

COMPENSATION MANUAL
FISCAL YEAR
2003-2004



April 12, 2004

Version 1.0 b

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COMPENSATION MANUAL

FISCAL YEAR 2003-2004

DEPARTMENT OF HUMAN RESOURCES



FY 2003-2004 COMPENSATION MANUAL

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FY 2003-2004 COMPENSATION MANUAL

I. Rates of Pay for Fiscal Year 2003-2004



FY 2002-2003 COMPENSATION MANUAL

I. a. Table of Occupational Categories

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:

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

SERVICE LEVEL: 2000 HEALTH, WELFARE, DIETARY AND HOUSEKEEPING

Group Level:

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

SERVICE LEVEL: 3000 RECREATION, PARK, AGRICULTURAL AND CULTURAL

Group Level:

3100 Administrative	3300 Park	3500 Cultural
3200 Recreation	3400 Agriculture and Horticulture	3600 Library

SERVICE LEVEL: 4000 PROPERTY APPRAISAL, TAXATION AND REVENUE

Group Level:

4100 Property Administration	4200 Appraisal and Taxation	4300 Revenue
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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



FY 2003-2004 COMPENSATION MANUAL

I. b. Table of Pay Rates



City and County of San Francisco - Department of Human Resources

Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2003 - 2004

Version 1.0

Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
Board/Comm Member	0110	00000	Flat Rate	\$15	00000	Flat Rate	\$15		D	<input type="checkbox"/>	Board/Commission Member, Group I, M = @ \$15.00/Meeting
Board/Comm Member	0111	00000	Flat Rate	\$25	00000	Flat Rate	\$25		D	<input type="checkbox"/>	Board/Commission Member, Group II, M = @ \$25.00/Meeting
Board/Comm Member	0112	00000	Flat Rate	\$50	00000	Flat Rate	\$50		D	<input type="checkbox"/>	Board/Commission Member, Group III, M = @ \$50.00/Meeting
Board/Comm Member	0114	00000	Flat Rate	\$100	00000	Flat Rate	\$100		M	<input type="checkbox"/>	Board/Commission Member, Group V, M = @ \$100.00/Month
Board/Comm Member	0115	00000	Flat Rate	\$100	00000	Flat Rate	\$100		D	<input type="checkbox"/>	Board/Commission Member, Group VI, D = @ \$100.00/Half I
Board/Comm Member	0118	00000	Flat Rate	\$500	00000	Flat Rate	\$500		M	<input type="checkbox"/>	Board/Commission Member, Group VII, M = @ \$500.00/Mon
MEA Fire Chiefs	0140	0140G	Flat Rate	\$7,656	0140H	Flat Rate	\$7,771			<input type="checkbox"/>	Chief Of Department, (Fire Department)
MEA Fire Chiefs	0150	0150G	Flat Rate	\$6,441	0150H	Flat Rate	\$6,538			<input type="checkbox"/>	Deputy Chief Of Department, (Fire Department)
Law Librarian	0170	0170G	Flat Rate	\$3,512	0170G	Flat Rate	\$3,512			<input type="checkbox"/>	Assistant Law Librarian
Law Librarian	0180	0180G	Flat Rate	\$4,444	0180G	Flat Rate	\$4,444			<input type="checkbox"/>	Law Librarian
Law Librarian	0190	0190G	Flat Rate	\$2,640	0190G	Flat Rate	\$2,640			<input type="checkbox"/>	Bookbinder
SFPOA, L911	0380	0380G	Flat Rate	\$3,304	0380G	Flat Rate	\$3,304			<input type="checkbox"/>	Inspector, (Police Department)
SFPOA, L911	0381	0381G	Flat Rate	\$3,436	0381G	Flat Rate	\$3,436			<input type="checkbox"/>	Inspector II
SFPOA, L911	0382	0382G	Flat Rate	\$3,502	0382G	Flat Rate	\$3,502			<input type="checkbox"/>	Inspector III
MEA Police Chiefs	0390	0390G	Flat Rate	\$8,114	0390G	Flat Rate	\$8,114			<input type="checkbox"/>	Chief Of Police
MEA Police Chiefs	0395	0395G	Flat Rate	\$7,482	0395G	Flat Rate	\$7,482			<input type="checkbox"/>	Assistant Chief Of Police
SFPOA, L911	0400	0400G	Flat Rate	\$6,441	0400G	Flat Rate	\$6,441			<input type="checkbox"/>	Deputy Chief
SFPOA, L911	0401	0401G	Flat Rate	\$6,698	0401G	Flat Rate	\$6,698			<input type="checkbox"/>	Deputy Chief II
SFPOA, L911	0402	0402G	Flat Rate	\$6,827	0402G	Flat Rate	\$6,827			<input type="checkbox"/>	Deputy Chief III
SFPOA, L911	0488	0488G	Flat Rate	\$5,235	0488G	Flat Rate	\$5,235			<input type="checkbox"/>	Commander (Police Department)
SFPOA, L911	0489	0489G	Flat Rate	\$5,444	0489G	Flat Rate	\$5,444			<input type="checkbox"/>	Commander II
SFPOA, L911	0490	0490G	Flat Rate	\$5,549	0490G	Flat Rate	\$5,549			<input type="checkbox"/>	Commander III
Member, BOS	0720	0720G	Flat Rate	\$4,320	0720G	Flat Rate	\$4,320			<input type="checkbox"/>	Member, Board Of Supervisors
Unrepresented-Mgt	0881	05265	\$1,200	\$1,454	05265	\$1,200	\$1,454	Z		<input type="checkbox"/>	Mayoral Staff I
Unrepresented-Mgt	0882	05415	\$1,288	\$1,562	05415	\$1,288	\$1,562	Z		<input type="checkbox"/>	Mayoral Staff II
Unrepresented-Mgt	0883	05565	\$1,385	\$1,678	05565	\$1,385	\$1,678	Z		<input type="checkbox"/>	Mayoral Staff III
Unrepresented-Mgt	0884	05715	\$1,488	\$1,805	05715	\$1,488	\$1,805	Z		<input type="checkbox"/>	Mayoral Staff IV
Unrepresented-Mgt	0885	05865	\$1,600	\$1,941	05865	\$1,600	\$1,941	Z		<input type="checkbox"/>	Mayoral Staff V
Unrepresented-Mgt	0886	06005	\$1,710	\$2,079	06005	\$1,710	\$2,079	Z		<input type="checkbox"/>	Mayoral Staff VI
Unrepresented-Mgt	0887	06155	\$1,840	\$2,236	06155	\$1,840	\$2,236	Z		<input type="checkbox"/>	Mayoral Staff VII
Unrepresented-Mgt	0888	06305	\$1,980	\$2,407	06305	\$1,980	\$2,407	Z		<input type="checkbox"/>	Mayoral Staff VIII
Unrepresented-Mgt	0889	06455	\$2,130	\$2,589	06455	\$2,130	\$2,589	Z		<input type="checkbox"/>	Mayoral Staff IX
Unrepresented-Mgt	0890	06615	\$2,303	\$2,800	06615	\$2,303	\$2,800	Z		<input type="checkbox"/>	Mayoral Staff X
Unrepresented-Mgt	0891	06765	\$2,478	\$3,012	06765	\$2,478	\$3,012	Z		<input type="checkbox"/>	Mayoral Staff XI
Unrepresented-Mgt	0892	06915	\$2,666	\$3,241	06915	\$2,666	\$3,241	Z		<input type="checkbox"/>	Mayoral Staff XII
Unrepresented-Mgt	0901				07035	\$2,827	\$3,436	Z		<input type="checkbox"/>	Mayoral Staff XIII

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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

Enters at Step 5

Note: Jobcode 2450 Pharmacist-Exempt but paid overtime per MOU

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

Note: Some increases are not effective 1/3/04: Refer to individual MOUs



City and County of San Francisco - Department of Human Resources
Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2003 - 2004

Version 1.0

Org Name	Job Code	Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
Unrepresented-Mgt	0902				07185	\$3,041	\$3,696	Z		<input type="checkbox"/>	Mayoral Staff XIV
Unrepresented-Mgt	0903				07335	\$3,273	\$3,978	Z		<input type="checkbox"/>	Mayoral Staff XV
Unrepresented-Mgt	0904				07485	\$3,520	\$4,278	Z		<input type="checkbox"/>	Mayoral Staff XVI
Unrepresented-Mgt	0905				07635	\$3,788	\$4,604	Z		<input type="checkbox"/>	Mayoral Staff XVII
+ MEA	0922	00000	\$2,564	\$3,437	00000	\$2,564	\$3,437	Z		<input type="checkbox"/>	Manager I
+ MEA	0923	00000	\$2,759	\$3,698	00000	\$2,759	\$3,698	Z		<input type="checkbox"/>	Manager II
+ MEA	0931	00000	\$2,969	\$3,979	00000	\$2,969	\$3,979	Z		<input type="checkbox"/>	Manager III
+ MEA	0932	00000	\$3,194	\$4,280	00000	\$3,194	\$4,280	Z		<input type="checkbox"/>	Manager IV
+ MEA	0933	00000	\$3,437	\$4,607	00000	\$3,437	\$4,607	Z		<input type="checkbox"/>	Manager V
+ MEA	0941	00000	\$3,698	\$4,954	00000	\$3,698	\$4,954	Z		<input type="checkbox"/>	Manager VI
+ MEA	0942	00000	\$3,949	\$5,293	00000	\$3,949	\$5,293	Z		<input type="checkbox"/>	Manager VII
+ MEA	0943	00000	\$4,484	\$6,010	00000	\$4,484	\$6,010	Z		<input type="checkbox"/>	Manager VIII
+ MEA	0951	00000	\$2,564	\$3,437	00000	\$2,564	\$3,437	Z		<input type="checkbox"/>	Deputy Director I
+ MEA	0952	00000	\$2,969	\$3,979	00000	\$2,969	\$3,979	Z		<input type="checkbox"/>	Deputy Director II
+ MEA	0953	00000	\$3,698	\$4,954	00000	\$3,698	\$4,954	Z		<input type="checkbox"/>	Deputy Director III
+ MEA	0954	00000	\$4,206	\$5,637	00000	\$4,206	\$5,637	Z		<input type="checkbox"/>	Deputy Director IV
+ MEA	0955	00000	\$4,484	\$6,010	00000	\$4,484	\$6,010	Z		<input type="checkbox"/>	Deputy Director V
+ MEA	0961	00000	\$3,194	\$4,280	00000	\$3,194	\$4,280	Z		<input type="checkbox"/>	Department Head I
+ MEA	0962	00000	\$3,949	\$5,293	00000	\$3,949	\$5,293	Z		<input type="checkbox"/>	Department Head II
+ MEA	0963	00000	\$4,206	\$5,637	00000	\$4,206	\$5,637	Z		<input type="checkbox"/>	Department Head III
+ MEA	0964	00000	\$4,827	\$6,468	00000	\$4,827	\$6,468	Z		<input type="checkbox"/>	Department Head IV
+ MEA	0965	00000	\$6,010	\$8,053	00000	\$6,010	\$8,053	Z		<input type="checkbox"/>	Department Head V
IFPTE, L21	1002	05715	\$1,488	\$1,805	05715	\$1,488	\$1,805			<input type="checkbox"/>	IS Operator-Journey
IFPTE, L21	1003	05995	\$1,702	\$2,069	05995	\$1,702	\$2,069			<input type="checkbox"/>	IS Operator-Senior
IFPTE, L21	1004	06185	\$1,867	\$2,269	06185	\$1,867	\$2,269			<input type="checkbox"/>	IS Operator-Analyst
IFPTE, L21	1005	06405	\$2,079	\$2,527	06405	\$2,079	\$2,527	Z		<input type="checkbox"/>	IS Operator-Supervisor
IFPTE, L21	1011	05465	\$1,320	\$1,600	05465	\$1,320	\$1,600			<input type="checkbox"/>	IS Technician-Assistant
IFPTE, L21	1012	06035	\$1,736	\$2,110	06035	\$1,736	\$2,110			<input type="checkbox"/>	IS Technician-Journey
IFPTE, L21	1013	06335	\$2,009	\$2,442	06335	\$2,009	\$2,442			<input type="checkbox"/>	IS Technician-Senior
IFPTE, L21	1014	06585	\$2,269	\$2,758	06585	\$2,269	\$2,758	Z		<input type="checkbox"/>	IS Technician-Supervisor
IFPTE, L21	1021	06045	\$1,744	\$2,120	06045	\$1,744	\$2,120			<input type="checkbox"/>	IS Administrator I
IFPTE, L21	1022	06445	\$2,120	\$2,577	06445	\$2,120	\$2,577	Z		<input type="checkbox"/>	IS Administrator II
IFPTE, L21	1023	06845	\$2,577	\$3,132	06845	\$2,577	\$3,132	Z		<input type="checkbox"/>	IS Administrator III
IFPTE, L21	1024	06995	\$2,772	\$3,369	06995	\$2,772	\$3,369	Z		<input type="checkbox"/>	IS Administrator-Supervisor
IFPTE, L21	1031	06045	\$1,744	\$2,120	06045	\$1,744	\$2,120			<input type="checkbox"/>	IS Trainer-Assistant
IFPTE, L21	1032	06445	\$2,120	\$2,577	06445	\$2,120	\$2,577	Z		<input type="checkbox"/>	IS Trainer-Journey

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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Enters at Step 5 Note: Jobcode 2450 Pharmacist-Exempt but paid overtime per MOU

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
IFPTE, L21	1033	06845	\$2,577	\$3,132	06845	\$2,577	\$3,132	Z		<input type="checkbox"/>	IS Trainer-Senior
IFPTE, L21	1041	1041G	\$2,527	\$3,178	1041G	\$2,527	\$3,178			<input type="checkbox"/>	IS Engineer-Assistant
IFPTE, L21	1042	1042G	\$2,800	\$3,521	1042G	\$2,800	\$3,521	Z		<input type="checkbox"/>	IS Engineer-Journey
IFPTE, L21	1043	1043G	\$3,103	\$3,901	1043G	\$3,103	\$3,901	Z		<input type="checkbox"/>	IS Engineer-Senior
IFPTE, L21	1044	1044G	\$3,337	\$4,197	1044G	\$3,337	\$4,197	Z		<input type="checkbox"/>	IS Engineer-Principal
IFPTE, L21	1051	1051G	\$1,951	\$2,454	1051G	\$1,951	\$2,454			<input type="checkbox"/>	IS Business Analyst-Assistant
IFPTE, L21	1052	1052G	\$2,258	\$2,841	1052G	\$2,258	\$2,841	Z		<input type="checkbox"/>	IS Business Analyst
IFPTE, L21	1053	1053G	\$2,615	\$3,289	1053G	\$2,615	\$3,289	Z		<input type="checkbox"/>	IS Business Analyst-Senior
IFPTE, L21	1054	1054G	\$3,027	\$3,807	1054G	\$3,027	\$3,807	Z		<input type="checkbox"/>	IS Business Analyst-Principal
IFPTE, L21	1061	1061G	\$1,805	\$2,269	1061G	\$1,805	\$2,269			<input type="checkbox"/>	IS Program Analyst-Assistant
IFPTE, L21	1062	1062G	\$1,951	\$2,454	1062G	\$1,951	\$2,454	Z		<input type="checkbox"/>	IS Programmer Analyst
IFPTE, L21	1063	1063G	\$2,371	\$2,983	1063G	\$2,371	\$2,983	Z		<input type="checkbox"/>	IS Programmer Analyst-Senior
IFPTE, L21	1064	1064G	\$2,759	\$3,470	1064G	\$2,759	\$3,470	Z		<input type="checkbox"/>	IS Programmer Analyst-Principal
IFPTE, L21	1070	1070G	\$3,337	\$4,197	1070G	\$3,337	\$4,197	Z		<input type="checkbox"/>	IS Project Director
+ MEA	1071	1071G	\$3,469	\$4,940	1071G	\$3,469	\$4,940	Z		<input type="checkbox"/>	IS Manager
+ MEA	1073	1073G	\$4,154	\$5,868	1073G	\$4,154	\$5,868	Z		<input type="checkbox"/>	IS Director
+ MEA	1101	07920	\$4,352	\$5,291	07920	\$4,352	\$5,291	Z		<input type="checkbox"/>	Director, Parking And Traffic Commission
+ MEA	1102	06660	\$2,354	\$2,862	06660	\$2,354	\$2,862	Z		<input type="checkbox"/>	Parking Authority Assistant Director
+ MEA	1103	08370	\$5,419	\$6,587	08370	\$5,419	\$6,587	Z		<input type="checkbox"/>	Director, Convention Facilities
+ MEA	1104	07050	\$2,847	\$3,460	07050	\$2,847	\$3,460	Z		<input type="checkbox"/>	Parking Authority Director
+ MEA	1105	07650	\$3,815	\$4,637	07650	\$3,815	\$4,637	Z		<input type="checkbox"/>	Executive Director, Rent Arbitration Board
+ MEA	1107	07090	\$2,902	\$3,527	07090	\$2,902	\$3,527	Z		<input type="checkbox"/>	Deputy Director, Rent Arbitration Board
+ MEA	1108	07745	\$3,998	\$4,859	07745	\$3,998	\$4,859	Z		<input type="checkbox"/>	Executive Director, Health Service System
+ MEA	1110	06940	\$2,700	\$3,282	06940	\$2,700	\$3,282	Z		<input type="checkbox"/>	Executive Assistant To The Executive Director, Retirement S
+ MEA	1111	06450	\$2,124	\$2,582	06450	\$2,124	\$2,582	Z		<input type="checkbox"/>	Executive Director, Relocation Appeals Board
+ MEA	1112	08080	\$4,708	\$5,723	08080	\$4,708	\$5,723	Z		<input type="checkbox"/>	Retirement System General Manager
+ MEA	1113	07595	\$3,714	\$4,514	07595	\$3,714	\$4,514	Z		<input type="checkbox"/>	Deputy Director, Retirement System
+ MEA	1114	07160	\$3,005	\$3,653	07160	\$3,005	\$3,653	Z		<input type="checkbox"/>	Administrator, Retirement Services
+ MEA	1115	07980	\$4,484	\$5,450	07980	\$4,484	\$5,450	Z		<input type="checkbox"/>	Chief Investment Officer
+ MEA	1117	09095	\$7,720	\$9,383	09095	\$7,720	\$9,383	Z		<input type="checkbox"/>	Deputy Director for Investments, Retirement System
+ MEA	1118	07530	\$3,597	\$4,372	07530	\$3,597	\$4,372	Z		<input type="checkbox"/>	Customer Services Division Manager
+ MEA	1120	07665	\$3,844	\$4,672	07665	\$3,844	\$4,672	Z		<input type="checkbox"/>	Director Of Animal Care And Control
+ MEA	1121	06850	\$2,582	\$3,138	06850	\$2,582	\$3,138	Z		<input type="checkbox"/>	Deputy Director Of Animal Care And Control
+ MEA	1125	07090	\$2,902	\$3,527	07090	\$2,902	\$3,527	Z		<input type="checkbox"/>	Division Manager, Registrar Of Voters
+ MEA	1126	07400	\$3,378	\$4,106	07400	\$3,378	\$4,106	Z		<input type="checkbox"/>	Public Administrator
+ MEA	1128	07650	\$3,815	\$4,637	07650	\$3,815	\$4,637	Z		<input type="checkbox"/>	Director of Elections

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
IFPTE, L21	1130	05880	\$1,611	\$1,955	05880	\$1,611	\$1,955	Z		<input type="checkbox"/>	Youth Commission Advisor, Board Of Supervisors
+ MEA	1131	07085	\$2,896	\$3,520	07085	\$2,896	\$3,520	Z		<input type="checkbox"/>	Assistant Public Administrator, Public Guardian
+ MEA	1132	07390	\$3,359	\$4,082	07390	\$3,359	\$4,082	Z		<input type="checkbox"/>	County Clerk-Recorder
+ MEA	1140	07050	\$2,847	\$3,460	07050	\$2,847	\$3,460	Z		<input type="checkbox"/>	Deputy Clerk Of The Board Of Supervisors
+ MEA	1142	07260	\$3,155	\$3,836	07260	\$3,155	\$3,836	Z		<input type="checkbox"/>	County Clerk
+ MEA	1146	07990	\$4,500	\$5,469	07990	\$4,500	\$5,469	Z		<input type="checkbox"/>	Clerk Of The Board, Legislative Administrator And City Clerk
+ MEA	1156	1156G	\$3,948	\$5,291	1156G	\$3,948	\$5,291	Z		<input type="checkbox"/>	Director of Environment
+ MEA	1160	07470	\$3,493	\$4,246	07470	\$3,493	\$4,246	Z		<input type="checkbox"/>	Assistant Director Of Purchasing And Services
+ MEA	1161	07120	\$2,946	\$3,581	07120	\$2,946	\$3,581	Z		<input type="checkbox"/>	Executive Assistant To The Administrator, S.F.G.H.
+ MEA	1162	07820	\$4,145	\$5,039	07820	\$4,145	\$5,039	Z		<input type="checkbox"/>	Director Of Purchasing And Services
+ MEA	1163	07405	\$3,387	\$4,117	07405	\$3,387	\$4,117	Z		<input type="checkbox"/>	Executive Assistant To The Director Of Health
+ MEA	1164	08790	\$6,648	\$8,081	08790	\$6,648	\$8,081	Z		<input type="checkbox"/>	Administrator, SFGH Medical Center
+ MEA	1168	1168G	\$6,320	\$8,312	1168G	\$6,320	\$8,312	Z		<input type="checkbox"/>	Director Of Health
+ MEA	1172	1172G	\$6,320	\$8,312	1172G	\$6,320	\$8,312	Z		<input type="checkbox"/>	General Manager Of Public Utilities Commission
+ MEA	1182	08430	\$5,581	\$6,784	08430	\$5,581	\$6,784	Z		<input type="checkbox"/>	Chief Administrative Officer
+ MEA	1185	08130	\$4,821	\$5,860	08130	\$4,821	\$5,860	Z		<input type="checkbox"/>	Director of Administrative Services
Elected Official	1190	1190G	Flat Rate	\$6,470	1190G	Flat Rate	\$6,470	Z		<input type="checkbox"/>	Mayor
SEIU, L 790	1201	05895	\$1,622	\$1,970	05895	\$1,622	\$1,970			<input type="checkbox"/>	Personnel Technician Trainee
SEIU, L 790	1202	05690	\$1,470	\$1,782	05690	\$1,470	\$1,782			<input type="checkbox"/>	Personnel Clerk
IFPTE, L21	1203	06070	\$1,765	\$2,145	06070	\$1,765	\$2,145			<input type="checkbox"/>	Personnel Technician
SEIU, L 790	1204	05990	\$1,698	\$2,063	05990	\$1,698	\$2,063			<input type="checkbox"/>	Senior Personnel Clerk
SEIU, L 790	1209	05805	\$1,554	\$1,886	05805	\$1,554	\$1,886			<input type="checkbox"/>	Benefits Technician
SEIU, L 790	1210	06155	\$1,840	\$2,236	06155	\$1,840	\$2,236	Z		<input type="checkbox"/>	Benefits Analyst
SEIU, L 790	1218	06675	\$2,371	\$2,882	06675	\$2,371	\$2,882	Z		<input type="checkbox"/>	Payroll Supervisor
SEIU, L 790	1220	05975	\$1,686	\$2,048	05975	\$1,686	\$2,048			<input type="checkbox"/>	Payroll Clerk
SEIU, L 790	1222	06165	\$1,849	\$2,247	06165	\$1,849	\$2,247			<input type="checkbox"/>	Senior Payroll And Personnel Clerk
SEIU, L 790	1224	06365	\$2,038	\$2,478	06365	\$2,038	\$2,478			<input type="checkbox"/>	Principal Payroll And Personnel Clerk
SEIU, L 790	1226	06475	\$2,151	\$2,614	06475	\$2,151	\$2,614			<input type="checkbox"/>	Chief Payroll And Personnel Clerk
SEIU, L 790	1227	05715	\$1,488	\$1,805	05715	\$1,488	\$1,805			<input type="checkbox"/>	Testing Technician
Unrepresented-Misc	1229	1229G	\$42.5125	\$63.1625	1229G	\$42.5125	\$63.1625		H	<input type="checkbox"/>	Special Examiner
IFPTE, L21	1231	06965	\$2,732	\$3,320	06965	\$2,732	\$3,320	Z		<input type="checkbox"/>	Asst. Mgr., Equal Employment Opportunity Programs
IFPTE, L21	1232	06545	\$2,226	\$2,706	06545	\$2,226	\$2,706	Z		<input type="checkbox"/>	Training Officer
IFPTE, L21	1233	06480	\$2,156	\$2,621	06480	\$2,156	\$2,621	Z		<input type="checkbox"/>	Equal Employment Opportunity Programs Specialist
+ MEA	1234	07350	\$3,295	\$4,006	07350	\$3,295	\$4,006	Z		<input type="checkbox"/>	Director Of Training
+ MEA	1235	07350	\$3,295	\$4,006	07350	\$3,295	\$4,006	Z		<input type="checkbox"/>	Manager, Equal Employment Opportunity Programs
+ MEA	1237	06780	\$2,496	\$3,035	06780	\$2,496	\$3,035	Z		<input type="checkbox"/>	Training Coordinator

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	1238	07080	\$2,890	\$3,513	07080	\$2,890	\$3,513	Z		<input type="checkbox"/>	Assistant Payroll Director
+ MEA	1239	07710	\$3,931	\$4,779	07710	\$3,931	\$4,779	Z		<input type="checkbox"/>	Payroll Director (Controllers)
IFPTE, L21	1241	1241G	\$1,784	\$2,625	1241G	\$1,784	\$2,625	Z		<input type="checkbox"/>	Personnel Analyst
IFPTE, L21	1244	06805	\$2,527	\$3,072	06805	\$2,527	\$3,072	Z		<input type="checkbox"/>	Senior Personnel Analyst
IFPTE, L21	1246	07155	\$2,997	\$3,643	07155	\$2,997	\$3,643	Z		<input type="checkbox"/>	Principal Personnel Analyst
+ MEA	1248	07350	\$3,295	\$4,006	07350	\$3,295	\$4,006	Z		<input type="checkbox"/>	Assistant Deputy Director, Human Resources
+ MEA	1270	07110	\$2,933	\$3,566	07110	\$2,933	\$3,566	Z		<input type="checkbox"/>	Departmental Personnel Officer
+ MEA	1272	07350	\$3,295	\$4,006	07350	\$3,295	\$4,006	Z		<input type="checkbox"/>	Senior Departmental Personnel Officer
+ MEA	1276	07550	\$3,633	\$4,416	07550	\$3,633	\$4,416	Z		<input type="checkbox"/>	Departmental Personnel Director
+ MEA	1278	07745	\$3,998	\$4,859	07745	\$3,998	\$4,859	Z		<input type="checkbox"/>	Deputy Director, Human Resources
Unrepresented-Mgt	1283	07875	\$4,258	\$5,176	07875	\$4,258	\$5,176	Z		<input type="checkbox"/>	Director, Employee Relations Division
+ MEA	1285	07550	\$3,633	\$4,416	07550	\$3,633	\$4,416	Z		<input type="checkbox"/>	Executive Officer, Civil Service Commission
Unrepresented-Mgt	1293	08200	\$4,991	\$6,067	08200	\$4,991	\$6,067	Z		<input type="checkbox"/>	Human Resources Director
SEIU, L 790	1310	05715	\$1,488	\$1,805	05715	\$1,488	\$1,805			<input type="checkbox"/>	Public Relations Assistant
IFPTE, L21	1312	06215	\$1,895	\$2,303	06215	\$1,895	\$2,303			<input type="checkbox"/>	Public Information Officer
IFPTE, L21	1314	06575	\$2,258	\$2,745	06575	\$2,258	\$2,745	Z		<input type="checkbox"/>	Public Relations Officer
+ MEA	1340	07040	\$2,835	\$3,446	07040	\$2,835	\$3,446	Z		<input type="checkbox"/>	Assistant To The General Manager, PUC-Public Relations
IFPTE, L21	1360	05265	\$1,200	\$1,454	05265	\$1,200	\$1,454			<input type="checkbox"/>	Special Assistant I
IFPTE, L21	1361	05415	\$1,288	\$1,562	05415	\$1,288	\$1,562			<input type="checkbox"/>	Special Assistant II
IFPTE, L21	1362	05565	\$1,385	\$1,678	05565	\$1,385	\$1,678			<input type="checkbox"/>	Special Assistant III
IFPTE, L21	1363	05715	\$1,488	\$1,805	05715	\$1,488	\$1,805			<input type="checkbox"/>	Special Assistant IV
IFPTE, L21	1364	05865	\$1,600	\$1,941	05865	\$1,600	\$1,941			<input type="checkbox"/>	Special Assistant V
IFPTE, L21	1365	06005	\$1,710	\$2,079	06005	\$1,710	\$2,079			<input type="checkbox"/>	Special Assistant VI
IFPTE, L21	1366	06155	\$1,840	\$2,236	06155	\$1,840	\$2,236			<input type="checkbox"/>	Special Assistant VII
IFPTE, L21	1367	06305	\$1,980	\$2,407	06305	\$1,980	\$2,407			<input type="checkbox"/>	Special Assistant VIII
IFPTE, L21	1368	06455	\$2,130	\$2,589	06455	\$2,130	\$2,589	Z		<input type="checkbox"/>	Special Assistant IX
IFPTE, L21	1369	06615	\$2,303	\$2,800	06615	\$2,303	\$2,800	Z		<input type="checkbox"/>	Special Assistant X
IFPTE, L21	1370	06765	\$2,478	\$3,012	06765	\$2,478	\$3,012	Z		<input type="checkbox"/>	Special Assistant XI
IFPTE, L21	1371	06915	\$2,666	\$3,241	06915	\$2,666	\$3,241	Z		<input type="checkbox"/>	Special Assistant XII
+ MEA	1372	07035	\$2,827	\$3,436	07035	\$2,827	\$3,436	Z		<input type="checkbox"/>	Special Assistant XIII
+ MEA	1373	07185	\$3,041	\$3,696	07185	\$3,041	\$3,696	Z		<input type="checkbox"/>	Special Assistant XIV
+ MEA	1374	07335	\$3,273	\$3,978	07335	\$3,273	\$3,978	Z		<input type="checkbox"/>	Special Assistant XV
+ MEA	1375	07485	\$3,520	\$4,278	07485	\$3,520	\$4,278	Z		<input type="checkbox"/>	Special Assistant XVI
+ MEA	1376	07635	\$3,788	\$4,604	07635	\$3,788	\$4,604	Z		<input type="checkbox"/>	Special Assistant XVII
+ MEA	1377	07785	\$4,075	\$4,952	07785	\$4,075	\$4,952	Z		<input type="checkbox"/>	Special Assistant XVIII
+ MEA	1378	07920	\$4,352	\$5,291	07920	\$4,352	\$5,291	Z		<input type="checkbox"/>	Special Assistant XIX

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+ MEA	1379	08050	\$4,637	\$5,636	08050	\$4,637	\$5,636	Z		<input type="checkbox"/>	Special Assistant XX
+ MEA	1380	08180	\$4,943	\$6,008	08180	\$4,943	\$6,008	Z		<input type="checkbox"/>	Special Assistant XXI
+ MEA	1381	08330	\$5,315	\$6,461	08330	\$5,315	\$6,461	Z		<input type="checkbox"/>	Special Assistant XXII
SEIU, L 790	1402	05295	\$1,217	\$1,474	05295	\$1,217	\$1,474			<input type="checkbox"/>	Junior Clerk
SEIU, L 790	1403	05680	\$1,463	\$1,773	05680	\$1,463	\$1,773			<input type="checkbox"/>	Elections Clerk
SEIU, L 790	1404	05470	\$1,323	\$1,603	05470	\$1,323	\$1,603			<input type="checkbox"/>	Clerk
SEIU, L 790	1406	05545	\$1,372	\$1,662	05545	\$1,372	\$1,662			<input type="checkbox"/>	Senior Clerk
SEIU, L 790	1408	06115	\$1,805	\$2,194	06115	\$1,805	\$2,194			<input type="checkbox"/>	Principal Clerk
SEIU, L 790	1410	06395	\$2,069	\$2,514	06395	\$2,069	\$2,514	Z		<input type="checkbox"/>	Chief Clerk
SEIU, L 790	1422	05365	\$1,258	\$1,524	05365	\$1,258	\$1,524			<input type="checkbox"/>	Junior Clerk Typist
SEIU, L 790	1424	05550	\$1,375	\$1,666	05550	\$1,375	\$1,666			<input type="checkbox"/>	Clerk Typist
SEIU, L 790	1426	05740	\$1,506	\$1,827	05740	\$1,506	\$1,827			<input type="checkbox"/>	Senior Clerk Typist
SEIU, L250	1428	05865	\$1,600	\$1,941	05865	\$1,600	\$1,941			<input type="checkbox"/>	Unit Clerk
SEIU, L250	1429	05695	\$1,474	\$1,787	05695	\$1,474	\$1,787			<input type="checkbox"/>	Nurses Staffing Assistant
SEIU, L 790	1430	05740	\$1,506	\$1,827	05740	\$1,506	\$1,827			<input type="checkbox"/>	Transcriber Typist
SEIU, L250	1431	05945	\$1,662	\$2,019	05945	\$1,662	\$2,019			<input type="checkbox"/>	Senior Unit Clerk
SEIU, L 790	1432	05940	\$1,658	\$2,014	05940	\$1,658	\$2,014			<input type="checkbox"/>	Senior Transcriber Typist
Teamsters L856	1434	05520	\$1,355	\$1,642	05520	\$1,355	\$1,642			<input type="checkbox"/>	Shelter Service Representative
SEIU, L 790	1435	05845	\$1,584	\$1,923	05845	\$1,584	\$1,923	Z		<input type="checkbox"/>	Shelter Officer Supervisor
SEIU, L 790	1436	05650	\$1,443	\$1,748	05650	\$1,443	\$1,748			<input type="checkbox"/>	Brailist
SEIU, L 790	1437	05725	\$1,495	\$1,814	05725	\$1,495	\$1,814			<input type="checkbox"/>	Shelter Office Assistant Supervisor
SEIU, L 790	1440	05865	\$1,600	\$1,941	05865	\$1,600	\$1,941			<input type="checkbox"/>	Medical Transcriber Typist
SEIU, L 790	1441	05945	\$1,662	\$2,019	05945	\$1,662	\$2,019			<input type="checkbox"/>	Senior Medical Transcriber Typist
SEIU, L 790	1444	05640	\$1,436	\$1,740	05640	\$1,436	\$1,740			<input type="checkbox"/>	Secretary I
SEIU, L 790	1446	05940	\$1,658	\$2,014	05940	\$1,658	\$2,014			<input type="checkbox"/>	Secretary II
SEIU, L 790	1450	06115	\$1,805	\$2,194	06115	\$1,805	\$2,194			<input type="checkbox"/>	Executive Secretary I
IFPTE, L21	1452	06295	\$1,970	\$2,395	06295	\$1,970	\$2,395			<input type="checkbox"/>	Executive Secretary II
IFPTE, L21	1454	06465	\$2,140	\$2,602	06465	\$2,140	\$2,602			<input type="checkbox"/>	Executive Secretary III
SEIU, L 790	1458	06245	\$1,923	\$2,337	06245	\$1,923	\$2,337			<input type="checkbox"/>	Legal Secretary I
SEIU, L 790	1460	06395	\$2,069	\$2,514	06395	\$2,069	\$2,514			<input type="checkbox"/>	Legal Secretary II
SEIU, L 790	1464	06165	\$1,849	\$2,247	06165	\$1,849	\$2,247			<input type="checkbox"/>	Medical Clerk Stenographer
Plumbers L38	1466	05750	\$1,513	\$1,835	05750	\$1,513	\$1,835			<input type="checkbox"/>	Meter Reader
SEIU, L 790	1468	05810	\$1,558	\$1,890	05810	\$1,558	\$1,890			<input type="checkbox"/>	Water Services Clerk
SEIU, L 790	1470	05835	\$1,577	\$1,914	05835	\$1,577	\$1,914			<input type="checkbox"/>	Services And Supply Assistant Supervisor
SEIU, L 790	1471	05770	\$1,528	\$1,853	05770	\$1,528	\$1,853			<input type="checkbox"/>	Elections Worker
SEIU, L 790	1474	05810	\$1,558	\$1,890	05810	\$1,558	\$1,890			<input type="checkbox"/>	Claims Process Clerk

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SEIU, L 790	1476	06035	\$1,736	\$2,110	06035	\$1,736	\$2,110			<input type="checkbox"/>	Senior Claims Process Clerk
SEIU, L 790	1478	05995	\$1,702	\$2,069	05995	\$1,702	\$2,069			<input type="checkbox"/>	Senior Water Services Clerk
SEIU, L 790	1480	06185	\$1,867	\$2,269	06185	\$1,867	\$2,269			<input type="checkbox"/>	Principal Water Services Clerk
IFPTE, L21	1492	06745	\$2,454	\$2,983	06745	\$2,454	\$2,983			<input type="checkbox"/>	Assistant Clerk, Board Of Supervisors
SEIU, L 790	1498	06205	\$1,886	\$2,292	06205	\$1,886	\$2,292			<input type="checkbox"/>	Supervising Clerk II
SEIU, L 790	1499	06215	\$1,895	\$2,303	06215	\$1,895	\$2,303			<input type="checkbox"/>	Supervising Clerk III
IFPTE, L21	1506	06455	\$2,130	\$2,589	06455	\$2,130	\$2,589	Z		<input type="checkbox"/>	Confidential Secretary To Sheriff
IFPTE, L21	1512	06605	\$2,292	\$2,786	06605	\$2,292	\$2,786	Z		<input type="checkbox"/>	Confidential Secretary And Executive Assistant To Public De
IFPTE, L21	1518	06245	\$1,923	\$2,337	06245	\$1,923	\$2,337	Z		<input type="checkbox"/>	Confidential Secretary To Assessor
IFPTE, L21	1520	06605	\$2,292	\$2,786	06605	\$2,292	\$2,786			<input type="checkbox"/>	Confidential Secretary To District Attorney
IFPTE, L21	1522	06605	\$2,292	\$2,786	06605	\$2,292	\$2,786	Z		<input type="checkbox"/>	Confidential Secretary To City Attorney
+ MEA	1540	06850	\$2,582	\$3,138	06850	\$2,582	\$3,138	Z		<input type="checkbox"/>	Secretary, Fire Commission
IFPTE, L21	1544	06655	\$2,348	\$2,855	06655	\$2,348	\$2,855	Z		<input type="checkbox"/>	Secretary, Library Commission
IFPTE, L21	1546	06035	\$1,736	\$2,110	06035	\$1,736	\$2,110			<input type="checkbox"/>	Secretary, Commission On The Aging
IFPTE, L21	1548	06635	\$2,326	\$2,827	06635	\$2,326	\$2,827			<input type="checkbox"/>	Secretary, Human Services Commission
IFPTE, L21	1549	06255	\$1,932	\$2,348	06255	\$1,932	\$2,348			<input type="checkbox"/>	Secretary, Juvenile Probation Commission
IFPTE, L21	1551	07095	\$2,910	\$3,537	07095	\$2,910	\$3,537	Z		<input type="checkbox"/>	Secretary, Health Commission
+ MEA	1554	07340	\$3,282	\$3,989	07340	\$3,282	\$3,989	Z		<input type="checkbox"/>	Administrative Secretary, Public Utilities Commission
IFPTE, L21	1555	06635	\$2,326	\$2,827	06635	\$2,326	\$2,827	Z		<input type="checkbox"/>	Secretary, Building Inspection Commission
+ MEA	1556	06660	\$2,354	\$2,862	06660	\$2,354	\$2,862	Z		<input type="checkbox"/>	Administrative Secretary, City Planning Commission
+ MEA	1565	07035	\$2,827	\$3,436	07035	\$2,827	\$3,436	Z		<input type="checkbox"/>	Assistant Director, Art Commission
IFPTE, L21	1574	06455	\$2,130	\$2,589	06455	\$2,130	\$2,589	Z		<input type="checkbox"/>	Executive Secretary To The Controller
+ MEA	1575	07380	\$3,346	\$4,067	07380	\$3,346	\$4,067	Z		<input type="checkbox"/>	Executive Director, Board Of Permit Appeals
SEIU, L 790	1602	05615	\$1,418	\$1,719	05615	\$1,418	\$1,719			<input type="checkbox"/>	Calculating Machine Operator-Key Drive
SEIU, L 790	1630	05615	\$1,418	\$1,719	05615	\$1,418	\$1,719			<input type="checkbox"/>	Account Clerk
SEIU, L 790	1632	05915	\$1,638	\$1,990	05915	\$1,638	\$1,990			<input type="checkbox"/>	Senior Account Clerk
SEIU, L 790	1634	06165	\$1,849	\$2,247	06165	\$1,849	\$2,247			<input type="checkbox"/>	Principal Account Clerk
SEIU, L 790	1635	05795	\$1,547	\$1,876	05795	\$1,547	\$1,876			<input type="checkbox"/>	Health Care Billing Clerk I
SEIU, L 790	1636	06035	\$1,736	\$2,110	06035	\$1,736	\$2,110			<input type="checkbox"/>	Health Care Billing Clerk II
SEIU, L 790	1637	06110	\$1,800	\$2,188	06110	\$1,800	\$2,188			<input type="checkbox"/>	Patient Accounts Clerk
SEIU, L 790	1640	06095	\$1,787	\$2,172	06095	\$1,787	\$2,172			<input type="checkbox"/>	Senior Accounting Machine Operator
IFPTE, L21	1649	1649G	\$1,703	\$1,788	1649G	\$1,703	\$1,788			<input type="checkbox"/>	Accountant Intern
IFPTE, L21	1650	06075	\$1,769	\$2,151	06075	\$1,769	\$2,151			<input type="checkbox"/>	Accountant
IFPTE, L21	1652	06285	\$1,960	\$2,383	06285	\$1,960	\$2,383	Z		<input type="checkbox"/>	Senior Accountant
IFPTE, L21	1654	06635	\$2,326	\$2,827	06635	\$2,326	\$2,827	Z		<input type="checkbox"/>	Principal Accountant
IFPTE, L21	1655	06735	\$2,442	\$2,969	06735	\$2,442	\$2,969	Z		<input type="checkbox"/>	Systems Accountant

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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

Enters at Step 5 Note: Jobcode 2450 Pharmacist-Exempt but paid overtime per MOU

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Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
IFPTE, L21	1656	06785	\$2,502	\$3,041	06785	\$2,502	\$3,041	Z		<input type="checkbox"/>	Head Accountant
IFPTE, L21	1657	06935	\$2,693	\$3,273	06935	\$2,693	\$3,273	Z		<input type="checkbox"/>	Senior Systems Accountant
+ MEA	1658	07070	\$2,874	\$3,493	07070	\$2,874	\$3,493	Z		<input type="checkbox"/>	Chief Accountant
+ MEA	1660	07170	\$3,018	\$3,668	07170	\$3,018	\$3,668	Z		<input type="checkbox"/>	Manager, Budget And Performance Monitoring
SEIU, L 790	1662	06185	\$1,867	\$2,269	06185	\$1,867	\$2,269			<input type="checkbox"/>	Patient Accounts Assistant Supervisor
SEIU, L 790	1663	06455	\$2,130	\$2,589	06455	\$2,130	\$2,589			<input type="checkbox"/>	Patient Accounts Supervisor
SEIU, L 790	1664	06735	\$2,442	\$2,969	06735	\$2,442	\$2,969			<input type="checkbox"/>	Patient Accounts Manager
+ MEA	1665	06870	\$2,607	\$3,169	06870	\$2,607	\$3,169	Z		<input type="checkbox"/>	Director Of Patient Accounts
+ MEA	1666	07940	\$4,397	\$5,345	07940	\$4,397	\$5,345	Z		<input type="checkbox"/>	Finance Director, Department Of Public Health
IFPTE, L21	1670	07285	\$3,194	\$3,881	07285	\$3,194	\$3,881	Z		<input type="checkbox"/>	Financial Systems Supervisor
+ MEA	1673	07570	\$3,668	\$4,458	07570	\$3,668	\$4,458	Z		<input type="checkbox"/>	Accounting Operations Manager
+ MEA	1674	08000	\$4,527	\$5,503	08000	\$4,527	\$5,503	Z		<input type="checkbox"/>	Director Of Accounting And Systems
+ MEA	1675	07300	\$3,217	\$3,910	07300	\$3,217	\$3,910	Z		<input type="checkbox"/>	Supervising Fiscal Officer
+ MEA	1677	1677G	Flat Rate	\$5,441	1677G	Flat Rate	\$5,441	Z		<input type="checkbox"/>	Finance Bureau Director, Public Utilities Commission
+ MEA	1679	1679G	Flat Rate	\$4,063	1679G	Flat Rate	\$4,063	Z		<input type="checkbox"/>	Financial Reports Specialist
+ MEA	1680	08160	\$4,895	\$5,950	08160	\$4,895	\$5,950	Z		<input type="checkbox"/>	Chief Assistant Controller
+ MEA	1682	1682G	\$6,320	\$8,312	1682G	\$6,320	\$8,312	Z		<input type="checkbox"/>	Controller
+ MEA	1683	07270	\$3,169	\$3,851	07270	\$3,169	\$3,851	Z		<input type="checkbox"/>	Budget & Fiscal Operations Manager
IFPTE, L21	1684	06785	\$2,502	\$3,041	06785	\$2,502	\$3,041	Z		<input type="checkbox"/>	Associate Auditor
IFPTE, L21	1686	06985	\$2,758	\$3,353	06985	\$2,758	\$3,353	Z		<input type="checkbox"/>	Supervising Auditor
+ MEA	1688	07170	\$3,018	\$3,668	07170	\$3,018	\$3,668	Z		<input type="checkbox"/>	Chief Auditor
+ MEA	1690	1690G	Flat Rate	\$4,420	1690G	Flat Rate	\$4,420	Z		<input type="checkbox"/>	Internal Audit Director
SEIU, L 790	1704	05675	\$1,460	\$1,769	05675	\$1,460	\$1,769			<input type="checkbox"/>	Communications Dispatcher I
SEIU, L 790	1705	05885	\$1,615	\$1,960	05885	\$1,615	\$1,960			<input type="checkbox"/>	Communications Dispatcher II
SEIU, L 790	1706	05455	\$1,313	\$1,592	05455	\$1,313	\$1,592			<input type="checkbox"/>	Telephone Operator
SEIU, L 790	1708	05655	\$1,447	\$1,752	05655	\$1,447	\$1,752			<input type="checkbox"/>	Senior Telephone Operator
SEIU, L 790	1710	05915	\$1,638	\$1,990	05915	\$1,638	\$1,990			<input type="checkbox"/>	Chief Telephone Operator
SEIU, L 790	1720	05330	\$1,237	\$1,499	05330	\$1,237	\$1,499			<input type="checkbox"/>	Data Entry Operator
SEIU, L 790	1721	05615	\$1,418	\$1,719	05615	\$1,418	\$1,719			<input type="checkbox"/>	Senior Data Entry Operator
SEIU, L 790	1727	05815	\$1,562	\$1,895	05815	\$1,562	\$1,895			<input type="checkbox"/>	Supervising Data Entry Operator
IFPTE, L21	1734	05335	\$1,240	\$1,503	05335	\$1,240	\$1,503			<input type="checkbox"/>	Computer Operator I
IFPTE, L21	1739	06725	\$2,430	\$2,953	06725	\$2,430	\$2,953	Z		<input type="checkbox"/>	Computer Operations Supervisor II
SEIU, L 790	1750	05265	\$1,200	\$1,454	05265	\$1,200	\$1,454			<input type="checkbox"/>	Microphoto/Imaging Technician
SEIU, L 790	1752	05785	\$1,539	\$1,867	05785	\$1,539	\$1,867			<input type="checkbox"/>	Senior Microphoto/Imaging Technician
SEIU, L 790	1760	05770	\$1,528	\$1,853	05770	\$1,528	\$1,853			<input type="checkbox"/>	Offset Machine Operator
SEIU, L 790	1762	05765	\$1,524	\$1,849	05765	\$1,524	\$1,849			<input type="checkbox"/>	Senior Offset Machine Operator

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L 790	1764	06280	\$1,955	\$2,377	06280	\$1,955	\$2,377			<input type="checkbox"/>	Mail And Reproduction Service Supervisor
IATSE, L16	1766	05805	\$1,554	\$1,886	05805	\$1,554	\$1,886			<input type="checkbox"/>	Media Production Technician
IATSE, L16	1767	06115	\$1,805	\$2,194	06115	\$1,805	\$2,194			<input type="checkbox"/>	Media Programming Specialist
IATSE, L16	1769	06560	\$2,242	\$2,726	06560	\$2,242	\$2,726	Z		<input type="checkbox"/>	Media Production Supervisor
SEIU, L 790	1770	05875	\$1,607	\$1,951	05875	\$1,607	\$1,951			<input type="checkbox"/>	Photographer
SEIU, L 790	1771	06085	\$1,778	\$2,161	06085	\$1,778	\$2,161			<input type="checkbox"/>	Media Production Specialist
TWU L200	1773	06540	\$2,221	\$2,700	06540	\$2,221	\$2,700			<input type="checkbox"/>	Media Training Specialist
SEIU, L 790	1774	06245	\$1,923	\$2,337	06245	\$1,923	\$2,337			<input type="checkbox"/>	Head Photographer
+ MEA	1775	07485	\$3,520	\$4,278	07485	\$3,520	\$4,278	Z		<input type="checkbox"/>	Cable Television Manager
+ MEA	1776	05710	\$1,484	\$1,800	05710	\$1,484	\$1,800	Z		<input type="checkbox"/>	Assistant Reproduction Services Manager
IATSE, L16	1777	06615	\$2,303	\$2,800	06615	\$2,303	\$2,800	Z		<input type="checkbox"/>	Media/Security Systems Specialist
+ MEA	1779	07160	\$3,005	\$3,653	07160	\$3,005	\$3,653	Z		<input type="checkbox"/>	Manager, Reproduction And Mail Services Center
IATSE, L16	1781	06900	\$2,647	\$3,217	06900	\$2,647	\$3,217	Z		<input type="checkbox"/>	Media/Security Systems Supervisor
IFPTE, L21	1801	06985	\$2,758	\$3,353	06985	\$2,758	\$3,353	Z		<input type="checkbox"/>	Supervising Performance Auditor
SEIU, L 790	1802	06065	\$1,761	\$2,140	06065	\$1,761	\$2,140			<input type="checkbox"/>	Research Assistant
IFPTE, L21	1804	06275	\$1,951	\$2,371	06275	\$1,951	\$2,371	Z		<input type="checkbox"/>	Statistician
IFPTE, L21	1805	06785	\$2,502	\$3,041	06785	\$2,502	\$3,041	Z		<input type="checkbox"/>	Associate Performance Auditor
IFPTE, L21	1806	06775	\$2,490	\$3,027	06775	\$2,490	\$3,027	Z		<input type="checkbox"/>	Senior Statistician
SEIU, L 790	1812	06285	\$1,960	\$2,383	06285	\$1,960	\$2,383			<input type="checkbox"/>	Assistant Retirement Analyst
SEIU, L 790	1813	06545	\$2,226	\$2,706	06545	\$2,226	\$2,706	Z		<input type="checkbox"/>	Senior Benefits Analyst
SEIU, L 790	1814	06915	\$2,666	\$3,241	06915	\$2,666	\$3,241	Z		<input type="checkbox"/>	Benefits Supervisor
+ MEA	1816	07500	\$3,547	\$4,311	07500	\$3,547	\$4,311	Z		<input type="checkbox"/>	Actuary
SEIU, L 790	1817	06115	\$1,805	\$2,194	06115	\$1,805	\$2,194			<input type="checkbox"/>	Procedural Writer
SEIU, L 790	1820	05895	\$1,622	\$1,970	05895	\$1,622	\$1,970			<input type="checkbox"/>	Junior Administrative Analyst
SEIU, L 790	1822	06455	\$2,130	\$2,589	06455	\$2,130	\$2,589	Z		<input type="checkbox"/>	Administrative Analyst
IFPTE, L21	1823	06735	\$2,442	\$2,969	06735	\$2,442	\$2,969	Z		<input type="checkbox"/>	Senior Administrative Analyst
IFPTE, L21	1824	07055	\$2,855	\$3,470	07055	\$2,855	\$3,470	Z		<input type="checkbox"/>	Principal Administrative Analyst
+ MEA	1826	06960	\$2,726	\$3,313	06960	\$2,726	\$3,313	Z		<input type="checkbox"/>	City Shop Fleet Administrator
IFPTE, L21	1827	06775	\$2,490	\$3,027	06775	\$2,490	\$3,027	Z		<input type="checkbox"/>	Administrative Services Manager
IFPTE, L21	1835	1835G	\$2,215	\$2,969	1835G	\$2,215	\$2,969	Z		<input type="checkbox"/>	Legislative Assistant
IFPTE, L21	1838	06935	\$2,693	\$3,273	06935	\$2,693	\$3,273	Z		<input type="checkbox"/>	Administrative Asst To The Exec Director, Health Service Sy
+ MEA	1839	07010	\$2,793	\$3,396	07010	\$2,793	\$3,396	Z		<input type="checkbox"/>	Water Conservation Administrator
SEIU, L 790	1840	06025	\$1,727	\$2,099	06025	\$1,727	\$2,099			<input type="checkbox"/>	Junior Management Assistant
+ MEA	1841	07150	\$2,989	\$3,633	07150	\$2,989	\$3,633	Z		<input type="checkbox"/>	Rate Administrator
SEIU, L 790	1842	06285	\$1,960	\$2,383	06285	\$1,960	\$2,383	Z		<input type="checkbox"/>	Management Assistant
+ MEA	1843	06830	\$2,557	\$3,108	06830	\$2,557	\$3,108	Z		<input type="checkbox"/>	Executive Director, Southeast Community Facility Commissio

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	SEIU, L 790	1844	06565	\$2,247	\$2,732	06565	\$2,247	\$2,732	Z	<input type="checkbox"/>	Senior Management Assistant
	SEIU, L 790	1847	06525	\$2,204	\$2,679	06525	\$2,204	\$2,679	Z	<input type="checkbox"/>	Executive Aide To The Mayor's Office
Unrepresented-Mgt		1849	1849G	Flat Rate	\$3,053	1849G	Flat Rate	\$3,053	Z	<input type="checkbox"/>	Program Manager, Business and Economic Development
	SEIU, L 790	1853	05615	\$1,418	\$1,719	05615	\$1,418	\$1,719		<input type="checkbox"/>	Control Clerk, EDP
	SEIU, L 790	1855	05815	\$1,562	\$1,895	05815	\$1,562	\$1,895		<input type="checkbox"/>	Senior Control Clerk, EDP
	+ MEA	1879	07510	\$3,566	\$4,334	07510	\$3,566	\$4,334	Z	<input type="checkbox"/>	Project Manager, Special Project
	+ MEA	1885	1885G	Flat Rate	\$5,300	1885G	Flat Rate	\$5,300	Z	<input type="checkbox"/>	Manager, Bureau Of Management Information Systems, PUC
	SEIU, L 790	1920	05465	\$1,320	\$1,600	05465	\$1,320	\$1,600		<input type="checkbox"/>	Inventory Clerk
	SEIU, L 790	1922	05525	\$1,359	\$1,646	05525	\$1,359	\$1,646		<input type="checkbox"/>	Senior Inventory Clerk
	SEIU, L 790	1924	05555	\$1,378	\$1,670	05555	\$1,378	\$1,670		<input type="checkbox"/>	Materials And Supplies Supervisor
	SEIU, L 790	1926	05715	\$1,488	\$1,805	05715	\$1,488	\$1,805		<input type="checkbox"/>	Senior Materials And Supplies Supervisor
	SEIU, L 790	1929	05895	\$1,622	\$1,970	05895	\$1,622	\$1,970		<input type="checkbox"/>	Parts Storekeeper
	SEIU, L 790	1930	05665	\$1,454	\$1,761	05665	\$1,454	\$1,761		<input type="checkbox"/>	Warehouse Worker
	SEIU, L 790	1931	06065	\$1,761	\$2,140	06065	\$1,761	\$2,140		<input type="checkbox"/>	Senior Parts Storekeeper
	SEIU, L 790	1932	05465	\$1,320	\$1,600	05465	\$1,320	\$1,600		<input type="checkbox"/>	Assistant Storekeeper
	SEIU, L 790	1934	05655	\$1,447	\$1,752	05655	\$1,447	\$1,752		<input type="checkbox"/>	Storekeeper
	SEIU, L 790	1935	06165	\$1,849	\$2,247	06165	\$1,849	\$2,247		<input type="checkbox"/>	Principal Parts Storekeeper
	SEIU, L 790	1936	05785	\$1,539	\$1,867	05785	\$1,539	\$1,867		<input type="checkbox"/>	Senior Storekeeper
	SEIU, L 790	1937	06265	\$1,941	\$2,360	06265	\$1,941	\$2,360		<input type="checkbox"/>	Supervising Parts Storekeeper
	SEIU, L 790	1938	06185	\$1,867	\$2,269	06185	\$1,867	\$2,269		<input type="checkbox"/>	Stores And Equipment Assistant Supervisor
Unrepresented-Misc		1942	06730	\$2,435	\$2,960	06730	\$2,435	\$2,960		<input type="checkbox"/>	Assistant Materials Coordinator
	IFPTE, L21	1944	07055	\$2,855	\$3,470	07055	\$2,855	\$3,470		<input type="checkbox"/>	Materials Coordinator
	SEIU, L 790	1948	06115	\$1,805	\$2,194	06115	\$1,805	\$2,194		<input type="checkbox"/>	Coding Supervisor, Purchasing Dept
	IFPTE, L21	1950	05905	\$1,630	\$1,980	05905	\$1,630	\$1,980		<input type="checkbox"/>	Assistant Purchaser
	IFPTE, L21	1952	06365	\$2,038	\$2,478	06365	\$2,038	\$2,478	Z	<input type="checkbox"/>	Purchaser
	IFPTE, L21	1956	06765	\$2,478	\$3,012	06765	\$2,478	\$3,012	Z	<input type="checkbox"/>	Senior Purchaser
	IFPTE, L21	1958	07165	\$3,012	\$3,661	07165	\$3,012	\$3,661	Z	<input type="checkbox"/>	Supervising Purchaser
	SEIU, L 790	2105	05745	\$1,510	\$1,831	05745	\$1,510	\$1,831		<input type="checkbox"/>	Patient Services Finance Technician
	SEIU, L 790	2106	05995	\$1,702	\$2,069	05995	\$1,702	\$2,069	Z	<input type="checkbox"/>	Medical Staff Services Department Specialist
	IFPTE, L21	2107	06460	\$2,135	\$2,596	06460	\$2,135	\$2,596	Z	<input type="checkbox"/>	Medical Staff Services Department Analyst
	+ MEA	2108	07030	\$2,819	\$3,426	07030	\$2,819	\$3,426	Z	<input type="checkbox"/>	Director, Medical Staff Services Department
	SEIU, L 790	2110	05810	\$1,558	\$1,890	05810	\$1,558	\$1,890		<input type="checkbox"/>	Medical Records Clerk
	SEIU, L 790	2112	06045	\$1,744	\$2,120	06045	\$1,744	\$2,120		<input type="checkbox"/>	Medical Records Technician
	SEIU, L 790	2114	06365	\$2,038	\$2,478	06365	\$2,038	\$2,478		<input type="checkbox"/>	Medical Records Technician Supervisor
	+ MEA	2116	06520	\$2,199	\$2,672	06520	\$2,199	\$2,672	Z	<input type="checkbox"/>	Associate Director, Medical Records
	+ MEA	2117	06720	\$2,424	\$2,946	06720	\$2,424	\$2,946	Z	<input type="checkbox"/>	Chief Medical Records Administrator, Laguna Honda Hospita

