4,570 | 54,834 |
| <b>7252A</b> |         |          |         |        | <b>7315B</b> |          |         |        |        | 1            | 26.7625 | 2,141  | 4,639 | 55,666 |
| 1            | 36.5500 | 2,924    | 6,335   | 76,024 | 1            | 31.9875  | 2,559   | 5,545  | 66,534 | <b>7335A</b> |         |        |       |        |
| <b>7252B</b> |         |          |         |        | 1            | 32.4625  | 2,597   | 5,627  | 67,522 | 1            | 29.7750 | 2,382  | 5,161 | 61,932 |
| 1            | 37.1000 | 2,968    | 6,431   | 77,168 |              |          |         |        |        |              |         |        |       |        |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |        |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|--------|
| <b>7335B</b> |         |          |         |        | <b>7355A</b> |          |         |        |        | <b>7375B</b> |         |        |       |        |
| 1            | 30.2250 | 2,418    | 5,239   | 62,868 | 1            | 20.5750  | 1,646   | 3,566  | 42,796 | 1            | 19.1750 | 1,534  | 3,324 | 39,884 |
| <b>7339A</b> |         |          |         |        | 2            | 22.1375  | 1,771   | 3,837  | 46,046 | 2            | 20.6500 | 1,652  | 3,579 | 42,952 |
| 1            | 18.8875 | 1,511    | 3,274   | 39,286 | 3            | 22.6750  | 1,814   | 3,930  | 47,164 | 3            | 22.1250 | 1,770  | 3,835 | 46,020 |
| 2            | 20.3500 | 1,628    | 3,527   | 42,328 | 4            | 23.7750  | 1,902   | 4,121  | 49,452 | 4            | 23.6000 | 1,888  | 4,091 | 49,088 |
| 3            | 21.8000 | 1,744    | 3,779   | 45,344 | 5            | 24.3500  | 1,948   | 4,221  | 50,648 | 5            | 25.0750 | 2,006  | 4,346 | 52,156 |
| 4            | 23.2500 | 1,860    | 4,030   | 48,360 | 6            | 26.2125  | 2,097   | 4,544  | 54,522 | 6            | 26.5500 | 2,124  | 4,602 | 55,224 |
| 5            | 24.7000 | 1,976    | 4,281   | 51,376 | <b>7355B</b> |          |         |        |        | 7            | 28.0250 | 2,242  | 4,858 | 58,292 |
| 6            | 26.1625 | 2,093    | 4,535   | 54,418 | 1            | 20.9875  | 1,679   | 3,638  | 43,654 | <b>7381A</b> |         |        |       |        |
| 7            | 27.6125 | 2,209    | 4,786   | 57,434 | 2            | 22.5750  | 1,806   | 3,913  | 46,956 | 1            | 25.6125 | 2,049  | 4,440 | 53,274 |
| <b>7339B</b> |         |          |         |        | 3            | 23.1250  | 1,850   | 4,008  | 48,100 | <b>7381B</b> |         |        |       |        |
| 1            | 19.1750 | 1,534    | 3,324   | 39,884 | 4            | 24.2500  | 1,940   | 4,203  | 50,440 | 1            | 26.0000 | 2,080  | 4,507 | 54,080 |
| 2            | 20.6500 | 1,652    | 3,579   | 42,952 | 5            | 24.8375  | 1,987   | 4,305  | 51,662 | <b>7382A</b> |         |        |       |        |
| 3            | 22.1250 | 1,770    | 3,835   | 46,020 | 6            | 26.7375  | 2,139   | 4,635  | 55,614 | 1            | 31.9875 | 2,559  | 5,545 | 66,534 |
| 4            | 23.6000 | 1,888    | 4,091   | 49,088 | <b>7372A</b> |          |         |        |        | <b>7382B</b> |         |        |       |        |
| 5            | 25.0750 | 2,006    | 4,346   | 52,156 | 1            | 29.0625  | 2,325   | 5,038  | 60,450 | 1            | 32.4625 | 2,597  | 5,627 | 67,522 |
| 6            | 26.5500 | 2,124    | 4,602   | 55,224 | <b>7372B</b> |          |         |        |        | <b>7420A</b> |         |        |       |        |
| 7            | 28.0250 | 2,242    | 4,858   | 58,292 | 1            | 29.5000  | 2,360   | 5,113  | 61,360 | 1            | 21.0375 | 1,683  | 3,647 | 43,758 |
| <b>7340A</b> |         |          |         |        | <b>7373A</b> |          |         |        |        | <b>7420B</b> |         |        |       |        |
| 1            | 31.9875 | 2,559    | 5,545   | 66,534 | 1            | 32.8125  | 2,625   | 5,688  | 68,250 | 1            | 21.3500 | 1,708  | 3,701 | 44,408 |
| <b>7340B</b> |         |          |         |        | <b>7373B</b> |          |         |        |        | <b>7463A</b> |         |        |       |        |
| 1            | 32.4625 | 2,597    | 5,627   | 67,522 | 1            | 33.3000  | 2,664   | 5,772  | 69,264 | 1            | 16.3875 | 1,311  | 2,841 | 34,086 |
| <b>7341A</b> |         |          |         |        | <b>7375A</b> |          |         |        |        | 2            | 18.0250 | 1,442  | 3,124 | 37,492 |
| 1            | 29.0625 | 2,325    | 5,038   | 60,450 | 1            | 18.8875  | 1,511   | 3,274  | 39,286 | 3            | 19.6625 | 1,573  | 3,408 | 40,898 |
| <b>7341B</b> |         |          |         |        | 2            | 20.3500  | 1,628   | 3,527  | 42,328 | 4            | 21.3000 | 1,704  | 3,692 | 44,304 |
| 1            | 29.5000 | 2,360    | 5,113   | 61,360 | 3            | 21.8000  | 1,744   | 3,779  | 45,344 | 5            | 22.9375 | 1,835  | 3,976 | 47,710 |
| <b>7343A</b> |         |          |         |        | 4            | 23.2500  | 1,860   | 4,030  | 48,360 | 6            | 24.5750 | 1,966  | 4,260 | 51,116 |
| 1            | 32.8125 | 2,625    | 5,688   | 68,250 | 5            | 24.7000  | 1,976   | 4,281  | 51,376 | 7            | 26.2125 | 2,097  | 4,544 | 54,522 |
| <b>7343B</b> |         |          |         |        | 6            | 26.1625  | 2,093   | 4,535  | 54,418 | 8            | 27.8500 | 2,228  | 4,827 | 57,928 |
| 1            | 33.3000 | 2,664    | 5,772   | 69,264 | 7            | 27.6125  | 2,209   | 4,786  | 57,434 | 9            | 29.4875 | 2,359  | 5,111 | 61,334 |
|              |         |          |         |        |              |          |         |        |        | 10           | 31.1250 | 2,490  | 5,395 | 64,740 |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |       |         |
|--------------|---------|----------|---------|--------|--------------|----------|---------|--------|---------|--------------|---------|--------|-------|---------|
| <b>7463B</b> |         |          |         |        | <b>7542B</b> |          |         |        |         | <b>8201A</b> |         |        |       |         |
| 1            | 16.6250 | 1,330    | 2,882   | 34,580 | 1            | 14.6200  | 1,170   | 2,534  | 30,410  | 1            | 11.3200 | 906    | 1,962 | 23,546  |
| 2            | 18.2875 | 1,463    | 3,170   | 38,038 | <b>8176A</b> |          |         |        |         | <b>8201B</b> |         |        |       |         |
| 3            | 19.9500 | 1,596    | 3,458   | 41,496 | 1            | 31.5875  | 2,527   | 5,475  | 65,702  | 1            | 11.6000 | 928    | 2,011 | 24,128  |
| 4            | 21.6125 | 1,729    | 3,746   | 44,954 | 2            | 33.1750  | 2,654   | 5,750  | 69,004  | <b>8214A</b> |         |        |       |         |
| 5            | 23.2750 | 1,862    | 4,034   | 48,412 | 3            | 34.8250  | 2,786   | 6,036  | 72,436  | 1            | 15.8875 | 1,271  | 2,754 | 33,046  |
| 6            | 24.9375 | 1,995    | 4,323   | 51,870 | 4            | 36.5750  | 2,926   | 6,340  | 76,076  | 2            | 16.6375 | 1,331  | 2,884 | 34,606  |
| 7            | 26.6000 | 2,128    | 4,611   | 55,328 | 5            | 38.4000  | 3,072   | 6,656  | 79,872  | 3            | 17.4250 | 1,394  | 3,020 | 36,244  |
| 8            | 28.2625 | 2,261    | 4,899   | 58,786 | 6            | 39.5500  | 3,164   | 6,855  | 82,264  | 4            | 18.2250 | 1,458  | 3,159 | 37,908  |
| 9            | 29.9250 | 2,394    | 5,187   | 62,244 | <b>8176B</b> |          |         |        |         | 5            | 19.0875 | 1,527  | 3,309 | 39,702  |
| 10           | 31.5875 | 2,527    | 5,475   | 65,702 | 1            | 32.1375  | 2,571   | 5,571  | 66,846  | <b>8214B</b> |         |        |       |         |
| <b>7472A</b> |         |          |         |        | 2            | 33.7500  | 2,700   | 5,850  | 70,200  | 1            | 16.2875 | 1,303  | 2,823 | 33,878  |
| 1            | 27.2750 | 2,182    | 4,728   | 56,732 | 3            | 35.4375  | 2,835   | 6,143  | 73,710  | 2            | 17.0500 | 1,364  | 2,955 | 35,464  |
| <b>7472B</b> |         |          |         |        | 4            | 37.2125  | 2,977   | 6,450  | 77,402  | 3            | 17.8625 | 1,429  | 3,096 | 37,154  |
| 1            | 27.6875 | 2,215    | 4,799   | 57,590 | 5            | 39.0750  | 3,126   | 6,773  | 81,276  | 4            | 18.6750 | 1,494  | 3,237 | 38,844  |
| <b>7473A</b> |         |          |         |        | 6            | 41.0250  | 3,282   | 7,111  | 85,332  | 5            | 19.5625 | 1,565  | 3,391 | 40,690  |
| 1            | 21.7875 | 1,743    | 3,777   | 45,318 | <b>8178A</b> |          |         |        |         | <b>8216A</b> |         |        |       |         |
| <b>7473B</b> |         |          |         |        | 1            | 37.4625  | 2,997   | 6,494  | 77,922  | 1            | 18.9125 | 1,513  | 3,278 | 39,338  |
| 1            | 22.1125 | 1,769    | 3,833   | 45,994 | 2            | 39.3375  | 3,147   | 6,819  | 81,822  | 2            | 19.8125 | 1,585  | 3,434 | 41,210  |
| <b>7501A</b> |         |          |         |        | 3            | 41.3000  | 3,304   | 7,159  | 85,904  | 3            | 20.7625 | 1,661  | 3,599 | 43,186  |
| 1            | 10.2500 | 820      | 1,777   | 21,320 | 4            | 43.3750  | 3,470   | 7,518  | 90,220  | 4            | 21.7625 | 1,741  | 3,772 | 45,266  |
| 2            | 11.0500 | 884      | 1,915   | 22,984 | 5            | 45.5375  | 3,643   | 7,893  | 94,718  | 5            | 22.8000 | 1,824  | 3,952 | 47,424  |
| 3            | 11.9250 | 954      | 2,067   | 24,804 | 6            | 46.9000  | 3,752   | 8,129  | 97,552  | <b>8216B</b> |         |        |       |         |
| 4            | 12.8500 | 1,028    | 2,227   | 26,728 | <b>8178B</b> |          |         |        |         | 1            | 19.3875 | 1,551  | 3,361 | 40,326  |
| 5            | 13.8750 | 1,110    | 2,405   | 28,860 | 1            | 38.0875  | 3,047   | 6,602  | 79,222  | 2            | 20.3125 | 1,625  | 3,521 | 42,250  |
| 6            | 14.9500 | 1,196    | 2,591   | 31,096 | 2            | 39.9875  | 3,199   | 6,931  | 83,174  | 3            | 21.2875 | 1,703  | 3,690 | 44,278  |
| <b>7501B</b> |         |          |         |        | 3            | 41.9875  | 3,359   | 7,278  | 87,334  | 4            | 22.3125 | 1,785  | 3,868 | 46,410  |
| 1            | 10.4000 | 832      | 1,803   | 21,632 | 4            | 44.0875  | 3,527   | 7,642  | 91,702  | 5            | 23.3750 | 1,870  | 4,052 | 48,620  |
| 2            | 11.2125 | 897      | 1,944   | 23,322 | 5            | 46.2875  | 3,703   | 8,023  | 96,278  | <b>8302A</b> |         |        |       |         |
| 3            | 12.1000 | 968      | 2,097   | 25,168 | 6            | 48.6000  | 3,888   | 8,424  | 101,088 | 1            | 18.0500 | 1,444  | 3,129 | 37,544  |
| 4            | 13.0375 | 1,043    | 2,260   | 27,118 | <b>8196A</b> |          |         |        |         | <b>8302B</b> |         |        |       |         |
| 5            | 14.0875 | 1,127    | 2,442   | 29,302 | 1            | 66.5625  | 5,325   | 11,538 | 138,450 | 1            | 18.5000 | 1,480  | 3,207 | 38,480  |
| 6            | 15.1750 | 1,214    | 2,630   | 31,564 | <b>8197A</b> |          |         |        |         | <b>8350A</b> |         |        |       |         |
| <b>7542A</b> |         |          |         |        | 1            | 69.8750  | 5,590   | 12,112 | 145,340 | 1            | 54.5125 | 4,361  | 9,449 | 113,386 |
| 1            | 14.2600 | 1,141    | 2,472   | 29,661 | <b>8198A</b> |          |         |        |         |              |         |        |       |         |
|              |         |          |         |        | 1            | 69.8750  | 5,590   | 12,112 | 145,340 |              |         |        |       |         |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly  | Biweekly     | Monthly | Annual |        |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|---------|--------------|---------|--------|--------|---------|
| <b>8444A</b> |         |          |         |         | <b>9185A</b> |          |         |        |         | <b>9278B</b> |         |        |        |         |
| 1            | 17.3500 | 1,388    | 3,007   | 36,088  | 1            | 60.6000  | 4,848   | 10,504 | 126,048 | 1            | 70.8500 | 5,668  | 12,281 | 147,368 |
| 2            | 18.2125 | 1,457    | 3,157   | 37,882  | 2            | 63.6375  | 5,091   | 11,031 | 132,366 | 2            | 73.0125 | 5,841  | 12,656 | 151,866 |
| 3            | 19.1000 | 1,528    | 3,311   | 39,728  | 3            | 66.8250  | 5,346   | 11,583 | 138,996 | 3            | 76.6625 | 6,133  | 13,288 | 159,458 |
| 4            | 20.0375 | 1,603    | 3,473   | 41,678  | 4            | 70.1750  | 5,614   | 12,164 | 145,964 | 4            | 80.5125 | 6,441  | 13,956 | 167,466 |
| 5            | 21.0250 | 1,682    | 3,644   | 43,732  | 5            | 73.6875  | 5,895   | 12,773 | 153,270 | 5            | 84.5250 | 6,762  | 14,651 | 175,812 |
| 6            | 22.0625 | 1,765    | 3,824   | 45,890  | 6            | 77.3625  | 6,189   | 13,410 | 160,914 | 6            | 88.7500 | 7,100  | 15,383 | 184,600 |
| 7            | 23.1625 | 1,853    | 4,015   | 48,178  | <b>9185B</b> |          |         |        |         | 7            | 93.1875 | 7,455  | 16,153 | 193,830 |
| 8            | 24.3250 | 1,946    | 4,216   | 50,596  | 1            | 62.4125  | 4,993   | 10,818 | 129,818 | <b>9350A</b> |         |        |        |         |
| 9            | 25.5375 | 2,043    | 4,427   | 53,118  | 2            | 65.5500  | 5,244   | 11,362 | 136,344 | 1            | 22.9375 | 1,835  | 3,976  | 47,710  |
| 10           | 26.8125 | 2,145    | 4,648   | 55,770  | 3            | 68.8250  | 5,506   | 11,930 | 143,156 | 2            | 26.0000 | 2,080  | 4,507  | 54,080  |
| <b>9163A</b> |         |          |         |         | 4            | 72.2750  | 5,782   | 12,528 | 150,332 | 3            | 27.3000 | 2,184  | 4,732  | 56,784  |
| 1            | 13.4000 | 1,072    | 2,323   | 27,872  | 5            | 75.9000  | 6,072   | 13,156 | 157,872 | 4            | 28.6250 | 2,290  | 4,962  | 59,540  |
| 2            | 14.8820 | 1,191    | 2,580   | 30,955  | 6            | 79.6875  | 6,375   | 13,813 | 165,750 | 5            | 30.1125 | 2,409  | 5,220  | 62,634  |
| 3            | 15.9450 | 1,276    | 2,764   | 33,166  | <b>9186A</b> |          |         |        |         | <b>9776A</b> |         |        |        |         |
| 4            | 17.0080 | 1,361    | 2,948   | 35,377  | 1            | 94.6625  | 7,573   | 16,408 | 196,898 | 1            | 38.0750 | 3,046  | 6,600  | 79,196  |
| 5            | 18.0710 | 1,446    | 3,132   | 37,588  | <b>9197A</b> |          |         |        |         | <b>9776B</b> |         |        |        |         |
| 6            | 19.1340 | 1,531    | 3,317   | 39,799  | 1            | 46.8375  | 3,747   | 8,119  | 97,422  | 1            | 39.2125 | 3,137  | 6,797  | 81,562  |
| 7            | 21.2600 | 1,701    | 3,685   | 44,221  | <b>9197B</b> |          |         |        |         | <b>9914A</b> |         |        |        |         |
| <b>9184A</b> |         |          |         |         | 1            | 47.5375  | 3,803   | 8,240  | 98,878  | 1            | 12.7500 | 1,020  | 2,210  | 26,520  |
| 1            | 48.3000 | 3,864    | 8,372   | 100,464 | <b>9232A</b> |          |         |        |         | <b>9914B</b> |         |        |        |         |
| 2            | 50.8250 | 4,066    | 8,810   | 105,716 | 1            | 41.4875  | 3,319   | 7,191  | 86,294  | 1            | 12.9375 | 1,035  | 2,243  | 26,910  |
| 3            | 53.3625 | 4,269    | 9,250   | 110,994 | <b>9232B</b> |          |         |        |         | <b>9916A</b> |         |        |        |         |
| 4            | 56.0375 | 4,483    | 9,713   | 116,558 | 1            | 42.1125  | 3,369   | 7,300  | 87,594  | 1            | 9.1625  | 733    | 1,588  | 19,058  |
| 5            | 58.8375 | 4,707    | 10,199  | 122,382 | <b>9278A</b> |          |         |        |         | 2            | 9.4500  | 756    | 1,638  | 19,656  |
| 6            | 61.7875 | 4,943    | 10,710  | 128,518 | 1            | 68.7875  | 5,503   | 11,923 | 143,078 | 3            | 9.7250  | 778    | 1,686  | 20,228  |
| <b>9184B</b> |         |          |         |         | 2            | 70.8875  | 5,671   | 12,287 | 147,446 | 4            | 10.0250 | 802    | 1,738  | 20,852  |
| 1            | 49.7500 | 3,980    | 8,623   | 103,480 | 3            | 74.4250  | 5,954   | 12,900 | 154,804 | 5            | 10.3000 | 824    | 1,785  | 21,424  |
| 2            | 52.3500 | 4,188    | 9,074   | 108,888 | 4            | 78.1625  | 6,253   | 13,548 | 162,578 | 6            | 11.0625 | 885    | 1,918  | 23,010  |
| 3            | 54.9625 | 4,397    | 9,527   | 114,322 | 5            | 82.0625  | 6,565   | 14,224 | 170,690 | <b>9916B</b> |         |        |        |         |
| 4            | 57.7125 | 4,617    | 10,004  | 120,042 | 6            | 86.1625  | 6,893   | 14,935 | 179,218 | 1            | 9.3000  | 744    | 1,612  | 19,344  |
| 5            | 60.6000 | 4,848    | 10,504  | 126,048 | 7            | 90.4750  | 7,238   | 15,682 | 188,188 | 2            | 9.5875  | 767    | 1,662  | 19,942  |
| 6            | 63.6375 | 5,091    | 11,031  | 132,366 |              |          |         |        |         | 3            | 9.8750  | 790    | 1,712  | 20,540  |
|              |         |          |         |         |              |          |         |        |         | 4            | 10.1750 | 814    | 1,764  | 21,164  |
|              |         |          |         |         |              |          |         |        |         | 5            | 10.4500 | 836    | 1,811  | 21,736  |
|              |         |          |         |         |              |          |         |        |         | 6            | 11.2250 | 898    | 1,946  | 23,348  |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly       | Biweekly | Monthly | Annual | Hourly | Biweekly     | Monthly | Annual |       |         |
|--------------|---------|----------|---------|---------|--------------|----------|---------|--------|--------|--------------|---------|--------|-------|---------|
| <b>9920A</b> |         |          |         |         | <b>H110A</b> |          |         |        |        | <b>H39A0</b> |         |        |       |         |
| 1            | 12.8000 | 1,024    | 2,219   | 26,624  | 1            | 39.9125  | 3,193   | 6,918  | 83,018 | 1            | 47.9000 | 3,832  | 8,303 | 99,632  |
| <b>9920B</b> |         |          |         |         | <b>H120A</b> |          |         |        |        | <b>H3A00</b> |         |        |       |         |
| 1            | 12.9875 | 1,039    | 2,251   | 27,014  | 1            | 39.9125  | 3,193   | 6,918  | 83,018 | 1            | 34.7625 | 2,781  | 6,026 | 72,306  |
| <b>9922A</b> |         |          |         |         | <b>H16A0</b> |          |         |        |        | <b>H40A0</b> |         |        |       |         |
| 1            | 13.9750 | 1,118    | 2,422   | 29,068  | 1            | 34.9375  | 2,795   | 6,056  | 72,670 | 1            | 47.9125 | 3,833  | 8,305 | 99,658  |
| <b>9922B</b> |         |          |         |         | <b>H18A0</b> |          |         |        |        | <b>H43A0</b> |         |        |       |         |
| 1            | 14.1875 | 1,135    | 2,459   | 29,510  | 1            | 34.9375  | 2,795   | 6,056  | 72,670 | 1            | 47.9125 | 3,833  | 8,305 | 99,658  |
| <b>9924A</b> |         |          |         |         | <b>H19A0</b> |          |         |        |        | <b>H4A00</b> |         |        |       |         |
| 1            | 12.6500 | 1,012    | 2,193   | 26,312  | 1            | 34.9375  | 2,795   | 6,056  | 72,670 | 1            | 36.0500 | 2,884  | 6,249 | 74,984  |
| <b>9924B</b> |         |          |         |         | <b>H20A0</b> |          |         |        |        | <b>H50A0</b> |         |        |       |         |
| 1            | 12.9625 | 1,037    | 2,247   | 26,962  | 1            | 34.9500  | 2,796   | 6,058  | 72,696 | 1            | 55.3875 | 4,431  | 9,601 | 115,206 |
| <b>A006A</b> |         |          |         |         | <b>H22A0</b> |          |         |        |        | <b>H51A0</b> |         |        |       |         |
| 1            | 48.9875 | 3,919    | 8,491   | 101,894 | 1            | 39.4625  | 3,157   | 6,840  | 82,082 | 1            | 49.7750 | 3,982  | 8,628 | 103,532 |
| <b>A006B</b> |         |          |         |         | <b>H24A0</b> |          |         |        |        | <b>H53A0</b> |         |        |       |         |
| 1            | 49.7250 | 3,978    | 8,619   | 103,428 | 1            | 39.4625  | 3,157   | 6,840  | 82,082 | 1            | 49.7750 | 3,982  | 8,628 | 103,532 |
| <b>AC28A</b> |         |          |         |         | <b>H28A0</b> |          |         |        |        | <b>H6A00</b> |         |        |       |         |
| 1            | 61.7000 | 4,936    | 10,695  | 128,336 | 1            | 39.9000  | 3,192   | 6,916  | 82,992 | 1            | 36.0500 | 2,884  | 6,249 | 74,984  |
| 2            | 64.7875 | 5,183    | 11,230  | 134,758 | <b>H29A0</b> |          |         |        |        | <b>P103A</b> |         |        |       |         |
| 3            | 68.0250 | 5,442    | 11,791  | 141,492 | 1            | 39.9000  | 3,192   | 6,916  | 82,992 | 1            | 34.8500 | 2,788  | 6,041 | 72,488  |
| 4            | 71.4250 | 5,714    | 12,380  | 148,564 | <b>H2A00</b> |          |         |        |        | 2            |         |        |       |         |
| 5            | 75.0000 | 6,000    | 13,000  | 156,000 | 1            | 21.4875  | 1,719   | 3,725  | 44,694 | 2            | 36.0500 | 2,884  | 6,249 | 74,984  |
| 6            | 78.7500 | 6,300    | 13,650  | 163,800 | 2            | 26.0000  | 2,080   | 4,507  | 54,080 | 3            | 37.2375 | 2,979  | 6,455 | 77,454  |
| 7            | 82.6875 | 6,615    | 14,333  | 171,990 | 3            | 27.3000  | 2,184   | 4,732  | 56,784 | 4            | 38.4250 | 3,074  | 6,660 | 79,924  |
| <b>AC28B</b> |         |          |         |         | <b>H30A0</b> |          |         |        |        | <b>P103B</b> |         |        |       |         |
| 1            | 62.6250 | 5,010    | 10,855  | 130,260 | 4            | 28.6250  | 2,290   | 4,962  | 59,540 | 1            | 35.5500 | 2,844  | 6,162 | 73,944  |
| 2            | 65.7625 | 5,261    | 11,399  | 136,786 | 5            | 30.1125  | 2,409   | 5,220  | 62,634 | 2            | 36.7750 | 2,942  | 6,374 | 76,492  |
| 3            | 69.0500 | 5,524    | 11,969  | 143,624 | <b>H32A0</b> |          |         |        |        | 3            |         |        |       |         |
| 4            | 72.5000 | 5,800    | 12,567  | 150,800 | 1            | 39.9125  | 3,193   | 6,918  | 83,018 | 3            | 37.9875 | 3,039  | 6,585 | 79,014  |
| 5            | 76.1250 | 6,090    | 13,195  | 158,340 | <b>H33A0</b> |          |         |        |        | 4            |         |        |       |         |
| 6            | 79.9375 | 6,395    | 13,856  | 166,270 | 1            | 45.0750  | 3,606   | 7,813  | 93,756 | 4            | 39.1875 | 3,135  | 6,793 | 81,510  |
| 7            | 83.9250 | 6,714    | 14,547  | 174,564 | 1            |          |         |        |        | 1            |         |        |       |         |
| <b>H10A0</b> |         |          |         |         | 1            |          |         |        |        | 1            |         |        |       |         |
| 1            | 32.7875 | 2,623    | 5,683   | 68,198  | 1            | 39.9125  | 3,193   | 6,918  | 83,018 | 1            | 39.9125 | 3,193  | 6,918 | 83,018  |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

| Step         | Hourly  | Biweekly | Monthly | Annual  | Hourly | Biweekly | Monthly | Annual | Hourly | Biweekly | Monthly | Annual |
|--------------|---------|----------|---------|---------|--------|----------|---------|--------|--------|----------|---------|--------|
| <b>Q2A00</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 22.9375 | 1,835    | 3,976   | 47,710  |        |          |         |        |        |          |         |        |
| 2            | 26.0000 | 2,080    | 4,507   | 54,080  |        |          |         |        |        |          |         |        |
| 3            | 27.3000 | 2,184    | 4,732   | 56,784  |        |          |         |        |        |          |         |        |
| 4            | 28.6250 | 2,290    | 4,962   | 59,540  |        |          |         |        |        |          |         |        |
| 5            | 30.1125 | 2,409    | 5,220   | 62,634  |        |          |         |        |        |          |         |        |
| <b>Q35A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 32.3000 | 2,584    | 5,599   | 67,184  |        |          |         |        |        |          |         |        |
| 2            | 34.9500 | 2,796    | 6,058   | 72,696  |        |          |         |        |        |          |         |        |
| <b>Q36A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 33.5875 | 2,687    | 5,822   | 69,862  |        |          |         |        |        |          |         |        |
| 2            | 36.3500 | 2,908    | 6,301   | 75,608  |        |          |         |        |        |          |         |        |
| <b>Q37A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 34.2375 | 2,739    | 5,935   | 71,214  |        |          |         |        |        |          |         |        |
| 2            | 37.0500 | 2,964    | 6,422   | 77,064  |        |          |         |        |        |          |         |        |
| <b>Q3A00</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 23.8500 | 1,908    | 4,134   | 49,608  |        |          |         |        |        |          |         |        |
| 2            | 27.0375 | 2,163    | 4,687   | 56,238  |        |          |         |        |        |          |         |        |
| 3            | 28.3875 | 2,271    | 4,921   | 59,046  |        |          |         |        |        |          |         |        |
| 4            | 29.7750 | 2,382    | 5,161   | 61,932  |        |          |         |        |        |          |         |        |
| 5            | 31.3125 | 2,505    | 5,428   | 65,130  |        |          |         |        |        |          |         |        |
| <b>Q4A00</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 24.3125 | 1,945    | 4,214   | 50,570  |        |          |         |        |        |          |         |        |
| 2            | 27.5625 | 2,205    | 4,778   | 57,330  |        |          |         |        |        |          |         |        |
| 3            | 28.9375 | 2,315    | 5,016   | 60,190  |        |          |         |        |        |          |         |        |
| 4            | 30.3375 | 2,427    | 5,259   | 63,102  |        |          |         |        |        |          |         |        |
| 5            | 31.9250 | 2,554    | 5,534   | 66,404  |        |          |         |        |        |          |         |        |
| <b>Q50A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 34.9500 | 2,796    | 6,058   | 72,696  |        |          |         |        |        |          |         |        |
| <b>Q51A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 36.3500 | 2,908    | 6,301   | 75,608  |        |          |         |        |        |          |         |        |
| <b>Q52A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 37.0500 | 2,964    | 6,422   | 77,064  |        |          |         |        |        |          |         |        |
| <b>Q60A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 39.9125 | 3,193    | 6,918   | 83,018  |        |          |         |        |        |          |         |        |
| <b>Q61A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 41.5125 | 3,321    | 7,196   | 86,346  |        |          |         |        |        |          |         |        |
| <b>Q62A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 42.3125 | 3,385    | 7,334   | 88,010  |        |          |         |        |        |          |         |        |
| <b>Q63A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 49.6750 | 3,974    | 8,610   | 103,324 |        |          |         |        |        |          |         |        |
| <b>Q80A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 46.8625 | 3,749    | 8,123   | 97,474  |        |          |         |        |        |          |         |        |
| <b>Q81A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 48.7375 | 3,899    | 8,448   | 101,374 |        |          |         |        |        |          |         |        |
| <b>Q82A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 49.6750 | 3,974    | 8,610   | 103,324 |        |          |         |        |        |          |         |        |
| <b>Q90A0</b> |         |          |         |         |        |          |         |        |        |          |         |        |
| 1            | 49.6750 | 3,974    | 8,610   | 103,324 |        |          |         |        |        |          |         |        |

\*Monthly and Annual salaries are shown at 26 pay periods per year.



City and County of San Francisco

Department of Human Resources

## **FY 2000-2001 COMPENSATION MANUAL**

### III. Summary of Economic Provisions by Employee Organization





City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**AUTOMOTIVE MACHINISTS, LOCAL 1414**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION<br>Continued Provisions  |
|---|--|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.<br/><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>8% old plan SFERS full rate members<br/>7.5% new plan SFERS full rate members<br/>7.0% misc. PERS members</p> <p><b>Health/Welfare</b><br/>Dependent Health Care - \$225 per month<br/>Single employee full premium pickup</p> <p><b>Dental</b><br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Employee Assistance Program</b> - for FY 1997-2001 - funded by the City</li> <li>• <b>Apprenticeship Program</b> - Apprentlicable classes: 7306, 7309, 7313, 7332, and 7381: "new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification.";</li> <li>• <b>Night Duty</b> - 10% night differential and 15% midnight differential of base wage rate;</li> <li>• <b>Protective Coveralls</b> - one clean pair of protective coveralls each working day to each employee; cost of coveralls and laundry paid by City.</li> <li>• <b>Lead Person Pay</b> - \$5/day;</li> <li>• <b>Underwater Diving Pay</b> - \$10./hr;</li> <li>• <b>Call Back</b> - 4 hours minimum;</li> <li>• <b>MUNI &amp; Hetch Hetchy Premium</b> - Sunday 94% of ½ base wage rate and Saturday premium of 12.5% of base wage rate;</li> <li>• <b>Tool Insurance</b> - first \$10 loss cost at employee expense;</li> <li>• <b>Foul weather gear</b> - hat, coat, &amp; boots;</li> <li>• <b>Safety Glasses</b> - not to exceed \$3,600/year or \$50/yr per employee;</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> <li>• <b>Acting Assignment Pay</b> - after 21<sup>st</sup> consecutive work day of such assignment, 5% above base;</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**BRICKLAYERS LOCAL 3 & HODCARRIERS LOCAL 36**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p style="text-align: center;"><b>Retirement</b></p> <p>8% old plan SFERS full rate members<br/>7.5% new plan SFERS full rate members<br/>7.0% misc. PERS members</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225 per month<br/>Single employee full premium pickup</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - Apprenticable classes: 7307, 7378: "new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification.";</li> <li>• <b>Tool Insurance</b> - first \$20.00 cost at employee expense.</li> <li>• <b>Sewage Premium</b> - \$3.00 /day (7307, 7428);</li> <li>• <b>Night Shift differential</b> - \$1.60 /hr.;</li> <li>• <b>SDI</b> coverage cost at employee expense;</li> <li>• <b>Protective Overalls</b> - 3 pairs, cost of overalls &amp; laundry paid by City;</li> <li>• <b>Foul weather gear;</b></li> <li>• <b>Federal minimum wage</b> - condition of receipt of Fed. funds;</li> <li>• <b>Prescription eye glasses</b> - replacement cost reimbursement.</li> </ul> <p style="text-align: center;"><u>Special Pay Premiums</u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - after 21<sup>st</sup> consecutive work day of such assignment, 5%;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%;</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**BUILDING INSPECTORS ASSOCIATION  
6331 BUILDING INSPECTOR & 6333 SENIOR BUILDING INSPECTOR**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b></p> <p>7.5% of employee's share of retirement contribution</p> <p><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225 per month<br/>Single employee full premium pickup</p> <p><b>Dental</b></p> <p>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Night Duty</b> -6.25% of base wage rate;</li> <li>• <b>Bilingual Pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;</li> <li>• <b>Travel Expense</b> - \$2.30/day (Airport)</li> <li>• <b>Call Back</b> - minimum 4 hours;</li> <li>• <b>Standby</b> - 25% of base wage rate without a pager; 10% of base wage rate with pager;</li> <li>• <b>Use of City Vehicle</b> - to perform field inspections;</li> <li>• <b>Mileage</b> - in accordance with Administrative Code Section 10.34;</li> <li>• <b>Required Personal Vehicle Usage</b> - \$75/ month when used on job for more than 6 working days;</li> <li>• <b>MUNI Passes</b> - for those who elect to use public transit in course of City business;</li> <li>• <b>Tuition Reimbursement</b> - \$5,000;</li> <li>• <b>OSHPD certified</b> - \$1.50/hour for each hour assigned and actually performing hospital inspection</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - after 10<sup>th</sup> work day of such assignment;</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**BUILDING INSPECTORS ASSOCIATION 6334 CHIEF BUILDING INSPECTOR**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|---|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>7.5% of employee's share of retirement contributions</p> <p><b>Health/Welfare</b><br/>Dependent Health Care - \$225 per month<br/>Single employee full premium pickup</p> <p><b>Dental</b><br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Night Duty</b> -6.25% of base wage rate;</li> <li>• <b>Bilingual Pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;</li> <li>• <b>Travel Expense</b> - \$2.30/day (Airport)</li> <li>• <b>Call Back</b> - minimum 4 hours;</li> <li>• <b>Standby</b> - 25% of base wage rate without a pager; 10% of base wage rate with pager;</li> <li>• <b>OSHPD certified</b> - \$1.50/hour for each hour assigned and actually performing hospital inspection;</li> <li>• <b>Use of City Vehicle</b> - to perform field inspections</li> <li>• <b>Mileage</b> in accordance with Administrative Code Section 10.34;</li> <li>• <b>Required Personal Vehicle Usage</b> - \$75/ month when used on job for more than 6 working days;</li> <li>• <b>MUNI Passes</b> - for those who elect to use public transit in course of City business;</li> <li>• <b>Tuition Reimbursement</b> - \$5,000;</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Acting Assignment Pay</b> - after 10<sup>th</sup> day of such assignment;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**CARPENTERS, LOCAL 22**  
**TERM OF AGREEMENT: 7/1/97 - 6/30/01**

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p><b>Wage Increases</b><br/>           All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>           2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>           8% old plan SFERS full rate members<br/>           7.5% new plan SFERS full rate members<br/>           7.0% misc. PERS members</p> <p><b>Health/Welfare</b><br/>           Dependent Health Care: \$225 per month<br/>           Single employee full premium pick-up.</p> <p><b>Dental</b><br/>           Eligible for City's dental program.</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b></li> <li>• <b>Standby Pay</b> - 25% of base wage rate without pager; 10% of base wage rate with pager;</li> <li>• <b>Tool Insurance</b> - first \$10.00 loss borne at employee expense.</li> <li>• <b>Call Back</b> - 4 hours minimum;</li> <li>• <b>Night Shift Differential</b> - 6.25% of base wage rate;</li> <li>• <b>Extended Tour of Duty</b> - 50% (after 9 hrs); \$1.50/extended tour of duty for Camp Mather (after 9 hrs);</li> <li>• <b>Lead Mechanic Pay</b> - \$5.00 /day (7344/7342);</li> <li>• <b>Travel Expenses</b> (\$2.30/day Sharp Park/ Airport, \$2.00/day Millbrae, \$7.00/day Sunol);</li> <li>• <b>City auto or Mileage reimbursement</b> - IRS Allowance;</li> <li>• <b>Subsistence Pay;</b></li> <li>• <b>SDI coverage</b> at employee expense;</li> <li>• <b>Protective Overalls</b> - 4 pairs, cost of overalls &amp; laundry paid by City;</li> <li>• <b>Foul weather gear; Protective gloves; Safety equipment as needed</b></li> <li>• <b>Paid status for training;</b></li> <li>• <b>Tuition Reimbursement program</b> - \$2,000 annual</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - after 21<sup>st</sup> consecutive work day of such assignment, 5% above base;</li> <li>• <b>Appointment Above Entrance Rate;</b></li> <li>• <b>Supervisory Differential Adjustment</b> 5%;</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**CEMENT MASONS, LOCAL 580**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>8% old plan SFERS full rate members<br/>7.5% new plan SFERS full rate members<br/>7.0% misc. PERS members</p> <p><b>Health/Welfare</b><br/>Dependent Health Care: \$225 per month<br/>Single employee full premium pick-up.</p> <p><b>Dental</b><br/>Eligible for City's dental program.</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - Apprenticable class: 7311: "new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification."</li> <li>• <b>Call Back</b> - 4 hours minimum;</li> <li>• <b>Epoxy Premium</b> - \$0.25/hour;</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager;</li> <li>• <b>Lead Cement Mason</b> - \$5.00/day;</li> <li>• <b>Tool Insurance</b> - first \$10.00 loss cost at employee expense;</li> <li>• <b>SDI coverage</b> cost at employee expense;</li> <li>• <b>Overalls</b> - 4 pairs/yr (2 pr 1/31 &amp; 2 pr 7/31), cost of overalls &amp; laundry paid by City;</li> <li>• <b>Foul weather gear;</b></li> <li>• <b>Federal Minimum Wage</b> - (condition of receipt of Federal funds);</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting assignment</b> - after 21<sup>st</sup> consecutive work day of such assignment, 5%;</li> <li>• <b>Supervisory Differential Adjustment</b> - 5%;</li> <li>• <b>Appointment Above Entrance Rate;</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**CALIFORNIA ASSOCIATION OF INTERNS AND RESIDENTS/  
COMMITTEE OF INTERNS AND RESIDENTS, SEIU (CAIR)**

TERM OF AGREEMENT: 7/1/2000 - 6/30/2003

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION   |
|--|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"> <u>FY 00-01</u><br/>           3% - 7/1/00, 2.5% - 1/6/01<br/> <u>FY 01-02</u><br/>           2% - 8/4/01, 3% - 1/5/02<br/> <u>FY 02-03</u><br/>           3.5% - 8/3/02         </p> <p>Wage Increases FY 01-02 and FY 02-03 are delayed by two (2) pay periods to fund the Patient Care Fund.</p> | <ul style="list-style-type: none"> <li>• <b>Meal Cards</b> - provide meal cards for breakfast, lunch, and dinner when working at SFGH;</li> <li>• <b>Uniforms</b> -Hospital will make available sets of whites (jacket and either pants or skirts), the number of same to remain at the current level, to Housestaff who do not already receive whites from UCSF; The Hospital provides laundry services of uniforms free of charge;</li> <li>• <b>Hepatitis B Vaccine</b> - The Hospital provides Hepatitis B vaccine to house officers on the SFGH payroll at no cost;</li> <li>• <b>Bilingual Pay Premium</b> - \$35 biweekly - minimum 10 hours per pay period of non-English services, including Braille and sign language, as part of his or her regular job assignment;</li> <li>• <b>Educational Leave</b> - The City and Hospital agree to comply with the University of California’s leave policy as it pertains to the members of the bargaining unit;</li> <li>• <b>Leave</b> -House officers shall continue to be eligible for whatever leave is conferred by the University, including but not limited to medical, sick, maternity, jury duty, bereavement, and personal leave.</li> <li>• <b>Medical License Expense Reimbursement</b> - limited to second year residents; partial reimbursement for fee cost for the <u>initial</u> application and medical license required by the State of California; limited to licenses provided by the Division of Licensing of the Medical Board of California for physicians and surgeons, not to Drug Enforcement Administration (DEA), or any other license; Prorated as follows:             <ul style="list-style-type: none"> <li>• 3 - 6 months or rotations at SFGH in their 2<sup>nd</sup> year, reimbursed 25% of the total cost</li> <li>• 6 or more months or rotations at SFGH in their second year, reimbursed 50% of the total cost</li> <li>• Residents who do not meet this criteria, but who can verify that they will average 3 or more months or rotations at SFGH during their 2<sup>nd</sup> &amp; 3<sup>rd</sup> year reimbursed as follows:                 <ul style="list-style-type: none"> <li>a) 3 - 6 months or rotations – 25%; b) 6 or more months or rotations – 50%</li> </ul> </li> </ul> </li> <li>• <b>Patient Care Fund</b> - Hospital will establish a special fund for the purchase of needed medical equipment, patient materials or educational supplies necessary to improve patient care at SFGH; Money which is not used at the end of the fiscal year may be carried forward subject to authorization by the Controller; contributions will be             <ul style="list-style-type: none"> <li>• FY 2000 – 2001: \$10,000</li> <li>• FY 2001 – 2002: \$43,000</li> <li>• FY 2002 – 2003: \$68,000</li> </ul> </li> <li>• <b>Parking</b> – Hospital agrees to provide twenty-six (26) parking spaces in the Emergency Lot B for housestaff who are on call at SFGH. The Hospital will provide thirteen (13) placards for use in the Emergency Lot B for housestaff use only between the hours of 6 p.m. to 8 a.m.</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**DEPUTY SHERIFF'S ASSOCIATION**

TERM OF AGREEMENT: 7/1/98 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>2.5% - 7/1/00, 2.5% - 1/6/01</p> <p><b>Retirement</b><br/>Full employer pick-up of employee's share of retirement contributions;<br/>7.5% of pension covered gross salary for <i>old/new</i> SFERS full rate member<br/>7.5% of pension covered gross salary for <i>PERS member</i></p> <p><b>Health/Welfare</b><br/><b>Dependent Health Care</b> - \$225 per month or Cash pay-out (at employee's option) of \$210 per month (Payment option must be specified during each open enrollment period in each contract year);</p> <p><b>Dental</b><br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3);</b></li> <li>• <b>Training Officer Pay:</b> \$1.00/ hour when assigned training officer duties &amp; actually performed;</li> <li>• <b>Bilingual Pay:</b> \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;</li> <li>• <b>Call back:</b> minimum 4 hours;</li> <li>• <b>Canine Duty Premium:</b> \$75 bi-weekly for average time authorized &amp; expended in the exercise, care, feeding, grooming and training of assigned canine; <b>Canine related expenses:</b> reimbursement \$100/month (non-receipted);</li> <li>• <b>SDI coverage</b> cost at employee expense;</li> <li>• <b>Acting Facility Commander:</b> 7.5% of base wage rate for shift in absence of Facility Commander (Sr. Sgt. or Lt. on 2<sup>nd</sup> watch);</li> <li>• <b>Salary Step Plan and Salary Adjustments:</b> if employee is receiving salary in his/her present class equal to/above the entrance step of promotive class, employee's salary in promotive class shall be adjusted <u>two steps</u> in compensation schedule over salary received in lower class but not above max. of salary range of promotive class;</li> <li>• <b>Step Adjustment for Provisional employees:</b> Each employee in a provisional appointment shall receive a salary step increase after 2,080 hours in that provisional assignment, and a salary step increase for each subsequent, additional 2,080 hours in the assignment.</li> <li>• <b>Ammunition</b> - adequate amount per month at City's expense;</li> <li>• <b>Acting Watch Commander Premium 8304, 8306, 8308</b> in absence of 8310 at Jails #1, 2, 3, 7, 8, 9, HOJ Courts or 2<sup>nd</sup> watch SFGH Security Wing receive 7.5% premium of normal compensation;</li> <li>• <b>Worker's Compensation Leave:</b> supplementation of disability indemnity payment with paid leave credits; elimination of Phantom Account (sick leave accrual at regular rate);</li> <li>• <b>Night Duty:</b> 8% of the base wage rate actual hours worked;</li> <li>• <b>Emergency Services Honor/Color Guard:</b> \$100 annual payment for employees that served a minimum 6 months during the fiscal year;</li> <li>• <b>Professional Achievement/POST Premium:</b> 4% of base rate of pay for intermediate POST certificate. 6% of base rate of pay for advanced POST certificate;</li> <li>• <b>Uniform allowance</b> - \$700 (eff. 9/1/98); \$725 (eff. 9/1/99); \$750 (eff. 9/1/00). ("continuously employed" for 10 of the 12 months preceding 9/1 each year of contract). Pro-rata uniform allowance for those on duty status <u>less than</u> 10 of 12 months. Employee must be in paid status or approval leave on 9/1 to receive allowance.</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay:</b> at least 5% of base rate of pay for more than 21 consecutive days when assigned to perform duties of higher classification</li> <li>• <b>Supervisory Differential Adjustment:</b> 5%</li> <li>• <b>Appointment Above Entrance Rate.</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**





City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|--|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>3% - 7/1/2000</p> <p><b>Retirement</b><br/>7.5% old &amp; new SFERS full rate members<br/>7.5% of pension covered gross salary for PERS members</p> <p><b>Health/Welfare</b><br/>Dependent Health Care - \$225 per month</p> <p><b>Dental</b><br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3);</b></li> <li>• <b>Night Duty</b> - 6.25% of the base wage rate;</li> <li>• <b>Extended Tour of duty</b> - 50% above base wage rate after 9<sup>th</sup> hour;</li> <li>• <b>Standby</b> - 25% of base wage rate with out pager or 10% of base wage rate with pager;</li> <li>• <b>Call back</b> - minimum 4 hours;</li> <li>• <b>Travel expense</b> - - \$2.30/day to Airport, Sharp Park; \$2/day to Millbrae; \$7/day to Sunol;</li> <li>• <b>Federal minimum wage</b> (condition of receipt of federal funds);</li> <li>• <b>POST Premium Pay</b> – Effective 7/1/98: 6% of base wage rate for classes 8146, 8147, or 8149 hired before 7/1/90 or possessing valid Advanced POST Certificate (employee who receives 6% premium shall <u>not</u> receive 4% premium.). Effective 7/1/97: 4% of base wage rate for classes 8146, 8147 and 8149 who maintains state required minimum of 24 hours POST training within 24 month period (8146, 8147, 8149) -</li> <li>• <b>Severance Pay</b> - appointing officer will endeavor to inform employee at least 30 days before final day of work. If informed less than 30 days in advance employee shall receive pay in lieu of the number of days less than 30 upon being informed.</li> <li>• <b>Bilingual Pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;</li> <li>• <b>Safety Equipment</b> - \$1,000 worth/yr - on duty ammunition (8146, 8147, 8149); \$2,000 worth/yr - practice ammunition; \$500 worth/yr - misc. safety equipment with valid receipts. Soft body armor vests (8146, 8147 &amp; 8149 with peace officer status)</li> </ul> <p style="text-align: center;"><b>Special Pay Premiums</b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - after 21<sup>st</sup> consecutive work day of such assignment, 5%;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> <li>• <b>Appointment Above Entrance Rate.</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**ELECTRICAL WORKERS, LOCAL 6**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION<br>Continued Provisions   |
|---|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary schedule.<br/>FY 00-01<br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>8% old plan SFERS full rate members<br/>7.5% new plan SFERS full rate members<br/>7.0% misc. PERS members</p> <p><b>Health/Welfare</b><br/>Dependent Health Care: \$225 per month<br/>Single employee full premium pick-up</p> <p><b>Dental</b><br/>Eligible for City’s dental program</p> | <ul style="list-style-type: none"> <li>• <b>Effective 7/1/99: Class 7371 Electrical Transit Mechanic</b> (new class: consolidated from class 7379 Electrical Transit Mechanic &amp; Class 7409 Electrical Transit Service Worker) provide for progression through steps of the salary grade based upon a demonstrated proficiency level attained, rather than merely time served in grade</li> <li>• <b>Employee Assistance Program</b> – for FY 1997-2001 - funded by City</li> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Travel Expense</b> - \$2.30/day to Airport, Sharp Park, San Bruno Jail; \$2/day to Millbrae; \$7/day to Sunol;</li> <li>• <b>Apprenticeship Program</b> - Apprenticable class: 7345;</li> <li>• <b>Personal auto allowance</b> - \$40/month (6248, 6249, 6250)</li> <li>• <b>Container cranes</b> - 15% of base wage rate when assigned <u>full time</u> (Port employees).</li> <li>• <b>Paid travel time</b> - to location more than 30 minutes from regularly assigned location;</li> <li>• <b>Mileage</b> - in accordance with Administrative code section 10.34;</li> <li>• <b>Subsistence Pay</b> - in accordance with Admin. Code Section 10.32;</li> <li>• <b>City/State Certificate, License or Registration</b> - reimbursement of fee (excludes CDL);</li> <li>• <b>Fingerprinting</b> - cost paid by City (when required);</li> <li>• <b>Night duty</b> - 8% of base wage rate (BU-IL);</li> <li>• <b>Call Back</b> - 4 hours minimum;</li> <li>• <b>Paid Training Status</b></li> <li>• <b>Standby</b> - 10% of base wage rate with pager;</li> <li>• <b>Tuition Reimbursement Program</b> - \$5,000/Fiscal Year; unexpended funds shall be carried over to next fiscal year not to exceed \$7,500;.</li> <li>• <b>Lead Electrician Premium</b> - \$5/day for 7318, 7319, 7338, 7345, 7363, 7379, 9240;</li> <li>• <b>Height Premium</b> - \$0.75/hour (30 feet or more from ground) also applies to working under piers and out of barges or boats;</li> <li>• <b>SDI coverage</b> cost at employee’s expense;</li> <li>• <b>Cash reimbursement</b> (with Union agreement) in lieu of providing work clothes at \$125/year.</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**ELECTRICAL WORKERS, LOCAL 6**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

**ADDITIONAL COMPENSATION  
CONTINUED PROVISIONS**

- **Airport rotational pager assignment** - \$30/day (SFIA employees) if applicable; response to page or phone (whether on pager assignment or not, paid at ¼ hr or actual time spent;
  - **Correctional Facility Premium** - \$1.50/hour for 7345;
  - **Protective clothing** - protective clothing and laundry for employees working below water line in grit tanks or covered channels;
  - **Work clothing** - 5 sets of coveralls, shop coats; cost of coveralls and laundry at City expense for 7379, 7380, 7319, 7409, 7430, 7308, 7338, 9240, 7345, 7318, 7510, 6248 & 6249;
  - **Paid retraining/educational classes;**
  - **Tool Insurance** - first \$10.00 loss at employee expense;
- Special Pay Premiums**
- **Acting Assignment Pay**- after 11 consecutive working days or 80 hours, whichever is greater, 5% adjustment;
  - **Supervisor Differential Adjustment** - 5%
  - **Appointment Above Entrance Rate.**

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SAN FRANCISCO FIRE FIGHTERS UNION, LOCAL 798 (Unit 1)**

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001

**Uniform Ranks Represented**

- H-2 Fire Fighter
- H-3 Fire Fighter Paramedic
- H-4 Inspector, Bureau of Prevention and Public Safety
- H-6 Investigator, Bureau of Fire Prevention
- H-10 Chief’s Operator, Fire Department
- H-16 Technical Training Specialist, Fire Department
- H-18 Coordinator of Community Services
- H-19 Operation – Training Supervisor, Airport
- H-20 Lieutenant, Fire Department
- H-22 Lieutenant, Bureau of Fire Prevention and Public Safety
- H-24 Lieutenant, Bureau of Fire Investigation
- H-28 Lieutenant, Division of Training
- H-29 Special Services Officer
- H-30 Captain, Fire Department
- H-32 Captain, Bureau of Fire Prevention and Public Safety
- H-33 Captain, Emergency Medical Services
- H-39 Captain, Division of Training

ECONOMIC BENEFIT PROVISIONS

ADDITIONAL COMPENSATION  
CONTINUED PROVISIONS

**Wage Increases**  
FY 2000-01  
**5.5% - 7/1/00**

Parity

Any salary (general base wage) increase agreed to, granted or awarded to the members of the San Francisco Police Officers’ Association resulting in disparity between the base wage of Q2 Police Officer and H-2 Firefighter, a salary (general base wage) increase shall be automatically implemented for the members of this bargaining unit in the amount necessary to maintain base wage salary parity between H-2 Firefighter and Q2 Police Officer.

Retirement

In addition to the amounts the Charter requires the City to contribute to the retirement system, the City shall continue to pick up the entire employee’s share of retirement contributions to the San Francisco Employee Retirement System (SFERS).

- **Overtime Compensation** – One and one half (1-1/2) times the base hourly rate, except as otherwise required by the FLSA.
- **Floating Holidays**
- Non-Suppression Personnel – Three (3) per fiscal year
- **Holiday Pay**  
Non-Suppression Personnel required to work on fixed holidays shall be compensated at the rate of time and one half of the regular rate of pay for any hours actually worked on a holiday (subject to approval by Chief of Department)

**Fire Suppression Personnel** –24-hr fire suppression personnel shall be paid a six percent (6%) holiday premium per pay period, excluding overtime compensation and premium.

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SAN FRANCISCO FIRE FIGHTERS UNION, LOCAL 798 (Unit 1)**

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|---|---|
| <p><u>Pre-Retirement Planning Seminar</u>: The City will offer to bargaining unit members on a semi-annual basis.</p> <p style="text-align: center;"><u>Health/Welfare</u></p> <p>The City shall continue to provide contributions for employee health benefits as may be available through HSS for members at the rate of \$197.00/month or at the rate set as prescribed in Charter Section 8.423 through 8.428.</p> <p>Full pickup for medically single employees (employees with no dependents enrolled in the Health Service System).</p> <p><u>Dependent Health Care</u> – City pick up will be 75% of dependent rate charged to employees for Kaiser coverage at the dependent plus two or more level (\$261.24 per month for Fiscal Year 2000-2001).</p> <p style="text-align: center;"><u>Dental</u></p> <p><u>Dental</u> – The City shall continue to provide dental benefits at the existing level.</p> <p style="text-align: center;"><u>Wellness Program</u></p> <p>Effective July 1, 1999, the City shall establish a Wellness Program within the SFFD as follows:<br/>           Bargaining unit members must establish and maintain a core band of sick leave hours in order to qualify for the Wellness Program. The core bank shall be a minimum of 360 hours.<br/>           When a bargaining unit member has established his/her core bank of sick leave hours, he/she shall be entitled to an annual conversion of sick leave hours for payment in cash at the end of each fiscal year under the following conditions:<br/> <u>Suppression members</u> – ① if a member utilizes two (2) shifts (48 hours) or less of sick leave in a fiscal year, he/she shall be entitled to cash out sixty (60) hours accrued during that same fiscal year.</p> | <p><b><u>Training and Education Achievement Pay</u> –additional 3% of base wage if members possess one or more of the following:</b></p> <ul style="list-style-type: none"> <li>- AA or AS Degree in Fire Science or related field;</li> <li>- BA or BS Degree in related field</li> <li>- 10 yrs of service in the Fire Department and completion of annual training requirements.</li> <li>- Eff. 7/1/2000 – an additional 3% (total 6%)</li> </ul> <ul style="list-style-type: none"> <li>• <b><u>Hazardous Materials Pay</u></b> – \$26.50 bi-weekly; members qualified as HazMat Specialists</li> <li>• <b><u>Apparatus Operator Assignment Pay</u></b> – 5% of base wage when assigned to perform the duties of an apparatus operator</li> <li>• <b><u>Emergency Medical Technician Pay</u></b> – 5% of base wage when temporarily assigned to a minimum of one watch to carry out the full duties of an EMT.</li> <li>• <b><u>Administrative Assignment Pay</u></b> – \$175 bi-weekly when assigned by the Chief of the Department from the field to a 40-hour work week to perform administrative assignments.</li> <li>• <b><u>Paramedic Cross Training Program</u></b> - 3% paramedic training differential for employees. Increase to 5% upon satisfactory completion of the initial 6-month training requirements and continued participation in the program.</li> <li>• <b><u>Preceptor Designation Differential</u></b> - 8% Preceptor differential for designated employees in the rank of H-3 Firefighter/Paramedic</li> <li>• <b><u>Paramedic Certification Incentive Pay</u></b> -\$26.50 biweekly incentive pay for employees in ranks H-20 and H-30 and currently certified by the SFFD EMS Medical Director.</li> <li>• <b><u>Bilingual Pay</u></b>- Additional \$36.00 bi-weekly for employees assigned by the Chief of the Department to translate to and from a foreign language including sign language</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

2000-2001 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

SAN FRANCISCO FIRE FIGHTERS UNION, LOCAL 798 (Unit 1)

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001

ECONOMIC BENEFIT PROVISIONS

② if a member utilizes more than two (2) shifts (48 hours) of sick leave in a fiscal year, he/she is not eligible for any annual cash out payments at the end of the fiscal year.
Non-suppression members - ① if a member utilizes thirty (30) hours or less of sick leave in a fiscal year, he/she is entitled to cash out (50) hours accrued during that same fiscal year.
② if a member utilizes more than thirty (30) hours of sick leave in a fiscal year, he/she is not eligible for any annual cash out payment at the end of the fiscal year.
Payment of the cash for conversion of sick leave shall take place on an annual basis in July for sick leave converted at the end of the previous fiscal year.
Payments shall not be considered as part of an employee’s salary for purposes of computing retirement benefits or contributions.
Safety And Health
Voluntary prostate cancer screening – male bargaining unit members over the age of 40 with Department’s Health Check Program.
Voluntary breast cancer screening – female bargaining unit members over the age of 40.
Immunizations – Department agrees to provided Hepatitis-B vaccine immunizations to all members who so request.