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+ MEA	2118	06880	\$2,621	\$3,187	06880	\$2,621	\$3,187	Z		<input type="checkbox"/>	Director, Medical Records
IFPTE, L21	2119	06475	\$2,151	\$2,614	06475	\$2,151	\$2,614	Z		<input type="checkbox"/>	Health Care Analyst
+ MEA	2122	06540	\$2,221	\$2,700	06540	\$2,221	\$2,700	Z		<input type="checkbox"/>	Director Of Patient Financial Services And Admissions
+ MEA	2140	06560	\$2,242	\$2,726	06560	\$2,242	\$2,726	Z		<input type="checkbox"/>	Hospital Administrative Assistant
+ MEA	2143	07300	\$3,217	\$3,910	07300	\$3,217	\$3,910	Z		<input type="checkbox"/>	Hospital Assistant Administrator
+ MEA	2145	07720	\$3,948	\$4,799	07720	\$3,948	\$4,799	Z		<input type="checkbox"/>	Hospital Associate Administrator
+ MEA	2148	08010	\$4,551	\$5,532	08010	\$4,551	\$5,532	Z		<input type="checkbox"/>	Senior Hospital Associate Administrator
+ MEA	2171	08230	\$5,062	\$6,153	08230	\$5,062	\$6,153	Z		<input type="checkbox"/>	Associate Administrator, Medical Services, Laguna Honda H
+ MEA	2182	08250	\$5,112	\$6,214	08250	\$5,112	\$6,214	Z		<input type="checkbox"/>	Administrator, Laguna Honda Hospital
SEIU, L250	2202	06025	\$1,727	\$2,099	06025	\$1,727	\$2,099			<input type="checkbox"/>	Dental Aide
SEIU, L250	2204	06655	\$2,348	\$2,855	06655	\$2,348	\$2,855			<input type="checkbox"/>	Dental Hygienist
UAPD	2210	07580	\$3,689	\$4,484	07580	\$3,689	\$4,484	Z		<input type="checkbox"/>	Dentist
IFPTE, L21	2218	2218G	\$3,067	\$3,840	2218H	\$3,162	\$3,959			<input type="checkbox"/>	Physician Assistant
UAPD	2220	07630	\$3,777	\$4,591	07630	\$3,777	\$4,591	Z		<input type="checkbox"/>	Physician
UAPD	2230	07730	\$3,966	\$4,821	07730	\$3,966	\$4,821	Z		<input type="checkbox"/>	Physician Specialist
UAPD	2232	07930	\$4,372	\$5,315	07930	\$4,372	\$5,315	Z		<input type="checkbox"/>	Senior Physician Specialist
UAPD	2233	08080	\$4,708	\$5,723	08080	\$4,708	\$5,723	Z		<input type="checkbox"/>	Supervising Physician Specialist
+ MEA	2235	08310	\$5,269	\$6,404	08310	\$5,269	\$6,404	Z		<input type="checkbox"/>	Medical Director, Department Of Health
UAPD	2236	07470	\$3,493	\$4,246	07470	\$3,493	\$4,246	Z		<input type="checkbox"/>	Medical Advisor, Health Service System
+ MEA	2237	08410	\$5,532	\$6,725	08410	\$5,532	\$6,725	Z		<input type="checkbox"/>	Chief Medical Director, Department of Public Health
+ MEA	2244	07050	\$2,847	\$3,460	07050	\$2,847	\$3,460	Z		<input type="checkbox"/>	Health Center Director
+ MEA	2246	07040	\$2,835	\$3,446	07040	\$2,835	\$3,446	Z		<input type="checkbox"/>	Assistant Director Of Clinical Services I
+ MEA	2248	07490	\$3,527	\$4,286	07490	\$3,527	\$4,286	Z		<input type="checkbox"/>	Assistant Director Of Clinical Services II
SFIRA	2273	2273G	Flat Rate	\$1,493	2273G	Flat Rate	\$1,493			<input type="checkbox"/>	Post M.D. I
SFIRA	2275	2275G	Flat Rate	\$1,667	2275G	Flat Rate	\$1,667			<input type="checkbox"/>	Post M.D. II
SFIRA	2277	2277G	Flat Rate	\$1,667	2277G	Flat Rate	\$1,667			<input type="checkbox"/>	Post M.D. III
SFIRA	2279	2279G	Flat Rate	\$1,793	2279G	Flat Rate	\$1,793			<input type="checkbox"/>	Post M.D. IV
SFIRA	2281	2281G	Flat Rate	\$1,911	2281G	Flat Rate	\$1,911			<input type="checkbox"/>	Post M.D. V
SFIRA	2283	2283G	Flat Rate	\$1,972	2283G	Flat Rate	\$1,972			<input type="checkbox"/>	Post M.D. VI
UAPD	2292	07030	\$2,819	\$3,426	07030	\$2,819	\$3,426	Z		<input type="checkbox"/>	Shelter Veterinarian
SEIU, L250	2302	06005	\$1,710	\$2,079	06005	\$1,710	\$2,079			<input type="checkbox"/>	Nursing Assistant
SEIU, L250	2303	05535	\$1,365	\$1,654	05535	\$1,365	\$1,654			<input type="checkbox"/>	Mental Health Rehabilitation Worker
SEIU, L250	2304	06060	\$1,756	\$2,135	06060	\$1,756	\$2,135			<input type="checkbox"/>	Psychiatric Orderly
SEIU, L250	2305	06165	\$1,849	\$2,247	06165	\$1,849	\$2,247			<input type="checkbox"/>	Psychiatric Technician
SEIU, L250	2306	06245	\$1,923	\$2,337	06245	\$1,923	\$2,337			<input type="checkbox"/>	Senior Psychiatric Orderly
SEIU, L250	2310	06185	\$1,867	\$2,269	06185	\$1,867	\$2,269			<input type="checkbox"/>	Surgical Procedures Technician

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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City and County of San Francisco - Department of Human Resources
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Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L250	2312	06155	\$1,840	\$2,236	06155	\$1,840	\$2,236			<input type="checkbox"/>	Licensed Vocational Nurse
SEIU, L 790	2314	06260	\$1,936	\$2,354	06260	\$1,936	\$2,354			<input type="checkbox"/>	Public Health Team Leader
SEIU Nurses	2320	2320G	\$2,550	\$2,980	2320H	\$2,637	\$3,072			<input type="checkbox"/>	Registered Nurse
L856 Supv Nurses	2322	2322G	\$3,009	\$3,879	2322H	\$3,009	\$3,999			<input type="checkbox"/>	Nurse Manager
SEIU Nurses	2323	2323G	\$2,879	\$3,975	2323H	\$2,968	\$4,098			<input type="checkbox"/>	Clinical Nurse Specialist
L856 Supv Nurses	2324	2324G	\$3,317	\$4,275	2324H	\$3,317	\$4,408	Z		<input type="checkbox"/>	Nursing Supervisor
SEIU Nurses	2325	2325G	\$2,879	\$3,975	2325H	\$2,968	\$4,098			<input type="checkbox"/>	Nurse Midwife
L856 Supv Nurses	2326	2326G	\$3,317	\$4,275	2326H	\$3,317	\$4,408	Z		<input type="checkbox"/>	Nursing Supervisor Psychiatric
SEIU Nurses	2328	2328G	\$3,067	\$3,840	2328H	\$3,162	\$3,959			<input type="checkbox"/>	Nurse Practitioner
SEIU Nurses	2330	2330G	\$4,179	\$5,232	2330H	\$4,309	\$5,394			<input type="checkbox"/>	Anesthetist
SEIU Nurses	2340	2340G	\$2,550	\$2,980	2340H	\$2,637	\$3,072			<input type="checkbox"/>	Operating Room Nurse
L856 Supv Nurses	2350	2350G	\$3,219	\$4,151	2350H	\$3,219	\$4,280	Z		<input type="checkbox"/>	Instructor Of Nursing
SEIU, L250	2390	06095	\$1,787	\$2,172	06095	\$1,787	\$2,172			<input type="checkbox"/>	Central Processing And Distribution Technician
SEIU, L 790	2392	06515	\$2,194	\$2,666	06515	\$2,194	\$2,666			<input type="checkbox"/>	Senior Central Processing And Distribution Technician
SEIU, L250	2402	05630	\$1,429	\$1,731	05630	\$1,429	\$1,731			<input type="checkbox"/>	Laboratory Helper
IFPTE, L21	2403	06265	\$1,941	\$2,360	06265	\$1,941	\$2,360			<input type="checkbox"/>	Forensic Laboratory Technician
SEIU, L250	2406	06065	\$1,761	\$2,140	06065	\$1,761	\$2,140			<input type="checkbox"/>	Pharmacy Helper
SEIU, L250	2408	06075	\$1,769	\$2,151	06075	\$1,769	\$2,151			<input type="checkbox"/>	Senior Pharmacy Helper
SEIU, L250	2409	06340	\$2,014	\$2,449	06340	\$2,014	\$2,449			<input type="checkbox"/>	Pharmacy Technician
SEIU, L250	2416	05880	\$1,611	\$1,955	05880	\$1,611	\$1,955			<input type="checkbox"/>	Bacteriological Laboratory Assistant
SEIU, L250	2420	06295	\$1,970	\$2,395	06295	\$1,970	\$2,395			<input type="checkbox"/>	Histology Technician
SEIU, L250	2424	05935	\$1,654	\$2,009	05935	\$1,654	\$2,009			<input type="checkbox"/>	X-Ray Laboratory Aide
SEIU, L250	2430	05775	\$1,532	\$1,858	05775	\$1,532	\$1,858			<input type="checkbox"/>	Medical Evaluations Assistant
SEIU, L250	2432	06170	\$1,853	\$2,252	06170	\$1,853	\$2,252			<input type="checkbox"/>	Electrocardiograph Technician
SEIU, L250	2434	06270	\$1,946	\$2,365	06270	\$1,946	\$2,365			<input type="checkbox"/>	Senior Electrocardiograph Technician
SEIU, L250	2436	06075	\$1,769	\$2,151	06075	\$1,769	\$2,151			<input type="checkbox"/>	Electroencephalograph Technician I
SEIU, L250	2440	06565	\$2,247	\$2,732	06565	\$2,247	\$2,732			<input type="checkbox"/>	Veterinary Laboratory Technologist
Teamsters L856	2444	06310	\$1,985	\$2,412	06310	\$1,985	\$2,412	Z		<input type="checkbox"/>	Clinical Laboratory Technologist
SEIU, L 790	2450	07155	\$2,997	\$3,643	07155	\$2,997	\$3,643	Z		<input type="checkbox"/>	Pharmacist
+ MEA	2452	07655	\$3,826	\$4,650	07655	\$3,826	\$4,650	Z		<input type="checkbox"/>	Director Of Pharmaceutical Services
Teamsters L856	2453	07525	\$3,589	\$4,362	07525	\$3,589	\$4,362	Z		<input type="checkbox"/>	Supervising Pharmacist
SEIU, L 790	2454	07355	\$3,304	\$4,017	07355	\$3,304	\$4,017			<input type="checkbox"/>	Clinical Pharmacist
+ MEA	2455	07655	\$3,826	\$4,650	07655	\$3,826	\$4,650	Z		<input type="checkbox"/>	Pharmacy Director, Laguna Honda Hospital
IFPTE, L21	2456	06915	\$2,666	\$3,241	06915	\$2,666	\$3,241	Z		<input type="checkbox"/>	Assistant Forensic Toxicologist I
IFPTE, L21	2457	07415	\$3,403	\$4,137	07415	\$3,403	\$4,137	Z		<input type="checkbox"/>	Assistant Forensic Toxicologist II
IFPTE, L21	2458	08080	\$4,708	\$5,723	08080	\$4,708	\$5,723	Z		<input type="checkbox"/>	Forensic Toxicologist

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	2459	07035	\$2,827	\$3,436	07035	\$2,827	\$3,436	Z		<input type="checkbox"/>	Forensic Laboratory Manager
Teamsters L856	2462	06570	\$2,252	\$2,737	06570	\$2,252	\$2,737	Z		<input type="checkbox"/>	Microbiologist
Teamsters L856	2464	06840	\$2,571	\$3,126	06840	\$2,571	\$3,126	Z		<input type="checkbox"/>	Senior Microbiologist
+ MEA	2466	07000	\$2,779	\$3,378	07000	\$2,779	\$3,378	Z		<input type="checkbox"/>	Chief Microbiologist
SEIU, L 790	2467	06360	\$2,033	\$2,472	06360	\$2,033	\$2,472			<input type="checkbox"/>	Diagnostic Imaging Technologist I
SEIU, L 790	2468	06460	\$2,135	\$2,596	06460	\$2,135	\$2,596			<input type="checkbox"/>	Diagnostic Imaging Technologist II
SEIU, L 790	2469	06560	\$2,242	\$2,726	06560	\$2,242	\$2,726			<input type="checkbox"/>	Diagnostic Imaging Technologist III
SEIU, L 790	2470	06595	\$2,281	\$2,772	06595	\$2,281	\$2,772			<input type="checkbox"/>	Diagnostic Imaging Technologist IV
IFPTE, L21	2478	06965	\$2,732	\$3,320	06965	\$2,732	\$3,320	Z		<input type="checkbox"/>	Senior Sewage Treatment Chemist
IFPTE, L21	2481	2481G	\$1,678	\$2,360	2481G	\$1,678	\$2,360			<input type="checkbox"/>	Water Quality Technician I/II
IFPTE, L21	2482	06415	\$2,089	\$2,539	06415	\$2,089	\$2,539			<input type="checkbox"/>	Water Quality Technician III
IFPTE, L21	2483	2483G	\$1,990	\$2,800	2483G	\$1,990	\$2,800	Z		<input type="checkbox"/>	Biologist I/II
IFPTE, L21	2484	07015	\$2,800	\$3,403	07015	\$2,800	\$3,403	Z		<input type="checkbox"/>	Biologist III
IFPTE, L21	2485	07015	\$2,800	\$3,403	07015	\$2,800	\$3,403	Z		<input type="checkbox"/>	Supervising Biologist
IFPTE, L21	2486	2486G	\$1,990	\$2,800	2486G	\$1,990	\$2,800	Z		<input type="checkbox"/>	Chemist I/II
IFPTE, L21	2487	07015	\$2,800	\$3,403	07015	\$2,800	\$3,403	Z		<input type="checkbox"/>	Chemist III
IFPTE, L21	2488	07015	\$2,800	\$3,403	07015	\$2,800	\$3,403	Z		<input type="checkbox"/>	Supervising Chemist
IFPTE, L21	2489	07335	\$3,273	\$3,978	07335	\$3,273	\$3,978	Z		<input type="checkbox"/>	Laboratory Services Manager
+ MEA	2492	07320	\$3,248	\$3,948	07320	\$3,248	\$3,948	Z		<input type="checkbox"/>	Director, Public Health Laboratories
SEIU, L 790	2493	06185	\$1,867	\$2,269	06185	\$1,867	\$2,269			<input type="checkbox"/>	Associate Radiologic Technologist
Teamsters L856	2496	06750	\$2,459	\$2,989	06750	\$2,459	\$2,989			<input type="checkbox"/>	Radiologic Technologist Supervisor
+ MEA	2498	07430	\$3,426	\$4,164	07430	\$3,426	\$4,164	Z		<input type="checkbox"/>	Director, Radiology
SEIU, L250	2514	05915	\$1,638	\$1,990	05915	\$1,638	\$1,990			<input type="checkbox"/>	Orthopedic Technician I
SEIU, L250	2515	06015	\$1,719	\$2,089	06015	\$1,719	\$2,089			<input type="checkbox"/>	Orthopedic Technician II
SEIU, L250	2520	06115	\$1,805	\$2,194	06115	\$1,805	\$2,194			<input type="checkbox"/>	Morgue Attendant
SEIU, L250	2522	06145	\$1,831	\$2,226	06145	\$1,831	\$2,226			<input type="checkbox"/>	Senior Morgue Attendant
SEIU, L250	2523	06165	\$1,849	\$2,247	06165	\$1,849	\$2,247			<input type="checkbox"/>	Forensic Autopsy Technician
SEIU, L 790	2526	06625	\$2,314	\$2,813	06625	\$2,314	\$2,813			<input type="checkbox"/>	Ambulance Driver
SEIU, L 790	2530	06775	\$2,490	\$3,027	06775	\$2,490	\$3,027			<input type="checkbox"/>	Senior Medical Steward
SEIU, L 790	2532	06625	\$2,314	\$2,813	06625	\$2,314	\$2,813			<input type="checkbox"/>	Paramedic
SEIU, L 790	2533	06975	\$2,745	\$3,337	06975	\$2,745	\$3,337	Z		<input type="checkbox"/>	Emergency Medical Services Agency Specialist
SEIU, L 790	2534	06975	\$2,745	\$3,337	06975	\$2,745	\$3,337	Z		<input type="checkbox"/>	Paramedic Supervisor
SEIU, L 790	2536	06195	\$1,876	\$2,281	06195	\$1,876	\$2,281			<input type="checkbox"/>	Respiratory Care Practitioner
SEIU, L 790	2537	06675	\$2,371	\$2,882	06675	\$2,371	\$2,882			<input type="checkbox"/>	Respiratory Care Practitioner II
IFPTE, L21	2538	2538G	\$2,395	\$3,056	2538G	\$2,395	\$3,056			<input type="checkbox"/>	Audiometrist
IFPTE, L21	2540	2540G	\$2,589	\$3,304	2540G	\$2,589	\$3,304	Z		<input type="checkbox"/>	Audiologist

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
IFPTE, L21	2542	2542G	\$2,577	\$3,289	2542G	\$2,577	\$3,289	Z		<input type="checkbox"/>	Speech Pathologist
IFPTE, L21	2548	2548G	\$2,337	\$3,132	2548G	\$2,337	\$3,132	Z		<input type="checkbox"/>	Occupational Therapist
IFPTE, L21	2550	2550G	\$2,640	\$3,537	2550G	\$2,640	\$3,537	Z		<input type="checkbox"/>	Senior Occupational Therapist
IFPTE, L21	2551	06630	\$2,319	\$2,819	06630	\$2,319	\$2,819			<input type="checkbox"/>	Mental Health Treatment Specialist
SEIU, L 790	2552	06475	\$2,151	\$2,614	06475	\$2,151	\$2,614	Z		<input type="checkbox"/>	Director Of Activities, Therapy And Volunteer Services
SEIU, L250	2554	06185	\$1,867	\$2,269	06185	\$1,867	\$2,269			<input type="checkbox"/>	Therapy Aide
IFPTE, L21	2555	2555G	\$1,965	\$2,632	2555G	\$1,965	\$2,632			<input type="checkbox"/>	Physical Therapist Assistant
IFPTE, L21	2556	2556G	\$2,337	\$3,132	2556G	\$2,337	\$3,132	Z		<input type="checkbox"/>	Physical Therapist
+ MEA	2557	06450	\$2,124	\$2,582	06450	\$2,124	\$2,582	Z		<input type="checkbox"/>	Director Of Therapeutic Activities, LHH
IFPTE, L21	2558	2558G	\$2,640	\$3,537	2558G	\$2,640	\$3,537	Z		<input type="checkbox"/>	Senior Physical Therapist
+ MEA	2560	07100	\$2,918	\$3,547	07100	\$2,918	\$3,547	Z		<input type="checkbox"/>	Rehabilitation Coordinator
Unrepresented-Misc	2561	07090	\$2,902	\$3,527	07090	\$2,902	\$3,527			<input type="checkbox"/>	Optometrist
SEIU, L 790	2565	06205	\$1,886	\$2,292	06205	\$1,886	\$2,292	Z		<input type="checkbox"/>	Acupuncturist
IFPTE, L21	2566	06195	\$1,876	\$2,281	06195	\$1,876	\$2,281			<input type="checkbox"/>	Rehabilitation Counselor
SEIU, L 790	2574	06885	\$2,627	\$3,193	06885	\$2,627	\$3,193	Z		<input type="checkbox"/>	Clinical Psychologist
SEIU, L 790	2575	07035	\$2,827	\$3,436	07035	\$2,827	\$3,436	Z		<input type="checkbox"/>	Research Psychologist
Unrepresented-Misc	2576	06920	\$2,672	\$3,248	06920	\$2,672	\$3,248	Z		<input type="checkbox"/>	Supervising Clinical Psychologist
SEIU, L 790	2580	06555	\$2,236	\$2,719	06555	\$2,236	\$2,719			<input type="checkbox"/>	Medical Examiner's Investigator
+ MEA	2581	07130	\$2,960	\$3,597	07130	\$2,960	\$3,597	Z		<input type="checkbox"/>	Medical Examiner's Administrator
UAPD	2582	08450	\$5,636	\$6,851	08450	\$5,636	\$6,851	Z		<input type="checkbox"/>	Forensic Pathologist
SEIU, L250	2583	05120	\$1,120	\$1,355	05120	\$1,120	\$1,355			<input type="checkbox"/>	Home Health Aide
+ MEA	2584	08610	\$6,099	\$7,414	08610	\$6,099	\$7,414	Z		<input type="checkbox"/>	Chief Medical Examiner
SEIU, L 790	2585	05500	\$1,342	\$1,626	05500	\$1,342	\$1,626			<input type="checkbox"/>	Health Worker I
SEIU, L 790	2586	05730	\$1,499	\$1,818	05730	\$1,499	\$1,818			<input type="checkbox"/>	Health Worker II
SEIU, L 790	2587	05915	\$1,638	\$1,990	05915	\$1,638	\$1,990			<input type="checkbox"/>	Health Worker III
SEIU, L 790	2588	06235	\$1,914	\$2,326	06235	\$1,914	\$2,326			<input type="checkbox"/>	Health Worker IV
IFPTE, L21	2589	06245	\$1,923	\$2,337	06245	\$1,923	\$2,337	Z		<input type="checkbox"/>	Health Program Coordinator I
IFPTE, L21	2591	06515	\$2,194	\$2,666	06515	\$2,194	\$2,666	Z		<input type="checkbox"/>	Health Program Coordinator II
IFPTE, L21	2593	06745	\$2,454	\$2,983	06745	\$2,454	\$2,983	Z		<input type="checkbox"/>	Health Program Coordinator III
IFPTE, L21	2594	06635	\$2,326	\$2,827	06635	\$2,326	\$2,827	Z		<input type="checkbox"/>	Employee Assistance Counselor
IFPTE, L21	2595	06725	\$2,430	\$2,953	06725	\$2,430	\$2,953	Z		<input type="checkbox"/>	Senior Employee Assistance Counselor
+ MEA	2596	06850	\$2,582	\$3,138	06850	\$2,582	\$3,138	Z		<input type="checkbox"/>	Employee Referral Program Director
UAPD	2598	2598G	\$5,804	\$7,776	2598G	\$5,804	\$7,776	Z		<input type="checkbox"/>	Assistant Medical Examiner
SEIU, L250	2604	05265	\$1,200	\$1,454	05265	\$1,200	\$1,454			<input type="checkbox"/>	Food Service Worker
SEIU, L250	2606	05365	\$1,258	\$1,524	05365	\$1,258	\$1,524			<input type="checkbox"/>	Senior Food Service Worker
SEIU, L 790	2608	05425	\$1,295	\$1,569	05425	\$1,295	\$1,569			<input type="checkbox"/>	Supply Room Attendent

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SEIU, L 790	2618	05795	\$1,547	\$1,876	05795	\$1,547	\$1,876			<input type="checkbox"/>	Food Service Supervisor
SEIU, L 790	2619	05995	\$1,702	\$2,069	05995	\$1,702	\$2,069			<input type="checkbox"/>	Senior Food Service Supervisor
+ MEA	2620	06340	\$2,014	\$2,449	06340	\$2,014	\$2,449	Z		<input type="checkbox"/>	Food Service Manager Administrator
SEIU, L250	2622	05665	\$1,454	\$1,761	05665	\$1,454	\$1,761			<input type="checkbox"/>	Dietetic Technician
SEIU, L 790	2624	06395	\$2,069	\$2,514	06395	\$2,069	\$2,514	Z		<input type="checkbox"/>	Dietitian
SEIU, L 790	2626	06585	\$2,269	\$2,758	06585	\$2,269	\$2,758	Z		<input type="checkbox"/>	Chief Dietitian
SEIU, L250	2650	05415	\$1,288	\$1,562	05415	\$1,288	\$1,562			<input type="checkbox"/>	Assistant Cook
SEIU, L250	2652	05995	\$1,702	\$2,069	05995	\$1,702	\$2,069			<input type="checkbox"/>	Baker
SEIU, L250	2654	05865	\$1,600	\$1,941	05865	\$1,600	\$1,941			<input type="checkbox"/>	Cook
SEIU, L 790	2656	06115	\$1,805	\$2,194	06115	\$1,805	\$2,194			<input type="checkbox"/>	Chef
+ MEA	2660	06620	\$2,309	\$2,806	06620	\$2,309	\$2,806	Z		<input type="checkbox"/>	Assistant Director, Food Services
+ MEA	2662	06880	\$2,621	\$3,187	06880	\$2,621	\$3,187	Z		<input type="checkbox"/>	Director Of Food Services
SEIU, L250	2706	05295	\$1,217	\$1,474	05295	\$1,217	\$1,474			<input type="checkbox"/>	Housekeeper/Food Service Cleaner
SEIU, L 790	2708	05560	\$1,381	\$1,674	05560	\$1,381	\$1,674			<input type="checkbox"/>	Custodian
SEIU, L 790	2716	05755	\$1,517	\$1,840	05755	\$1,517	\$1,840			<input type="checkbox"/>	Custodial Assistant Supervisor
SEIU, L 790	2718	05955	\$1,670	\$2,028	05955	\$1,670	\$2,028			<input type="checkbox"/>	Custodial Supervisor
SEIU, L 790	2719	06120	\$1,809	\$2,199	06120	\$1,809	\$2,199			<input type="checkbox"/>	Janitorial Services Assistant Supervisor
SEIU, L 790	2720	06155	\$1,840	\$2,236	06155	\$1,840	\$2,236			<input type="checkbox"/>	Janitorial Services Supervisor
SEIU, L250	2736	05560	\$1,381	\$1,674	05560	\$1,381	\$1,674			<input type="checkbox"/>	Porter
SEIU, L250	2738	05755	\$1,517	\$1,840	05755	\$1,517	\$1,840			<input type="checkbox"/>	Porter Assistant Supervisor
SEIU, L 790	2740	05955	\$1,670	\$2,028	05955	\$1,670	\$2,028			<input type="checkbox"/>	Porter Supervisor I
+ MEA	2742	05860	\$1,596	\$1,936	05860	\$1,596	\$1,936	Z		<input type="checkbox"/>	General Services Supervisor
SEIU, L250	2760	05415	\$1,288	\$1,562	05415	\$1,288	\$1,562			<input type="checkbox"/>	Laundry Worker
SEIU, L250	2770	05500	\$1,342	\$1,626	05500	\$1,342	\$1,626			<input type="checkbox"/>	Senior Laundry Worker
SEIU, L250	2772	05450	\$1,310	\$1,588	05450	\$1,310	\$1,588			<input type="checkbox"/>	Sewing Technician
SEIU, L 790	2780	05970	\$1,682	\$2,043	05970	\$1,682	\$2,043			<input type="checkbox"/>	Laundry Worker Supervisor
Unrepresented-Misc	2782	05820	\$1,565	\$1,899	05820	\$1,565	\$1,899			<input type="checkbox"/>	Laundry Superintendent
+ MEA	2785	06110	\$1,800	\$2,188	06110	\$1,800	\$2,188	Z		<input type="checkbox"/>	Assistant General Services Manager
+ MEA	2786	06460	\$2,135	\$2,596	06460	\$2,135	\$2,596	Z		<input type="checkbox"/>	General Services Manager
IFPTE, L21	2802	06275	\$1,951	\$2,371	06275	\$1,951	\$2,371	Z		<input type="checkbox"/>	Epidemiologist I
IFPTE, L21	2803	06775	\$2,490	\$3,027	06775	\$2,490	\$3,027	Z		<input type="checkbox"/>	Epidemiologist II
+ MEA	2804	06960	\$2,726	\$3,313	06960	\$2,726	\$3,313	Z		<input type="checkbox"/>	Epidemiologist III
TWU 250-A Misc	2806	06080	\$1,773	\$2,156	06080	\$1,773	\$2,156	Z		<input type="checkbox"/>	Disease Control Investigator
TWU 250-A Misc	2808	06230	\$1,909	\$2,319	06230	\$1,909	\$2,319	Z		<input type="checkbox"/>	Senior Disease Control Investigator
TWU 250-A Misc	2810	06520	\$2,199	\$2,672	06520	\$2,199	\$2,672	Z		<input type="checkbox"/>	Principal Disease Control Investigator
SEIU, L 790	2818	06545	\$2,226	\$2,706	06545	\$2,226	\$2,706			<input type="checkbox"/>	Health Program Planner

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
IFPTE, L21	2819	06285	\$1,960	\$2,383	06285	\$1,960	\$2,383			<input type="checkbox"/>	Assistant Health Educator
SEIU, L 790	2820	06845	\$2,577	\$3,132	06845	\$2,577	\$3,132	Z		<input type="checkbox"/>	Senior Health Program Planner
+ MEA	2821	07410	\$3,396	\$4,128	07410	\$3,396	\$4,128	Z		<input type="checkbox"/>	Director Of Health Program Planning
IFPTE, L21	2822	06585	\$2,269	\$2,758	06585	\$2,269	\$2,758	Z		<input type="checkbox"/>	Health Educator
IFPTE, L21	2825	06735	\$2,442	\$2,969	06735	\$2,442	\$2,969	Z		<input type="checkbox"/>	Senior Health Educator
SEIU Nurses	2830	2830G	\$2,550	\$2,980	2830H	\$2,637	\$3,072	Z		<input type="checkbox"/>	Public Health Nurse
IFPTE, L21	2846	06585	\$2,269	\$2,758	06585	\$2,269	\$2,758	Z		<input type="checkbox"/>	Nutritionist
+ MEA	2850	2850G	Flat Rate	\$3,823	2850G	Flat Rate	\$3,823	Z		<input type="checkbox"/>	Director Of Nutrition Services, DPH
+ MEA	2880	07720	\$3,948	\$4,799	07720	\$3,948	\$4,799	Z		<input type="checkbox"/>	Director Of Business And Operations, Mental Health Program
+ MEA	2891	08200	\$4,991	\$6,067	08200	\$4,991	\$6,067	Z		<input type="checkbox"/>	Deputy Director For Business & Operations, Department Of Health
+ MEA	2894	08070	\$4,681	\$5,690	08070	\$4,681	\$5,690	Z		<input type="checkbox"/>	Program Chief, Community Public Health Services
+ MEA	2895	08120	\$4,799	\$5,834	08120	\$4,799	\$5,834	Z		<input type="checkbox"/>	Deputy Director For Mental Health Programs
+ MEA	2896	08120	\$4,799	\$5,834	08120	\$4,799	\$5,834	Z		<input type="checkbox"/>	Deputy Director Of Community Health Programs
SEIU, L535	2903	05915	\$1,638	\$1,990	05915	\$1,638	\$1,990			<input type="checkbox"/>	Eligibility Worker
SEIU, L535	2904	05860	\$1,596	\$1,936	05860	\$1,596	\$1,936			<input type="checkbox"/>	Human Services Technician
SEIU, L535	2905	06195	\$1,876	\$2,281	06195	\$1,876	\$2,281			<input type="checkbox"/>	Senior Eligibility Worker
SEIU, L535	2907	06405	\$2,079	\$2,527	06405	\$2,079	\$2,527			<input type="checkbox"/>	Eligibility Worker Supervisor
SEIU, L535	2908	06195	\$1,876	\$2,281	06195	\$1,876	\$2,281			<input type="checkbox"/>	Hospital Eligibility Worker
SEIU, L535	2909	06605	\$2,292	\$2,786	06605	\$2,292	\$2,786			<input type="checkbox"/>	Hospital Eligibility Worker Supervisor
SEIU, L535	2910	05975	\$1,686	\$2,048	05975	\$1,686	\$2,048	Z		<input type="checkbox"/>	Social Worker
SEIU, L535	2912	06255	\$1,932	\$2,348	06255	\$1,932	\$2,348	Z		<input type="checkbox"/>	Senior Social Worker
SEIU, L535	2913	06405	\$2,079	\$2,527	06405	\$2,079	\$2,527			<input type="checkbox"/>	Program Specialist
SEIU, L535	2914	06495	\$2,172	\$2,640	06495	\$2,172	\$2,640	Z		<input type="checkbox"/>	Social Work Supervisor
SEIU, L535	2915	06705	\$2,407	\$2,926	06705	\$2,407	\$2,926			<input type="checkbox"/>	Program Specialist Supervisor
SEIU, L535	2916	06405	\$2,079	\$2,527	06405	\$2,079	\$2,527			<input type="checkbox"/>	Social Work Specialist
SEIU, L535	2917	06825	\$2,551	\$3,101	06825	\$2,551	\$3,101	Z		<input type="checkbox"/>	Program Support Analyst
SEIU, L 790	2920	06585	\$2,269	\$2,758	06585	\$2,269	\$2,758	Z		<input type="checkbox"/>	Medical Social Worker
SEIU, L 790	2922	06675	\$2,371	\$2,882	06675	\$2,371	\$2,882	Z		<input type="checkbox"/>	Senior Medical Social Worker
IFPTE, L21	2924	06800	\$2,521	\$3,064	06800	\$2,521	\$3,064	Z		<input type="checkbox"/>	Medical Social Work Supervisor
+ MEA	2925	06970	\$2,737	\$3,327	06970	\$2,737	\$3,327	Z		<input type="checkbox"/>	Chief Medical Social Services
SEIU, L 790	2930	06585	\$2,269	\$2,758	06585	\$2,269	\$2,758	Z		<input type="checkbox"/>	Psychiatric Social Worker
SEIU, L 790	2931	06585	\$2,269	\$2,758	06585	\$2,269	\$2,758	Z		<input type="checkbox"/>	Marriage, Family And Child Counselor
SEIU, L 790	2932	06675	\$2,371	\$2,882	06675	\$2,371	\$2,882	Z		<input type="checkbox"/>	Senior Psychiatric Social Worker
SEIU, L 790	2933	06795	\$2,514	\$3,056	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Conservatorship/Case Management Supervisor
SEIU, L 790	2935	06675	\$2,371	\$2,882	06675	\$2,371	\$2,882	Z		<input type="checkbox"/>	Senior Marriage, Family & Child Counselor
SEIU, L535	2940	06585	\$2,269	\$2,758	06585	\$2,269	\$2,758	Z		<input type="checkbox"/>	Protective Services Worker

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L535	2944	06825	\$2,551	\$3,101	06825	\$2,551	\$3,101	Z		<input type="checkbox"/>	Protective Services Supervisor
SEIU, L535	2946	06815	\$2,539	\$3,087	06815	\$2,539	\$3,087	Z		<input type="checkbox"/>	Eligibility Section Manager
+ MEA	2947	06730	\$2,435	\$2,960	06730	\$2,435	\$2,960	Z		<input type="checkbox"/>	Hospital Eligibility Manager, Dept. Of Public Health
SEIU, L535	2948	07065	\$2,868	\$3,486	07065	\$2,868	\$3,486	Z		<input type="checkbox"/>	Human Services Section Manager
Unrepresented-Mgt	2953	07990	\$4,500	\$5,469	07990	\$4,500	\$5,469	Z		<input type="checkbox"/>	Chief Deputy Director, Dept. of Human Services
+ MEA	2964	07420	\$3,410	\$4,145	07420	\$3,410	\$4,145	Z		<input type="checkbox"/>	Director, Budget And Planning, Dept. of Human Services
+ MEA	2965	07100	\$2,918	\$3,547	07100	\$2,918	\$3,547	Z		<input type="checkbox"/>	Human Services Resource Manager
Unrepresented-Misc	2966	06730	\$2,435	\$2,960	06730	\$2,435	\$2,960			<input type="checkbox"/>	Welfare Fraud Investigator
Unrepresented-Misc	2967	06900	\$2,647	\$3,217	06900	\$2,647	\$3,217			<input type="checkbox"/>	Supervising Welfare Fraud Investigator
+ MEA	2968	07140	\$2,977	\$3,618	07140	\$2,977	\$3,618	Z		<input type="checkbox"/>	Social Services Manager, Investigations
+ MEA	2969	07290	\$3,199	\$3,888	07290	\$3,199	\$3,888	Z		<input type="checkbox"/>	Human Services Program Manager
+ MEA	2973	07740	\$3,989	\$4,848	07740	\$3,989	\$4,848	Z		<input type="checkbox"/>	Deputy Director, Department of Human Services
+ MEA	2974	08160	\$4,895	\$5,950	08160	\$4,895	\$5,950	Z		<input type="checkbox"/>	Executive Director, Department of Human Services
SEIU, L 790	2975	06285	\$1,960	\$2,383	06285	\$1,960	\$2,383	Z		<input type="checkbox"/>	Citizens Complaint Officer
IFPTE, L21	2978	07250	\$3,138	\$3,815	07250	\$3,138	\$3,815	Z		<input type="checkbox"/>	Contract Compliance Officer II
IFPTE, L21	2982	06375	\$2,048	\$2,490	06375	\$2,048	\$2,490	Z		<input type="checkbox"/>	Rent Board Supervisor
+ MEA	2985	06970	\$2,737	\$3,327	06970	\$2,737	\$3,327	Z		<input type="checkbox"/>	Deputy Director, Commission On The Aging
+ MEA	2986	07630	\$3,777	\$4,591	07630	\$3,777	\$4,591	Z		<input type="checkbox"/>	Director, Human Rights Commission
+ MEA	2988	07310	\$3,234	\$3,931	07310	\$3,234	\$3,931	Z		<input type="checkbox"/>	Director, Aging Program
SEIU, L 790	2991	06935	\$2,693	\$3,273	06935	\$2,693	\$3,273	Z		<input type="checkbox"/>	Coordinator, Human Rights Commission
IFPTE, L21	2992	06695	\$2,395	\$2,910	06695	\$2,395	\$2,910	Z		<input type="checkbox"/>	Contract Compliance Officer I
SEIU, L535	2994	05550	\$1,375	\$1,666	05550	\$1,375	\$1,666			<input type="checkbox"/>	Homemaker
SEIU, L 790	2996	06535	\$2,215	\$2,693	06535	\$2,215	\$2,693	Z		<input type="checkbox"/>	Representative, Human Rights Commission
SEIU, L 790	2998	06570	\$2,252	\$2,737	06570	\$2,252	\$2,737	Z		<input type="checkbox"/>	Representative, Commission On The Status Of Women
+ MEA	2999	07230	\$3,108	\$3,777	07230	\$3,108	\$3,777	Z		<input type="checkbox"/>	Executive Director, Commission On The Status Of Women
+ MEA	3110	06590	\$2,274	\$2,764	06590	\$2,274	\$2,764	Z		<input type="checkbox"/>	Secretary, Recreation and Park Commission
+ MEA	3130	06660	\$2,354	\$2,862	06660	\$2,354	\$2,862	Z		<input type="checkbox"/>	Arboretum Director
+ MEA	3135	06670	\$2,365	\$2,874	06670	\$2,365	\$2,874	Z		<input type="checkbox"/>	Director Of Neighborhood Services, Recreation And Park De
+ MEA	3138	07510	\$3,566	\$4,334	07510	\$3,566	\$4,334	Z		<input type="checkbox"/>	Assistant General Manager For Administration
+ MEA	3140	07920	\$4,352	\$5,291	07920	\$4,352	\$5,291	Z		<input type="checkbox"/>	General Manager, Recreation And Park Department
SEIU, L 790	3202	04745	\$936	\$1,134	04745	\$936	\$1,134			<input type="checkbox"/>	Locker Room Attendant
SEIU, L 790	3204	05550	\$1,375	\$1,666	05550	\$1,375	\$1,666			<input type="checkbox"/>	Swimming Pool Cashier-Clerk
SEIU, L 790	3210	05495	\$16,7375	\$20,2750	05495	\$16,7375	\$20,2750		H	<input type="checkbox"/>	Swimming Instructor/Pool Lifeguard
SEIU, L 790	3214	06105	\$1,796	\$2,183	06105	\$1,796	\$2,183			<input type="checkbox"/>	Senior Swimming Instructor
+ MEA	3231	06790	\$2,507	\$3,047	06790	\$2,507	\$3,047	Z		<input type="checkbox"/>	Golf Program Director
SEIU, L 790	3232	05745	\$1,510	\$1,831	05745	\$1,510	\$1,831			<input type="checkbox"/>	Marina Assistant Manager

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	3233	05960	\$1,674	\$2,033	05960	\$1,674	\$2,033	Z		<input type="checkbox"/>	Marina Associate Manager
Unrepresented-Mgt	3234	06355	\$2,028	\$2,466	06355	\$2,028	\$2,466			<input type="checkbox"/>	Marina Manager
Unrepresented-Misc	3238	05750	\$1,513	\$1,835	05750	\$1,513	\$1,835	Z		<input type="checkbox"/>	Dance Instructor
Unrepresented-Misc	3246	05940	\$1,658	\$2,014	05940	\$1,658	\$2,014			<input type="checkbox"/>	Pianist
SEIU, L 790	3256	05815	\$1,562	\$1,895	05815	\$1,562	\$1,895	Z		<input type="checkbox"/>	Photography Instructor
SEIU, L 790	3260	05725	\$1,495	\$1,814	05725	\$1,495	\$1,814	Z		<input type="checkbox"/>	Crafts Instructor
TWU 250-A Misc	3262	06240	\$1,918	\$2,332	06240	\$1,918	\$2,332	Z		<input type="checkbox"/>	Curator Of Industrial Arts, Junior Museum
SEIU, L 790	3264	04305	\$760	\$918	04305	\$760	\$918			<input type="checkbox"/>	Camp Assistant
SEIU, L 790	3280	05600	\$1,407	\$1,706	05600	\$1,407	\$1,706			<input type="checkbox"/>	Assistant Recreation Director
SEIU, L 790	3284	05725	\$1,495	\$1,814	05725	\$1,495	\$1,814			<input type="checkbox"/>	Recreation Director
SEIU, L 790	3285	06375	\$2,048	\$2,490	06375	\$2,048	\$2,490	Z		<input type="checkbox"/>	Junior Museum Director
SEIU, L 790	3287	06415	\$2,089	\$2,539	06415	\$2,089	\$2,539	Z		<input type="checkbox"/>	Assistant Recreation Supervisor
SEIU, L 790	3289	06435	\$2,110	\$2,564	06435	\$2,110	\$2,564	Z		<input type="checkbox"/>	Recreation Supervisor
SEIU, L 790	3291	06725	\$2,430	\$2,953	06725	\$2,430	\$2,953	Z		<input type="checkbox"/>	Principal Recreation Supervisor
SEIU, L 790	3292	07055	\$2,855	\$3,470	07055	\$2,855	\$3,470	Z		<input type="checkbox"/>	Assistant Superintendent Recreation
+ MEA	3294	07510	\$3,566	\$4,334	07510	\$3,566	\$4,334	Z		<input type="checkbox"/>	Recreation Superintendent
SEIU, L 790	3302	05225	\$1,177	\$1,425	05225	\$1,177	\$1,425			<input type="checkbox"/>	Vendor
SEIU, L 790	3310	05545	\$1,372	\$1,662	05545	\$1,372	\$1,662			<input type="checkbox"/>	Stable Attendant
Teamsters L856	3320	05875	\$1,607	\$1,951	05875	\$1,607	\$1,951			<input type="checkbox"/>	Animal Keeper
Teamsters L350	3321	06075	\$1,769	\$2,151	06075	\$1,769	\$2,151			<input type="checkbox"/>	Senior Animal Keeper
SEIU, L 790	3322	06345	\$2,019	\$2,454	06345	\$2,019	\$2,454			<input type="checkbox"/>	Assistant Head Animal Keeper
+ MEA	3338	06860	\$2,596	\$3,155	06860	\$2,596	\$3,155	Z		<input type="checkbox"/>	Assistant Zoo Director, Operations And Maintenance
TWU 250-A Misc	3342	06890	\$2,632	\$3,199	06890	\$2,632	\$3,199	Z		<input type="checkbox"/>	Zoo Curator
+ MEA	3350	07510	\$3,566	\$4,334	07510	\$3,566	\$4,334	Z		<input type="checkbox"/>	Parks Superintendent
Teamsters L856	3370	05520	\$1,355	\$1,642	05520	\$1,355	\$1,642			<input type="checkbox"/>	Animal Care Attendant
SEIU, L 790	3371	05875	\$1,607	\$1,951	05875	\$1,607	\$1,951	Z		<input type="checkbox"/>	Animal Care Supervisor
Teamsters L856	3372	05730	\$1,499	\$1,818	05730	\$1,499	\$1,818			<input type="checkbox"/>	Animal Control Officer
SEIU, L 790	3373	05925	\$1,646	\$1,999	05925	\$1,646	\$1,999	Z		<input type="checkbox"/>	Animal Control Supervisor
IFPTE, L21	3374	06175	\$1,858	\$2,258	06175	\$1,858	\$2,258	Z		<input type="checkbox"/>	Volunteer/Outreach Coordinator
SEIU, L250	3375	05405	\$1,282	\$1,554	05405	\$1,282	\$1,554			<input type="checkbox"/>	Animal Health Technician
SEIU, L 790	3376	05755	\$1,517	\$1,840	05755	\$1,517	\$1,840			<input type="checkbox"/>	Animal Care Assistant Supervisor
SEIU, L 790	3378	05805	\$1,554	\$1,886	05805	\$1,554	\$1,886			<input type="checkbox"/>	Field Services Assistant Supervisor
Laborers L 261	3402	05840	\$1,580	\$1,918	05840	\$1,580	\$1,918			<input type="checkbox"/>	Farmer
SEIU, L 790	3406	05785	\$1,539	\$1,867	05785	\$1,539	\$1,867			<input type="checkbox"/>	Land Use Aide
Laborers L 261	3417	05840	\$1,580	\$1,918	05840	\$1,580	\$1,918			<input type="checkbox"/>	Gardener
Laborers L 261	3419	06140	\$1,827	\$2,221	06140	\$1,827	\$2,221			<input type="checkbox"/>	Municipal Stadium Groundskeeper

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Laborers L 261	3422	06240	\$1,918	\$2,332	06240	\$1,918	\$2,332			<input type="checkbox"/>	Park Section Supervisor
Laborers L 261	3424	06240	\$1,918	\$2,332	06240	\$1,918	\$2,332			<input type="checkbox"/>	Pest Control Specialist
+ MEA	3426	06660	\$2,354	\$2,862	06660	\$2,354	\$2,862	Z		<input type="checkbox"/>	Forester
Laborers L 261	3428	06140	\$1,827	\$2,221	06140	\$1,827	\$2,221			<input type="checkbox"/>	Nursery Specialist
Laborers L 261	3430	06440	\$2,115	\$2,571	06440	\$2,115	\$2,571	Z		<input type="checkbox"/>	Chief Nursery Specialist
Laborers L 261	3434	3434G	\$1,740	\$2,383	3434G	\$1,740	\$2,383			<input checked="" type="checkbox"/>	Arborist Technician
Laborers L 261	3436	06510	\$2,188	\$2,660	06510	\$2,188	\$2,660			<input type="checkbox"/>	Arborist Technician Supervisor I
Unrepresented-Misc	3438	06630	\$2,319	\$2,819	06630	\$2,319	\$2,819	Z		<input type="checkbox"/>	Arborist Technician Supervisor II
SEIU, L 790	3450	05920	\$1,642	\$1,994	05920	\$1,642	\$1,994			<input type="checkbox"/>	Agricultural Inspector
+ MEA	3453	06520	\$2,199	\$2,672	06520	\$2,199	\$2,672	Z		<input type="checkbox"/>	Asst Agricultural Commissioner-Sealer Of Weights And Meas
+ MEA	3456	07400	\$3,378	\$4,106	07400	\$3,378	\$4,106	Z		<input type="checkbox"/>	County Agricultural Commissioner And Sealer Of Weights Ar
+ MEA	3464	06575	\$2,258	\$2,745	06575	\$2,258	\$2,745	Z		<input type="checkbox"/>	Area Supervisor, Parks, Squares And Facilities
+ MEA	3466	06970	\$2,737	\$3,327	06970	\$2,737	\$3,327	Z		<input type="checkbox"/>	Assistant Superintendent, Parks, Squares And Facilities
SEIU, L 790	3480	06065	\$1,761	\$2,140	06065	\$1,761	\$2,140			<input type="checkbox"/>	Farmers Market Manager
+ MEA	3486	06760	\$2,472	\$3,005	06760	\$2,472	\$3,005	Z		<input type="checkbox"/>	Watershed Forester
+ MEA	3488	07020	\$2,806	\$3,410	07020	\$2,806	\$3,410	Z		<input type="checkbox"/>	Watershed Resources Manager
SEIU, L 790	3502	05605	\$1,411	\$1,710	05605	\$1,411	\$1,710			<input type="checkbox"/>	Museum Exhibit Packer And Repairer
SEIU, L 790	3518	06395	\$2,069	\$2,514	06395	\$2,069	\$2,514	Z		<input type="checkbox"/>	Associate Museum Conservator, Asian Art Museum
SEIU, L 790	3520	05605	\$1,411	\$1,710	05605	\$1,411	\$1,710			<input type="checkbox"/>	Museum Preparator
SEIU, L 790	3522	05785	\$1,539	\$1,867	05785	\$1,539	\$1,867			<input type="checkbox"/>	Senior Museum Preparator
SEIU, L 790	3524	06145	\$1,831	\$2,226	06145	\$1,831	\$2,226			<input type="checkbox"/>	Principal Museum Preparator
SEIU, L 790	3540	05175	\$1,150	\$1,391	05175	\$1,150	\$1,391			<input type="checkbox"/>	Curatorial Aide
TWU 250-A Misc	3541	05810	\$1,558	\$1,890	05810	\$1,558	\$1,890			<input type="checkbox"/>	Curator I
TWU 250-A Misc	3542	06220	\$1,899	\$2,309	06220	\$1,899	\$2,309	Z		<input type="checkbox"/>	Curator II
TWU 250-A Misc	3544	06330	\$2,004	\$2,435	06330	\$2,004	\$2,435	Z		<input type="checkbox"/>	Curator III
SEIU, L 790	3546	06815	\$2,539	\$3,087	06815	\$2,539	\$3,087	Z		<input type="checkbox"/>	Curator IV
+ MEA	3547	06940	\$2,700	\$3,282	06940	\$2,700	\$3,282	Z		<input type="checkbox"/>	Curator V
TWU 250-A Misc	3548	06240	\$1,918	\$2,332	06240	\$1,918	\$2,332	Z		<input type="checkbox"/>	Curator Of Natural Science, Junior Museum
SEIU, L 790	3549	06025	\$1,727	\$2,099	06025	\$1,727	\$2,099			<input type="checkbox"/>	Arts Program Assistant
SEIU, L 790	3550	06365	\$2,038	\$2,478	06365	\$2,038	\$2,478	Z		<input type="checkbox"/>	Exhibition Designer
SEIU, L 790	3554	05655	\$1,447	\$1,752	05655	\$1,447	\$1,752			<input type="checkbox"/>	Associate Museum Registrar
SEIU, L 790	3556	05965	\$1,678	\$2,038	05965	\$1,678	\$2,038			<input type="checkbox"/>	Museum Registrar
SEIU, L 790	3558	06345	\$2,019	\$2,454	06345	\$2,019	\$2,454	Z		<input type="checkbox"/>	Senior Museum Registrar
+ MEA	3562	07150	\$2,989	\$3,633	07150	\$2,989	\$3,633	Z		<input type="checkbox"/>	Director, Cultural Affairs
+ MEA	3563	06420	\$2,094	\$2,545	06420	\$2,094	\$2,545	Z		<input type="checkbox"/>	Director, Neighborhood Art Program, Art Commission
+ MEA	3570	08230	\$5,062	\$6,153	08230	\$5,062	\$6,153	Z		<input type="checkbox"/>	Director And Chief Curator Of Museums

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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

Enters at Step 5

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Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	3587	07310	\$3,234	\$3,931	07310	\$3,234	\$3,931	Z		<input type="checkbox"/>	Deputy Director For Administration And Development, Museu
SEIU, L 790	3602	05320	\$1,232	\$1,491	05320	\$1,232	\$1,491			<input type="checkbox"/>	Library Page
SEIU, L 790	3610	05740	\$1,506	\$1,827	05740	\$1,506	\$1,827			<input type="checkbox"/>	Library Assistant
SEIU, L 790	3616	06075	\$1,769	\$2,151	06075	\$1,769	\$2,151			<input type="checkbox"/>	Library Technical Assistant I
SEIU, L 790	3618	06245	\$1,923	\$2,337	06245	\$1,923	\$2,337			<input type="checkbox"/>	Library Technical Assistant II
SEIU, L 790	3630	06385	\$2,058	\$2,502	06385	\$2,058	\$2,502	Z		<input type="checkbox"/>	Librarian I
SEIU, L 790	3632	06595	\$2,281	\$2,772	06595	\$2,281	\$2,772	Z		<input type="checkbox"/>	Librarian II
SEIU, L 790	3633	06595	\$2,281	\$2,772	06595	\$2,281	\$2,772	Z		<input type="checkbox"/>	Librarian II- Asian Arts
SEIU, L 790	3634	06795	\$2,514	\$3,056	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Librarian III
+ MEA	3636	07230	\$3,108	\$3,777	07230	\$3,108	\$3,777	Z		<input type="checkbox"/>	Librarian IV
Unrepresented-Misc	3650	06200	\$1,881	\$2,287	06200	\$1,881	\$2,287			<input type="checkbox"/>	Medical Records Librarian
+ MEA	3668	07570	\$3,668	\$4,458	07570	\$3,668	\$4,458	Z		<input type="checkbox"/>	Deputy City Librarian
+ MEA	3670	3670G	\$4,134	\$5,962	3670G	\$4,134	\$5,962	Z		<input type="checkbox"/>	City Librarian
SEIU, L 790	4119	06355	\$2,028	\$2,466	06355	\$2,028	\$2,466	Z		<input type="checkbox"/>	Performing Arts Center Aide
+ MEA	4120	07250	\$3,138	\$3,815	07250	\$3,138	\$3,815	Z		<input type="checkbox"/>	Assistant Managing Director, War Memorial Performing Arts
+ MEA	4124	07950	\$4,416	\$5,368	07950	\$4,416	\$5,368	Z		<input type="checkbox"/>	Managing Director, War Memorial Performing Arts Center
IFPTE, L21	4140	06820	\$2,545	\$3,093	06820	\$2,545	\$3,093	Z		<input type="checkbox"/>	Real Property Officer
IFPTE, L21	4142	07120	\$2,946	\$3,581	07120	\$2,946	\$3,581	Z		<input type="checkbox"/>	Senior Real Property Officer
IFPTE, L21	4143	07420	\$3,410	\$4,145	07420	\$3,410	\$4,145	Z		<input type="checkbox"/>	Principal Real Property Officer
+ MEA	4144	07540	\$3,618	\$4,397	07540	\$3,618	\$4,397	Z		<input type="checkbox"/>	Assistant Director Of Property
+ MEA	4150	07860	\$4,229	\$5,140	07860	\$4,229	\$5,140	Z		<input type="checkbox"/>	Director Of Property
SEIU, L 790	4202	05615	\$1,418	\$1,719	05615	\$1,418	\$1,719			<input type="checkbox"/>	Assessment Clerk
SEIU, L 790	4203	05810	\$1,558	\$1,890	05810	\$1,558	\$1,890			<input type="checkbox"/>	Senior Assessment Clerk
+ MEA	4212	06690	\$2,388	\$2,902	06690	\$2,388	\$2,902	Z		<input type="checkbox"/>	Chief, Technical And Assessment Services
IFPTE, L21	4220	06385	\$2,058	\$2,502	06385	\$2,058	\$2,502	Z		<input type="checkbox"/>	Personal Property Auditor
IFPTE, L21	4222	06685	\$2,383	\$2,896	06685	\$2,383	\$2,896	Z		<input type="checkbox"/>	Senior Personal Property Auditor
IFPTE, L21	4224	06985	\$2,758	\$3,353	06985	\$2,758	\$3,353	Z		<input type="checkbox"/>	Principal Personal Property Auditor
+ MEA	4226	07150	\$2,989	\$3,633	07150	\$2,989	\$3,633	Z		<input type="checkbox"/>	Chief Personal Property Auditor
IFPTE, L21	4230	06335	\$2,009	\$2,442	06335	\$2,009	\$2,442			<input type="checkbox"/>	Estate Investigator
IFPTE, L21	4231	06485	\$2,161	\$2,627	06485	\$2,161	\$2,627	Z		<input type="checkbox"/>	Senior Estate Investigator
+ MEA	4256	06950	\$2,711	\$3,295	06950	\$2,711	\$3,295	Z		<input type="checkbox"/>	Chief Of Assessment Standards
IFPTE, L21	4260	05845	\$1,584	\$1,923	05845	\$1,584	\$1,923			<input type="checkbox"/>	Real Property Appraiser Trainee
IFPTE, L21	4261	06385	\$2,058	\$2,502	06385	\$2,058	\$2,502	Z		<input type="checkbox"/>	Real Property Appraiser
IFPTE, L21	4265	06685	\$2,383	\$2,896	06685	\$2,383	\$2,896	Z		<input type="checkbox"/>	Senior Real Property Appraiser
IFPTE, L21	4267	06985	\$2,758	\$3,353	06985	\$2,758	\$3,353	Z		<input type="checkbox"/>	Principal Real Property Appraiser
+ MEA	4269	07150	\$2,989	\$3,633	07150	\$2,989	\$3,633	Z		<input type="checkbox"/>	Chief Appraiser