ADDITIONAL COMPENSATION CONTINUED PROVISIONS

- Pyramiding (Stacking) of Premiums – Preceptor Differential, EMT, Paramedic Incentive, Apparatus Operator Pay, and/or Bilingual Pay may be stacked with either HazMat or Training and Education Achievement Pay.
Family Care and Maternity/Paternity Leave – Members who have one or more years of service in SFFD shall be granted up to one year of unpaid leave
Hepatitis B Vaccine – Provided at City’s cost for members whose health plans do not provide this benefit.
Annual Tuberculosis Screening – Provided at City’s cost.
Uniforms – The City shall furnish and maintain at no cost to the employee all uniforms, protective clothing and safety equipment required in the performance of their duties.
- The City shall furnish all bargaining unit members assigned to ambulance duty and all bargaining unit members in the classification of H-33, Captain, EMS with turnouts and protective eye wear (splash shield).
All protective clothing and equipment shall meet the CAL-OSHA safety standards
If an employee’s uniform or safety equipment is in need of replacement, the City shall replace that item by the beginning of the member’s next scheduled duty shift, unless a custom size is on special order.
City shall provide and maintain each truck company with two portable department radios and each member of a rescue squad with one such radio while on duty.
Paramedic Certification – The City shall pay for all applicable fees required to maintain a State of CA Paramedic license for employees in the ranks of H-3 Firefighter/Paramedic and H-33 EMS Captain.

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION



City and County of San Francisco – Department of Human Resources

2000-2001 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

SAN FRANCISCO FIRE FIGHTERS UNION, LOCAL 798 (Unit 1)

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001

| ECONOMIC BENEFIT PROVISIONS | ADDITIONAL COMPENSATION<br>CONTINUED PROVISIONS  |
|-----------------------------|--|
|                             | <p><b><u>Tuition Reimbursement Program</u></b> - The City will allocate \$8000 per fiscal year; up to \$250 per person per year. Unused funds may be carried over to the next fiscal year.</p> <p style="text-align: center;"><u>Special Pay Premiums</u></p> <p><b><u>Acting Assignment Pay (Working out of Classification)</u></b> – after the 10<sup>th</sup> consecutive working day; administered in accordance with DHR policies and procedures.</p> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SAN FRANCISCO FIRE FIGHTERS UNION, LOCAL 798 (Unit 2)**

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001

Uniformed Ranks Represented

H-40 Battalion Chief  
H-43 EMS Section Chief  
H-50 Assistant Chief

H-110 Marine Engineer of Fire Boats  
H-120 Pilot of Fire Boat

ECONOMIC BENEFIT PROVISIONS

ADDITIONAL COMPENSATION  
CONTINUED PROVISIONS

**Wage Increases**  
FY 2000-01  
5.5% - 7/1/00

Parity

A salary (general base wage) increase agreed to, granted or awarded to the members of the San Francisco Police Officers' Association resulting in disparity between the general base wage for members of the San Francisco Police Officers' Association and the general base wage increase of members of this bargaining unit and the general base wage increase of members of this bargaining unit, a salary increase shall be automatically implemented in the amount necessary to maintain parity between general base wage increases of members of the San Francisco Police Officers' Association and the general base wage increase of members of this bargaining unit.

Retirement

In addition to the amounts the Charter requires the City to contribute to the retirement system, the City shall continue to pick up the entire employee's share of retirement contributions to the San Francisco Employee Retirement System (SFERS).

Pre-Retirement Planning Seminar: The City will offer to bargaining unit members on a semi-annual basis.

- **Overtime Compensation** – One and one half (1-1/2) times the base hourly rate.
- **Non-Suppression Personnel** – eligible for compensatory time off (CTO) only
- **Floating Holidays**
- **Non-suppression personnel** – Three (3) per fiscal year
- **Holiday Pay**  
**Non-Suppression Personnel** required to work on fixed holidays shall be compensated at the rate of time and one half of the regular rate of pay for any hours actually worked on a holiday (subject to approval by Chief of Department)  
**Fire Suppression Personnel** –24-hr fire suppression personnel shall be paid a six percent (6%) holiday premium per pay period, excluding overtime compensation and premium.
- **Training and Education Achievement Pay** – additional 3% of base wage if members possess one or more of the following
  - AA or AS Degree in Fire Science or related field;
  - BA or BS Degree in related field
  - - 10 years of service in the Fire Department and completion of annual training requirements.
- **Eff. 7/1/2000** – additional 3% (total 6%)
- **Administrative Assignment Pay** – \$225 bi-weekly when assigned by the Chief of the Department from the field to a 40-hour work week to perform administrative assignments.

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**





City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SAN FRANCISCO FIRE FIGHTERS UNION, LOCAL 798 (Unit 2)**

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|--|---|
| <p style="text-align: center;"><b>Health/Welfare</b></p> <p>The City shall continue to provide contributions for employee health benefits as may be available through HSS for members at the rate of \$197.00/month or at the rate set as prescribed in Charter Section 8.423 through 8.428.<br/>Full pickup for medically single employees (employees with no dependents enrolled in the Health Service System)</p> <p><u>Dependent Health Care</u> - City pick up will be 75% of dependent rate charged to employees for Kaiser coverage at the dependent plus two or more level (\$261.24 per month for Fiscal Year 2000-2001).</p> <p style="text-align: center;"><b>Dental</b></p> <p><u>Dental</u> – The City shall continue to provide dental benefits at the existing level.</p> <p style="text-align: center;"><b>Wellness Program</b></p> <p>The City shall establish a Wellness Program within the SFFD as follows:</p> <ul style="list-style-type: none"> <li>- Bargaining unit members must establish and maintain a core bank of sick leave hours in order to qualify for the Wellness Program. The core bank shall be a minimum of 360 hours.</li> <li>- When a bargaining unit member has established his/her core bank of sick leave hours, he/she shall be entitled to an annual conversion of sick leave hours for payment in cash at the end of each fiscal year under the following conditions:           <ul style="list-style-type: none"> <li><u>Suppression members</u> – ① if a member utilizes two (2) shifts (48 hours) or less of sick leave in a fiscal year, he/she shall be entitled to cash out sixty (60) hours accrued during that same fiscal year.</li> <li>② if a member utilizes more than two (2) shifts (48 hours) of sick leave in a fiscal year, he/she is not eligible for any annual cash out payments at the end of the fiscal year.</li> </ul> </li> <li><u>Non-suppression members</u> - ① if a member utilizes thirty (30) hours or less of sick leave in a fiscal year, he/she is entitled to cash out (50) hours accrued during that</li> </ul> | <ul style="list-style-type: none"> <li>• <u>Pyramiding (Stacking) of Premiums</u> – no pyramiding or stacking of premium payments.</li> <li>• <u>Family Care and Maternity/Paternity Leave</u> – Members who have one or more years of service in the SFFD shall be granted up to one year of unpaid leave</li> <li>• <u>Hepatitis B Vaccine</u> – Provided at City’s cost for members whose health plans do not provide this benefit.</li> <li>• <u>Annual Tuberculosis Screening</u> – Provided at City’s cost</li> <li>• <u>Uniforms</u> – The City shall furnish and maintain at no cost to the employee all uniforms, protective clothing and safety equipment required in the performance of their duties.<br/>The City shall furnish all bargaining unit members assigned to ambulance duty and all bargaining unit members in EMS with turnouts, and protective eye wear (splash shield). The City shall also make available ballistic vests to the members described in this section.           <ul style="list-style-type: none"> <li>- All protective clothing and equipment shall meet the CAL-OSHA safety standards.</li> <li>- If an employee’s uniform or safety equipment is in need of replacement, the City shall replace that item by the beginning of the member’s next scheduled duty shift, unless a custom size is on special order. Members shall maintain their uniforms in serviceable condition.</li> </ul>           City shall provide and maintain each truck company with two portable department radios and each member of a rescue squad with one such radio while on duty.         </li> <li>• <u>Paramedic Certification</u> - The City shall pay for all applicable Relicensure or any other fees required to maintain a State of CA Paramedic license for</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

2000-2001 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

SAN FRANCISCO FIRE FIGHTERS UNION, LOCAL 798 (Unit 2)

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|---|--|
| <p>same fiscal year.<br/>           ② if a member utilizes more than thirty (30) hours of sick leave in a fiscal year, he/she is not eligible for any annual cash out payment at the end of the fiscal year.</p> <p>- Payment of the cash for conversion of sick leave shall take place on an annual basis in July for sick leave converted at the end of the previous fiscal year.</p> <p>- Payments shall not be considered as part of an employee’s salary for purposes of computing retirement benefits or contributions.</p> <p style="text-align: center;"><b>Safety And Health</b></p> <p><u>Voluntary prostate cancer screening</u> – male bargaining unit members over the age of 40 through Department’s Health Check Program.</p> <p><u>Voluntary breast cancer screening</u> – female bargaining unit members over the age of 40.</p> | <p>employees in the rank of H-43 EMS Section Chief.</p> <ul style="list-style-type: none"> <li>• <b><u>Tuition Reimbursement Program</u></b> - The City will allocate \$2000 per fiscal year; up to \$250 per person per year. Unused funds may be carried over to the next fiscal year.</li> </ul> <p><u>Special Pay Premiums</u></p> <ul style="list-style-type: none"> <li>• <b><u>Acting Assignment Pay (Working out of Classification)</u></b> – after the 10<sup>th</sup> consecutive working day; administered in accordance with DHR policies and procedures.</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**GLAZIERS, LOCAL 718**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION<br>Continued Provisions   |
|--|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.<br/>FY 00-01<br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>8% old plan SFERS full rate members<br/>7.5% new plan SFERS full rate members<br/>7.0% misc. PERS members</p> <p><b>Health/Welfare</b><br/>Dependent Health Care: \$225 per month<br/>Single employee full premium pick-up.</p> <p><b>Dental</b><br/>Eligible for City's dental program.</p> | <ul style="list-style-type: none"> <li>• <b>Employee Assistance Program</b> for FY 1997-2001 - funded by the City</li> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - Apprenticable classes: 7326: "new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification."</li> <li>• <b>Subsistence Pay in accordance</b> with Administrative Code Section 10.32;</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager;</li> <li>• <b>High pay</b> - \$0.75/hr-2 floors above ground;</li> <li>• <b>Lead mechanic</b> - \$5.00/day;</li> <li>• <b>Mileage</b> in accordance with Administrative Code Section 10.34;</li> <li>• <b>Night shift premium</b> - \$1.15/hr;</li> <li>• <b>SDI coverage</b> cost coverage at employee expense;</li> <li>• <b>Medical exam</b> at City expense when exposed to conditions hazardous to health.</li> <li>• <b>Protective overalls</b> - 4 pair / yr; <b>Protective rubber gloves</b> - City agrees to provide; <b>Safety equipment</b>, eye protection and hard hats - City will provide goggles, safety glasses, face shields and hard hats;</li> <li>• <b>Foul weather gear</b> - hat, coat, pants and boots;</li> <li>• <b>Tool insurance</b> - first \$10.00 loss at employee expense;</li> <li>• <b>Federal minimum wage</b> - condition of receipt of Federal funds.</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - after 21<sup>st</sup> consecutive work day of such assignment, 5%;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> <li>• <b>Appointment Above Entrance Rate</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**IATSE, LOCAL 16**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|--|---|
| <p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p style="text-align: center;"><b>Retirement</b></p> <p>8% old plan SFERS full rate members<br/>7.5% new plan SFERS full rate members<br/>7.0% misc. PERS members</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care: \$225 per month<br/>Single employee full premium pick-up.</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program.</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Night Duty</b> - 6.25% of base wage rate;</li> <li>• <b>Standby</b> - Federal Minimum wage/hr. for period of standby service;</li> <li>• <b>Call back</b> - paid at applicable rate for actual hours worked;</li> <li>• <b>SDI coverage</b> cost at employee expense;</li> <li>• <b>Federally funded position</b> - Federal minimum wage (condition of receipt of Federal funds.)</li> <li>• <b>Paid Training status;</b></li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting assignment pay</b> - after 21<sup>st</sup> consecutive work day of assignment, 5%;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> <li>• <b>Appointment above entrance rate.</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS IFPTE, LOCAL 21**

TERM OF AGREEMENT: 7/1/98 - 6/30/2001

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|---|--|
| <p><b>Wage Increases</b><br/>           All base wage increases shall be rounded to the nearest salary schedule<br/> <u>FY 00-01</u><br/>           2% - 7/1/00, 1.5% - 1/6/01</p> <p>Other Wage Adjustments:<br/>           9395 Assistant Rental Manager, Port<br/>           6.25% effective 7/1/99</p> <p>In addition to general wage increase<br/>           Estate Investigators<br/>           3% - 7/1/99, 3% - 6/30/ 2000 (Classes 4230, 4231)</p> <p>Engineering Assistants<br/>           Salaries of Engineering Assistant I classes (5342,5350,5360) shall be adjusted to Engineering Assistant II rates<br/> <u>Physician Assistant</u><br/>           Class 2218 Physician Assistant receive same salary as Class 2328 Nurse Practitioner<br/> <u>Rehabilitation Professional</u><br/>           Additional salary step established for Classes 2538, 2540, 2542, 2548, 2550, 2555, 2556, 2558 who have been at top step at least five years</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3);</b></li> <li>• <b>Mileage</b> - in accordance with IRS allowance;</li> <li>• <b>Parking for City business</b> - reimbursement of fees;</li> <li>• <b>Auto allowance</b> - \$40/month (classes 4220, 4222, 4224, 4225, 6270, &amp; 6272)</li> <li>• <b>Deep Class – Class 1241 Personnel Analyst:</b> effective 7/1/98, a 9-step salary plan for class 1241. Progression between salary steps is detailed in MOU.</li> <li>• <b>Tuition Reimbursement:</b> \$50,000 per year; max. \$500 per employee per year; unexpended funds to be carried over;</li> <li>• <b>Auto allowance:</b> \$40/month plus (+) mileage allowance in accordance with Administrative Code section 10.34 (classes 2542, 2548, 2550, 2555, 2556, 2558);</li> <li>• <b>Personal vehicle use:</b> (when City car not provided) \$40/month auto allowance plus (+) mileage allowance in accordance with Administrative Code section 10.34 (class 6318);</li> <li>• <b>Statistician Study:</b> Cooperative wage study for classes 1804 and 1806 no later than 9/30/98;</li> <li>• <b>Project Managers</b> Classes 5502, 5504, 5506, and 5508 - a permanent employee assigned by the A.O. as a P.M. as described by class specification will receive the rate of pay of the appropriate project manager class for duration of assignment.</li> <li>• <b>Provisional Employees:</b> shall be treated as permanent employees re health and welfare (after 1040 hours), compensation and salary steps, seniority, retirement (after 1040 hours in any 12 month period) and leave benefits, including but not limited to sick leave, vacation and personal leave.</li> <li>• <b>Seniority increments:</b> provisional employees shall be advanced to step s/he would have achieved had s/he been permanent from first day of employment in class;</li> <li>• <b>Personal vehicle use</b> (when City car not provided) reimbursement of auto allowance &amp; mileage in accordance with Administrative Code section 10.34 (classes 6230, 6231, 6232, &amp; 6272); \$100/month and \$0.08/mile allowance (4260, 4261, 4265, &amp; 4267)</li> <li>• <b>Standby Pay:</b> 25% of base pay without pager; 10% of base pay with pager;</li> <li>• <b>Night Duty:</b> 8% premium per hour for actual hours worked between 5:00 p.m. and 7:00 a.m.;</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS IFPTE, LOCAL 21**

TERM OF AGREEMENT: 7/1/98 - 6/30/2001

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p><u>Fire Safety Inspector</u><br/>Class 6281 Fire Safety Inspector II parity with H-4 Inspectors on salary, overtime, holidays and educational incentives</p> <p><u>Fire Protection Engineers</u><br/>Class 5215 shall receive Comp. Time (CTO) equal to rate authorized for H-4 class.</p> <p><u>Per Diem Rehabilitation Professional</u><br/>In lieu of benefits, Per-Diem Rehabilitation professionals shall be paid at step 5 of salary grade</p> <p><u>Mental Health Treatment Specialist</u><br/>Class 2551 placed at <b>7%</b> above Class 2555</p> <p><u>Physical Therapy Assistant</u></p> <p><b>Retirement</b><br/>Full employer pick-up of employee's share of retirement contributions;<br/>7.5% of pension covered gross salary for new plan SFERS full rate members;<br/>8% of pension covered gross salary for old plan SFERS full rate members.</p> <p><b>Health/Welfare</b><br/>Dependent Health Care: City pick up will be 75% of dependent rate charged to employees for kaiser coverage at the dependent plus two or more level (\$261.24 per month for Fiscal Year 2000-2001).<br/>Single employee full premium pickup.</p> | <ul style="list-style-type: none"> <li>• <b>Shift Differential Premium</b> limited to employees in classes 1002-1005, 1011-1014, 1731-1741, 1860, 7336, 7366 who worked during May of 1998 and received shift differential pay will receive \$2.25, \$2.90 per hour or percentage rate (8%) if greater (Article III.33. b)</li> <li>• <b>SDI coverage</b> cost at employee expense;</li> <li>• <b>Out of area audits</b> (Personal Property Auditors) - while performing audits outside (9) Bay area counties - \$20/day for misc. expenses in addition to any other authorized reimbursements;</li> <li>• <b>Compensatory Time Off:</b> Employees shall request CTO within 3-6 months after accruing 160 hours (no cash outs);</li> <li>• <b>Worker's Compensation</b> (Shadow Sick Leave Account) supplement disability indemnity payment with accumulated unused sick leave, CTO or vacation</li> <li>• <b>Meal Allowance</b> - (Personal Property Auditors) \$50/day when required to travel to &amp; stay overnight in large metropolitan areas (e.g. New York, Boston, Chicago, etc.);</li> <li>• <b>Parental Release Time:</b> 2 hours of paid leave each semester; up to 40 hours of parental leave per year shall not exceed eight (8) hours in any calendar month of the year;</li> <li>• <b>Lead Person Pay:</b> \$5.00 per day premium (at least 2 other people assigned to job);</li> <li>• <b>Supervisory Differential for 2924 Medical Social Work Sup:</b> 5% supervisory differential when 2924 is in charge of subordinates whose compensation is less than 5% below that of class 2924;</li> <li>• <b>State Water Resources Control Board</b> - Certificate of competency - 4% of base wage rate (5220, 5222, 6106). \$25/pay period in addition to base wage when required by City to possess certificate (2478);</li> <li>• <b>Licensed Civil/Structural Engineers</b> - Premium of 2 steps in addition to base wage rate when assigned structural engineering work - for licensed Civil Engineer's in civil engineering classifications who possess and maintain a State of Calif. Structural Engineer's license;</li> <li>• <b>Call back</b> - minimum 4 hours;</li> <li>• <b>Bilingual Premium</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly but less than 40 hours bi-weekly;</li> <li>• <b>Certificates, Licenses, or Registrations</b> - <u>Renewal</u> fee at City's expense when required as a condition of employment;</li> <li>• <b>Paid Training Status</b> - attending educational programs required to maintain job-related state license;</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS IFPTE, LOCAL 21**

TERM OF AGREEMENT: 7/1/98 - 6/30/2001

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|---|---|
| <p><b>Dental</b><br/>Eligible for City's dental program</p> <p><b>Long Term Disability</b><br/>Provides employees with 6 months continuous service, after a 180 day elimination period, 60% of salary</p> <p><b>Sick Leave</b><br/>Employees shall be entitled to accumulate all unused sick leave.</p> | <ul style="list-style-type: none"> <li>• <b>Protective Clothing</b> - deemed appropriate by appointing officer when required to be in contact with raw sewage, toxic or hazardous chemicals or substances;</li> <li>• <b>Safety toe clips</b> - when assigned or detailed to construction sites (engineering, architectural, safety &amp; other)</li> <li>• <b>County Surveyor Premium:</b> 5% premium when assigned in writing by Director of Public Works;</li> <li>• <b>MACE training &amp; equipment</b> - (Housing Inspector Series) no cost to employee, training, initial supply of MACE, replacement MACE (as needed) &amp; suitable holder;</li> <li>• <b>Travel Pay</b> - \$5.00/day to Airport, Millbrae, Sharp Park or Sunol</li> <li>• <b>Uniform Allowance</b> - \$175/yr. - uniforms; \$100/yr - lab coats/smocks paid no later than 12/1 of each year (must be employed on 9/1 of each year of contract); excludes as-needed employees; construction-related classifications; Computer Operators - smocks at City's expense for employees in Units 8Z and 11O who currently receive them. City's total cost per FY covered by agreement not to exceed \$1,000.</li> <li>• <b>Fingerprinting</b>-cost at City's expense when required.</li> <li>• <b>Cellular Phone usage - Home Health Rehab Professionals:</b> City to provide minimum of 10 cellular phones;</li> <li>• <b>Sick Leave Removal</b> of unused sick leave cap (1040 hours)</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - limited to the closest salary step of the higher class which is no more than 5% above the employee's base salary; assigned longer than 10 consecutive working days or 80 hours, whichever is greater; <b>Acting Assignment Pay for Water Quality Chemists:</b> Water Quality Chemists must work for at least 20 consecutive days as Senior Chemists to receive acting assignment pay;</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Supervisory Differential Adjustment</b> - 5%; Eliminate supervisory differential for supervision of employee in same class unless classification has no promotive, supervisory class.</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**IRONWORKERS, LOCAL 377**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION<br>Continued Provisions   |
|---|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.<br/>.FY 00-01<br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>8% of pension covered gross salary for old plan SFERS full rate members<br/>7.5% of pension covered gross salary for new plan SFERS full rate members<br/>7.0% of pension covered gross salary for misc. PERS member</p> <p><b>Health/Welfare</b><br/>Dependent Health Care: \$225 per month<br/>Single employee full premium pick-up.</p> <p><b>Dental</b><br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Container Crane Premium for 9346 Fusion Welder</b> 15% above base hourly rate for actual hours worked on cranes at the crane site (Port employees)</li> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - Apprenticable classes: 7395 and 9346: "new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification."</li> <li>• <b>Call back</b> - minimum 4 hours</li> <li>• <b>Standby</b> - Federal minimum wage per hour</li> <li>• <b>Lead person pay</b> - \$5.00/day;</li> <li>• <b>SDI</b> coverage cost at employee expense;</li> <li>• <b>Federal minimum wage</b> (condition of receipt of Federal funds);</li> <li>• <b>Work Clothing</b> - gloves, safety glasses, overalls, leather aprons &amp; foul weather gear;</li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - after 21<sup>st</sup> consecutive work day of such assignment, 5%;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> <li>• <b>Appointment Above Entrance Rate;</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**





City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**LABORERS INTERNATIONAL UNION LOCAL 261**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|---|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>8% of pension covered gross salary for old plan SFERS full rate members<br/>7.5% of pension covered gross salary for new plan SFERS full rate members<br/>7.0% of pension covered gross salary for misc. PERS members</p> <p><b>Health/Welfare</b><br/>Dependent Health Care: \$225 per month<br/>Single employee full premium pick-up.</p> <p><b>Dental</b><br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Employee Assistance Program for FY 1997-2001</b> funded by the City</li> <li>• <b>Class 7501 Environmental Service Worker</b> - provide the mechanism by which employees can advance and progress through the salary steps of the class based on the level of participation in the trainee program. <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Travel Pay</b> - \$2.30/day to Airport, Sharp Park; \$2/day to Millbrae; \$7/day to Sunol;</li> <li>• <b>Night Shift Differential</b> - 6.25% of base wage rate (full time employees);</li> <li>• <b>In charge assignment pay</b> - \$7.00/day for classes 7514 &amp; 3417 when assigned to act as "Crew Chief" on work fare or similar program;</li> <li>• <b>Protective clothing</b> - clothing &amp; laundry paid by City for employees working in covered channels below water line, or in grit tanks;</li> <li>• <b>Work Clothing</b> - coveralls, foul weather gear, hat, coat, pants &amp; rubber overshoes; replacement cost at expense of employee dependent on age of item lost/unusable;</li> <li>• <b>Pest Control Advisor License</b> - reimbursement of cost of membership in CA Agriculture Production Consultants Assoc. and cost of acquiring and maintaining Pest Control</li> <li>• <b>Container cranes</b> - 15% of base wage rate for actual hours worked on cranes (Port employees);</li> <li>• <b>Standby pay</b> - 10% of base wage rate with pager;</li> <li>• <b>Federal minimum wage</b> (condition of receipt of Federal funds);</li> <li>• <b>SDI coverage</b> cost at employee expense;</li> <li>• <b>Power tool/Pot worker premium</b> - \$0.45/hr;</li> <li>• <b>Camp Mather</b> - extended tour of duty \$1.50/day;</li> <li>• <b>Insecticide Spray License Certificate</b> - renewal fee reimbursement only;</li> <li>• <b>Extended Tour of Duty</b> - 50% of base wage rate for actual hours worked after 9<sup>th</sup> hour;</li> <li>• <b>Advisor License</b> when required by department;</li> <li>• <b>No Pyramiding of benefits.</b></li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Appointment Above Entrance Rate;</b></li> <li>• <b>Acting Assignment Pay</b> - after 21<sup>st</sup> consecutive work day of assignment 5%;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**MUNICIPAL ATTORNEYS ASSOCIATION**

TERM OF AGREEMENT: 7/1/98 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|---|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade</p> <p>FY 00-01<br/>1.75% - 7/1/00, 1.75% - 1/6/01</p> <p><b>Retirement</b><br/>7.5% of pension covered gross salary for new plan SFERS full rate members;<br/>8% of pension covered gross salary for old plan SFERS full rate members;<br/>7.5% of pension covered gross salary for PERS members;</p> <p><b>Health/Welfare</b><br/>Dependant Health Care - \$225 per month or \$210 per month cash option<br/>Dental<br/>Eligible for City's dental program<br/>Life Insurance - City provides \$125,000 per member or through City's 125 Cafeteria Plan</p> | <ul style="list-style-type: none"> <li>• <b>Floating holidays (5);</b></li> <li>• <b>MUNI pass</b> - department heads will furnish passes for distribution as needed for work during normal hours;</li> <li>• <b>Mileage</b> - in accordance with Administrative Code Section 10.34;</li> <li>• <b>Paid Training Status;</b></li> <li>• <b>SDI coverage:</b> cost at employee expense;</li> <li>• <b>Severance Pay:</b> 1 week's pay for each complete year of City service in an attorney class in excess of 5 years of service, with a min. of 2 weeks' pay in exchange for a release of any and all contractual claims;</li> <li>• <b>Sick Leave:</b> during first 6 months of employment, new employees will be advanced 40 hours of paid sick leave. Paid sick leave used by employee during this period will be deducted from accrued sick leave. If employee leaves employment during first six months, difference in sick leave hours used but not yet accrued shall be deducted from employee's final paycheck.</li> <li>• <b>Worker's Compensation:</b> (Shadow Sick Leave Account) disability indemnity payment may be supplemented with unused sick leave with pay credit balance, administrative time off, or vacation to equal normal salary.</li> <li>• <b>Tuition Reimbursement:</b> \$50,000 per year; if balance remains at end of FY rollover to next FY; \$500 per attorney per year, until funds are depleted;</li> <li>• <b>Sabbatical leave:</b> may request unpaid sabbatical leave after seven years of employment (at discretion of appointing officer).</li> <li>• <b>Administrative Leave:</b> Up to five days of administrative leave may be carried over to succeeding year.</li> <li>• <b>Bar Dues:</b> full amount of annual mandatory dues reimbursed for calendar year. If amount of Bar dues is less than amount it was in 1997, a fund will be created for each employee containing the difference between the amount of the mandatory dues and the 1997 dues. Each member may utilize this balance for legal education or purchase of legal materials to aid in practice of law;</li> <li>• <b>Fingerprinting</b> - City bears full cost when required;</li> <li>• <b>Administrative Leave</b> - 5 days annually</li> <li>• <b>Severance Pay</b> - When removing/ releasing a represented attorney from employment, the appointing officer will endeavor to inform the attorney at least (30) calendar days before final day of work. Where appointing officer fails/declines to inform attorney a full (30) days in advance, the attorney shall receive pay in lieu of the number of days less than 30 upon which he/she was informed;</li> <li>• <b>Health &amp; Safety:</b> City shall provide Hepatitis B vaccine immunization and tuberculosis screening for attorneys whose health benefits do not provide the benefit (subject to HSB approval).</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

2000-2001 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

MUNICIPAL ATTORNEYS ASSOCIATION

TERM OF AGREEMENT: 7/1/98 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|---|--|
| <p><b>Inequity Adjustment</b></p> <p>Classes 8176 and 8178 eligible beginning 12/26/98 (Article III, A.67)</p> <p>Classes 8180, 8182: attorneys with 5 consecutive years of service at 5<sup>th</sup> step shall receive 2% increase (effective 7/1/99)</p> | <ul style="list-style-type: none"> <li>• <b>Reimbursement for public transportation:</b> for City business (including without limitation MUNI or BART);</li> <li>• <b>Reimbursement for meal served at meeting:</b> (related to City business) when required by department head to attend;</li> <li>• <b>Reimbursement for overnight travel:</b> when required by department head to travel overnight on City business</li> <li>• <b>Reimbursement</b> within 60 days of employee’s submission of documentation;</li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Appointment Above Entrance Rate</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**MUNICIPAL EXECUTIVES ASSOCIATION**

TERM OF AGREEMENT: 7/1/98 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|--|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/><b>3% - 9/30/00</b></p> <p><b>Internal Adjustments</b><br/><u>Internal Adjustment Procedure</u><br/>\$325,000 allocated over life of contract (Article III.E.2)<br/><u>Airport Internal Adjustments</u><br/>Upon completion of class/comp SFIA study, Human Resources Director authorized to make adjustments not to exceed 1% of SFIA permanent salary budget for 1998-99 (Article III.E.2.e.);<br/><u>Implementation of IS Study</u><br/>The “control point” will be the maximum salary level for initial appointment to classes in this plan. (Article III.E.2.)</p> <p><b>Retirement</b><br/>Full rate on pension covered gross salary for all full-time SFERS members;<br/>Full rate on pension covered gross salary for PERS members;<br/>PERS Public Safety members 8% / 7.5% (pre-1978/post 1978 hires);</p> | <ul style="list-style-type: none"> <li>• <b>Floating holidays (5);</b></li> <li>• <b>Night duty:</b> 6.25% of base wage rate;</li> <li>• <b>Pay for Performance:</b> Annual performance incentive up to 3%; aggregate cap of 1.5% of MEA payroll (Article III.B.);</li> <li>• <b>Severance pay:</b> exempt employee may receive up to 30 days pay if 30 days notice not given; exempt employees with more than 10 years service receive one months pay in exchange for release of claims upon involuntary separation;</li> <li>• <b>Compensatory Time Off (“CTO”)</b> –Existing CTO balances on 6/30/98 can be carried forward for use during term of agreement. Unused CTO balances will be forfeited upon expiration of this agreement. MSA unit employees on 7/1/97 may use CTO balances accrued as of 7/1/97 until 6/30/01; unused CTO shall be forfeited on 6/30/01. (Article III.J.1.);</li> <li>• <b>Non-permanent Employees:</b> eligible for step increases (Article II.F.2.);</li> <li>• <b>Administrative leave - (M Unit employees)</b> – <u>may</u> earn 80 hours/year; up to 80 hours of unused AL may be carried forward; max. balance of 120 hours AL; AL cannot be “cashed out”;</li> <li>• <b>Executive leave:</b> (EM Unit employees) (cannot be “cashed out”) up to 5 days of unused of exec. leave may be carried over</li> <li>• <b>Standby:</b> 25% of base wage rate without pager; 10% of base wage rate with pager;</li> <li>• <b>Call back:</b> minimum 4 hours;</li> <li>• <b>SDI coverage :</b> cost at employee expense;</li> <li>• <b>Management Training:</b> \$66,667/year; funds not expended at end of FY shall be rolled over into next FY;</li> <li>• <b>Paid Training Status;</b></li> <li>• <b>Call Back:</b> MSA unit employees in dept. where appointing officer is elected official are ineligible for call back pay.</li> <li>• <b>Premium:</b> of 4% or 6% depending on POST certificate held. (Article IV.D.);</li> <li>• <b>Acting Assignment Pay:</b> MSA unit employees in dept. where appointing officer is elected official are ineligible for acting assignment pay;</li> <li>• <b>Professional Reimbursement:</b> at City’s expense for required professional licenses and certificates;</li> <li>• <b>Safety Equipment:</b> City will provide \$100/year ammunition at City’s expense when required to carry firearms; \$500/year misc. safety equipment at City’s expense.</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay:</b> after 31 consecutive working days - 5%;</li> <li>• <b>Appointment Above Entrance Rate;</b></li> <li>• <b>Supervisory Differential Adjustment:</b> 5%.</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**MUNICIPAL EXECUTIVES ASSOCIATION**

TERM OF AGREEMENT: 7/1/98 - 6/30/01

**ECONOMIC BENEFIT PROVISIONS**

**Life insurance**

Effective 10/1/98, City shall purchase \$50,000 life insurance policy for each represented employee

**Health / Welfare**

Management Compensation Package

City pick up will be 75% of dependent rate charged to employees for Kaiser coverage at the dependent plus two or more level; (\$261.24 per month for Fiscal Year 2000-2001)

**Dental**

Eligible for city's dental program

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**OPERATING ENGINEERS, LOCAL 3**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 00-01</u></p> <p style="text-align: center;">2% - 7/1/00, 1.5% - 1/6/01</p> <p style="text-align: center;"><b>Retirement</b></p> <p style="text-align: center;">8%/7.5% (pre-1978/post-1978 hires)</p> <p style="text-align: center;">7.0% of pension covered gross salary for <u>misc.</u> PERS member</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p style="text-align: center;">Dependent Health Care - \$225 per month</p> <p style="text-align: center;">Single employee full premium pickup</p> <p style="text-align: center;"><b>Dental</b></p> <p style="text-align: center;">Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - Apprenticable classes: 7328, 7370 &amp; 7424: “new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification.”</li> <li>• <b>Standby</b> - 25% of base wage rate without pager or 10% of base wage rate with pager - 4 hour minimum;</li> <li>• <b>Lead Person Pay</b> - \$5.00/day (7328);</li> <li>• <b>Travel Allowance</b> - in accordance with Administrative Code Section 10.34;</li> <li>• <b>Night duty</b> - 10% of base wage rate (work at least 1 hr);</li> <li>• <b>Call back</b> - shall receive overtime, if otherwise applicable, and a night duty premium of 10% above base wage rate;</li> <li>• <b>SDI</b> coverage cost at employee expense;</li> <li>• <b>Protective Clothing</b> - overalls, foul weather gear, hazardous materials protection gear; 9331 also includes protective leather gloves, goggles, safety glasses, hard hats, ear plugs, &amp; work vests;</li> </ul> <p style="text-align: center;"><u><b>Special Premium Pay</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base after 21<sup>st</sup> consecutive work day of assignment;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**PAINTERS, LOCAL 4**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>8% of pension covered gross salary for old plan SFERS full rate member<br/>7.5% of pension covered gross salary for new plan SFERS full rate member<br/>7.0% of pension covered gross salary for <u>misc.</u> PERS member</p> <p><b>Health/Welfare</b><br/>Dependent Health Care - \$225 / month<br/>Single employee full premium pickup</p> <p><b>Dental</b><br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - Apprenticable classes: 7346: “new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification.”</li> <li>• <b>Mileage</b> - in accordance with Administrative Code Section 10.34;</li> <li>• <b>Subsistence pay</b> - in accordance with Administrative Code Section 10.32;</li> <li>• <b>Taper premium</b> - \$0.50 / hr (7346);</li> <li>• <b>Sandblasting premium</b> - \$0.50 / hr (7346);</li> <li>• <b>Lead pay</b> - \$5.00/day (7346);</li> <li>• <b>Thermo-plastic applicator</b> - \$0.50 / hr;</li> <li>• <b>Travel expense</b> - \$2.30/day (Airport, Sharp Park); \$2.00 /day (Millbrae); \$7.00/day (Sunol);</li> <li>• <b>SDI</b> coverage cost at employee expense;</li> <li>• <b>Federal minimum wage</b> - conditional on receipt of Fed. funds;</li> <li>• <b>Shirts/Overalls</b> - 4 pairs each/yr or \$130/yr clothing allowance, reimbursement upon presented receipts, (all eligible employees in a department must be under same option), with both SFGH &amp; LHH shall be considered a department. \$130 annual clothing allowance option, an additional \$3.00/day clothing maintenance allowance when in contact with raw sewage more than 6 hrs/day;</li> </ul> <p style="text-align: center;"><b><u>Special Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Appointment Above Entrance Rate;</b></li> <li>• <b>Acting Assignment Pay</b> - 5% above base after 21<sup>st</sup> consecutive work day of assignment;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%.</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**PILEDRIERS LOCAL 34**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.<br/> <u>FY 00-01</u><br/>           2% - 7/1/00, 1.5% - 1/6/01</p> <p style="text-align: center;"><b>Retirement</b></p> <p>8%/7.5% (pre-1978/post-1978 hires)<br/>           7.0% of pension covered gross salary for <u>misc.</u> PERS member</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225 per month<br/>           Single employee full premium pickup</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - Apprenticable classes: 9330: "new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification."</li> <li>• <b>Work clothing</b> - 4 pairs/yr carpenter pouch style &amp; 5 long sleeve shirts/yr. by 9/30 each year;</li> <li>• <b>Call back</b> - minimum 4 hours;</li> <li>• <b>Underwater diving pay</b> - \$10.00/hour;</li> <li>• <b>SDI coverage</b> cost at employee expense;</li> <li>• <b>Federally funded position</b> - Federal minimum wage (condition on receipt of Fed. funds);</li> <li>• <b>Change Shack</b> - with locking provisions &amp; heating facilities;</li> <li>• <b>Foul weather gear</b> - hat, coat, pants &amp; boots;</li> <li>• <b>Protective leather gloves, goggles, hard hats, earplugs &amp; work vests;</b></li> <li>• <b>Tool insurance</b> - first \$10.00 loss at employee expense;</li> <li>• <b>Medical exam</b> - at City expense when exposed to hazardous conditions to health;</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - 5% above base after 21<sup>st</sup> consecutive work day of assignment;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> <li>• <b>Appointment Above Entrance Rate.</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**





City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**PLASTERERS' AND SHOPHANDS' LOCAL 66**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|--|---|
| <p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p style="text-align: center;"><b>Retirement</b></p> <p>8%/7.5% (pre-1978/post-1978 hires)<br/>7.0% of pension covered gross salary for <u>misc.</u> PERS member</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225 per month<br/>Single employee full premium pickup</p> <p style="text-align: center;">Dental</p> <p>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - Apprenticable classes: 7361: "new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification."</li> <li>• <b>Protective clothing</b> - 4 pairs overalls, cost of overalls &amp; laundry paid by City, gloves, foul weather gear;</li> <li>• <b>Tool insurance</b> - first \$20.00 any loss at employee expense;</li> <li>• <b>Standby</b> - Federal Minimum wage/hr.;</li> <li>• <b>Call back</b> - paid at applicable rate for actual hours worked;</li> <li>• <b>Paid training status;</b></li> <li>• <b>Night Duty</b> - 5%/hour for actual hours worked;</li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base after 30 consecutive working days;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> <li>• <b>Appointment Above Entrance Rate</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

| <b>PLUMBERS LOCAL 38</b><br><b>TERM OF AGREEMENT: 7/1/97 - 6/30/01</b>  |  |
|---|--|
| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION<br>CONTINUED PROVISIONS  |
| <p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p style="text-align: center;"><b>Retirement</b></p> <p>8% old plan SFERS full rate member<br/>7.5% new plan SFERS full rate member</p> <p>7.0% <u>misc.</u> PERS member <b>Health/Welfare</b><br/>Dependent Health Care - \$225 per month<br/>Single employee full premium pickup</p> <p style="text-align: center;">Dental<br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - Apprentlicable classes: 7347, 7348 &amp; 7388: "new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification."</li> <li>• <b>Night duty</b> - 8% of base wage rate for hours worked (at least one hour);</li> <li>• <b>Bilingual pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;</li> <li>• <b>Extended tour of duty</b> - \$1.50/day, Camp Mather;</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager;</li> <li>• <b>Call back</b> - minimum 4 hours;</li> <li>• <b>Container cranes</b> - 15% of base wage rate (actual hours worked on cranes) Port employees;</li> <li>• <b>Lead mechanic</b> - \$5.00/day (7347, 7348, 7360, &amp; 7388);</li> <li>• <b>Height work</b> - \$0.75/hour of base wage rate for hours actually spent in Bos'n chair or boom;</li> <li>• <b>Underwater diving pay</b> - \$10.00/hour over base wage rate;</li> <li>• <b>Foul weather gear</b> - hat, coats, pants, &amp; boots; <b>Travel expense</b> - \$2.30/day at Airport, Sharp Park, \$2.00/day at Millbrae, \$7.00/day at Sunol;</li> <li>• <b>Automobile Allowance</b> - \$35/month for personal vehicle allowance (11 days minimum/month - Inspector classes);</li> <li>• <b>SDI coverage</b> cost at employee expense;</li> <li>• <b>Safety equipment</b> - City departments will provide;</li> <li>• <b>Protective overalls</b> - 4 pairs; cost &amp; laundry paid by City;</li> <li>• <b>Hours between shifts</b> - 15.5 hours off between end of shift and beginning of next shift (all hours worked within hours off designated shall be compensated at OT rate of time &amp; one half (1.5) - classes exempt from provision - 6236, 6242, 6244, 6246, 7204, 7316, &amp; 7317;</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - 5% above base wage after 21<sup>st</sup> consecutive work day of such assignment;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%;</li> <li>• <b>Appointment Above Entrance Rate.</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**POLICE OFFICERS ASSOCIATION, Local 911**

TERM OF AGREEMENT: 7/1/96 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p style="text-align: center;"><b>Wages Increases</b><br/><u>FY 2000 - 2001</u><br/>5.5% - 7/1/2000</p> <p style="text-align: center;"><b>Retirement</b></p> <p>Full employer pick-up of employee's share of retirement contributions<br/>Tier 1 members - 7% / Tier 2 members - 7.5%<br/>Harbor Police Officer - 7.5%</p> <p>Above not considered part of salary for computations<br/>7.5% of covered gross salary for new plan SFERS full rate member<br/>7.5% of covered gross salary for <u>safety</u> PERS members</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225 per month<br/>Single employee full premium pickup</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program</p> <p style="text-align: center;"><b>Wellness Program</b></p> <p>Effective July 1, 1997, the City established a Wellness Program within the SFPD. This is an attendance incentive program that allows for a police officer to cash out a portion of their accrued sick leave if s/he maintains a minimum core balance</p> <ul style="list-style-type: none"> <li>• Eligibility requires a minimum of three hundred (300) banked hours of sick leave.</li> <li>• Entitled to an annual conversion of sick leave hours for cash out payment             <ul style="list-style-type: none"> <li>• Utilizes thirty (30) hours or less sick leave in a FY, entitled to cash out fifty (50) hours accrued during same FY.</li> <li>• Utilizes more than thirty (30) hours of sick leave in a FY <u>not eligible</u> for any sick leave cash out.</li> </ul> </li> <li>• Payment of cash out on an annual basis on the pay period closest to June 1 of each FY of agreement</li> <li>• Payments shall not be considered as part of an employee's salary for the purpose of computing retirement benefits or retirement contributions</li> </ul> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3)</b></li> <li>• <b>Night duty</b> - 6.25% of base rate for actual hours worked</li> <li>• <b>Holiday pay</b> additional compensation at 1.5 times base rate or comp time at employee's option when required to work holidays (except floating holidays)</li> <li>• <b>Holidays</b> in lieu time off for work week other than Monday -Friday</li> <li>• <b>Bilingual Pay</b> - \$35 biweekly for Spanish or Chinese language designated position; proficiency in the other languages receipt of pay when required to use such skill.</li> <li>• <b>Canine Expense Reimbursement</b> - \$100 per month - non-receipted</li> <li>• <b>Canine Duty Premium</b> - \$75 biweekly</li> <li>• <b>Bomb Squad Premium</b> - \$150 biweekly</li> <li>• <b>Airport Canine/Bomb Detection Premium</b> - \$105 bi-weekly</li> <li>• <b>Canine Duty Premium</b> - \$75.00 bi-weekly</li> <li>• <b>Field Training Officer/Sergeant Premium</b> - \$250/\$225 biweekly</li> <li>• <b>Motorcycle &amp; Honda Unit Premium</b> - based on annual Charter Section A8.405 survey</li> <li>• <b>Overtime</b> for court and administrative hearings.</li> <li>• <b>Uniform and Clothing Reimbursement</b> provided by the City</li> <li>• <b>Training Reimbursement Program</b> - \$5,000 annually / \$500 max per employee per FY</li> <li>• <b>Overtime</b> - hours after 40 regular hours at employees option as paid or CTO.</li> <li>• <b>Acting Assignment Pay</b> - paid at the ranked being filled for time worked</li> <li>• <b>Hepatitis B Vaccine</b> - provided at City's expense for members whose health plan does not provide benefit.</li> <li>• <b>Annual Tuberculosis Screening</b> - provided at City's expense</li> <li>• <b>Non-Emergency Special Event Assignments</b> - EWW Overtime Fund utilized for this purpose</li> <li>• <b>Establishment of New Ranks</b> - reflect individual achievement or education of officers who have obtained at a minimum the following POST certifications Intermediate and Advanced.</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**PROBATION OFFICERS ASSOCIATION TEAMSTERS LOCAL 856**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p><b>Wage Increases</b><br/> FY 00-01<br/> 2.25% - 7/1/00</p> <p><b>Retirement</b><br/> 7.5% of covered gross salary for new plan SFERS full rate member<br/> 7.5% of covered gross salary for <u>safety</u> PERS members</p> <p><b>Health/Welfare</b><br/> Dependent Health Care - \$225 per month<br/> Single employee full premium pickup</p> <p><b>Dental</b><br/> Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• Effective 7/1/97 - <b>Reclassification</b> of class 8442 Sr. Probation Officer and class 8440 Probation Officer into a single, deep class, Deputy Probation Officer, consisting of 10 salary steps.</li> <li>• <b>Night Duty</b> - 8% of base wage rate;</li> <li>• <b>Interpreter/Translator Pay</b> - \$25/week assigned to a designated position for min. of 5 hrs weekly or \$50 biweekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;</li> <li>• <b>Travel Expenses</b> - in accordance with Administrative Code Section 10.32;</li> <li>• <b>Standby</b> - 25% of base wage rate without pager or 10% of base wage rate with pager;</li> <li>• <b>Call back</b> - minimum 4 hours;</li> <li>• <b>Paid Training status;</b></li> <li>• <b>Tuition Reimbursement</b> \$2,000/yr</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base after 21<sup>st</sup> consecutive work day of appointment;</li> <li>• <b>Appointment Above Entrance Rate;</b></li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**ROOFERS, LOCAL 40**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|---|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>8%/7.5% (pre-1978/post-1978 hires)<br/>7.0% of pension covered gross salary for <u>misc.</u> PERS member</p> <p><b>Health/Welfare</b><br/>Dependent Health Care - \$225 per month<br/>Single employee full premium pickup</p> <p><b>Dental</b><br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - Apprenticable classes: 9343: "new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification."</li> <li>• <b>Subsistence pay</b> in accordance with Administrative Code Section 10.32;</li> <li>• <b>Call back pay</b> - minimum 4 hours</li> <li>• <b>Lead pay</b> - \$5.00/day (9343);</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager;</li> <li>• <b>SDI</b> coverage cost at employee expense;</li> <li>• <b>Protective clothing</b> as deemed appropriate by appointing officer;</li> </ul> <p style="text-align: center;"><u><b>Special Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base after 21<sup>st</sup> consecutive work day of such assignment;</li> <li>• <b>Appointment Above Entrance Rate;</b></li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

2000-2001 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

SAN FRANCISCO INSTITUTIONAL POLICE OFFICERS ASSOCIATION

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 00-01</u></p> <p style="text-align: center;">2% - 7/1/00, 1.5% - 1/6/01</p> <p style="text-align: center;"><b>Retirement</b></p> <p style="text-align: center;">8%/7.5% (pre-1978/post-1978 hires)</p> <p style="text-align: center;">7% <u>safety</u> PERS members</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225 per month</p> <p>Single employee full premium pickup</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Bilingual pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;</li> <li>• <b>Night differential</b> - 8% of base wage rate for hours actually worked (at least one hour);</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager;</li> <li>• <b>Call back</b> - minimum 4 hours;</li> <li>• <b>Uniforms &amp; safety equipment</b> - complete uniform at time of appointment; provide replacement uniforms, issue all equipment, including ammunition &amp; replacement equipment (all equipment property department).</li> </ul> <p><b><u>Special Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base after 21<sup>st</sup> consecutive work day of assignment;</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SERVICE EMPLOYEES INTERNATIONAL UNION LOCALS 250, 535, & 790**

TERM OF AGREEMENT: 7/1/2000 – 6/30/2003

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION   |
|--|---|
| <p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 2000 – 2001</u><br/>3.0% 7/01/00, 2.5% 1/06/01</p> <p style="text-align: center;"><u>FY 01 – 02</u><br/>2.0% 7/1/01, 3.0% 1/05/02</p> <p style="text-align: center;"><u>FY 02-03</u><br/>3.5% 7/1/02</p> <p>In addition to general wage increase<br/>Diagnostic Medical Sonographer (2442)<br/>10% - 7/1/2000</p> <p>Mental Health Rehabilitation Worker (2303)<br/>7/1/2000</p> <p>Salary Grade Range adjusted to six (6) steps<br/>For specific step placement of employees refer to MOU provision<br/>7/1/2001</p> <p>Salary Grade Range adjusted to five (5) steps</p> <p style="text-align: center;"><b>Retirement</b></p> <p>8% old plan SFERS full rate member</p> <p>7.5% new plan SFERS full rate member<br/>8.0% safety PERS members</p> <p style="text-align: center;"><b>Charter Amendment Elections 2000</b></p> <p>City and Union jointly will sponsor a retirement benefit of “2% at age 60” on the November 2000 ballot</p> | <p style="text-align: center;"><b>New/Modified Provisions</b></p> <ul style="list-style-type: none"> <li>• <b>Floating Holiday</b> – effective Fiscal Year 2002-2003 one additional floating holiday (32 hours); Fiscal Years 2000-2001 and 2001-2002 (24 hours) granted in hourly increments, (pro-rated for eligible part-time employees)</li> <li>• <b>In-Lieu Holidays</b> – ability to carry forward in-lieu holidays earned one year into the next fiscal year (for employees on work schedules other than Monday through Friday)</li> <li>• <b>Appointment Above Entrance Rate</b> - ability to effect appointments above entrance rate for all appointment types</li> <li>• <b>Parking Control Officer Training Premium</b> - \$2.00/hr for training and evaluating employees in class 8214.</li> <li>• <b>Class 2450 Pharmacist (“Z”) / Overtime Pay or Compensatory Time</b> – eligible for overtime payment (previously had to accrue more than 240 hours compensatory time prior to payment on a quarterly basis)</li> <li>• <b>Airport Field Officer Training Premium</b> - \$1.40 per hour when assigned as a Field Training Officer by Appointing Officer (classes 9209, 9212, and 9202); 9212 assigned to training section receive above premium each hour designing, developing &amp; training employees in same series (interns/ trainees) and other employees</li> <li>• <b>Premium Pay / Emergency Response Protective Service Workers (classes 2940 &amp; 2944)</b> – 5% of base wage rate when assigned to emergency response positions in the Family &amp; Children’s Services Division/Dept. of Human Services.</li> <li>• <b>DPH-SFGH Standby Pay / Trauma Response Members (classes 2494, 2495 and 2310)</b>– 50% of base wage rate for standby service; 75% of base wage rate on a holiday for standby service.</li> <li>• <b>Lead Person Premium</b> - \$5/day when assignment authorized by appointing officer or designee (allows flexibility in making assignment)</li> <li>• <b>Night Duty Differential</b> – 10% of base wage rate for each hour worked between midnight (12:00a.m.) and 7:00 a.m. provided that employees’ regular shift includes at least five (5) hours between these indicated hours; 8% of base wage for each hour worked between 5:00pm and 7:00am if employee works at least one (1) hour of his/her shift between these hours.</li> <li>• <b>Holdover Pay</b> – Full-time employees who are held over to work after having worked their regularly scheduled shift shall be paid one and one-half (1-1/2) times their regular rate of pay for all time from the end of their regularly scheduled shift until they are relieved.</li> <li>• <b>Bilingual Pay</b> - \$60.00 per pay period when providing <b>more than</b> forty (40) hours per pay period of non-English services, including Braille and sign language as part of regular job assignment; \$40.00 per pay period <b>when routinely and consistently</b> providing <b>less than</b> forty (40) hours per pay period.</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SERVICE EMPLOYEES INTERNATIONAL UNION LOCALS 250, 535, & 790**

TERM OF AGREEMENT: 7/1/2000 – 6/30/2003

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION  |
|--|--|
| <p><b>Health/Welfare</b><br/>           Dependent Health Care – City pick up will be 75% of dependent rate charged to employees for Kaiser coverage at the dependent plus two or more level (\$261.24 per month for Fiscal Year 2000-2001<br/>           Single employee full premium pickup</p> <p><b>Dental</b><br/>           Eligible for City’s dental program</p> <p><b>Long Term Disability</b><br/>           (LTD) provides employees with 6 months continuous service after 180 day elimination period, 60% salary</p> <p><b>PROGRAMS / STUDIES</b><br/> <b>Internal Adjustments Program</b><br/>           None for Term of Agreement</p> <p><b>Pay Equity Program</b><br/>           \$1.1 Million fund of which \$200,000 to fund costs of study; completion date 7/1/2001 unless agree to extend; based on findings of study implementation of monies allocated for pay equity adjustments effective fiscal year 2002-2003</p> | <p><b>Return to Work</b> - Limits existing supplemental disability income credit program (phantom account) to approximate <u>net</u> pay rather than gross pay; The City will make a good faith effort to avoid assigning the employee to work on a different shift or different days off, and will appropriately train the employee for the new assignment.</p> <hr/> <p style="text-align: center;"><b>Continued Provisions</b></p> <ul style="list-style-type: none"> <li>• <b>Public Defender Investigators</b> - Training &amp; equipment - \$2,500/FY for training classes 8142/8143. Equipment provided as determined by department</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager;</li> <li>• <b>Severance Pay</b> – Refer to Layoff Section of MOU</li> <li>• <b>Establishment of a Joint Labor-Management Welfare Reform Committee;</b></li> <li>• <b>Security Guard Premium</b> - 8202 Security Guard assigned to evening shift of the Airport Bureau of SFPD, shall receive an additional 5% when performing the duties of a class 9209 Airport Police Service Aide. (not entitled to Acting Assignment Pay)</li> <li>• <b>Damaged or stolen property Reimbursement</b> - per Adm code sect. 10.25/1 - 10.25/9</li> <li>• <b>Workers comp supplemental</b> - agreed to <u>net</u>;</li> <li>• <b>20/20 work training</b> upon application &amp; approved by Director of Human Resources; during regular work hours not to exceed 20 hours/wk for permanent employees;</li> <li>• <b>Uniforms &amp; safety equipment</b> - complete uniform at time of appointment; provide replacement uniforms, issue all equipment, including ammunition &amp; replacement equipment (all equipment property department).</li> <li>• <b>Equipment</b> - 8204 issued all equipment (and replacements) to perform job</li> <li>• <b>State Unemployment Insurance Program</b> - continued participation</li> <li>• <b>Safety equipment</b> - for class 8214 all safety equipment at City’s expense. (Helmets replaced immediately);</li> <li>• <b>Longevity Increases</b> - \$0.30/hr for 10 continuous years in same classification;</li> <li>• <b>Fingerprinting</b> - City bears full cost when required;</li> <li>• <b>Underwater Diving Premium Pay</b> - \$10/hour;</li> <li>• <b>Special Education for Health related personnel</b> - for re-licensure, re-certification with pay;</li> <li>• <b>Adult Protective Service Unit Premium Pay</b> 10% of base wage rate (2910, 2912, &amp; 2914);</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**