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	4282	07590	\$3,703	\$4,500	07590	\$3,703	\$4,500	Z		<input type="checkbox"/>	Chief Assistant Assessor
Elected Official	4290	4290G	Flat Rate	\$5,216	4290G	Flat Rate	\$5,216	Z		<input type="checkbox"/>	Assessor
+ MEA	4294	06615	\$2,303	\$2,800	06615	\$2,303	\$2,800	Z		<input type="checkbox"/>	Administrator, Assessment Appeals Board
SEIU, L 790	4306	05990	\$1,698	\$2,063	05990	\$1,698	\$2,063			<input type="checkbox"/>	Collections Officer
SEIU, L 790	4308	06140	\$1,827	\$2,221	06140	\$1,827	\$2,221			<input type="checkbox"/>	Senior Collections Officer
+ MEA	4310	06410	\$2,084	\$2,533	06410	\$2,084	\$2,533	Z		<input type="checkbox"/>	Commercial Division Assistant Supervisor
+ MEA	4311	06870	\$2,607	\$3,169	06870	\$2,607	\$3,169	Z		<input type="checkbox"/>	Customer Service Billing and Collections Supervisor
SEIU, L 790	4320	05550	\$1,375	\$1,666	05550	\$1,375	\$1,666			<input type="checkbox"/>	Cashier I
SEIU, L 790	4321	05690	\$1,470	\$1,782	05690	\$1,470	\$1,782			<input type="checkbox"/>	Cashier II
SEIU, L 790	4322	05925	\$1,646	\$1,999	05925	\$1,646	\$1,999			<input type="checkbox"/>	Cashier III
SEIU, L 790	4331	06940	\$2,700	\$3,282	06940	\$2,700	\$3,282	Z		<input type="checkbox"/>	Security Analyst
+ MEA	4333	07560	\$3,653	\$4,440	07560	\$3,653	\$4,440	Z		<input type="checkbox"/>	Senior Investment Officer
SEIU, L 790	4334	06515	\$2,194	\$2,666	06515	\$2,194	\$2,666			<input type="checkbox"/>	Investigator, Tax Collector
SEIU, L 790	4335	06605	\$2,292	\$2,786	06605	\$2,292	\$2,786			<input type="checkbox"/>	Senior Investigator, Tax Collector
SEIU, L 790	4337	06725	\$2,430	\$2,953	06725	\$2,430	\$2,953			<input type="checkbox"/>	Principal Investigator, Tax Collector
SEIU, L 790	4340	06845	\$2,577	\$3,132	06845	\$2,577	\$3,132			<input type="checkbox"/>	Assistant Director, Bureau of Delinquent Revenue
+ MEA	4349	06770	\$2,483	\$3,018	06770	\$2,483	\$3,018	Z		<input type="checkbox"/>	Director Of Real Estate, Tax Collector's Office
SEIU, L 790	4366	06290	\$1,965	\$2,388	06290	\$1,965	\$2,388			<input type="checkbox"/>	Collection Supervisor
+ MEA	4368	07040	\$2,835	\$3,446	07040	\$2,835	\$3,446	Z		<input type="checkbox"/>	Director, Bureau Of Delinquent Revenue
+ MEA	4373	07880	\$4,270	\$5,190	07880	\$4,270	\$5,190	Z		<input type="checkbox"/>	Deputy Tax Administrator
+ MEA	4374	07980	\$4,484	\$5,450	07980	\$4,484	\$5,450	Z		<input type="checkbox"/>	Tax Administrator
+ MEA	4377	07080	\$2,890	\$3,513	07080	\$2,890	\$3,513	Z		<input type="checkbox"/>	Assistant Cash Management And Investment
+ MEA	4378	07560	\$3,653	\$4,440	07560	\$3,653	\$4,440	Z		<input type="checkbox"/>	Cash Management And Investment Officer
+ MEA	4384	07600	\$3,724	\$4,527	07600	\$3,724	\$4,527	Z		<input type="checkbox"/>	Chief Assistant Treasurer
Elected Official	4390	4390G	Flat Rate	\$5,426	4390G	Flat Rate	\$5,426	Z		<input type="checkbox"/>	Treasurer
+ MEA	5102	07360	\$3,313	\$4,028	07360	\$3,313	\$4,028	Z		<input type="checkbox"/>	Public Buildings Maintenance And Repair Assistant Superint
+ MEA	5103	07560	\$3,653	\$4,440	07560	\$3,653	\$4,440	Z		<input type="checkbox"/>	Operations Bureau Superintendent, Public Works
+ MEA	5105	07335	\$3,273	\$3,978	07335	\$3,273	\$3,978	Z		<input type="checkbox"/>	Manager, Finance & Administration
+ MEA	5109	07530	\$3,597	\$4,372	07530	\$3,597	\$4,372	Z		<input type="checkbox"/>	Deputy Zoning Administrator
+ MEA	5112	07730	\$3,966	\$4,821	07730	\$3,966	\$4,821	Z		<input type="checkbox"/>	Assistant Director Of Planning - Implementation (Zoning Adm
+ MEA	5116	08120	\$4,799	\$5,834	08120	\$4,799	\$5,834	Z		<input type="checkbox"/>	Director Of Planning
IFPTE, L21	5120	07015	\$2,800	\$3,403	07015	\$2,800	\$3,403	Z		<input type="checkbox"/>	Architectural Administrator
+ MEA	5122	07640	\$3,799	\$4,617	07640	\$3,799	\$4,617	Z		<input type="checkbox"/>	Assistant City Architect
+ MEA	5125	07840	\$4,188	\$5,090	07840	\$4,188	\$5,090	Z		<input type="checkbox"/>	Bureau Manager
IFPTE, L21	5130	07365	\$3,320	\$4,036	07365	\$3,320	\$4,036	Z		<input type="checkbox"/>	Sewage Treatment Plant Superintendent
+ MEA	5132	07800	\$4,106	\$4,991	07800	\$4,106	\$4,991	Z		<input type="checkbox"/>	Manager, Bureau Of Water Pollution Control

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City and County of San Francisco - Department of Human Resources
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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	5133	07600	\$3,724	\$4,527	07600	\$3,724	\$4,527	Z		<input type="checkbox"/>	Program Manager II
+ MEA	5135	07360	\$3,313	\$4,028	07360	\$3,313	\$4,028	Z		<input type="checkbox"/>	Assistant Superintendent Of Street And Sewer Repair
+ MEA	5137	07430	\$3,426	\$4,164	07430	\$3,426	\$4,164	Z		<input type="checkbox"/>	Maintenance Engineering Manager, Hetch Hetchy Project
+ MEA	5138	07440	\$3,446	\$4,188	07440	\$3,446	\$4,188	Z		<input type="checkbox"/>	Program Manager I
Stat Engrs L39	5148	5148G	Flat Rate	\$3,577	5148G	Flat Rate	\$3,577			<input type="checkbox"/>	Water Operations Analyst
Stat Engrs L39	5149	5149G	Flat Rate	\$3,964	5149G	Flat Rate	\$3,964			<input type="checkbox"/>	Superintendent Of Water Treatment Facilities
+ MEA	5150	07220	\$3,093	\$3,760	07220	\$3,093	\$3,760	Z		<input type="checkbox"/>	Site Manager
+ MEA	5156	07800	\$4,106	\$4,991	07800	\$4,106	\$4,991	Z		<input type="checkbox"/>	Utility Services Manager
+ MEA	5162	07810	\$4,128	\$5,018	07810	\$4,128	\$5,018	Z		<input type="checkbox"/>	Program Manager III
+ MEA	5166	08060	\$4,662	\$5,667	08060	\$4,662	\$5,667	Z		<input type="checkbox"/>	Assistant General Manager, Public Utilities
+ MEA	5173	07360	\$3,313	\$4,028	07360	\$3,313	\$4,028	Z		<input type="checkbox"/>	Street Environmental Services Assistant Superintendent
IFPTE, L21	5174	07425	\$3,418	\$4,155	07425	\$3,418	\$4,155	Z		<input type="checkbox"/>	Administrative Engineer
IFPTE, L21	5177	07265	\$3,162	\$3,844	07265	\$3,162	\$3,844	Z		<input type="checkbox"/>	Safety Officer
+ MEA	5180	07780	\$4,067	\$4,943	07780	\$4,067	\$4,943	Z		<input type="checkbox"/>	Deputy Director, Dept. Of Building Inspection
+ MEA	5181	08080	\$4,708	\$5,723	08080	\$4,708	\$5,723	Z		<input type="checkbox"/>	Director, Dept. Of Building Inspection
+ MEA	5182	08060	\$4,662	\$5,667	08060	\$4,662	\$5,667	Z		<input type="checkbox"/>	Deputy Director Of Public Works And Engineering
+ MEA	5185	07910	\$4,334	\$5,269	07910	\$4,334	\$5,269	Z		<input type="checkbox"/>	General Manager, Hetch Hetchy Project
+ MEA	5186	07480	\$3,513	\$4,270	07480	\$3,513	\$4,270	Z		<input type="checkbox"/>	Financial Manager
+ MEA	5189	08060	\$4,662	\$5,667	08060	\$4,662	\$5,667	Z		<input type="checkbox"/>	Manager, Utilities Engineering Bureau, Public Utilities Comm
+ MEA	5190	08380	\$5,450	\$6,624	08380	\$5,450	\$6,624	Z		<input type="checkbox"/>	Director Of Public Works
+ MEA	5191	07460	\$3,479	\$4,229	07460	\$3,479	\$4,229	Z		<input type="checkbox"/>	Chief, Bureau Of Subdivisions, Surveys And Mapping
+ MEA	5192	07810	\$4,128	\$5,018	07810	\$4,128	\$5,018	Z		<input type="checkbox"/>	Assistant To Director Of Public Works
+ MEA	5193	08020	\$4,570	\$5,556	08020	\$4,570	\$5,556	Z		<input type="checkbox"/>	Deputy Director Of Public Works For Financial Management
+ MEA	5194	08060	\$4,662	\$5,667	08060	\$4,662	\$5,667	Z		<input type="checkbox"/>	Deputy Director Of Public Works For Operation
IFPTE, L21	5201	06415	\$2,089	\$2,539	06415	\$2,089	\$2,539			<input type="checkbox"/>	Junior Engineer
IFPTE, L21	5203	06625	\$2,314	\$2,813	06625	\$2,314	\$2,813	Z		<input type="checkbox"/>	Assistant Engineer
IFPTE, L21	5207	06975	\$2,745	\$3,337	06975	\$2,745	\$3,337	Z		<input type="checkbox"/>	Associate Engineer
IFPTE, L21	5209	06975	\$2,745	\$3,337	06975	\$2,745	\$3,337	Z		<input type="checkbox"/>	Industrial Engineer
IFPTE, L21	5211	07575	\$3,679	\$4,471	07575	\$3,679	\$4,471	Z		<input type="checkbox"/>	Senior Engineer
IFPTE, L21	5212	07780	\$4,067	\$4,943	07780	\$4,067	\$4,943	Z		<input type="checkbox"/>	Principal Engineer
IFPTE, L21	5214	07475	\$3,503	\$4,258	07475	\$3,503	\$4,258	Z		<input type="checkbox"/>	Building Plans Engineer
IFPTE, L21	5215	07335	\$3,273	\$3,978	07335	\$3,273	\$3,978	Z		<input type="checkbox"/>	Fire Protection Engineer
IFPTE, L21	5216	07155	\$2,997	\$3,643	07155	\$2,997	\$3,643	Z		<input type="checkbox"/>	Chief Surveyor
IFPTE, L21	5217	07305	\$3,226	\$3,921	07305	\$3,226	\$3,921	Z		<input type="checkbox"/>	Building Code Analyst
IFPTE, L21	5218	07475	\$3,503	\$4,258	07475	\$3,503	\$4,258	Z		<input type="checkbox"/>	Structural Engineer
IFPTE, L21	5219	07775	\$4,056	\$4,929	07775	\$4,056	\$4,929	Z		<input type="checkbox"/>	Senior Structural Engineer

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IFPTE, L21	5224	06975	\$2,745	\$3,337	06975	\$2,745	\$3,337	Z		<input type="checkbox"/>	Associate Water Purification Engineer
IFPTE, L21	5228	06625	\$2,314	\$2,813	06625	\$2,314	\$2,813	Z		<input type="checkbox"/>	Assistant Transportation Engineer
IFPTE, L21	5241	07275	\$3,179	\$3,862	07275	\$3,179	\$3,862	Z		<input type="checkbox"/>	Engineer
+ MEA	5246	07390	\$3,359	\$4,082	07390	\$3,359	\$4,082	Z		<input type="checkbox"/>	Radio Engineer
IFPTE, L21	5260	06185	\$1,867	\$2,269	06185	\$1,867	\$2,269			<input type="checkbox"/>	Architectural Assistant I
IFPTE, L21	5261	06385	\$2,058	\$2,502	06385	\$2,058	\$2,502			<input type="checkbox"/>	Architectural Assistant II
IFPTE, L21	5262	06665	\$2,360	\$2,868	06665	\$2,360	\$2,868			<input type="checkbox"/>	Landscape Architectural Associate 1
SEIU, L 790	5264	06320	\$1,994	\$2,424	06320	\$1,994	\$2,424			<input type="checkbox"/>	Airport Noise Abatement Specialist
IFPTE, L21	5265	06665	\$2,360	\$2,868	06665	\$2,360	\$2,868			<input type="checkbox"/>	Architectural Associate I
IFPTE, L21	5266	06975	\$2,745	\$3,337	06975	\$2,745	\$3,337			<input type="checkbox"/>	Architectural Associate II
SEIU, L 790	5267	06955	\$2,719	\$3,304	06955	\$2,719	\$3,304	Z		<input type="checkbox"/>	Assistant Airport Noise Abatement Officer
IFPTE, L21	5268	07275	\$3,179	\$3,862	07275	\$3,179	\$3,862	Z		<input type="checkbox"/>	Architect
IFPTE, L21	5270	07575	\$3,679	\$4,471	07575	\$3,679	\$4,471	Z		<input type="checkbox"/>	Senior Architect
SEIU, L 790	5271	06495	\$2,172	\$2,640	06495	\$2,172	\$2,640			<input type="checkbox"/>	Senior Airport Noise Abatement Specialist
IFPTE, L21	5272	06975	\$2,745	\$3,337	06975	\$2,745	\$3,337			<input type="checkbox"/>	Landscape Architectural Associate 2
IFPTE, L21	5273	07875	\$4,258	\$5,176	07875	\$4,258	\$5,176	Z		<input type="checkbox"/>	Principal Architect
IFPTE, L21	5274	07275	\$3,179	\$3,862	07275	\$3,179	\$3,862	Z		<input type="checkbox"/>	Landscape Architect
IFPTE, L21	5275	07575	\$3,679	\$4,471	07575	\$3,679	\$4,471	Z		<input type="checkbox"/>	Senior Landscape Architect
IFPTE, L21	5276	05695	\$1,474	\$1,787	05695	\$1,474	\$1,787			<input type="checkbox"/>	City Planning Intern
IFPTE, L21	5277	06085	\$1,778	\$2,161	06085	\$1,778	\$2,161	Z		<input type="checkbox"/>	Planner I
IFPTE, L21	5278	06485	\$2,161	\$2,627	06485	\$2,161	\$2,627	Z		<input type="checkbox"/>	Planner II
IFPTE, L21	5283	07535	\$3,608	\$4,385	07535	\$3,608	\$4,385	Z		<input type="checkbox"/>	Planner V
SEIU, L 790	5285	07195	\$3,056	\$3,714	07195	\$3,056	\$3,714	Z		<input type="checkbox"/>	Airport Noise Abatement Officer
IFPTE, L21	5288	06485	\$2,161	\$2,627	06485	\$2,161	\$2,627	Z		<input type="checkbox"/>	Transit Planner II
IFPTE, L21	5289	06835	\$2,564	\$3,117	06835	\$2,564	\$3,117	Z		<input type="checkbox"/>	Transit Planner III
IFPTE, L21	5290	07185	\$3,041	\$3,696	07185	\$3,041	\$3,696	Z		<input type="checkbox"/>	Transit Planner IV
IFPTE, L21	5291	06835	\$2,564	\$3,117	06835	\$2,564	\$3,117	Z		<input type="checkbox"/>	Planner III
IFPTE, L21	5293	07185	\$3,041	\$3,696	07185	\$3,041	\$3,696	Z		<input type="checkbox"/>	Planner IV
IFPTE, L21	5298	06835	\$2,564	\$3,117	06835	\$2,564	\$3,117	Z		<input type="checkbox"/>	Planner III-Environmental Review
IFPTE, L21	5299	07185	\$3,041	\$3,696	07185	\$3,041	\$3,696	Z		<input type="checkbox"/>	Planner IV-Environmental Review
IFPTE, L21	5301	06775	\$2,490	\$3,027	06775	\$2,490	\$3,027			<input type="checkbox"/>	Supervisor, Traffic Painting Program
IFPTE, L21	5302	06095	\$1,787	\$2,172	06095	\$1,787	\$2,172			<input type="checkbox"/>	Traffic Survey Technician
IFPTE, L21	5303	06655	\$2,348	\$2,855	06655	\$2,348	\$2,855			<input type="checkbox"/>	Supervisor, Traffic And Street Signs
IFPTE, L21	5304	05965	\$1,678	\$2,038	05965	\$1,678	\$2,038			<input type="checkbox"/>	Materials Testing Aide
IFPTE, L21	5305	06105	\$1,796	\$2,183	06105	\$1,796	\$2,183			<input type="checkbox"/>	Materials Testing Technician
IFPTE, L21	5306	07000	\$2,779	\$3,378	07000	\$2,779	\$3,378	Z		<input type="checkbox"/>	Traffic Sign Manager

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
IFPTE, L21	5310	06135	\$1,823	\$2,215	06135	\$1,823	\$2,215			<input type="checkbox"/>	Survey Assistant I
IFPTE, L21	5312	06375	\$2,048	\$2,490	06375	\$2,048	\$2,490			<input type="checkbox"/>	Survey Assistant II
IFPTE, L21	5314	06665	\$2,360	\$2,868	06665	\$2,360	\$2,868			<input type="checkbox"/>	Survey Associate
IFPTE, L21	5320	06335	\$2,009	\$2,442	06335	\$2,009	\$2,442	Z		<input type="checkbox"/>	Illustrator And Art Designer
SEIU, L 790	5322	05815	\$1,562	\$1,895	05815	\$1,562	\$1,895			<input type="checkbox"/>	Graphic Artist
IFPTE, L21	5330	06435	\$2,110	\$2,564	06435	\$2,110	\$2,564			<input type="checkbox"/>	City Planning Graphics Supervisor
IFPTE, L21	5342	06085	\$1,778	\$2,161	06085	\$1,778	\$2,161			<input type="checkbox"/>	Mechanical Engineering Assistant I
IFPTE, L21	5344	06085	\$1,778	\$2,161	06085	\$1,778	\$2,161			<input type="checkbox"/>	Mechanical Engineering Assistant
IFPTE, L21	5346	06255	\$1,932	\$2,348	06255	\$1,932	\$2,348			<input type="checkbox"/>	Mechanical Engineering Associate I
IFPTE, L21	5350	06085	\$1,778	\$2,161	06085	\$1,778	\$2,161			<input type="checkbox"/>	Electrical Engineering Assistant I
IFPTE, L21	5352	06085	\$1,778	\$2,161	06085	\$1,778	\$2,161			<input type="checkbox"/>	Electrical Engineering Assistant
IFPTE, L21	5354	06255	\$1,932	\$2,348	06255	\$1,932	\$2,348			<input type="checkbox"/>	Electrical Engineering Associate I
IFPTE, L21	5362	06085	\$1,778	\$2,161	06085	\$1,778	\$2,161			<input type="checkbox"/>	Civil Engineering Assistant
IFPTE, L21	5364	06255	\$1,932	\$2,348	06255	\$1,932	\$2,348			<input type="checkbox"/>	Civil Engineering Associate I
IFPTE, L21	5366	06555	\$2,236	\$2,719	06555	\$2,236	\$2,719			<input type="checkbox"/>	Engineering Associate II
IFPTE, L21	5380	5380G	Flat Rate	\$1,540	5380G	Flat Rate	\$1,540			<input type="checkbox"/>	Student Design Trainee I, Arch., Engr., & Planning
IFPTE, L21	5381	5381G	Flat Rate	\$1,652	5381G	Flat Rate	\$1,652			<input type="checkbox"/>	Student Design Trainee II, Arch, Engr, & Planning
IFPTE, L21	5382	5382G	Flat Rate	\$1,732	5382G	Flat Rate	\$1,732			<input type="checkbox"/>	Student Design Trainee III, Arch, Engr, & Planning
SEIU, L 790	5406	07185	\$3,041	\$3,696	07185	\$3,041	\$3,696	Z		<input type="checkbox"/>	Special Assistant For Program Coordinator
SEIU, L 790	5408	06965	\$2,732	\$3,320	06965	\$2,732	\$3,320	Z		<input type="checkbox"/>	Coordinator Of Citizen Involvement
Unrepresented-Misc	5502	5502G	Flat Rate	\$3,573	5502G	Flat Rate	\$3,573	Z		<input type="checkbox"/>	Project Manager I
Unrepresented-Misc	5504	5504G	Flat Rate	\$4,136	5504G	Flat Rate	\$4,136	Z		<input type="checkbox"/>	Project Manager II
Unrepresented-Misc	5506	5506G	Flat Rate	\$4,923	5506G	Flat Rate	\$4,923	Z		<input type="checkbox"/>	Project Manager III
Unrepresented-Mgt	5508	5508G	Flat Rate	\$5,475	5508G	Flat Rate	\$5,475	Z		<input type="checkbox"/>	Project Manager IV
IFPTE, L21	5601	5601G	\$1,668	\$2,589	5601G	\$1,668	\$2,589			<input type="checkbox"/>	Utility Analyst
IFPTE, L21	5602	5602G	\$2,519	\$3,722	5602G	\$2,519	\$3,722			<input type="checkbox"/>	Utility Specialist
IFPTE, L21	5606	06395	\$2,069	\$2,514	06395	\$2,069	\$2,514	Z		<input type="checkbox"/>	Energy Specialist
IFPTE, L21	5608	06695	\$2,395	\$2,910	06695	\$2,395	\$2,910	Z		<input type="checkbox"/>	Senior Energy Specialist
IFPTE, L21	5620	06835	\$2,564	\$3,117	06835	\$2,564	\$3,117	Z		<input type="checkbox"/>	Regulatory Specialist
+ MEA	5634	07410	\$3,396	\$4,128	07410	\$3,396	\$4,128	Z		<input type="checkbox"/>	Water & Power Resources Manager
IFPTE, L21	5638	06055	\$1,752	\$2,130	06055	\$1,752	\$2,130			<input type="checkbox"/>	Environmental Assistant
IFPTE, L21	5640	06455	\$2,130	\$2,589	06455	\$2,130	\$2,589	Z		<input type="checkbox"/>	Environmental Specialist
IFPTE, L21	5642	06765	\$2,478	\$3,012	06765	\$2,478	\$3,012	Z		<input type="checkbox"/>	Senior Environmental Specialist
IFPTE, L21	5644	07035	\$2,827	\$3,436	07035	\$2,827	\$3,436	Z		<input type="checkbox"/>	Principal Environmental Specialist
Unrepresented-Mgt	5646	07230	\$3,108	\$3,777	07230	\$3,108	\$3,777	Z		<input type="checkbox"/>	Environmental Program Manager I
IFPTE, L21	6106	06265	\$1,941	\$2,360	06265	\$1,941	\$2,360			<input type="checkbox"/>	Sanitary Engineering Technician

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L 790	6108	06075	\$1,769	\$2,151	06075	\$1,769	\$2,151			<input type="checkbox"/>	Environmental Health Technician I
SEIU, L 790	6110	06325	\$1,999	\$2,430	06325	\$1,999	\$2,430			<input type="checkbox"/>	Environmental Health Technician II
IFPTE, L21	6115	06595	\$2,281	\$2,772	06595	\$2,281	\$2,772			<input type="checkbox"/>	Wastewater Control Inspector
IFPTE, L21	6116	06985	\$2,758	\$3,353	06985	\$2,758	\$3,353			<input type="checkbox"/>	Supervising Wastewater Control Inspector
TWU 250-A Misc	6120	06870	\$2,607	\$3,169	06870	\$2,607	\$3,169	Z		<input type="checkbox"/>	Environmental Health Inspector
TWU 250-A Misc	6122	07010	\$2,793	\$3,396	07010	\$2,793	\$3,396	Z		<input type="checkbox"/>	Senior Environmental Health Inspector
TWU 250-A Misc	6124	07160	\$3,005	\$3,653	07160	\$3,005	\$3,653	Z		<input type="checkbox"/>	Principal Environmental Health Inspector
+ MEA	6126	07530	\$3,597	\$4,372	07530	\$3,597	\$4,372	Z		<input type="checkbox"/>	Director, Bureau Of Environmental Health Services
+ MEA	6127	07330	\$3,263	\$3,966	07330	\$3,263	\$3,966	Z		<input type="checkbox"/>	Assistant Director, Bureau Of Environmental Health Services
IFPTE, L21	6130	07065	\$2,868	\$3,486	07065	\$2,868	\$3,486	Z		<input type="checkbox"/>	Safety Analyst
IFPTE, L21	6137	06485	\$2,161	\$2,627	06485	\$2,161	\$2,627	Z		<input type="checkbox"/>	Assistant Industrial Hygienist
IFPTE, L21	6138	07065	\$2,868	\$3,486	07065	\$2,868	\$3,486	Z		<input type="checkbox"/>	Industrial Hygienist
Teamsters L856	6139	07265	\$3,162	\$3,844	07265	\$3,162	\$3,844	Z		<input type="checkbox"/>	Senior Industrial Hygienist
+ MEA	6141	07330	\$3,263	\$3,966	07330	\$3,263	\$3,966	Z		<input type="checkbox"/>	Manager, Office Of Health And Safety
SEIU, L 790	6218	05660	\$1,450	\$1,756	05660	\$1,450	\$1,756			<input type="checkbox"/>	Weights & Measures/Agricultural Trainee
SEIU, L 790	6220	05920	\$1,642	\$1,994	05920	\$1,642	\$1,994			<input type="checkbox"/>	Inspector Of Weights And Measures
IFPTE, L21	6230	06255	\$1,932	\$2,348	06255	\$1,932	\$2,348			<input type="checkbox"/>	Street Inspector
IFPTE, L21	6231	06555	\$2,236	\$2,719	06555	\$2,236	\$2,719			<input type="checkbox"/>	Senior Street Inspector
IFPTE, L21	6232	06855	\$2,589	\$3,147	06855	\$2,589	\$3,147			<input type="checkbox"/>	Street Inspection Supervisor
SheetMetal L104	6235	06960	\$2,726	\$3,313	06960	\$2,726	\$3,313			<input checked="" type="checkbox"/>	Heating And Ventilating Inspector
Plumbers L38	6242	06960	\$2,726	\$3,313	06960	\$2,726	\$3,313			<input checked="" type="checkbox"/>	Plumbing Inspector
Plumbers L38	6244	07360	\$3,313	\$4,028	07360	\$3,313	\$4,028	Z		<input checked="" type="checkbox"/>	Chief Plumbing Inspector
Plumbers L38	6246	07160	\$3,005	\$3,653	07160	\$3,005	\$3,653			<input checked="" type="checkbox"/>	Senior Plumbing Inspector
Electricians L6	6248	06960	\$2,726	\$3,313	06960	\$2,726	\$3,313			<input checked="" type="checkbox"/>	Electrical Inspector
Electricians L6	6249	07160	\$3,005	\$3,653	07160	\$3,005	\$3,653			<input type="checkbox"/>	Senior Electrical Inspector
Electricians L6	6250	07360	\$3,313	\$4,028	07360	\$3,313	\$4,028	Z		<input type="checkbox"/>	Chief Electrical Inspector
Electricians L6	6252	06880	\$2,621	\$3,187	06880	\$2,621	\$3,187			<input checked="" type="checkbox"/>	Line Inspector
IFPTE, L21	6262	06675	\$2,371	\$2,882	06675	\$2,371	\$2,882			<input type="checkbox"/>	Plan Checker - Architectural
IFPTE, L21	6266	07095	\$2,910	\$3,537	07095	\$2,910	\$3,537			<input type="checkbox"/>	Senior Plan Checker
IFPTE, L21	6270	06960	\$2,726	\$3,313	06960	\$2,726	\$3,313			<input type="checkbox"/>	Housing Inspector
IFPTE, L21	6272	07160	\$3,005	\$3,653	07160	\$3,005	\$3,653			<input type="checkbox"/>	Senior Housing Inspector
IFPTE, L21	6274	07360	\$3,313	\$4,028	07360	\$3,313	\$4,028	Z		<input type="checkbox"/>	Chief Housing Inspector
IFPTE, L21	6281	6281G	Flat Rate	\$3,408	6281G	Flat Rate	\$3,408			<input type="checkbox"/>	Fire Safety Inspector II
IFPTE, L21	6318	06745	\$2,454	\$2,983	06745	\$2,454	\$2,983			<input type="checkbox"/>	Construction Inspector
Bldg Inspectors	6331	06960	\$2,726	\$3,313	06960	\$2,726	\$3,313			<input type="checkbox"/>	Building Inspector
Bldg Inspectors	6333	07160	\$3,005	\$3,653	07160	\$3,005	\$3,653			<input type="checkbox"/>	Senior Building Inspector

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
Bldg Inspectors	6334	07360	\$3,313	\$4,028	07360	\$3,313	\$4,028	Z		<input type="checkbox"/>	Chief Building Inspector
IFPTE, L21	6335	07545	\$3,626	\$4,407	07545	\$3,626	\$4,407	Z		<input type="checkbox"/>	Disability Access Coordinator
+ MEA	7102	07335	\$3,273	\$3,978	07335	\$3,273	\$3,978	Z		<input type="checkbox"/>	Maintenance And Repair Assistant Superintendent, Hetch H
Oper Engrs L3	7108	06795	\$2,514	\$3,056	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Heavy Equipment Operations Assistant Supervisor
Oper Engrs L3	7110	06690	\$2,388	\$2,902	06690	\$2,388	\$2,902	Z		<input checked="" type="checkbox"/>	Mobile Equipment Assistant Supervisor
Stat Engrs L39	7120	7120G	Flat Rate	\$3,424	7120G	Flat Rate	\$3,424			<input type="checkbox"/>	Buildings And Grounds Maintenance Superintendent
+ MEA	7123	07110	\$2,933	\$3,566	07110	\$2,933	\$3,566	Z		<input type="checkbox"/>	Parking Meter and Machine Shop Manager
+ MEA	7125	07245	\$3,132	\$3,807	07245	\$3,132	\$3,807	Z		<input type="checkbox"/>	Electrical Operation And Maintenance Superintendent, H. H.
Auto Mach L1414	7126	06870	\$2,607	\$3,169	06870	\$2,607	\$3,169			<input type="checkbox"/>	Mechanical Shop And Equipment Superintendent
+ MEA	7130	7130G	Flat Rate	\$4,083	7130G	Flat Rate	\$4,083	Z		<input type="checkbox"/>	General Superintendent, Facilities Maintenance
IFPTE, L21	7132	07205	\$3,072	\$3,734	07205	\$3,072	\$3,734			<input type="checkbox"/>	Telecommunication Supervisor
Plumbers L38	7134	07230	\$3,108	\$3,777	07230	\$3,108	\$3,777			<input checked="" type="checkbox"/>	Water Construction And Maintenance Superintendent
Plumbers L38	7136	07120	\$2,946	\$3,581	07120	\$2,946	\$3,581	Z		<input type="checkbox"/>	Water Shops And Equipment Superintendent
+ MEA	7140	07260	\$3,155	\$3,836	07260	\$3,155	\$3,836	Z		<input type="checkbox"/>	Director, Parking And Traffic Operations
+ MEA	7150	07400	\$3,378	\$4,106	07400	\$3,378	\$4,106	Z		<input type="checkbox"/>	City Shops General Superintendent
+ MEA	7202	07185	\$3,041	\$3,696	07185	\$3,041	\$3,696	Z		<input type="checkbox"/>	Assistant Park Superintendent For Structural Maintenance
Stat Engrs L39	7203	7203G	Flat Rate	\$2,926	7203G	Flat Rate	\$2,926			<input type="checkbox"/>	Buildings And Grounds Maintenance Supervisor
Plumbers L38	7204	07250	\$3,138	\$3,815	07250	\$3,138	\$3,815			<input type="checkbox"/>	Chief Water Service Inspector
Stat Engrs L39	7205	7205G	Flat Rate	\$2,957	7205G	Flat Rate	\$2,957			<input type="checkbox"/>	Chief Stationary Engineer
Oper Engrs L3	7208	06895	\$2,640	\$3,208	06895	\$2,640	\$3,208	Z		<input type="checkbox"/>	Heavy Equipment Operations Supervisor
Oper Engrs L3	7210	06790	\$2,507	\$3,047	06790	\$2,507	\$3,047	Z		<input checked="" type="checkbox"/>	Mobile Equipment Supervisor
SEIU, L 790	7211	06915	\$2,666	\$3,241	06915	\$2,666	\$3,241			<input type="checkbox"/>	Cement Finisher Supervisor II
+ MEA	7212	07595	\$3,714	\$4,514	07595	\$3,714	\$4,514			<input type="checkbox"/>	Automotive Transit Equipment Supervisor
Plumbers L38	7213	06970	\$2,737	\$3,327	06970	\$2,737	\$3,327			<input checked="" type="checkbox"/>	Plumber Supervisor I
Electricians L6	7214	07270	\$3,169	\$3,851	07270	\$3,169	\$3,851			<input type="checkbox"/>	Electrical Transit Equipment Supervisor
Laborers L 261	7215	05980	\$1,690	\$2,053	05980	\$1,690	\$2,053			<input checked="" type="checkbox"/>	General Laborer Supervisor I
Electricians L6	7216	07070	\$2,874	\$3,493	07070	\$2,874	\$3,493			<input type="checkbox"/>	Electrical Transit Shop Supervisor I
SEIU, L 790	7218	7218G	Flat Rate	\$29,425.00	7218G	Flat Rate	\$29,425.00		H	<input type="checkbox"/>	Asbestos Abatement Worker II
SEIU, L 790	7219	06165	\$1,849	\$2,247	06165	\$1,849	\$2,247			<input type="checkbox"/>	Maintenance Scheduler
Laborers L 261	7220	06510	\$2,188	\$2,660	06510	\$2,188	\$2,660			<input type="checkbox"/>	Asphalt Finisher Supervisor I
Oper Engrs L3	7221	06720	\$2,424	\$2,946	06720	\$2,424	\$2,946			<input checked="" type="checkbox"/>	Asphalt Plant Supervisor I
Stat Engrs L39	7223	7223G	Flat Rate	\$3,699	7223G	Flat Rate	\$3,699			<input type="checkbox"/>	Cable Machinery Supervisor
Auto Mach L1414	7225	7225G	Flat Rate	\$3,160	7225G	Flat Rate	\$3,160			<input type="checkbox"/>	Transit Paint Shop Supervisor I
BC Carpenters	7226	06850	\$2,582	\$3,138	06850	\$2,582	\$3,138			<input checked="" type="checkbox"/>	Carpenter Supervisor I
SEIU, L 790	7227	06795	\$2,514	\$3,056	06795	\$2,514	\$3,056			<input type="checkbox"/>	Cement Finisher Supervisor I
Auto Mach L1414	7228	7228G	Flat Rate	\$3,486	7228G	Flat Rate	\$3,486			<input type="checkbox"/>	Automotive Transit Shop Supervisor I

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Electricians L6	7229	06810	\$2,533	\$3,080	06810	\$2,533	\$3,080			<input type="checkbox"/>	Transmission Line Supervisor I
Auto Mach L1414	7232	7232G	Flat Rate	\$2,711	7232G	Flat Rate	\$2,711			<input type="checkbox"/>	Hetch Hetchy Mechanical Shop Supervisor
Glaziers L718	7233	06850	\$2,582	\$3,138	06850	\$2,582	\$3,138			<input checked="" type="checkbox"/>	Glazier Supervisor I
Electricians L6	7235	06810	\$2,533	\$3,080	06810	\$2,533	\$3,080			<input type="checkbox"/>	Transit Power Line Supervisor I
BC Carpenters	7236	06850	\$2,582	\$3,138	06850	\$2,582	\$3,138			<input checked="" type="checkbox"/>	Locksmith Supervisor I
Electricians L6	7238	06860	\$2,596	\$3,155	06860	\$2,596	\$3,155			<input checked="" type="checkbox"/>	Electrician Supervisor I
Plumbers L38	7239	07120	\$2,946	\$3,581	07120	\$2,946	\$3,581			<input checked="" type="checkbox"/>	Plumber Supervisor II
Plumbers L38	7240	06370	\$2,043	\$2,483	06370	\$2,043	\$2,483			<input type="checkbox"/>	Water Meter Shop Supervisor I
Auto Mach L1414	7241	7241G	Flat Rate	\$3,160	7241G	Flat Rate	\$3,160			<input type="checkbox"/>	Senior Maintenance Controller
Painters L4	7242	7242G	\$2,156	\$2,764	7242G	\$2,156	\$2,764			<input type="checkbox"/>	Painter Supervisor I
SEIU, L 790	7243	06405	\$2,079	\$2,527	06405	\$2,079	\$2,527			<input type="checkbox"/>	Parking Meter Repairer Supervisor I
Electricians L6	7244	06570	\$2,252	\$2,737	06570	\$2,252	\$2,737			<input type="checkbox"/>	Power Plant Supervisor I
Stat Engrs L39	7245	7245G	Flat Rate	\$3,260	7245G	Flat Rate	\$3,260			<input type="checkbox"/>	Chief Stationary Engineer, Water Treatment Plant
Laborers L 261	7246	06810	\$2,533	\$3,080	06810	\$2,533	\$3,080			<input type="checkbox"/>	Sewer Repair Supervisor
SheetMetal L104	7247	07140	\$2,977	\$3,618	07140	\$2,977	\$3,618			<input checked="" type="checkbox"/>	Sheet Metal Worker Supervisor II
Plumbers L38	7248	07120	\$2,946	\$3,581	07120	\$2,946	\$3,581			<input checked="" type="checkbox"/>	Steamfitter Supervisor II
Auto Mach L1414	7249	7249G	Flat Rate	\$3,160	7249G	Flat Rate	\$3,160			<input type="checkbox"/>	Automotive Mechanic Supervisor I
Plumbers L38	7250	06970	\$2,737	\$3,327	06970	\$2,737	\$3,327			<input checked="" type="checkbox"/>	Utility Plumber Supervisor I
Teamsters L853	7251	06395	\$2,069	\$2,514	06395	\$2,069	\$2,514			<input type="checkbox"/>	Track Maintenance Worker Supervisor I
Stat Engrs L39	7252	7252G	Flat Rate	\$3,260	7252G	Flat Rate	\$3,260			<input type="checkbox"/>	Chief Stationary Engineer, Sewage Plant
Electricians L6	7253	06870	\$2,607	\$3,169	06870	\$2,607	\$3,169			<input type="checkbox"/>	Electrical Transit Mechanic Supervisor I
Auto Mach L1414	7254	7254G	Flat Rate	\$3,160	7254G	Flat Rate	\$3,160			<input type="checkbox"/>	Automotive Machinist Supervisor I
Electricians L6	7255	06810	\$2,533	\$3,080	06810	\$2,533	\$3,080			<input type="checkbox"/>	Power House Electrician Supervisor I
Electricians L6	7256	06870	\$2,607	\$3,169	06870	\$2,607	\$3,169			<input type="checkbox"/>	Electric Motor Repair Supervisor I
Electricians L6	7257	06810	\$2,533	\$3,080	06810	\$2,533	\$3,080			<input type="checkbox"/>	Communication Line Supervisor I
Auto Mach L1414	7258	06860	\$2,596	\$3,155	06860	\$2,596	\$3,155			<input checked="" type="checkbox"/>	Maintenance Machinist Supervisor I
SEIU, L 790	7259	06445	\$2,120	\$2,577	06445	\$2,120	\$2,577			<input type="checkbox"/>	Water And Power Maintenance Supervisor I
Stat Engrs L39	7262	7262G	Flat Rate	\$3,105	7262G	Flat Rate	\$3,105			<input type="checkbox"/>	Maintenance Planner
+ MEA	7263	07060	\$2,862	\$3,479	07060	\$2,862	\$3,479	Z		<input type="checkbox"/>	Maintenance Manager
Auto Mach L1414	7264	7264G	Flat Rate	\$3,160	7264G	Flat Rate	\$3,160			<input type="checkbox"/>	Automotive Body And Fender Worker Supervisor I
SEIU, L 790	7268	06235	\$1,914	\$2,326	06235	\$1,914	\$2,326			<input type="checkbox"/>	Window Cleaner Supervisor
SEIU, L 790	7270	06235	\$1,914	\$2,326	06235	\$1,914	\$2,326			<input type="checkbox"/>	Watershed Keeper Supervisor
BC Carpenters	7272	07000	\$2,779	\$3,378	07000	\$2,779	\$3,378			<input checked="" type="checkbox"/>	Carpenter Supervisor II
Electricians L6	7273	07030	\$2,819	\$3,426	07030	\$2,819	\$3,426			<input type="checkbox"/>	Communications Line Worker Supervisor II
Electricians L6	7274	07030	\$2,819	\$3,426	07030	\$2,819	\$3,426			<input type="checkbox"/>	Transit Power Line Worker Supervisor II
Electricians L6	7275	07030	\$2,819	\$3,426	07030	\$2,819	\$3,426			<input type="checkbox"/>	Telecommunications Technician Supervisor

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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

Enters at Step 5

Note: Jobcode 2450 Pharmacist-Exempt but paid overtime per MOU

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

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City and County of San Francisco - Department of Human Resources
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Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
Electricians L6	7276	07080	\$2,890	\$3,513	07080	\$2,890	\$3,513			<input type="checkbox"/>	Electrician Supervisor II
Auto Mach L1414	7277	07060	\$2,862	\$3,479	07060	\$2,862	\$3,479	Z		<input type="checkbox"/>	City Shops Assistant Superintendent
Painters L4	7278	06690	\$2,388	\$2,902	06690	\$2,388	\$2,902			<input checked="" type="checkbox"/>	Painter Supervisor II
Electricians L6	7279	07030	\$2,819	\$3,426	07030	\$2,819	\$3,426			<input type="checkbox"/>	Powerhouse Electrician Supervisor II
Laborers L 261	7281	06630	\$2,319	\$2,819	06630	\$2,319	\$2,819			<input type="checkbox"/>	Street Environmental Services Operations Supervisor
SEIU, L 790	7282	06735	\$2,442	\$2,969	06735	\$2,442	\$2,969			<input type="checkbox"/>	Street Repair Supervisor II
+ MEA	7283	06740	\$2,449	\$2,977	06740	\$2,449	\$2,977	Z		<input type="checkbox"/>	Track Maintenance Superintendent, Municipal Railway
Plumbers L38	7284	07120	\$2,946	\$3,581	07120	\$2,946	\$3,581			<input checked="" type="checkbox"/>	Utility Plumber Supervisor II
Electricians L6	7285	07030	\$2,819	\$3,426	07030	\$2,819	\$3,426			<input type="checkbox"/>	Transmission Line Worker Supervisor II
Stat Engrs L39	7286	7286G	Flat Rate	\$2,750	7286G	Flat Rate	\$2,750			<input type="checkbox"/>	Wire Rope Cable Maintenance Supervisor
Electricians L6	7287	07170	\$3,018	\$3,668	07170	\$3,018	\$3,668			<input type="checkbox"/>	Supervising Electronic Maintenance Technician
SEIU, L 790	7302	05775	\$1,532	\$1,858	05775	\$1,532	\$1,858			<input type="checkbox"/>	Audio-Visual Equipment Technician
SEIU, L250	7303	05885	\$1,615	\$1,960	05885	\$1,615	\$1,960			<input type="checkbox"/>	Barber
Auto Mach L1414	7305	06090	\$1,782	\$2,166	06090	\$1,782	\$2,166			<input checked="" type="checkbox"/>	Metal Fabricator
Auto Mach L1414	7306	7306G	Flat Rate	\$2,331	7306G	Flat Rate	\$2,331			<input type="checkbox"/>	Automotive Body And Fender Worker
Bricklayers L3	7307	06610	\$2,297	\$2,793	06610	\$2,297	\$2,793			<input checked="" type="checkbox"/>	Bricklayer
Electricians L6	7308	06810	\$2,533	\$3,080	06810	\$2,533	\$3,080			<input checked="" type="checkbox"/>	Cable Splicer
Auto Mach L1414	7309	7309G	Flat Rate	\$2,331	7309G	Flat Rate	\$2,331			<input type="checkbox"/>	Car And Auto Painter
Cement Masons L580	7311	06170	\$1,853	\$2,252	06170	\$1,853	\$2,252			<input checked="" type="checkbox"/>	Cement Mason
Auto Mach L1414	7313	7313G	Flat Rate	\$2,343	7313H	Flat Rate	\$2,355			<input type="checkbox"/>	Automotive Machinist
Auto Mach L1414	7315	7315G	Flat Rate	\$2,867	7315G	Flat Rate	\$2,867			<input type="checkbox"/>	Automotive Machinist Assistant Supervisor
Plumbers L38	7316	06750	\$2,459	\$2,989	06750	\$2,459	\$2,989			<input type="checkbox"/>	Water Service Inspector
Plumbers L38	7317	07050	\$2,847	\$3,460	07050	\$2,847	\$3,460			<input type="checkbox"/>	Senior Water Service Inspector
Electricians L6	7318	06870	\$2,607	\$3,169	06870	\$2,607	\$3,169			<input checked="" type="checkbox"/>	Electronic Maintenance Technician
Electricians L6	7319	06340	\$2,014	\$2,449	06340	\$2,014	\$2,449			<input checked="" type="checkbox"/>	Electric Motor Repairer
Auto Mach L1414	7322	7322G	Flat Rate	\$2,867	7322G	Flat Rate	\$2,867			<input type="checkbox"/>	Automotive Body And Fender Worker Assistant Supervisor
SEIU, L250	7324	05885	\$1,615	\$1,960	05885	\$1,615	\$1,960			<input type="checkbox"/>	Beautician
Auto Mach L1414	7325	7325G	Flat Rate	\$2,473	7325H	Flat Rate	\$2,485			<input type="checkbox"/>	General Utility Mechanic
Glaziers L718	7326	06440	\$2,115	\$2,571	06440	\$2,115	\$2,571			<input checked="" type="checkbox"/>	Glazier
Oper Engrs L3	7328	06590	\$2,274	\$2,764	06590	\$2,274	\$2,764			<input checked="" type="checkbox"/>	Operating Engineer, Universal
Electricians L6	7329	07030	\$2,819	\$3,426	07030	\$2,819	\$3,426			<input type="checkbox"/>	Electronic Maintenance Technician Assistant Supervisor
Auto Mach L1414	7330	7330G	Flat Rate	\$2,582	7330G	Flat Rate	\$2,582			<input type="checkbox"/>	Senior General Utility Mechanic
Auto Mach L1414	7332	06330	\$2,004	\$2,435	06330	\$2,004	\$2,435			<input checked="" type="checkbox"/>	Maintenance Machinist
Stat Engrs L39	7333	7333G	\$1,530	\$2,234	7333G	\$1,530	\$2,234			<input type="checkbox"/>	Apprentice Stationary Engineer
Stat Engrs L39	7334	7334G	Flat Rate	\$2,351	7334G	Flat Rate	\$2,351			<input type="checkbox"/>	Stationary Engineer
Stat Engrs L39	7335	7335G	Flat Rate	\$2,657	7335G	Flat Rate	\$2,657			<input type="checkbox"/>	Senior Stationary Engineer

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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

Enters at Step 5

Note: Jobcode 2450 Pharmacist-Exempt but paid overtime per MOU

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

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City and County of San Francisco - Department of Human Resources
Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2003 - 2004

Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
IFPTE, L21	7336	06905	\$2,654	\$3,226	06905	\$2,654	\$3,226			<input type="checkbox"/>	Electronic Instrumentation Technician, Water Pollution Contr
Auto Mach L1414	7337	06650	\$2,342	\$2,847	06650	\$2,342	\$2,847			<input checked="" type="checkbox"/>	Maintenance Machinist Assistant Supervisor
Electricians L6	7338	06590	\$2,274	\$2,764	06590	\$2,274	\$2,764			<input checked="" type="checkbox"/>	Electrical Line Worker
Stat Engrs L39	7339	7339G	\$1,685	\$2,463	7339G	\$1,685	\$2,463			<input type="checkbox"/>	Apprentice Stationary Engineer, Water Treatment Plant
Auto Mach L1414	7340	7340G	Flat Rate	\$2,867	7340G	Flat Rate	\$2,867			<input type="checkbox"/>	Maintenance Controller
Stat Engrs L39	7341	7341G	Flat Rate	\$2,593	7341G	Flat Rate	\$2,593			<input type="checkbox"/>	Stationary Engineer, Water Treatment Plant
BC Carpenters	7342	06420	\$2,094	\$2,545	06420	\$2,094	\$2,545			<input checked="" type="checkbox"/>	Locksmith
Stat Engrs L39	7343	7343G	Flat Rate	\$2,926	7343G	Flat Rate	\$2,926			<input type="checkbox"/>	Senior Stationary Engineer, Water Treatment Plant
BC Carpenters	7344	06420	\$2,094	\$2,545	06420	\$2,094	\$2,545			<input checked="" type="checkbox"/>	Carpenter
Electricians L6	7345	06610	\$2,297	\$2,793	06610	\$2,297	\$2,793			<input checked="" type="checkbox"/>	Electrician
Painters L4	7346	06220	\$1,899	\$2,309	06220	\$1,899	\$2,309			<input checked="" type="checkbox"/>	Painter
Plumbers L38	7347	06730	\$2,435	\$2,960	06730	\$2,435	\$2,960			<input checked="" type="checkbox"/>	Plumber
Plumbers L38	7348	06730	\$2,435	\$2,960	06730	\$2,435	\$2,960			<input checked="" type="checkbox"/>	Steamfitter
Plumbers L38	7349	06970	\$2,737	\$3,327	06970	\$2,737	\$3,327			<input checked="" type="checkbox"/>	Steamfitter Supervisor I
Plumbers L38	7353	06170	\$1,853	\$2,252	06170	\$1,853	\$2,252			<input type="checkbox"/>	Water Meter Repairer
Teamsters L853	7355	7355G	\$1,886	\$2,402	7355G	\$1,886	\$2,402			<input type="checkbox"/>	Truck Driver
BC Carpenters	7358	06520	\$2,199	\$2,672	06520	\$2,199	\$2,672			<input checked="" type="checkbox"/>	Pattern Maker
Plumbers L38	7360	06730	\$2,435	\$2,960	06730	\$2,435	\$2,960			<input checked="" type="checkbox"/>	Pipe Welder
Plasterers L66	7361	06630	\$2,319	\$2,819	06630	\$2,319	\$2,819			<input type="checkbox"/>	Plasterer
SEIU, L 790	7362	06975	\$2,745	\$3,337	06975	\$2,745	\$3,337	Z		<input type="checkbox"/>	Communications Systems Technician
Electricians L6	7363	06560	\$2,242	\$2,726	06560	\$2,242	\$2,726			<input type="checkbox"/>	Power House Electrician
Electricians L6	7364	06190	\$1,871	\$2,274	06190	\$1,871	\$2,274			<input type="checkbox"/>	Power House Operator
Electricians L6	7365	06440	\$2,115	\$2,571	06440	\$2,115	\$2,571			<input type="checkbox"/>	Senior Power House Operator
SEIU, L 790	7368	07275	\$3,179	\$3,862	07275	\$3,179	\$3,862			<input type="checkbox"/>	Senior Communications Systems Technician
Oper Engrs L3	7370	06070	\$1,765	\$2,145	06070	\$1,765	\$2,145			<input checked="" type="checkbox"/>	Rigger
Electricians L6	7371	06370	\$2,043	\$2,483	06370	\$2,043	\$2,483			<input type="checkbox"/>	Electrical Transit System Mechanic
Stat Engrs L39	7372	7372G	Flat Rate	\$2,593	7372G	Flat Rate	\$2,593			<input type="checkbox"/>	Stationary Engineer, Sewage Plant
Stat Engrs L39	7373	7373G	Flat Rate	\$2,926	7373G	Flat Rate	\$2,926			<input type="checkbox"/>	Senior Stationary Engineer, Sewage Plant
Stat Engrs L39	7375	7375G	\$1,685	\$2,462	7375G	\$1,685	\$2,462			<input type="checkbox"/>	Apprentice Stationary Engineer, Sewage Plant
SheetMetal L104	7376	06740	\$2,449	\$2,977	06740	\$2,449	\$2,977			<input checked="" type="checkbox"/>	Sheet Metal Worker
IATSE, L16	7377	06560	\$2,242	\$2,726	06560	\$2,242	\$2,726			<input checked="" type="checkbox"/>	Stage Electrician
Bricklayers L3	7378	06250	\$1,927	\$2,342	06250	\$1,927	\$2,342			<input checked="" type="checkbox"/>	Tile Setter
Electricians L6	7380	06670	\$2,365	\$2,874	06670	\$2,365	\$2,874			<input type="checkbox"/>	Electrical Transit Mechanic, Assistant Supervisor
Auto Mach L1414	7381	7381G	Flat Rate	\$2,307	7381H	Flat Rate	\$2,319			<input type="checkbox"/>	Automotive Mechanic
Auto Mach L1414	7382	7382G	Flat Rate	\$2,867	7382G	Flat Rate	\$2,867			<input type="checkbox"/>	Automotive Mechanic Assistant Supervisor
SEIU, L 790	7384	05955	\$1,670	\$2,028	05955	\$1,670	\$2,028			<input type="checkbox"/>	Typewriter Repairer

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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

Enters at Step 5

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City and County of San Francisco - Department of Human Resources

Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2003 - 2004

Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
Auto Mach L1414	7387	06010	\$1,714	\$2,084	06010	\$1,714	\$2,084			<input checked="" type="checkbox"/>	Upholsterer
Plumbers L38	7388	06730	\$2,435	\$2,960	06730	\$2,435	\$2,960			<input checked="" type="checkbox"/>	Utility Plumber
Ironworkers L377	7389	06100	\$1,791	\$2,178	06100	\$1,791	\$2,178			<input checked="" type="checkbox"/>	Metalsmith
Electricians L6	7390	06380	\$2,053	\$2,496	06380	\$2,053	\$2,496			<input type="checkbox"/>	Welder
SEIU, L 790	7392	06175	\$1,858	\$2,258	06175	\$1,858	\$2,258			<input type="checkbox"/>	Window Cleaner
Ironworkers L377	7395	06350	\$2,023	\$2,459	06350	\$2,023	\$2,459			<input checked="" type="checkbox"/>	Ornamental Iron Worker
Laborers L 261	7404	05880	\$1,611	\$1,955	05880	\$1,611	\$1,955			<input type="checkbox"/>	Asphalt Finisher
Electricians L6	7408	05720	\$1,491	\$1,809	05720	\$1,491	\$1,809			<input type="checkbox"/>	Assistant Power House Operator
TWU 250-A 7410	7410	05855	\$1,592	\$1,932	05855	\$1,592	\$1,932			<input type="checkbox"/>	Automotive Service Worker
TWU L200	7412	06005	\$1,710	\$2,079	06005	\$1,710	\$2,079			<input type="checkbox"/>	Automotive Service Worker Assistant Supervisor
SEIU, L 790	7416	05645	\$1,440	\$1,744	05645	\$1,440	\$1,744			<input type="checkbox"/>	Book Repairer
SEIU, L 790	7418	06035	\$1,736	\$2,110	06035	\$1,736	\$2,110			<input type="checkbox"/>	Senior Book Repairer
Stat Engrs L39	7420	7420G	Flat Rate	\$1,876	7420G	Flat Rate	\$1,876			<input type="checkbox"/>	Bridgetender
Laborers L 261	7421	06000	\$1,706	\$2,074	06000	\$1,706	\$2,074			<input type="checkbox"/>	Sewer Maintenance Worker
Oper Engrs L3	7424	06290	\$1,965	\$2,388	06290	\$1,965	\$2,388			<input checked="" type="checkbox"/>	Dryer Mixer Operator
Hodcarriers L36	7428	06180	\$1,862	\$2,264	06180	\$1,862	\$2,264			<input checked="" type="checkbox"/>	Hodcarrier
Electricians L6	7430	06570	\$2,252	\$2,737	06570	\$2,252	\$2,737			<input type="checkbox"/>	Assistant Electronic Maintenance Technician
Electricians L6	7432	06260	\$1,936	\$2,354	06260	\$1,936	\$2,354			<input type="checkbox"/>	Electrical Line Helper
Auto Mach L1414	7434	05740	\$1,506	\$1,827	05740	\$1,506	\$1,827			<input checked="" type="checkbox"/>	Maintenance Machinist Helper
SEIU, L 790	7441	05395	\$1,276	\$1,547	05395	\$1,276	\$1,547			<input type="checkbox"/>	Tool Room Mechanic And Custodian
Teamsters L856	7444	06080	\$1,773	\$2,156	06080	\$1,773	\$2,156			<input type="checkbox"/>	Parking Meter Repairer
Plumbers L38	7449	06610	\$2,297	\$2,793	06610	\$2,297	\$2,793			<input type="checkbox"/>	Sewer Service Worker
SEIU, L 790	7450	05735	\$1,503	\$1,823	05735	\$1,503	\$1,823			<input type="checkbox"/>	Shade And Drapery Worker
SEIU, L 790	7454	05175	\$1,150	\$1,391	05175	\$1,150	\$1,391			<input type="checkbox"/>	Traffic Signal Operator
IFPTE, L21	7457	05915	\$1,638	\$1,990	05915	\$1,638	\$1,990			<input type="checkbox"/>	Sign Worker
Laborers L 261	7458	05910	\$1,634	\$1,985	05910	\$1,634	\$1,985			<input type="checkbox"/>	Switch Repairer
Plumbers L38	7463	7463G	\$1,480	\$2,812	7463G	\$1,480	\$2,812			<input type="checkbox"/>	Utility Plumber Apprentice
SEIU, L 790	7470	06005	\$1,710	\$2,079	06005	\$1,710	\$2,079			<input type="checkbox"/>	Watershed Keeper
Stat Engrs L39	7472	7472G	Flat Rate	\$2,433	7472G	Flat Rate	\$2,433			<input type="checkbox"/>	Wire Rope Cable Maintenance Mechanic
Stat Engrs L39	7473	7473G	Flat Rate	\$1,942	7473G	Flat Rate	\$1,942			<input type="checkbox"/>	Wire Rope Cable Maintenance Mechanic Trainee
Electricians L6	7480	06280	\$1,955	\$2,377	06280	\$1,955	\$2,377			<input type="checkbox"/>	Power Generation Technician I
Electricians L6	7482	06520	\$2,199	\$2,672	06520	\$2,199	\$2,672			<input type="checkbox"/>	Power Generation Technician II
Electricians L6	7484	06660	\$2,354	\$2,862	06660	\$2,354	\$2,862			<input type="checkbox"/>	Senior Power Generation Technician
Electricians L6	7488	07000	\$2,779	\$3,378	07000	\$2,779	\$3,378	Z		<input type="checkbox"/>	Power Generation Supervisor
Laborers L 261	7501	7501G	\$927	\$1,353	7501G	\$927	\$1,353			<input type="checkbox"/>	Environmental Service Worker
Laborers L 261	7502	05810	\$1,558	\$1,890	05810	\$1,558	\$1,890			<input type="checkbox"/>	Asphalt Worker

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City and County of San Francisco - Department of Human Resources
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Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
Electricians L6	7510	05440	\$1,304	\$1,580	05440	\$1,304	\$1,580			<input type="checkbox"/>	Lighting Fixture Maintenance Worker
Laborers L 261	7514	05770	\$1,528	\$1,853	05770	\$1,528	\$1,853			<input type="checkbox"/>	General Laborer
SEIU, L250	7524	05465	\$1,320	\$1,600	05465	\$1,320	\$1,600			<input type="checkbox"/>	Institution Utility Worker
Laborers L 261	7540	05810	\$1,558	\$1,890	05810	\$1,558	\$1,890			<input type="checkbox"/>	Track Maintenance Worker
SEIU, L 790	7542	7542G	Flat Rate	\$15,9000	7542G	Flat Rate	\$15,9000		H	<input type="checkbox"/>	Watershed Worker (Seasonal)
SEIU, L 790	8104	05635	\$1,433	\$1,736	05635	\$1,433	\$1,736			<input type="checkbox"/>	Victim & Witness Technician
SEIU, L 790	8106	05640	\$1,436	\$1,740	05640	\$1,436	\$1,740			<input type="checkbox"/>	Legal Process Clerk
SEIU, L 790	8108	05830	\$1,573	\$1,909	05830	\$1,573	\$1,909			<input type="checkbox"/>	Senior Legal Process Clerk
SEIU, L 790	8109	06035	\$1,736	\$2,110	06035	\$1,736	\$2,110			<input type="checkbox"/>	Document Examiner Technician
SEIU, L 790	8113	06495	\$2,172	\$2,640	06495	\$2,172	\$2,640			<input type="checkbox"/>	Court Clerk
IFPTE, L21	8116	05925	\$1,646	\$1,999	05925	\$1,646	\$1,999			<input type="checkbox"/>	Legislative Calendar Clerk
IFPTE, L21	8118	06305	\$1,980	\$2,407	06305	\$1,980	\$2,407			<input type="checkbox"/>	Legislation Clerk
TWU L200	8121	06420	\$2,094	\$2,545	06420	\$2,094	\$2,545	Z		<input type="checkbox"/>	Fare Inspections Supervisor/Investigator
SEIU, L 790	8124	06590	\$2,274	\$2,764	06590	\$2,274	\$2,764	Z		<input type="checkbox"/>	Investigator, Office Of Citizen Complaints
TWU L200	8126	06720	\$2,424	\$2,946	06720	\$2,424	\$2,946	Z		<input type="checkbox"/>	Senior Investigator, Office Of Citizen Complaints
+ MEA	8127	07050	\$2,847	\$3,460	07050	\$2,847	\$3,460	Z		<input type="checkbox"/>	Chief Investigator, Office Of Citizen Complaints
+ MEA	8128	07490	\$3,527	\$4,286	07490	\$3,527	\$4,286	Z		<input type="checkbox"/>	Director, Office Of Citizen Complaints
SEIU, L 790	8129	06055	\$1,752	\$2,130	06055	\$1,752	\$2,130			<input type="checkbox"/>	Victim/Witness Investigator I
SEIU, L 790	8131	06245	\$1,923	\$2,337	06245	\$1,923	\$2,337			<input type="checkbox"/>	Victim/Witness Investigator II
DA Investigators	8132	06080	\$1,773	\$2,156	06080	\$1,773	\$2,156	L		<input type="checkbox"/>	District Attorney's Investigative Assistant
SEIU, L 790	8133	06605	\$2,292	\$2,786	06605	\$2,292	\$2,786	Z		<input type="checkbox"/>	Victim/Witness Investigator III
SEIU, L 790	8135	06775	\$2,490	\$3,027	06775	\$2,490	\$3,027	Z		<input type="checkbox"/>	Assistant Chief Victim/Witness Investigator
Unrepresented-Mgt	8137	07090	\$2,902	\$3,527	07090	\$2,902	\$3,527	Z		<input type="checkbox"/>	Chief Victim/Witness Investigator
SEIU, L 790	8138	06085	\$1,778	\$2,161	06085	\$1,778	\$2,161			<input type="checkbox"/>	Court Reporter
SEIU, L 790	8139	06195	\$1,876	\$2,281	06195	\$1,876	\$2,281	Z		<input type="checkbox"/>	Industrial Injury Investigator
SEIU, L 790	8141	06355	\$2,028	\$2,466	06355	\$2,028	\$2,466	Z		<input type="checkbox"/>	Worker's Compensation Adjuster
SEIU, L 790	8142	06590	\$2,274	\$2,764	06590	\$2,274	\$2,764	Z		<input type="checkbox"/>	Public Defender's Investigator
SEIU, L 790	8143	06760	\$2,472	\$3,005	06760	\$2,472	\$3,005			<input type="checkbox"/>	Senior Public Defender's Investigator
DA Investigators	8146	06730	\$2,435	\$2,960	06730	\$2,435	\$2,960	Z		<input type="checkbox"/>	District Attorney's Investigator
DA Investigators	8147	06900	\$2,647	\$3,217	06900	\$2,647	\$3,217	Z		<input type="checkbox"/>	Senior District Attorney's Investigator
+ MEA	8148	07350	\$3,295	\$4,006	07350	\$3,295	\$4,006	Z		<input type="checkbox"/>	Chief District Attorney's Investigator
DA Investigators	8149	07030	\$2,819	\$3,426	07030	\$2,819	\$3,426	Z		<input type="checkbox"/>	Assistant Chief District Attorney's Investigator
+ MEA	8150	07250	\$3,138	\$3,815	07250	\$3,138	\$3,815	Z		<input type="checkbox"/>	Principal District Attorney's Investigator, Special Unit
IFPTE, L21	8151	06815	\$2,539	\$3,087	06815	\$2,539	\$3,087			<input type="checkbox"/>	Claims Investigator, City Attorney's Office
IFPTE, L21	8152	07015	\$2,800	\$3,403	07015	\$2,800	\$3,403			<input type="checkbox"/>	Senior Claims Investigator, City Attorney's Office
+ MEA	8153	07170	\$3,018	\$3,668	07170	\$3,018	\$3,668	Z		<input type="checkbox"/>	Principal Claims Investigator, City Attorney's Office

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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Enters at Step 5 Note: Jobcode 2450 Pharmacist-Exempt but paid overtime per MOU

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	8155	07760	\$4,028	\$4,895	07760	\$4,028	\$4,895	Z		<input type="checkbox"/>	Chief, Bureau Of Claims Investigation And Administration
SEIU, L 790	8157	05920	\$1,642	\$1,994	05920	\$1,642	\$1,994	L		<input type="checkbox"/>	Child Support Officer I
SEIU, L 790	8158	06225	\$1,904	\$2,314	06225	\$1,904	\$2,314	L		<input type="checkbox"/>	Child Support Officer II
SEIU, L 790	8159	06585	\$2,269	\$2,758	06585	\$2,269	\$2,758			<input type="checkbox"/>	Child Support Officer III
+ MEA	8160	06820	\$2,545	\$3,093	06820	\$2,545	\$3,093	Z		<input type="checkbox"/>	Assistant Chief, Family Support Investigator
SEIU, L 790	8165	06845	\$2,577	\$3,132	06845	\$2,577	\$3,132	Z		<input type="checkbox"/>	Worker's Compensation Supervisor I
+ MEA	8166	07350	\$3,295	\$4,006	07350	\$3,295	\$4,006	Z		<input type="checkbox"/>	Worker's Compensation Claims Manager
IFPTE, L21	8167	06615	\$2,303	\$2,800	06615	\$2,303	\$2,800	Z		<input type="checkbox"/>	Parking Hearing Examiner
Unrepresented-Misc	8168	06915	\$2,666	\$3,241	06915	\$2,666	\$3,241	Z		<input type="checkbox"/>	Parking Hearing Supervisor
IFPTE, L21	8169	06245	\$1,923	\$2,337	06245	\$1,923	\$2,337	Z		<input type="checkbox"/>	Legislative Assistant, City Attorney's Office
SEIU, L 790	8170	06605	\$2,292	\$2,786	06605	\$2,292	\$2,786	Z		<input type="checkbox"/>	Medical Claims Supervisor
+ MEA	8171	07430	\$3,426	\$4,164	07430	\$3,426	\$4,164	Z		<input type="checkbox"/>	Law Office Manager
IFPTE, L21	8173	06345	\$2,019	\$2,454	06345	\$2,019	\$2,454			<input type="checkbox"/>	Legal Assistant
MAA	8174	06910	\$2,660	\$3,234	06910	\$2,660	\$3,234	Z		<input type="checkbox"/>	Attorney, Civil And Criminal
MAA	8176	07310	\$3,234	\$3,931	07310	\$3,234	\$3,931	Z		<input type="checkbox"/>	Trial Attorney, Civil And Criminal
MAA	8178	07660	\$3,836	\$4,662	07660	\$3,836	\$4,662	Z		<input type="checkbox"/>	Senior Attorney, Civil And Criminal
MAA	8180	07960	\$4,440	\$5,397	07960	\$4,440	\$5,397	Z		<input type="checkbox"/>	Principal Attorney, Civil And Criminal
MAA	8181	08210	\$5,018	\$6,099	08210	\$5,018	\$6,099	Z		<input type="checkbox"/>	Assistant Chief Attorney I
MAA	8182	08110	\$4,779	\$5,809	08110	\$4,779	\$5,809	Z		<input type="checkbox"/>	Head Attorney, Civil And Criminal
MAA	8183	08310	\$5,269	\$6,404	08310	\$5,269	\$6,404	Z		<input type="checkbox"/>	Assistant Chief Attorney II
+ MEA	8184	08210	\$5,018	\$6,099	08210	\$5,018	\$6,099	Z		<input type="checkbox"/>	Chief Attorney II (Civil And Criminal)
+ MEA	8185	08050	\$4,637	\$5,636	08050	\$4,637	\$5,636	Z		<input type="checkbox"/>	Director, Child Support Services
+ MEA	8186	07740	\$3,989	\$4,848	07740	\$3,989	\$4,848	Z		<input type="checkbox"/>	Attorney For The Public Administrator
+ MEA	8187	07185	\$3,041	\$3,696	07185	\$3,041	\$3,696	Z		<input type="checkbox"/>	Chief, Family Support Investigator
MAA	8190	08070	\$4,681	\$5,690	08070	\$4,681	\$5,690	Z		<input type="checkbox"/>	Attorney, Tax Collector
MAA	8193	08330	\$5,315	\$6,461	08330	\$5,315	\$6,461	Z		<input type="checkbox"/>	Chief Attorney I (Civil & Criminal)
Elected Official	8196	8196G	Flat Rate	\$5,753	8196G	Flat Rate	\$5,753	Z		<input type="checkbox"/>	Public Defender
Elected Official	8197	8197G	Flat Rate	\$6,040	8197G	Flat Rate	\$6,040	Z		<input type="checkbox"/>	City Attorney
Elected Official	8198	8198G	Flat Rate	\$6,040	8198G	Flat Rate	\$6,040	Z		<input type="checkbox"/>	District Attorney
SEIU, L 790	8201	8201G	Flat Rate	\$12.6125	8201G	Flat Rate	\$12.6125		H	<input type="checkbox"/>	School Crossing Guard
SEIU, L 790	8202	05385	\$1,270	\$1,539	05385	\$1,270	\$1,539			<input type="checkbox"/>	Security Guard
SEIU, L 790	8204	06105	\$1,796	\$2,183	06105	\$1,796	\$2,183	L		<input type="checkbox"/>	Institutional Police Officer
SFIPOA	8205	06380	\$2,053	\$2,496	06380	\$2,053	\$2,496	L		<input type="checkbox"/>	Institutional Police Sergeant
SFIPOA	8206	06780	\$2,496	\$3,035	06780	\$2,496	\$3,035			<input type="checkbox"/>	Institutional Police Captain
SEIU, L 790	8207	05785	\$1,539	\$1,867	05785	\$1,539	\$1,867			<input type="checkbox"/>	Building And Grounds Patrol Officer
SEIU, L 790	8208	05785	\$1,539	\$1,867	05785	\$1,539	\$1,867			<input type="checkbox"/>	Park Patrol Officer

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
	SFIPOA 8209	06580	\$2,264	\$2,752	06580	\$2,264	\$2,752			<input type="checkbox"/>	Institutional Police Lieutenant
	SEIU, L 790 8210	06225	\$1,904	\$2,314	06225	\$1,904	\$2,314			<input type="checkbox"/>	Head Park Patrol Officer
	SEIU, L 790 8213	06035	\$1,736	\$2,110	06035	\$1,736	\$2,110			<input type="checkbox"/>	Police Services Aide
	SEIU, L 790 8214	8214G	\$1,417	\$1,702	8214G	\$1,417	\$1,702			<input type="checkbox"/>	Parking Control Officer
	SEIU, L 790 8216	8216G	\$1,686	\$2,033	8216G	\$1,686	\$2,033			<input type="checkbox"/>	Senior Parking Control Officer
	SEIU, L 790 8217	06235	\$1,914	\$2,326	06235	\$1,914	\$2,326			<input type="checkbox"/>	Station Officer
	IFPTE, L21 8219	06615	\$2,303	\$2,800	06615	\$2,303	\$2,800			<input type="checkbox"/>	Parking Enforcement Administrator
	+ MEA 8220	06800	\$2,521	\$3,064	06800	\$2,521	\$3,064	Z		<input type="checkbox"/>	Director, Parking Enforcement
	+ MEA 8221	07310	\$3,234	\$3,931	07310	\$3,234	\$3,931	Z		<input type="checkbox"/>	Chief Of Protective Services, Transportation Commission
	SEIU, L 790 8226	05785	\$1,539	\$1,867	05785	\$1,539	\$1,867			<input type="checkbox"/>	Museum Guard
	SEIU, L 790 8228	06005	\$1,710	\$2,079	06005	\$1,710	\$2,079			<input type="checkbox"/>	Museum Security Supervisor
Unrepresented-Misc	8229	06355	\$2,028	\$2,466	06355	\$2,028	\$2,466			<input type="checkbox"/>	Associate Director of Museum Security Services
	+ MEA 8232	06940	\$2,700	\$3,282	06940	\$2,700	\$3,282	Z		<input type="checkbox"/>	Director of Museum Security Services
	SEIU, L 790 8234	06245	\$1,923	\$2,337	06245	\$1,923	\$2,337			<input type="checkbox"/>	Fire Alarm Dispatcher
	SEIU, L 790 8236	06595	\$2,281	\$2,772	06595	\$2,281	\$2,772			<input type="checkbox"/>	Chief Fire Alarm Dispatcher
	SEIU, L 790 8238	8238G	\$1,877	\$2,391	8238G	\$1,877	\$2,391			<input type="checkbox"/>	Public Safetycommunications Dispatcher
	SEIU, L 790 8239	06535	\$2,215	\$2,693	06535	\$2,215	\$2,693			<input type="checkbox"/>	Senior Police Communications Dispatcher
	IFPTE, L21 8240	06735	\$2,442	\$2,969	06735	\$2,442	\$2,969			<input type="checkbox"/>	Public Safety Communications Coordinator
	+ MEA 8245	07330	\$3,263	\$3,966	07330	\$3,263	\$3,966	Z		<input type="checkbox"/>	Communications Manager, S.F. Police Department
Unrepresented-Misc	8247	06510	\$2,188	\$2,660	06510	\$2,188	\$2,660	Z		<input type="checkbox"/>	Emergency Planning Coordinator
	SEIU, L 790 8249	05755	\$1,517	\$1,840	05755	\$1,517	\$1,840			<input type="checkbox"/>	Fingerprint Technician I
	SEIU, L 790 8250	05915	\$1,638	\$1,990	05915	\$1,638	\$1,990			<input type="checkbox"/>	Fingerprint Technician II
	SEIU, L 790 8251	06065	\$1,761	\$2,140	06065	\$1,761	\$2,140			<input type="checkbox"/>	Fingerprint Technician III
Unrepresented-Misc	8259	06265	\$1,941	\$2,360	06265	\$1,941	\$2,360	Z		<input type="checkbox"/>	Criminalist I
	IFPTE, L21 8260	06915	\$2,666	\$3,241	06915	\$2,666	\$3,241	Z		<input type="checkbox"/>	Criminalist II
	IFPTE, L21 8262	07415	\$3,403	\$4,137	07415	\$3,403	\$4,137	Z		<input type="checkbox"/>	Criminalist III
Unrepresented-Misc	8263	07515	\$3,574	\$4,343	07515	\$3,574	\$4,343	Z		<input type="checkbox"/>	Crime Laboratory Manager
	IFPTE, L21 8264	06915	\$2,666	\$3,241	06915	\$2,666	\$3,241	Z		<input type="checkbox"/>	Forensic Document Examiner
	SEIU, L 790 8274	04875	\$996	\$1,206	04875	\$996	\$1,206			<input type="checkbox"/>	Police Cadet
	SEIU, L 790 8280	05885	\$1,615	\$1,960	05885	\$1,615	\$1,960			<input type="checkbox"/>	Environmental Control Officer
Unrepresented-Misc	8282	06135	\$1,823	\$2,215	06135	\$1,823	\$2,215			<input type="checkbox"/>	Senior Environmental Control Officer
	SEIU, L 790 8300	04875	\$996	\$1,206	04875	\$996	\$1,206			<input type="checkbox"/>	Sheriff's Cadet
	SEIU, L 790 8301	05705	\$1,481	\$1,796	05705	\$1,481	\$1,796			<input type="checkbox"/>	Sheriff's Property Keeper
Deputy Sheriffs	8302	8302G	\$1,649	\$2,107	8302G	\$1,649	\$2,107			<input type="checkbox"/>	Deputy Sheriff I
Deputy Sheriffs	8304	8304G	\$2,085	\$2,559	8304G	\$2,085	\$2,559	L		<input type="checkbox"/>	Deputy Sheriff
Deputy Sheriffs	8306	8306G	\$2,222	\$2,835	8306G	\$2,222	\$2,835	L		<input type="checkbox"/>	Senior Deputy Sheriff

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Deputy Sheriffs	8308	8308G	\$2,450	\$3,127	8308G	\$2,450	\$3,127	L		<input type="checkbox"/>	Sheriff's Sergeant
Deputy Sheriffs	8310	8310G	\$2,809	\$3,584	8310G	\$2,809	\$3,584			<input type="checkbox"/>	Sheriff's Lieutenant
Deputy Sheriffs	8312	8312G	\$3,221	\$4,110	8312G	\$3,221	\$4,110	Z		<input type="checkbox"/>	Sheriff's Captain
+ MEA	8313	07120	\$2,946	\$3,581	07120	\$2,946	\$3,581	Z		<input type="checkbox"/>	Administrator Of Prisoner Services
Deputy Sheriffs	8314	8314G	\$3,551	\$4,531	8314G	\$3,551	\$4,531	Z		<input type="checkbox"/>	Chief Deputy Sheriff
+ MEA	8315	07520	\$3,581	\$4,352	07520	\$3,581	\$4,352	Z		<input type="checkbox"/>	Assistant Sheriff
SEIU, L 790	8316	05690	\$1,470	\$1,782	05690	\$1,470	\$1,782			<input type="checkbox"/>	Assistant Counselor
SEIU, L 790	8318	06335	\$2,009	\$2,442	06335	\$2,009	\$2,442			<input type="checkbox"/>	Counselor II
SEIU, L 790	8320	05955	\$1,670	\$2,028	05955	\$1,670	\$2,028			<input type="checkbox"/>	Counselor, Juvenile Hall
SEIU, L 790	8321	06105	\$1,796	\$2,183	06105	\$1,796	\$2,183			<input type="checkbox"/>	Counselor, Log Cabin Ranch
Teamsters L856	8322	06455	\$2,130	\$2,589	06455	\$2,130	\$2,589			<input type="checkbox"/>	Senior Counselor, Juvenile Hall
Teamsters L856	8323	06195	\$1,876	\$2,281	06195	\$1,876	\$2,281			<input type="checkbox"/>	Senior Counselor, Boys Ranch School
Teamsters L856	8324	06555	\$2,236	\$2,719	06555	\$2,236	\$2,719			<input type="checkbox"/>	Supervising Counselor, Juvenile Court
+ MEA	8326	06450	\$2,124	\$2,582	06450	\$2,124	\$2,582	Z		<input type="checkbox"/>	Assistant Director, Log Cabin Ranch
+ MEA	8330	06850	\$2,582	\$3,138	06850	\$2,582	\$3,138	Z		<input type="checkbox"/>	Director, Log Cabin Ranch
+ MEA	8336	07335	\$3,273	\$3,978	07335	\$3,273	\$3,978	Z		<input type="checkbox"/>	Manager, Finance And Administration, Juvenile Probation
+ MEA	8340	06530	\$2,209	\$2,685	06530	\$2,209	\$2,685	Z		<input type="checkbox"/>	Assistant Director, Juvenile Hall
+ MEA	8344	07080	\$2,890	\$3,513	07080	\$2,890	\$3,513	Z		<input type="checkbox"/>	Director, Juvenile Hall
+ MEA	8348	07660	\$3,836	\$4,662	07660	\$3,836	\$4,662	Z		<input type="checkbox"/>	Undersheriff
Elected Official	8350	8350G	Flat Rate	\$4,712	8350G	Flat Rate	\$4,712	Z		<input type="checkbox"/>	Sheriff
+ MEA	8413	07460	\$3,479	\$4,229	07460	\$3,479	\$4,229	Z		<input type="checkbox"/>	Asst. Chief Probation Officer, Juvenile Probation
Supv Prob Off L3	8414	06770	\$2,483	\$3,018	06770	\$2,483	\$3,018	Z		<input type="checkbox"/>	Supervising Probation Officer, Juvenile Court
Supv Prob Off L3	8415	06960	\$2,726	\$3,313	06960	\$2,726	\$3,313	Z		<input type="checkbox"/>	Senior Supervising Probation Officer, Juvenile Probation
+ MEA	8416	07020	\$2,806	\$3,410	07020	\$2,806	\$3,410	Z		<input type="checkbox"/>	Director, Probation Services
+ MEA	8417	07020	\$2,806	\$3,410	07020	\$2,806	\$3,410	Z		<input type="checkbox"/>	Director, Community Programs, Juvenile Probation
+ MEA	8418	08020	\$4,570	\$5,556	08020	\$4,570	\$5,556	Z		<input type="checkbox"/>	Chief Probation Officer, Juvenile Court
SEIU, L 790	8420	06535	\$2,215	\$2,693	06535	\$2,215	\$2,693	Z		<input type="checkbox"/>	Rehabilitation Services Coordinator
Supv Prob Off L3	8434	06770	\$2,483	\$3,018	06770	\$2,483	\$3,018	Z		<input type="checkbox"/>	Supervising Adult Probation Officer
+ MEA	8435	06900	\$2,647	\$3,217	06900	\$2,647	\$3,217	Z		<input type="checkbox"/>	Division Director, Adult Probation
+ MEA	8436	07760	\$4,028	\$4,895	07760	\$4,028	\$4,895	Z		<input type="checkbox"/>	Chief Adult Probation Officer
Probation Officers	8444	8444G	\$1,777	\$2,743	8444G	\$1,777	\$2,743			<input type="checkbox"/>	Deputy Probation Officer
Unrepresented-Misc	8446	06020	\$1,723	\$2,094	06020	\$1,723	\$2,094	Z		<input type="checkbox"/>	Court Alternative Specialist I
SEIU, L 790	8452	06645	\$2,337	\$2,841	06645	\$2,337	\$2,841	Z		<input type="checkbox"/>	Criminal Justice Specialist II
+ MEA	8470	07180	\$3,035	\$3,689	07180	\$3,035	\$3,689	Z		<input type="checkbox"/>	Executive Director, County Parole Commission
SEIU, L 790	8482	05785	\$1,539	\$1,867	05785	\$1,539	\$1,867			<input type="checkbox"/>	Crime Prevention Worker
SEIU, L 790	8484	06165	\$1,849	\$2,247	06165	\$1,849	\$2,247			<input type="checkbox"/>	Supervising Crime Prevention Worker

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Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	8488	06580	\$2,264	\$2,752	06580	\$2,264	\$2,752	Z		<input type="checkbox"/>	Director, Crime Prevention Program
SEIU, L 790	9102	05775	\$1,532	\$1,858	05775	\$1,532	\$1,858			<input type="checkbox"/>	Transit Car Cleaner
SEIU, L 790	9104	05965	\$1,678	\$2,038	05965	\$1,678	\$2,038			<input type="checkbox"/>	Transit Car Cleaner Assistant Supervisor
SEIU, L 790	9110	05775	\$1,532	\$1,858	05775	\$1,532	\$1,858			<input type="checkbox"/>	Fare Collections Receiver
SEIU, L 790	9116	06075	\$1,769	\$2,151	06075	\$1,769	\$2,151			<input type="checkbox"/>	Senior Fare Collections Receiver
SEIU, L 790	9117	06545	\$2,226	\$2,706	06545	\$2,226	\$2,706			<input type="checkbox"/>	Principal Fare Collections Receiver
SEIU, L 790	9118	06625	\$2,314	\$2,813	06625	\$2,314	\$2,813			<input type="checkbox"/>	Transit Revenue Supervisor
SEIU, L 790	9122	05955	\$1,670	\$2,028	05955	\$1,670	\$2,028			<input type="checkbox"/>	Transit Information Clerk
SEIU, L 790	9124	06045	\$1,744	\$2,120	06045	\$1,744	\$2,120			<input type="checkbox"/>	Senior Transit Information Clerk
SEIU, L 790	9126	05975	\$1,686	\$2,048	05975	\$1,686	\$2,048			<input type="checkbox"/>	Transit Traffic Checker
SEIU, L 790	9128	06125	\$1,814	\$2,204	06125	\$1,814	\$2,204			<input type="checkbox"/>	Senior Transit Traffic Checker
SEIU, L 790	9131	06335	\$2,009	\$2,442	06335	\$2,009	\$2,442			<input type="checkbox"/>	Station Agent, Municipal Railway
TWU 250-A 7410	9132	05940	\$1,658	\$2,014	05940	\$1,658	\$2,014			<input type="checkbox"/>	Transit Fare Inspector
TWU L200	9135	05970	\$1,682	\$2,043	05970	\$1,682	\$2,043			<input type="checkbox"/>	Passenger Service Specialist
TWU L200	9139	06540	\$2,221	\$2,700	06540	\$2,221	\$2,700			<input type="checkbox"/>	Transit Supervisor
TWU L200	9140	06840	\$2,571	\$3,126	06840	\$2,571	\$3,126	Z		<input type="checkbox"/>	Transit Manager I
TWU L200	9141	07090	\$2,902	\$3,527	07090	\$2,902	\$3,527	Z		<input type="checkbox"/>	Transit Manager II
+ MEA	9142	07260	\$3,155	\$3,836	07260	\$3,155	\$3,836	Z		<input type="checkbox"/>	Transit Manager III
+ MEA	9143	07610	\$3,744	\$4,551	07610	\$3,744	\$4,551	Z		<input type="checkbox"/>	Senior Operations Manager
+ MEA	9146	06770	\$2,483	\$3,018	06770	\$2,483	\$3,018	Z		<input type="checkbox"/>	Manager, Accessible Services
TWU L200	9150	06840	\$2,571	\$3,126	06840	\$2,571	\$3,126			<input type="checkbox"/>	Train Controller
TWU L200	9155	06780	\$2,496	\$3,035	06780	\$2,496	\$3,035			<input type="checkbox"/>	Claims Investigator
TWU L200	9156	06980	\$2,752	\$3,346	06980	\$2,752	\$3,346			<input type="checkbox"/>	Senior Claims Investigator
TWU L200	9157	06980	\$2,752	\$3,346	06980	\$2,752	\$3,346			<input type="checkbox"/>	Claims Adjuster
TWU L200	9160	06970	\$2,737	\$3,327	06970	\$2,737	\$3,327			<input type="checkbox"/>	Transit Operations Specialist
+ MEA	9161	07530	\$3,597	\$4,372	07530	\$3,597	\$4,372	Z		<input type="checkbox"/>	Asst. Chief, Bureau Of Claims Invest. & Administration
TWU 250-A 9163	9163	9163G	\$15,6248	\$24,8150	9163H	\$16,0216	\$25,4450		H	<input type="checkbox"/>	Transit Operator
TWU L200	9173	06910	\$2,660	\$3,234	06910	\$2,660	\$3,234			<input type="checkbox"/>	Systems Safety Inspector
+ MEA	9184	9184G	\$4,437	\$5,676	9184G	\$4,437	\$5,676	Z		<input type="checkbox"/>	Deputy General Manager, Dept. of Public Transportation
+ MEA	9185	9185G	\$5,566	\$7,106	9185G	\$5,566	\$7,106	Z		<input type="checkbox"/>	Chief Operating Officer, Public Transportation Dept.
	9186	9186G	Flat Rate	\$8,443	9186H	Flat Rate	\$10,769	Z		<input type="checkbox"/>	General Manager, Public Transportation Dept.
+ MEA	9189	07460	\$3,479	\$4,229	07460	\$3,479	\$4,229	Z		<input type="checkbox"/>	Director Of Planning, Municipal Railway
IFPTE, L21	9195	07275	\$3,179	\$3,862	07275	\$3,179	\$3,862			<input type="checkbox"/>	Light Rail Vehicle Equipment Engineer
IFPTE, L21	9196	07575	\$3,679	\$4,471	07575	\$3,679	\$4,471	Z		<input type="checkbox"/>	Senior Light Rail Vehicle Equipment Engineer
IFPTE, L21	9197	9197G	Flat Rate	\$4,342	9197G	Flat Rate	\$4,342			<input type="checkbox"/>	Signal And Systems Engineer
SEIU, L 790	9202	06155	\$1,840	\$2,236	06155	\$1,840	\$2,236			<input type="checkbox"/>	Airport Communications Dispatcher

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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City and County of San Francisco - Department of Human Resources
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Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L 790	9203	06355	\$2,028	\$2,466	06355	\$2,028	\$2,466			<input type="checkbox"/>	Senior Airport Communications Dispatcher
SEIU, L 790	9204	06505	\$2,183	\$2,654	06505	\$2,183	\$2,654			<input type="checkbox"/>	Airport Communications Supervisor
+ MEA	9205	07000	\$2,779	\$3,378	07000	\$2,779	\$3,378	Z		<input type="checkbox"/>	Airport Communications Coordinator
IFPTE, L21	9206	06820	\$2,545	\$3,093	06820	\$2,545	\$3,093	Z		<input type="checkbox"/>	Airport Property Specialist I
SEIU, L 790	9209	05935	\$1,654	\$2,009	05935	\$1,654	\$2,009			<input type="checkbox"/>	Airport Police Services Aide
SEIU, L 790	9212	06445	\$2,120	\$2,577	06445	\$2,120	\$2,577			<input type="checkbox"/>	Airport Safety Officer
SEIU, L 790	9220	06775	\$2,490	\$3,027	06775	\$2,490	\$3,027			<input type="checkbox"/>	Airport Operations Supervisor
+ MEA	9222	06940	\$2,700	\$3,282	06940	\$2,700	\$3,282	Z		<input type="checkbox"/>	Airport Operations Coordinator
+ MEA	9226	07190	\$3,047	\$3,703	07190	\$3,047	\$3,703	Z		<input type="checkbox"/>	Airport Operations Superintendent
SEIU, L 790	9230	06215	\$1,895	\$2,303	06215	\$1,895	\$2,303			<input type="checkbox"/>	Airport Custodial Services Supervisor
Stat Engrs L39	9232	9232G	Flat Rate	\$3,700	9232G	Flat Rate	\$3,700			<input type="checkbox"/>	Airport Mechanical Maintenance Supervisor
Electricians L6	9240	06760	\$2,472	\$3,005	06760	\$2,472	\$3,005			<input checked="" type="checkbox"/>	Airport Electrician
Electricians L6	9241	06930	\$2,685	\$3,263	06930	\$2,685	\$3,263			<input type="checkbox"/>	Airport Electrician Supervisor
Electricians L6	9242	07030	\$2,819	\$3,426	07030	\$2,819	\$3,426			<input type="checkbox"/>	Head Airport Electrician
+ MEA	9247	06640	\$2,332	\$2,835	06640	\$2,332	\$2,835	Z		<input type="checkbox"/>	Airport Emergency Planning Coordinator
+ MEA	9248	06770	\$2,483	\$3,018	06770	\$2,483	\$3,018	Z		<input type="checkbox"/>	Airport Facilities Services Manager
+ MEA	9250	06955	\$2,719	\$3,304	06955	\$2,719	\$3,304	Z		<input type="checkbox"/>	Airport Maintenance Supervisor
Unrepresented-Mgt	9251	07185	\$3,041	\$3,696	07185	\$3,041	\$3,696	Z		<input type="checkbox"/>	Public Relations Manager
+ MEA	9252	07385	\$3,353	\$4,075	07385	\$3,353	\$4,075	Z		<input type="checkbox"/>	Airport Maintenance Superintendent
+ MEA	9253	07460	\$3,479	\$4,229	07460	\$3,479	\$4,229	Z		<input type="checkbox"/>	Director, Bureau Of Community Affairs
+ MEA	9254	06670	\$2,365	\$2,874	06670	\$2,365	\$2,874	Z		<input type="checkbox"/>	Assistant To The Director, Public Affairs
IFPTE, L21	9255	07175	\$3,027	\$3,679	07175	\$3,027	\$3,679	Z		<input type="checkbox"/>	Airport Economic Planner
+ MEA	9256	07460	\$3,479	\$4,229	07460	\$3,479	\$4,229	Z		<input type="checkbox"/>	Airport Assistant Deputy Director, Operations
+ MEA	9258	07460	\$3,479	\$4,229	07460	\$3,479	\$4,229	Z		<input type="checkbox"/>	Airport Assistant Deputy Director, Business And Finance
+ MEA	9260	07460	\$3,479	\$4,229	07460	\$3,479	\$4,229	Z		<input type="checkbox"/>	Airport Assistant Deputy Director, Facilities Operations & Mai
+ MEA	9270	07990	\$4,500	\$5,469	07990	\$4,500	\$5,469	Z		<input type="checkbox"/>	Airport Deputy Director
IFPTE, L21	9276	06675	\$2,371	\$2,882	06675	\$2,371	\$2,882	Z		<input type="checkbox"/>	Secretary, Airports Commission
+ MEA	9278	9278G	\$6,320	\$8,312	9278G	\$6,320	\$8,312	Z		<input type="checkbox"/>	Director Of Airports
Piledrivers L34	9330	06550	\$2,230	\$2,711	06550	\$2,230	\$2,711			<input checked="" type="checkbox"/>	Pile Worker
Oper Engrs L3	9331	06620	\$2,309	\$2,806	06620	\$2,309	\$2,806			<input checked="" type="checkbox"/>	Piledriver Engine Operator
Piledrivers L34	9332	06780	\$2,496	\$3,035	06780	\$2,496	\$3,035			<input checked="" type="checkbox"/>	Piledriver Supervisor I
Ironworkers L377	9342	06610	\$2,297	\$2,793	06610	\$2,297	\$2,793			<input checked="" type="checkbox"/>	Ornamental Iron Worker Supervisor I
Roofers L40	9343	06280	\$1,955	\$2,377	06280	\$1,955	\$2,377			<input checked="" type="checkbox"/>	Roofer
Roofers L40	9344	06570	\$2,252	\$2,737	06570	\$2,252	\$2,737			<input checked="" type="checkbox"/>	Roofer Supervisor I
SheetMetal L104	9345	06970	\$2,737	\$3,327	06970	\$2,737	\$3,327			<input checked="" type="checkbox"/>	Sheet Metal Supervisor I
Ironworkers L377	9346	06700	\$2,401	\$2,918	06700	\$2,401	\$2,918			<input checked="" type="checkbox"/>	Fusion Welder

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Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SFPOA, L911	9350	9350G	\$2,167	\$2,845	9350G	\$2,167	\$2,845	L		<input type="checkbox"/>	Harbor Police Officer
Electricians L6	9354	06860	\$2,596	\$3,155	06860	\$2,596	\$3,155			<input checked="" type="checkbox"/>	Elevator and Crane Technician
SEIU, L 790	9356	06420	\$2,094	\$2,545	06420	\$2,094	\$2,545			<input type="checkbox"/>	Wharfinger II
+ MEA	9357	06780	\$2,496	\$3,035	06780	\$2,496	\$3,035	Z		<input type="checkbox"/>	Maritime Operations Manager
Electricians L6	9358	06960	\$2,726	\$3,313	06960	\$2,726	\$3,313			<input checked="" type="checkbox"/>	Crane Mechanic Supervisor
Oper Engrs L3	9360	06930	\$2,685	\$3,263	06930	\$2,685	\$3,263			<input checked="" type="checkbox"/>	Construction And Maintenance Supervisor II, Port
+ MEA	9363	07255	\$3,147	\$3,826	07255	\$3,147	\$3,826	Z		<input type="checkbox"/>	Superintendent of Harbor Maintenance
+ MEA	9364	07390	\$3,359	\$4,082	07390	\$3,359	\$4,082	Z		<input type="checkbox"/>	General Superintendent of Harbor Maintenance
+ MEA	9373	07400	\$3,378	\$4,106	07400	\$3,378	\$4,106	Z		<input type="checkbox"/>	Manager Of Marketing
+ MEA	9375	07485	\$3,520	\$4,278	07485	\$3,520	\$4,278	Z		<input type="checkbox"/>	Assistant Deputy Director, Port
IFPTE, L21	9376	06635	\$2,326	\$2,827	06635	\$2,326	\$2,827	Z		<input type="checkbox"/>	Market Research Specialists, Port
IFPTE, L21	9377	06715	\$2,418	\$2,940	06715	\$2,418	\$2,940	Z		<input type="checkbox"/>	Feasibility Analyst, Port
+ MEA	9378	07125	\$2,953	\$3,589	07125	\$2,953	\$3,589	Z		<input type="checkbox"/>	Development Project Coordinator, Port
+ MEA	9379	07920	\$4,352	\$5,291	07920	\$4,352	\$5,291	Z		<input type="checkbox"/>	Chief Harbor Engineer
SEIU, L 790	9380	06565	\$2,247	\$2,732	06565	\$2,247	\$2,732	Z		<input type="checkbox"/>	Administrative Service Officer, Port
+ MEA	9382	07110	\$2,933	\$3,566	07110	\$2,933	\$3,566	Z		<input type="checkbox"/>	Government And Public Affairs Manager
SEIU, L 790	9385	06155	\$1,840	\$2,236	06155	\$1,840	\$2,236			<input type="checkbox"/>	General Service Officer, Port Of San Francisco
IFPTE, L21	9386	07125	\$2,953	\$3,589	07125	\$2,953	\$3,589	Z		<input type="checkbox"/>	Senior Property Manager, Port
+ MEA	9390	06990	\$2,764	\$3,359	06990	\$2,764	\$3,359	Z		<input type="checkbox"/>	Executive Assistant To The Port Director
IFPTE, L21	9393	07045	\$2,841	\$3,453	07045	\$2,841	\$3,453	Z		<input type="checkbox"/>	Maritime Marketing Representative
IFPTE, L21	9395	06820	\$2,545	\$3,093	06820	\$2,545	\$3,093	Z		<input type="checkbox"/>	Property Manager, Port
+ MEA	9396	07180	\$3,035	\$3,689	07180	\$3,035	\$3,689	Z		<input type="checkbox"/>	Manager, Leasing And Tenant Services
+ MEA	9397	07880	\$4,270	\$5,190	07880	\$4,270	\$5,190	Z		<input type="checkbox"/>	Deputy Director, Port
+ MEA	9398	07280	\$3,189	\$3,873	07280	\$3,189	\$3,873	Z		<input type="checkbox"/>	Manager, Regulatory And Environmental Affairs
Port Director	9399	08540	\$5,892	\$7,162	08540	\$5,892	\$7,162	Z		<input type="checkbox"/>	Port Director
SEIU, L535	9702	05995	\$1,702	\$2,069	05995	\$1,702	\$2,069			<input type="checkbox"/>	Employment And Training Specialist I
SEIU, L535	9703	06315	\$1,990	\$2,418	06315	\$1,990	\$2,418			<input type="checkbox"/>	Employment & Training Specialist II
SEIU, L535	9704	06365	\$2,038	\$2,478	06365	\$2,038	\$2,478	Z		<input type="checkbox"/>	Employment & Training Specialist III
SEIU, L535	9705	06565	\$2,247	\$2,732	06565	\$2,247	\$2,732	Z		<input type="checkbox"/>	Employment & Training Specialist IV
SEIU, L535	9706	06765	\$2,478	\$3,012	06765	\$2,478	\$3,012	Z		<input type="checkbox"/>	Employment & Training Specialist V
SEIU, L535	9708	07115	\$2,940	\$3,574	07115	\$2,940	\$3,574	Z		<input type="checkbox"/>	Employment & Training Specialist VI
SEIU, L 790	9722	06565	\$2,247	\$2,732	06565	\$2,247	\$2,732	Z		<input type="checkbox"/>	Specialist In Aging II
SEIU, L 790	9724	06815	\$2,539	\$3,087	06815	\$2,539	\$3,087	Z		<input type="checkbox"/>	Specialist In Aging III
SEIU, L 790	9770	05875	\$1,607	\$1,951	05875	\$1,607	\$1,951			<input type="checkbox"/>	Community Development Assistant
SEIU, L 790	9772	06345	\$2,019	\$2,454	06345	\$2,019	\$2,454	Z		<input type="checkbox"/>	Community Development Specialist
SEIU, L 790	9774	06645	\$2,337	\$2,841	06645	\$2,337	\$2,841	Z		<input type="checkbox"/>	Senior Community Development Specialist I

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SEIU, L 790	9775	06995	\$2,772	\$3,369	06995	\$2,772	\$3,369	Z		<input type="checkbox"/>	Senior Community Development Specialist II
SEIU, L 790	9910	Contract Rate			Contract Rate					<input type="checkbox"/>	Public Service Trainee
SEIU, L 790	9912	04375	\$787	\$950	04375	\$787	\$950			<input type="checkbox"/>	Public Service Aide - Technical
Unrepresented-Misc	9914	9914G	Flat Rate	\$1,153	9914G	Flat Rate	\$1,153			<input type="checkbox"/>	Public Service Aide - Administration
Unrepresented-Misc	9916	9916G	\$829	\$1,002	9916G	\$829	\$1,002			<input type="checkbox"/>	Public Service Aide - Public Works
Unrepresented-Misc	9920	9920G	Flat Rate	\$1,157	9920G	Flat Rate	\$1,157			<input type="checkbox"/>	Public Service Aide - Assistant To Professionals
Unrepresented-Misc	9922	9922G	Flat Rate	\$1,266	9922G	Flat Rate	\$1,266			<input type="checkbox"/>	Public Service Aide - Associate To Professionals
SEIU, L 790	9924	9924G	Flat Rate	\$1,128	9924G	Flat Rate	\$1,128			<input type="checkbox"/>	Public Service Aide - Health Services
Unrepresented-Mgt	A006	A006G	Flat Rate	\$4,434	A006G	Flat Rate	\$4,434	Z		<input type="checkbox"/>	Parking Bureau Chief
Unrepresented-Misc	AA56	05940	\$1,658	\$2,014	05940	\$1,658	\$2,014			<input type="checkbox"/>	Parking Citation Hearing Officer
Unrepresented-Misc	AB27	06460	\$2,135	\$2,596	06460	\$2,135	\$2,596	Z		<input type="checkbox"/>	Secretary, Commission On The Environment
Unrepresented-Mgt	AB44	08430	\$5,581	\$6,784	08430	\$5,581	\$6,784	Z		<input type="checkbox"/>	Confidential Chief Attorney II, (Civil & Criminal)
Unrepresented-Misc	AC24	06805	\$2,527	\$3,072	06805	\$2,527	\$3,072			<input type="checkbox"/>	Secretary to Port Commission
Unrepresented-Mgt	AC27	08450	\$5,636	\$6,851	08450	\$5,636	\$6,851	Z		<input type="checkbox"/>	Director of Airfield Development
Unrepresented-Misc	AC28	AC28G	\$5,585	\$7,484	AC28G	\$5,585	\$7,484	Z		<input type="checkbox"/>	Chief Forensic Pathologist
Unrepresented-Mgt	AC30	06940	\$2,700	\$3,282	06940	\$2,700	\$3,282	Z		<input type="checkbox"/>	Director of Museum Security Services
Unrepresented-Mgt	AC33	07485	\$3,520	\$4,278	07485	\$3,520	\$4,278	Z		<input type="checkbox"/>	Ethics Commission Executive Director
Unrepresented-Misc	AC34	06615	\$2,303	\$2,800	06615	\$2,303	\$2,800			<input type="checkbox"/>	Project Analyst
Unrepresented-Misc	AC35	06915	\$2,666	\$3,241	06915	\$2,666	\$3,241			<input type="checkbox"/>	Board/Commission Secretary 3
Unrepresented-Mgt	AC36	07335	\$3,273	\$3,978	07335	\$3,273	\$3,978	Z		<input type="checkbox"/>	Deputy Director Administrative Services
Unrepresented-Mgt	AC37	06765	\$2,478	\$3,012	06765	\$2,478	\$3,012	Z		<input type="checkbox"/>	Principal Area Manager
Unrepresented-Mgt	AC38	07035	\$2,827	\$3,436	07035	\$2,827	\$3,436	Z		<input type="checkbox"/>	Assistant Superintendent, Rec & Park
Unrepresented-Mgt	AC39	06765	\$2,478	\$3,012	06765	\$2,478	\$3,012	Z		<input type="checkbox"/>	Manager, Marina Operations
Unrepresented-Misc	AC40	06355	\$2,028	\$2,466	06355	\$2,028	\$2,466	Z		<input type="checkbox"/>	Assistant Director of Museum Security
Unrepresented-Misc	AC41	06005	\$1,710	\$2,079	06005	\$1,710	\$2,079			<input type="checkbox"/>	Operations Program Associate
Unrepresented-Misc	AC42	06305	\$1,980	\$2,407	06305	\$1,980	\$2,407			<input type="checkbox"/>	Grants Finance Associate
Unrepresented-Misc	AC43	06305	\$1,980	\$2,407	06305	\$1,980	\$2,407			<input type="checkbox"/>	Grants Associate
Unrepresented-Misc	AC44	06615	\$2,303	\$2,800	06615	\$2,303	\$2,800			<input type="checkbox"/>	Grant Funding Program Associate
Unrepresented-Misc	AC45	06360	\$2,033	\$2,472	06360	\$2,033	\$2,472			<input type="checkbox"/>	CIP Outreach Coordinator
SEIU, L 790 H-1	H 1	H1G00	\$2,573	\$3,130	H1G00	\$2,573	\$3,130			<input type="checkbox"/>	Fire Rescue Paramedic
Firefighters L798	H 2	H2G00	\$2,031	\$2,845	H2G00	\$2,031	\$2,845			<input type="checkbox"/>	Firefighter
Firefighters L798	H 3	H3G00	Flat Rate	\$3,286	H3G00	Flat Rate	\$3,286			<input type="checkbox"/>	Firefighter/Paramedic
Firefighters L798	H 4	H4G00	Flat Rate	\$3,408	H4G00	Flat Rate	\$3,408			<input type="checkbox"/>	Inspector, Bureau Of Fire Prevention And Public Safety
Firefighters L798	H 6	H6G00	Flat Rate	\$3,408	H6G00	Flat Rate	\$3,408			<input type="checkbox"/>	Investigator, Bureau Of Fire Investigation
Firefighters L798	H 10	H10G0	Flat Rate	\$3,099	H10G0	Flat Rate	\$3,099			<input type="checkbox"/>	Incident Support Specialist
Firefighters L798	H 16	H16G0	Flat Rate	\$3,303	H16G0	Flat Rate	\$3,303			<input type="checkbox"/>	Technical Training Specialist, Fire Department

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

Enters at Step 5 Note: Jobcode 2450 Pharmacist-Exempt but paid overtime per MOU

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

Note: Some increases are not effective 1/3/04: Refer to individual MOUs



City and County of San Francisco - Department of Human Resources
Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2003 - 2004

Version 1.0

Org Name	Job Code	July 1, 2003 Rate			January 3, 2004 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
Firefighters L798	H 18	H18G0	Flat Rate	\$3,303	H18G0	Flat Rate	\$3,303			<input type="checkbox"/>	Coordinator Of Community Service
Firefighters L798	H 19	H19G0	Flat Rate	\$3,303	H19G0	Flat Rate	\$3,303			<input type="checkbox"/>	Operations-Training Supervisor, Airport
Firefighters L798	H 20	H20G0	Flat Rate	\$3,304	H20G0	Flat Rate	\$3,304			<input type="checkbox"/>	Lieutenant, (Fire Department)
Firefighters L798	H 22	H22G0	Flat Rate	\$3,730	H22G0	Flat Rate	\$3,730			<input type="checkbox"/>	Lieutenant, Bureau Of Fire Prevention And Public Safety
Firefighters L798	H 24	H24G0	Flat Rate	\$3,730	H24G0	Flat Rate	\$3,730			<input type="checkbox"/>	Lieutenant, Bureau Of Fire Investigation
Firefighters L798	H 28	H28G0	Flat Rate	\$3,772	H28G0	Flat Rate	\$3,772			<input type="checkbox"/>	Lieutenant, Division Of Training
Firefighters L798	H 30	H30G0	Flat Rate	\$3,773	H30G0	Flat Rate	\$3,773			<input type="checkbox"/>	Captain, (Fire Department)
Firefighters L798	H 32	H32G0	Flat Rate	\$4,260	H32G0	Flat Rate	\$4,260			<input type="checkbox"/>	Captain, Bureau Of Fire Prevention And Public Safety
Firefighters L798	H 33	H33G0	Flat Rate	\$3,773	H33G0	Flat Rate	\$3,773			<input type="checkbox"/>	EMS Captain
Firefighters L798	H 39	H39G0	Flat Rate	\$4,527	H39G0	Flat Rate	\$4,527			<input type="checkbox"/>	Captain, Division Of Training
Firefighters L798	H 40	H40G0	Flat Rate	\$4,528	H40G0	Flat Rate	\$4,528			<input type="checkbox"/>	Battalion Chief, (Fire Department)
Firefighters L798	H 43	H43G0	Flat Rate	\$4,528	H43G0	Flat Rate	\$4,528			<input type="checkbox"/>	EMS Section Chief
Firefighters L798	H 50	H50G0	Flat Rate	\$5,235	H50G0	Flat Rate	\$5,235			<input type="checkbox"/>	Assistant Chief Of Department, (Fire Department)
MEA Fire Chiefs	H 51	H51G0	Flat Rate	\$5,499	H51H0	Flat Rate	\$5,581			<input type="checkbox"/>	Assistant Deputy Chief II
MEA Fire Chiefs	H 53	H53G0	Flat Rate	\$5,499	H53H0	Flat Rate	\$5,581			<input type="checkbox"/>	Emergency Medical Services Chief
Firefighters L798	H110	H110G	Flat Rate	\$3,773	H110G	Flat Rate	\$3,773			<input type="checkbox"/>	Marine Engineer Of Fire Boats
Firefighters L798	H120	H120G	Flat Rate	\$3,773	H120G	Flat Rate	\$3,773			<input type="checkbox"/>	Pilot Of Fire Boats
SEIU Nurses	P103	P103G	\$39,8500	\$46,5625	P103H	\$41,2000	\$48,0000		H	<input type="checkbox"/>	Special Nurse
SFPOA, L911	Q 2	Q2G00	\$2,167	\$2,845	Q2G00	\$2,167	\$2,845			<input type="checkbox"/>	Police Officer
SFPOA, L911	Q 3	Q3G00	\$2,254	\$2,959	Q3G00	\$2,254	\$2,959			<input type="checkbox"/>	Police Officer II
SFPOA, L911	Q 4	Q4G00	\$2,299	\$3,017	Q4G00	\$2,299	\$3,017			<input type="checkbox"/>	Police Officer III
SFPOA, L911	Q 35	Q35G0	\$3,052	\$3,304	Q35G0	\$3,052	\$3,304			<input type="checkbox"/>	Assistant Inspector
SFPOA, L911	Q 36	Q36G0	\$3,174	\$3,436	Q36G0	\$3,174	\$3,436			<input type="checkbox"/>	Assistant Inspector II
SFPOA, L911	Q 37	Q37G0	\$3,237	\$3,502	Q37G0	\$3,237	\$3,502			<input type="checkbox"/>	Assistant Inspector III
SFPOA, L911	Q 50	Q50G0	Flat Rate	\$3,304	Q50G0	Flat Rate	\$3,304			<input type="checkbox"/>	Sergeant, (Police Department)
SFPOA, L911	Q 51	Q51G0	Flat Rate	\$3,436	Q51G0	Flat Rate	\$3,436			<input type="checkbox"/>	Sergeant II
SFPOA, L911	Q 52	Q52G0	Flat Rate	\$3,502	Q52G0	Flat Rate	\$3,502			<input type="checkbox"/>	Sergeant III
SFPOA, L911	Q 60	Q60G0	Flat Rate	\$3,773	Q60G0	Flat Rate	\$3,773			<input type="checkbox"/>	Lieutenant, (Police Department)
SFPOA, L911	Q 61	Q61G0	Flat Rate	\$3,924	Q61G0	Flat Rate	\$3,924			<input type="checkbox"/>	Lieutenant II
SFPOA, L911	Q 62	Q62G0	Flat Rate	\$3,999	Q62G0	Flat Rate	\$3,999			<input type="checkbox"/>	Lieutenant III
MEA Police Chiefs	Q 63	Q63G0	Flat Rate	\$4,695	Q63G0	Flat Rate	\$4,695			<input type="checkbox"/>	Director of Forensic Services
SFPOA, L911	Q 80	Q80G0	Flat Rate	\$4,430	Q80G0	Flat Rate	\$4,430			<input type="checkbox"/>	Captain, (Police Department)
SFPOA, L911	Q 81	Q81G0	Flat Rate	\$4,607	Q81G0	Flat Rate	\$4,607			<input type="checkbox"/>	Captain II
SFPOA, L911	Q 82	Q82G0	Flat Rate	\$4,695	Q82G0	Flat Rate	\$4,695			<input type="checkbox"/>	Captain III
SFPOA, L911	Q 90	Q90G0	Flat Rate	\$4,695	Q90G0	Flat Rate	\$4,695			<input type="checkbox"/>	Director Of Police Psychology

Notes: L790 SEIU Nurses rate change effective 3/27/04 NOT 1/3/04

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

Enters at Step 5

Note: Jobcode 2450 Pharmacist-Exempt but paid overtime per MOU

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

Note: Some increases are not effective 1/3/04: Refer to individual MOUs



FY 2003-2004 COMPENSATION MANUAL

I. c. MCCP Salary Plan



Department of Human Resources
 Employee Relations Division
 44 Gough Street, 3rd Floor
 San Francisco, CA 94102
 415-557-4900 fax 415-5574919

**PLEASE COMPLETE ALL
 YELLOW SECTIONS
 ONLY.**

MCCP Salary Assignment

DEPARTMENT _____

Name _____
 Address _____
 City _____ State _____ ZIP _____
 Phone _____

RANGE: **A**

Date 00/00/0000

Start Work Date 00/00/0000

DEPT	EMPLOYEE	ENTER ANNUAL SALARY HERE	TOTAL
##	name	\$0	
	EMPLOYEE ID#		
	SS#		
MCCP CLASS/TITLE	Class Title	MCCP Hourly Rate	0

Hourly Rate After 5%
Interval Increase

COMMENTS
(Optional)

The Salary formula is calculated by dividing the
annual salary by 2080 hours.

Range B or C required Signature: *Janet Bosnich - Compensation Manager*

INSTRUCTIONS: Once completed please email as an attachment.