City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SERVICE EMPLOYEES INTERNATIONAL UNION LOCALS 250, 535, & 790**

TERM OF AGREEMENT: 7/1/2000 – 6/30/2003

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION<br>Continued Provisions  |
|---|--|
| <p><b><u>Radiologic Technologists Study</u></b><br/>CITY (DPH) to conduct study of compensation structure of classes 2494 and 2495 Staff/Senior Radiologic Technologist; completion date 12/31/2000</p> <p><b><u>Protective Service Workers Licensing Supervision Program</u></b><br/>City (DHS) agrees to develop this program for classes 2940/42 and 2944; eligible employees under this program allowed reimbursement of funds through the SEIU Tuition Reimbursement Program – maximum amount allowable \$500 per employee per fiscal year</p> <p><b><u>Skilled Nursing Facility “Pass Through” Premium</u></b><br/>Reopener provisions to determine a premium for employees assigned to a skilled nursing facility to access State of California “pass through” funds</p> | <ul style="list-style-type: none"> <li>• <b>In Service Training</b> -instruction that will qualify for required CE credits, certificate &amp; license requirements; considered a duty assignment for purposes of pay;</li> <li>• <b>Suggestion Program</b> - \$50-\$100 or 10% of the savings to the City;</li> <li>• <b>Parental release Time</b> - paid release time to attend parent/teacher conferences of 2 hours per semester; <b>unpaid parental release time</b> - to participate in activities of child’s school, up to 40 hours/FY, not exceeding 8 hours in any calendar month of FY, with reasonable notice. Employee may use vacation, floating holiday hours or compensatory time off during the planned absence.</li> <li>• <b>SDI coverage</b> - according to representation units’ choice;</li> <li>• <b>Referral Unit Assignment</b> - \$0.50/hr over salary rates;</li> <li>• <b>Foul weather gear</b> - 8214 &amp; 8216 - rain gear, rain boots, 1 sweater, 2 pants &amp; 1 shirt and 3 replacement parts/yr;</li> <li>• <b>Severance/Retraining</b> 1 wk severance/yr of permanent service;</li> <li>• <b>Long Term Disability Plan</b></li> <li>• <b>Call back</b> - minimum 4 hours;</li> <li>• <b>Paramedic Benefits</b> - City pays EMS re-certification fees for EMP-P/DPH with min. of 1000 hours work in previous 12 mos.</li> <li>• <b>Trainer Premium</b> - Public Safety Communication Dispatchers \$2/hr for 8238 who train or evaluate trainees; reimburse for expenses for 2580 training;</li> <li>• <b>Protective clothing</b> - 9102 &amp; 9104 - 7 pairs coveralls &amp; 3 pair laundered coveralls/wk by department; employees working in covered channels or on machinery below water line in sedimentation or grit tanks get protective clothing, uniforms or work clothes &amp; laundry without charge;</li> <li>• <b>Extended tour of duty</b> - 50% over base rate after 9<sup>th</sup> hr, except Camp Mather employees (at \$5/day)</li> <li>• <b>Mileage Reimbursement</b> - if City vehicles not available, then \$0.325/mile (current rate as of January 2000) + parking &amp; toll expenses;</li> <li>• <b>Paid Meal Break</b> – 8216 Sr. Parking Control Officers work schedule shall include a thirty (30) minute paid meal break when required to be on duty by the Appointing Officer.</li> <li>• <b>Uniforms</b> - supplied to the specified classes; replacements are no more than one per year;             <ul style="list-style-type: none"> <li>• Pub. Health employees required to wear uniform or lab coat paid annual allowance \$225 for uniforms &amp; \$175 for lab coats or smocks (exclude as-needed employees);</li> </ul> </li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SERVICE EMPLOYEES INTERNATIONAL UNION LOCALS 250, 535, & 790**

TERM OF AGREEMENT: 7/1/2000 – 6/30/2003

**ADDITIONAL COMPENSATION / Continued Provisions**

- Uniforms (continued)
  - 2903, 2905 & 2908 (if patient contact required) provided 5 lab coats plus \$100 per year maintenance allowance & 2 replacement lab coats per year.
  - 2530, 2532 & 2534 11 pairs of pants & shirts. Safety boots, helmets, belts, jackets, etc as required on repair or replace basis. Laundry service included.
- **Release Time** - paid release time to attend parent-teacher conferences of two (2) hours per semester
- **Mace Training** - positions that warrant training in the use of MACE. No cost to employee. Initial & replacement supply (when needed) and holder provided; total cost to City not to exceed \$10,000/year;
- **Medi-Cal Screen/Process Premium** - 2903 receives same as 2908 when at SFGH;
- **Tuition Reimbursement** - \$40,000 each fiscal year of agreement; pre-approved employee allocation \$500 / FY; - unused funds carried over to next FY;
- **Retraining program** - In order to avoid layoffs City will bear full costs of any retraining program for employees with a min of 24 months of seniority
- **Meals Reimbursement** - at required meetings & overnight travel (with presentation of receipts);
- **Travel Reimbursement** - \$3.50/day to Airport/Sharp Park; \$3/day to Millbrae; \$8/day to SunoL
- **Phone Calls Reimbursement** - 8214 & 8216 w/6 months continuous service receive \$32/yr
- **2940/2942 Premium Pay Court Liaisons** - 2.5% of base wage rate when assigned to Court Liaisons Unit;
- **Security Guard** - 8202 assigned to museums & performs duties of 8226 - shall receive rate of pay of 8226 (at comparable step) for period of time assigned & performing duties for entire shift;
- **Medi-Cal Screen/Process Premium** - employees in class 2903 Eligibility Worker assigned to screen & process Medi-Cal applications at SFGH receive rate of pay assigned to 2908 Hospital Eligibility Worker;
- **MUNI RAILWAY PASSES** - as required for City business during normal work hours;
- **CAL WORKS, CAAP or SWAP Supervision Premium** - 5% of base wage rate for employees who supervise CAL WORKS, CAAP or SWAP workers;
- **8214/8216 Premium Pay** - 5% premium when engaged in intersection and/or traffic control duty, for duration of activity
- **Former Word Processing Premium** - \$0.91/hour for employees covered by Former word Processing Premium under provisions of the previous MOU (assigned & actually working with word processing equipment)
- **Employee Assistance Program** - funded by City
  - **Special Pay Premium**
- **Supervisory Differential Adjustment** 5%, (clarifies supervisor/employee relationship) allows provisionals to receive differential;
- **Appointment Above Entrance Rate** ability to effect appointments above entrance rate for all appointment types
- **Acting Assignment Pay** - on 11<sup>th</sup> work day of assignment, retroactive to first day of assignment, clarifies that employee at top step receives at least 5% more than base wage rate

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SHEETMETAL WORKERS, LOCAL 104**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|---|--|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>8%/7.5% (pre-1978/post-1978 hires)<br/>7.0% of pension covered gross salary for <u>misc.</u> PERS member</p> <p><b>Health/Welfare</b><br/>Dependent Health Care - \$225 per month<br/>Single employee full premium pickup</p> <p><b>Dental</b><br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - Apprentlicable class: 7376: "new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification."</li> <li>• <b>Bos'n Chair Premium</b> - \$0.75/hr;</li> <li>• <b>Subsistence</b> pay in accordance with Administrative Code Section 10.32;</li> <li>• <b>Call back pay</b> - minimum 4 hours;</li> <li>• <b>Lead Worker Pay</b> - \$5.00/day (9343);</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager;</li> <li>• <b>Travel expense</b> - \$2.30/day (Airport, Sharp Park), \$2.00/day (Millbrae), \$7.00/day (Sunol);</li> <li>• <b>Tuition/Training Reimbursement fund</b> - \$500 per fiscal year;</li> <li>• <b>Paid training status;</b></li> <li>• <b>Overalls</b> - 2 pairs/year, cost &amp; laundry paid by City (7376, 7247 &amp; 9345);</li> <li>• <b>SDI</b> coverage cost at employee expense;</li> <li>• <b>Tool insurance</b> - first \$10.00 loss cost at employee expense;</li> <li>• <b>Safety toe clips</b></li> <li>• <b>Reimbursement for prescription safety glasses</b> - \$50 per employee;</li> <li>• <b>Unusable tool replacement.</b></li> </ul> <p style="text-align: center;"><b><u>Special Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base after 21<sup>st</sup> cumulative day;</li> <li>• <b>Appointment Above Entrance Rate;</b></li> <li>• <b>Supervisory Differential Adjustment 5%.</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**STATIONARY ENGINEERS, LOCAL 39**

TERM OF AGREEMENT: 7/1/98 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION<br>Continued Provisions   |
|---|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.<br/>FY 00-01<br/>3.0% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>Implementation of full contribution status, rather than reduced contribution is irrevocable.<br/>8%/7.5% (pre-1978/post-1978 hires)<br/>7.0% of pension covered gross salary for Misc. PERS members;</p> <p><b>Health/Welfare</b><br/>Dependent Health Care - \$225 per month or cash pay-out-\$210 per month (Employees with one or more dependents enrolled in HSS are not eligible for cash option; eligible to receive \$225 per month in dependent care pick-up)</p> <p><b>Dental</b><br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Employee Assistance Program - FY 1997-2001</b> funded by City</li> <li>• <b>Floating Holidays (3);</b></li> <li>• <b>Mileage:</b> reimbursement in accordance with Administrative Code Section 10.34;</li> <li>• <b>Supplement SDI with Sick Leave with Pay Credits</b> at min. rate in units of one-tenth hour</li> <li>• <b>Standby:</b> Federal minimum wage/hour for period of standby service;</li> <li>• <b>Call back:</b> minimum 4 hours.</li> <li>• <b>Medical Examination:</b> at City's expense when exposed to conditions hazardous to health (1 medical exam in any 12 month period); considered time worked;</li> <li>• <b>Night Shift Differential:</b> night shift/midnight shift \$1.65 per actual hours worked;</li> <li>• <b>Provisional Employee Benefits:</b> provisionals and as-needs who work 1040 hours in any consecutive 12 month period receive all benefits provided to permanent employees (not limited to retirement, employee and dependent health care, dental, vacation, sick leave and holiday pay);</li> <li>• <b>Tuition Reimbursement Program:</b> \$4,000 annually, max. \$250 per employee per year subject to availability of funds;</li> <li>• <b>Worker's Comp. Supplementation:</b> supplementation of disability indemnity payments with sick leave with pay credits; not to exceed normal net salary;</li> <li>• <b>Work clothing:</b> as deemed appropriate &amp; authorized by appointing officer (7334 &amp; related classes). When exposed to sewage or hazardous/contagious materials provided a clean change of clothing each working day. (excludes 5148, 5149, 7120, 7205, 7209, 7223, 7252, 7262, 9232);</li> <li>• <b>Safety Goggles &amp; Glasses:</b> prescription safety glasses for those who wear prescription glasses;</li> <li>• <b>Certification Fees:</b> Reimbursement of initial or renewal fee if certificate a condition of employment (excludes CDL) or if certification is higher than minimum required with approval of Appointing Officer;</li> <li>• <b>Safety Shoes:</b> provided as deemed appropriate by and authorized by A.O.</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

**SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE**

**STATIONARY ENGINEERS, LOCAL 39**

**TERM OF AGREEMENT: 7/1/98 - 6/30/01**

**ADDITIONAL COMPENSATION  
CONTINUED PROVISIONS**

- **Correctional Facility Premium** - \$1.50/hour (7334 & related classes - Jail 3, Hall of Justice, SF Gen. Hospital, Youth Guidance Center at 375 Woodside, SF and Log Cabin Ranch, La Honda, and Treasure Island Jail (not to be added to base rate of pay for purposes of calculating OT);
- **Hospital Premium** - \$2.80/hour when assigned to SFGH or LHH (7120);
- **Paid Training Status** - retraining or educational classes during normal work hours;
- **Professional Organization Fee Reimbursement:** max. \$100 for professional associations for employees in class Chief Engineer and above (A.O. to determine if professional organization is job related); **Foul weather gear:** as deemed appropriate by appointing officer;
- **Cash Uniform Allowance:** Reimbursement \$200/yr with Union agreement in lieu of providing work clothing;
- **Apprentice Training Fund:** City contributes \$125 in January of each year for FT 7334, 7341, & 7372 on paid status on 12/31 of preceding year - cost not to exceed \$46,000 FY 98/99;
  - Amount increases to \$150 January, 2000 - cost not to exceed \$50,000 FY 99-00;
  - Amount increases to \$175 January, 2001 - cost not to exceed \$64,000 FY 2000-01;
- **Youth Guidance Center Premium** - \$2.00/hour (Buildings & Grounds Maintenance Superintendent);
- **Tool Insurance** - first \$10.00 loss cost at employee's expense;

**Special Pay Premiums**

- **Acting Assignment Pay** - except for classes 7252, 7372, 7373, 7375, 7245, 7343, 7341 & 7339 Stationary Engineers and related classifications who perform the duties of classes 7252, 7372, 7373, 7375, 7245, 7343, 7341 or 7339 at a headworks facility or potable water treatment facility shall receive, for the time spent in performing such duties, the equivalent rate of pay for the classification regularly assigned to such work;
- **Supervisory Differential Adjustment** - 5%;
- **Out of Class Pay** - employee required to perform supervisory duties outside his/her class in excess of 15 cumulative days during FY shall be paid at the pay rate of the classification to which assigned.

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**STAFF NURSE & PER DIEM NURSE SEIU, LOCAL 790**

TERM OF AGREEMENT: 7/1/2000 - 6/30/2003

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION NEW/MODIFIED PROVISIONS  |
|---|--|
| <p><b>Wage Increases</b><br/>           All base wage increases shall be rounded to the nearest salary grade.<br/>           FY 2000-2001<br/>           3.5% - 7/1/00, 2.0% - 1/6/01<br/>           FY 01 - 02<br/>           3.0% - 7/1/01, 2.0% - 1/5/02<br/>           FY 02-03<br/>           2.5% - 7/1/02, 2.0% - 1/4/03</p> <p>In addition to general wage increase<br/>           2328 Nurse Practitioner<br/>           2% - 7/1/00<br/>           3% - 7/1/01<br/> <u>2830 Public Health Nurse</u><br/>           Effective 7/1/00, the salary range for Class 2830 will be the same as that of Class 2320 RN with the addition of a 7<sup>TH</sup> step, which shall be \$2.225/hour more than Step 6 of Class 2320. Class 2830 Public Health Nurse will advance to Step 7 after one year of service at Step 6.</p> <p><b>Retirement</b><br/>           City will pickup full amount of employee's contribution to retirement<br/>           8%/7.5% (pre 1978/post 1978 hires)</p> <p><b>Health/Welfare</b><br/>           Dependent Health Care</p> | <ul style="list-style-type: none"> <li>• <b>Interpreter/Translator Pay</b> - assigned for a min. 5 hr/wk receives additional \$25.00 / wk; a nurse occupying a designated bilingual position need not complete documentation to receive pay;</li> <li>• <b>Standby pay</b> - 50% of base wage rate while assigned to standby duty &amp; 1.5 times base wage rate when called into service from standby duty for a minimum of 3 hrs; holidays is 75% of base wage rate while on Standby; <b>to include all shift premiums and differentials;</b></li> <li>• <b>Health at Home on call (HAH)</b> - Registered Nurses who are assigned to be on-call outside of normal work hours shall receive 3 hrs pay at P103 Per Diem Nurse rate for each on-call shift assignment and 1.5 times pay for a patient-visit as a result of a patient call including travel and paperwork; with approval, can convert on-call premium to compensatory time off;</li> <li>• <b>Call back</b> - classes 2320, 2323, 2330, 2340, 2328 &amp; 2830 have unbroken rest period of 12 hrs. between shifts &amp; 55 hrs between work periods and 31 hrs between shifts when on holiday or on a single day off;</li> <li>• <b>Double Ward Premium</b> 7.5% of the Nurse's base hourly rate;</li> <li>• <b>Charge Nurse Pay</b> - 5% of the Nurse's base hourly rate of pay for 4 hours or more/day;</li> <li>• <b>Acting Assignment Pay</b> – after 10<sup>th</sup> work day (within a sixty day period) of such assignment retro to the 1<sup>st</sup> day; 5%;</li> <li>• <b>Overtime - Per Diem Nurses are eligible for time and one half pay when offered an overtime assignment, in excess of his/her eight or twelve-hour shift;</b> 1.5 base hourly rate; executive, administrative or professional positions will receive compensatory time at 1.5 times of hours worked, non-"Z" employees paid salary or straight compensatory time taken during the succeeding 6 months;</li> <li>• <b>Longevity Premium</b> 1% of the Nurses' base hourly rate after 10 years of PT or FT service in the "same" registered class. The longevity premium will <b>sunset on 6/30/01;</b></li> <li>• <b>Retention Bonus – effective 7/1/01,</b> after completion of 5 yrs of PT or FT service in "any" RN classification, a Nurse shall be entitled to a Retention Bonus of 1% of his/her base hourly rate; nurses who have completed 10 or more yrs of PT or FT service in any RN classification, shall be entitled to a Retention Bonus of 2% of his/her base hourly rate;</li> <li>• <b>Uniform Allowance</b> - \$225.00 for uniforms and \$175.00 for lab coats or smocks payable no later than December 1 of each year ; employee must have worked at least six (6) months during preceding calendar year to be eligible;</li> <li>• <b>Tuition Reimbursement</b> - \$100,000/FY and \$1000/FY per each nurse for course which are CME or BRN approved, or lead to either BSN or MSN; ¼ of each year's fund available on 7/1, 10/1 1/1 &amp; 4/1 of each year; excess funds are rolled over to next quarter &amp; FY; City pays for all mandatory classes (not a part of nurses' annual tuition reimbursement allowance);</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**STAFF NURSE & PER DIEM NURSE SEIU, LOCAL 790**

TERM OF AGREEMENT: 7/1/2000 - 6/30/2003

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION<br>NEW/MODIFIED PROVISIONS  |
|---|---|
| <p>Dental<br/>Eligible for City’s dental program. Dept may transfer the Dental insurance coverage for RNs from the Health Care Employers/Employees Dental Trust to the City’s Health Services System, provided that the current minimum level of coverage is maintained.</p> <p><b>Long Term Disability</b><br/>with 6 months continuous service and after 180 elimination period. Payable to age 65 at 60% of salary</p> <p>PROGRAMS / STUDIES<br/><b>Skilled Nursing Facility “Pass Through” Premium</b><br/>Reopener provisions to determine a premium for employees assigned to a skilled nursing facility to access State of California “pass through” funds<br/><b>Educational Leave</b> - 40 hrs/FY;</p> | <ul style="list-style-type: none"> <li>• <b>Holiday Compensation for Per Diem Nurses</b> – P-103 Per Diem Nurses will receive 1.5 times pay for working Thanksgiving Day, Christmas Day or New Year’s Day; P-103 shall not earn entitlement for the legal holiday;</li> <li>• <b>Reimbursement for Use of Personal Cell Phones</b> – Nurses who use personal cell phone for City business shall be reimbursed for incurred expenses</li> <li>• <b>Appointment Above Entrance Rate</b> – criteria option – appointee possesses special experience, qualifications, and/or skills (determined by A.O.), which in the Appointing Officer’s opinion, warrants appointments above the entrance rate</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**STAFF NURSE & PER DIEM NURSE SEIU, LOCAL 790**

TERM OF AGREEMENT: 7/1/2000 - 6/30/2003

CONTINUED PROVISIONS

- **Severance Pay** - for permanent employee 2 wks per each year of continuous service;
  - **Educational Leave** - 40 hrs/FY;
  - **Personal Vehicle Use**-reimbursed for expenses at rate set by Controller and for parking & tolls expenses incurred when City vehicle is not available; unassigned Log Cabin Staff Nurses eligible for mileage reimbursement in accordance with Section 15.A.1;
  - **No-work notice** - no compensation when properly notified (2 hr. notice), otherwise a minimum of 2 hrs. paid; Employees relieved of duty while on shift paid 4 hr minimum with nearest ¼ hr. for actual work over 4 hrs.
  - **Voluntary Reduced Work period** - 2830 Public Health Nurses may elect a 6 month/5% bi-weekly salary reduction plan to receive additional 6.5 days off with pay;
  - **SDI coverage** cost at employee expense;
  - **Shift differential** - 10% over base wage rate on evening shifts & 20% over base wage rate on night shift;
  - **Hours worked within the rest periods** will be paid at 1.5 over base wage rate;
  - **Weekends off** - 2320, 2323, 2330, 2340, & 2830 receive minimum of two weekends off each month' three consecutive weekends worked receives 1.5 base wage rate for third weekend;
  - **Longevity Leave** - paid leave days for continuous service
    - after 2 yrs 1 day
    - after 5 yrs 2 days
    - after 7 yrs 4 days;
    - after 10 years 6 days;
  - **Battery Leave** - in accordance with Administrative Code Section 16.170
  - **MUNI Passes** - Department heads will provide passes as needed while on City business during normal working hours
  - **Weekend Premium** - voluntarily working 3 or 4 weekends receive 10% including shift differential, not eligible for 1.5 time.
- Special Pay Premium**
- **Appointment Above Entrance Rate – criteria option – appointee possesses special experience, qualifications, and/or skills (determined by Appointing Officer);**
  - **Supervisory Differential Adjustment** - 5%; clarifies supervisor/employee relationship) allows provisionals to receive differential.

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**





City and County of San Francisco – Department of Human Resources

2000-2001 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SUPERVISING PROBATION OFFICERS, OPERATING ENGINEERS, LOCAL 3**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|--|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p>FY 00-01<br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b><br/>8% of covered gross salary of old plan SFERS full rate member<br/>7.5% of covered gross salary of new plan SFERS full rate member<br/>7.5% of covered gross salary of <u>safety</u> PERS members</p> <p><b>Health/Welfare</b><br/>Dependent Health Care - \$225 per month<br/>Single employee full premium pickup</p> <p><b>Dental</b><br/>Eligible for City's dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays - 3 and Paid Furlough Days -2;</b></li> <li>• <b>Travel expenses</b> - in accordance with Administrative Code Section 10.32;</li> <li>• <b>Night Duty</b> - 6.25% of base wage rate (at least 1 hour);</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager;</li> <li>• <b>Call back</b> - minimum 4 hours;</li> <li>• <b>SDI</b> coverage cost at employee expense;</li> </ul> <p style="text-align: center;"><b>Special Pay Premiums</b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base after 21<sup>st</sup> consecutive work day of assignment;</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SUPERVISING REGISTERED NURSES TEAMSTERS, LOCAL 856**

TERM OF AGREEMENT: 7/1/2000 - 6/30/03

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION   |             |        |             |         |             |         |                |         |                |        |
|---|---|-------------|--------|-------------|---------|-------------|---------|----------------|---------|----------------|--------|
| <p><b>Wage Increases</b><br/> <u>FY 2000-2001</u><br/>           3.5% - 7/1/00; 2.0% - 1/6/01<br/> <u>FY 01-02</u><br/>           3.0% - 7/1/01; 2.0% - 1/5/02<br/> <u>FY 02-03</u><br/>           2.5% - 7/1/02; 2.0% - 1/4/03</p> <p><b>Class 2324 Nursing Supervisor</b><br/>           The compensation rate for 2324 with a Master's Degree shall be the same as for Class 2326 Nursing Supervisor, Psychiatric with a Master's Degree.</p> <p><b>Retirement</b><br/>           The City shall pick up the full amount of the employees' contribution to retirement.</p> <p><b>Health/Welfare</b><br/> <u>Dependent Health Care Quarterly reimbursement</u> (paid within 2 months of end of each quarter) - cost of health plan less cost of employee only.<br/> <u>Dental insurance</u> not to exceed \$73.40 per month per employee<br/> <u>Long Term Disability Insurance ("LTD")</u> At City's expense, employees with six months continuous service (after 180 day elimination period) 60% of salary (subject to integration up to age 65.) Employees receiving this payment not eligible to continue payments under City's Catastrophic Illness Program.</p> | <p><b>NEW/MODIFIED PROVISIONS</b></p> <ul style="list-style-type: none"> <li>• <b>Holiday Pay</b> - as-needed employees who work on Thanksgiving Day, Christmas Day or New Year's Day shall receive holiday pay. As needed employees shall not earn entitlement for the legal holiday.</li> <li>• <b>Uniform allowance</b> - \$225/yr. paid in January of each year (employee must have worked at least six (6) months during the preceding calendar year);</li> <li>• <b>Tuition Reimbursement</b> - \$1000/year (includes books)</li> <li>• <b>Professional Licensing Reimbursement</b> - reimburse employees for the amount of Professional Licensing fees.</li> <li>• <b>Night duty</b> - evening shift - 10% of base wage rate; night shift - 20% of base wage rate;</li> <li>• <b>Employees shall receive evening or night shift differential only for actual hours worked.</b> However, all employees who regularly work the evening or night shift as of 6/30/00 and who have been receiving the evening or night shift differential premium in addition to base salary for paid time off shall continue to receive such differential for all hours paid.</li> <li>• <b>24-Hour Operations On-Call Pay</b> - employees assigned by Appointing Officer/designee to be responsible for 24-hour clinical unit operations and to carry a pager shall receive \$75.00 per bi-weekly pay period, except when on leave of 5 or more working days.</li> <li>• <b>Lead Manager Pay</b> - an employee assigned in writing on a fiscal year basis by Appointing Officer or designee to perform specific leadership and employee management responsibilities (e.g., hire, approve leaves, evaluate, and discipline) for 1 or more employees in his/her same or equivalent class shall receive an additional 5% per hour above base salary rate for the duration of such an assignment.</li> <li>• <b>Longevity Leave</b> - paid leave days for continuous service -           <table border="0" style="margin-left: 40px;"> <tr> <td>after 2 yrs</td> <td>1 day;</td> </tr> <tr> <td>after 5 yrs</td> <td>2 days;</td> </tr> <tr> <td>after 7 yrs</td> <td>4 days;</td> </tr> <tr> <td>after 10 years</td> <td>6 days;</td> </tr> <tr> <td>after 15 years</td> <td>7 days</td> </tr> </table> </li> </ul> | after 2 yrs | 1 day; | after 5 yrs | 2 days; | after 7 yrs | 4 days; | after 10 years | 6 days; | after 15 years | 7 days |
| after 2 yrs   | 1 day;  |             |        |             |         |             |         |                |         |                |        |
| after 5 yrs   | 2 days;   |             |        |             |         |             |         |                |         |                |        |
| after 7 yrs   | 4 days;   |             |        |             |         |             |         |                |         |                |        |
| after 10 years  | 6 days;   |             |        |             |         |             |         |                |         |                |        |
| after 15 years  | 7 days  |             |        |             |         |             |         |                |         |                |        |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**SUPERVISING REGISTERED NURSES TEAMSTERS, LOCAL 856**

TERM OF AGREEMENT: 7/1/2000 - 6/30/03

**ADDITIONAL COMPENSATION  
NEW/MODIFIED PROVISIONS**

- **Longevity Premium** - Registered Nurse classifications: (shall sunset on June 30, 2001)  
10 yrs or more full or part time service - \$0.36/hr of base wage rate;
- 15 yrs or more full/part time service - \$0.61/hour of base wage rate.
- **Retention Bonus – effective July 1, 2001**  
10 yrs or more full or part time service – 1% per hour;
- 15 yrs or more full/part time service – 2% per hour.