MCCP Pay Plan
Rates for
Fiscal Year 2003-2005

Classes	Title	Range A		Range B		Range C	
		Low Annual	High Annual	Low Annual	High Annual	Low Annual	High Annual
Rates Effective 7/1/03							
922	Manager I	\$66,664	\$89,362	\$89,388	\$96,148	\$96,174	\$103,454
951	Deputy Director I	\$66,664	\$89,362	\$89,388	\$96,148	\$96,174	\$103,454
923	Manager II	\$71,734	\$96,148	\$96,174	\$103,454	\$103,480	\$111,280
931	Manager III	\$77,194	\$103,454	\$103,480	\$111,280	\$111,306	\$119,782
952	Deputy Director II	\$77,194	\$103,454	\$103,480	\$111,280	\$111,306	\$119,782
932	Manager IV	\$83,044	\$111,280	\$111,306	\$119,782	\$119,808	\$128,804
961	Department Head I	\$83,044	\$111,280	\$111,306	\$119,782	\$119,808	\$128,804
933	Manager V	\$89,362	\$119,782	\$119,808	\$128,804	\$128,830	\$138,658
941	Manager VI	\$96,148	\$128,804	\$128,830	\$138,658	\$138,684	\$149,136
953	Deputy Director III	\$96,148	\$128,804	\$128,830	\$138,658	\$138,684	\$149,136
942	Manager VII	\$102,674	\$137,618	\$137,644	\$147,992	\$148,018	\$159,328
962	Department Head II	\$102,674	\$137,618	\$137,644	\$147,992	\$148,018	\$159,328
954	Deputy Director IV	\$109,356	\$146,562	\$146,588	\$157,768	\$157,794	\$169,676
963	Department Head III	\$109,356	\$146,562	\$146,588	\$157,768	\$157,794	\$169,676
943	Manager VIII	\$116,584	\$156,260	\$156,286	\$168,168	\$168,194	\$180,882
955	Deputy Director V	\$116,584	\$156,260	\$156,286	\$168,168	\$168,194	\$180,882
964	Department Head IV	\$125,502	\$168,168	\$168,194	\$180,882	\$180,908	\$194,688
965	Department Head V	\$156,260	\$209,378	\$209,404	\$225,368	\$225,394	\$242,372



FY 2003-2004 COMPENSATION MANUAL

I.d. Jobcode by Bargaining Unit and and Union

Jobcode by Union and Bargaining Unit FY 2003-2004

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
0140	Chief, Fire Department	352	Municipal Exec Assoc	F-3	
0150	Dep Chf of Dept (Fire	352	Municipal Exec Assoc	F-3	
0380	Inspector, (Police Dep	911	POA, Q 2 - Q 5	P-1	
0381	Inspector 2	911	POA, Q 2 - Q 5	P-1	
0382	Inspector 3	911	POA, Q 2 - Q 5	P-1	
0390	Chief of Police	353	Municipal Exec Assoc	P-3	
0395	Assistant Chief of Poli	353	Municipal Exec Assoc	P-3	
0400	Deputy Chief	911	POA, Q 2 - Q 5	P-2	B
0401	Deputy Chief 2	911	POA, Q 2 - Q 5	P-2	B
0402	Deputy Chief 3	911	POA, Q 2 - Q 5	P-2	B
0488	Commander (Police D	911	POA, Q 2 - Q 5	P-2	B
0489	Commander II	911	POA, Q 2 - Q 5	P-2	B
0490	Commander 3	911	POA, Q 2 - Q 5	P-2	B
0922	Manager I	351	Municipal Exec Assoc-	M	
0923	Manager II	351	Municipal Exec Assoc-	M	
0931	Manager III	351	Municipal Exec Assoc-	M	
0932	Manager IV	351	Municipal Exec Assoc-	M	
0933	Manager V	351	Municipal Exec Assoc-	M	
0941	Manager VI	351	Municipal Exec Assoc-	M	
0942	Manager VII	351	Municipal Exec Assoc-	M	
0943	Manager VIII	351	Municipal Exec Assoc-	M	
0951	Dep Dir I	351	Municipal Exec Assoc-	EM	
0952	Dep Dir II	351	Municipal Exec Assoc-	EM	
0953	Dep Dir III	351	Municipal Exec Assoc-	EM	
0954	Dep Dir IV	351	Municipal Exec Assoc-	EM	
0955	Dep Dir V	351	Municipal Exec Assoc-	EM	
0961	Dept Head I	351	Municipal Exec Assoc-	EM	
0962	Dept Head II	351	Municipal Exec Assoc-	EM	

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
0963	Dept Head III	351	Municipal Exec Assoc-	EM	
0964	Dept Head IV	351	Municipal Exec Assoc-	EM	
0965	Dept Head V	351	Municipal Exec Assoc-	EM	
1002	IS Operator-Journey	021	Prof & Tech Eng, Loca	08	Z
1003	IS Operator-Senior	021	Prof & Tech Eng, Loca	08	Z
1004	IS Operator-Analyst	021	Prof & Tech Eng, Loca	08	Z
1005	IS Operator-Supervisor	021	Prof & Tech Eng, Loca	11	O
1011	IS Technician Assistan	021	Prof & Tech Eng, Loca	08	Z
1012	IS Technical-Journey	021	Prof & Tech Eng, Loca	08	Z
1013	IS Technician-Senior	021	Prof & Tech Eng, Loca	08	Z
1014	IS Technician-Supervi	021	Prof & Tech Eng, Loca	11	O
1021	IS Administrator 1	021	Prof & Tech Eng, Loca	08	Y
1022	IS Administrator 2	021	Prof & Tech Eng, Loca	08	Y
1023	IS Administrator 3	021	Prof & Tech Eng, Loca	08	Y
1024	IS Administrator-Super	021	Prof & Tech Eng, Loca	11	N
1031	IS Trainer-Assistant	021	Prof & Tech Eng, Loca	08	Y
1032	IS Trainer-Journey	021	Prof & Tech Eng, Loca	08	Y
1033	IS Trainer-Senior	021	Prof & Tech Eng, Loca	08	Y
1041	IS Engineer-Assistant	021	Prof & Tech Eng, Loca	08	Y
1042	IS Engineer-Journey	021	Prof & Tech Eng, Loca	08	Y
1043	IS Engineer-Senior	021	Prof & Tech Eng, Loca	08	Y
1044	IS Engineer-Principal	021	Prof & Tech Eng, Loca	08	Y
1051	IS Business Analyst-A	021	Prof & Tech Eng, Loca	08	Y
1052	IS Business Analyst	021	Prof & Tech Eng, Loca	08	Y
1053	IS Business Analyst-Se	021	Prof & Tech Eng, Loca	08	Y
1054	IS Business Analyst-Pr	021	Prof & Tech Eng, Loca	08	Y
1061	IS Program Analyst-As	021	Prof & Tech Eng, Loca	08	Y
1062	IS Programmer Analys	021	Prof & Tech Eng, Loca	08	Y
1063	IS Programmer Analys	021	Prof & Tech Eng, Loca	08	Y
1064	IS Prg Analyst-Princip	021	Prof & Tech Eng, Loca	08	Y
1070	IS Project Director	021	Prof & Tech Eng, Loca	11	N

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
1071	IS Manager	351	Municipal Exec Assoc-	M	
1073	IS Director	351	Municipal Exec Assoc-	M	
1101	Dir, Parking & Traffic	351	Municipal Exec Assoc-	EM	
1102	Parking Authority Asst	351	Municipal Exec Assoc-	M	
1103	Dir., Convention Facili	351	Municipal Exec Assoc-	EM	
1104	Parking Authority Dire	351	Municipal Exec Assoc-	M	
1105	Ex Dir, Rent Arbitratio	351	Municipal Exec Assoc-	EM	
1107	Dep Dir, Rent Arb Boa	351	Municipal Exec Assoc-	M	
1108	Exec Director, Health	351	Municipal Exec Assoc-	EM	
1110	Ex Asst to Ex Dir, Reti	351	Municipal Exec Assoc-	M	
1111	Ex Dir, Relocation Ap	351	Municipal Exec Assoc-	M	
1112	Retirement System Ge	351	Municipal Exec Assoc-	EM	
1113	Deputy Director,Retire	351	Municipal Exec Assoc-	EM	
1114	Administrator, Retirem	351	Municipal Exec Assoc-	M	
1115	Chief Investment Offic	351	Municipal Exec Assoc-	M	
1117	Dep Dir for Investment	351	Municipal Exec Assoc-	EM	
1118	Customer Services Div	351	Municipal Exec Assoc-	M	
1120	Dir of Animal Care &	351	Municipal Exec Assoc-	EM	
1121	Dep Dir Animal Care	351	Municipal Exec Assoc-	M	
1125	Div Mgr, Registrar of	351	Municipal Exec Assoc-	M	
1126	Public Administrator	351	Municipal Exec Assoc-	EM	
1128	Director of Elections	351	Municipal Exec Assoc-	EM	
1130	Youth Comm Advisor,	022	Local 21, SFAPP	A/P	
1131	Asst Publ Adm, Publ	351	Municipal Exec Assoc-	M	
1132	County Clerk-Recorder	351	Municipal Exec Assoc-	EM	
1140	Dep Clk of the Brd of	351	Municipal Exec Assoc-	EM	
1142	County Clerk	351	Municipal Exec Assoc-	M	
1146	Clk Of Bd, Leg Admin	351	Municipal Exec Assoc-	EM	
1156	Director of Environme	351	Municipal Exec Assoc-	EM	
1160	Asst Dir of Purchasing	351	Municipal Exec Assoc-	EM	
1161	Ex Asst to Admin, SF	351	Municipal Exec Assoc-	M	

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
1162	Dir of Purchasing & S	351	Municipal Exec Assoc-	EM	
1163	Ex Asst to the Dir of H	351	Municipal Exec Assoc-	M	
1164	Adm, SFGH Medical	351	Municipal Exec Assoc-	EM	
1168	Director of Health	351	Municipal Exec Assoc-	EM	
1172	Gen Mgr of PUC	351	Municipal Exec Assoc-	EM	
1182	Chief Administrative	351	Municipal Exec Assoc-	EM	
1185	Director of Adminstrat	351	Municipal Exec Assoc-	EM	
1201	Personnel Technician	790	Utd Pub Emplee, Loc	04	B
1202	Personnel Clerk	790	Utd Pub Emplee, Loc	04	B
1203	Personnel Technician	022	Local 21, SFAPP	A/P	C
1204	Senior Personnel Clerk	790	Utd Pub Emplee, Loc	05	B
1209	Benefits Technician	790	Utd Pub Emplee, Loc	04	B
1210	Benefits Analyst	790	Utd Pub Emplee, Loc	08	H
1218	Payroll Supervisor	790	Utd Pub Emplee, Loc	05	B
1220	Payroll Clerk	790	Utd Pub Emplee, Loc	04	B
1222	Sr Payroll & Personnel	790	Utd Pub Emplee, Loc	05	B
1224	Pr Payroll & Personnel	790	Utd Pub Emplee, Loc	05	B
1226	Chf Payroll & Personn	790	Utd Pub Emplee, Loc	05	B
1227	Testing Technician	790	Utd Pub Emplee, Loc	04	B
1231	Assistant Manager, EE	022	Local 21, SFAPP	A/P	C
1232	Training Officer	021	Prof & Tech Eng, Loca	08	R
1233	EEO Programs Special	022	Local 21, SFAPP	A/P	C
1234	Director of Training	351	Municipal Exec Assoc-	M	
1235	Manager, EEO Progra	351	Municipal Exec Assoc-	M	
1237	Training Coordinator	351	Municipal Exec Assoc-	M	
1238	Assistant Payroll Direc	351	Municipal Exec Assoc-	M	
1239	Payroll Director (Contr	351	Municipal Exec Assoc-	M	
1241	Personnel Analyst	022	Local 21, SFAPP	A/P	C
1244	Senior Personnel Anal	022	Local 21, SFAPP	A/P	C
1246	Principal Personnel An	022	Local 21, SFAPP	A/P	C
1248	Asst Deputy Director,	351	Municipal Exec Assoc-	M	

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
1270	Departmental Personne	351	Municipal Exec Assoc-	M	
1272	Sr Dept Personnel Offi	351	Municipal Exec Assoc-	M	
1276	Departmental Personne	351	Municipal Exec Assoc-	M	
1278	Dep Dir, Human Reso	351	Municipal Exec Assoc-	EM	
1285	Executive Officer, CS	351	Municipal Exec Assoc-	EM	
1310	Public Relations Assist	790	Utd Pub Emplee, Loc	04	B
1312	Public Information Off	021	Prof & Tech Eng, Loca	08	R
1314	Public Relations Offic	021	Prof & Tech Eng, Loca	08	R
1340	Asst to Gen Mgr, PUC	351	Municipal Exec Assoc-	M	
1360	Special Assistant 1	021	Prof & Tech Eng, Loca	04	D
1361	Special Assistant 2	021	Prof & Tech Eng, Loca	04	D
1362	Special Assistant 3	021	Prof & Tech Eng, Loca	04	D
1363	Special Assistant 4	021	Prof & Tech Eng, Loca	04	D
1364	Special Assistant 5	021	Prof & Tech Eng, Loca	04	D
1365	Special Assistant 6	021	Prof & Tech Eng, Loca	08	I
1366	Special Assistant 7	021	Prof & Tech Eng, Loca	08	I
1367	Special Assistant 8	021	Prof & Tech Eng, Loca	08	I
1368	Special Assistant 9	021	Prof & Tech Eng, Loca	08	I
1369	Special Assistant 10	021	Prof & Tech Eng, Loca	11	G
1370	Special Assistant 11	021	Prof & Tech Eng, Loca	11	G
1371	Special Assistant 12	021	Prof & Tech Eng, Loca	11	G
1372	Special Assistant 13	351	Municipal Exec Assoc-	M-SA	
1373	Special Assistant 14	351	Municipal Exec Assoc-	M-SA	
1374	Special Assistant 15	351	Municipal Exec Assoc-	M-SA	
1375	Special Assistant 16	351	Municipal Exec Assoc-	M-SA	
1376	Special Assistant 17	351	Municipal Exec Assoc-	M-SA	
1377	Special Assistant 18	351	Municipal Exec Assoc-	M-SA	
1378	Special Assistant 19	351	Municipal Exec Assoc-	M-SA	
1379	Special Assistant 20	351	Municipal Exec Assoc-	M-SA	
1380	Special Assistant 21	351	Municipal Exec Assoc-	M-SA	
1381	Special Assistant 22	351	Municipal Exec Assoc-	M-SA	

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
1402	Junior Clerk	790	Utd Pub Emplee, Loc	04	B
1403	Elections Clerk	790	Utd Pub Emplee, Loc	04	B
1404	Clerk	790	Utd Pub Emplee, Loc	04	B
1406	Senior Clerk	790	Utd Pub Emplee, Loc	04	B
1408	Principal Clerk	790	Utd Pub Emplee, Loc	05	B
1410	Chief Clerk	790	Utd Pub Emplee, Loc	05	B
1422	Junior Clerk Typist	790	Utd Pub Emplee, Loc	04	B
1424	Clerk Typist	790	Utd Pub Emplee, Loc	04	B
1426	Senior Clerk Typist	790	Utd Pub Emplee, Loc	04	B
1428	Unit Clerk	250	Hlth Care Wkrs,Local	06	A
1429	Nurses Staffing Assist	250	Hlth Care Wkrs,Local	06	A
1430	Transcriber Typist	790	Utd Pub Emplee, Loc	04	B
1431	Senior Unit Clerk	250	Hlth Care Wkrs,Local	11	M
1432	Senior Transcriber Typ	790	Utd Pub Emplee, Loc	04	B
1434	Shelter Service Repres	856	Teamsters - Health, Lo	01	G
1435	Shelter Officer Supervi	790	Utd Pub Emplee, Loc	05	B
1436	Braillist	790	Utd Pub Emplee, Loc	04	B
1437	Shelter Office Asst Su	790	Utd Pub Emplee, Loc	04	B
1440	Medical Transcriber T	790	Utd Pub Emplee, Loc	04	B
1441	Sr Medical Transcriber	790	Utd Pub Emplee, Loc	05	B
1444	Secretary 1	790	Utd Pub Emplee, Loc	04	B
1446	Secretary 2	790	Utd Pub Emplee, Loc	04	B
1450	Executive Secretary 1	790	Utd Pub Emplee, Loc	05	B
1452	Executive Secretary 2	022	Local 21, SFAPP	A/P	C
1454	Executive Secretary 3	022	Local 21, SFAPP	A/P	C
1458	Legal Secretary 1	790	Utd Pub Emplee, Loc	04	B
1460	Legal Secretary 2	790	Utd Pub Emplee, Loc	04	B
1464	Medical Clerk Stenogr	790	Utd Pub Emplee, Loc	04	B
1466	Meter Reader	038	Plumbers, Local 38	01	BB
1468	Water Services Clerk	790	Utd Pub Emplee, Loc	04	B
1470	Svcs & Supply Asst Sp	790	Utd Pub Emplee, Loc	05	B

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
1471	Elections Worker	790	Utd Pub Emplée, Loc	04	B
1474	Claims Process Clerk	790	Utd Pub Emplée, Loc	04	B
1476	Senior Claims Process	790	Utd Pub Emplée, Loc	04	B
1478	Senior Water Services	790	Utd Pub Emplée, Loc	04	B
1480	Principal Water Servic	790	Utd Pub Emplée, Loc	05	B
1492	Asst Clk, Board of Sup	022	Local 21, SFAPP	A/P	C
1498	Supervising Clerk 2	790	Utd Pub Emplée, Loc	05	B
1499	Supervising Clerk 3	790	Utd Pub Emplée, Loc	05	B
1506	Confidential Scty to Sh	022	Local 21, SFAPP	A/P	C
1512	Cfdntal Sctry&Ex Asst	022	Local 21, SFAPP	A/P	C
1518	Confidential Sctry to A	022	Local 21, SFAPP	A/P	
1520	Cfdntal Sctry to Distric	022	Local 21, SFAPP	A/P	C
1522	Cfdntal Sctry to City A	022	Local 21, SFAPP	A/P	C
1540	Secretary, Fire Commi	351	Municipal Exec Assoc-	M	
1544	Secretary, Library Co	022	Local 21, SFAPP	A/P	C
1546	Sctry, Commission on	022	Local 21, SFAPP	A/P	C
1548	Sctry, Human Svcs. Co	022	Local 21, SFAPP	A/P	C
1549	Sctry, Juv Probation C	022	Local 21, SFAPP	A/P	
1551	Secretary, Health Com	022	Local 21, SFAPP	A/P	C
1554	Administrative Sctry,	351	Municipal Exec Assoc-	M	
1555	Sctry, Bldg Inspection	022	Local 21, SFAPP	A/P	
1556	Admin Sctry, City Pln	351	Municipal Exec Assoc-	M	
1565	Asst Director, Art Com	351	Municipal Exec Assoc-	M	
1574	Ex Sctry to the Control	022	Local 21, SFAPP	A/P	C
1575	Ex Dir, Brd of Permit	351	Municipal Exec Assoc-	EM	
1602	Calc Machine Operato	790	Utd Pub Emplée, Loc	04	B
1630	Account Clerk	790	Utd Pub Emplée, Loc	04	B
1632	Senior Account Clerk	790	Utd Pub Emplée, Loc	04	B
1634	Principal Account Cler	790	Utd Pub Emplée, Loc	05	B
1635	Health Care Billing Cl	790	Utd Pub Emplée, Loc	04	B
1636	Health Care Billing Cl	790	Utd Pub Emplée, Loc	04	B

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
1637	Patient Accounts Clerk	790	Utd Pub Emplee, Loc	04	B
1640	Sr Accounting Machin	790	Utd Pub Emplee, Loc	04	B
1649	Accountant Intern	021	Prof & Tech Eng, Loca	08	J
1650	Accountant	021	Prof & Tech Eng, Loca	08	J
1652	Senior Accountant	021	Prof & Tech Eng, Loca	08	J
1654	Principal Accountant	021	Prof & Tech Eng, Loca	11	A
1655	Systems Accountant	021	Prof & Tech Eng, Loca	08	J
1656	Head Accountant	021	Prof & Tech Eng, Loca	11	A
1657	Senior Systems Accou	021	Prof & Tech Eng, Loca	08	J
1658	Chief Accountant	351	Municipal Exec Assoc-	M	
1660	Mgr, Budget and Perfo	351	Municipal Exec Assoc-	M	
1662	Patient Accounts Asst	790	Utd Pub Emplee, Loc	05	B
1663	Patient Accounts Supe	790	Utd Pub Emplee, Loc	05	B
1664	Patient Accounts Mana	790	Utd Pub Emplee, Loc	05	B
1665	Director of Patient Acc	351	Municipal Exec Assoc-	M	
1666	Finance Dir, DPH	351	Municipal Exec Assoc-	M	
1670	Financial Systems Sup	021	Prof & Tech Eng, Loca	11	A
1673	Accounting Operations	351	Municipal Exec Assoc-	M	
1674	Dir Accounting & Syst	351	Municipal Exec Assoc-	EM	
1675	Supervisor Fiscal Offic	351	Municipal Exec Assoc-	M	
1677	Finance Bur Dir, PUC	351	Municipal Exec Assoc-	EM	
1679	Financial Reports Spec	351	Municipal Exec Assoc-	M	
1680	Chief Assistant Contro	351	Municipal Exec Assoc-	EM	
1682	Controller	351	Municipal Exec Assoc-	EM	
1683	Budget & Fiscal Ops	351	Municipal Exec Assoc-	M	
1684	Associate Auditor	021	Prof & Tech Eng, Loca	08	J
1686	Supervising Auditor	021	Prof & Tech Eng, Loca	11	A
1688	Chief Auditor	351	Municipal Exec Assoc-	M	
1690	Internal Audit Director	351	Municipal Exec Assoc-	EM	
1704	Communications Disp	790	Utd Pub Emplee, Loc	04	B
1705	Communications Disp	790	Utd Pub Emplee, Loc	04	B

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
1706	Telephone Operator	790	Utd Pub Emplee, Loc	04	B
1708	Senior Telephone Oper	790	Utd Pub Emplee, Loc	04	B
1710	Chief Telephone Oper	790	Utd Pub Emplee, Loc	05	B
1720	Data Entry Operator	790	Utd Pub Emplee, Loc	04	B
1721	Senior Data Entry Ope	790	Utd Pub Emplee, Loc	05	B
1727	Sprv Data Entry Opera	790	Utd Pub Emplee, Loc	05	B
1734	Computer Operator 1	021	Prof & Tech Eng, Loca	08	Z
1739	Computer Ops Supervi	021	Prof & Tech Eng, Loca	11	O
1750	Microphoto/Imaging T	790	Utd Pub Emplee, Loc	04	B
1752	Sr. Microphoto/Imagin	790	Utd Pub Emplee, Loc	05	B
1760	Offset Machine Operat	790	Utd Pub Emplee, Loc	02	B
1762	Senior Offset Machine	790	Utd Pub Emplee, Loc	02	B
1764	Mail & Reproduction	790	Utd Pub Emplee, Loc	03	B
1766	Media Production Tec	016	Theatrical Stage Emp,	08	O
1767	Media Programming S	016	Theatrical Stage Emp,	08	O
1769	Media Production Sup	016	Theatrical Stage Emp,	11	V
1770	Photographer	790	Utd Pub Emplee, Loc	04	B
1771	Media Production Spe	790	Utd Pub Emplee, Loc	04	B
1773	Media Training Specia	200	TWU Local 200	11	Y
1774	Head Photographer	790	Utd Pub Emplee, Loc	05	B
1775	Cable Television Mgr	351	Municipal Exec Assoc-	M	
1776	Asst Repo Svcs Mgr	351	Municipal Exec Assoc-	M	
1777	1777 Media/Security S	016	Theatrical Stage Emp,	08	O
1779	Mgr, Repro & Mail Sv	351	Municipal Exec Assoc-	M	
1781	Media/Security Syst S	016	Theatrical Stage Emp,	11	V
1801	Sprv Performance Aud	021	Prof & Tech Eng, Loca	11	A
1802	Research Assistant	790	Utd Pub Emplee, Loc	04	B
1804	Statistician	021	Prof & Tech Eng, Loca	08	J
1805	Associate Performance	021	Prof & Tech Eng, Loca	08	J
1806	Senior Statistician	021	Prof & Tech Eng, Loca	08	J
1812	Assistant Retirement A	790	Utd Pub Emplee, Loc	08	H

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
1813	Senior Benefits Analys	790	Utd Pub Emplee, Loc	08	H
1814	Benefits Supervisor	790	Utd Pub Emplee, Loc	08	H
1816	Acturary	351	Municipal Exec Assoc-	M	
1817	Procedural Writer	790	Utd Pub Emplee, Loc	08	H
1820	Junior Administrative	790	Utd Pub Emplee, Loc	08	H
1822	Administrative Analyst	790	Utd Pub Emplee, Loc	08	H
1823	Senior Administrative	021	Prof & Tech Eng, Loca	08	J
1824	Pr Administrative Anal	021	Prof & Tech Eng, Loca	11	A
1826	City Shop Fleet Admin	351	Municipal Exec Assoc-	M	
1827	Administrative Service	021	Prof & Tech Eng, Loca	11	A
1835	Legislative Assistant	022	Local 21, SFAPP	A/P	C
1838	AdmAsst To Director,	022	Local 21, SFAPP	A/P	C
1839	Water Conservation A	351	Municipal Exec Assoc-	M	
1840	Junior Management As	790	Utd Pub Emplee, Loc	08	H
1841	Rate Administrator	351	Municipal Exec Assoc-	M	
1842	Management Assistant	790	Utd Pub Emplee, Loc	08	H
1843	Ex Dir, SE Com Fac C	351	Municipal Exec Assoc-	M	
1844	Senior Management A	790	Utd Pub Emplee, Loc	08	H
1847	Ex Aide to the Mayor's	790	Utd Pub Emplee, Loc	08	H
1853	Control Clerk, EDP	790	Utd Pub Emplee, Loc	04	B
1855	Senior Control Clerk,	790	Utd Pub Emplee, Loc	05	B
1879	Project Manager, Spec	351	Municipal Exec Assoc-	M	
1885	Mgr, Bur of Mgt Info	351	Municipal Exec Assoc-	M	
1920	Inventory Clerk	790	Utd Pub Emplee, Loc	04	B
1922	Senior Inventory Clerk	790	Utd Pub Emplee, Loc	05	B
1924	Materials/Supplies Sup	790	Utd Pub Emplee, Loc	05	B
1926	Sr Materials & Supplie	790	Utd Pub Emplee, Loc	05	B
1929	Parts Storekeeper	790	Utd Pub Emplee, Loc	02	B
1930	Warehouse Worker	790	Utd Pub Emplee, Loc	02	B
1931	Senior Parts Storekeep	790	Utd Pub Emplee, Loc	02	B
1932	Assistant Storekeeper	790	Utd Pub Emplee, Loc	02	B

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
1934	Storekeeper	790	Utd Pub Emplee, Loc	02	B
1935	Principal Parts Storeke	790	Utd Pub Emplee, Loc	03	B
1936	Senior Storekeeper	790	Utd Pub Emplee, Loc	02	B
1938	Stores & Equip Asst S	790	Utd Pub Emplee, Loc	03	B
1944	Materials Coordinator	021	Prof & Tech Eng, Loca	08	J
1948	Coding Sprv, Purchasi	790	Utd Pub Emplee, Loc	05	B
1950	Assistant Purchaser	021	Prof & Tech Eng, Loca	08	J
1952	Purchaser	021	Prof & Tech Eng, Loca	08	J
1956	Senior Purchaser	021	Prof & Tech Eng, Loca	08	J
1958	Supervising Purchaser	021	Prof & Tech Eng, Loca	11	A
2105	Patient Svcs Finance T	790	Utd Pub Emplee, Loc	04	B
2106	Med Staff Svcs Dept S	790	Utd Pub Emplee, Loc	04	B
2107	Med Staff Svcs Dept A	021	Prof & Tech Eng, Loca	08	R
2108	Dir, Med Staff Svcs D	351	Municipal Exec Assoc-	M	
2110	Medical Records Clerk	790	Utd Pub Emplee, Loc	04	B
2112	Medical Records Tech	790	Utd Pub Emplee, Loc	04	B
2114	Medical Records Tech	790	Utd Pub Emplee, Loc	05	B
2116	Associate Dir, Medical	351	Municipal Exec Assoc-	M	
2117	Chf Medical Records	351	Municipal Exec Assoc-	M	
2118	Director, Medical Rec	351	Municipal Exec Assoc-	M	
2119	Health Care Analyst	021	Prof & Tech Eng, Loca	08	R
2122	Dir Patient Fin Svcs &	351	Municipal Exec Assoc-	M	
2140	Hospital Administrativ	351	Municipal Exec Assoc-	M	
2143	Hospital Asst Adminis	351	Municipal Exec Assoc-	M	
2145	Hospital Assoc Admini	351	Municipal Exec Assoc-	EM	
2148	Sr Hospital Assoc Ad	351	Municipal Exec Assoc-	EM	
2171	Assoc Admin Med Svc	351	Municipal Exec Assoc-	EM	
2182	Administrator, LHH	351	Municipal Exec Assoc-	EM	
2202	Dental Aide	250	Hlth Care Wkrs,Local	06	A
2204	Dental Hygienist	250	Hlth Care Wkrs,Local	06	A
2210	Dentist	164	Physician/Dentists 8-C	08	CC

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
2218	Physician Assistant	021	Prof & Tech Eng, Loca	08	T
2220	Physician	164	Physician/Dentists 8-C	08	CC
2230	Physician Specialist	164	Physician/Dentists 8-C	08	CC
2232	Senior Physician Speci	164	Physician/Dentists 8-C	08	CC
2233	Supervising Physician	163	Physician/Dentists 11-	11	AA
2235	Medical Dir, Dept of H	351	Municipal Exec Assoc-	EM	
2236	Medical Advisor, Hlth	164	Physician/Dentists 8-C	08	CC
2237	Chief Medical Director	351	Municipal Exec Assoc-	EM	
2244	Health Center Director	351	Municipal Exec Assoc-	M	
2246	Asst Dir of Clinical Sv	351	Municipal Exec Assoc-	M	
2248	Asst Dir Clinical Svcs	351	Municipal Exec Assoc-	M	
2273	Post M.D. 1	981	SFIRA/CAIR/CIR, SEI	08	EE
2275	Post M.D. 2	981	SFIRA/CAIR/CIR, SEI	08	EE
2277	Post M.D. 3	981	SFIRA/CAIR/CIR, SEI	08	EE
2279	Post M.D. 4	981	SFIRA/CAIR/CIR, SEI	08	EE
2281	Post M.D. 5	981	SFIRA/CAIR/CIR, SEI	08	EE
2283	Post M.D. 6	981	SFIRA/CAIR/CIR, SEI	08	EE
2292	Shelter Veterinarian	164	Physician/Dentists 8-C	08	CC
2302	Nursing Assistant	250	Hlth Care Wkrs,Local	06	A
2303	Mental Hlth Rehabilita	250	Hlth Care Wkrs,Local	06	A
2304	Psychiatric Orderly	250	Hlth Care Wkrs,Local	06	A
2305	Psychiatric Technician	250	Hlth Care Wkrs,Local	06	A
2306	Senior Psychiatric Ord	250	Hlth Care Wkrs,Local	06	A
2310	Surgical Procedures Te	250	Hlth Care Wkrs,Local	06	A
2312	Licensed Vocational N	250	Hlth Care Wkrs,Local	06	A
2314	Public Health Team Le	790	Utd Pub Emplee, Loc	11	Q
2320	Registered Nurse	791	Utd Pub Em L790 Seiu	08	D
2322	Nurse Manager	858	Teamsters - Spvsrs, Lo	11	B
2323	Clinical Nurse Speciali	791	Utd Pub Em L790 Seiu	08	D
2324	Nursing Supervisor	858	Teamsters - Spvsrs, Lo	11	B
2325	Nurse Midwife	791	Utd Pub Em L790 Seiu	08	D

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
2326	Nursing Supervisor Ps	858	Teamsters - Spvsrs, Lo	11	B
2328	Nurse Practitioner	791	Utd Pub Em L790 Seiu	08	D
2330	Anesthetist	791	Utd Pub Em L790 Seiu	08	D
2340	Operating Room Nurse	791	Utd Pub Em L790 Seiu	08	D
2350	Instructor of Nursing	858	Teamsters - Spvsrs, Lo	11	B
2390	Central Processing &	250	Hlth Care Wkrs,Local	06	A
2392	Sr Cent Proc & Dist Te	790	Utd Pub Emplee, Loc	11	Q
2402	Laboratory Helper	250	Hlth Care Wkrs,Local	06	A
2403	Forensic Laboratory T	021	Prof & Tech Eng, Loca	08	L
2406	Pharmacy Helper	250	Hlth Care Wkrs,Local	06	A
2408	Senior Pharmacy Help	250	Hlth Care Wkrs,Local	06	A
2409	Pharmacy Technician	250	Hlth Care Wkrs,Local	06	A
2416	Bacteriological Lab As	250	Hlth Care Wkrs,Local	06	A
2420	Histology Technician	250	Hlth Care Wkrs,Local	06	A
2424	X-Ray Laboratory Aid	250	Hlth Care Wkrs,Local	06	A
2430	Medical Evaluations A	250	Hlth Care Wkrs,Local	06	A
2432	Electrocardiograph Te	250	Hlth Care Wkrs,Local	06	A
2434	Sr Electrocardiograph	250	Hlth Care Wkrs,Local	06	A
2436	Electroencephalograph	250	Hlth Care Wkrs,Local	06	A
2440	Vet Laboratory Techn	250	Hlth Care Wkrs,Local	06	A
2444	Clinical Lab Technolo	856	Teamsters - Health, Lo	08	K
2450	Pharmacist	790	Utd Pub Emplee, Loc	08	G
2452	Dir of Pharmaceutical	351	Municipal Exec Assoc-	M	
2453	Supervising Pharmacis	856	Teamsters - Health, Lo	11	C
2454	Clinical Pharmacist	790	Utd Pub Emplee, Loc	08	G
2455	Pharmacy Director, L	351	Municipal Exec Assoc-	M	
2456	Asst Forensic Toxicolo	021	Prof & Tech Eng, Loca	08	L
2457	Asst Forensic Toxicolo	021	Prof & Tech Eng, Loca	08	L
2458	Forensic Toxicologist	021	Prof & Tech Eng, Loca	08	L
2459	Forensic Laboratory M	351	Municipal Exec Assoc-	M	
2462	Microbiologist	856	Teamsters - Health, Lo	08	K

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
2464	Senior Microbiologist	856	Teamsters - Health, Lo	11	C
2466	Chief Microbiologist	351	Municipal Exec Assoc-	M	
2467	Diagnostic Imaging Te	790	Utd Pub Emplée, Loc	06	B
2468	Diagnostic Imaging Te	790	Utd Pub Emplée, Loc	06	B
2469	Diagnostic Imaging Te	790	Utd Pub Emplée, Loc	06	B
2470	Diagnostic Imaging Te	790	Utd Pub Emplée, Loc	06	B
2478	Sr Sewage Treatment	021	Prof & Tech Eng, Loca	08	L
2481	Water QualityTech I/II	021	Prof & Tech Eng, Loca	10	
2482	Water Quality Tech III	021	Prof & Tech Eng, Loca	10	
2483	Biologist I/II	021	Prof & Tech Eng, Loca	08	L
2484	Biologist III	021	Prof & Tech Eng, Loca	08	L
2485	Supv Biologist	021	Prof & Tech Eng, Loca	11	R
2486	Chemist I/II	021	Prof & Tech Eng, Loca	08	L
2487	Chemist III	021	Prof & Tech Eng, Loca	08	L
2488	Supv Chemist	021	Prof & Tech Eng, Loca	11	R
2489	Lab Svcs Mgr	021	Prof & Tech Eng, Loca	11	R
2492	Dir, Public Hlth Labor	351	Municipal Exec Assoc-	M	
2493	Assoc Radiologic Tech	790	Utd Pub Emplée, Loc	06	B
2496	Radiologic Tech Sprv	856	Teamsters - Health, Lo	11	C
2498	Director, Radiology	351	Municipal Exec Assoc-	M	
2514	Orthopedic Technician	250	Hlth Care Wkrs,Local	06	A
2515	Orthopedic Technician	250	Hlth Care Wkrs,Local	06	A
2520	Morgue Attendant	250	Hlth Care Wkrs,Local	06	A
2522	Senior Morgue Attend	250	Hlth Care Wkrs,Local	06	A
2523	Forensic Autopsy Tech	250	Hlth Care Wkrs,Local	06	A
2526	Ambulance Driver	790	Utd Pub Emplée, Loc	06	B
2530	Senior Medical Stewar	790	Utd Pub Emplée, Loc	06	B
2532	Paramedic	790	Utd Pub Emplée, Loc	06	B
2533	Emergency Med Svcs	790	Utd Pub Emplée, Loc	08	C
2534	Paramedic Supervisor	790	Utd Pub Emplée, Loc	11	Q
2536	Respiratory Care Pract	790	Utd Pub Emplée, Loc	06	B

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
2537	Respiratory Care Prctn	790	Utd Pub Emplée, Loc	11	Q
2538	Audiometrist	021	Prof & Tech Eng, Loca	08	T
2540	Audiologist	021	Prof & Tech Eng, Loca	08	T
2542	Speech Pathologist	021	Prof & Tech Eng, Loca	08	T
2548	Occupational Therapis	021	Prof & Tech Eng, Loca	08	T
2550	Senior Occupational T	021	Prof & Tech Eng, Loca	11	R
2551	Mental Hlth Treatment	021	Prof & Tech Eng, Loca	08	T
2552	Dir of Act, Therapy &	790	Utd Pub Emplée, Loc	11	Q
2554	Therapy Aide	250	Hlth Care Wkrs,Local	06	A
2555	Physical Therapist Ass	021	Prof & Tech Eng, Loca	08	T
2556	Physical Therapist	021	Prof & Tech Eng, Loca	08	T
2557	Dir of Therapeutic Act	351	Municipal Exec Assoc-	M	
2558	Senior Physical Therap	021	Prof & Tech Eng, Loca	11	R
2560	Rehabilitation Coordin	351	Municipal Exec Assoc-	M	
2565	Acupuncturist	790	Utd Pub Emplée, Loc	08	C
2566	Rehabilitation Counsel	021	Prof & Tech Eng, Loca	08	T
2574	Clinical Psychologist	790	Utd Pub Emplée, Loc	08	G
2575	Research Psychologist	790	Utd Pub Emplée, Loc	08	G
2580	Medical Examiner's In	790	Utd Pub Emplée, Loc	04	B
2581	Medical Examiner's A	351	Municipal Exec Assoc-	EM	
2582	Forensic Pathologist	164	Physician/Dentists 8-C	08	CC
2583	Home Health Aide	250	Hlth Care Wkrs,Local	06	A
2584	Chief Med Examiner	351	Municipal Exec Assoc-	EM	
2585	Health Worker 1	790	Utd Pub Emplée, Loc	06	B
2586	Health Worker 2	790	Utd Pub Emplée, Loc	06	B
2587	Health Worker 3	790	Utd Pub Emplée, Loc	06	B
2588	Health Worker 4	790	Utd Pub Emplée, Loc	06	B
2589	Health Program Coordi	021	Prof & Tech Eng, Loca	11	R
2591	Health Program Coordi	021	Prof & Tech Eng, Loca	11	R
2593	Health Program Coordi	021	Prof & Tech Eng, Loca	11	R
2594	Employee Assistance	021	Prof & Tech Eng, Loca	08	R

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
2595	Sr Employee Asst Cou	021	Prof & Tech Eng, Loca	08	R
2596	Employee Referral Pro	351	Municipal Exec Assoc-	M	
2598	Asst Med Examiner	164	Physician/Dentists 8-C	08	CC
2604	Food Service Worker	250	Hlth Care Wkrs,Local	06	A
2606	Senior Food Service W	250	Hlth Care Wkrs,Local	06	A
2608	Supply Room Attenda	790	Utd Pub Emplee, Loc	02	B
2618	Food Service Supervis	790	Utd Pub Emplee, Loc	11	Q
2619	Senior Food Service S	790	Utd Pub Emplee, Loc	11	Q
2620	Food Service Mgr Ad	351	Municipal Exec Assoc-	M	
2622	Dietetic Technician	250	Hlth Care Wkrs,Local	06	A
2624	Dietitian	790	Utd Pub Emplee, Loc	11	Q
2626	Chief Dietitian	790	Utd Pub Emplee, Loc	11	Q
2650	Assistant Cook	250	Hlth Care Wkrs,Local	06	A
2652	Baker	250	Hlth Care Wkrs,Local	06	A
2654	Cook	250	Hlth Care Wkrs,Local	06	A
2656	Chef	790	Utd Pub Emplee, Loc	03	B
2660	Asst Director, Food Se	351	Municipal Exec Assoc-	M	
2662	Director of Food Servi	351	Municipal Exec Assoc-	M	
2706	Housekeeper/Food Ser	250	Hlth Care Wkrs,Local	06	A
2708	Custodian	790	Utd Pub Emplee, Loc	01	B
2716	Custodial Assistant Su	790	Utd Pub Emplee, Loc	01	B
2718	Custodial Supervisor	790	Utd Pub Emplee, Loc	01	B
2719	Janitorial Svcs Asst Sp	790	Utd Pub Emplee, Loc	03	B
2720	Janitorial Services Sup	790	Utd Pub Emplee, Loc	03	B
2736	Porter	250	Hlth Care Wkrs,Local	06	A
2738	Porter Assistant Super	250	Hlth Care Wkrs,Local	06	A
2740	Porter Supervisor 1	790	Utd Pub Emplee, Loc	11	Q
2742	General Services Supe	351	Municipal Exec Assoc-	M	
2760	Laundry Worker	250	Hlth Care Wkrs,Local	06	A
2770	Senior Laundry Worke	250	Hlth Care Wkrs,Local	06	A
2772	Sewing Technician	250	Hlth Care Wkrs,Local	06	A

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
2780	Laundry Worker Super	790	Utd Pub Emplée, Loc	11	Q
2782	Laundry Superintende	001	Misc.Unrepresented E	11	
2785	Asst General Services	351	Municipal Exec Assoc-	M	
2786	General Services Mana	351	Municipal Exec Assoc-	M	
2802	Epidemiologist 1	021	Prof & Tech Eng, Loca	08	L
2803	Epidemiologist 2	021	Prof & Tech Eng, Loca	08	L
2804	Epidemiologist 3	351	Municipal Exec Assoc-	M	
2806	Disease Control Investi	251	TWU Local 250-A, Mi	08	FF
2808	Sr Disease Control Inv	251	TWU Local 250-A, Mi	11	CC
2810	Pr Disease Control Inv	251	TWU Local 250-A, Mi	11	Z
2818	Health Program Planne	790	Utd Pub Emplée, Loc	08	H
2819	Assistant Health Educa	021	Prof & Tech Eng, Loca	08	R
2820	Senior Health Program	790	Utd Pub Emplée, Loc	11	Q
2821	Dir of Hlth Program Pl	351	Municipal Exec Assoc-	M	
2822	Health Educator	021	Prof & Tech Eng, Loca	08	R
2825	Senior Health Educató	021	Prof & Tech Eng, Loca	11	R
2830	Public Health Nurse	791	Utd Pub Em L790 Seiu	08	D
2846	Nutritionist	021	Prof & Tech Eng, Loca	08	T
2850	Dir of Nutrition Svcs,	351	Municipal Exec Assoc-	M	
2880	Dir Bs&Ops, Mental H	351	Municipal Exec Assoc-	M	
2891	DepDirForBs&Ops,DP	351	Municipal Exec Assoc-	EM	
2894	Program Chief, Comm.	351	Municipal Exec Assoc-	EM	
2895	Dep Dir for Mental Hlt	351	Municipal Exec Assoc-	EM	
2896	Dep Dir Community H	351	Municipal Exec Assoc-	EM	
2903	Eligibility Worker	535	Soc Svc Union, Loc 53	04	A
2904	Human Services Techn	535	Soc Svc Union, Loc 53	04	A
2905	Senior Eligibility Wor	535	Soc Svc Union, Loc 53	04	A
2907	Eligibility Worker Sup	535	Soc Svc Union, Loc 53	05	A
2908	Hospital Eligibility Wo	535	Soc Svc Union, Loc 53	04	A
2909	Hospital Elig Wrk Sup	535	Soc Svc Union, Loc 53	05	A
2910	Social Worker	535	Soc Svc Union, Loc 53	08	GG

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
2912	Senior Social Worker	535	Soc Svc Union, Loc 53	08	GG
2913	Program Specialist	535	Soc Svc Union, Loc 53	08	GG
2914	Social Work Superviso	535	Soc Svc Union, Loc 53	11	T
2915	Program Specialist Sup	535	Soc Svc Union, Loc 53	11	T
2916	Social Work Specialist	535	Soc Svc Union, Loc 53	08	GG
2917	Program Support Anal	535	Soc Svc Union, Loc 53	08	GG
2920	Medical Social Worker	790	Utd Pub Emplee, Loc	08	G
2922	Senior Medical Social	790	Utd Pub Emplee, Loc	08	G
2924	Medical Social Work S	021	Prof & Tech Eng, Loca	11	R
2925	Chief Medical Social S	351	Municipal Exec Assoc-	M	
2930	Psychiatric Social Wor	790	Utd Pub Emplee, Loc	08	G
2931	Marriage, Family & C	790	Utd Pub Emplee, Loc	08	G
2932	Sr Psychiatric Social	790	Utd Pub Emplee, Loc	08	G
2933	Conservatorship/Case	790	Utd Pub Emplee, Loc	11	EE
2935	Sr Marriage, Fam & Cl	790	Utd Pub Emplee, Loc	08	G
2940	Protective Services W	535	Soc Svc Union, Loc 53	08	GG
2944	Protective Services Su	535	Soc Svc Union, Loc 53	11	T
2946	Eligibility Section Ma	535	Soc Svc Union, Loc 53	05	A
2947	Hospital Eligibility Mg	351	Municipal Exec Assoc-	M	
2948	Human Services Sectio	535	Soc Svc Union, Loc 53	11	T
2964	Dir. of Budget & Plann	351	Municipal Exec Assoc-	M	
2965	Human Services Resou	351	Municipal Exec Assoc-	M	
2968	Social Svcs Mgr,Invest	351	Municipal Exec Assoc-	M	
2969	Human Services Progr	351	Municipal Exec Assoc-	M	
2973	DEPUTY DIRECTOR	351	Municipal Exec Assoc-	EM	
2974	Executive Director, D	351	Municipal Exec Assoc-	EM	
2975	Citizens Complaint Off	790	Utd Pub Emplee, Loc	04	B
2978	Contract Compliance	021	Prof & Tech Eng, Loca	11	A
2982	Rent Board Supervisor	021	Prof & Tech Eng, Loca	11	A
2985	Dep Dir, Comm on the	351	Municipal Exec Assoc-	EM	
2986	Dir, Human Rights Co	351	Municipal Exec Assoc-	EM	

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
2988	Director, Aging Progra	351	Municipal Exec Assoc-	EM	
2991	Coord, Human Rights	790	Utd Pub Emplee, Loc	11	BB
2992	Contract Compliance	021	Prof & Tech Eng, Loca	08	J
2994	Homemaker	535	Soc Svc Union, Loc 53	02	A
2996	Rep, Human Rights Co	790	Utd Pub Emplee, Loc	08	H
2998	Rep, Comm Status of	790	Utd Pub Emplee, Loc	08	H
2999	Ex Dir, Comm Status o	351	Municipal Exec Assoc-	EM	
3110	Secretary, Rec and Par	351	Municipal Exec Assoc-	M	
3130	Arboretum Director	351	Municipal Exec Assoc-	M	
3135	Dir Nghbrhd Svcs,Rec	351	Municipal Exec Assoc-	M	
3138	Asst Gen Mgr, Admini	351	Municipal Exec Assoc-	EM	
3140	Gen Mgr, Rec Park D	351	Municipal Exec Assoc-	EM	
3202	Locker Room Attenda	790	Utd Pub Emplee, Loc	02	B
3204	Swimming Pool Cash	790	Utd Pub Emplee, Loc	02	B
3210	Swimming Instr/Pool	790	Utd Pub Emplee, Loc	02	B
3214	Senior Swimming Instr	790	Utd Pub Emplee, Loc	02	B
3231	Golf Program Director	351	Municipal Exec Assoc-	M	
3232	Marina Assistant Mana	790	Utd Pub Emplee, Loc	04	B
3233	Marina Associate Man	351	Municipal Exec Assoc-	M	
3256	Photography Instructor	790	Utd Pub Emplee, Loc	08	E
3260	Crafts Instructor	790	Utd Pub Emplee, Loc	08	A
3262	Curtr of Indust Arts, Jr	251	TWU Local 250-A, Mi	08	BB
3264	Camp Assistant	790	Utd Pub Emplee, Loc	02	B
3280	Assistant Recreation D	790	Utd Pub Emplee, Loc	04	B
3284	Recreation Director	790	Utd Pub Emplee, Loc	08	A
3285	Junior Museum Direct	790	Utd Pub Emplee, Loc	11	S
3287	Asst Recreation Super	790	Utd Pub Emplee, Loc	11	S
3289	Recreation Supervisor	790	Utd Pub Emplee, Loc	11	S
3291	Principal Recreation S	790	Utd Pub Emplee, Loc	11	S
3292	Asst Superintendent R	790	Utd Pub Emplee, Loc	11	S
3294	Recreation Superinten	351	Municipal Exec Assoc-	EM	

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
3302	Vendor	790	Utd Pub Emplee, Loc	02	B
3310	Stable Attendant	790	Utd Pub Emplee, Loc	02	B
3320	Animal Keeper	856	Teamsters - Health, Lo	01	G
3321	Senior Animal Keeper	350	Teamsters, Local 350	01	KK
3322	Assistant Head Animal	790	Utd Pub Emplee, Loc	03	B
3338	Asst Zoo Dir, Ops &	351	Municipal Exec Assoc-	M	
3342	Zoo Curator	251	TWU Local 250-A, Mi	08	BB
3350	Parks Superintendent	351	Municipal Exec Assoc-	EM	
3370	Animal Care Attendant	856	Teamsters - Health, Lo	01	G
3371	Animal Care Superviso	790	Utd Pub Emplee, Loc	03	B
3372	Animal Control Office	856	Teamsters - Health, Lo	01	G
3373	Animal Control Superv	790	Utd Pub Emplee, Loc	03	B
3374	Volunteer/Outreach Co	021	Prof & Tech Eng, Loca	08	R
3375	Animal Health Techni	250	Hlth Care Wkrs,Local	06	A
3376	Animal Care Asst Sup	790	Utd Pub Emplee, Loc	02	B
3378	Field Svcs Asst Supv	790	Utd Pub Emplee, Loc	02	B
3402	Farmer	261	Laborers Int, Local 26	01	N
3406	Land Use Aide	790	Utd Pub Emplee, Loc	02	B
3417	Gardener	261	Laborers Int, Local 26	01	N
3419	Municipal Stadium Gr	261	Laborers Int, Local 26	01	N
3422	Park Section Superviso	261	Laborers Int, Local 26	01	N
3424	Pest Control Specialist	261	Laborers Int, Local 26	01	N
3426	Forester	351	Municipal Exec Assoc-	M	
3428	Nursery Specialist	261	Laborers Int, Local 26	01	N
3430	Chief Nursery Speciali	261	Laborers Int, Local 26	01	N
3434	Arborist Technician	261	Laborers Int, Local 26	01	N
3436	Arborist Technician Su	261	Laborers Int, Local 26	01	N
3450	Agricultural Inspector	790	Utd Pub Emplee, Loc	08	H
3453	Asst Agricultrl Commr-	351	Municipal Exec Assoc-	M	
3456	Cnty Agricultrl Commr	351	Municipal Exec Assoc-	EM	
3464	Area Sprv Parks, Squar	351	Municipal Exec Assoc-	M	

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
3466	Asst Supt Parks, Squar	351	Municipal Exec Assoc-	M	
3480	Farmers Market Mana	790	Utd Pub Emplee, Loc	05	B
3486	Watershed Forester	351	Municipal Exec Assoc-	M	
3488	Watershed Resources	351	Municipal Exec Assoc-	M	
3502	Musm Exhibit Packer	790	Utd Pub Emplee, Loc	02	B
3518	Assoc Musm Cnsrvt, A	790	Utd Pub Emplee, Loc	05	B
3520	Museum Preparator	790	Utd Pub Emplee, Loc	02	B
3522	Senior Museum Prepar	790	Utd Pub Emplee, Loc	02	B
3524	Principal Museum Pre	790	Utd Pub Emplee, Loc	03	B
3540	Curatorial Aide	790	Utd Pub Emplee, Loc	04	B
3541	Curator 1	251	TWU Local 250-A, Mi	08	BB
3542	Curator 2	251	TWU Local 250-A, Mi	08	BB
3544	Curator 3	251	TWU Local 250-A, Mi	08	BB
3546	Curator 4	790	Utd Pub Emplee, Loc	11	S
3547	Curator 5	351	Municipal Exec Assoc-	M	
3548	Curator Natrl Science,	251	TWU Local 250-A, Mi	08	BB
3549	Arts Program Assistant	790	Utd Pub Emplee, Loc	08	H
3550	Exhibition Designer	790	Utd Pub Emplee, Loc	04	B
3554	Associate Museum Re	790	Utd Pub Emplee, Loc	04	B
3556	Museum Registrar	790	Utd Pub Emplee, Loc	04	B
3558	Senior Museum Regist	790	Utd Pub Emplee, Loc	05	B
3562	Director, Cultural Affa	351	Municipal Exec Assoc-	EM	
3563	Dir Nghbrhd Art Progr	351	Municipal Exec Assoc-	M	
3570	Dir & Chief Curator of	351	Municipal Exec Assoc-	EM	
3587	Dep Dir for Admin&D	351	Municipal Exec Assoc-	EM	
3602	Library Page	790	Utd Pub Emplee, Loc	04	B
3610	Library Assistant	790	Utd Pub Emplee, Loc	04	B
3616	Library Technical Assi	790	Utd Pub Emplee, Loc	04	B
3618	Library Technical Assi	790	Utd Pub Emplee, Loc	04	B
3630	Librarian 1	790	Utd Pub Emplee, Loc	08	A
3632	Librarian 2	790	Utd Pub Emplee, Loc	11	DD

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
3633	Librarian 2 - Asian Art	790	Utd Pub Emplée, Loc	11	DD
3634	Librarian 3	790	Utd Pub Emplée, Loc	11	DD
3636	Librarian IV	351	Municipal Exec Assoc-	M	
3668	Assistant City Librarian	351	Municipal Exec Assoc-	EM	
3670	City Librarian	351	Municipal Exec Assoc-	EM	
4119	Performing Arts Cente	790	Utd Pub Emplée, Loc	08	H
4120	Asst Mngng Dir, WMP	351	Municipal Exec Assoc-	M	
4124	Mngng Dir, WarMem	351	Municipal Exec Assoc-	EM	
4140	Real Property Manager	021	Prof & Tech Eng, Loca	08	J
4142	Senior Real Property O	021	Prof & Tech Eng, Loca	11	A
4143	Principal Real Propert	021	Prof & Tech Eng, Loca	11	A
4144	Assistant Director of P	351	Municipal Exec Assoc-	EM	
4150	Director of Property	351	Municipal Exec Assoc-	EM	
4202	Assessment Clerk	790	Utd Pub Emplée, Loc	04	B
4203	Senior Assessment Cle	790	Utd Pub Emplée, Loc	04	B
4212	Chf, Tech & Assessme	351	Municipal Exec Assoc-	M	
4220	Personal Property Aud	021	Prof & Tech Eng, Loca	08	J
4222	Sr Personal Property A	021	Prof & Tech Eng, Loca	11	A
4224	Pr Personal Property A	021	Prof & Tech Eng, Loca	11	A
4226	Chief Personal Prop A	351	Municipal Exec Assoc-	M	
4230	Estate Investigator	021	Prof & Tech Eng, Loca	08	J
4231	Senior Estate Investiga	021	Prof & Tech Eng, Loca	11	A
4256	Chief of Assessment St	351	Municipal Exec Assoc-	M	
4260	Real Prop Appraiser Tr	021	Prof & Tech Eng, Loca	08	J
4261	Real Property Apprais	021	Prof & Tech Eng, Loca	08	J
4265	Senior Real Property A	021	Prof & Tech Eng, Loca	08	J
4267	Pr Real Property Appr	021	Prof & Tech Eng, Loca	11	A
4269	Chief Appraiser	351	Municipal Exec Assoc-	M	
4282	Chief Assistant Assess	351	Municipal Exec Assoc-	EM	
4294	Adm, Assessment App	351	Municipal Exec Assoc-	M	
4306	Collections Officer	790	Utd Pub Emplée, Loc	04	B

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
4308	Senior Collections Offi	790	Utd Pub Emplee, Loc	04	B
4310	Commercial Div Asst	351	Municipal Exec Assoc-	M	
4311	Cust. Svc. Bill & Coll.	351	Municipal Exec Assoc-	M	
4320	Cashier 1	790	Utd Pub Emplee, Loc	04	B
4321	Cashier 2	790	Utd Pub Emplee, Loc	04	B
4322	Cashier 3	790	Utd Pub Emplee, Loc	04	B
4331	Security Analyst	790	Utd Pub Emplee, Loc	08	H
4333	Senior Investment Offi	351	Municipal Exec Assoc-	M	
4334	Investigator, Tax Colle	790	Utd Pub Emplee, Loc	04	B
4335	Sr Investigator, Tax Co	790	Utd Pub Emplee, Loc	05	B
4337	Pr Investigator, Tax Co	790	Utd Pub Emplee, Loc	05	B
4340	Asst. Director, Bur. of D	790	Utd Pub Emplee, Loc	05	B
4349	Dir of Real Estate, Tax	351	Municipal Exec Assoc-	M	
4366	Collection Supervisor	790	Utd Pub Emplee, Loc	05	B
4368	Dir, Bureau of Delinqu	351	Municipal Exec Assoc-	M	
4373	Deputy Tax Administr	351	Municipal Exec Assoc-	EM	
4374	Tax Administrator	351	Municipal Exec Assoc-	EM	
4377	Asst Cash Mgt & Inves	351	Municipal Exec Assoc-	M	
4378	Cash Mgt & Investmen	351	Municipal Exec Assoc-	M	
4384	Chief Assistant Treasu	351	Municipal Exec Assoc-	EM	
5102	PublBldgsMaint&Repr	351	Municipal Exec Assoc-	M	
5103	Oper. Bureau Superntd.	351	Municipal Exec Assoc-	M	
5105	Mgr., Fin&Admin	351	Municipal Exec Assoc-	M	
5109	Deputy Zoning Admini	351	Municipal Exec Assoc-	M	
5112	AsstDirPlanning-Imple	351	Municipal Exec Assoc-	EM	
5116	Director of Planning	351	Municipal Exec Assoc-	EM	
5120	Architectural Administ	021	Prof & Tech Eng, Loca	08	U
5122	Assistant City Architec	351	Municipal Exec Assoc-	M	
5125	Bureau Manager	351	Municipal Exec Assoc-	M	
5130	Sewage Treatment Pla	021	Prof & Tech Eng, Loca	11	F
5132	Mgr, Bur of Water Poll	351	Municipal Exec Assoc-	M	

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
5133	Program Manager II	351	Municipal Exec Assoc-	M	
5135	Asst Supt St & Sewer	351	Municipal Exec Assoc-	M	
5137	Maint Eng Mgr, Hetch	351	Municipal Exec Assoc-	M	
5138	Program Manager I	351	Municipal Exec Assoc-	M	
5148	Water Operations Anal	039	Stationary Engineers,	01	Z
5149	Supt Water Treatment	039	Stationary Engineers,	01	Z
5150	Site Manager	351	Municipal Exec Assoc-	M	
5156	Utility Services Manag	351	Municipal Exec Assoc-	M	
5162	Program Manager III	351	Municipal Exec Assoc-	M	
5166	Asst Gen Mgr, PUC	351	Municipal Exec Assoc-	EM	
5173	St Env Svcs Asst Supt	351	Municipal Exec Assoc-	M	
5174	Administrative Engine	021	Prof & Tech Eng, Loca	11	J
5177	Safety Officer	021	Prof & Tech Eng, Loca	08	M
5180	Dep Dir, Dept Bldg Ins	351	Municipal Exec Assoc-	EM	
5181	Dir, Dept of Bldg Insp	351	Municipal Exec Assoc-	EM	
5182	Dep Dir, Publ Works	351	Municipal Exec Assoc-	EM	
5185	Gen Mgr, Hetch Hetch	351	Municipal Exec Assoc-	EM	
5186	Financial Manager	351	Municipal Exec Assoc-	M	
5189	Mgr, Utils Eng Bur, P	351	Municipal Exec Assoc-	EM	
5190	Director of Public Wor	351	Municipal Exec Assoc-	EM	
5191	Chf, Bur Subdivs, Surv	351	Municipal Exec Assoc-	M	
5192	Asst to Dir of Public	351	Municipal Exec Assoc-	M	
5193	DepDirOfPublicWorks	351	Municipal Exec Assoc-	EM	
5194	Dep Dir Publ Wrks, O	351	Municipal Exec Assoc-	EM	
5201	Junior Engineer	021	Prof & Tech Eng, Loca	08	M
5203	Asst Engr	021	Prof & Tech Eng, Loca	08	M
5207	Assoc Engineer	021	Prof & Tech Eng, Loca	11	F
5209	Industrial Engineer	021	Prof & Tech Eng, Loca	11	F
5211	Sr Engineer	021	Prof & Tech Eng, Loca	11	F
5212	Principal Engineer	021	Prof & Tech Eng, Loca	11	F
5214	Building Plans Engine	021	Prof & Tech Eng, Loca	11	J

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
5215	Fire Protection Engine	021	Prof & Tech Eng, Loca	08	M
5216	Chief Surveyor	021	Prof & Tech Eng, Loca	11	F
5217	Building Code Analyst	021	Prof & Tech Eng, Loca	11	K
5218	Structural Engineer	021	Prof & Tech Eng, Loca	11	F
5219	Senior Strucutral Engi	021	Prof & Tech Eng, Loca	11	F
5241	Engineer	021	Prof & Tech Eng, Loca	11	F
5246	Radio Engineer	351	Municipal Exec Assoc-	M	
5260	Architectural Assistant	021	Prof & Tech Eng, Loca	08	V
5261	Architectural Assistant	021	Prof & Tech Eng, Loca	08	V
5262	Landscape Architect A	021	Prof & Tech Eng, Loca	08	N
5264	Airport Noise Abateme	790	Utd Pub Emplee, Loc	04	B
5265	Architectural Associat	021	Prof & Tech Eng, Loca	08	V
5266	Architectural Associat	021	Prof & Tech Eng, Loca	08	U
5267	Asst Airport Noise Abt	790	Utd Pub Emplee, Loc	11	U
5268	Architect	021	Prof & Tech Eng, Loca	11	K
5270	Senior Architect	021	Prof & Tech Eng, Loca	11	K
5271	Sr Airport Noise Abate	790	Utd Pub Emplee, Loc	08	H
5272	Landscape Architect A	021	Prof & Tech Eng, Loca	08	N
5273	Principal Architect	021	Prof & Tech Eng, Loca	11	K
5274	Landscape Architect	021	Prof & Tech Eng, Loca	11	E
5275	Senior Landscape Arc	021	Prof & Tech Eng, Loca	11	E
5276	City Planning Intern	021	Prof & Tech Eng, Loca	08	JJ
5277	Planner 1	021	Prof & Tech Eng, Loca	08	JJ
5278	Planner 2	021	Prof & Tech Eng, Loca	08	JJ
5283	Planner 5	021	Prof & Tech Eng, Loca	11	P
5285	Airport Noise Abateme	790	Utd Pub Emplee, Loc	04	B
5288	Transit Planner 2	021	Prof & Tech Eng, Loca	08	JJ
5289	Transit Planner III	021	Prof & Tech Eng, Loca	11	P
5290	Transit Planner 4	021	Prof & Tech Eng, Loca	11	P
5291	Planner 3	021	Prof & Tech Eng, Loca	11	P
5293	Planner 4	021	Prof & Tech Eng, Loca	11	P

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
5298	Planner 3-Environment	021	Prof & Tech Eng, Loca	11	P
5299	Planner 4-Environment	021	Prof & Tech Eng, Loca	11	P
5301	Sprv, Traffic Painting	021	Prof & Tech Eng, Loca	10	
5302	Traffic Survey Technic	021	Prof & Tech Eng, Loca	10	
5303	Sprv, Traffic & Street	021	Prof & Tech Eng, Loca	10	
5304	Materials Testing Aide	021	Prof & Tech Eng, Loca	10	
5305	Materials Testing Tech	021	Prof & Tech Eng, Loca	10	
5306	Traffic Sign Manager	021	Prof & Tech Eng, Loca	10	
5310	Survey Assistant I	021	Prof & Tech Eng, Loca	10	
5312	Survey Assistant II	021	Prof & Tech Eng, Loca	10	
5314	Survey Associate	021	Prof & Tech Eng, Loca	10	
5320	Illustrator and Art Desi	021	Prof & Tech Eng, Loca	08	M
5322	Graphic Artist	790	Utd Pub Emplée, Loc	04	B
5330	Graphics Supervisor	021	Prof & Tech Eng, Loca	10	
5344	Mechanical Eng Asst	021	Prof & Tech Eng, Loca	10	
5346	Mechanical Eng Assoc	021	Prof & Tech Eng, Loca	10	
5350	Electrical Eng Assistan	021	Prof & Tech Eng, Loca	10	
5352	Electrical Eng Asst	021	Prof & Tech Eng, Loca	10	
5354	Electrical Eng Associa	021	Prof & Tech Eng, Loca	10	
5362	Civil Engineering Assi	021	Prof & Tech Eng, Loca	10	
5364	Civil Engineering Asso	021	Prof & Tech Eng, Loca	10	
5366	Engineering Associate	021	Prof & Tech Eng, Loca	10	
5380	StdntDsgnTrain1, Arc	021	Prof & Tech Eng, Loca	10	
5381	StdntDsgn Train2/Arc	021	Prof & Tech Eng, Loca	10	
5382	StdntDsgnTrain3, Arc	021	Prof & Tech Eng, Loca	10	
5406	Spcl Asst for Program	790	Utd Pub Emplée, Loc	08	H
5408	Coord of Citizen Invol	790	Utd Pub Emplée, Loc	08	H
5601	Utility Analyst	021	Prof & Tech Eng, Loca	10	
5602	Utility Specialist	021	Prof & Tech Eng, Loca	11	F
5606	Energy Specialist	021	Prof & Tech Eng, Loca	10	
5608	Senior Energy Speciali	021	Prof & Tech Eng, Loca	11	F

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
5620	Regulatory Specialist	021	Prof & Tech Eng, Loca	08	M
5634	Water & Power Resour	351	Municipal Exec Assoc-	M	
5638	Environmental Assista	021	Prof & Tech Eng, Loca	08	M
5640	Environmental Spec	021	Prof & Tech Eng, Loca	08	M
5642	Sr. Environmental Spe	021	Prof & Tech Eng, Loca	08	M
5644	Principal Environ Spec	021	Prof & Tech Eng, Loca	11	F
6106	Sanitary Engineering T	021	Prof & Tech Eng, Loca	10	
6108	Environmental Hlth Te	790	Utd Pub Emplee, Loc	02	B
6110	Environmental Hlth Te	790	Utd Pub Emplee, Loc	02	B
6115	Wastewater Control In	021	Prof & Tech Eng, Loca	10	
6116	Sprv Wastewater Cont	021	Prof & Tech Eng, Loca	10	
6120	Environmental Health	251	TWU Local 250-A, Mi	08	AA
6122	Sr Environmental Hlth	251	TWU Local 250-A, Mi	11	Z
6124	Pr Environmental Hlth	251	TWU Local 250-A, Mi	11	Z
6126	Dir Bur Envrnmtl Hlth	351	Municipal Exec Assoc-	M	
6127	Asst Dir,Bur Ennvrmnt	351	Municipal Exec Assoc-	M	
6130	Safety Analyst	021	Prof & Tech Eng, Loca	08	M
6137	Assistant Industrial Hy	021	Prof & Tech Eng, Loca	08	M
6138	Industrial Hygienist	021	Prof & Tech Eng, Loca	08	M
6139	Senior Industrial Hygie	856	Teamsters - Health, Lo	11	C
6141	Mgr, Office of Health	351	Municipal Exec Assoc-	M	
6218	Weights & Measures/	790	Utd Pub Emplee, Loc	08	H
6220	Inspector, Weights &	790	Utd Pub Emplee, Loc	08	H
6230	Street Inspector	021	Prof & Tech Eng, Loca	10	
6231	Senior Street Inspector	021	Prof & Tech Eng, Loca	10	
6232	Street Inspection Super	021	Prof & Tech Eng, Loca	10	
6235	Heating/Ventilating In	104	Sheet Metal Workers,	01	V
6242	Plumbing Inspector	038	Plumbers, Local 38	01	BB
6244	Chief Plumbing Inspec	038	Plumbers, Local 38	01	BB
6246	Senior Plumbing Inspe	038	Plumbers, Local 38	01	BB
6248	Electrical Inspector	006	Electrical Workers, Lo	01	L

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
6249	Senior Electrical Inpse	006	Electrical Workers, Lo	01	L
6250	Chief Electrical Inspec	006	Electrical Workers, Lo	01	L
6252	Line Inspector	006	Electrical Workers, Lo	01	L
6262	Plan Checker-Architec	021	Prof & Tech Eng, Loca	10	
6266	Senior Plan Checker	021	Prof & Tech Eng, Loca	10	
6270	Housing Inspector	021	Prof & Tech Eng, Loca	08	S
6272	Senior Housing Inspec	021	Prof & Tech Eng, Loca	11	H
6274	Chief Housing Inspec	021	Prof & Tech Eng, Loca	11	H
6281	Fire Safety Inspector 2	021	Prof & Tech Eng, Loca	08	S
6318	Construction Inspector	021	Prof & Tech Eng, Loca	10	
6331	Building Inspector	930	SF Building Inspectors	01	U
6333	Senior Building Inspec	930	SF Building Inspectors	01	U
6334	Chief Building Inspec	929	SF Bldg Insptors, Carp	01	O
6335	Disability Access Coor	021	Prof & Tech Eng, Loca	08	S
7102	Maint&RepairAsstSup	351	Municipal Exec Assoc-	M	
7108	Heavy Equip Ops Asst	003	Operating Engineers, L	01	R
7110	Mobile Equipment Ass	003	Operating Engineers, L	01	R
7120	Bldgs & Grounds Mai	039	Stationary Engineers,	01	X
7123	Prk Mtr & Mach Shop	351	Municipal Exec Assoc-	M	
7125	Electrl Op&Maint Sup	351	Municipal Exec Assoc-	M	
7126	Mech Shop & Equip S	130	Auto Mechanics, Lodg	03	A
7132	Telecommunication Su	021	Prof & Tech Eng, Loca	10	
7134	Water Const&Main Su	038	Plumbers, Local 38	01	DD
7136	Water Shops & Equip	038	Plumbers, Local 38	01	DD
7140	Dir, Prkng & Traffic O	351	Municipal Exec Assoc-	EM	
7150	City Shops Gen Superi	351	Municipal Exec Assoc-	M	
7202	Asst Park Supt Structu	351	Municipal Exec Assoc-	M	
7203	Bldg & Grounds Maint	039	Stationary Engineers,	01	X
7204	Chief Water Service In	038	Plumbers, Local 38	01	BB
7205	Chief Stationary Engin	039	Stationary Engineers,	01	X
7208	Heavy Equipment Ops	003	Operating Engineers, L	01	R

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
7210	Mobile Equipment Sup	003	Operating Engineers, L	01	R
7211	Cement Finisher Super	790	Utd Pub Emplee, Loc	03	B
7213	Plumber Supervisor 1	038	Plumbers, Local 38	01	BB
7215	General Laborer Super	261	Laborers Int, Local 26	01	N
7218	Asbestos Abatement	790	Utd Pub Emplee, Loc	01	B
7219	Maintenance Schedule	790	Utd Pub Emplee, Loc	04	B
7220	Asphalt Finisher Super	261	Laborers Int, Local 26	01	N
7221	Asphalt Plant Supervis	003	Operating Engineers, L	01	R
7226	Carpenter Supervisor 1	236	Carpenters, Local 22	01	FF
7227	Cement Finisher Super	790	Utd Pub Emplee, Loc	03	B
7229	Transmission Line Sup	006	Electrical Workers, Lo	01	L
7232	HH Mechanical Shop	130	Auto Mechanics, Lodg	01	D
7233	Glazier Supervisor 1	718	Glaziers, Local 718	01	H
7236	Locksmith Supervisor	236	Carpenters, Local 22	01	FF
7238	Electrician Supervisor	006	Electrical Workers, Lo	01	L
7239	Plumber Supervisor 2	038	Plumbers, Local 38	01	BB
7240	Water Meter Shop Sup	038	Plumbers, Local 38	01	BB
7242	Painter Supervisor 1	004	Painters, Local 4	01	S
7243	Parking Meter Repaire	790	Utd Pub Emplee, Loc	03	B
7244	Power Plant Superviso	006	Electrical Workers, Lo	01	L
7245	Chf Statnry Eng, WtrTr	039	Stationary Engineers,	01	X
7246	Sewer Repair Supervis	261	Laborers Int, Local 26	01	N
7247	Sheet Metal Wrk Supe	104	Sheet Metal Workers,	01	W
7248	Steamfitter Supervisor	038	Plumbers, Local 38	01	BB
7249	Automotive Mechanic	130	Auto Mechanics, Lodg	01	D
7250	Utility Plumber Superv	038	Plumbers, Local 38	01	BB
7252	Chf Stationary Eng, Se	039	Stationary Engineers,	01	X
7254	Automotive Machinist	130	Auto Mechanics, Lodg	01	D
7255	Power House Electrici	006	Electrical Workers, Lo	01	L
7257	Communication Line S	006	Electrical Workers, Lo	01	L
7258	Maintenance Machinis	130	Auto Mechanics, Lodg	01	K

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
7259	Water & Power Maint	790	Utd Pub Emplée, Loc	03	B
7262	Maintenance Planner	039	Stationary Engineers,	01	X
7263	Maintenance Manager	351	Municipal Exec Assoc-	M	
7268	Window Cleaner Supe	790	Utd Pub Emplée, Loc	03	B
7270	Watershed Keeper Sup	790	Utd Pub Emplée, Loc	03	B
7272	Carpenter Supervisor 2	236	Carpenters, Local 22	01	FF
7273	Communications Line	006	Electrical Workers, Lo	01	L
7275	Telecommunications T	006	Electrical Workers, Lo	01	L
7276	Electrician Supervisor	006	Electrical Workers, Lo	01	L
7277	City Shops Asst Superi	130	Auto Mechanics, Lodg	03	A
7278	Painter Supervisor 2	004	Painters, Local 4	01	S
7281	Street Environ Svcs O	261	Laborers Int, Local 26	01	N
7282	Street Repair Supervis	790	Utd Pub Emplée, Loc	03	B
7284	Utility Plumber Superv	038	Plumbers, Local 38	01	BB
7285	Transmission Line Wr	006	Electrical Workers, Lo	01	L
7287	Sprv Electronic Main	006	Electrical Workers, Lo	01	L
7302	Audio-Visual Equipme	790	Utd Pub Emplée, Loc	02	B
7303	Barber	250	Hlth Care Wkrs,Local	06	A
7306	Automotive Body & F	130	Auto Mechanics, Lodg	01	D
7307	Bricklayer	007	BrickLayers, Local 3	01	E
7308	Cable Splicer	006	Electrical Workers, Lo	01	L
7309	Car and Auto Painter	130	Auto Mechanics, Lodg	01	D
7311	Cement Mason	580	Cement Masons, Local	01	GG
7313	Automotive Machinist	130	Auto Mechanics, Lodg	01	D
7315	Auto Machinist Asst S	130	Auto Mechanics, Lodg	01	D
7316	Water Service Inspecto	038	Plumbers, Local 38	01	BB
7317	Senior Water Service I	038	Plumbers, Local 38	01	BB
7318	Electronic Maintenanc	006	Electrical Workers, Lo	01	L
7319	Electric Motor Repaire	006	Electrical Workers, Lo	01	L
7324	Beautician	250	Hlth Care Wkrs,Local	06	A
7325	General Utility Mecha	130	Auto Mechanics, Lodg	01	D

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
7326	Glazier	718	Glaziers, Local 718	01	H
7328	Operating Engineer, U	003	Operating Engineers, L	01	R
7329	Electr Maint Tech Asst	006	Electrical Workers, Lo	01	L
7330	Sr General Utility Mec	130	Auto Mechanics, Lodg	01	D
7332	Maintenance Machinis	130	Auto Mechanics, Lodg	01	K
7333	Apprentice Stationary	039	Stationary Engineers,	01	Y
7334	Stationary Engineer	039	Stationary Engineers,	01	X
7335	Senior Stationary Engi	039	Stationary Engineers,	01	X
7336	Electr Instrmntn Tech	021	Prof & Tech Eng, Loca	10	
7337	Main Machinist Asst S	130	Auto Mechanics, Lodg	01	K
7338	Electrical Line Worker	006	Electrical Workers, Lo	01	L
7339	AprntcStatnry Eng,Wtr	039	Stationary Engineers,	01	Y
7341	Statnry Eng Water Tre	039	Stationary Engineers,	01	X
7342	Locksmith	236	Carpenters, Local 22	01	FF
7343	Sr Statnry Eng, Wtr Tr	039	Stationary Engineers,	01	X
7344	Carpenter	236	Carpenters, Local 22	01	FF
7345	Electrician	006	Electrical Workers, Lo	01	L
7346	Painter	004	Painters, Local 4	01	S
7347	Plumber	038	Plumbers, Local 38	01	BB
7348	Steamfitter	038	Plumbers, Local 38	01	BB
7349	Steamfitter Supervisor	038	Plumbers, Local 38	01	BB
7353	Water Meter Repairer	038	Plumbers, Local 38	01	BB
7355	Truck Driver	216	Teamsters, Local 853	01	F
7358	Pattern Maker	236	Carpenters, Local 22	01	FF
7360	Pipe Welder	038	Plumbers, Local 38	01	BB
7361	Plasterer	066	Plasterers & Shphnds,	01	M
7362	Communications Syste	790	Utd Pub Emplee, Loc	01	C
7363	Power House Electrici	006	Electrical Workers, Lo	01	L
7368	Senior Comm Systems	790	Utd Pub Emplee, Loc	01	C
7370	Rigger	003	Operating Engineers, L	01	R
7372	Stationary Eng, Sewag	039	Stationary Engineers,	01	X

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
7373	Sr. Stationary Eng, Se	039	Stationary Engineers,	01	X
7375	Aprntc Statnry Eng, Se	039	Stationary Engineers,	01	Y
7376	Sheet Metal Worker	104	Sheet Metal Workers,	01	V
7377	Stage Electrician	016	Theatrical Stage Emp,	01	J
7378	Tile Setter	007	BrickLayers, Local 3	01	E
7381	Automotive Mechanic	130	Auto Mechanics, Lodg	01	D
7382	Automotive Mechanic	130	Auto Mechanics, Lodg	01	D
7384	Typewriter Repairer	790	Utd Pub Emplee, Loc	02	B
7387	Upholsterer	130	Auto Mechanics, Lodg	01	D
7388	Utility Plumber	038	Plumbers, Local 38	01	BB
7389	Metalsmith	377	Iron Workers, Local 37	01	II
7390	Welder	006	Electrical Workers, Lo	01	L
7392	Window Cleaner	790	Utd Pub Emplee, Loc	01	A
7395	Ornamental Iron Work	377	Iron Workers, Local 37	01	II
7404	Asphalt Finisher	261	Laborers Int, Local 26	01	N
7410	Automotive Service W	252	TWU Local 250-A, Au	01	AA
7416	Book Repairer	790	Utd Pub Emplee, Loc	02	B
7418	Senior Book Repairer	790	Utd Pub Emplee, Loc	03	B
7420	Bridgetender	039	Stationary Engineers,	01	X
7421	Sewer Maintenance W	261	Laborers Int, Local 26	01	N
7424	Dryer Mixer Operator	003	Operating Engineers, L	01	R
7428	Hodcarrier	036	Hod Carriers, Local 36	01	I
7430	Asst Electronic Main	006	Electrical Workers, Lo	01	L
7432	Electrical Line Helper	006	Electrical Workers, Lo	01	L
7434	Maintenance Machinis	130	Auto Mechanics, Lodg	01	K
7441	Tools Room Mechanic	790	Utd Pub Emplee, Loc	02	B
7444	Parking Meter Repaire	856	Teamsters - Health, Lo	01	G
7449	Sewer Service Worker	038	Plumbers, Local 38	01	CC
7450	Shade and Drapery Wo	790	Utd Pub Emplee, Loc	01	A
7457	Sign Worker	021	Prof & Tech Eng, Loca	01	JJ
7463	Utility Plumber Appre	038	Plumbers, Local 38	01	BB

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
7470	Watershed Keeper	790	Utd Pub Emplée, Loc	02	B
7480	Power Generation Tec	006	Electrical Workers, Lo	01	L
7482	Power Generation Tec	006	Electrical Workers, Lo	01	L
7484	Sr Power Generation T	006	Electrical Workers, Lo	01	L
7488	Power Generation Sup	006	Electrical Workers, Lo	01	L
7501	Environmental Service	261	Laborers Int, Local 26	01	N
7502	Asphalt Worker	261	Laborers Int, Local 26	01	N
7510	Lighting Fixture Maint	006	Electrical Workers, Lo	01	L
7514	General Laborer	261	Laborers Int, Local 26	01	N
7524	Institution Utility Wor	250	Hlth Care Wkrs,Local	06	A
7542	Watershed Worker (Se	790	Utd Pub Emplée, Loc	02	B
8104	Victim & Witness Tec	790	Utd Pub Emplée, Loc	04	B
8106	Legal Process Clerk	790	Utd Pub Emplée, Loc	04	B
8108	Senior Legal Process C	790	Utd Pub Emplée, Loc	04	B
8109	Document Examiner T	790	Utd Pub Emplée, Loc	05	B
8113	Court Clerk	790	Utd Pub Emplée, Loc	04	B
8116	Legislative Calendar C	022	Local 21, SFAPP	A/P	
8118	Legislation Clerk	022	Local 21, SFAPP	A/P	C
8121	Fare Inspections Supv/	200	TWU Local 200	11	Y
8124	Invstgtor Ofc Citizen C	790	Utd Pub Emplée, Loc	04	B
8126	Sr Investigator, OCC	200	TWU Local 200	11	Y
8127	Chief Investigator, OC	351	Municipal Exec Assoc-	M	
8128	Dir, Ofc of Citizen Co	351	Municipal Exec Assoc-	EM	
8129	Victim/Witness Investi	790	Utd Pub Emplée, Loc	08	H
8131	Victim/Witness Investi	790	Utd Pub Emplée, Loc	11	EE
8132	DA Investigative Assis	419	SFDA Investigators As	04	C
8133	Victim/Witness Investi	790	Utd Pub Emplée, Loc	11	EE
8135	Asst Chf Victim/Wit I	790	Utd Pub Emplée, Loc	11	EE
8138	Court Reporter	790	Utd Pub Emplée, Loc	04	B
8139	Industrial Injury Invest	790	Utd Pub Emplée, Loc	04	B
8141	Worker's Compensatio	790	Utd Pub Emplée, Loc	08	H

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
8142	Public Defender's Inve	790	Utd Pub Emplee, Loc	04	B
8143	Sr Public Defenders In	790	Utd Pub Emplee, Loc	05	B
8146	District Attry's Investig	419	SFDA Investigators As	14	A
8147	Sr District Atty Investi	419	SFDA Investigators As	15	A
8148	Chf District Atty Inves	351	Municipal Exec Assoc-	M	
8149	Asst Chf Dist Atty's In	419	SFDA Investigators As	15	A
8150	Pr DistAtty Invstgtr,S	351	Municipal Exec Assoc-	M-DA	
8151	Claims Investigator, C	022	Local 21, SFAPP	A/P	
8152	SrClaimsInvstgtr,Cty	022	Local 21, SFAPP	A/P	
8153	Pr Clm Invstgtr, City A	351	Municipal Exec Assoc-	M	
8155	Chf, Bur Clm Invstgtr	351	Municipal Exec Assoc-	M	
8157	Child Support Officer I	790	Utd Pub Emplee, Loc	04	B
8158	Child Support Officer I	790	Utd Pub Emplee, Loc	04	B
8159	Child Support Officer I	790	Utd Pub Emplee, Loc	05	B
8160	Asst Chief, Family Sup	351	Municipal Exec Assoc-	M	
8165	Worker's Comp Superv	790	Utd Pub Emplee, Loc	05	B
8166	Worker's Comp Claims	351	Municipal Exec Assoc-	M	
8167	Parking Hearing Exam	021	Prof & Tech Eng, Loca	08	J
8169	Legislative Asst City	022	Local 21, SFAPP	A/P	
8170	Medical Claims Super	790	Utd Pub Emplee, Loc	05	B
8171	Law Office Manager	351	Municipal Exec Assoc-	M	
8173	Legal Assistant	021	Prof & Tech Eng, Loca	08	F
8174	Attorney, Civil & Crim	311	Municipal Attorneys A	08	W
8176	Trial Atty, Civil & Cri	311	Municipal Attorneys A	08	W
8178	Sr Atty, Civil & Crimi	311	Municipal Attorneys A	08	W
8180	Pr Atty, Civil & Crimi	311	Municipal Attorneys A	08	W
8181	Assistant Chief Attorn	311	Municipal Attorneys A	11	L
8182	Head Atty, Civil & Cri	311	Municipal Attorneys A	11	L
8183	Assistant Chief Attorn	311	Municipal Attorneys A	11	L
8184	Chf Atty 2 (Civil & Cr	351	Municipal Exec Assoc-	EM	
8185	Dir, Child Support Svc	351	Municipal Exec Assoc-	EM	

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
8186	Atty for the Public Ad	351	Municipal Exec Assoc-	M	
8187	Chief, Family Support	351	Municipal Exec Assoc-	M	
8190	Attorney, Tax Collecto	311	Municipal Attorneys A	08	W
8193	Chief Atty1 (Civil & C	311	Municipal Attorneys A	11	L
8201	School Crossing Guard	790	Utd Pub Emplee, Loc	02	B
8202	Security Guard	790	Utd Pub Emplee, Loc	02	B
8204	Institutional Police Off	790	Utd Pub Emplee, Loc	09	
8205	Institutional Police Ser	969	SFIPOA, Instit Police	11	D
8206	Institutional Police Ca	969	SFIPOA, Instit Police	11	D
8207	Bldg & Grounds Patrol	790	Utd Pub Emplee, Loc	09	
8208	Park Patrol Officer	790	Utd Pub Emplee, Loc	09	
8209	Institutional Police Lie	969	SFIPOA, Instit Police	11	D
8210	Head Park Patrol Offic	790	Utd Pub Emplee, Loc	03	B
8213	Police Services Aide	790	Utd Pub Emplee, Loc	09	
8214	Parking Control Office	790	Utd Pub Emplee, Loc	09	
8216	Senior Parking Control	790	Utd Pub Emplee, Loc	03	B
8217	Station Officer	790	Utd Pub Emplee, Loc	09	
8219	Parking Enforcement	021	Prof & Tech Eng, Loca	11	A
8220	Director, Parking Enfo	351	Municipal Exec Assoc-	M	
8226	Museum Guard	790	Utd Pub Emplee, Loc	09	
8228	Museum Sec Supv	790	Utd Pub Emplee, Loc	09	
8232	Dir of Museum Securit	351	Municipal Exec Assoc-	M	
8234	Fire Alarm Dispatcher	790	Utd Pub Emplee, Loc	04	B
8236	Chief Fire Alarm Disp	790	Utd Pub Emplee, Loc	05	B
8238	Police Communication	790	Utd Pub Emplee, Loc	09	
8239	Sr Pol Communication	790	Utd Pub Emplee, Loc	09	
8240	Pub Safety Communic	021	Prof & Tech Eng, Loca	11	R
8245	Communications Mgr,	351	Municipal Exec Assoc-	M	
8249	Fingerprint Technician	790	Utd Pub Emplee, Loc	04	B
8250	Fingerprint Technician	790	Utd Pub Emplee, Loc	04	B
8251	Fingerprint Technician	790	Utd Pub Emplee, Loc	05	B

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
8260	Criminalist II	021	Prof & Tech Eng, Loca	08	L
8262	Criminalist III	021	Prof & Tech Eng, Loca	11	R
8264	Forensic Document Ex	021	Prof & Tech Eng, Loca	08	L
8274	Police Cadet	790	Utd Pub Emplee, Loc	09	
8280	Environmental Control	790	Utd Pub Emplee, Loc	09	
8300	Sheriff's Cadet	790	Utd Pub Emplee, Loc	09	
8301	Sheriff's Property Kee	790	Utd Pub Emplee, Loc	09	
8302	Deputy Sheriff 1	498	SF Deputy Sheriffs As	12	
8304	Deputy Sheriff	498	SF Deputy Sheriffs As	12	
8306	Senior Deputy Sheriff	498	SF Deputy Sheriffs As	12	
8308	Sheriff's Sergeant	498	SF Deputy Sheriffs As	12	
8310	Sheriff's Lieutenant	498	SF Deputy Sheriffs As	12	
8312	Sheriff's Captain	498	SF Deputy Sheriffs As	12	
8313	Administrator of Priso	351	Municipal Exec Assoc-	M	
8314	Chief Deputy Sheriff	498	SF Deputy Sheriffs As	12	
8315	Assistant Sheriff	351	Municipal Exec Assoc-	EM	
8316	Assistant Counselor	790	Utd Pub Emplee, Loc	09	
8318	Counselor 2	790	Utd Pub Emplee, Loc	08	B
8320	Counselor, Juvenile Ha	790	Utd Pub Emplee, Loc	08	B
8321	Counselor, Log Cabin	790	Utd Pub Emplee, Loc	08	B
8322	Sr Counselor, Juvenile	856	Teamsters - Health, Lo	11	X
8323	Sr. Counselor, Boys R	856	Teamsters - Health, Lo	11	X
8324	Sprv Counselor, Juveni	856	Teamsters - Health, Lo	11	X
8326	Asst Dir, Log Cabin R	351	Municipal Exec Assoc-	M	
8330	Director, Log Cabin R	351	Municipal Exec Assoc-	M	
8336	Mgr, Fin & Admin, Ju	351	Municipal Exec Assoc-	M	
8340	Asst Director, Juvenile	351	Municipal Exec Assoc-	M	
8344	Director, Juvenile Hall	351	Municipal Exec Assoc-	EM	
8348	Undersheriff	351	Municipal Exec Assoc-	EM	
8413	Asst Chf Prob Ofc, Juv	351	Municipal Exec Assoc-	M	
8414	Sprv Prob Ofc, Juv Co	965	Supv Probation Officer	11	I

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
8415	Sr Sprv Prob Ofc, Juv	965	Supv Probation Officer	11	I
8416	Director, Probation Ser	351	Municipal Exec Assoc-	EM	
8417	Dir, Com Progrms, Juv	351	Municipal Exec Assoc-	M	
8418	Chf Prob Ofc, Juv Cou	351	Municipal Exec Assoc-	EM	
8420	Rehabilitation Svcs Co	790	Utd Pub Emplee, Loc	08	B
8434	Sprv Adult Probation	965	Supv Probation Officer	11	I
8435	Div Director, Adult Pr	351	Municipal Exec Assoc-	EM	
8436	Chief Adult Probation	351	Municipal Exec Assoc-	EM	
8444	Deputy Probation Offi	651	SF Probation Off Asso	08	P
8452	Criminal Justice Speci	790	Utd Pub Emplee, Loc	08	H
8470	Ex Dir, County Parole	351	Municipal Exec Assoc-	M	
8482	Crime Prevention Wor	790	Utd Pub Emplee, Loc	09	
8484	Sprv Crime Prevention	790	Utd Pub Emplee, Loc	11	S
8488	Dir, Crime Prevention	351	Municipal Exec Assoc-	M	
9135	Passenger Service Spe	200	TWU Local 200	11	Y
9139	Transit Supervisor	200	TWU Local 200	11	Y
9140	Transit Manager 1	200	TWU Local 200	11	Y
9155	Claims Investigator	200	TWU Local 200	11	Y
9156	Senior Claims Investig	200	TWU Local 200	11	Y
9157	Claims Adjuster	200	TWU Local 200	11	Y
9161	Asst Chf, Bur Clm Inv	351	Municipal Exec Assoc-	M	
9202	Airports Communicati	790	Utd Pub Emplee, Loc	04	B
9203	Sr Airport Communica	790	Utd Pub Emplee, Loc	05	B
9204	Airports Communicati	790	Utd Pub Emplee, Loc	05	B
9205	Airports Communicati	351	Municipal Exec Assoc-	M	
9206	Airport Property Speci	021	Prof & Tech Eng, Loca	08	J
9209	Airport Police Services	790	Utd Pub Emplee, Loc	09	
9212	Airport Safety Officer	790	Utd Pub Emplee, Loc	09	
9220	Airport Operations Su	790	Utd Pub Emplee, Loc	11	U
9222	Airport Operations Co	351	Municipal Exec Assoc-	M	
9226	Airports Ops Superinte	351	Municipal Exec Assoc-	M	

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
9230	Airport Custodial Svcs	790	Utd Pub Emplée, Loc	03	B
9232	Airport Mechanical M	039	Stationary Engineers,	01	X
9240	Airport Electrician	006	Electrical Workers, Lo	01	L
9241	Airport Electrician Sup	006	Electrical Workers, Lo	01	L
9242	Head Airport Electrici	006	Electrical Workers, Lo	01	L
9247	Airport Emerg Plannin	351	Municipal Exec Assoc-	M	
9248	Airport Facilities Svcs	351	Municipal Exec Assoc-	M	
9250	Airport Maintenance S	351	Municipal Exec Assoc-	M	
9252	Airport Maint Superint	351	Municipal Exec Assoc-	M	
9253	Dir, Bureau Communit	351	Municipal Exec Assoc-	M	
9254	Asst to Dir, Public Aff	351	Municipal Exec Assoc-	M	
9255	Airport Economic Plan	021	Prof & Tech Eng, Loca	11	A
9256	Airport Asst Dep Dir,	351	Municipal Exec Assoc-	M	
9258	Airport Asst Dep Dir,	351	Municipal Exec Assoc-	M	
9260	ArprtAsstDepDir,FacO	351	Municipal Exec Assoc-	M	
9270	Airport Deputy Direct	351	Municipal Exec Assoc-	EM	
9276	Secretary, Airports Co	022	Local 21, SFAPP	A/P	C
9278	Director of Airports	351	Municipal Exec Assoc-	EM	
9330	Pile Worker	034	Pile Drivers, Local 34	01	HH
9331	Piledriver Engine Oper	003	Operating Engineers, L	01	R
9332	Piledriver Supervisor 1	034	Pile Drivers, Local 34	01	HH
9342	Ornamental Iron Wrk	377	Iron Workers, Local 37	01	II
9343	Roofer	040	Roofers, Local 40	01	T
9344	Roofer Supervisor 1	040	Roofers, Local 40	01	T
9345	Sheet Metal Superviso	104	Sheet Metal Workers,	01	V
9346	Fusion Welder	377	Iron Workers, Local 37	01	II
9350	Harbor Police Officer	911	POA, Q 2 - Q 5	P-1	A
9354	Elevator and Crane Te	006	Electrical Workers, Lo	01	L
9356	Wharfinger 2	790	Utd Pub Emplée, Loc	04	B
9357	Maritime Operations	351	Municipal Exec Assoc-	M	
9358	Crane Mechanic Super	006	Electrical Workers, Lo	01	L

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
9360	Const/Maint Sprv 2, P	003	Operating Engineers, L	01	R
9363	Superintendent of Har	351	Municipal Exec Assoc-	M	
9364	Gen.Supt.of Harbor	M 351	Municipal Exec Assoc-	M	
9373	Manager of Marketing	351	Municipal Exec Assoc-	EM	
9375	Asst.Dep.Dir., Port	351	Municipal Exec Assoc-	M	
9376	Market Research Spec,	021	Prof & Tech Eng, Loca	08	J
9377	Feasibility Analyst, Po	021	Prof & Tech Eng, Loca	08	J
9378	Devl Project Coord, Po	351	Municipal Exec Assoc-	M	
9379	Chief Harbor Engineer	351	Municipal Exec Assoc-	EM	
9380	Admin Svc Officer, Po	790	Utd Pub Emplée, Loc	05	B
9382	Govrnm/Publ Affairs	351	Municipal Exec Assoc-	M	
9385	Gen Svc Ofc, Port of S	790	Utd Pub Emplée, Loc	04	B
9386	Senior Property Manag	021	Prof & Tech Eng, Loca	11	A
9390	Ex Asst to the Port Dir	351	Municipal Exec Assoc-	M	
9393	Maritime Marketing R	021	Prof & Tech Eng, Loca	08	J
9395	Property Manager, Por	021	Prof & Tech Eng, Loca	08	J
9396	Mgr, Leasing & Tenan	351	Municipal Exec Assoc-	M	
9397	Deputy Director, Port	351	Municipal Exec Assoc-	EM	
9398	Mgr, Rgltry & Envrnm	351	Municipal Exec Assoc-	M	
9702	Employment & Trainin	535	Soc Svc Union, Loc	53 08	GG
9703	Emp & Training Spec	535	Soc Svc Union, Loc	53 08	GG
9704	Employment & Trainin	535	Soc Svc Union, Loc	53 08	GG
9705	Emp & Training Spec	535	Soc Svc Union, Loc	53 08	GG
9706	Employment & Trainin	535	Soc Svc Union, Loc	53 08	GG
9708	Employment & Trainin	535	Soc Svc Union, Loc	53 11	T
9722	Specialist in Aging 2	790	Utd Pub Emplée, Loc	08	H
9724	Specialist in Aging 3	790	Utd Pub Emplée, Loc	11	BB
9770	Community Developm	790	Utd Pub Emplée, Loc	04	B
9772	Community Developm	790	Utd Pub Emplée, Loc	08	H
9774	Sr. Community Devl S	790	Utd Pub Emplée, Loc	08	H
9775	Sr Community Dev Sp	790	Utd Pub Emplée, Loc	08	H

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
9910	Public Service Trainee	790	Utd Pub Empl, Loc	04	B
9912	Public Service Aide-Te	790	Utd Pub Empl, Loc	04	B
9924	PS Aide Health Servic	790	Utd Pub Empl, Loc	04	B
H 1	Fire Rescue Paramedic	793	Utd Pub Emp L790 Par	F-1	A
H 2	Firefighter	798	Firefighters Unit 1, Lo	F-1	
H 3	Firefighter/Paramedic	798	Firefighters Unit 1, Lo	F-1	
H 4	Insp,Bur Fire Prev&Pu	798	Firefighters Unit 1, Lo	F-1	
H 6	Invstgtor, Bur of Fire I	798	Firefighters Unit 1, Lo	F-1	
H 10	Incident Support Speci	798	Firefighters Unit 1, Lo	F-1	
H 16	Tech Trn Spc, Fire De	798	Firefighters Unit 1, Lo	F-1	
H 18	Coord of Community S	798	Firefighters Unit 1, Lo	F-1	
H 19	Ops Training Sprv, Air	798	Firefighters Unit 1, Lo	F-1	
H 20	Lieutenant, (Fire Depa	798	Firefighters Unit 1, Lo	F-1	
H 22	Lieut, Bur Fire Prev&P	798	Firefighters Unit 1, Lo	F-1	
H 24	Lieut, Bur of Fire Invst	798	Firefighters Unit 1, Lo	F-1	
H 28	Lieut, Division of Trai	798	Firefighters Unit 1, Lo	F-1	
H 30	Captain, (Fire Departm	798	Firefighters Unit 1, Lo	F-1	
H 32	Capt,Bur Fire Prev/Pu	798	Firefighters Unit 1, Lo	F-1	
H 33	EMS Captain	798	Firefighters Unit 1, Lo	F-1	
H 39	Captain, Division of Tr	798	Firefighters Unit 1, Lo	F-1	
H 40	Battalion Chief, (Fire	799	Firefighters Unit 2, Lo	F-2	
H 43	EMS Section Chief	799	Firefighters Unit 2, Lo	F-2	
H 50	Asst Chf of Dept (Fire	799	Firefighters Unit 2, Lo	F-2	
H 51	Assistant Deputy Chief	352	Municipal Exec Assoc	F-3	
H 53	Emergency Medical Sv	352	Municipal Exec Assoc	F-3	
H110	Marine Engineer of Fir	799	Firefighters Unit 2, Lo	F-2	
H120	Pilot of Fire Boats	799	Firefighters Unit 2, Lo	F-2	
P103	Special Nurse	791	Utd Pub Em L790 Seiu	08	D
Q 2	Police Officer	911	POA, Q 2 - Q 5	P-1	
Q 3	Police Officer 2	911	POA, Q 2 - Q 5	P-1	
Q 4	Police Officer 3	911	POA, Q 2 - Q 5	P-1	

Bargaining Unit Assignments are subject to change.

Job Code	Job Code Title	Union Code	Union Title	Barg Unit	Sub Unit
Q 35	Assistant Inspector	911	POA, Q 2 - Q 5	P-1	
Q 36	Assistant Inspector 2	911	POA, Q 2 - Q 5	P-1	
Q 37	Assistant Inspector 3	911	POA, Q 2 - Q 5	P-1	
Q 50	Sergeant, (Police Depa	911	POA, Q 2 - Q 5	P-1	
Q 51	Sergeant 2	911	POA, Q 2 - Q 5	P-1	
Q 52	Sergeant 3	911	POA, Q 2 - Q 5	P-1	
Q 60	Lieutenant (Police Dep	911	POA, Q 2 - Q 5	P-2	A
Q 61	Lieutenant 2	911	POA, Q 2 - Q 5	P-2	A
Q 62	Lieutenant 3	911	POA, Q 2 - Q 5	P-2	A
Q 63	Director of Forensic Se	353	Municipal Exec Assoc	P-3	1
Q 80	Captain (Police Depart	911	POA, Q 2 - Q 5	P-2	A
Q 81	Captain 2	911	POA, Q 2 - Q 5	P-2	A
Q 82	Captain 3	911	POA, Q 2 - Q 5	P-2	A
Q 90	Director of Police Psyc	911	POA, Q 2 - Q 5	P-2	B



FY 2003-2004 COMPENSATION MANUAL

II. Salary Grades



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually																																																											
03675								03700								03725																																																										
1	7.0750	566	1,226	14,716	1	7.1500	572	1,239	14,872	1	7.2375	579	1,255	15,054	2	7.4125	593	1,285	15,418	2	7.5875	607	1,315	15,782	3	7.7625	621	1,346	16,146	3	7.8500	628	1,361	16,328	3	7.9500	636	1,378	16,536	4	8.1375	651	1,411	16,926	4	8.2250	658	1,426	17,108	4	8.3250	666	1,443	17,316	5	8.5375	683	1,480	17,758	5	8.6375	691	1,497	17,966	5	8.7375	699	1,515	18,174					
03680								03705								03730																																																										
1	7.0875	567	1,229	14,742	1	7.1750	574	1,244	14,924	1	7.2500	580	1,257	15,080	2	7.4250	594	1,287	15,444	2	7.5125	601	1,302	15,626	2	7.6000	608	1,317	15,808	3	7.7750	622	1,348	16,172	3	7.8750	630	1,365	16,380	3	7.9750	638	1,382	16,588	4	8.1500	652	1,413	16,952	4	8.2500	660	1,430	17,160	4	8.3500	668	1,447	17,368	5	8.5500	684	1,482	17,784	5	8.6625	693	1,502	18,018	5	8.7625	701	1,519	18,226
03685								03710								03735																																																										
1	7.1125	569	1,233	14,794	1	7.1875	575	1,246	14,950	1	7.2750	582	1,261	15,132	2	7.4375	595	1,289	15,470	2	7.5250	602	1,304	15,652	2	7.6250	610	1,322	15,860	3	7.8000	624	1,352	16,224	3	7.8875	631	1,367	16,406	3	8.0000	640	1,387	16,640	4	8.1750	654	1,417	17,004	4	8.2625	661	1,432	17,186	4	8.3750	670	1,452	17,420	5	8.5750	686	1,486	17,836	5	8.6750	694	1,504	18,044	5	8.7875	703	1,523	18,278
03690								03715								03740																																																										
1	7.1250	570	1,235	14,820	1	7.2125	577	1,250	15,002	1	7.2875	583	1,263	15,158	2	7.4500	596	1,291	15,496	2	7.5500	604	1,309	15,704	2	7.6375	611	1,324	15,886	3	7.8125	625	1,354	16,250	3	7.9125	633	1,372	16,458	3	8.0125	641	1,389	16,666	4	8.1875	655	1,419	17,030	4	8.2875	663	1,437	17,238	4	8.3875	671	1,454	17,446	5	8.6000	688	1,491	17,888	5	8.7000	696	1,508	18,096	5	8.8000	704	1,525	18,304
03695								03720								03745																																																										
1	7.1375	571	1,237	14,846	1	7.2250	578	1,252	15,028	1	7.3125	585	1,268	15,210	2	7.4750	598	1,296	15,548	2	7.5625	605	1,311	15,730	2	7.6625	613	1,328	15,938	3	7.8375	627	1,359	16,302	3	7.9250	634	1,374	16,484	3	8.0375	643	1,393	16,718	4	8.2125	657	1,424	17,082	4	8.3000	664	1,439	17,264	4	8.4125	673	1,458	17,498	5	8.6250	690	1,495	17,940	5	8.7125	697	1,510	18,122	5	8.8250	706	1,530	18,356



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
03750				03775				03800						
1	7.3250	586	1,270	15,236	1	7.4125	593	1,285	15,418	1	7.4875	599	1,298	15,574
2	7.6750	614	1,330	15,964	2	7.7625	621	1,346	16,146	2	7.8500	628	1,361	16,328
3	8.0500	644	1,395	16,744	3	8.1375	651	1,411	16,926	3	8.2250	658	1,426	17,108
4	8.4250	674	1,460	17,524	4	8.5375	683	1,480	17,758	4	8.6375	691	1,497	17,966
5	8.8375	707	1,532	18,382	5	8.9500	716	1,551	18,616	5	9.0500	724	1,569	18,824
03755				03780				03805						
1	7.3500	588	1,274	15,288	1	7.4250	594	1,287	15,444	1	7.5125	601	1,302	15,626
2	7.7000	616	1,335	16,016	2	7.7750	622	1,348	16,172	2	7.8750	630	1,365	16,380
3	8.0750	646	1,400	16,796	3	8.1500	652	1,413	16,952	3	8.2500	660	1,430	17,160
4	8.4500	676	1,465	17,576	4	8.5500	684	1,482	17,784	4	8.6625	693	1,502	18,018
5	8.8625	709	1,536	18,434	5	8.9625	717	1,554	18,642	5	9.0750	726	1,573	18,876
03760				03785				03810						
1	7.3625	589	1,276	15,314	1	7.4375	595	1,289	15,470	1	7.5250	602	1,304	15,652
2	7.7125	617	1,337	16,042	2	7.8000	624	1,352	16,224	2	7.8875	631	1,367	16,406
3	8.0875	647	1,402	16,822	3	8.1750	654	1,417	17,004	3	8.2625	661	1,432	17,186
4	8.4625	677	1,467	17,602	4	8.5750	686	1,486	17,836	4	8.6750	694	1,504	18,044
5	8.8750	710	1,538	18,460	5	8.9875	719	1,558	18,694	5	9.1000	728	1,577	18,928
03765				03790				03815						
1	7.3750	590	1,278	15,340	1	7.4500	596	1,291	15,496	1	7.5500	604	1,309	15,704
2	7.7375	619	1,341	16,094	2	7.8125	625	1,354	16,250	2	7.9125	633	1,372	16,458
3	8.1125	649	1,406	16,874	3	8.1875	655	1,419	17,030	3	8.2875	663	1,437	17,238
4	8.4875	679	1,471	17,654	4	8.6000	688	1,491	17,888	4	8.7000	696	1,508	18,096
5	8.9000	712	1,543	18,512	5	9.0125	721	1,562	18,746	5	9.1250	730	1,582	18,980
03770				03795				03820						
1	7.3875	591	1,281	15,366	1	7.4750	598	1,296	15,548	1	7.5625	605	1,311	15,730
2	7.7500	620	1,343	16,120	2	7.8375	627	1,359	16,302	2	7.9250	634	1,374	16,484
3	8.1250	650	1,408	16,900	3	8.2125	657	1,424	17,082	3	8.3000	664	1,439	17,264
4	8.5125	681	1,476	17,706	4	8.6250	690	1,495	17,940	4	8.7125	697	1,510	18,122
5	8.9250	714	1,547	18,564	5	9.0375	723	1,567	18,798	5	9.1375	731	1,584	19,006



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually				
03825								03850								03875			
1	7.5875	607	1,315	15,782	1	7.6750	614	1,330	15,964	1	7.7625	621	1,346	16,146					
2	7.9500	636	1,378	16,536	2	8.0500	644	1,395	16,744	2	8.1375	651	1,411	16,926					
3	8.3250	666	1,443	17,316	3	8.4250	674	1,460	17,524	3	8.5375	683	1,480	17,758					
4	8.7375	699	1,515	18,174	4	8.8375	707	1,532	18,382	4	8.9500	716	1,551	18,616					
5	9.1625	733	1,588	19,058	5	9.2750	742	1,608	19,292	5	9.3750	750	1,625	19,500					
03830								03855								03880			
1	7.6000	608	1,317	15,808	1	7.7000	616	1,335	16,016	1	7.7750	622	1,348	16,172					
2	7.9750	638	1,382	16,588	2	8.0750	646	1,400	16,796	2	8.1500	652	1,413	16,952					
3	8.3500	668	1,447	17,368	3	8.4500	676	1,465	17,576	3	8.5500	684	1,482	17,784					
4	8.7625	701	1,519	18,226	4	8.8625	709	1,536	18,434	4	8.9625	717	1,554	18,642					
5	9.1875	735	1,593	19,110	5	9.3000	744	1,612	19,344	5	9.4000	752	1,629	19,552					
03835								03860								03885			
1	7.6250	610	1,322	15,860	1	7.7125	617	1,337	16,042	1	7.8000	624	1,352	16,224					
2	8.0000	640	1,387	16,640	2	8.0875	647	1,402	16,822	2	8.1750	654	1,417	17,004					
3	8.3750	670	1,452	17,420	3	8.4625	677	1,467	17,602	3	8.5750	686	1,486	17,836					
4	8.7875	703	1,523	18,278	4	8.8750	710	1,538	18,460	4	8.9875	719	1,558	18,694					
5	9.2125	737	1,597	19,162	5	9.3125	745	1,614	19,370	5	9.4250	754	1,634	19,604					
03840								03865								03890			
1	7.6375	611	1,324	15,886	1	7.7375	619	1,341	16,094	1	7.8125	625	1,354	16,250					
2	8.0125	641	1,389	16,666	2	8.1125	649	1,406	16,874	2	8.1875	655	1,419	17,030					
3	8.3875	671	1,454	17,446	3	8.4875	679	1,471	17,654	3	8.6000	688	1,491	17,888					
4	8.8000	704	1,525	18,304	4	8.9000	712	1,543	18,512	4	9.0125	721	1,562	18,746					
5	9.2250	738	1,599	19,188	5	9.3375	747	1,619	19,422	5	9.4375	755	1,636	19,630					
03845								03870								03895			
1	7.6625	613	1,328	15,938	1	7.7500	620	1,343	16,120	1	7.8375	627	1,359	16,302					
2	8.0375	643	1,393	16,718	2	8.1250	650	1,408	16,900	2	8.2125	657	1,424	17,082					
3	8.4125	673	1,458	17,498	3	8.5125	681	1,476	17,706	3	8.6250	690	1,495	17,940					
4	8.8250	706	1,530	18,356	4	8.9250	714	1,547	18,564	4	9.0375	723	1,567	18,798					
5	9.2500	740	1,603	19,240	5	9.3500	748	1,621	19,448	5	9.4625	757	1,640	19,682					



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually																																																											
03900								03925								03950																																																										
1	7.8500	628	1,361	16,328	1	7.9500	636	1,378	16,536	1	8.0500	644	1,395	16,744	2	8.2250	658	1,426	17,108	2	8.3250	666	1,443	17,316	2	8.4250	674	1,460	17,524	3	8.6375	691	1,497	17,966	3	8.7375	699	1,515	18,174	3	8.8375	707	1,532	18,382	4	9.0500	724	1,569	18,824	4	9.1625	733	1,588	19,058	4	9.2750	742	1,608	19,292	5	9.4750	758	1,642	19,708	5	9.6000	768	1,664	19,968	5	9.7125	777	1,684	20,202
03905								03930								03955																																																										
1	7.8750	630	1,365	16,380	1	7.9750	638	1,382	16,588	1	8.0750	646	1,400	16,796	2	8.2500	660	1,430	17,160	2	8.3500	668	1,447	17,368	2	8.4500	676	1,465	17,576	3	8.6625	693	1,502	18,018	3	8.7625	701	1,519	18,226	3	8.8625	709	1,536	18,434	4	9.0750	726	1,573	18,876	4	9.1875	735	1,593	19,110	4	9.3000	744	1,612	19,344	5	9.5000	760	1,647	19,760	5	9.6125	769	1,666	19,994	5	9.7375	779	1,688	20,254
03910								03935								03960																																																										
1	7.8875	631	1,367	16,406	1	8.0000	640	1,387	16,640	1	8.0875	647	1,402	16,822	2	8.2625	661	1,432	17,186	2	8.3750	670	1,452	17,420	2	8.4625	677	1,467	17,602	3	8.6750	694	1,504	18,044	3	8.7875	703	1,523	18,278	3	8.8750	710	1,538	18,460	4	9.1000	728	1,577	18,928	4	9.2125	737	1,597	19,162	4	9.3125	745	1,614	19,370	5	9.5250	762	1,651	19,812	5	9.6375	771	1,671	20,046	5	9.7625	781	1,692	20,306
03915								03940								03965																																																										
1	7.9125	633	1,372	16,458	1	8.0125	641	1,389	16,666	1	8.1125	649	1,406	16,874	2	8.2875	663	1,437	17,238	2	8.3875	671	1,454	17,446	2	8.4875	679	1,471	17,654	3	8.7000	696	1,508	18,096	3	8.8000	704	1,525	18,304	3	8.9000	712	1,543	18,512	4	9.1250	730	1,582	18,980	4	9.2250	738	1,599	19,188	4	9.3375	747	1,619	19,422	5	9.5500	764	1,655	19,864	5	9.6625	773	1,675	20,098	5	9.7875	783	1,697	20,358
03920								03945								03970																																																										
1	7.9250	634	1,374	16,484	1	8.0375	643	1,393	16,718	1	8.1250	650	1,408	16,900	2	8.3000	664	1,439	17,264	2	8.4125	673	1,458	17,498	2	8.5125	681	1,476	17,706	3	8.7125	697	1,510	18,122	3	8.8250	706	1,530	18,356	3	8.9250	714	1,547	18,564	4	9.1375	731	1,584	19,006	4	9.2500	740	1,603	19,240	4	9.3500	748	1,621	19,448	5	9.5750	766	1,660	19,916	5	9.6875	775	1,679	20,150	5	9.8125	785	1,701	20,410



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually				
04125								04150								04175			
1	8.7375	699	1,515	18,174	1	8.8375	707	1,532	18,382	1	8.9500	716	1,551	18,616					
2	9.1625	733	1,588	19,058	2	9.2750	742	1,608	19,292	2	9.3750	750	1,625	19,500					
3	9.6000	768	1,664	19,968	3	9.7125	777	1,684	20,202	3	9.8375	787	1,705	20,462					
4	10.0625	805	1,744	20,930	4	10.1750	814	1,764	21,164	4	10.3000	824	1,785	21,424					
5	10.5500	844	1,829	21,944	5	10.6750	854	1,850	22,204	5	10.8000	864	1,872	22,464					
04130								04155								04180			
1	8.7625	701	1,519	18,226	1	8.8625	709	1,536	18,434	1	8.9625	717	1,554	18,642					
2	9.1875	735	1,593	19,110	2	9.3000	744	1,612	19,344	2	9.4000	752	1,629	19,552					
3	9.6125	769	1,666	19,994	3	9.7375	779	1,688	20,254	3	9.8500	788	1,707	20,488					
4	10.0875	807	1,749	20,982	4	10.2000	816	1,768	21,216	4	10.3250	826	1,790	21,476					
5	10.5750	846	1,833	21,996	5	10.7000	856	1,855	22,256	5	10.8250	866	1,876	22,516					
04135								04160								04185			
1	8.7875	703	1,523	18,278	1	8.8750	710	1,538	18,460	1	8.9875	719	1,558	18,694					
2	9.2125	737	1,597	19,162	2	9.3125	745	1,614	19,370	2	9.4250	754	1,634	19,604					
3	9.6375	771	1,671	20,046	3	9.7625	781	1,692	20,306	3	9.8750	790	1,712	20,540					
4	10.1125	809	1,753	21,034	4	10.2250	818	1,772	21,268	4	10.3500	828	1,794	21,528					
5	10.6000	848	1,837	22,048	5	10.7250	858	1,859	22,308	5	10.8500	868	1,881	22,568					
04140								04165								04190			
1	8.8000	704	1,525	18,304	1	8.9000	712	1,543	18,512	1	9.0125	721	1,562	18,746					
2	9.2250	738	1,599	19,188	2	9.3375	747	1,619	19,422	2	9.4375	755	1,636	19,630					
3	9.6625	773	1,675	20,098	3	9.7875	783	1,697	20,358	3	9.9000	792	1,716	20,592					
4	10.1250	810	1,755	21,060	4	10.2500	820	1,777	21,320	4	10.3750	830	1,798	21,580					
5	10.6250	850	1,842	22,100	5	10.7500	860	1,863	22,360	5	10.8750	870	1,885	22,620					
04145								04170								04195			
1	8.8250	706	1,530	18,356	1	8.9250	714	1,547	18,564	1	9.0375	723	1,567	18,798					
2	9.2500	740	1,603	19,240	2	9.3500	748	1,621	19,448	2	9.4625	757	1,640	19,682					
3	9.6875	775	1,679	20,150	3	9.8125	785	1,701	20,410	3	9.9250	794	1,720	20,644					
4	10.1500	812	1,759	21,112	4	10.2750	822	1,781	21,372	4	10.4000	832	1,803	21,632					
5	10.6500	852	1,846	22,152	5	10.7750	862	1,868	22,412	5	10.9000	872	1,889	22,672					



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually				
04200								04225								04250			
1	9.0500	724	1,569	18,824	1	9.1625	733	1,588	19,058	1	9.2750	742	1,608	19,292					
2	9.4750	758	1,642	19,708	2	9.6000	768	1,664	19,968	2	9.7125	777	1,684	20,202					
3	9.9500	796	1,725	20,696	3	10.0625	805	1,744	20,930	3	10.1750	814	1,764	21,164					
4	10.4250	834	1,807	21,684	4	10.5500	844	1,829	21,944	4	10.6750	854	1,850	22,204					
5	10.9250	874	1,894	22,724	5	11.0625	885	1,918	23,010	5	11.1875	895	1,939	23,270					
04205								04230								04255			
1	9.0750	726	1,573	18,876	1	9.1875	735	1,593	19,110	1	9.3000	744	1,612	19,344					
2	9.5000	760	1,647	19,760	2	9.6125	769	1,666	19,994	2	9.7375	779	1,688	20,254					
3	9.9750	798	1,729	20,748	3	10.0875	807	1,749	20,982	3	10.2000	816	1,768	21,216					
4	10.4500	836	1,811	21,736	4	10.5750	846	1,833	21,996	4	10.7000	856	1,855	22,256					
5	10.9500	876	1,898	22,776	5	11.0875	887	1,922	23,062	5	11.2125	897	1,944	23,322					
04210								04235								04260			
1	9.1000	728	1,577	18,928	1	9.2125	737	1,597	19,162	1	9.3125	745	1,614	19,370					
2	9.5250	762	1,651	19,812	2	9.6375	771	1,671	20,046	2	9.7625	781	1,692	20,306					
3	10.0000	800	1,733	20,800	3	10.1125	809	1,753	21,034	3	10.2250	818	1,772	21,268					
4	10.4750	838	1,816	21,788	4	10.6000	848	1,837	22,048	4	10.7250	858	1,859	22,308					
5	10.9750	878	1,902	22,828	5	11.1125	889	1,926	23,114	5	11.2375	899	1,948	23,374					
04215								04240								04265			
1	9.1250	730	1,582	18,980	1	9.2250	738	1,599	19,188	1	9.4375	755	1,636	19,630					
2	9.5500	764	1,655	19,864	2	9.6625	773	1,675	20,098	2	9.7875	783	1,697	20,358					
3	10.0250	802	1,738	20,852	3	10.1250	810	1,755	21,060	3	10.2500	820	1,777	21,320					
4	10.5000	840	1,820	21,840	4	10.6250	850	1,842	22,100	4	10.7500	860	1,863	22,360					
5	11.0000	880	1,907	22,880	5	11.1375	891	1,931	23,166	5	11.2625	901	1,952	23,426					
04220								04245								04270			
1	9.1375	731	1,584	19,006	1	9.2500	740	1,603	19,240	1	9.3500	748	1,621	19,448					
2	9.5750	766	1,660	19,916	2	9.6875	775	1,679	20,150	2	9.8125	785	1,701	20,410					
3	10.0375	803	1,740	20,878	3	10.1500	812	1,759	21,112	3	10.2750	822	1,781	21,372					
4	10.5250	842	1,824	21,892	4	10.6500	852	1,846	22,152	4	10.7750	862	1,868	22,412					
5	11.0250	882	1,911	22,932	5	11.1625	893	1,935	23,218	5	11.2875	903	1,957	23,478					