**CONTINUED PROVISIONS**

- **Floating Holidays – 3;**
- **SDI coverage** - cost at employee expense;
- **Bilingual pay** - - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;
- **Educational leave** - Maximum 40 hours paid educ. leave/FY or prorated share (full-time & part-time classifications requiring registration as a registered nurse);
- **Extended tour of duty** - 50% of base wage rate after 9<sup>th</sup> hour for actual work hours (does not apply to executive, administrative or professional employees).
- **Call back** (rest between shifts) full time – 2322 Nurse Manager– UNBROKEN rest period are days off with at least 12 hours between shifts, & of at least 55 hours between shifts when employee is off on the weekend or 2 consecutive days off; holiday or single day off at least 31 hours between shifts
- **Weekend Schedule Premium** - 10% of base wage rate, including shift differential for each weekend worked. (Registered nurses who voluntarily work three out of four weekends.) Weekend schedule = working two separate shifts in same weekend;

Special Pay Premiums

- Supervisory Differential Adjustment - 5%
- Appointment Above Entrance Rate

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**TEAMSTERS, LOCAL 350**  
**TERM OF AGREEMENT: 7/1/98 - 6/30/01**

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|---|--|
| <p><b>Wage Increases</b><br/>           All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>           7/1/00 – Grade: <b>58.55</b> (\$1592 B \$1932)<br/>           1/6/01 – Grade: <b>58.55</b> (\$1592 B \$1932)</p> <p><b>Retirement</b><br/>           City will contribute to the appropriate pension plan: full rate pension covered gross salary for all SFERS and all PERS members; PERS Public Safety member (8%/7.5% - pre-1978/post 1978 hires);</p> <p><b>Health/Welfare</b><br/>           Dependent Health Care<br/>           \$225 per month or cash pay-out<br/>           \$210 per month (only employees currently receiving cash option may continue to receive it);<br/>           Eff. 7/1/98, new Local 350 members are not eligible for cash option.</p> <p><b>Dental</b><br/>           Eligible for City’s dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays (3);</b></li> <li>• <b>Mileage</b> - in accordance with Administrative Code Section 10.34;</li> <li>• <b>Municipal Railway</b> - reimbursement of travel cost for City business;</li> <li>• <b>Bilingual pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours but less than 40 hours bi-weekly per pay period;</li> <li>• <b>Night Duty</b> - 8% of base wage rate for any &amp; all hours worked;</li> <li>• <b>Standby</b> - Federal minimum wage/hour for period of standby service;</li> <li>• <b>Call back</b> - at applicable rate, minimum 3 hours;</li> <li>• <b>SDI coverage:</b> cost at employee’s expense;</li> <li>• <b>Tuition Reimbursement Fund</b> - \$3,000/FY – unexpended funds at end of each FY shall be carried forward to next FY not to exceed \$5,000;</li> <li>• <b>Supplement SDI with Sick Leave with Pay Credits</b> at min. rate in units of one-tenth hour</li> <li>• <b>Disability Leave (Worker’s Comp)</b> supplementation of disability indemnity payments with sick leave with pay credits; not to exceed normal net salary;</li> <li>• <b>Certificate, License or Registration Renewal Fee</b> - reimbursement of renewal fee when City requires as condition of employment;</li> <li>• <b>Uniform &amp; Shoes</b> at City’s expense when uniforms are required (includes maintenance);</li> <li>• <b>Educational Programs</b> outside of regular work hours compensated at straight time</li> <li>• <b>Educational Leave</b> - maximum 40 hours/FY for classification which requires a valid license or registration to achieve re-certification or re-licensure;</li> <li>• <b>Tool Insurance</b> - first \$10.00 loss at employee’s expense;</li> <li>• <b>Fingerprinting</b> - at City’s expense when required.</li> <li>•</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base pay after 16 consecutive work days of assignment;</li> <li>• <b>Appointment Above Entrance Rate;</b></li> <li>• <b>Supervisory Differential Adjustment:</b> the adjustment of the compensation schedule of the supervisor shall not exceed 5% over the compensation exclusive of extra pay, of the employee supervised.</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**TEAMSTERS, LOCAL 853 (formerly Building Materials & Construction Teamsters Local 216)**

TERM OF AGREEMENT: 7/1/98 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION   |
|--|---|
| <p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 00-01</u><br/>2% - 7/1/00, 2% - 1/6/01</p> <p style="text-align: center;"><b>Retirement</b></p> <p>Implementation of full contribution status;<br/>8% of pension covered gross salary for old SFERS full rate members;<br/>7.5% of pension covered gross salary for new SFERS full rate members;<br/>7.0% of pension covered gross salary for Misc. PERS members</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care: \$225 per month<br/>Single employee full premium pick-up.</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program.</p> | <p style="text-align: center;"><b>Continued Provisions</b></p> <ul style="list-style-type: none"> <li>• <b>Floating Holidays (5);</b></li> <li>• <b>Pre Scheduled Overtime</b> - eff 7/1/99 pre-scheduled to work OT on day off or at time that does not overlap with regular shift shall be paid a minimum of four (4) hours at the overtime rate of time and one half.</li> <li>• <b>Tuition Reimbursement</b> - \$6,000 eff. 7/1/99; additional \$3,000 eff. 7/1/2000; \$250 max. per fiscal year per employee; unused funds rolled over to the next year.</li> <li>• <b>Employee Assistance Program</b> - - funded by the City <b>No pyramiding</b> of premiums or overtime;</li> <li>• <b>SDI Coverage:</b> cost at employee's expense;</li> <li>• <b>Sick Leave with Pay Limitation:</b> employee can supplement disability indemnity payments with sick leave (not to exceed regular net salary);</li> <li>• <b>Travel Expense:</b> \$2.30/day (Airport/Sharp Park), \$2/day (Millbrae), \$7/day (Sunol);</li> <li>• <b>Call Back:</b> minimum 4 hours;</li> <li>• <b>Elimination of Sewage Premium</b> (eff. 7/1/98);</li> <li>• <b>Elimination of Supervisory Differential</b> (eff. 7/1/98);</li> <li>• <b>Night Duty:</b> 10% of base wage rate (at least one hour);</li> <li>• <b>Safe Driving Incentive Program:</b> \$500 per employee per year if employee maintains a good driving record per DMV;</li> <li>• <b>Call Back:</b> employees called back shall receive overtime if applicable and a night duty premium of 10% more than base rate for hours worked between 5:00 p.m. and 7:00 a.m.;</li> <li>• <b>Step Advancement:</b> <ul style="list-style-type: none"> <li>• <b>Permanent:</b> employees shall advance to second step upon completion of six (6) months service;</li> <li>• <b>Provisional:</b> employees shall advance to the second step upon completion of 2080 hours.</li> </ul> </li> <li>• <b>Protective Clothing:</b> coveralls, rain gear, ear, eye, nose and mouth protection (7355);</li> <li>• <b>Standby:</b> 25% of base wage rate without pager, 10% of base wage rate with pager;</li> <li>• <b>Lead Person Pay:</b> \$5.00/day (7355);</li> <li>• <b>Boom Truck and Front-End Loader Premium:</b> \$0.35/hour (hours actually driving);</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**TEAMSTERS, LOCAL 853 (formerly Building Materials & Construction Teamsters Local 216)**

TERM OF AGREEMENT: 7/1/98 - 6/30/01

**ADDITIONAL COMPENSATION  
CONTINUED PROVISIONS**

- **Pay for 7355 When Assigned to Different Equipment:** if assigned to work higher paying equipment class for less than 4 hours, shall be paid at higher rate for four hours; if more than 4 hours, paid at higher rate for entire day;
- **Portable Toilet Vacuum Truck Premium:** \$0.45/hour (hours actually spent operating or driving vehicle) (7355);
- **Sewer Cleaner & Catch Basin/Storm Drain Cleaner Truck Premium:** \$0.45/hour (hours actually spent driving) (7355);
- **Tow Tilt Trailers, Trailers & Other Equipment Over 6000 Pounds Gross Weight Premium:** \$0.50/hour (hours actually spent driving) (Class A CDL required);
- **Semi-Tractor Trailer Combination Premium:** \$1.25/hour (hours actually spent driving) (7355) (Class A CDL required);
- **Reimbursement of DMV fees:** when additional CDL or endorsements to commercial CDL required by Dept. Appt. Officer (7355, 7251);

**Special Pay Premiums**

- **Appointment Above Entrance Rate**
- **Acting Assignment Pay** - after 21<sup>st</sup> consecutive work day of such assignment 5%.

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**TEAMSTERS, LOCAL 856 (MULTI-UNIT)**

**TERM OF AGREEMENT: 7/1/98 - 6/30/01**

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|---|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 00-01</u><br/>7/1/00 - 1.5%, 1/6/01 - 2.0%</p> <p>Class 3320 Animal Keeper<br/>7/1/00 – Grade: 56.55 (\$1447 B \$1752)</p> <p><b>Retirement</b><br/>Full employer pick-up of employee’s share of retirement contributions;<br/>8% of pension covered gross salary for old SFERS full rate members;<br/>7.5% of pension covered gross salary for new SFERS full rate members;<br/>PERS Public Safety member (8%/7.5% - pre-1978/post 1978 hires)</p> | <ul style="list-style-type: none"> <li>• <b>Travel Reimbursement:</b> reimbursement for traveling on MUNI for City business;</li> <li>• <b>Mileage:</b> in accordance with Administrative Code section 10.34;</li> <li>• <b>Floating Holidays (3);</b></li> <li>• <b>Supplement SDI with Sick Leave with Pay Credits</b> at min. rate in units of one-tenth hour</li> <li>• <b>Disability Leave (Worker’s Comp)</b> supplementation of disability indemnity payments with sick leave with pay credits; not to exceed normal net salary;</li> <li>• <b>Night Duty</b> - 8% of base wage rate;</li> <li>• <b>Bilingual pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;</li> <li>• <b>Standby</b> - Federal minimum wage/hour for period of standby service;</li> <li>• <b>Call back</b> - at applicable rate, minimum 3 hours;</li> <li>• <b>SDI coverage</b> cost at employee’s expense;</li> <li>• <b>Tuition Reimbursement Fund</b> - \$3,000/FY - unexpended funds at end of each FY shall be carried forward to next FY not to exceed \$5,000;</li> <li>• <b>Certificate, License or Registration Renewal Fee</b>- reimbursement of renewal fee when City requires as condition of employment (excludes CDL);</li> <li>• <b>Educational Leave for Health Personnel</b>- maximum 40 hours/FY for regular full-time employee in classes 2444, 2453, 2462, 2464, 2496, &amp; 6139 which require valid license or certificate (excludes CDL);</li> <li>• <b>Non-permanent Employees:</b> Effective 7/1/98, eligibility for step increments;</li> <li>• <b>2453 Supervising Pharmacist:</b> \$150/week and 4 hours compensation when assigned <u>standby duty</u> with pager;</li> <li>• <b>Appointment Above Entrance Rate:</b> criteria option – appointee possesses special experience, qualifications, and/or skills (determined by A.O.)</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**TEAMSTERS, LOCAL 856 (MULTI-UNIT)**

**TERM OF AGREEMENT: 7/1/98 - 6/30/01**

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS   |
|--|--|
| <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225 per month or cash pay-out - \$210 per month (employees with one or more dependents enrolled in HSS do not have cash option but will receive up to \$225 per month in dependent care pick-up);</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City’s dental program</p> | <ul style="list-style-type: none"> <li>• <b>Educational Programs outside of regular work hours</b> - compensated at straight time;</li> <li>• <b>Educational Leave</b> - maximum 40 hours/FY for classification which requires a valid license or registration to achieve re-certification or re-licensure;</li> <li>• <b>Tool Insurance:</b> first \$10.00 loss at employee’s expense;</li> <li>• <b>Fingerprinting:</b> at City’s expense when required.</li> <li>• <b>Lead Person Pay:</b> \$5.00/day (7444);</li> <li>• <b>“In Charge” Assignment Pay:</b> \$5.00/day (3320 Animal Keepers), \$7.00/day (3372, 3370, 1434) when assigned to be in charge of their section during absence of higher level supervisor for an entire shift;</li> <li>• <b>Paid Training Status;</b></li> <li>• <b>Work Clothing, Safety Shoes</b> (6139);</li> <li>• <b>Uniforms:</b> cost of uniform and laundry provided by City (2453, 2444, 2462, 2464);</li> <li>• <b>Uniform Allowance:</b> \$175 by 12/1 each year for job related clothing or protective gear (2496, 2444); \$175 annually for rain gear; (7444); \$80 shoe allowance (3370, 3372);</li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base pay after 16 consecutive working days;</li> <li>• <b>Appointment Above Entrance Rate:</b> criteria option – appointee possesses special experience, qualifications, and/or skills (determined by A.O.)</li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**





City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**TRANSPORT WORKERS UNION, LOCAL 200**

TERM OF AGREEMENT: 7/1/98 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|--|---|
| <p><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade</p> <p style="text-align: center;">FY 00-01<br/>2% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b></p> <p>Full employer pick-up of employee's share of retirement contributions;<br/>8% of pension covered gross salary for old SFERS full rate members;<br/>7.5% of pension covered gross salary for new SFERS full rate members;</p> <p><b>Health &amp; Welfare</b></p> <p>Dependant Health Care - \$225/month</p> <p><b>Dental</b></p> <p>Eligible for City's dental program<br/>Eye exams for VDT users</p> <p><b>Life Insurance Plan</b></p> <p>\$14,000 policy with permanent total disability benefit (5 years or more of service); employees with more than 1 year but less than 5 years receive similar policy of \$6,000</p> | <ul style="list-style-type: none"> <li>• <b>Employee Assistance Program</b> - for FY 1997-2001 - funded by the City</li> <li>• <b>Floating holidays – 3, Furlough days - 2;</b></li> <li>• <b>Night Duty:</b> 8% of base wage rate for each hour actually worked between 5:00 p.m.. and 7:00 a.m.;</li> <li>• <b>Night Shift premium paid only for days and hours worked except for statutory holidays and vacation days;</b></li> <li>• <b>Overtime Rate:</b> to include Premium Pay;</li> <li>• <b>Transit Passes:</b> furnished in accordance with MUNI Rules;</li> <li>• <b>Working out of class pay:</b> 9139 supervisor may be assigned to fill shift of 9140 manager (in case of an emergency - a situation occurring unexpectedly &amp; which cannot be planned for) if in position for 5 consecutive days or more, shall receive pay of 9140 retroactive to the first day;</li> <li>• <b>Uniforms:</b> full and appropriate uniforms shall be supplied to employees who are required by MUNI to wear uniforms on duty; uniform items replaced by MUNI when unserviceable;</li> <li>• <b>Foul Weather Gear; Premiums:</b> all premiums shall be calculated against employee's base pay for hours actually worked; may not be pyramided;</li> <li>• <b>Standby Pay:</b> 25% of base wage rate without pager; 10% of base wage rate with electronic paging device;</li> <li>• <b>Class 9155:</b> 25% of base wage rate (with or without pager);</li> <li>• <b>Lead Person Pay:</b> \$1.50/hour payable only for days/hours actually worked;</li> <li>• <b>Work Hours Differential:</b> shift differentials that increased entire workday for swing shift (10%) and graveyard shift (15%), replaced with work hours differential that pays 10% and 15% premium for only hours actually worked, not the entire shift. One-time lump sum payment is made to Local 200 for shift premiums lost, effective 12/25/99;</li> <li>• <b>SDI coverage:</b> cost at employee expense;</li> <li>• <b>Sat &amp; Sun Premium (7412):</b> When Sat. is worked as part of scheduled 40 hour work week, it shall be paid at straight time with an additional premium of 6% of base wage rate. When Sun. is worked as part of scheduled 40 hour work week, it shall be paid at straight time with an additional premium of 94.5% of base wage rate;</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**TRANSPORT WORKERS UNION, LOCAL 200**

TERM OF AGREEMENT: 7/1/98 - 6/30/01

**ADDITIONAL COMPENSATION  
CONTINUED PROVISIONS**

- **Bilingual Pay:** \$17.50 weekly when assigned to a designated bilingual position for 5 or more hours per week; \$50 bi-weekly when assigned to a designated bilingual position for minimum of 40 hours bi-weekly;
- **Shift Differential:** Class 7412 only: night shift 10% of regular day rate; midnight shift 15% of regular day rate (expires 12/25/99);
- **Safety & Training Department Premium:** employees assigned receive training premium of \$1.50 per hour (only for days and hours actually worked);
- **Central Control Pay:** after certification, all employees working in Central Control shall receive an increase of ½ step on the salary grade (2.5%);
- **Reimbursement for Parking tickets:** reimbursement for up to 3 tickets (max. \$75) when using personal vehicle for City business; **Automobile Allowance** employees using their personal vehicle for City business shall be reimbursed at rate of \$0.315 cents per mile;
- **Ride-Along Training:** employees who volunteer to perform ride-along training shall receive \$2.50 for each hour actually spent on training;
- **Worker's Comp:** supplementation of disability indemnity payment with paid leave credits; elimination of phantom account; sick leave accrual at regular rate;
- **Protective Overalls:** 1 pair per day, cost and laundry at City expense (7412);
- **Bereavement Leave:** 3 days paid leave for death in immediate family;

**Special Pay Premiums**

- **Acting Assignment Pay:** employees assigned to perform the duties of a higher class, in a budgeted position, for more than 10 consecutive working days shall be paid at a step of salary grade of higher class which is at least 5% above employee's base salary not to exceed max. step of salary range.
- **Appointment Above Entrance Rate**
- **Supervisory Differential pay:** 5%.

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**TRANSPORT WORKERS UNION, LOCAL 250 - A (CLASS 7410)**

TERM OF AGREEMENT: 7/1/98 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION  |
|---|--|
| <p><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade</p> <p>FY 00-01<br/>2.0% - 7/1/00, 1.5% - 1/6/01</p> <p><b>Retirement</b></p> <p>Full employer pick-up of employee's share of retirement contributions<br/>8%/7.5% (pre-1978/post 1978 hires)</p> <p><b>Health &amp; Welfare</b></p> <p>Dependant Health Care - \$225/month</p> <p><b>Dental</b></p> <p>Eligible for City's dental program</p> | <p><b>Continued Provisions</b></p> <ul style="list-style-type: none"> <li>• <b>Employee Assistance Program</b> - for FY 1997-2001 - funded by the City</li> <li>• <b>Floating Holidays - 3; Furlough days – 2;</b></li> <li>• <b>Compensatory time off:</b> class A or class B CDL granted compensatory time off for time spent outside their regularly scheduled assigned work schedule in obtaining Class A or B CDL when such license is a condition of employment;</li> <li>• <b>License Reimbursement:</b> reimbursement of renewal fee for valid CDL or registration as condition of employment;</li> <li>• <b>Steam Cleaning/Tow Truck Premium:</b> \$0.50/hour time assigned &amp; actually operate steam cleaning equipment &amp; tow trucks;</li> <li>• <b>Weekend Premium:</b> Sat. as part of sched. 40 hr work wk, paid at straight time, with add'l 6% of base wage rate; Sun. as part of scheduled 40 hr work week, paid at straight time, with an add'l premium of 45% of 94% of ½ the base wage rate (MUNI only);</li> <li>• <b>Foul Weather Gear:</b> hat, coat, boots, &amp; pants;</li> <li>• <b>SDI Coverage</b> cost at employee expense;</li> <li>• <b>Premium Pay: for actual hours worked;</b></li> <li>• <b>No pyramiding</b> of premiums;</li> <li>• <b>Worker's Comp Leave: supplementation of disability indemnity payment with paid leave credits; elimination of phantom account; sick leave accrual at regular rate;</b></li> <li>• <b>Lead Person pay:</b> 5.5% of base wage rate when assigned to supervise non-departmental personnel (SWAP, G.A., etc.) or any special assignment specifically designated by department;</li> <li>• <b>Shift Differential (expires 12/25/99) night shift 10% of regular day rate; midnight shift 15% of regular day rate (paid for days and hours actually worked) ;</b></li> <li>• <b>Work Hours Differential (eff. 12/25/99) for hours actually worked;</b></li> <li>• <b>Day hours (8:01 a.m.–4:00 p.m.) – straight time;</b></li> <li>• <b>Swing Hours (4:01 p.m.–12:00 a.m.) – 10% above base wage rate;</b></li> <li>• <b>Graveyard Hours (12:01 a.m.–8:00 a.m.) – 15% above base wage rate;</b></li> <li>• <b>Lump Sum Payment – Shift Differential (expires 12/25/99) one-time lump sum payment (Article III.D.6.);</b></li> <li>• <b>Tire Premium:</b> \$0.50/hour when assigned to break down and/or repair tires;</li> <li>• <b>Protective Clothing:</b> one clean pair of protective coveralls/day-cost &amp; laundry at City's expense (incl. rubber boots &amp; shoe protection as required.);</li> <li>• <b>Emergency Road Repairs:</b> \$0.65/hour when performing emergency road repair duties;</li> <li>• <b>Appointment Above Entrance Rate.</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**TRANSPORT WORKERS UNION, LOCAL 250 - A (MULTI-UNIT) (UNITS 8-AA, 8-BB, 8-FF, 11-Z & 11-CC)**

TERM OF AGREEMENT: 7/1/98 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS   | ADDITIONAL COMPENSATION CONTINUED PROVISIONS  |
|---|---|
| <p><b>Wage Increases</b><br/>All base wage increases shall be rounded to the nearest salary grade</p> <p><u>FY 00-01</u><br/>7/1/00 - 2%; 1/6/01 – 1.5%;</p> <p><b>Retirement</b><br/>Full employer pick-up of employee’s share of retirement contributions;<br/>8%/7.5%:(pre-1978/post-1978 hires)<br/>(Amendment) permanent part time employees<br/>1 day - 6 mos. Cont. service - 2.5%<br/>6 mos - 1 yr cont. service - 5%<br/>after one year continuous service<br/>full pick up 7.5%</p> <p><b>Health &amp; Welfare</b><br/>Dependant Health Care - \$225/month<br/>(Amendment) permanent part time employees who regualry work a minimum of 20 hours per payroll and have completed one year of continuous service.</p> <p><b>Dental</b><br/>Eligible for City’s dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holiday - 3, Paid Furlough days -2</b> must complete probationary period or 12 months service to establish initial eligibility;</li> <li>• <b>Standby</b> - Federal minimum wage/hour for period of such Standby service;</li> <li>• <b>Night duty</b> - 8% of base wage rate;</li> <li>• <b>Clothing</b> - lab coats to employees in City clinic, protective equipment to those who come in contact with raw human /animal sewage; cost of cleaning at City expense;</li> <li>• <b>Bilingual Pay</b> - \$50 bi-weekly assigned to a designated bilingual position for minimum of 40 hours bi-weekly per pay period;</li> <li>• <b>License Reimbursement</b> - reimbursement of renewal fee for valid certificate, license or registration (excludes CDL) as a condition of employment (6120, 6122 &amp; 6124);</li> <li>• <b>SDI coverage</b> cost at employee expense;</li> <li>• <b>Premiums:</b> shall be for hours actually worked;</li> <li>• <b>No pyramiding</b> of premiums;</li> <li>• <b>Standby Pay:</b> no employee shall be compensated for standby service unless appointing officer assigns said employee to such standby service;</li> <li>• <b>Mileage Reimbursement</b> - use of own private vehicle for City business reimbursed at \$0.315/mile in addition reimbursement for authorized parking;</li> <li>• <b>Auto Allowance</b> - \$40/month for use of own private vehicle at work-site as required by department, by written notice for use on City business for 11 or more days per month (2806, 2808, 2810, 6120, 6122 &amp; 6124);</li> <li>• <b>Food Facilities Inspection</b> in lieu of overtime or CTO, \$190 premium for inspecting food facilities at professional football games for work performed, regardless of number of hours actually worked, if City is paid for such inspection services (6120, 6122, 6124);</li> <li>• <b>Parking Ticket reimbursement</b> - reimbursed for no more than 3 parking tickets/FY when required in writing to use personal vehicle for City business.</li> <li>• <b>Worker’s Compensation Supplementation:</b> supplementation of disability indemnity payment with paid leave credits; elimination of phantom account; sick leave accrual at regular rate;</li> <li>• <b>Appointment Above Entrance Rate.</b></li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**UNION OF AMERICAN PHYSICIANS & DENTISTS (UAPD) BARGAINING UNIT 11-AA**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISION  |
|--|--|
| <p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 00-01</u><br/>3.5% - 7/1/00</p> <p style="text-align: center;"><b><u>Medical Quality Incentive Program</u></b><br/>7/1/1998 Implementation Date</p> <p style="text-align: center;"><b>MEDIATED SETTLEMENT AGREEMENT (5-9-2000)</b></p> <p>7/1/2000 – Incentive Based Bonus – All employees who participated in program of prior fiscal year 1999-2000 were eligible for the full 3% bonus; the bonus will be reduced to 1.5% and paid within 60 days of 7/1/2000. The remaining 1.5% from the bonus has been converted to an increase in base wage, for all unit members, effective 7/1/2000.</p> <p style="text-align: center;"><b>Retirement</b></p> <p style="text-align: center;">7.5% of pension covered gross salary</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p style="text-align: center;">Dependent Health Care - \$225 per month</p> <p style="text-align: center;"><b>Dental</b></p> <p style="text-align: center;">Eligible for City’s dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays - 3;</b></li> <li>• <b>Tuition Reimbursement fund-</b> \$10,000/FY; unexpended funds carried forward to next FY; <u>eff 7/1/98</u> fund increase to \$12,500; \$750/employee/yr - individual reimbursement limit; during the first 90 days of FY 97-98, the City will conduct a one-time audit covering the prior four fiscal years to determine unspent previously allocated funds.;</li> <li>• <b>Interpreter/Translator</b> - \$40 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;</li> <li>• <b>Prenatal premium</b> - \$320 / 24 hr period assigned to SFGH for obstetric call/prenatal patients (community “Primary Care”/“CPC”) physician at SFGH;</li> <li>• <b>Personal Vehicle Use-</b> as provided by Adm. code section 10.34 - IRS allowable rate, parking meter/lot reimbursement &amp; toll expenses;</li> <li>• <b>SDI coverage</b> - cost at employee expense;</li> <li>• <b>Standby pay</b> - \$75/shift on weekday; \$275/shift on weekend; \$100/shift on weekday/holiday;</li> <li>• <b>Practice of Psychiatric Medicine</b> - 5% additional adjustment;</li> <li>• <b>Special Educational Leave</b> - Max. 40 hrs paid educ. leave/FY (full-time licensed MD, DO &amp; DDS classes) - must be employed by City for at least 90 continuous calendar days for entitlement. (part-time employees allowed proportionate amount of 40 hrs ed. leave - must be employed at least an average of 20 hr/week during preceding 6 months;</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**UNION OF AMERICAN PHYSICIANS & DENTISTS (UAPD) BARGAINING UNIT 8-CC**

TERM OF AGREEMENT: 7/1/97 - 6/30/01

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION CONTINUED PROVISION  |
|--|--|
| <p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 00-01</u><br/>3.5% - 7/1/00</p> <p style="text-align: center;"><b><u>Medical Quality Incentive Program</u></b><br/>7/1/1998 Implementation Date</p> <p style="text-align: center;"><b>MEDIATED SETTLEMENT AGREEMENT (5-9-2000)</b></p> <p>7/1/2000 – Incentive Based Bonus – All employees who participated in program of prior fiscal year 1999-2000 were eligible for the full 3% bonus; the bonus will be reduced to 1.5% and paid within 60 days of 7/1/2000. The remaining 1.5% from the bonus has been converted to an increase in base wage, for all unit members, effective 7/1/2000.</p> <p style="text-align: center;"><b>Retirement</b></p> <p>7.5% of pension covered gross salary</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225 per month</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City’s dental program</p> | <ul style="list-style-type: none"> <li>• <b>Floating Holidays - 3;</b></li> <li>• <b>Personal Vehicle Use-</b> as provided by Adm. code section 10.34 - IRS allowable rate, parking meter/lot reimbursement &amp; toll expenses;</li> <li>• <b>SDI coverage</b> - cost at employee’s expense;</li> <li>• <b>Tuition Reimbursement fund-</b> \$10,000/FY; unexpended funds carried forward to next FY; eff 7/1/98 fund increase to \$12,500; \$750/employee/yr - individual reimbursement limit; during the first 90 days of FY 97-98, the City will conduct a one—time audit covering the prior four fiscal years to determine unspent previously allocated funds;</li> <li>• <b>Interpreter/Translator</b> - \$40 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;</li> <li>• <b>Prenatal premium</b> - \$320/24 hr period assigned to SFGH for obstetric call/prenatal patients (community “Primary Care”/“CPC”) physician at SFGH;</li> <li>• <b>Standby pay</b> - \$75/shift on weekday; \$275/shift on weekend; \$100/shift on weekday/holiday;</li> <li>• <b>Practice of Psychiatric Medicine</b> - 5% additional adjustment;</li> <li>• <b>Special Educational Leave</b> - Max. 40 hrs paid educ. leave/FY (full-time licensed MD, DO &amp; DDS classes) - must be employed by City for at least 90 continuous calendar days for entitlement. (part-time employees allowed proportionate amount of 40 hrs ed. leave - must be employed at least an average of 20 hr/week during preceding 6 months);</li> <li>• <b>Coroner’s Office assignment</b> - class 2232 - 5% additional adjustment;</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**UNREPRESENTED EMPLOYEE ORDINANCE**

TERM OF ORDINANCE: 7/1/2000 – 6/30/2001

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION  |
|--|--|
| <p><b>Wage Increases</b><br/>           All base wage increases shall be rounded to the nearest salary grade<br/> <u>FY 2000 – 2001</u><br/>           2% - 7/1/00, 1.5% - 1/6/01<br/>           Class 1801 Supervising Performance Auditor<br/>           7/1/00 - Salary Grade 66.35 (\$2326 B \$2827)<br/>           Class 1283 Director, Employee Relations Division<br/>           Salary shall not be less than class 1278 Division Manager, Personnel (maintain historical relationship)</p> <p><b>Retirement</b><br/>           8% of pension covered gross salary for old plan SFERS full rate member<br/>           7.5% of pension covered gross salary for new plan SFERS full rate member<br/>           7.0% of pension covered gross salary for <u>misc.</u> PERS members (when applicable)<br/>           7.0% of pension covered gross salary for <u>safety</u> PERS members (when applicable)<br/>           *7.5% of pension covered gross for safety PERS members where applicable<br/>           *For uniform Deputy Sheriffs – 7.5% employer pick-up and 1.5% pick-up per Charter Sec. A 8.506</p> <p><b>Health/Welfare</b><br/> <b>Dependent Health Care</b><br/>           Miscellaneous Unrepresented Employees</p> | <p><b>Continued Provisions</b></p> <ul style="list-style-type: none"> <li>• This ordinance creates a distinction between <u>Miscellaneous</u> Unrepresented Employees and <u>Management</u> Unrepresented Employees</li> <li>• <b>Parental Release Time:</b> up to 40 hours for fiscal year. Two hours per semester (max four hours per Fiscal Year) will be paid leave. PRT not to exceed eight hours in any calendar month.</li> <li>• <b>Floating Holidays - 3</b> after six months continuous service;</li> <li>• <b>No pyramiding</b> of premiums; paid only for hours worked;</li> <li>• <b>Night Duty:</b> 5% of base wage rate (actual hours worked);</li> <li>• <b>Call Back:</b> applicable rate for hours actually worked; does not apply to employees who are called back to duty when on standby status;</li> <li>• <b>Internal Adjustment Process:</b> upon request of an appointing officer, the Director of Human Resources may approve internal salary adjustments, subject to approval of the BOS based upon set standards; not to exceed annualized 0.3% of total payroll for unreps.</li> <li>• <b>Standby pay:</b> 25% of base wage rate without pager, 10% of base wage rate with pager. Does not apply to “Z” designated classifications;</li> <li>• <b>Project Manager FY 2000 - 2001:</b> re-establish wage differential that existed in ‘92-’93 between PM classes and related professional licensed engineering classifications; (approx. 7% - 10%);<br/>               5502 PM I - 5206 Assoc. Civil Egr;<br/>               5504 PM II - 5208 Civil Egr;<br/>               5506 PM III - 5210 Sr. Civil Egr;<br/>               5508 PM IV - 5212 Principal Egr;</li> <li>• <b>Tuition Reimbursement</b> \$10,000/FY, max. \$500 per employee;</li> <li>• <b>Bilingual Pay:</b> 5+ hours/wk = \$35 per pay period;</li> <li>• <b>SDI coverage</b> - cost at employee’s expense;</li> <li>• <b>Unrepresented Department Heads and AB44 Confidential Chief Attorney II</b> entitled to same administrative leave benefit as EM employees in MEA contract;</li> <li>• <b>Training, Career Development &amp; Incentives:</b> paid status when assigned to attend during normal working hours;</li> <li>• <b>Renewal Fees for Certificates, Licenses, Registrations:</b> at City’s expense when condition of employment;</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**



City and County of San Francisco – Department of Human Resources

**2000-2001 Compensation Manual**

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

**UNREPRESENTED EMPLOYEE ORDINANCE**

TERM OF ORDINANCE: 7/1/2000 – 6/30/2001

| ECONOMIC BENEFIT PROVISIONS  | ADDITIONAL COMPENSATION   |
|--|---|
| <p>City pick up will be 75% of dependent rate charged to employees for Kaiser coverage at the dependent plus two or more level – (\$261.24 per month for Fiscal Year 2000-2001)</p> <p>Management Unrepresented Employees<br/>City pick up will be 75% of dependent rate charged to employees for Kaiser coverage at the dependent plus two or more level – (\$261.24 per month for Fiscal Year 2000-2001) <i>contributed to Flexible Benefits Plan</i></p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City’s dental program</p> <p style="text-align: center;"><b>LIFE INSURANCE</b></p> <p>\$50,000 for Management Unrepresented Employees</p> <p style="text-align: center;"><b>Long Term Disability</b></p> <p>Provides Miscellaneous Unrepresented Employees with 6 months full-time continuous service after a one hundred eighty (180) day elimination period, sixty percent (60%) salary (subject to integration) up to age sixty-five (65).</p> | <ul style="list-style-type: none"> <li>• <b>Comp Time Off:</b> one-and-one-half times the base hourly rate; the max. amount of comp time accrued not to exceed 240 hours (employees occupying “FLSA” exempt positions);</li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay:</b> after 30 consecutive working days (approx. 5%);</li> <li>• <b>Supervisory Differential:</b> 5%;</li> <li>• <b>Appointment and Advancement:</b> appointing officers may appoint employees to any step, at any time, in the salary range (not to exceed max. of range)</li> </ul> |

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status, with the exception of approved sick leave or workers compensation in excess of twelve (12) continuous weeks.