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually				
04275								04300								04325			
1	9.3750	750	1,625	19,500	1	9.4750	758	1,642	19,708	1	9.6000	768	1,664	19,968					
2	9.8375	787	1,705	20,462	2	9.9500	796	1,725	20,696	2	10.0625	805	1,744	20,930					
3	10.3000	824	1,785	21,424	3	10.4250	834	1,807	21,684	3	10.5500	844	1,829	21,944					
4	10.8000	864	1,872	22,464	4	10.9250	874	1,894	22,724	4	11.0625	885	1,918	23,010					
5	11.3250	906	1,963	23,556	5	11.4500	916	1,985	23,816	5	11.5875	927	2,009	24,102					
04280								04305								04330			
1	9.4000	752	1,629	19,552	1	9.5000	760	1,647	19,760	1	9.6125	769	1,666	19,994					
2	9.8500	788	1,707	20,488	2	9.9750	798	1,729	20,748	2	10.0875	807	1,749	20,982					
3	10.3250	826	1,790	21,476	3	10.4500	836	1,811	21,736	3	10.5750	846	1,833	21,996					
4	10.8250	866	1,876	22,516	4	10.9500	876	1,898	22,776	4	11.0875	887	1,922	23,062					
5	11.3500	908	1,967	23,608	5	11.4750	918	1,989	23,868	5	11.6125	929	2,013	24,154					
04285								04310								04335			
1	9.4250	754	1,634	19,604	1	9.5250	762	1,651	19,812	1	9.6375	771	1,671	20,046					
2	9.8750	790	1,712	20,540	2	10.0000	800	1,733	20,800	2	10.1125	809	1,753	21,034					
3	10.3500	828	1,794	21,528	3	10.4750	838	1,816	21,788	3	10.6000	848	1,837	22,048					
4	10.8500	868	1,881	22,568	4	10.9750	878	1,902	22,828	4	11.1125	889	1,926	23,114					
5	11.3750	910	1,972	23,660	5	11.5000	920	1,993	23,920	5	11.6500	932	2,019	24,232					
04290								04315								04340			
1	9.4375	755	1,636	19,630	1	9.5500	764	1,655	19,864	1	9.6625	773	1,675	20,098					
2	9.9000	792	1,716	20,592	2	10.0250	802	1,738	20,852	2	10.1250	810	1,755	21,060					
3	10.3750	830	1,798	21,580	3	10.5000	840	1,820	21,840	3	10.6250	850	1,842	22,100					
4	10.8750	870	1,885	22,620	4	11.0000	880	1,907	22,880	4	11.1375	891	1,931	23,166					
5	11.4000	912	1,976	23,712	5	11.5375	923	2,000	23,998	5	11.6750	934	2,024	24,284					
04295								04320								04345			
1	9.4625	757	1,640	19,682	1	9.5750	766	1,660	19,916	1	9.6875	775	1,679	20,150					
2	9.9250	794	1,720	20,644	2	10.0375	803	1,740	20,878	2	10.1500	812	1,759	21,112					
3	10.4000	832	1,803	21,632	3	10.5250	842	1,824	21,892	3	10.6500	852	1,846	22,152					
4	10.9000	872	1,889	22,672	4	11.0250	882	1,911	22,932	4	11.1625	893	1,935	23,218					
5	11.4250	914	1,980	23,764	5	11.5625	925	2,004	24,050	5	11.7000	936	2,028	24,336					



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually		
04350								04375									
1	9.7125	777	1,684	20,202	1	9.8375	787	1,705	20,462	04400							
2	10.1750	814	1,764	21,164	2	10.3000	824	1,785	21,424	1	9.9500	796	1,725	20,696			
3	10.6750	854	1,850	22,204	3	10.8000	864	1,872	22,464	2	10.4250	834	1,807	21,684			
4	11.1875	895	1,939	23,270	4	11.3250	906	1,963	23,556	3	10.9250	874	1,894	22,724			
5	11.7250	938	2,032	24,388	5	11.8750	950	2,058	24,700	4	11.4500	916	1,985	23,816			
04355								04380									
1	9.7375	779	1,688	20,254	1	9.8500	788	1,707	20,488	04405							
2	10.2000	816	1,768	21,216	2	10.3250	826	1,790	21,476	1	9.9750	798	1,729	20,748			
3	10.7000	856	1,855	22,256	3	10.8250	866	1,876	22,516	2	10.4500	836	1,811	21,736			
4	11.2125	897	1,944	23,322	4	11.3500	908	1,967	23,608	3	10.9500	876	1,898	22,776			
5	11.7625	941	2,039	24,466	5	11.9000	952	2,063	24,752	4	11.4750	918	1,989	23,868			
04360								04385									
1	9.7625	781	1,692	20,306	1	9.8750	790	1,712	20,540	04410							
2	10.2250	818	1,772	21,268	2	10.3500	828	1,794	21,528	1	10.0000	800	1,733	20,800			
3	10.7250	858	1,859	22,308	3	10.8500	868	1,881	22,568	2	10.4750	838	1,816	21,788			
4	11.2375	899	1,948	23,374	4	11.3750	910	1,972	23,660	3	10.9750	878	1,902	22,828			
5	11.7875	943	2,043	24,518	5	11.9250	954	2,067	24,804	4	11.5000	920	1,993	23,920			
04365								04390									
1	9.7875	783	1,697	20,358	1	9.9000	792	1,716	20,592	04415							
2	10.2500	820	1,777	21,320	2	10.3750	830	1,798	21,580	1	10.0250	802	1,738	20,852			
3	10.7500	860	1,863	22,360	3	10.8750	870	1,885	22,620	2	10.5000	840	1,820	21,840			
4	11.2625	901	1,952	23,426	4	11.4000	912	1,976	23,712	3	11.0000	880	1,907	22,880			
5	11.8125	945	2,048	24,570	5	11.9500	956	2,071	24,856	4	11.5375	923	2,000	23,998			
04370								04395									
1	9.8125	785	1,701	20,410	1	9.9250	794	1,720	20,644	04420							
2	10.2750	822	1,781	21,372	2	10.4000	832	1,803	21,632	1	10.0375	803	1,740	20,878			
3	10.7750	862	1,868	22,412	3	10.9000	872	1,889	22,672	2	10.5250	842	1,824	21,892			
4	11.2875	903	1,957	23,478	4	11.4250	914	1,980	23,764	3	11.0250	882	1,911	22,932			
5	11.8375	947	2,052	24,622	5	11.9875	959	2,078	24,934	4	11.5625	925	2,004	24,050			
										5	12.1250	970	2,102	25,220			



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually																																																											
04575								04600								04625																																																										
1	10.8000	864	1,872	22,464	1	10.9250	874	1,894	22,724	1	11.0625	885	1,918	23,010	2	11.3250	906	1,963	23,556	2	11.4500	916	1,985	23,816	2	11.5875	927	2,009	24,102	3	11.8750	950	2,058	24,700	3	12.0125	961	2,082	24,986	3	12.1625	973	2,108	25,298	4	12.4500	996	2,158	25,896	4	12.6000	1,008	2,184	26,208	4	12.7500	1,020	2,210	26,520	5	13.0625	1,045	2,264	27,170	5	13.2125	1,057	2,290	27,482	5	13.3750	1,070	2,318	27,820
04580								04605								04630																																																										
1	10.8250	866	1,876	22,516	1	10.9500	876	1,898	22,776	1	11.0875	887	1,922	23,062	2	11.3500	908	1,967	23,608	2	11.4750	918	1,989	23,868	2	11.6125	929	2,013	24,154	3	11.9000	952	2,063	24,752	3	12.0500	964	2,089	25,064	3	12.1875	975	2,113	25,350	4	12.4750	998	2,162	25,948	4	12.6375	1,011	2,191	26,286	4	12.7750	1,022	2,214	26,572	5	13.0875	1,047	2,269	27,222	5	13.2500	1,060	2,297	27,560	5	13.4125	1,073	2,325	27,898
04585								04610								04635																																																										
1	10.8500	868	1,881	22,568	1	10.9750	878	1,902	22,828	1	11.1125	889	1,926	23,114	2	11.3750	910	1,972	23,660	2	11.5000	920	1,993	23,920	2	11.6500	932	2,019	24,232	3	11.9250	954	2,067	24,804	3	12.0750	966	2,093	25,116	3	12.2125	977	2,117	25,402	4	12.5125	1,001	2,169	26,026	4	12.6625	1,013	2,195	26,338	4	12.8125	1,025	2,221	26,650	5	13.1250	1,050	2,275	27,300	5	13.2750	1,062	2,301	27,612	5	13.4500	1,076	2,331	27,976
04590								04615								04640																																																										
1	10.8750	870	1,885	22,620	1	11.0000	880	1,907	22,880	1	11.1375	891	1,931	23,166	2	11.4000	912	1,976	23,712	2	11.5375	923	2,000	23,998	2	11.6750	934	2,024	24,284	3	11.9500	956	2,071	24,856	3	12.1000	968	2,097	25,168	3	12.2375	979	2,121	25,454	4	12.5375	1,003	2,173	26,078	4	12.7000	1,016	2,201	26,416	4	12.8375	1,027	2,225	26,702	5	13.1500	1,052	2,279	27,352	5	13.3125	1,065	2,308	27,690	5	13.4750	1,078	2,336	28,028
04595								04620								04645																																																										
1	10.9000	872	1,889	22,672	1	11.0250	882	1,911	22,932	1	11.1625	893	1,935	23,218	2	11.4250	914	1,980	23,764	2	11.5625	925	2,004	24,050	2	11.7000	936	2,028	24,336	3	11.9875	959	2,078	24,934	3	12.1250	970	2,102	25,220	3	12.2750	982	2,128	25,532	4	12.5750	1,006	2,180	26,156	4	12.7250	1,018	2,206	26,468	4	12.8750	1,030	2,232	26,780	5	13.1875	1,055	2,286	27,430	5	13.3375	1,067	2,312	27,742	5	13.5125	1,081	2,342	28,106



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
04650				04675				04700						
1	11.1875	895	1,939	23,270	1	11.3250	906	1,963	23,556	1	11.4500	916	1,985	23,816
2	11.7250	938	2,032	24,388	2	11.8750	950	2,058	24,700	2	12.0125	961	2,082	24,986
3	12.3000	984	2,132	25,584	3	12.4500	996	2,158	25,896	3	12.6000	1,008	2,184	26,208
4	12.9000	1,032	2,236	26,832	4	13.0625	1,045	2,264	27,170	4	13.2125	1,057	2,290	27,482
5	13.5375	1,083	2,347	28,158	5	13.7000	1,096	2,375	28,496	5	13.8625	1,109	2,403	28,834
04655				04680				04705						
1	11.2125	897	1,944	23,322	1	11.3500	908	1,967	23,608	1	11.4750	918	1,989	23,868
2	11.7625	941	2,039	24,466	2	11.9000	952	2,063	24,752	2	12.0500	964	2,089	25,064
3	12.3375	987	2,139	25,662	3	12.4750	998	2,162	25,948	3	12.6375	1,011	2,191	26,286
4	12.9375	1,035	2,243	26,910	4	13.0875	1,047	2,269	27,222	4	13.2500	1,060	2,297	27,560
5	13.5750	1,086	2,353	28,236	5	13.7375	1,099	2,381	28,574	5	13.9000	1,112	2,409	28,912
04660				04685				04710						
1	11.2375	899	1,948	23,374	1	11.3750	910	1,972	23,660	1	11.5000	920	1,993	23,920
2	11.7875	943	2,043	24,518	2	11.9250	954	2,067	24,804	2	12.0750	966	2,093	25,116
3	12.3625	989	2,143	25,714	3	12.5125	1,001	2,169	26,026	3	12.6625	1,013	2,195	26,338
4	12.9625	1,037	2,247	26,962	4	13.1250	1,050	2,275	27,300	4	13.2750	1,062	2,301	27,612
5	13.6000	1,088	2,357	28,288	5	13.7750	1,102	2,388	28,652	5	13.9250	1,114	2,414	28,964
04665				04690				04715						
1	11.2625	901	1,952	23,426	1	11.4000	912	1,976	23,712	1	11.5375	923	2,000	23,998
2	11.8125	945	2,048	24,570	2	11.9500	956	2,071	24,856	2	12.1000	968	2,097	25,168
3	12.4000	992	2,149	25,792	3	12.5375	1,003	2,173	26,078	3	12.7000	1,016	2,201	26,416
4	13.0000	1,040	2,253	27,040	4	13.1500	1,052	2,279	27,352	4	13.3125	1,065	2,308	27,690
5	13.6375	1,091	2,364	28,366	5	13.8000	1,104	2,392	28,704	5	13.9625	1,117	2,420	29,042
04670				04695				04720						
1	11.2875	903	1,957	23,478	1	11.4250	914	1,980	23,764	1	11.5625	925	2,004	24,050
2	11.8375	947	2,052	24,622	2	11.9875	959	2,078	24,934	2	12.1250	970	2,102	25,220
3	12.4250	994	2,154	25,844	3	12.5750	1,006	2,180	26,156	3	12.7250	1,018	2,206	26,468
4	13.0250	1,042	2,258	27,092	4	13.1875	1,055	2,286	27,430	4	13.3375	1,067	2,312	27,742
5	13.6625	1,093	2,368	28,418	5	13.8375	1,107	2,399	28,782	5	14.0000	1,120	2,427	29,120



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually				
04725								04750								04775			
1	11.5875	927	2,009	24,102	1	11.7250	938	2,032	24,388	1	11.8750	950	2,058	24,700					
2	12.1625	973	2,108	25,298	2	12.3000	984	2,132	25,584	2	12.4500	996	2,158	25,896					
3	12.7500	1,020	2,210	26,520	3	12.9000	1,032	2,236	26,832	3	13.0625	1,045	2,264	27,170					
4	13.3750	1,070	2,318	27,820	4	13.5375	1,083	2,347	28,158	4	13.7000	1,096	2,375	28,496					
5	14.0375	1,123	2,433	29,198	5	14.2000	1,136	2,461	29,536	5	14.3750	1,150	2,492	29,900					
04730								04755								04780			
1	11.6125	929	2,013	24,154	1	11.7625	941	2,039	24,466	1	11.9000	952	2,063	24,752					
2	12.1875	975	2,113	25,350	2	12.3375	987	2,139	25,662	2	12.4750	998	2,162	25,948					
3	12.7750	1,022	2,214	26,572	3	12.9375	1,035	2,243	26,910	3	13.0875	1,047	2,269	27,222					
4	13.4125	1,073	2,325	27,898	4	13.5750	1,086	2,353	28,236	4	13.7375	1,099	2,381	28,574					
5	14.0625	1,125	2,438	29,250	5	14.2375	1,139	2,468	29,614	5	14.4000	1,152	2,496	29,952					
04735								04760								04785			
1	11.6500	932	2,019	24,232	1	11.7875	943	2,043	24,518	1	11.9250	954	2,067	24,804					
2	12.2125	977	2,117	25,402	2	12.3625	989	2,143	25,714	2	12.5125	1,001	2,169	26,026					
3	12.8125	1,025	2,221	26,650	3	12.9625	1,037	2,247	26,962	3	13.1250	1,050	2,275	27,300					
4	13.4500	1,076	2,331	27,976	4	13.6000	1,088	2,357	28,288	4	13.7750	1,102	2,388	28,652					
5	14.1000	1,128	2,444	29,328	5	14.2625	1,141	2,472	29,666	5	14.4375	1,155	2,503	30,030					
04740								04765								04790			
1	11.6750	934	2,024	24,284	1	11.8125	945	2,048	24,570	1	11.9500	956	2,071	24,856					
2	12.2375	979	2,121	25,454	2	12.4000	992	2,149	25,792	2	12.5375	1,003	2,173	26,078					
3	12.8375	1,027	2,225	26,702	3	13.0000	1,040	2,253	27,040	3	13.1500	1,052	2,279	27,352					
4	13.4750	1,078	2,336	28,028	4	13.6375	1,091	2,364	28,366	4	13.8000	1,104	2,392	28,704					
5	14.1375	1,131	2,451	29,406	5	14.3000	1,144	2,479	29,744	5	14.4750	1,158	2,509	30,108					
04745								04770								04795			
1	11.7000	936	2,028	24,336	1	11.8375	947	2,052	24,622	1	11.9875	959	2,078	24,934					
2	12.2750	982	2,128	25,532	2	12.4250	994	2,154	25,844	2	12.5750	1,006	2,180	26,156					
3	12.8750	1,030	2,232	26,780	3	13.0250	1,042	2,258	27,092	3	13.1875	1,055	2,286	27,430					
4	13.5125	1,081	2,342	28,106	4	13.6625	1,093	2,368	28,418	4	13.8375	1,107	2,399	28,782					
5	14.1750	1,134	2,457	29,484	5	14.3375	1,147	2,485	29,822	5	14.5125	1,161	2,516	30,186					



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
04800				04825				04850						
1	12.0125	961	2,082	24,986	1	12.1625	973	2,108	25,298	1	12.3000	984	2,132	25,584
2	12.6000	1,008	2,184	26,208	2	12.7500	1,020	2,210	26,520	2	12.9000	1,032	2,236	26,832
3	13.2125	1,057	2,290	27,482	3	13.3750	1,070	2,318	27,820	3	13.5375	1,083	2,347	28,158
4	13.8625	1,109	2,403	28,834	4	14.0375	1,123	2,433	29,198	4	14.2000	1,136	2,461	29,536
5	14.5375	1,163	2,520	30,238	5	14.7125	1,177	2,550	30,602	5	14.8875	1,191	2,581	30,966
04805				04830				04855						
1	12.0500	964	2,089	25,064	1	12.1875	975	2,113	25,350	1	12.3375	987	2,139	25,662
2	12.6375	1,011	2,191	26,286	2	12.7750	1,022	2,214	26,572	2	12.9375	1,035	2,243	26,910
3	13.2500	1,060	2,297	27,560	3	13.4125	1,073	2,325	27,898	3	13.5750	1,086	2,353	28,236
4	13.9000	1,112	2,409	28,912	4	14.0625	1,125	2,438	29,250	4	14.2375	1,139	2,468	29,614
5	14.5750	1,166	2,526	30,316	5	14.7500	1,180	2,557	30,680	5	14.9250	1,194	2,587	31,044
04810				04835				04860						
1	12.0750	966	2,093	25,116	1	12.2125	977	2,117	25,402	1	12.3625	989	2,143	25,714
2	12.6625	1,013	2,195	26,338	2	12.8125	1,025	2,221	26,650	2	12.9625	1,037	2,247	26,962
3	13.2750	1,062	2,301	27,612	3	13.4500	1,076	2,331	27,976	3	13.6000	1,088	2,357	28,288
4	13.9250	1,114	2,414	28,964	4	14.1000	1,128	2,444	29,328	4	14.2625	1,141	2,472	29,666
5	14.6125	1,169	2,533	30,394	5	14.7875	1,183	2,563	30,758	5	14.9625	1,197	2,594	31,122
04815				04840				04865						
1	12.1000	968	2,097	25,168	1	12.2375	979	2,121	25,454	1	12.4000	992	2,149	25,792
2	12.7000	1,016	2,201	26,416	2	12.8375	1,027	2,225	26,702	2	13.0000	1,040	2,253	27,040
3	13.3125	1,065	2,308	27,690	3	13.4750	1,078	2,336	28,028	3	13.6375	1,091	2,364	28,366
4	13.9625	1,117	2,420	29,042	4	14.1375	1,131	2,451	29,406	4	14.3000	1,144	2,479	29,744
5	14.6500	1,172	2,539	30,472	5	14.8125	1,185	2,568	30,810	5	15.0000	1,200	2,600	31,200
04820				04845				04870						
1	12.1250	970	2,102	25,220	1	12.2750	982	2,128	25,532	1	12.4250	994	2,154	25,844
2	12.7250	1,018	2,206	26,468	2	12.8750	1,030	2,232	26,780	2	13.0250	1,042	2,258	27,092
3	13.3375	1,067	2,312	27,742	3	13.5125	1,081	2,342	28,106	3	13.6625	1,093	2,368	28,418
4	14.0000	1,120	2,427	29,120	4	14.1750	1,134	2,457	29,484	4	14.3375	1,147	2,485	29,822
5	14.6750	1,174	2,544	30,524	5	14.8500	1,188	2,574	30,888	5	15.0375	1,203	2,607	31,278



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
05025				05050				05075						
1	13.3750	1,070	2,318	27,820	1	13.5375	1,083	2,347	28,158	1	13.7000	1,096	2,375	28,496
2	14.0375	1,123	2,433	29,198	2	14.2000	1,136	2,461	29,536	2	14.3750	1,150	2,492	29,900
3	14.7125	1,177	2,550	30,602	3	14.8875	1,191	2,581	30,966	3	15.0750	1,206	2,613	31,356
4	15.4375	1,235	2,676	32,110	4	15.6125	1,249	2,706	32,474	4	15.8000	1,264	2,739	32,864
5	16.1875	1,295	2,806	33,670	5	16.3750	1,310	2,838	34,060	5	16.5750	1,326	2,873	34,476
05030				05055				05080						
1	13.4125	1,073	2,325	27,898	1	13.5750	1,086	2,353	28,236	1	13.7375	1,099	2,381	28,574
2	14.0625	1,125	2,438	29,250	2	14.2375	1,139	2,468	29,614	2	14.4000	1,152	2,496	29,952
3	14.7500	1,180	2,557	30,680	3	14.9250	1,194	2,587	31,044	3	15.1000	1,208	2,617	31,408
4	15.4625	1,237	2,680	32,162	4	15.6500	1,252	2,713	32,552	4	15.8375	1,267	2,745	32,942
5	16.2250	1,298	2,812	33,748	5	16.4125	1,313	2,845	34,138	5	16.6125	1,329	2,880	34,554
05035				05060				05085						
1	13.4500	1,076	2,331	27,976	1	13.6000	1,088	2,357	28,288	1	13.7750	1,102	2,388	28,652
2	14.1000	1,128	2,444	29,328	2	14.2625	1,141	2,472	29,666	2	14.4375	1,155	2,503	30,030
3	14.7875	1,183	2,563	30,758	3	14.9625	1,197	2,594	31,122	3	15.1375	1,211	2,624	31,486
4	15.5000	1,240	2,687	32,240	4	15.6875	1,255	2,719	32,630	4	15.8750	1,270	2,752	33,020
5	16.2625	1,301	2,819	33,826	5	16.4500	1,316	2,851	34,216	5	16.6625	1,333	2,888	34,658
05040				05065				05090						
1	13.4750	1,078	2,336	28,028	1	13.6375	1,091	2,364	28,366	1	13.8000	1,104	2,392	28,704
2	14.1375	1,131	2,451	29,406	2	14.3000	1,144	2,479	29,744	2	14.4750	1,158	2,509	30,108
3	14.8125	1,185	2,568	30,810	3	15.0000	1,200	2,600	31,200	3	15.1750	1,214	2,630	31,564
4	15.5375	1,243	2,693	32,318	4	15.7250	1,258	2,726	32,708	4	15.9125	1,273	2,758	33,098
5	16.3000	1,304	2,825	33,904	5	16.5000	1,320	2,860	34,320	5	16.7000	1,336	2,895	34,736
05045				05070				05095						
1	13.5125	1,081	2,342	28,106	1	13.6625	1,093	2,368	28,418	1	13.8375	1,107	2,399	28,782
2	14.1750	1,134	2,457	29,484	2	14.3375	1,147	2,485	29,822	2	14.5125	1,161	2,516	30,186
3	14.8500	1,188	2,574	30,888	3	15.0375	1,203	2,607	31,278	3	15.2125	1,217	2,637	31,642
4	15.5750	1,246	2,700	32,396	4	15.7625	1,261	2,732	32,786	4	15.9500	1,276	2,765	33,176
5	16.3375	1,307	2,832	33,982	5	16.5375	1,323	2,867	34,398	5	16.7375	1,339	2,901	34,814



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
05100				05125				05150						
1	13.8625	1,109	2,403	28,834	1	14.0375	1,123	2,433	29,198	1	14.2000	1,136	2,461	29,536
2	14.5375	1,163	2,520	30,238	2	14.7125	1,177	2,550	30,602	2	14.8875	1,191	2,581	30,966
3	15.2500	1,220	2,643	31,720	3	15.4375	1,235	2,676	32,110	3	15.6125	1,249	2,706	32,474
4	15.9875	1,279	2,771	33,254	4	16.1875	1,295	2,806	33,670	4	16.3750	1,310	2,838	34,060
5	16.7750	1,342	2,908	34,892	5	16.9875	1,359	2,945	35,334	5	17.1875	1,375	2,979	35,750
05105				05130				05155						
1	13.9000	1,112	2,409	28,912	1	14.0625	1,125	2,438	29,250	1	14.2375	1,139	2,468	29,614
2	14.5750	1,166	2,526	30,316	2	14.7500	1,180	2,557	30,680	2	14.9250	1,194	2,587	31,044
3	15.2875	1,223	2,650	31,798	3	15.4625	1,237	2,680	32,162	3	15.6500	1,252	2,713	32,552
4	16.0250	1,282	2,778	33,332	4	16.2250	1,298	2,812	33,748	4	16.4125	1,313	2,845	34,138
5	16.8250	1,346	2,916	34,996	5	17.0250	1,362	2,951	35,412	5	17.2250	1,378	2,986	35,828
05110				05135				05160						
1	13.9250	1,114	2,414	28,964	1	14.1000	1,128	2,444	29,328	1	14.2625	1,141	2,472	29,666
2	14.6125	1,169	2,533	30,394	2	14.7875	1,183	2,563	30,758	2	14.9625	1,197	2,594	31,122
3	15.3250	1,226	2,656	31,876	3	15.5000	1,240	2,687	32,240	3	15.6875	1,255	2,719	32,630
4	16.0625	1,285	2,784	33,410	4	16.2625	1,301	2,819	33,826	4	16.4500	1,316	2,851	34,216
5	16.8625	1,349	2,923	35,074	5	17.0625	1,365	2,958	35,490	5	17.2625	1,381	2,992	35,906
05115				05140				05165						
1	13.9625	1,117	2,420	29,042	1	14.1375	1,131	2,451	29,406	1	14.3000	1,144	2,479	29,744
2	14.6500	1,172	2,539	30,472	2	14.8125	1,185	2,568	30,810	2	15.0000	1,200	2,600	31,200
3	15.3625	1,229	2,663	31,954	3	15.5375	1,243	2,693	32,318	3	15.7250	1,258	2,726	32,708
4	16.1000	1,288	2,791	33,488	4	16.3000	1,304	2,825	33,904	4	16.5000	1,320	2,860	34,320
5	16.9000	1,352	2,929	35,152	5	17.1000	1,368	2,964	35,568	5	17.3125	1,385	3,001	36,010
05120				05145				05170						
1	14.0000	1,120	2,427	29,120	1	14.1750	1,134	2,457	29,484	1	14.3375	1,147	2,485	29,822
2	14.6750	1,174	2,544	30,524	2	14.8500	1,188	2,574	30,888	2	15.0375	1,203	2,607	31,278
3	15.4000	1,232	2,669	32,032	3	15.5750	1,246	2,700	32,396	3	15.7625	1,261	2,732	32,786
4	16.1375	1,291	2,797	33,566	4	16.3375	1,307	2,832	33,982	4	16.5375	1,323	2,867	34,398
5	16.9375	1,355	2,936	35,230	5	17.1500	1,372	2,973	35,672	5	17.3500	1,388	3,007	36,088



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
05175				05200				05225						
1	14.3750	1,150	2,492	29,900	1	14.5375	1,163	2,520	30,238	1	14.7125	1,177	2,550	30,602
2	15.0750	1,206	2,613	31,356	2	15.2500	1,220	2,643	31,720	2	15.4375	1,235	2,676	32,110
3	15.8000	1,264	2,739	32,864	3	15.9875	1,279	2,771	33,254	3	16.1875	1,295	2,806	33,670
4	16.5750	1,326	2,873	34,476	4	16.7750	1,342	2,908	34,892	4	16.9875	1,359	2,945	35,334
5	17.3875	1,391	3,014	36,166	5	17.5875	1,407	3,049	36,582	5	17.8125	1,425	3,088	37,050
05180				05205				05230						
1	14.4000	1,152	2,496	29,952	1	14.5750	1,166	2,526	30,316	1	14.7500	1,180	2,557	30,680
2	15.1000	1,208	2,617	31,408	2	15.2875	1,223	2,650	31,798	2	15.4625	1,237	2,680	32,162
3	15.8375	1,267	2,745	32,942	3	16.0250	1,282	2,778	33,332	3	16.2250	1,298	2,812	33,748
4	16.6125	1,329	2,880	34,554	4	16.8250	1,346	2,916	34,996	4	17.0250	1,362	2,951	35,412
5	17.4250	1,394	3,020	36,244	5	17.6375	1,411	3,057	36,686	5	17.8625	1,429	3,096	37,154
05185				05210				05235						
1	14.4375	1,155	2,503	30,030	1	14.6125	1,169	2,533	30,394	1	14.7875	1,183	2,563	30,758
2	15.1375	1,211	2,624	31,486	2	15.3250	1,226	2,656	31,876	2	15.5000	1,240	2,687	32,240
3	15.8750	1,270	2,752	33,020	3	16.0625	1,285	2,784	33,410	3	16.2625	1,301	2,819	33,826
4	16.6625	1,333	2,888	34,658	4	16.8625	1,349	2,923	35,074	4	17.0625	1,365	2,958	35,490
5	17.4750	1,398	3,029	36,348	5	17.6750	1,414	3,064	36,764	5	17.9125	1,433	3,105	37,258
05190				05215				05240						
1	14.4750	1,158	2,509	30,108	1	14.6500	1,172	2,539	30,472	1	14.8125	1,185	2,568	30,810
2	15.1750	1,214	2,630	31,564	2	15.3625	1,229	2,663	31,954	2	15.5375	1,243	2,693	32,318
3	15.9125	1,273	2,758	33,098	3	16.1000	1,288	2,791	33,488	3	16.3000	1,304	2,825	33,904
4	16.7000	1,336	2,895	34,736	4	16.9000	1,352	2,929	35,152	4	17.1000	1,368	2,964	35,568
5	17.5125	1,401	3,036	36,426	5	17.7250	1,418	3,072	36,868	5	17.9500	1,436	3,111	37,336
05195				05220				05245						
1	14.5125	1,161	2,516	30,186	1	14.6750	1,174	2,544	30,524	1	14.8500	1,188	2,574	30,888
2	15.2125	1,217	2,637	31,642	2	15.4000	1,232	2,669	32,032	2	15.5750	1,246	2,700	32,396
3	15.9500	1,276	2,765	33,176	3	16.1375	1,291	2,797	33,566	3	16.3375	1,307	2,832	33,982
4	16.7375	1,339	2,901	34,814	4	16.9375	1,355	2,936	35,230	4	17.1500	1,372	2,973	35,672
5	17.5500	1,404	3,042	36,504	5	17.7625	1,421	3,079	36,946	5	18.0000	1,440	3,120	37,440



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
05250				05275				05300						
1	14.8875	1,191	2,581	30,966	1	15.0750	1,206	2,613	31,356	1	15.2500	1,220	2,643	31,720
2	15.6125	1,249	2,706	32,474	2	15.8000	1,264	2,739	32,864	2	15.9875	1,279	2,771	33,254
3	16.3750	1,310	2,838	34,060	3	16.5750	1,326	2,873	34,476	3	16.7750	1,342	2,908	34,892
4	17.1875	1,375	2,979	35,750	4	17.3875	1,391	3,014	36,166	4	17.5875	1,407	3,049	36,582
5	18.0375	1,443	3,127	37,518	5	18.2500	1,460	3,163	37,960	5	18.4625	1,477	3,200	38,402
05255				05280				05305						
1	14.9250	1,194	2,587	31,044	1	15.1000	1,208	2,617	31,408	1	15.2875	1,223	2,650	31,798
2	15.6500	1,252	2,713	32,552	2	15.8375	1,267	2,745	32,942	2	16.0250	1,282	2,778	33,332
3	16.4125	1,313	2,845	34,138	3	16.6125	1,329	2,880	34,554	3	16.8250	1,346	2,916	34,996
4	17.2250	1,378	2,986	35,828	4	17.4250	1,394	3,020	36,244	4	17.6375	1,411	3,057	36,686
5	18.0875	1,447	3,135	37,622	5	18.2875	1,463	3,170	38,038	5	18.5125	1,481	3,209	38,506
05260				05285				05310						
1	14.9625	1,197	2,594	31,122	1	15.1375	1,211	2,624	31,486	1	15.3250	1,226	2,656	31,876
2	15.6875	1,255	2,719	32,630	2	15.8750	1,270	2,752	33,020	2	16.0625	1,285	2,784	33,410
3	16.4500	1,316	2,851	34,216	3	16.6625	1,333	2,888	34,658	3	16.8625	1,349	2,923	35,074
4	17.2625	1,381	2,992	35,906	4	17.4750	1,398	3,029	36,348	4	17.6750	1,414	3,064	36,764
5	18.1250	1,450	3,142	37,700	5	18.3375	1,467	3,179	38,142	5	18.5500	1,484	3,215	38,584
05265				05290				05315						
1	15.0000	1,200	2,600	31,200	1	15.1750	1,214	2,630	31,564	1	15.3625	1,229	2,663	31,954
2	15.7250	1,258	2,726	32,708	2	15.9125	1,273	2,758	33,098	2	16.1000	1,288	2,791	33,488
3	16.5000	1,320	2,860	34,320	3	16.7000	1,336	2,895	34,736	3	16.9000	1,352	2,929	35,152
4	17.3125	1,385	3,001	36,010	4	17.5125	1,401	3,036	36,426	4	17.7250	1,418	3,072	36,868
5	18.1750	1,454	3,150	37,804	5	18.3750	1,470	3,185	38,220	5	18.6000	1,488	3,224	38,688
05270				05295				05320						
1	15.0375	1,203	2,607	31,278	1	15.2125	1,217	2,637	31,642	1	15.4000	1,232	2,669	32,032
2	15.7625	1,261	2,732	32,786	2	15.9500	1,276	2,765	33,176	2	16.1375	1,291	2,797	33,566
3	16.5375	1,323	2,867	34,398	3	16.7375	1,339	2,901	34,814	3	16.9375	1,355	2,936	35,230
4	17.3500	1,388	3,007	36,088	4	17.5500	1,404	3,042	36,504	4	17.7625	1,421	3,079	36,946
5	18.2125	1,457	3,157	37,882	5	18.4250	1,474	3,194	38,324	5	18.6375	1,491	3,231	38,766



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
05475				05500				05525						
1	16.5750	1,326	2,873	34,476	1	16.7750	1,342	2,908	34,892	1	16.9875	1,359	2,945	35,334
2	17.3875	1,391	3,014	36,166	2	17.5875	1,407	3,049	36,582	2	17.8125	1,425	3,088	37,050
3	18.2500	1,460	3,163	37,960	3	18.4625	1,477	3,200	38,402	3	18.6875	1,495	3,239	38,870
4	19.1500	1,532	3,319	39,832	4	19.3750	1,550	3,358	40,300	4	19.6125	1,569	3,400	40,794
5	20.0875	1,607	3,482	41,782	5	20.3250	1,626	3,523	42,276	5	20.5750	1,646	3,566	42,796
05480				05505				05530						
1	16.6125	1,329	2,880	34,554	1	16.8250	1,346	2,916	34,996	1	17.0250	1,362	2,951	35,412
2	17.4250	1,394	3,020	36,244	2	17.6375	1,411	3,057	36,686	2	17.8625	1,429	3,096	37,154
3	18.2875	1,463	3,170	38,038	3	18.5125	1,481	3,209	38,506	3	18.7375	1,499	3,248	38,974
4	19.1875	1,535	3,326	39,910	4	19.4250	1,554	3,367	40,404	4	19.6625	1,573	3,408	40,898
5	20.1375	1,611	3,491	41,886	5	20.3750	1,630	3,532	42,380	5	20.6250	1,650	3,575	42,900
05485				05510				05535						
1	16.6625	1,333	2,888	34,658	1	16.8625	1,349	2,923	35,074	1	17.0625	1,365	2,958	35,490
2	17.4750	1,398	3,029	36,348	2	17.6750	1,414	3,064	36,764	2	17.9125	1,433	3,105	37,258
3	18.3375	1,467	3,179	38,142	3	18.5500	1,484	3,215	38,584	3	18.7875	1,503	3,257	39,078
4	19.2375	1,539	3,335	40,014	4	19.4750	1,558	3,376	40,508	4	19.7125	1,577	3,417	41,002
5	20.1875	1,615	3,499	41,990	5	20.4250	1,634	3,540	42,484	5	20.6750	1,654	3,584	43,004
05490				05515				05540						
1	16.7000	1,336	2,895	34,736	1	16.9000	1,352	2,929	35,152	1	17.1000	1,368	2,964	35,568
2	17.5125	1,401	3,036	36,426	2	17.7250	1,418	3,072	36,868	2	17.9500	1,436	3,111	37,336
3	18.3750	1,470	3,185	38,220	3	18.6000	1,488	3,224	38,688	3	18.8250	1,506	3,263	39,156
4	19.2875	1,543	3,343	40,118	4	19.5250	1,562	3,384	40,612	4	19.7500	1,580	3,423	41,080
5	20.2250	1,618	3,506	42,068	5	20.4750	1,638	3,549	42,588	5	20.7250	1,658	3,592	43,108
05495				05520				05545						
1	16.7375	1,339	2,901	34,814	1	16.9375	1,355	2,936	35,230	1	17.1500	1,372	2,973	35,672
2	17.5500	1,404	3,042	36,504	2	17.7625	1,421	3,079	36,946	2	18.0000	1,440	3,120	37,440
3	18.4250	1,474	3,194	38,324	3	18.6375	1,491	3,231	38,766	3	18.8750	1,510	3,272	39,260
4	19.3375	1,547	3,352	40,222	4	19.5625	1,565	3,391	40,690	4	19.8000	1,584	3,432	41,184
5	20.2750	1,622	3,514	42,172	5	20.5250	1,642	3,558	42,692	5	20.7750	1,662	3,601	43,212



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
05550				05575				05600						
1	17.1875	1,375	2,979	35,750	1	17.3875	1,391	3,014	36,166	1	17.5875	1,407	3,049	36,582
2	18.0375	1,443	3,127	37,518	2	18.2500	1,460	3,163	37,960	2	18.4625	1,477	3,200	38,402
3	18.9125	1,513	3,278	39,338	3	19.1500	1,532	3,319	39,832	3	19.3750	1,550	3,358	40,300
4	19.8500	1,588	3,441	41,288	4	20.0875	1,607	3,482	41,782	4	20.3250	1,626	3,523	42,276
5	20.8250	1,666	3,610	43,316	5	21.0750	1,686	3,653	43,836	5	21.3250	1,706	3,696	44,356
05555				05580				05605						
1	17.2250	1,378	2,986	35,828	1	17.4250	1,394	3,020	36,244	1	17.6375	1,411	3,057	36,686
2	18.0875	1,447	3,135	37,622	2	18.2875	1,463	3,170	38,038	2	18.5125	1,481	3,209	38,506
3	18.9625	1,517	3,287	39,442	3	19.1875	1,535	3,326	39,910	3	19.4250	1,554	3,367	40,404
4	19.9000	1,592	3,449	41,392	4	20.1375	1,611	3,491	41,886	4	20.3750	1,630	3,532	42,380
5	20.8750	1,670	3,618	43,420	5	21.1250	1,690	3,662	43,940	5	21.3750	1,710	3,705	44,460
05560				05585				05610						
1	17.2625	1,381	2,992	35,906	1	17.4750	1,398	3,029	36,348	1	17.6750	1,414	3,064	36,764
2	18.1250	1,450	3,142	37,700	2	18.3375	1,467	3,179	38,142	2	18.5500	1,484	3,215	38,584
3	19.0000	1,520	3,293	39,520	3	19.2375	1,539	3,335	40,014	3	19.4750	1,558	3,376	40,508
4	19.9500	1,596	3,458	41,496	4	20.1875	1,615	3,499	41,990	4	20.4250	1,634	3,540	42,484
5	20.9250	1,674	3,627	43,524	5	21.1750	1,694	3,670	44,044	5	21.4250	1,714	3,714	44,564
05565				05590				05615						
1	17.3125	1,385	3,001	36,010	1	17.5125	1,401	3,036	36,426	1	17.7250	1,418	3,072	36,868
2	18.1750	1,454	3,150	37,804	2	18.3750	1,470	3,185	38,220	2	18.6000	1,488	3,224	38,688
3	19.0500	1,524	3,302	39,624	3	19.2875	1,543	3,343	40,118	3	19.5250	1,562	3,384	40,612
4	20.0000	1,600	3,467	41,600	4	20.2250	1,618	3,506	42,068	4	20.4750	1,638	3,549	42,588
5	20.9750	1,678	3,636	43,628	5	21.2250	1,698	3,679	44,148	5	21.4875	1,719	3,725	44,694
05570				05595				05620						
1	17.3500	1,388	3,007	36,088	1	17.5500	1,404	3,042	36,504	1	17.7625	1,421	3,079	36,946
2	18.2125	1,457	3,157	37,882	2	18.4250	1,474	3,194	38,324	2	18.6375	1,491	3,231	38,766
3	19.1000	1,528	3,311	39,728	3	19.3375	1,547	3,352	40,222	3	19.5625	1,565	3,391	40,690
4	20.0375	1,603	3,473	41,678	4	20.2750	1,622	3,514	42,172	4	20.5250	1,642	3,558	42,692
5	21.0250	1,682	3,644	43,732	5	21.2750	1,702	3,688	44,252	5	21.5375	1,723	3,733	44,798



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
05625				05650				05675						
1	17.8125	1,425	3,088	37,050	1	18.0375	1,443	3,127	37,518	1	18.2500	1,460	3,163	37,960
2	18.6875	1,495	3,239	38,870	2	18.9125	1,513	3,278	39,338	2	19.1500	1,532	3,319	39,832
3	19.6125	1,569	3,400	40,794	3	19.8500	1,588	3,441	41,288	3	20.0875	1,607	3,482	41,782
4	20.5750	1,646	3,566	42,796	4	20.8250	1,666	3,610	43,316	4	21.0750	1,686	3,653	43,836
5	21.5875	1,727	3,742	44,902	5	21.8500	1,748	3,787	45,448	5	22.1125	1,769	3,833	45,994
05630				05655				05680						
1	17.8625	1,429	3,096	37,154	1	18.0875	1,447	3,135	37,622	1	18.2875	1,463	3,170	38,038
2	18.7375	1,499	3,248	38,974	2	18.9625	1,517	3,287	39,442	2	19.1875	1,535	3,326	39,910
3	19.6625	1,573	3,408	40,898	3	19.9000	1,592	3,449	41,392	3	20.1375	1,611	3,491	41,886
4	20.6250	1,650	3,575	42,900	4	20.8750	1,670	3,618	43,420	4	21.1250	1,690	3,662	43,940
5	21.6375	1,731	3,751	45,006	5	21.9000	1,752	3,796	45,552	5	22.1625	1,773	3,842	46,098
05635				05660				05685						
1	17.9125	1,433	3,105	37,258	1	18.1250	1,450	3,142	37,700	1	18.3375	1,467	3,179	38,142
2	18.7875	1,503	3,257	39,078	2	19.0000	1,520	3,293	39,520	2	19.2375	1,539	3,335	40,014
3	19.7125	1,577	3,417	41,002	3	19.9500	1,596	3,458	41,496	3	20.1875	1,615	3,499	41,990
4	20.6750	1,654	3,584	43,004	4	20.9250	1,674	3,627	43,524	4	21.1750	1,694	3,670	44,044
5	21.7000	1,736	3,761	45,136	5	21.9500	1,756	3,805	45,656	5	22.2250	1,778	3,852	46,228
05640				05665				05690						
1	17.9500	1,436	3,111	37,336	1	18.1750	1,454	3,150	37,804	1	18.3750	1,470	3,185	38,220
2	18.8250	1,506	3,263	39,156	2	19.0500	1,524	3,302	39,624	2	19.2875	1,543	3,343	40,118
3	19.7500	1,580	3,423	41,080	3	20.0000	1,600	3,467	41,600	3	20.2250	1,618	3,506	42,068
4	20.7250	1,658	3,592	43,108	4	20.9750	1,678	3,636	43,628	4	21.2250	1,698	3,679	44,148
5	21.7500	1,740	3,770	45,240	5	22.0125	1,761	3,816	45,786	5	22.2750	1,782	3,861	46,332
05645				05670				05695						
1	18.0000	1,440	3,120	37,440	1	18.2125	1,457	3,157	37,882	1	18.4250	1,474	3,194	38,324
2	18.8750	1,510	3,272	39,260	2	19.1000	1,528	3,311	39,728	2	19.3375	1,547	3,352	40,222
3	19.8000	1,584	3,432	41,184	3	20.0375	1,603	3,473	41,678	3	20.2750	1,622	3,514	42,172
4	20.7750	1,662	3,601	43,212	4	21.0250	1,682	3,644	43,732	4	21.2750	1,702	3,688	44,252
5	21.8000	1,744	3,779	45,344	5	22.0625	1,765	3,824	45,890	5	22.3375	1,787	3,872	46,462



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
05700					05725					05750				
1	18.4625	1,477	3,200	38,402	1	18.6875	1,495	3,239	38,870	1	18.9125	1,513	3,278	39,338
2	19.3750	1,550	3,358	40,300	2	19.6125	1,569	3,400	40,794	2	19.8500	1,588	3,441	41,288
3	20.3250	1,626	3,523	42,276	3	20.5750	1,646	3,566	42,796	3	20.8250	1,666	3,610	43,316
4	21.3250	1,706	3,696	44,356	4	21.5875	1,727	3,742	44,902	4	21.8500	1,748	3,787	45,448
5	22.3875	1,791	3,881	46,566	5	22.6750	1,814	3,930	47,164	5	22.9375	1,835	3,976	47,710
05705					05730					05755				
1	18.5125	1,481	3,209	38,506	1	18.7375	1,499	3,248	38,974	1	18.9625	1,517	3,287	39,442
2	19.4250	1,554	3,367	40,404	2	19.6625	1,573	3,408	40,898	2	19.9000	1,592	3,449	41,392
3	20.3750	1,630	3,532	42,380	3	20.6250	1,650	3,575	42,900	3	20.8750	1,670	3,618	43,420
4	21.3750	1,710	3,705	44,460	4	21.6375	1,731	3,751	45,006	4	21.9000	1,752	3,796	45,552
5	22.4500	1,796	3,891	46,696	5	22.7250	1,818	3,939	47,268	5	23.0000	1,840	3,987	47,840
05710					05735					05760				
1	18.5500	1,484	3,215	38,584	1	18.7875	1,503	3,257	39,078	1	19.0000	1,520	3,293	39,520
2	19.4750	1,558	3,376	40,508	2	19.7125	1,577	3,417	41,002	2	19.9500	1,596	3,458	41,496
3	20.4250	1,634	3,540	42,484	3	20.6750	1,654	3,584	43,004	3	20.9250	1,674	3,627	43,524
4	21.4250	1,714	3,714	44,564	4	21.7000	1,736	3,761	45,136	4	21.9500	1,756	3,805	45,656
5	22.5000	1,800	3,900	46,800	5	22.7875	1,823	3,950	47,398	5	23.0500	1,844	3,995	47,944
05715					05740					05765				
1	18.6000	1,488	3,224	38,688	1	18.8250	1,506	3,263	39,156	1	19.0500	1,524	3,302	39,624
2	19.5250	1,562	3,384	40,612	2	19.7500	1,580	3,423	41,080	2	20.0000	1,600	3,467	41,600
3	20.4750	1,638	3,549	42,588	3	20.7250	1,658	3,592	43,108	3	20.9750	1,678	3,636	43,628
4	21.4875	1,719	3,725	44,694	4	21.7500	1,740	3,770	45,240	4	22.0125	1,761	3,816	45,786
5	22.5625	1,805	3,911	46,930	5	22.8375	1,827	3,959	47,502	5	23.1125	1,849	4,006	48,074
05720					05745					05770				
1	18.6375	1,491	3,231	38,766	1	18.8750	1,510	3,272	39,260	1	19.1000	1,528	3,311	39,728
2	19.5625	1,565	3,391	40,690	2	19.8000	1,584	3,432	41,184	2	20.0375	1,603	3,473	41,678
3	20.5250	1,642	3,558	42,692	3	20.7750	1,662	3,601	43,212	3	21.0250	1,682	3,644	43,732
4	21.5375	1,723	3,733	44,798	4	21.8000	1,744	3,779	45,344	4	22.0625	1,765	3,824	45,890
5	22.6125	1,809	3,920	47,034	5	22.8875	1,831	3,967	47,606	5	23.1625	1,853	4,015	48,178



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
05925				05950				05975						
1	20.5750	1,646	3,566	42,796	1	20.8250	1,666	3,610	43,316	1	21.0750	1,686	3,653	43,836
2	21.5875	1,727	3,742	44,902	2	21.8500	1,748	3,787	45,448	2	22.1125	1,769	3,833	45,994
3	22.6750	1,814	3,930	47,164	3	22.9375	1,835	3,976	47,710	3	23.2250	1,858	4,026	48,308
4	23.8000	1,904	4,125	49,504	4	24.0875	1,927	4,175	50,102	4	24.3875	1,951	4,227	50,726
5	24.9875	1,999	4,331	51,974	5	25.2875	2,023	4,383	52,598	5	25.6000	2,048	4,437	53,248
05930				05955				05980						
1	20.6250	1,650	3,575	42,900	1	20.8750	1,670	3,618	43,420	1	21.1250	1,690	3,662	43,940
2	21.6375	1,731	3,751	45,006	2	21.9000	1,752	3,796	45,552	2	22.1625	1,773	3,842	46,098
3	22.7250	1,818	3,939	47,268	3	23.0000	1,840	3,987	47,840	3	23.2750	1,862	4,034	48,412
4	23.8625	1,909	4,136	49,634	4	24.1500	1,932	4,186	50,232	4	24.4375	1,955	4,236	50,830
5	25.0500	2,004	4,342	52,104	5	25.3500	2,028	4,394	52,728	5	25.6625	2,053	4,448	53,378
05935				05960				05985						
1	20.6750	1,654	3,584	43,004	1	20.9250	1,674	3,627	43,524	1	21.1750	1,694	3,670	44,044
2	21.7000	1,736	3,761	45,136	2	21.9500	1,756	3,805	45,656	2	22.2250	1,778	3,852	46,228
3	22.7875	1,823	3,950	47,398	3	23.0500	1,844	3,995	47,944	3	23.3375	1,867	4,045	48,542
4	23.9250	1,914	4,147	49,764	4	24.2000	1,936	4,195	50,336	4	24.5000	1,960	4,247	50,960
5	25.1125	2,009	4,353	52,234	5	25.4125	2,033	4,405	52,858	5	25.7250	2,058	4,459	53,508
05940				05965				05990						
1	20.7250	1,658	3,592	43,108	1	20.9750	1,678	3,636	43,628	1	21.2250	1,698	3,679	44,148
2	21.7500	1,740	3,770	45,240	2	22.0125	1,761	3,816	45,786	2	22.2750	1,782	3,861	46,332
3	22.8375	1,827	3,959	47,502	3	23.1125	1,849	4,006	48,074	3	23.3875	1,871	4,054	48,646
4	23.9750	1,918	4,156	49,868	4	24.2625	1,941	4,206	50,466	4	24.5625	1,965	4,258	51,090
5	25.1750	2,014	4,364	52,364	5	25.4750	2,038	4,416	52,988	5	25.7875	2,063	4,470	53,638
05945				05970				05995						
1	20.7750	1,662	3,601	43,212	1	21.0250	1,682	3,644	43,732	1	21.2750	1,702	3,688	44,252
2	21.8000	1,744	3,779	45,344	2	22.0625	1,765	3,824	45,890	2	22.3375	1,787	3,872	46,462
3	22.8875	1,831	3,967	47,606	3	23.1625	1,853	4,015	48,178	3	23.4500	1,876	4,065	48,776
4	24.0375	1,923	4,167	49,998	4	24.3250	1,946	4,216	50,596	4	24.6250	1,970	4,268	51,220
5	25.2375	2,019	4,375	52,494	5	25.5375	2,043	4,427	53,118	5	25.8625	2,069	4,483	53,794



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually				
06000								06025								06050			
1	21.3250	1,706	3,696	44,356	1	21.5875	1,727	3,742	44,902	1	21.8500	1,748	3,787	45,448					
2	22.3875	1,791	3,881	46,566	2	22.6750	1,814	3,930	47,164	2	22.9375	1,835	3,976	47,710					
3	23.5125	1,881	4,076	48,906	3	23.8000	1,904	4,125	49,504	3	24.0875	1,927	4,175	50,102					
4	24.6875	1,975	4,279	51,350	4	24.9875	1,999	4,331	51,974	4	25.2875	2,023	4,383	52,598					
5	25.9250	2,074	4,494	53,924	5	26.2375	2,099	4,548	54,574	5	26.5500	2,124	4,602	55,224					
06005								06030								06055			
1	21.3750	1,710	3,705	44,460	1	21.6375	1,731	3,751	45,006	1	21.9000	1,752	3,796	45,552					
2	22.4500	1,796	3,891	46,696	2	22.7250	1,818	3,939	47,268	2	23.0000	1,840	3,987	47,840					
3	23.5750	1,886	4,086	49,036	3	23.8625	1,909	4,136	49,634	3	24.1500	1,932	4,186	50,232					
4	24.7500	1,980	4,290	51,480	4	25.0500	2,004	4,342	52,104	4	25.3500	2,028	4,394	52,728					
5	25.9875	2,079	4,505	54,054	5	26.3000	2,104	4,559	54,704	5	26.6250	2,130	4,615	55,380					
06010								06035								06060			
1	21.4250	1,714	3,714	44,564	1	21.7000	1,736	3,761	45,136	1	21.9500	1,756	3,805	45,656					
2	22.5000	1,800	3,900	46,800	2	22.7875	1,823	3,950	47,398	2	23.0500	1,844	3,995	47,944					
3	23.6250	1,890	4,095	49,140	3	23.9250	1,914	4,147	49,764	3	24.2000	1,936	4,195	50,336					
4	24.8125	1,985	4,301	51,610	4	25.1125	2,009	4,353	52,234	4	25.4125	2,033	4,405	52,858					
5	26.0500	2,084	4,515	54,184	5	26.3750	2,110	4,572	54,860	5	26.6875	2,135	4,626	55,510					
06015								06040								06065			
1	21.4875	1,719	3,725	44,694	1	21.7500	1,740	3,770	45,240	1	22.0125	1,761	3,816	45,786					
2	22.5625	1,805	3,911	46,930	2	22.8375	1,827	3,959	47,502	2	23.1125	1,849	4,006	48,074					
3	23.6875	1,895	4,106	49,270	3	23.9750	1,918	4,156	49,868	3	24.2625	1,941	4,206	50,466					
4	24.8750	1,990	4,312	51,740	4	25.1750	2,014	4,364	52,364	4	25.4750	2,038	4,416	52,988					
5	26.1125	2,089	4,526	54,314	5	26.4375	2,115	4,583	54,990	5	26.7500	2,140	4,637	55,640					
06020								06045								06070			
1	21.5375	1,723	3,733	44,798	1	21.8000	1,744	3,779	45,344	1	22.0625	1,765	3,824	45,890					
2	22.6125	1,809	3,920	47,034	2	22.8875	1,831	3,967	47,606	2	23.1625	1,853	4,015	48,178					
3	23.7375	1,899	4,115	49,374	3	24.0375	1,923	4,167	49,998	3	24.3250	1,946	4,216	50,596					
4	24.9250	1,994	4,320	51,844	4	25.2375	2,019	4,375	52,494	4	25.5375	2,043	4,427	53,118					
5	26.1750	2,094	4,537	54,444	5	26.5000	2,120	4,593	55,120	5	26.8125	2,145	4,648	55,770					



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
06075				06100				06125						
1	22.1125	1,769	3,833	45,994	1	22.3875	1,791	3,881	46,566	1	22.6750	1,814	3,930	47,164
2	23.2250	1,858	4,026	48,308	2	23.5125	1,881	4,076	48,906	2	23.8000	1,904	4,125	49,504
3	24.3875	1,951	4,227	50,726	3	24.6875	1,975	4,279	51,350	3	24.9875	1,999	4,331	51,974
4	25.6000	2,048	4,437	53,248	4	25.9250	2,074	4,494	53,924	4	26.2375	2,099	4,548	54,574
5	26.8875	2,151	4,661	55,926	5	27.2250	2,178	4,719	56,628	5	27.5500	2,204	4,775	57,304
06080				06105				06130						
1	22.1625	1,773	3,842	46,098	1	22.4500	1,796	3,891	46,696	1	22.7250	1,818	3,939	47,268
2	23.2750	1,862	4,034	48,412	2	23.5750	1,886	4,086	49,036	2	23.8625	1,909	4,136	49,634
3	24.4375	1,955	4,236	50,830	3	24.7500	1,980	4,290	51,480	3	25.0500	2,004	4,342	52,104
4	25.6625	2,053	4,448	53,378	4	25.9875	2,079	4,505	54,054	4	26.3000	2,104	4,559	54,704
5	26.9500	2,156	4,671	56,056	5	27.2875	2,183	4,730	56,758	5	27.6125	2,209	4,786	57,434
06085				06110				06135						
1	22.2250	1,778	3,852	46,228	1	22.5000	1,800	3,900	46,800	1	22.7875	1,823	3,950	47,398
2	23.3375	1,867	4,045	48,542	2	23.6250	1,890	4,095	49,140	2	23.9250	1,914	4,147	49,764
3	24.5000	1,960	4,247	50,960	3	24.8125	1,985	4,301	51,610	3	25.1125	2,009	4,353	52,234
4	25.7250	2,058	4,459	53,508	4	26.0500	2,084	4,515	54,184	4	26.3750	2,110	4,572	54,860
5	27.0125	2,161	4,682	56,186	5	27.3500	2,188	4,741	56,888	5	27.6875	2,215	4,799	57,590
06090				06115				06140						
1	22.2750	1,782	3,861	46,332	1	22.5625	1,805	3,911	46,930	1	22.8375	1,827	3,959	47,502
2	23.3875	1,871	4,054	48,646	2	23.6875	1,895	4,106	49,270	2	23.9750	1,918	4,156	49,868
3	24.5625	1,965	4,258	51,090	3	24.8750	1,990	4,312	51,740	3	25.1750	2,014	4,364	52,364
4	25.7875	2,063	4,470	53,638	4	26.1125	2,089	4,526	54,314	4	26.4375	2,115	4,583	54,990
5	27.0750	2,166	4,693	56,316	5	27.4250	2,194	4,754	57,044	5	27.7625	2,221	4,812	57,746
06095				06120				06145						
1	22.3375	1,787	3,872	46,462	1	22.6125	1,809	3,920	47,034	1	22.8875	1,831	3,967	47,606
2	23.4500	1,876	4,065	48,776	2	23.7375	1,899	4,115	49,374	2	24.0375	1,923	4,167	49,998
3	24.6250	1,970	4,268	51,220	3	24.9250	1,994	4,320	51,844	3	25.2375	2,019	4,375	52,494
4	25.8625	2,069	4,483	53,794	4	26.1750	2,094	4,537	54,444	4	26.5000	2,120	4,593	55,120
5	27.1500	2,172	4,706	56,472	5	27.4875	2,199	4,765	57,174	5	27.8250	2,226	4,823	57,876