**REFER TO ORDINANCE/MEMORANDUM OF UNDERSTANDING FOR A DETAILED EXPLANATION AND DESCRIPTION OF SPECIFIC PROVISION**





**FY 2000-2001 COMPENSATION MANUAL**

IV. Special Pay Premiums by Employee Organization

- a. Acting Assignment Pay
- b. Appointment Above Entrance Rate
- c. Supervisory Differential



City and County of San Francisco

Department of Human Resources

## **FY 2000-2001 COMPENSATION MANUAL**

### IV. Special Pay Premiums by Employee Organization

#### a. Acting Assignment Pay



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING

**ACTING ASSIGNMENT PAY**

**Authority:**

**CITY (EMPLOYEE RELATIONS DIVISION - ERD)**

**Submit Acting Assignment Pay form to:**

**CONTROLLER’S ACCOUNTING OFFICE - FUND ACCOUNTANT**  
(The Controller’s Accounting Office will forward forms to ERD-Compensation Unit)

| UNION  | ELIGIBILITY REQUIREMENTS   | DOCUMENTATION           | SPECIAL PAY BENEFIT   | % BASED PREMIUMS** |
|--|--|-------------------------|---|--------------------|
| BRICKLAYERS, LOCAL 3 & HODCARRIERS LOCAL 36<br>CARPENTERS, LOCAL 22<br>CEMENT MASONS, LOCAL 580<br>DISTRICT ATTORNEY’S INVESTIGATORS ASSOCIATION<br>GLAZIERS, LOCAL 718<br>IATSE, LOCAL 16<br>IRONWORKERS, LOCAL 377<br>LABORER’S, LOCAL 261<br>MACHINISTS, LOCAL 1414<br>OPERATING ENGINEERS, LOCAL 3<br>PAINTERS, LOCAL 4<br>PILE DRIVERS, LOCAL 34<br>PLUMBERS, LOCAL 38<br>PROBATION OFFICERS ASSOCIATION, LOCAL 856<br>ROOFERS, LOCAL 40<br>SUPERVISING PROBATION OFFICERS OPERATING ENG, LOCAL 3<br>SF INSTITUTIONAL POLICE OFFICERS ASSOCIATION<br>TEAMSTERS, LOCAL 853 | ASSIGNMENTS MUST BE MADE IN WRITING TO AN AUTHORIZED POSITION FOR WHICH FUNDS ARE TEMPORARILY UNAVAILABLE.<br><br>ASSIGNEE MUST PERFORM THE DAY-TO-DAY DUTIES AND RESPONSIBILITIES OF A HIGHER CLASSIFICATION.<br><br>ASSIGNMENT MUST BE FOR AT LEAST 21 CONSECUTIVE WORK DAYS OF SUCH ASSIGNMENT. | ACTING ASSIGNMENT FORM. | THE EMPLOYEE SHALL RECEIVE AN INCREASE TO A STEP IN AN ESTABLISHED SALARY GRADE THAT REPRESENTS AT LEAST 5 % ABOVE THE EMPLOYEE’S BASE SALARY AND THAT DOES NOT EXCEED THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED. | YES                |

\*\* PREMIUMS BASED ON PERCENT OF SALARY SHALL BE PAID AT A RATE WHICH INCLUDES THE ACTING ASSIGNMENT PAY.

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING

**ACTING ASSIGNMENT PAY**

**Authority:**

**DEPARTMENT HEAD**

**Submit Acting Assignment Pay form to:**

**CONTROLLER’S ACCOUNTING OFFICE - FUND ACCOUNTANT**

(The Controller’s Accounting Office will forward forms to ERD-Compensation Unit)

| UNION   | ELIGIBILITY REQUIREMENTS |                                |   | DOCUMENTATION   | SPECIAL PAY BENEFIT   | % BASED PREMIUMS** |
|---|--------------------------|--------------------------------|---|---|---|--------------------|
|   | BUDGETED POSITION        | FULL RANGE OF DUTIES           | # OF DAYS   |   |   |                    |
| TEAMSTERS, LOCAL 350<br>TEAMSTERS, LOCAL 856 (Multi-Unit) | YES                      | YES                            | 16 CONSECUTIVE DAYS                                   | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | ONE FULL STEP (APPROX. 5%) NOT EXCEEDING THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.   | YES                |
| UNREPRESENTED<br>PLASTERERS’ & SHOPHANDS, LOCAL 66        | YES                      | FULL RANGE OF ESSENTIAL DUTIES | 31 CONSECUTIVE DAYS                                   | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | ONE FULL STEP (APPROX. 5%) NOT EXCEEDING THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.   | YES                |
| ELECTRICAL WORKERS, LOCAL 6                               | YES                      | SUBSTANTIAL PORTION            | 11 CONSECUTIVE DAYS OR 80 HOURS, WHICHEVER IS GREATER | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | EMPLOYEE SHALL BE PAID AT A STEP OF THE ESTABLISHED SALARY GRADE OF THE HIGHER CLASS WHICH IS AT LEAST 5% ABOVE THE EMPLOYEE’S BASE SALARY BUT WHICH DOES NOT EXCEED THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED. | YES                |
| BUILDING INSPECTORS ASSOCIATION                           | NO                       | SUBSTANTIAL PORTION            | 11TH WORK DAY   | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | AUTHORIZED TO RECEIVE AN INCREASE TO A STEP IN AN ESTABLISHED SALARY GRADE THAT REPRESENTS AT LEAST 5% ABOVE THE EMPLOYEE’S BASE SALARY AND THAT DOES NOT EXCEED THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.     | NO                 |
| SHEET METAL WORKERS, LOCAL 104                            | YES                      | FULL RANGE OF ESSENTIAL DUTIES | 21 CUMULATIVE DAYS                                    | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | ONE FULL STEP (APPROX. 5%) NOT EXCEEDING THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.   | YES                |

\*\*PREMIUMS BASED ON PERCENT OF SALARY SHALL BE PAID AT A RATE WHICH INCLUDES THE ACTING ASSIGNMENT PAY.

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING

**ACTING ASSIGNMENT PAY**

**Authority:**

**APPOINTING OFFICER**

**Submit Acting Assignment Pay form to:**

**CONTROLLER’S ACCOUNTING OFFICE - FUND ACCOUNTANT**  
(The Controller’s Accounting Office will forward forms to ERD-Compensation Unit)

| UNION                               | ELIGIBILITY REQUIREMENT |                      |  | DOCUMENTATION   | SPECIAL PAY BENEFIT   | % BASED PREMIUMS** |
|-------------------------------------|-------------------------|----------------------|--|---|---|--------------------|
|                                     | BUDGETED POSITION       | FULL RANGE OF DUTIES | # OF DAYS  |   |   |                    |
| MUNICIPAL EXECUTIVES ASSOCIATION*** | YES                     | YES                  | 31 CONSECUTIVE DAYS  | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | 5% ADJUSTMENT AS LONG AS NOT EXCEEDING THE MAXIMUM RANGE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.  | YES                |
| SEIU, LOCALS 250, 535 AND 790       | NO                      | SUBSTANTIAL PORTION  | * 11TH WORK DAY  | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | AN EMPLOYEE SHALL BE AUTHORIZED TO RECEIVE AN INCREASE OF ONE SALARY STEP ABOVE THE EMPLOYEE’S BASE SALARY (EXCEPT FOR EMPLOYEES WHO ARE AT THE TOP STEP, WHO SHALL RECEIVE AT LEAST FIVE (5) PERCENT MORE THAN THEIR BASE RATE) BUT WHICH DOES NOT EXCEED THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED. | YES                |
| IFTPE, LOCAL 21                     | YES                     | YES                  | 11 CONSECUTIVE DAYS OR 80 HOURS, WHICHEVER IS GREATER (CLASS 2471 20 CONSECUTIVE DAYS) | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | EMPLOYEE SHALL BE PAID AT THE <b><u>CLOSEST SALARY STEP OF THE HIGHER CLASS WHICH IS NO MORE THAN 5% ABOVE THE EMPLOYEE’S BASE SALARY</u></b> BUT WHICH DOES NOT EXCEED THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.  | YES                |

\* ACTING ASSIGNMENT PAY RETROACTIVE TO FIRST DAY OF ASSIGNMENT.

\*\* PREMIUMS BASED ON PERCENT OF SALARY SHALL BE PAID AT A RATE WHICH INCLUDES THE ACTING ASSIGNMENT PAY.

\*\*\* EMPLOYEES IN THE MSA UNIT EMPLOYED IN THE OFFICES OF THE MAYOR, CITY ATTORNEY, DISTRICT ATTORNEY, PUBLIC DEFENDER, SHERIFF, ASSESSOR OR TREASURER WILL BE INELIGIBLE FOR ACTING ASSIGNMENT PAY. THIS PROVISION SHALL APPLY ONLY TO EMPLOYEES IN THOSE DEPARTMENTS WHERE THE CURRENT APPOINTING OFFICER IS AN ELECTED OFFICIAL, AND EXCLUDING FORMER CAO UNITS.

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING

**ACTING ASSIGNMENT PAY**

**Authority:**

**APPOINTING OFFICER (cont.)**

**Submit Acting Assignment Pay form to:**

**CONTROLLER’S ACCOUNTING OFFICE - FUND ACCOUNTANT**  
(The Controller’s Accounting Office will forward forms to ERD-Compensation Unit)

| UNION  | ELIGIBILITY REQUIREMENT |                      |   | DOCUMENTATION   | SPECIAL PAY BENEFIT   | % BASED PREMIUMS** |
|--|-------------------------|----------------------|---|---|---|--------------------|
|  | BUDGETED POSITION       | FULL RANGE OF DUTIES | # OF DAYS   |   |   |                    |
| DEPUTY SHERIFF’S ASSOC.                        | YES                     | SUBSTANTIAL PORTION  | 21 CONSECUTIVE DAYS                               | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | EMPLOYEE SHALL BE PAID AT A STEP OF THE ESTABLISHED SALARY GRADE OF THE HIGHER CLASS WHICH IS AT LEAST 5% ABOVE THE EMPLOYEE’S BASE SALARY BUT WHICH DOES NOT EXCEED THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED. | YES                |
| SEIU, LOCAL 790 (STAFF & PER DIEM NURSES) **** | NO                      | SUBSTANTIAL POSTION  | * 11 th WORK DAY (WITHIN A SIXTY (60) DAY PERIOD) | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | EMPLOYEE SHALL BE PAID AT THE SALARY STEP OF THE CLASS TO WHICH HE/SHE IS TEMPORARILY ASSIGNED WHICH REPRESENTS AT LEAST A 5% INCREASE OVER THE CURRENT BASE SALARY.  | YES                |
| TRANSPORT WORKERS UNION, LOCAL 200             | YES                     | YES                  | 11TH WORK DAY                                     | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | EMPLOYEE SHALL BE PAID AT A STEP OF THE ESTABLISHED SALARY GRADE OF THE HIGHER CLASS WHICH IS AT LEAST 5% ABOVE THE EMPLOYEE’S BASE SALARY BUT WHICH DOES NOT EXCEED THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED. | YES                |
| TRANSPORT WORKERS UNION, LOCAL 250-A (MISC)    | YES                     | SUBSTANTIAL PORTION  | 15 CONSECUTIVE DAYS                               | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | AN EMPLOYEE SHALL BE PAID AT A STEP OF THE HIGHER CLASS WHICH IS AT LEAST 5% ABOVE THE EMPLOYEE’S BASE SALARY BUT WHICH DOES NOT EXCEED THE MAXIMUM STEP OF THE SALARY GRADE TO WHICH TEMPORARILY ASSIGNED.   | YES                |

\* ACTING ASSIGNMENT PAY RETROACTIVE TO FIRST DAY OF ASSIGNMENT.

\*\* PREMIUMS BASED ON PERCENT OF SALARY SHALL BE PAID AT A RATE WHICH INCLUDES THE ACTING ASSIGNMENT PAY.

\*\*\*\* ACTING ASSIGNMENT PAY DOES NOT APPLY TO P-103 PER DIEM NURSE.

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING

**ACTING ASSIGNMENT PAY**

**Authority:**

**APPOINTING OFFICER (cont.)**

**Submit Acting Assignment Pay form to:**

**CONTROLLER’S ACCOUNTING OFFICE - FUND ACCOUNTANT**  
(The Controller’s Accounting Office will forward forms to ERD-Compensation Unit)

| Firefighters, Local 798 (Units 1 & 2) |                         |                      |                           |   |  |                     |
|---------------------------------------|-------------------------|----------------------|---------------------------|---|--|---------------------|
| UNION                                 | ELIGIBILITY REQUIREMENT |                      |                           | DOCUMENTATION   | SPECIAL PAY BENEFIT  | % BASED PREMIUMS ** |
|                                       | BUDGETED POSITION       | FULL RANGE OF DUTIES | # OF DAYS                 |   |  |                     |
| Fire Suppression                      | YES                     | YES                  | ONE FULL WATCH            | <ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul> | EMPLOYEE SHALL BE PAID AT THE RATE FOR THAT POSITION OR RANK WHILE ASSIGNED FOR A MINIMUM OF ONE FULL WATCH. | YES                 |
| Non-Suppression                       | YES                     | YES                  | 11 <sup>th</sup> WORK DAY |   | EMPLOYEE SHALL RECEIVE THE COMPENSATION OF THE HIGHER RANK IF ALL CONDITIONS ARE MET.                        | YES                 |

The provisions of this section shall be administered in accordance with Department of Human Resources Policies and Procedures.

**Authority:**

**STATIONARY ENGINEERS, LOCAL 39**

| UNION                          | ACTING ASSIGNMENT PAY   |   |
|--------------------------------|---|---|
| STATIONARY ENGINEERS, LOCAL 39 | EXCEPT FOR CLASSES 7252, 7372, 7373, 7375, 7245, 7343, 7341, AND 7339 STATIONARY ENGINEERS AND RELATED CLASSIFICATIONS WHO PERFORM THE DUTIES OF CLASSES 7252, 7372, 7373, 7375, 7245, 7343, 7341, OR 7339 AT A HEADWORKS FACILITY OR POTABLE WATER TREATMENT FACILITY SHALL RECEIVE, FOR THE TIME SPENT IN PERFORMING SUCH DUTIES, THE EQUIVALENT RATE OF PAY OF THE CLASSIFICATION REGULARLY ASSIGNED TO SUCH WORK. | ANY EMPLOYEE GOVERNED BY THE PROVISIONS OF THIS MOU, WHO IS REQUIRED TO PERFORM SUPERVISORY DUTIES OUTSIDE HIS/HER CLASSIFICATION IN EXCESS OF FIFTEEN (15) CUMULATIVE DAYS DURING A ROLLING 12 MONTH PERIOD SHALL BE PAID AT THE PAY RATE OF THE CLASSIFICATION TO WHICH ASSIGNED. |

\*\* PREMIUMS BASED ON PERCENT OF SALARY SHALL BE PAID AT A RATE WHICH INCLUDES THE ACTING ASSIGNMENT PAY.

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING

**ACTING ASSIGNMENT PAY**

| <b>UNION</b>   | <b>ELIGIBILITY</b>                                |
|--|---|
| MUNICIPAL ATTORNEY'S ASSOCIATION<br><br>UNION OF AMERICAN PHYSICIANS AND DENTISTS<br><br>TEAMSTERS LOCAL 856 -- SUPERVISING NURSES<br><br>TRANSPORT WORKERS UNION, LOCAL 250A (CLASS 7410) | <b>NOT SUBJECT TO ACTING ASSIGNMENT PROVISION</b> |

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**





City and County of San Francisco

Department of Human Resources

## **FY 2000-2001 COMPENSATION MANUAL**

### **IV. Special Pay Premiums by Employee Organization**

#### **b. Appointment Above Entrance Rate**



**CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING**

**APPOINTMENT ABOVE ENTRANCE RATE**

**Authority:**

**HUMAN RESOURCES DIRECTOR**

**Submit Appointment Above Entrance Rate Request to:**

**COMPENSATION UNIT, DHR**

| UNION  | CONDITIONS  | DOCUMENTATION  | DEADLINE  | CLASS ADVANCE TO SAME STEP |
|--|---|--|---|----------------------------|
| BUILDING INSPECTORS ASSOCIATION<br>CEMENT MASONS, LOCAL 580<br>DISTRICT ATTORNEY'S INVESTIGATORS ASSOCIATION<br>ELECTRICAL WORKERS, LOCAL 6<br>GLAZIERS, LOCAL 718<br>IRONWORKERS, LOCAL 377<br>LABORERS, LOCAL 261<br>SUPERVISING PROBATION OFFICERS - OPERATING ENG, L3<br>PAINTERS, LOCAL 4<br>PILE DRIVERS, LOCAL 34<br>PROBATION OFFICERS ASSOCIATION LOCAL 856<br>ROOFERS, LOCAL 40<br>SF INSTITUTIONAL POLICE OFFICERS ASSOCIATION<br>SHEET METAL WORKERS, LOCAL 104<br>TEAMSTERS, LOCAL 853<br>TRANSPORT WORKERS UNION - LOCAL 200, LOCAL 250-A (CLASS 7410), LOCAL 250-A (MULTI-UNIT) | A FORMER PERMANENT CITY EMPLOYEE, FOLLOWING RESIGNATION WITH SERVICE SATISFACTORY, IS BEING REAPPOINTED TO A PERMANENT POSITION IN HIS/HER FORMER CLASSIFICATION; OR<br><br>LOSS OF COMPENSATION WOULD RESULT IF APPOINTEE ACCEPTS POSITION AT THE NORMAL STEP; OR<br><br>A SEVERE, EASILY DEMONSTRATED AND DOCUMENTED RECRUITING AND RETENTION PROBLEM EXISTS SUCH THAT ALL CITY APPOINTMENTS IN THE PARTICULAR CLASS SHOULD BE ABOVE THE NORMAL STEP.<br><br>THE CONTROLLER CERTIFIES THAT FUNDS ARE AVAILABLE. | LETTER AND SUPPLEMENTAL DOCUMENTATION (I.E. RECENT CHECK STUBS, W-2 TAX FORMS, BENEFIT INFORMATION, OFFERS OF EMPLOYMENT, ETC.) WHICH ADDRESS LOSS OF COMPENSATION AND/OR RECRUITING AND RETENTION ISSUES. | WITHIN 90 DAYS OF APPOINTMENT AND BY THE END OF THE FISCAL YEAR IN WHICH APPOINTMENT IS MADE. | DISCRETIONARY              |

APPOINTMENT ABOVE ENTRANCE MUST BE BASED ON FORMER ANNUALIZED SALARY. THIS PROVISION EXCLUDES LOSS OF COMPENSATION BASED ON HOURLY RATE COMPARISONS.

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



**CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING**

**APPOINTMENT ABOVE ENTRANCE RATE**

**Authority:**

**HUMAN RESOURCES DIRECTOR (cont.)**

**Submit Appointment Above Entrance Rate Request to:**

**COMPENSATION UNIT, DHR**

| UNION                                   | CONDITIONS   | DOCUMENTATION   | DEADLINE   | CLASS ADVANCE TO SAME STEP |
|---|--|---|--|----------------------------|
| IFPTE, LOCAL 21                         | <p>A FORMER PERMANENT CITY EMPLOYEE, FOLLOWING RESIGNATION WITH SERVICE SATISFACTORY, IS BEING REAPPOINTED TO A PERMANENT POSITION IN HIS/HER FORMER CLASSIFICATION; OR</p> <p>LOSS OF COMPENSATION WOULD RESULT IF APPOINTEE ACCEPTS POSITION AT THE NORMAL STEP; OR</p> <p>A SEVERE, EASILY DEMONSTRATED AND DOCUMENTED RECRUITING AND RETENTION PROBLEM EXISTS SUCH THAT ALL CITY APPOINTMENTS IN THE PARTICULAR CLASS SHOULD BE ABOVE THE NORMAL STEP.</p> <p>THE APPOINTEE POSSESS SPECIAL EXPERIENCE, QUALIFICATIONS AND/OR SKILLS WHICH, IN THE APPOINTING OFFICER'S OPINION, WARRANTS APPOINTMENT ABOVE THE ENTRANCE RATE.</p> | <p>LETTER AND SUPPLEMENTAL DOCUMENTATION (I.E. RECENT CHECK STUBS, W-2 TAX FORMS, BENEFIT INFORMATION, OFFERS OF EMPLOYMENT, ETC.) WHICH ADDRESS LOSS OF COMPENSATION AND/OR RECRUITING AND RETENTION ISSUES.</p> | <p>BY THE END OF THE FISCAL YEAR IN WHICH APPOINTMENT IS MADE.</p>                                   | <p>DISCRETIONARY</p>       |
| UNION OF AMERICAN PHYSICIANS & DENTISTS | <p>AS ABOVE (EXCLUDING SPECIAL EXPERIENCE/QUALIFICATIONS) AND ADDITIONALLY CONTROLLER CERTIFIES THAT FUNDS ARE AVAILABLE.</p>  | <p>SAME AS ABOVE</p>  | <p>WITHIN 90 DAYS OF APPOINTMENT AND BY THE END OF THE FISCAL YEAR IN WHICH APPOINTMENT IS MADE.</p> | <p>DISCRETIONARY</p>       |

APPOINTMENT ABOVE ENTRANCE MUST BE BASED ON FORMER ANNUALIZED SALARY. THIS PROVISION EXCLUDES LOSS OF COMPENSATION BASED ON HOURLY RATE COMPARISONS.

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



**CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING**

**APPOINTMENT ABOVE ENTRANCE RATE**

**Authority:**

**APPOINTING OFFICER**

**Submit Appointment Above Entrance Rate Request to:**

**PPSD, WITHIN 90 DAYS OF APPOINTMENT**

| UNION   | CONDITIONS  | DOCUMENTATION   | DEADLINE      | CLASS ADVANCE TO SAME STEP |
|---|---|---|---------------|----------------------------|
| CARPENTERS, LOCAL 22<br><br>IATSE, LOCAL 16<br><br>MUNICIPAL ATTORNEYS ASSOC.<br><br>PLASTERERS & SHOPHANDS, LOCAL 66                             | A FORMER PERMANENT CITY EMPLOYEE, FOLLOWING RESIGNATION WITH SERVICE SATISFACTORY, IS BEING REAPPOINTED TO A PERMANENT POSITION IN HIS/HER FORMER CLASSIFICATION; OR,<br><br>LOSS OF COMPENSATION WOULD RESULT IF APPOINTEE ACCEPTS POSITION AT THE NORMAL STEP; OR,<br><br>A SEVERE, EASILY DEMONSTRATED AND DOCUMENTED RECRUITING AND RETENTION PROBLEM EXISTS SUCH THAT ALL CITY APPOINTMENTS IN THE PARTICULAR CLASS SHOULD BE ABOVE THE NORMAL STEP. | LETTER AND SUPPLEMENTAL DOCUMENTATION (I.E. RECENT CHECK STUBS, W-2 TAX FORMS, BENEFIT INFORMATION, OFFERS OF EMPLOYMENT, ETC.) WHICH ADDRESS LOSS OF COMPENSATION AND/OR RECRUITING AND RETENTION ISSUES.<br><br>PAR | NOT SPECIFIED | NO                         |
| SEIU LOCALS 250, 535 & 790<br><br>SEIU LOCAL 790 – STAFF AND PER DIEM NURSES<br><br>TEAMSTERS, LOCAL 350<br><br>TEAMSTERS, LOCAL 856 (MULTI-UNIT) | AS ABOVE AND ADDITIONALLY THE APPOINTEE POSSESSES SPECIAL EXPERIENCE, QUALIFICATIONS AND/OR SKILLS WHICH, IN THE APPOINTING OFFICER'S OPINION, WARRANTS APPOINTMENT ABOVE THE ENTRANCE RATE.  | SAME AS ABOVE   | NOT SPECIFIED | * YES                      |

\* THIS ACTION OCCURS WHEN AN APPOINTEE IS HIRED AT A STEP HIGHER THAN NORMAL BASED ON RECRUITMENT AND RETENTION.

APPOINTMENT ABOVE ENTRANCE MUST BE BASED ON FORMER ANNUALIZED SALARY. THIS PROVISION EXCLUDES LOSS OF COMPENSATION BASED ON HOURLY RATE COMPARISONS.

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



**CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING**

**APPOINTMENT ABOVE ENTRANCE RATE**

**Authority:**

**APPOINTING OFFICER (cont.)**

**Submit Appointment Above Entrance Rate Request to:**

**PPSD, WITHIN 90 DAYS OF APPOINTMENT**

| UNION                                    | CONDITIONS   | DOCUMENTATION  | DEADLINE      | CLASS ADVANCE TO SAME STEP |
|--|--|--|---------------|----------------------------|
| PLUMBERS, LOCAL 38                       | <p>A FORMER PERMANENT CITY EMPLOYEE, FOLLOWING RESIGNATION WITH SERVICE SATISFACTORY, IS BEING REAPPOINTED TO A PERMANENT POSITION IN HIS/HER FORMER CLASSIFICATION; OR</p> <p>LOSS OF COMPENSATION WOULD RESULT IF APPOINTEE ACCEPTS POSITION AT THE NORMAL STEP; OR</p> <p>A SEVERE, EASILY DEMONSTRATED AND DOCUMENTED RECRUITING AND RETENTION PROBLEM EXISTS SUCH THAT ALL CITY APPOINTMENTS IN THE PARTICULAR CLASS SHOULD BE ABOVE THE NORMAL STEP.</p> <p>THE CONTROLLER CERTIFIES THAT FUNDS ARE AVAILABLE.</p> | LETTER AND SUPPLEMENTAL DOCUMENTATION (I.E. RECENT CHECK STUBS, W-2 TAX FORMS, BENEFIT INFORMATION, OFFERS OF EMPLOYMENT, ETC.) WHICH ADDRESS LOSS OF COMPENSATION AND/OR RECRUITING AND RETENTION ISSUES. | NOT SPECIFIED | DISCRETIONARY              |
| MUNICIPAL EXECUTIVES ASSOC.              | APPOINTMENT MAY BE MADE BY AN APPOINTING OFFICER AT ANY STEP IN THE COMPENSATION GRADE.  | NOT SPECIFIED  | NOT SPECIFIED | NO                         |
| TEAMSTERS LOCAL 856 - SUPERVISING NURSES | APPOINTMENTS MAY BE MADE BY AN APPOINTING OFFICER AT ANY STEP IN THE SALARY RANGE.   | NOT SPECIFIED  | NOT SPECIFIED | NO                         |
| UNREPRESENTED                            | APPOINTMENT AND ADVANCEMENT: APPOINTING OFFICERS MAY APPOINT EMPLOYEES TO ANY STEP, AT ANY TIME, IN THE SALARY RANGE (NOT TO EXCEED MAXIMUM OF RANGE).   | NOT SPECIFIED  | NOT SPECIFIED | NO                         |

APPOINTMENT ABOVE ENTRANCE MUST BE BASED ON FORMER ANNUALIZED SALARY. THIS PROVISION EXCLUDES LOSS OF COMPENSATION BASED ON HOURLY RATE COMPARISONS.

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



**CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING**

**APPOINTMENT ABOVE ENTRANCE RATE**

**Authority:**

**SHERIFF**

**Submit Appointment Above Entrance Rate Request to:**

**PPSD, WITHIN 90 DAYS OF APPOINTMENT**

| UNION                       | CONDITIONS   | DOCUMENTATION | DEADLINE      | CLASS ADVANCE TO SAME STEP |
|-----------------------------|--|---------------|---------------|----------------------------|
| DEPUTY SHERIFFS ASSOCIATION | <p>A FORMER PERMANENT CITY EMPLOYEE, FOLLOWING RESIGNATION WITH SERVICE SATISFACTORY, IS BEING REAPPOINTED TO A PERMANENT POSITION IN HIS/HER FORMER CLASSIFICATION; OR,</p> <p>LOSS OF COMPENSATION WOULD RESULT IF APPOINTEE ACCEPTS POSITION AT THE NORMAL STEP; OR,</p> <p>A SEVERE, EASILY DEMONSTRATED AND DOCUMENTED RECRUITING AND RETENTION PROBLEM EXISTS SUCH THAT ALL CITY APPOINTMENTS IN THE PARTICULAR CLASS SHOULD BE ABOVE THE NORMAL STEP.</p> | NOT SPECIFIED | NOT SPECIFIED | NO                         |

APPOINTMENT ABOVE ENTRANCE MUST BE BASED ON FORMER ANNUALIZED SALARY. THIS PROVISION EXCLUDES LOSS OF COMPENSATION BASED ON HOURLY RATE COMPARISONS.

| UNION  | ELIGIBILITY   |
|--|---|
| <p>BRICKLAYERS LOCAL 3 AND HODCARRIERS LOCAL 36<br/>MACHINISTS AND AEROSPACE WORKERS, LOCAL 1414<br/>OPERATING ENGINEERS LOCAL 3 (ENTRANCE AT STEP 5)<br/>STATIONARY ENGINEERS, LOCAL 39</p> | <b>NOT SUBJECT TO APPOINTMENT ABOVE THE ENTRANCE RATE PROVISION</b> |

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



**FY 2000-2001 COMPENSATION MANUAL**

IV. Special Pay Premiums by Employee Organization

c. Supervisory Differential



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING

**SUPERVISORY DIFFERENTIAL ADJUSTMENT**

**Authority:**

**HUMAN RESOURCE DIRECTOR**

**Submit Supervisory Differential form to:**

**COMPENSATION UNIT, EMPLOYEE RELATIONS DIVISION**

| UNION  | ELIGIBILITY REQUIREMENTS & CONDITIONS  | DOCUMENTATION   | SPECIAL PAY BENEFIT   | DEADLINE   | TYPE OF ADJUSTMENT  |
|--|--|---|---|--|---------------------|
| BRICKLAYERS, LOCAL 3 & HODCARRIERS, L36<br><br>CEMENT MASONS, LOCAL 580<br><br>DISTRICT ATTORNEY'S INVESTIGATORS ASSOC.<br><br>ELECTRICAL WORKERS, LOCAL 6 *<br><br>GLAZIERS, LOCAL 718<br><br>IFPTE, LOCAL 21 **<br><br>IRONWORKERS, LOCAL 377<br><br>LABORERS, LOCAL 261<br><br>PAINTERS, LOCAL 4<br><br>PILE DRIVERS, LOCAL 34<br><br>PLUMBERS, LOCAL 38<br><br>PROBATION OFFICERS, LOCAL 856<br><br>ROOFERS, LOCAL 40<br><br>SHEET METAL WORKERS, LOCAL 104<br><br>SEIU L790 - STAFF & PER DIEM NURSES | <ul style="list-style-type: none"> <li>THE SUPERVISOR, AS PART OF THE REGULAR RESPONSIBILITIES OF HIS/HER CLASS, SUPERVISES, DIRECTS, IS ACCOUNTABLE FOR AND IS IN RESPONSIBLE CHARGE OF THE WORK OF A SUBORDINATE OR SUBORDINATES.</li> <li>THE ORGANIZATION IS A PERMANENT ONE APPROVED BY THE APPOINTING OFFICER, CHIEF ADMIN. OFFICER, BOARD OR COMMISSION, WHERE APPLICABLE, AND IS A MATTER OF RECORD BASED UPON REVIEW AND INVESTIGATION BY THE DEPT OF HUMAN RESOURCES. <b>(THIS REQUIREMENT DOES NOT APPLY TO SEIU L790-STAFF &amp; PER DIEM NURSES)</b></li> <li>THE CLASSIFICATIONS OF BOTH THE SUPERVISOR AND THE SUBORDINATE ARE APPROPRIATE TO THE ORGANIZATION AND HAVE A NORMAL, LOGICAL RELATIONSHIP TO EACH OTHER IN TERMS OF THEIR RESPECTIVE DUTIES AND LEVELS OF RESPONSIBILITY AND ACCOUNTABILITY IN THE ORGANIZATION.</li> <li>THE COMPENSATION GRADE OF THE SUPERVISOR IS LESS THAN ONE FULL STEP (APPROXIMATELY 5%) OVER THE COMPENSATION GRADE, EXCLUSIVE OF EXTRA PAY, OF THE EMPLOYEE SUPERVISED.</li> <li>COMPENSATION ADJUSTMENTS ARE EFFECTIVE RETROACTIVE TO THE BEGINNING OF THE FISCAL YEAR UPON WHICH THE EMPLOYEE BECOMES ELIGIBLE FOR SUCH ADJUSTMENTS UNDER THESE PROVISIONS.</li> </ul> <p style="text-align: center;"><i>Continued next page</i></p> | <ul style="list-style-type: none"> <li>SUPERVISORY DIFFERENTIAL FORM</li> <li>LETTER/ MEMO THAT EXPLAINS OR JUSTIFIES REQUEST (OPTIONAL)</li> <li>ORGANIZATIONAL CHART</li> </ul> | <ul style="list-style-type: none"> <li>THE ADJUSTMENT OF THE COMPENSATION GRADE OF THE SUPERVISOR SHALL BE TO THE NEAREST COMPENSATION GRADE REPRESENTING BUT NOT EXCEEDING, ONE FULL STEP (APPROXIMATELY 5%) OVER THE COMPENSATION GRADE, EXCLUSIVE OF EXTRA PAY, OF THE EMPLOYEE SUPERVISED.</li> <li>IN NO EVENT WILL THE HUMAN RESOURCES DEPT. APPROVE A SUPERVISORY SALARY ADJUSTMENT IN EXCESS OF 2 FULL STEPS (APPROXIMATELY 10%) OVER THE SUPERVISOR'S CURRENT BASIC COMPENSATION. IF IN THE FOLLOWING FISCAL YEAR A SALARY INEQUITY CONTINUES TO EXIST, THE HUMAN RESOURCES DEPT. MAY AGAIN REVIEW THE CIRCUMSTANCES AND MAY GRANT AN ADDITIONAL SALARY ADJUSTMENT NOT TO EXCEED 2 FULL STEPS (APPROXIMATELY 10%) <b>(THIS REQUIREMENT DOES NOT APPLY TO SEIU L790-STAFF &amp; PER DIEM NURSES)</b></li> </ul> | <p>REQUEST MUST BE RECEIVED IN THE OFFICES OF THE DEPARTMENT OF HUMAN RESOURCES NOT LATER THAN THE END OF THE CURRENT FISCAL YEAR.</p> | <p>SALARY GRADE</p> |

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**





CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING

**SUPERVISORY DIFFERENTIAL ADJUSTMENT**

**Authority:**

**HUMAN RESOURCE DIRECTOR (cont.)**

**Submit Supervisory Differential form to:**

**COMPENSATION UNIT, EMPLOYEE RELATIONS DIVISION**

| UNION                                      | ELIGIBILITY REQUIREMENTS & CONDITIONS   | DOCUMENTATION     | SPECIAL PAY BENEFIT  | DEADLINE          | TYPE OF ADJUSTMENT |
|--|---|-------------------|--|-------------------|--------------------|
|  | <ul style="list-style-type: none"> <li>AN EMPLOYEE SHALL BE ELIGIBLE FOR SUPERVISORY DIFFERENTIAL ADJUSTMENTS ONLY IF THEY ACTUALLY SUPERVISE THE TECHNICAL CONTENT OF SUBORDINATE WORK AND POSSESS EDUCATION AND/OR EXPERIENCE APPROPRIATE TO THE TECHNICAL ASSIGNMENT. <b>(THIS REQUIREMENT DOES NOT APPLY TO SEIU L790-STAFF &amp; PER DIEM NURSES)</b></li> </ul> |                   |  |                   |                    |
| TRANSPORT WORKERS UNION, LOCAL 200 (SEAM)  | <ul style="list-style-type: none"> <li>SEE PREVIOUS PAGE</li> </ul>   | SEE PREVIOUS PAGE | THE ADJUSTMENT OF THE COMPENSATION GRADE OF THE SUPERVISOR SHALL NOT EXCEED 5% OVER THE COMPENSATION EXCLUSIVE OF THE EXTRA PAY, OF THE EMPLOYEE SUPERVISED. | SEE PREVIOUS PAGE | SALARY GRADE       |
| MACHINISTS & AEROSPACE WORKERS, LOCAL 1414 | <ul style="list-style-type: none"> <li>SEE PREVIOUS PAGE; AND ADDITIONALLY</li> <li>THE SUPERVISOR HAS COMPLETED A PROBATIONARY PERIOD IN A CIVIL SERVICE CLASS AND HOLDS PERMANENT STATUS TO A FULL-TIME POSITION.</li> </ul>  | SEE PREVIOUS PAGE | SAME AS ABOVE  | SEE PREVIOUS PAGE | SALARY GRADE       |

\* SUPERVISORY DIFFERENTIAL ADJUSTMENT NOT APPLICABLE FOR CLASSIFICATION 7329 ELECTRONIC MAINTENANCE TECHNICIAN ASSISTANT SUPERVISOR 7/1/96 BASE WAGE FOR CLASS 7329 INCORPORATES AMOUNT PREVIOUSLY GRANTED AS SUPERVISORY DIFFERENTIAL.

\*\* FOR IFPTE, LOCAL 21: SUPERVISORY DIFFERENTIAL ADJUSTMENTS MAY BE APPLIED TO ANY EMPLOYEE SUPERVISING ONE OR MORE EMPLOYEES IN THE SAME CLASS **ONLY WHERE THE CLASS HAS NO PROMOTIVE, SUPERVISORY CLASS.**

SUPERVISORY DIFFERENTIAL ADJUSTMENT IS APPLICABLE FOR CLASSIFICATION 2924 MEDICAL SOCIAL WORKER SUPERVISOR WHEN SUPERVISING SUBORDINATES WITH COMPENSATION GRADES LESS THAN 5%, EXCLUSIVE OF EXTRA PAY, OF CLASS 2924.

\*\*\* FOR TEAMSTERS, LOCAL 856 (Multi-Unit): SUPERVISORY DIFFERENTIAL ADJUSTMENT NOT APPLICABLE FOR CLASSIFICATIONS 8322, 8323, 8324, 2453 7/1/98 BASE WAGE FOR CLASSES 8322, 8323, 8324, & 2453 INCORPORATES AMOUNT PREVIOUSLY GRANTED AS SUPERVISORY DIFFERENTIAL.

**THE DECISION OF THE DEPARTMENT OF HUMAN RESOURCES AS TO WHETHER THE COMPENSATION GRADE OF A SUPERVISORY EMPLOYEE SHALL BE ADJUSTED IN ACCORDANCE WITH THE ABOVE MOUs SHALL BE FINAL AND SHALL NOT BE GRIEVABLE (LOCAL 21 EXCEPTED).**

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING

**SUPERVISORY DIFFERENTIAL ADJUSTMENT**

**Authority:**

**APPOINTING OFFICER**

**Submit Supervisory Differential form to:**

**PPSD**

| UNION  | ELIGIBILITY REQUIREMENTS & CONDITIONS   | DOCUMENTATION  | SPECIAL PAY BENEFIT  | DEADLINE   | TYPE OF ADJUSTMENT |
|--|---|--|--|--|--------------------|
| CARPENTERS, LOCAL 22<br>IATSE, LOCAL 16<br>OPERATING ENGINEERS, LOCAL 3<br>PLASTERERS & SHOPHANDS, LOCAL 66<br>SEIU LOCALS 250, 535, 790<br>SF INSTITUTIONAL POLICE OFFICERS ASSOC<br>SUPERVISING PROBATION OFFICERS, OPERATING ENG. LOCAL 3<br>TEAMSTERS LOCAL 856 (MULTI-UNIT) ***<br>TEAMSTERS, LOCAL 856 SUPERVISING NURSES<br>BUILDING INSPECTORS ASSOCIATION | <ul style="list-style-type: none"> <li>• THE SUPERVISOR, AS PART OF THE REGULAR RESPONSIBILITIES OF HIS/HER CLASS SUPERVISES, DIRECTS, IS ACCOUNTABLE FOR AND IS IN RESPONSIBLE CHARGE OF THE WORK OF A SUBORDINATE(S).</li> <li>• THE ORGANIZATION IS PERMANENT AND IS APPROVED BY THE APPOINTING OFFICER, CAO, OR BOARD OR COMMISSION. <b>(THIS REQUIREMENT DOES NOT APPLY TO SEIU, LOCALS 250, 535 &amp; 790)</b></li> <li>• THE CLASSIFICATIONS OF BOTH THE SUPERVISOR AND THE SUBORDINATE ARE APPROPRIATE TO THE ORGANIZATION AND HAVE A LOGICAL RELATIONSHIP TO EACH OTHER.</li> <li>• THE COMPENSATION GRADE OF THE SUPERVISOR IS LESS THAN 5% OR ONE FULL STEP OVER THE COMPENSATION GRADE, EXCLUSIVE OF EXTRA PAY, OF THE EMPLOYEE SUPERVISED.</li> <li>• THE SUPERVISOR HAS COMPLETED A PROBATIONARY PERIOD IN A CIVIL SERVICE CLASS AND HOLDS PERMANENT STATUS TO A FULL-TIME POSITION. <b>(THIS REQUIREMENT DOES NOT APPLY TO STATIONARY ENGINEERS, LOCAL 39; TEAMSTERS, LOCAL 350; TEAMSTERS, LOCAL 856 AND TEAMSTERS, L856 - SUPERVISING NURSES).</b></li> <li>• THE SUPERVISOR ACTUALLY SUPERVISES THE TECHNICAL CONTENT OF SUBORDINATE WORK AND POSSESSES EDUCATION AND/OR EXPERIENCE APPROPRIATE TO THE TECHNICAL ASSIGNMENT. <b>(THIS REQUIREMENT DOES NOT APPLY TO SEIU, LOCALS 250, 535, &amp; 790 ).</b></li> <li>• THE SUPERVISOR/SUBORDINATE RELATIONSHIP IS APPROVED BY THE APPOINTING OFFICER, CHIEF ADMINISTRATIVE OFFICER, BOARD OR COMMISSION, WHERE APPLICABLE, AND IS A MATTER OF RECORD BASED UPON REVIEW AND INVESTIGATION BY THE DEPARTMENT OF HUMAN RESOURCES <b>(ONLY APPLIES TO SEIU, LOCAL 250, 535 &amp; 790).</b></li> </ul> | SUPERVISORY DIFFERENTIAL FORM<br><br>LETTER/MEMO (OPTIONAL)<br><br>ORGANIZATIONAL CHART<br><br>PAR | <ul style="list-style-type: none"> <li>• THE ADJUSTMENT OF THE COMPENSATION GRADE OF THE SUPERVISOR SHALL BE THE NEAREST COMPENSATION GRADE REPRESENTING, BUT NOT EXCEEDING, ONE FULL STEP (5%), EXCLUSIVE OF EXTRA PAY, OF THE EMPLOYEE SUPERVISED. <b>(THIS PROVISION DOES NOT APPLY TO STATIONARY ENGINEERS, LOCAL 39, TEAMSTERS LOCAL 856 - SUPERVISING NURSES, TEAMSTERS LOCAL 350).</b></li> <li>• THE APPOINTING OFFICER WILL NOT APPROVE A SALARY ADJUSTMENT IN OR EXCESS OF 2 FULL STEPS (APPROX. 10%) OVER THE SUPERVISOR'S CURRENT BASIC COMPENSATION. IF IN THE NEXT YEAR A SALARY INEQUITY REMAINS, THE APPOINTING OFFICER MAY GRANT AN ADDITIONAL SALARY ADJUSTMENT NOT TO EXCEED 2 FULL STEPS (APPROX. 10%) <b>(THIS PROVISION DOES NOT APPLY TO SEIU, LOCALS 250, 535, &amp; 790 OR TO STATIONARY ENGINEERS, LOCAL 39).</b></li> </ul> | REQUESTS FOR IMPLEMENTATION OF SUPERVISORY ADJUSTMENTS MUST BE SUBMITTED TO PPSD NO LATER THAN THE LAST DATE IN THE CURRENT FISCAL YEAR. | SALARY GRADE       |

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING

**SUPERVISORY DIFFERENTIAL ADJUSTMENT**

**Authority:**

**APPOINTING OFFICER (cont.)**

**Submit Supervisory Differential form to:**

**PPSD**

| UNION   | ELIGIBILITY REQUIREMENTS & CONDITIONS   | DOCUMENTATION  | SPECIAL PAY BENEFIT   | DEADLINE  | TYPE OF ADJUSTMENT |
|---|---|--|---|---|--------------------|
| DEPUTY SHERIFF'S ASSOCIATION<br><br>STATIONARY ENGINEERS, LOCAL 39<br><br>TEAMSTERS, LOCAL 350<br><br>UNREPRESENTED | SEE PREVIOUS PAGE   | SAME AS BELOW  | THE ADJUSTMENT OF THE COMPENSATION GRADE OF THE SUPERVISOR SHALL NOT EXCEED FIVE PERCENT (5%) OVER THE COMPENSATION, EXCLUSIVE OF THE EXTRA PAY, OF THE EMPLOYEE SUPERVISED.  | SAME AS BELOW   | SALARY GRADE       |
| MUNICIPAL EXECUTIVES ASSOCIATION  | <ul style="list-style-type: none"> <li>• THE SUPERVISOR, AS PART OF THE REGULAR RESPONSIBILITIES OF HIS/HER CLASS, SUPERVISES, DIRECTS, IS ACCOUNTABLE FOR AND IS IN RESPONSIBLE CHARGE OF THE WORK OF A SUBORDINATE(S).</li> <li>• THE SUPERVISOR MUST ACTUALLY SUPERVISE THE TECHNICAL CONTENT OF THE SUBORDINATE WORK AND POSSESS EDUCATION AND/OR EXPERIENCE APPROPRIATE TO THE TECHNICAL ASSIGNMENT.</li> <li>• THE ORGANIZATION IS PERMANENT AND IS APPROVED BY THE APPOINTING OFFICER, CAO, BOARD OR COMMISSION AND IS A MATTER OF RECORD.</li> <li>• THE CLASSIFICATIONS OF BOTH THE SUPERVISOR AND THE SUBORDINATE ARE APPROPRIATE TO THE ORGANIZATION AND HAVE A LOGICAL RELATIONSHIP TO EACH OTHER.</li> <li>• THE COMPENSATION RANGE OF THE SUPERVISOR IS LESS THAN 5% OVER THE COMPENSATION OF THE EMPLOYEE SUPERVISED.</li> </ul> | SUPERVISORY DIFFERENTIAL FORM<br><br>LETTER/MEMO (OPTIONAL)<br><br>ORGANIZATIONAL CHART<br><br>PAR | THE ADJUSTMENT OF THE COMPENSATION OF THE SUPERVISOR SHALL NOT EXCEED 5% OVER THE COMPENSATION, EXCLUSIVE OF EXTRA PAY, OF THE EMPLOYEE SUPERVISED.<br><br>IF IN THE NEXT YEAR A SALARY INEQUITY REMAINS, THE APPOINTING OFFICER MAY GRANT AN ADDITIONAL SALARY ADJUSTMENT NOT TO EXCEED 2 FULL STEPS (APPROX. 10%) | REQUESTS FOR IMPLEMENTATION OF SUPERVISORY ADJUSTMENTS MUST BE SUBMITTED TO PPSD NO LATER THAN THE LAST DATE IN THE CURRENT FISCAL YEAR | COMPENSATION RANGE |

| UNION   | ELIGIBILITY   |
|---|---|
| MUNICIPAL ATTORNEYS' ASSOCIATION<br>TRANSPORT WORKERS UNION, LOCAL 250-A (CLASS 7410) & LOCAL 250-A (MULTI-UNIT)<br>UNION OF AMERICAN PHYSICIANS AND DENTISTS<br>TEAMSTERS, LOCAL 853 | <b>NOT SUBJECT TO SUPERVISORY DIFFERENTIAL ADJUSTMENT PROVISION</b> |

**THE ABOVE EXPLANATION OF THIS SPECIAL PAY BENEFIT DOES NOT PURPORT TO BE ALL INCLUSIVE; PLEASE REFER TO THE APPROPRIATE MOU FOR A DETAILED EXPLANATION AND DESCRIPTION**



City and County of San Francisco

Department of Human Resources

## **FY 2000-2001 COMPENSATION MANUAL**

### V. Tuition Reimbursement Forms

# CITY AND COUNTY OF SAN FRANCISCO DEPARTMENT OF HUMAN RESOURCES



Check here for UC Extension  
Program Participant. BOOKS ONLY

## TUITION REIMBURSEMENT REQUEST

### PERSONAL INFORMATION

Name (Please PRINT) \_\_\_\_\_ Social Security No. \_\_\_\_\_ Date of Request \_\_\_\_\_  
Home Address \_\_\_\_\_ City - State - Zip Code \_\_\_\_\_ Daytime Phone # \_\_\_\_\_  
Department/Program \_\_\_\_\_ Date of PCS Appt.(Mo/Yr) \_\_\_\_\_ Evening Phone # (Optional) \_\_\_\_\_

Job Class No. and Title: \_\_\_\_\_

### Employee Organization & Bargaining Unit: (Please check one)

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Local 6-Electrician           | <input type="checkbox"/> Probation Officers Association-856 | <input type="checkbox"/> <b>NURSES-SEIU Local 790</b>    |
| <input type="checkbox"/> Local 21-IFPTE                | <input type="checkbox"/> MAA                                | <input type="checkbox"/> Building Inspectors Association |
| <input type="checkbox"/> Local 22-Carpenter            | <input type="checkbox"/> SFPOA                              | <input type="checkbox"/> Local 350-Teamsters             |
| <input type="checkbox"/> Local 39-Stationary Engineers | <input type="checkbox"/> UAPD                               | <input type="checkbox"/> Local 250-SEIU                  |
| <input type="checkbox"/> Local 104-Sheetmetal Workers  | <input type="checkbox"/> H-1 Rescue Paramedic-Local 790     | <input type="checkbox"/> Local 535-SEIU                  |
| <input type="checkbox"/> Local 853-Teamsters           | <input type="checkbox"/> Firefighters Local 798-Unit I      | <input type="checkbox"/> Local 790-SEIU                  |
| <input type="checkbox"/> Local 856-Teamsters           | <input type="checkbox"/> Firefighters Local 798-Unit II     | <input type="checkbox"/> Unrepresented                   |
| <input type="checkbox"/> NURSES-Teamsters-Local 856    | <input type="checkbox"/> Other: _____                       |  |

### EDUCATIONAL INFORMATION

Workshop/Course Title (Attach registration form & flyers) \_\_\_\_\_ Dates of Course/Workshop \_\_\_\_\_

Educational Institution \_\_\_\_\_ Tuition/Fees \_\_\_\_\_

Employee's Signature \_\_\_\_\_ Date \_\_\_\_\_ Supervisor's Signature \_\_\_\_\_ Date \_\_\_\_\_

Departmental Personnel Officer/Appointing Officer Signature \_\_\_\_\_ Date \_\_\_\_\_

### FOR ERD USE ONLY

Request Approved: \_\_\_\_\_ Denied: \_\_\_\_\_  
Human Resources Director Signature \_\_\_\_\_ Date \_\_\_\_\_

(If denied-indicate reason) \_\_\_\_\_

## TUITION REIMBURSEMENT - ELIGIBILITY REQUIREMENTS AND INSTRUCTIONS

Eligibility for reimbursement is governed by the provisions of certain Memoranda of Understanding between the City and County of San Francisco and various employee organizations (some exceptions are noted below). It is reserved for employees in classifications assigned to bargaining units represented by recognized employee organizations. Employees must consult their Memorandum of Understanding for specific provisions regarding maximum reimbursement limits within any given fiscal year.

### **U.C. EXTENSION PROGRAM PARTICIPANTS MAY REQUEST REIMBURSEMENT FOR BOOKS ONLY.**

Instructions:

1. Complete the Personal Information and Educational Information sections of the form. Attach a copy of the course registration form and flyer which contains the following information: Title of Course/Workshop, dates of course, sponsor and workshop/course fees.
2. Sign and date the application and submit it to your supervisor or manager. We recommend you complete and sign this form 20 working days before the workshop or course start date. You may wish to keep a copy of the Tuition Reimbursement Request for your own records.
3. **\*\*Your supervisor or manager will review and submit the request to your Departmental Personnel Officer or Appointing Officer (or designee).**

**The Departmental Personnel Officer or Appointing Officer (or designee) must sign the request and submit it to the Employee Relations Division a minimum of 10 working days prior to the workshop or course start date.\*\***

4. You will receive an approval letter from the Employee Relations Division, Department of Human Resources prior to the course start date. If a letter is not received prior to the course start date, please call 557-4912 (Rose) or 557-4925 (Maria).
5. Upon completion of the course or workshop, attach proof that you have either satisfactorily passed the course or attended the workshop. This can be a certificate of completion, attendance, or other documentation provided by the educational institution that verifies completion of the workshop or course.
6. Attach evidence of payment of your tuition cost. Copies of a receipt from the educational institution, a cancelled check (front and back), a credit card statement, or similar documents are all acceptable.
7. Send the tuition reimbursement request and supporting documentation to:

CCSF Department of Human Resources  
Employee Relations Division  
44 Gough Street - 3rd Floor  
San Francisco, CA 94103  
ATTENTION: Tuition Reimbursement

DHR will process the request and authorize the Controller's Office to process the payment of your Tuition Reimbursement Request.

Please note:

- a. Incomplete or inconsistent information on the Tuition Reimbursement Requests will be returned for correction or completion before processing.
- b. All requests for tuition reimbursement must be received by the Employee Relations Division 10 working days prior to the course or workshop start date.
- c. DHR will not process reimbursement requests received no later than 3 months after the completion of the workshop or course. Course completion documentation must be received no later than 30 days after the end of the fiscal year (June 30) in which the course was approved to avoid cancellation of the request. The exception is summer school in which documentation must be received no later than 60 days following completion of the course work.
- d. Tuition Reimbursement Requests from SEIU Local 790-Nurses will not be approved for any courses, seminars or conferences without the BRN or CME Provider's Number printed on the flier.