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
06150					06175					06200				
1	22.9375	1,835	3,976	47,710	1	23.2250	1,858	4,026	48,308	1	23.5125	1,881	4,076	48,906
2	24.0875	1,927	4,175	50,102	2	24.3875	1,951	4,227	50,726	2	24.6875	1,975	4,279	51,350
3	25.2875	2,023	4,383	52,598	3	25.6000	2,048	4,437	53,248	3	25.9250	2,074	4,494	53,924
4	26.5500	2,124	4,602	55,224	4	26.8875	2,151	4,661	55,926	4	27.2250	2,178	4,719	56,628
5	27.8750	2,230	4,832	57,980	5	28.2250	2,258	4,892	58,708	5	28.5875	2,287	4,955	59,462
06155					06180					06205				
1	23.0000	1,840	3,987	47,840	1	23.2750	1,862	4,034	48,412	1	23.5750	1,886	4,086	49,036
2	24.1500	1,932	4,186	50,232	2	24.4375	1,955	4,236	50,830	2	24.7500	1,980	4,290	51,480
3	25.3500	2,028	4,394	52,728	3	25.6625	2,053	4,448	53,378	3	25.9875	2,079	4,505	54,054
4	26.6250	2,130	4,615	55,380	4	26.9500	2,156	4,671	56,056	4	27.2875	2,183	4,730	56,758
5	27.9500	2,236	4,845	58,136	5	28.3000	2,264	4,905	58,864	5	28.6500	2,292	4,966	59,592
06160					06185					06210				
1	23.0500	1,844	3,995	47,944	1	23.3375	1,867	4,045	48,542	1	23.6250	1,890	4,095	49,140
2	24.2000	1,936	4,195	50,336	2	24.5000	1,960	4,247	50,960	2	24.8125	1,985	4,301	51,610
3	25.4125	2,033	4,405	52,858	3	25.7250	2,058	4,459	53,508	3	26.0500	2,084	4,515	54,184
4	26.6875	2,135	4,626	55,510	4	27.0125	2,161	4,682	56,186	4	27.3500	2,188	4,741	56,888
5	28.0250	2,242	4,858	58,292	5	28.3625	2,269	4,916	58,994	5	28.7125	2,297	4,977	59,722
06165					06190					06215				
1	23.1125	1,849	4,006	48,074	1	23.3875	1,871	4,054	48,646	1	23.6875	1,895	4,106	49,270
2	24.2625	1,941	4,206	50,466	2	24.5625	1,965	4,258	51,090	2	24.8750	1,990	4,312	51,740
3	25.4750	2,038	4,416	52,988	3	25.7875	2,063	4,470	53,638	3	26.1125	2,089	4,526	54,314
4	26.7500	2,140	4,637	55,640	4	27.0750	2,166	4,693	56,316	4	27.4250	2,194	4,754	57,044
5	28.0875	2,247	4,869	58,422	5	28.4250	2,274	4,927	59,124	5	28.7875	2,303	4,990	59,878
06170					06195					06220				
1	23.1625	1,853	4,015	48,178	1	23.4500	1,876	4,065	48,776	1	23.7375	1,899	4,115	49,374
2	24.3250	1,946	4,216	50,596	2	24.6250	1,970	4,268	51,220	2	24.9250	1,994	4,320	51,844
3	25.5375	2,043	4,427	53,118	3	25.8625	2,069	4,483	53,794	3	26.1750	2,094	4,537	54,444
4	26.8125	2,145	4,648	55,770	4	27.1500	2,172	4,706	56,472	4	27.4875	2,199	4,765	57,174
5	28.1500	2,252	4,879	58,552	5	28.5125	2,281	4,942	59,306	5	28.8625	2,309	5,003	60,034



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
06375				06400				06425						
1	25.6000	2,048	4,437	53,248	1	25.9250	2,074	4,494	53,924	1	26.2375	2,099	4,548	54,574
2	26.8875	2,151	4,661	55,926	2	27.2250	2,178	4,719	56,628	2	27.5500	2,204	4,775	57,304
3	28.2250	2,258	4,892	58,708	3	28.5875	2,287	4,955	59,462	3	28.9250	2,314	5,014	60,164
4	29.6375	2,371	5,137	61,646	4	30.0125	2,401	5,202	62,426	4	30.3750	2,430	5,265	63,180
5	31.1250	2,490	5,395	64,740	5	31.5125	2,521	5,462	65,546	5	31.8875	2,551	5,527	66,326
06380				06405				06430						
1	25.6625	2,053	4,448	53,378	1	25.9875	2,079	4,505	54,054	1	26.3000	2,104	4,559	54,704
2	26.9500	2,156	4,671	56,056	2	27.2875	2,183	4,730	56,758	2	27.6125	2,209	4,786	57,434
3	28.3000	2,264	4,905	58,864	3	28.6500	2,292	4,966	59,592	3	28.9875	2,319	5,025	60,294
4	29.7125	2,377	5,150	61,802	4	30.0875	2,407	5,215	62,582	4	30.4375	2,435	5,276	63,310
5	31.2000	2,496	5,408	64,896	5	31.5875	2,527	5,475	65,702	5	31.9625	2,557	5,540	66,482
06385				06410				06435						
1	25.7250	2,058	4,459	53,508	1	26.0500	2,084	4,515	54,184	1	26.3750	2,110	4,572	54,860
2	27.0125	2,161	4,682	56,186	2	27.3500	2,188	4,741	56,888	2	27.6875	2,215	4,799	57,590
3	28.3625	2,269	4,916	58,994	3	28.7125	2,297	4,977	59,722	3	29.0750	2,326	5,040	60,476
4	29.7875	2,383	5,163	61,958	4	30.1500	2,412	5,226	62,712	4	30.5250	2,442	5,291	63,492
5	31.2750	2,502	5,421	65,052	5	31.6625	2,533	5,488	65,858	5	32.0500	2,564	5,555	66,664
06390				06415				06440						
1	25.7875	2,063	4,470	53,638	1	26.1125	2,089	4,526	54,314	1	26.4375	2,115	4,583	54,990
2	27.0750	2,166	4,693	56,316	2	27.4250	2,194	4,754	57,044	2	27.7625	2,221	4,812	57,746
3	28.4250	2,274	4,927	59,124	3	28.7875	2,303	4,990	59,878	3	29.1500	2,332	5,053	60,632
4	29.8500	2,388	5,174	62,088	4	30.2250	2,418	5,239	62,868	4	30.6125	2,449	5,306	63,674
5	31.3375	2,507	5,432	65,182	5	31.7375	2,539	5,501	66,014	5	32.1375	2,571	5,571	66,846
06395				06420				06445						
1	25.8625	2,069	4,483	53,794	1	26.1750	2,094	4,537	54,444	1	26.5000	2,120	4,593	55,120
2	27.1500	2,172	4,706	56,472	2	27.4875	2,199	4,765	57,174	2	27.8250	2,226	4,823	57,876
3	28.5125	2,281	4,942	59,306	3	28.8625	2,309	5,003	60,034	3	29.2125	2,337	5,064	60,762
4	29.9375	2,395	5,189	62,270	4	30.3000	2,424	5,252	63,024	4	30.6750	2,454	5,317	63,804
5	31.4250	2,514	5,447	65,364	5	31.8125	2,545	5,514	66,170	5	32.2125	2,577	5,584	67,002



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
06450				06475				06500						
1	26.5500	2,124	4,602	55,224	1	26.8875	2,151	4,661	55,926	1	27.2250	2,178	4,719	56,628
2	27.8750	2,230	4,832	57,980	2	28.2250	2,258	4,892	58,708	2	28.5875	2,287	4,955	59,462
3	29.2750	2,342	5,074	60,892	3	29.6375	2,371	5,137	61,646	3	30.0125	2,401	5,202	62,426
4	30.7375	2,459	5,328	63,934	4	31.1250	2,490	5,395	64,740	4	31.5125	2,521	5,462	65,546
5	32.2750	2,582	5,594	67,132	5	32.6750	2,614	5,664	67,964	5	33.0875	2,647	5,735	68,822
06455				06480				06505						
1	26.6250	2,130	4,615	55,380	1	26.9500	2,156	4,671	56,056	1	27.2875	2,183	4,730	56,758
2	27.9500	2,236	4,845	58,136	2	28.3000	2,264	4,905	58,864	2	28.6500	2,292	4,966	59,592
3	29.3500	2,348	5,087	61,048	3	29.7125	2,377	5,150	61,802	3	30.0875	2,407	5,215	62,582
4	30.8250	2,466	5,343	64,116	4	31.2000	2,496	5,408	64,896	4	31.5875	2,527	5,475	65,702
5	32.3625	2,589	5,610	67,314	5	32.7625	2,621	5,679	68,146	5	33.1750	2,654	5,750	69,004
06460				06485				06510						
1	26.6875	2,135	4,626	55,510	1	27.0125	2,161	4,682	56,186	1	27.3500	2,188	4,741	56,888
2	28.0250	2,242	4,858	58,292	2	28.3625	2,269	4,916	58,994	2	28.7125	2,297	4,977	59,722
3	29.4250	2,354	5,100	61,204	3	29.7875	2,383	5,163	61,958	3	30.1500	2,412	5,226	62,712
4	30.9000	2,472	5,356	64,272	4	31.2750	2,502	5,421	65,052	4	31.6625	2,533	5,488	65,858
5	32.4500	2,596	5,625	67,496	5	32.8375	2,627	5,692	68,302	5	33.2500	2,660	5,763	69,160
06465				06490				06515						
1	26.7500	2,140	4,637	55,640	1	27.0750	2,166	4,693	56,316	1	27.4250	2,194	4,754	57,044
2	28.0875	2,247	4,869	58,422	2	28.4250	2,274	4,927	59,124	2	28.7875	2,303	4,990	59,878
3	29.5000	2,360	5,113	61,360	3	29.8500	2,388	5,174	62,088	3	30.2250	2,418	5,239	62,868
4	30.9750	2,478	5,369	64,428	4	31.3375	2,507	5,432	65,182	4	31.7375	2,539	5,501	66,014
5	32.5250	2,602	5,638	67,652	5	32.9000	2,632	5,703	68,432	5	33.3250	2,666	5,776	69,316
06470				06495				06520						
1	26.8125	2,145	4,648	55,770	1	27.1500	2,172	4,706	56,472	1	27.4875	2,199	4,765	57,174
2	28.1500	2,252	4,879	58,552	2	28.5125	2,281	4,942	59,306	2	28.8625	2,309	5,003	60,034
3	29.5625	2,365	5,124	61,490	3	29.9375	2,395	5,189	62,270	3	30.3000	2,424	5,252	63,024
4	31.0375	2,483	5,380	64,558	4	31.4250	2,514	5,447	65,364	4	31.8125	2,545	5,514	66,170
5	32.5875	2,607	5,649	67,782	5	33.0000	2,640	5,720	68,640	5	33.4000	2,672	5,789	69,472



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
06525				06550				06575						
1	27.5500	2,204	4,775	57,304	1	27.8750	2,230	4,832	57,980	1	28.2250	2,258	4,892	58,708
2	28.9250	2,314	5,014	60,164	2	29.2750	2,342	5,074	60,892	2	29.6375	2,371	5,137	61,646
3	30.3750	2,430	5,265	63,180	3	30.7375	2,459	5,328	63,934	3	31.1250	2,490	5,395	64,740
4	31.8875	2,551	5,527	66,326	4	32.2750	2,582	5,594	67,132	4	32.6750	2,614	5,664	67,964
5	33.4875	2,679	5,805	69,654	5	33.8875	2,711	5,874	70,486	5	34.3125	2,745	5,948	71,370
06530				06555				06580						
1	27.6125	2,209	4,786	57,434	1	27.9500	2,236	4,845	58,136	1	28.3000	2,264	4,905	58,864
2	28.9875	2,319	5,025	60,294	2	29.3500	2,348	5,087	61,048	2	29.7125	2,377	5,150	61,802
3	30.4375	2,435	5,276	63,310	3	30.8250	2,466	5,343	64,116	3	31.2000	2,496	5,408	64,896
4	31.9625	2,557	5,540	66,482	4	32.3625	2,589	5,610	67,314	4	32.7625	2,621	5,679	68,146
5	33.5625	2,685	5,818	69,810	5	33.9875	2,719	5,891	70,694	5	34.4000	2,752	5,963	71,552
06535				06560				06585						
1	27.6875	2,215	4,799	57,590	1	28.0250	2,242	4,858	58,292	1	28.3625	2,269	4,916	58,994
2	29.0750	2,326	5,040	60,476	2	29.4250	2,354	5,100	61,204	2	29.7875	2,383	5,163	61,958
3	30.5250	2,442	5,291	63,492	3	30.9000	2,472	5,356	64,272	3	31.2750	2,502	5,421	65,052
4	32.0500	2,564	5,555	66,664	4	32.4500	2,596	5,625	67,496	4	32.8375	2,627	5,692	68,302
5	33.6625	2,693	5,835	70,018	5	34.0750	2,726	5,906	70,876	5	34.4750	2,758	5,976	71,708
06540				06565				06590						
1	27.7625	2,221	4,812	57,746	1	28.0875	2,247	4,869	58,422	1	28.4250	2,274	4,927	59,124
2	29.1500	2,332	5,053	60,632	2	29.5000	2,360	5,113	61,360	2	29.8500	2,388	5,174	62,088
3	30.6125	2,449	5,306	63,674	3	30.9750	2,478	5,369	64,428	3	31.3375	2,507	5,432	65,182
4	32.1375	2,571	5,571	66,846	4	32.5250	2,602	5,638	67,652	4	32.9000	2,632	5,703	68,432
5	33.7500	2,700	5,850	70,200	5	34.1500	2,732	5,919	71,032	5	34.5500	2,764	5,989	71,864
06545				06570				06595						
1	27.8250	2,226	4,823	57,876	1	28.1500	2,252	4,879	58,552	1	28.5125	2,281	4,942	59,306
2	29.2125	2,337	5,064	60,762	2	29.5625	2,365	5,124	61,490	2	29.9375	2,395	5,189	62,270
3	30.6750	2,454	5,317	63,804	3	31.0375	2,483	5,380	64,558	3	31.4250	2,514	5,447	65,364
4	32.2125	2,577	5,584	67,002	4	32.5875	2,607	5,649	67,782	4	33.0000	2,640	5,720	68,640
5	33.8250	2,706	5,863	70,356	5	34.2125	2,737	5,930	71,162	5	34.6500	2,772	6,006	72,072



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually				
06600								06625								06650			
1	28.5875	2,287	4,955	59,462	1	28.9250	2,314	5,014	60,164	1	29.2750	2,342	5,074	60,892					
2	30.0125	2,401	5,202	62,426	2	30.3750	2,430	5,265	63,180	2	30.7375	2,459	5,328	63,934					
3	31.5125	2,521	5,462	65,546	3	31.8875	2,551	5,527	66,326	3	32.2750	2,582	5,594	67,132					
4	33.0875	2,647	5,735	68,822	4	33.4875	2,679	5,805	69,654	4	33.8875	2,711	5,874	70,486					
5	34.7375	2,779	6,021	72,254	5	35.1625	2,813	6,095	73,138	5	35.5875	2,847	6,169	74,022					
06605								06630								06655			
1	28.6500	2,292	4,966	59,592	1	28.9875	2,319	5,025	60,294	1	29.3500	2,348	5,087	61,048					
2	30.0875	2,407	5,215	62,582	2	30.4375	2,435	5,276	63,310	2	30.8250	2,466	5,343	64,116					
3	31.5875	2,527	5,475	65,702	3	31.9625	2,557	5,540	66,482	3	32.3625	2,589	5,610	67,314					
4	33.1750	2,654	5,750	69,004	4	33.5625	2,685	5,818	69,810	4	33.9875	2,719	5,891	70,694					
5	34.8250	2,786	6,036	72,436	5	35.2375	2,819	6,108	73,294	5	35.6875	2,855	6,186	74,230					
06610								06635								06660			
1	28.7125	2,297	4,977	59,722	1	29.0750	2,326	5,040	60,476	1	29.4250	2,354	5,100	61,204					
2	30.1500	2,412	5,226	62,712	2	30.5250	2,442	5,291	63,492	2	30.9000	2,472	5,356	64,272					
3	31.6625	2,533	5,488	65,858	3	32.0500	2,564	5,555	66,664	3	32.4500	2,596	5,625	67,496					
4	33.2500	2,660	5,763	69,160	4	33.6625	2,693	5,835	70,018	4	34.0750	2,726	5,906	70,876					
5	34.9125	2,793	6,052	72,618	5	35.3375	2,827	6,125	73,502	5	35.7750	2,862	6,201	74,412					
06615								06640								06665			
1	28.7875	2,303	4,990	59,878	1	29.1500	2,332	5,053	60,632	1	29.5000	2,360	5,113	61,360					
2	30.2250	2,418	5,239	62,868	2	30.6125	2,449	5,306	63,674	2	30.9750	2,478	5,369	64,428					
3	31.7375	2,539	5,501	66,014	3	32.1375	2,571	5,571	66,846	3	32.5250	2,602	5,638	67,652					
4	33.3250	2,666	5,776	69,316	4	33.7500	2,700	5,850	70,200	4	34.1500	2,732	5,919	71,032					
5	35.0000	2,800	6,067	72,800	5	35.4375	2,835	6,143	73,710	5	35.8500	2,868	6,214	74,568					
06620								06645								06670			
1	28.8625	2,309	5,003	60,034	1	29.2125	2,337	5,064	60,762	1	29.5625	2,365	5,124	61,490					
2	30.3000	2,424	5,252	63,024	2	30.6750	2,454	5,317	63,804	2	31.0375	2,483	5,380	64,558					
3	31.8125	2,545	5,514	66,170	3	32.2125	2,577	5,584	67,002	3	32.5875	2,607	5,649	67,782					
4	33.4000	2,672	5,789	69,472	4	33.8250	2,706	5,863	70,356	4	34.2125	2,737	5,930	71,162					
5	35.0750	2,806	6,080	72,956	5	35.5125	2,841	6,156	73,866	5	35.9250	2,874	6,227	74,724					



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
06825					06850					06875				
1	31.8875	2,551	5,527	66,326	1	32.2750	2,582	5,594	67,132	1	32.6750	2,614	5,664	67,964
2	33.4875	2,679	5,805	69,654	2	33.8875	2,711	5,874	70,486	2	34.3125	2,745	5,948	71,370
3	35.1625	2,813	6,095	73,138	3	35.5875	2,847	6,169	74,022	3	36.0250	2,882	6,244	74,932
4	36.9125	2,953	6,398	76,778	4	37.3625	2,989	6,476	77,714	4	37.8375	3,027	6,559	78,702
5	38.7625	3,101	6,719	80,626	5	39.2250	3,138	6,799	81,588	5	39.7250	3,178	6,886	82,628
06830					06855					06880				
1	31.9625	2,557	5,540	66,482	1	32.3625	2,589	5,610	67,314	1	32.7625	2,621	5,679	68,146
2	33.5625	2,685	5,818	69,810	2	33.9875	2,719	5,891	70,694	2	34.4000	2,752	5,963	71,552
3	35.2375	2,819	6,108	73,294	3	35.6875	2,855	6,186	74,230	3	36.1250	2,890	6,262	75,140
4	37.0000	2,960	6,413	76,960	4	37.4625	2,997	6,494	77,922	4	37.9375	3,035	6,576	78,910
5	38.8500	3,108	6,734	80,808	5	39.3375	3,147	6,819	81,822	5	39.8375	3,187	6,905	82,862
06835					06860					06885				
1	32.0500	2,564	5,555	66,664	1	32.4500	2,596	5,625	67,496	1	32.8375	2,627	5,692	68,302
2	33.6625	2,693	5,835	70,018	2	34.0750	2,726	5,906	70,876	2	34.4750	2,758	5,976	71,708
3	35.3375	2,827	6,125	73,502	3	35.7750	2,862	6,201	74,412	3	36.2000	2,896	6,275	75,296
4	37.1125	2,969	6,433	77,194	4	37.5625	3,005	6,511	78,130	4	38.0125	3,041	6,589	79,066
5	38.9625	3,117	6,754	81,042	5	39.4375	3,155	6,836	82,030	5	39.9125	3,193	6,918	83,018
06840					06865					06890				
1	32.1375	2,571	5,571	66,846	1	32.5250	2,602	5,638	67,652	1	32.9000	2,632	5,703	68,432
2	33.7500	2,700	5,850	70,200	2	34.1500	2,732	5,919	71,032	2	34.5500	2,764	5,989	71,864
3	35.4375	2,835	6,143	73,710	3	35.8500	2,868	6,214	74,568	3	36.2750	2,902	6,288	75,452
4	37.2125	2,977	6,450	77,402	4	37.6500	3,012	6,526	78,312	4	38.0875	3,047	6,602	79,222
5	39.0750	3,126	6,773	81,276	5	39.5250	3,162	6,851	82,212	5	39.9875	3,199	6,931	83,174
06845					06870					06895				
1	32.2125	2,577	5,584	67,002	1	32.5875	2,607	5,649	67,782	1	33.0000	2,640	5,720	68,640
2	33.8250	2,706	5,863	70,356	2	34.2125	2,737	5,930	71,162	2	34.6500	2,772	6,006	72,072
3	35.5125	2,841	6,156	73,866	3	35.9250	2,874	6,227	74,724	3	36.3750	2,910	6,305	75,660
4	37.2875	2,983	6,463	77,558	4	37.7250	3,018	6,539	78,468	4	38.2000	3,056	6,621	79,456
5	39.1500	3,132	6,786	81,432	5	39.6125	3,169	6,866	82,394	5	40.1000	3,208	6,951	83,408



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
06900					06925					06950				
1	33.0875	2,647	5,735	68,822	1	33.4875	2,679	5,805	69,654	1	33.8875	2,711	5,874	70,486
2	34.7375	2,779	6,021	72,254	2	35.1625	2,813	6,095	73,138	2	35.5875	2,847	6,169	74,022
3	36.4750	2,918	6,322	75,868	3	36.9125	2,953	6,398	76,778	3	37.3625	2,989	6,476	77,714
4	38.3000	3,064	6,639	79,664	4	38.7625	3,101	6,719	80,626	4	39.2250	3,138	6,799	81,588
5	40.2125	3,217	6,970	83,642	5	40.7000	3,256	7,055	84,656	5	41.1875	3,295	7,139	85,670
06905					06930					06955				
1	33.1750	2,654	5,750	69,004	1	33.5625	2,685	5,818	69,810	1	33.9875	2,719	5,891	70,694
2	34.8250	2,786	6,036	72,436	2	35.2375	2,819	6,108	73,294	2	35.6875	2,855	6,186	74,230
3	36.5750	2,926	6,340	76,076	3	37.0000	2,960	6,413	76,960	3	37.4625	2,997	6,494	77,922
4	38.4000	3,072	6,656	79,872	4	38.8500	3,108	6,734	80,808	4	39.3375	3,147	6,819	81,822
5	40.3250	3,226	6,990	83,876	5	40.7875	3,263	7,070	84,838	5	41.3000	3,304	7,159	85,904
06910					06935					06960				
1	33.2500	2,660	5,763	69,160	1	33.6625	2,693	5,835	70,018	1	34.0750	2,726	5,906	70,876
2	34.9125	2,793	6,052	72,618	2	35.3375	2,827	6,125	73,502	2	35.7750	2,862	6,201	74,412
3	36.6625	2,933	6,355	76,258	3	37.1125	2,969	6,433	77,194	3	37.5625	3,005	6,511	78,130
4	38.5000	3,080	6,673	80,080	4	38.9625	3,117	6,754	81,042	4	39.4375	3,155	6,836	82,030
5	40.4250	3,234	7,007	84,084	5	40.9125	3,273	7,092	85,098	5	41.4125	3,313	7,178	86,138
06915					06940					06965				
1	33.3250	2,666	5,776	69,316	1	33.7500	2,700	5,850	70,200	1	34.1500	2,732	5,919	71,032
2	35.0000	2,800	6,067	72,800	2	35.4375	2,835	6,143	73,710	2	35.8500	2,868	6,214	74,568
3	36.7500	2,940	6,370	76,440	3	37.2125	2,977	6,450	77,402	3	37.6500	3,012	6,526	78,312
4	38.5875	3,087	6,689	80,262	4	39.0750	3,126	6,773	81,276	4	39.5250	3,162	6,851	82,212
5	40.5125	3,241	7,022	84,266	5	41.0250	3,282	7,111	85,332	5	41.5000	3,320	7,193	86,320
06920					06945					06970				
1	33.4000	2,672	5,789	69,472	1	33.8250	2,706	5,863	70,356	1	34.2125	2,737	5,930	71,162
2	35.0750	2,806	6,080	72,956	2	35.5125	2,841	6,156	73,866	2	35.9250	2,874	6,227	74,724
3	36.8250	2,946	6,383	76,596	3	37.2875	2,983	6,463	77,558	3	37.7250	3,018	6,539	78,468
4	38.6625	3,093	6,702	80,418	4	39.1500	3,132	6,786	81,432	4	39.6125	3,169	6,866	82,394
5	40.6000	3,248	7,037	84,448	5	41.1125	3,289	7,126	85,514	5	41.5875	3,327	7,209	86,502



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
06975				07000				07025						
1	34.3125	2,745	5,948	71,370	1	34.7375	2,779	6,021	72,254	1	35.1625	2,813	6,095	73,138
2	36.0250	2,882	6,244	74,932	2	36.4750	2,918	6,322	75,868	2	36.9125	2,953	6,398	76,778
3	37.8375	3,027	6,559	78,702	3	38.3000	3,064	6,639	79,664	3	38.7625	3,101	6,719	80,626
4	39.7250	3,178	6,886	82,628	4	40.2125	3,217	6,970	83,642	4	40.7000	3,256	7,055	84,656
5	41.7125	3,337	7,230	86,762	5	42.2250	3,378	7,319	87,828	5	42.7250	3,418	7,406	88,868
06980				07005				07030						
1	34.4000	2,752	5,963	71,552	1	34.8250	2,786	6,036	72,436	1	35.2375	2,819	6,108	73,294
2	36.1250	2,890	6,262	75,140	2	36.5750	2,926	6,340	76,076	2	37.0000	2,960	6,413	76,960
3	37.9375	3,035	6,576	78,910	3	38.4000	3,072	6,656	79,872	3	38.8500	3,108	6,734	80,808
4	39.8375	3,187	6,905	82,862	4	40.3250	3,226	6,990	83,876	4	40.7875	3,263	7,070	84,838
5	41.8250	3,346	7,250	86,996	5	42.3375	3,387	7,339	88,062	5	42.8250	3,426	7,423	89,076
06985				07010				07035						
1	34.4750	2,758	5,976	71,708	1	34.9125	2,793	6,052	72,618	1	35.3375	2,827	6,125	73,502
2	36.2000	2,896	6,275	75,296	2	36.6625	2,933	6,355	76,258	2	37.1125	2,969	6,433	77,194
3	38.0125	3,041	6,589	79,066	3	38.5000	3,080	6,673	80,080	3	38.9625	3,117	6,754	81,042
4	39.9125	3,193	6,918	83,018	4	40.4250	3,234	7,007	84,084	4	40.9125	3,273	7,092	85,098
5	41.9125	3,353	7,265	87,178	5	42.4500	3,396	7,358	88,296	5	42.9500	3,436	7,445	89,336
06990				07015				07040						
1	34.5500	2,764	5,989	71,864	1	35.0000	2,800	6,067	72,800	1	35.4375	2,835	6,143	73,710
2	36.2750	2,902	6,288	75,452	2	36.7500	2,940	6,370	76,440	2	37.2125	2,977	6,450	77,402
3	38.0875	3,047	6,602	79,222	3	38.5875	3,087	6,689	80,262	3	39.0750	3,126	6,773	81,276
4	39.9875	3,199	6,931	83,174	4	40.5125	3,241	7,022	84,266	4	41.0250	3,282	7,111	85,332
5	41.9875	3,359	7,278	87,334	5	42.5375	3,403	7,373	88,478	5	43.0750	3,446	7,466	89,596
06995				07020				07045						
1	34.6500	2,772	6,006	72,072	1	35.0750	2,806	6,080	72,956	1	35.5125	2,841	6,156	73,866
2	36.3750	2,910	6,305	75,660	2	36.8250	2,946	6,383	76,596	2	37.2875	2,983	6,463	77,558
3	38.2000	3,056	6,621	79,456	3	38.6625	3,093	6,702	80,418	3	39.1500	3,132	6,786	81,432
4	40.1000	3,208	6,951	83,408	4	40.6000	3,248	7,037	84,448	4	41.1125	3,289	7,126	85,514
5	42.1125	3,369	7,300	87,594	5	42.6250	3,410	7,388	88,660	5	43.1625	3,453	7,482	89,778



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
07050					07075					07100				
1	35.5875	2,847	6,169	74,022	1	36.0250	2,882	6,244	74,932	1	36.4750	2,918	6,322	75,868
2	37.3625	2,989	6,476	77,714	2	37.8375	3,027	6,559	78,702	2	38.3000	3,064	6,639	79,664
3	39.2250	3,138	6,799	81,588	3	39.7250	3,178	6,886	82,628	3	40.2125	3,217	6,970	83,642
4	41.1875	3,295	7,139	85,670	4	41.7125	3,337	7,230	86,762	4	42.2250	3,378	7,319	87,828
5	43.2500	3,460	7,497	89,960	5	43.7875	3,503	7,590	91,078	5	44.3375	3,547	7,685	92,222
07055					07080					07105				
1	35.6875	2,855	6,186	74,230	1	36.1250	2,890	6,262	75,140	1	36.5750	2,926	6,340	76,076
2	37.4625	2,997	6,494	77,922	2	37.9375	3,035	6,576	78,910	2	38.4000	3,072	6,656	79,872
3	39.3375	3,147	6,819	81,822	3	39.8375	3,187	6,905	82,862	3	40.3250	3,226	6,990	83,876
4	41.3000	3,304	7,159	85,904	4	41.8250	3,346	7,250	86,996	4	42.3375	3,387	7,339	88,062
5	43.3750	3,470	7,518	90,220	5	43.9125	3,513	7,612	91,338	5	44.4625	3,557	7,707	92,482
07060					07085					07110				
1	35.7750	2,862	6,201	74,412	1	36.2000	2,896	6,275	75,296	1	36.6625	2,933	6,355	76,258
2	37.5625	3,005	6,511	78,130	2	38.0125	3,041	6,589	79,066	2	38.5000	3,080	6,673	80,080
3	39.4375	3,155	6,836	82,030	3	39.9125	3,193	6,918	83,018	3	40.4250	3,234	7,007	84,084
4	41.4125	3,313	7,178	86,138	4	41.9125	3,353	7,265	87,178	4	42.4500	3,396	7,358	88,296
5	43.4875	3,479	7,538	90,454	5	44.0000	3,520	7,627	91,520	5	44.5750	3,566	7,726	92,716
07065					07090					07115				
1	35.8500	2,868	6,214	74,568	1	36.2750	2,902	6,288	75,452	1	36.7500	2,940	6,370	76,440
2	37.6500	3,012	6,526	78,312	2	38.0875	3,047	6,602	79,222	2	38.5875	3,087	6,689	80,262
3	39.5250	3,162	6,851	82,212	3	39.9875	3,199	6,931	83,174	3	40.5125	3,241	7,022	84,266
4	41.5000	3,320	7,193	86,320	4	41.9875	3,359	7,278	87,334	4	42.5375	3,403	7,373	88,478
5	43.5750	3,486	7,553	90,636	5	44.0875	3,527	7,642	91,702	5	44.6750	3,574	7,744	92,924
07070					07095					07120				
1	35.9250	2,874	6,227	74,724	1	36.3750	2,910	6,305	75,660	1	36.8250	2,946	6,383	76,596
2	37.7250	3,018	6,539	78,468	2	38.2000	3,056	6,621	79,456	2	38.6625	3,093	6,702	80,418
3	39.6125	3,169	6,866	82,394	3	40.1000	3,208	6,951	83,408	3	40.6000	3,248	7,037	84,448
4	41.5875	3,327	7,209	86,502	4	42.1125	3,369	7,300	87,594	4	42.6250	3,410	7,388	88,660
5	43.6625	3,493	7,568	90,818	5	44.2125	3,537	7,664	91,962	5	44.7625	3,581	7,759	93,106



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
07275					07300					07325				
1	39.7375	3,179	6,888	82,654	1	40.2125	3,217	6,970	83,642	1	40.7000	3,256	7,055	84,656
2	41.7125	3,337	7,230	86,762	2	42.2250	3,378	7,319	87,828	2	42.7250	3,418	7,406	88,868
3	43.7875	3,503	7,590	91,078	3	44.3375	3,547	7,685	92,222	3	44.8625	3,589	7,776	93,314
4	45.9875	3,679	7,971	95,654	4	46.5500	3,724	8,069	96,824	4	47.1125	3,769	8,166	97,994
5	48.2750	3,862	8,368	100,412	5	48.8750	3,910	8,472	101,660	5	49.4625	3,957	8,574	102,882
07280					07305					07330				
1	39.8625	3,189	6,910	82,914	1	40.3250	3,226	6,990	83,876	1	40.7875	3,263	7,070	84,838
2	41.8250	3,346	7,250	86,996	2	42.3375	3,387	7,339	88,062	2	42.8250	3,426	7,423	89,076
3	43.9125	3,513	7,612	91,338	3	44.4625	3,557	7,707	92,482	3	44.9625	3,597	7,794	93,522
4	46.1125	3,689	7,993	95,914	4	46.6750	3,734	8,090	97,084	4	47.2125	3,777	8,184	98,202
5	48.4125	3,873	8,392	100,698	5	49.0125	3,921	8,496	101,946	5	49.5750	3,966	8,593	103,116
07285					07310					07335				
1	39.9250	3,194	6,920	83,044	1	40.4250	3,234	7,007	84,084	1	40.9125	3,273	7,092	85,098
2	41.9125	3,353	7,265	87,178	2	42.4500	3,396	7,358	88,296	2	42.9500	3,436	7,445	89,336
3	44.0000	3,520	7,627	91,520	3	44.5750	3,566	7,726	92,716	3	45.1000	3,608	7,817	93,808
4	46.2125	3,697	8,010	96,122	4	46.8000	3,744	8,112	97,344	4	47.3500	3,788	8,207	98,488
5	48.5125	3,881	8,409	100,906	5	49.1375	3,931	8,517	102,206	5	49.7250	3,978	8,619	103,428
07290					07315					07340				
1	39.9875	3,199	6,931	83,174	1	40.5125	3,241	7,022	84,266	1	41.0250	3,282	7,111	85,332
2	41.9875	3,359	7,278	87,334	2	42.5375	3,403	7,373	88,478	2	43.0750	3,446	7,466	89,596
3	44.0875	3,527	7,642	91,702	3	44.6750	3,574	7,744	92,924	3	45.2250	3,618	7,839	94,068
4	46.3000	3,704	8,025	96,304	4	46.9000	3,752	8,129	97,552	4	47.4875	3,799	8,231	98,774
5	48.6000	3,888	8,424	101,088	5	49.2500	3,940	8,537	102,440	5	49.8625	3,989	8,643	103,714
07295					07320					07345				
1	40.1000	3,208	6,951	83,408	1	40.6000	3,248	7,037	84,448	1	41.1125	3,289	7,126	85,514
2	42.1125	3,369	7,300	87,594	2	42.6250	3,410	7,388	88,660	2	43.1625	3,453	7,482	89,778
3	44.2125	3,537	7,664	91,962	3	44.7625	3,581	7,759	93,106	3	45.3250	3,626	7,856	94,276
4	46.4250	3,714	8,047	96,564	4	47.0000	3,760	8,147	97,760	4	47.5875	3,807	8,249	98,982
5	48.7375	3,899	8,448	101,374	5	49.3500	3,948	8,554	102,648	5	49.9750	3,998	8,662	103,948



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
07350				07375				07400						
1	41.1875	3,295	7,139	85,670	1	41.7125	3,337	7,230	86,762	1	42.2250	3,378	7,319	87,828
2	43.2500	3,460	7,497	89,960	2	43.7875	3,503	7,590	91,078	2	44.3375	3,547	7,685	92,222
3	45.4125	3,633	7,872	94,458	3	45.9875	3,679	7,971	95,654	3	46.5500	3,724	8,069	96,824
4	47.6875	3,815	8,266	99,190	4	48.2750	3,862	8,368	100,412	4	48.8750	3,910	8,472	101,660
5	50.0750	4,006	8,680	104,156	5	50.7000	4,056	8,788	105,456	5	51.3250	4,106	8,896	106,756
07355				07380				07405						
1	41.3000	3,304	7,159	85,904	1	41.8250	3,346	7,250	86,996	1	42.3375	3,387	7,339	88,062
2	43.3750	3,470	7,518	90,220	2	43.9125	3,513	7,612	91,338	2	44.4625	3,557	7,707	92,482
3	45.5375	3,643	7,893	94,718	3	46.1125	3,689	7,993	95,914	3	46.6750	3,734	8,090	97,084
4	47.8250	3,826	8,290	99,476	4	48.4125	3,873	8,392	100,698	4	49.0125	3,921	8,496	101,946
5	50.2125	4,017	8,704	104,442	5	50.8375	4,067	8,812	105,742	5	51.4625	4,117	8,920	107,042
07360				07385				07410						
1	41.4125	3,313	7,178	86,138	1	41.9125	3,353	7,265	87,178	1	42.4500	3,396	7,358	88,296
2	43.4875	3,479	7,538	90,454	2	44.0000	3,520	7,627	91,520	2	44.5750	3,566	7,726	92,716
3	45.6625	3,653	7,915	94,978	3	46.2000	3,696	8,008	96,096	3	46.8000	3,744	8,112	97,344
4	47.9500	3,836	8,311	99,736	4	48.5125	3,881	8,409	100,906	4	49.1375	3,931	8,517	102,206
5	50.3500	4,028	8,727	104,728	5	50.9375	4,075	8,829	105,950	5	51.6000	4,128	8,944	107,328
07365				07390				07415						
1	41.5000	3,320	7,193	86,320	1	41.9875	3,359	7,278	87,334	1	42.5375	3,403	7,373	88,478
2	43.5750	3,486	7,553	90,636	2	44.0875	3,527	7,642	91,702	2	44.6750	3,574	7,744	92,924
3	45.7625	3,661	7,932	95,186	3	46.2875	3,703	8,023	96,278	3	46.9000	3,752	8,129	97,552
4	48.0500	3,844	8,329	99,944	4	48.6000	3,888	8,424	101,088	4	49.2500	3,940	8,537	102,440
5	50.4500	4,036	8,745	104,936	5	51.0250	4,082	8,844	106,132	5	51.7125	4,137	8,964	107,562
07370				07395				07420						
1	41.5875	3,327	7,209	86,502	1	42.1125	3,369	7,300	87,594	1	42.6250	3,410	7,388	88,660
2	43.6625	3,493	7,568	90,818	2	44.2125	3,537	7,664	91,962	2	44.7625	3,581	7,759	93,106
3	45.8500	3,668	7,947	95,368	3	46.4250	3,714	8,047	96,564	3	47.0000	3,760	8,147	97,760
4	48.1375	3,851	8,344	100,126	4	48.7375	3,899	8,448	101,374	4	49.3500	3,948	8,554	102,648
5	50.5500	4,044	8,762	105,144	5	51.1750	4,094	8,870	106,444	5	51.8125	4,145	8,981	107,770



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
07425					07450					07475				
1	42.7250	3,418	7,406	88,868	1	43.2500	3,460	7,497	89,960	1	43.7875	3,503	7,590	91,078
2	44.8625	3,589	7,776	93,314	2	45.4125	3,633	7,872	94,458	2	45.9875	3,679	7,971	95,654
3	47.1125	3,769	8,166	97,994	3	47.6875	3,815	8,266	99,190	3	48.2750	3,862	8,368	100,412
4	49.4625	3,957	8,574	102,882	4	50.0750	4,006	8,680	104,156	4	50.7000	4,056	8,788	105,456
5	51.9375	4,155	9,003	108,030	5	52.5750	4,206	9,113	109,356	5	53.2250	4,258	9,226	110,708
07430					07455					07480				
1	42.8250	3,426	7,423	89,076	1	43.3750	3,470	7,518	90,220	1	43.9125	3,513	7,612	91,338
2	44.9625	3,597	7,794	93,522	2	45.5375	3,643	7,893	94,718	2	46.1125	3,689	7,993	95,914
3	47.2125	3,777	8,184	98,202	3	47.8250	3,826	8,290	99,476	3	48.4125	3,873	8,392	100,698
4	49.5750	3,966	8,593	103,116	4	50.2125	4,017	8,704	104,442	4	50.8375	4,067	8,812	105,742
5	52.0500	4,164	9,022	108,264	5	52.7250	4,218	9,139	109,668	5	53.3750	4,270	9,252	111,020
07435					07460					07485				
1	42.9500	3,436	7,445	89,336	1	43.4875	3,479	7,538	90,454	1	44.0000	3,520	7,627	91,520
2	45.1000	3,608	7,817	93,808	2	45.6625	3,653	7,915	94,978	2	46.2125	3,697	8,010	96,122
3	47.3500	3,788	8,207	98,488	3	47.9500	3,836	8,311	99,736	3	48.5125	3,881	8,409	100,906
4	49.7250	3,978	8,619	103,428	4	50.3500	4,028	8,727	104,728	4	50.9375	4,075	8,829	105,950
5	52.2000	4,176	9,048	108,576	5	52.8625	4,229	9,163	109,954	5	53.4750	4,278	9,269	111,228
07440					07465					07490				
1	43.0750	3,446	7,466	89,596	1	43.5750	3,486	7,553	90,636	1	44.0875	3,527	7,642	91,702
2	45.2250	3,618	7,839	94,068	2	45.7625	3,661	7,932	95,186	2	46.3000	3,704	8,025	96,304
3	47.4875	3,799	8,231	98,774	3	48.0500	3,844	8,329	99,944	3	48.6000	3,888	8,424	101,088
4	49.8625	3,989	8,643	103,714	4	50.4500	4,036	8,745	104,936	4	51.0250	4,082	8,844	106,132
5	52.3500	4,188	9,074	108,888	5	52.9750	4,238	9,182	110,188	5	53.5750	4,286	9,286	111,436
07445					07470					07495				
1	43.1625	3,453	7,482	89,778	1	43.6625	3,493	7,568	90,818	1	44.2125	3,537	7,664	91,962
2	45.3250	3,626	7,856	94,276	2	45.8500	3,668	7,947	95,368	2	46.4250	3,714	8,047	96,564
3	47.5875	3,807	8,249	98,982	3	48.1375	3,851	8,344	100,126	3	48.7375	3,899	8,448	101,374
4	49.9750	3,998	8,662	103,948	4	50.5500	4,044	8,762	105,144	4	51.1750	4,094	8,870	106,444
5	52.4625	4,197	9,094	109,122	5	53.0750	4,246	9,200	110,396	5	53.7375	4,299	9,315	111,774



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
07500					07525					07550				
1	44.3375	3,547	7,685	92,222	1	44.8625	3,589	7,776	93,314	1	45.4125	3,633	7,872	94,458
2	46.5500	3,724	8,069	96,824	2	47.1125	3,769	8,166	97,994	2	47.6875	3,815	8,266	99,190
3	48.8750	3,910	8,472	101,660	3	49.4625	3,957	8,574	102,882	3	50.0750	4,006	8,680	104,156
4	51.3250	4,106	8,896	106,756	4	51.9375	4,155	9,003	108,030	4	52.5750	4,206	9,113	109,356
5	53.8875	4,311	9,341	112,086	5	54.5250	4,362	9,451	113,412	5	55.2000	4,416	9,568	114,816
07505					07530					07555				
1	44.4625	3,557	7,707	92,482	1	44.9625	3,597	7,794	93,522	1	45.5375	3,643	7,893	94,718
2	46.6750	3,734	8,090	97,084	2	47.2125	3,777	8,184	98,202	2	47.8250	3,826	8,290	99,476
3	49.0125	3,921	8,496	101,946	3	49.5750	3,966	8,593	103,116	3	50.2125	4,017	8,704	104,442
4	51.4625	4,117	8,920	107,042	4	52.0500	4,164	9,022	108,264	4	52.7250	4,218	9,139	109,668
5	54.0375	4,323	9,367	112,398	5	54.6500	4,372	9,473	113,672	5	55.3500	4,428	9,594	115,128
07510					07535					07560				
1	44.5750	3,566	7,726	92,716	1	45.1000	3,608	7,817	93,808	1	45.6625	3,653	7,915	94,978
2	46.8000	3,744	8,112	97,344	2	47.3500	3,788	8,207	98,488	2	47.9500	3,836	8,311	99,736
3	49.1375	3,931	8,517	102,206	3	49.7250	3,978	8,619	103,428	3	50.3500	4,028	8,727	104,728
4	51.6000	4,128	8,944	107,328	4	52.2000	4,176	9,048	108,576	4	52.8625	4,229	9,163	109,954
5	54.1750	4,334	9,390	112,684	5	54.8125	4,385	9,501	114,010	5	55.5000	4,440	9,620	115,440
07515					07540					07565				
1	44.6750	3,574	7,744	92,924	1	45.2250	3,618	7,839	94,068	1	45.7625	3,661	7,932	95,186
2	46.9000	3,752	8,129	97,552	2	47.4875	3,799	8,231	98,774	2	48.0500	3,844	8,329	99,944
3	49.2500	3,940	8,537	102,440	3	49.8625	3,989	8,643	103,714	3	50.4500	4,036	8,745	104,936
4	51.7125	4,137	8,964	107,562	4	52.3500	4,188	9,074	108,888	4	52.9750	4,238	9,182	110,188
5	54.2875	4,343	9,410	112,918	5	54.9625	4,397	9,527	114,322	5	55.6125	4,449	9,640	115,674
07520					07545					07570				
1	44.7625	3,581	7,759	93,106	1	45.3250	3,626	7,856	94,276	1	45.8500	3,668	7,947	95,368
2	47.0000	3,760	8,147	97,760	2	47.5875	3,807	8,249	98,982	2	48.1375	3,851	8,344	100,126
3	49.3500	3,948	8,554	102,648	3	49.9750	3,998	8,662	103,948	3	50.5500	4,044	8,762	105,144
4	51.8125	4,145	8,981	107,770	4	52.4625	4,197	9,094	109,122	4	53.0750	4,246	9,200	110,396
5	54.4000	4,352	9,429	113,152	5	55.0875	4,407	9,549	114,582	5	55.7250	4,458	9,659	115,908



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
07725				07750				07775						
1	49.4625	3,957	8,574	102,882	1	50.0750	4,006	8,680	104,156	1	50.7000	4,056	8,788	105,456
2	51.9375	4,155	9,003	108,030	2	52.5750	4,206	9,113	109,356	2	53.2250	4,258	9,226	110,708
3	54.5250	4,362	9,451	113,412	3	55.2000	4,416	9,568	114,816	3	55.8875	4,471	9,687	116,246
4	57.2625	4,581	9,926	119,106	4	57.9625	4,637	10,047	120,562	4	58.6875	4,695	10,173	122,070
5	60.1250	4,810	10,422	125,060	5	60.8625	4,869	10,550	126,594	5	61.6125	4,929	10,680	128,154
07730				07755				07780						
1	49.5750	3,966	8,593	103,116	1	50.2125	4,017	8,704	104,442	1	50.8375	4,067	8,812	105,742
2	52.0500	4,164	9,022	108,264	2	52.7250	4,218	9,139	109,668	2	53.3750	4,270	9,252	111,020
3	54.6500	4,372	9,473	113,672	3	55.3500	4,428	9,594	115,128	3	56.0500	4,484	9,715	116,584
4	57.3875	4,591	9,947	119,366	4	58.1250	4,650	10,075	120,900	4	58.8500	4,708	10,201	122,408
5	60.2625	4,821	10,446	125,346	5	61.0250	4,882	10,578	126,932	5	61.7875	4,943	10,710	128,518
07735				07760				07785						
1	49.7250	3,978	8,619	103,428	1	50.3500	4,028	8,727	104,728	1	50.9375	4,075	8,829	105,950
2	52.2000	4,176	9,048	108,576	2	52.8625	4,229	9,163	109,954	2	53.4750	4,278	9,269	111,228
3	54.8125	4,385	9,501	114,010	3	55.5000	4,440	9,620	115,440	3	56.1500	4,492	9,733	116,792
4	57.5500	4,604	9,975	119,704	4	58.2750	4,662	10,101	121,212	4	58.9625	4,717	10,220	122,642
5	60.4375	4,835	10,476	125,710	5	61.1875	4,895	10,606	127,270	5	61.9000	4,952	10,729	128,752
07740				07765				07790						
1	49.8625	3,989	8,643	103,714	1	50.4500	4,036	8,745	104,936	1	51.0250	4,082	8,844	106,132
2	52.3500	4,188	9,074	108,888	2	52.9750	4,238	9,182	110,188	2	53.5750	4,286	9,286	111,436
3	54.9625	4,397	9,527	114,322	3	55.6125	4,449	9,640	115,674	3	56.2500	4,500	9,750	117,000
4	57.7125	4,617	10,004	120,042	4	58.4000	4,672	10,123	121,472	4	59.0625	4,725	10,238	122,850
5	60.6000	4,848	10,504	126,048	5	61.3125	4,905	10,628	127,530	5	62.0125	4,961	10,749	128,986
07745				07770				07795						
1	49.9750	3,998	8,662	103,948	1	50.5500	4,044	8,762	105,144	1	51.1750	4,094	8,870	106,444
2	52.4625	4,197	9,094	109,122	2	53.0750	4,246	9,200	110,396	2	53.7375	4,299	9,315	111,774
3	55.0875	4,407	9,549	114,582	3	55.7250	4,458	9,659	115,908	3	56.4250	4,514	9,780	117,364
4	57.8375	4,627	10,025	120,302	4	58.5125	4,681	10,142	121,706	4	59.2375	4,739	10,268	123,214
5	60.7375	4,859	10,528	126,334	5	61.4375	4,915	10,649	127,790	5	62.2000	4,976	10,781	129,376



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
07800				07825				07850						
1	51.3250	4,106	8,896	106,756	1	51.9375	4,155	9,003	108,030	1	52.5750	4,206	9,113	109,356
2	53.8875	4,311	9,341	112,086	2	54.5250	4,362	9,451	113,412	2	55.2000	4,416	9,568	114,816
3	56.5875	4,527	9,809	117,702	3	57.2625	4,581	9,926	119,106	3	57.9625	4,637	10,047	120,562
4	59.4125	4,753	10,298	123,578	4	60.1250	4,810	10,422	125,060	4	60.8625	4,869	10,550	126,594
5	62.3875	4,991	10,814	129,766	5	63.1375	5,051	10,944	131,326	5	63.9000	5,112	11,076	132,912
07805				07830				07855						
1	51.4625	4,117	8,920	107,042	1	52.0500	4,164	9,022	108,264	1	52.7250	4,218	9,139	109,668
2	54.1000	4,328	9,377	112,528	2	54.6500	4,372	9,473	113,672	2	55.3500	4,428	9,594	115,128
3	56.7375	4,539	9,835	118,014	3	57.3875	4,591	9,947	119,366	3	58.1250	4,650	10,075	120,900
4	59.5750	4,766	10,326	123,916	4	60.2625	4,821	10,446	125,346	4	61.0250	4,882	10,578	126,932
5	62.5625	5,005	10,844	130,130	5	63.2750	5,062	10,968	131,612	5	64.0750	5,126	11,106	133,276
07810				07835				07860						
1	51.6000	4,128	8,944	107,328	1	52.2000	4,176	9,048	108,576	1	52.8625	4,229	9,163	109,954
2	54.1750	4,334	9,390	112,684	2	54.8125	4,385	9,501	114,010	2	55.5000	4,440	9,620	115,440
3	56.8875	4,551	9,861	118,326	3	57.5500	4,604	9,975	119,704	3	58.2750	4,662	10,101	121,212
4	59.7375	4,779	10,355	124,254	4	60.4375	4,835	10,476	125,710	4	61.1875	4,895	10,606	127,270
5	62.7250	5,018	10,872	130,468	5	63.4500	5,076	10,998	131,976	5	64.2500	5,140	11,137	133,640
07815				07840				07865						
1	51.7125	4,137	8,964	107,562	1	52.3500	4,188	9,074	108,888	1	52.9750	4,238	9,182	110,188
2	54.2875	4,343	9,410	112,918	2	54.9625	4,397	9,527	114,322	2	55.6125	4,449	9,640	115,674
3	57.0125	4,561	9,882	118,586	3	57.7125	4,617	10,004	120,042	3	58.4000	4,672	10,123	121,472
4	59.8625	4,789	10,376	124,514	4	60.6000	4,848	10,504	126,048	4	61.3125	4,905	10,628	127,530
5	62.8625	5,029	10,896	130,754	5	63.6250	5,090	11,028	132,340	5	64.3875	5,151	11,161	133,926
07820				07845				07870						
1	51.8125	4,145	8,981	107,770	1	52.4625	4,197	9,094	109,122	1	53.0750	4,246	9,200	110,396
2	54.4000	4,352	9,429	113,152	2	55.0875	4,407	9,549	114,582	2	55.7250	4,458	9,659	115,908
3	57.1250	4,570	9,902	118,820	3	57.8375	4,627	10,025	120,302	3	58.5125	4,681	10,142	121,706
4	59.9875	4,799	10,398	124,774	4	60.7375	4,859	10,528	126,334	4	61.4375	4,915	10,649	127,790
5	62.9875	5,039	10,918	131,014	5	63.7625	5,101	11,052	132,626	5	64.5125	5,161	11,182	134,186



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
07875				07900				07925						
1	53.2250	4,258	9,226	110,708	1	53.8875	4,311	9,341	112,086	1	54.5250	4,362	9,451	113,412
2	55.8875	4,471	9,687	116,246	2	56.5875	4,527	9,809	117,702	2	57.2625	4,581	9,926	119,106
3	58.6875	4,695	10,173	122,070	3	59.4125	4,753	10,298	123,578	3	60.1250	4,810	10,422	125,060
4	61.6125	4,929	10,680	128,154	4	62.3875	4,991	10,814	129,766	4	63.1375	5,051	10,944	131,326
5	64.7000	5,176	11,215	134,576	5	65.5125	5,241	11,356	136,266	5	66.2875	5,303	11,490	137,878
07880				07905				07930						
1	53.3750	4,270	9,252	111,020	1	54.0375	4,323	9,367	112,398	1	54.6500	4,372	9,473	113,672
2	56.0500	4,484	9,715	116,584	2	56.7375	4,539	9,835	118,014	2	57.3875	4,591	9,947	119,366
3	58.8500	4,708	10,201	122,408	3	59.5750	4,766	10,326	123,916	3	60.2625	4,821	10,446	125,346
4	61.7875	4,943	10,710	128,518	4	62.5625	5,005	10,844	130,130	4	63.2750	5,062	10,968	131,612
5	64.8750	5,190	11,245	134,940	5	65.6875	5,255	11,386	136,630	5	66.4375	5,315	11,516	138,190
07885				07910				07935						
1	53.4750	4,278	9,269	111,228	1	54.1750	4,334	9,390	112,684	1	54.8125	4,385	9,501	114,010
2	56.1500	4,492	9,733	116,792	2	56.8875	4,551	9,861	118,326	2	57.5500	4,604	9,975	119,704
3	58.9625	4,717	10,220	122,642	3	59.7375	4,779	10,355	124,254	3	60.4375	4,835	10,476	125,710
4	61.9000	4,952	10,729	128,752	4	62.7250	5,018	10,872	130,468	4	63.4500	5,076	10,998	131,976
5	65.0000	5,200	11,267	135,200	5	65.8625	5,269	11,416	136,994	5	66.6250	5,330	11,548	138,580
07890				07915				07940						
1	53.5750	4,286	9,286	111,436	1	54.2875	4,343	9,410	112,918	1	54.9625	4,397	9,527	114,322
2	56.2500	4,500	9,750	117,000	2	57.0125	4,561	9,882	118,586	2	57.7125	4,617	10,004	120,042
3	59.0625	4,725	10,238	122,850	3	59.8625	4,789	10,376	124,514	3	60.6000	4,848	10,504	126,048
4	62.0125	4,961	10,749	128,986	4	62.8625	5,029	10,896	130,754	4	63.6250	5,090	11,028	132,340
5	65.1125	5,209	11,286	135,434	5	66.0000	5,280	11,440	137,280	5	66.8125	5,345	11,581	138,970
07895				07920				07945						
1	53.7375	4,299	9,315	111,774	1	54.4000	4,352	9,429	113,152	1	55.0875	4,407	9,549	114,582
2	56.4250	4,514	9,780	117,364	2	57.1250	4,570	9,902	118,820	2	57.8375	4,627	10,025	120,302
3	59.2375	4,739	10,268	123,214	3	59.9875	4,799	10,398	124,774	3	60.7375	4,859	10,528	126,334
4	62.2000	4,976	10,781	129,376	4	62.9875	5,039	10,918	131,014	4	63.7625	5,101	11,052	132,626
5	65.3125	5,225	11,321	135,850	5	66.1375	5,291	11,464	137,566	5	66.9625	5,357	11,607	139,282



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
07950					07975					08000				
1	55.2000	4,416	9,568	114,816	1	55.8875	4,471	9,687	116,246	1	56.5875	4,527	9,809	117,702
2	57.9625	4,637	10,047	120,562	2	58.6875	4,695	10,173	122,070	2	59.4125	4,753	10,298	123,578
3	60.8625	4,869	10,550	126,594	3	61.6125	4,929	10,680	128,154	3	62.3875	4,991	10,814	129,766
4	63.9000	5,112	11,076	132,912	4	64.7000	5,176	11,215	134,576	4	65.5125	5,241	11,356	136,266
5	67.1000	5,368	11,631	139,568	5	67.9375	5,435	11,776	141,310	5	68.7875	5,503	11,923	143,078
07955					07980					08005				
1	55.3500	4,428	9,594	115,128	1	56.0500	4,484	9,715	116,584	1	56.7375	4,539	9,835	118,014
2	58.1250	4,650	10,075	120,900	2	58.8500	4,708	10,201	122,408	2	59.5750	4,766	10,326	123,916
3	61.0250	4,882	10,578	126,932	3	61.7875	4,943	10,710	128,518	3	62.5625	5,005	10,844	130,130
4	64.0750	5,126	11,106	133,276	4	64.8750	5,190	11,245	134,940	4	65.6875	5,255	11,386	136,630
5	67.2875	5,383	11,663	139,958	5	68.1250	5,450	11,808	141,700	5	68.9750	5,518	11,956	143,468
07960					07985					08010				
1	55.5000	4,440	9,620	115,440	1	56.1500	4,492	9,733	116,792	1	56.8875	4,551	9,861	118,326
2	58.2750	4,662	10,101	121,212	2	58.9625	4,717	10,220	122,642	2	59.7375	4,779	10,355	124,254
3	61.1875	4,895	10,606	127,270	3	61.9000	4,952	10,729	128,752	3	62.7250	5,018	10,872	130,468
4	64.2500	5,140	11,137	133,640	4	65.0000	5,200	11,267	135,200	4	65.8625	5,269	11,416	136,994
5	67.4625	5,397	11,694	140,322	5	68.2500	5,460	11,830	141,960	5	69.1500	5,532	11,986	143,832
07965					07990					08015				
1	55.6125	4,449	9,640	115,674	1	56.2500	4,500	9,750	117,000	1	57.0125	4,561	9,882	118,586
2	58.4000	4,672	10,123	121,472	2	59.0625	4,725	10,238	122,850	2	59.8625	4,789	10,376	124,514
3	61.3125	4,905	10,628	127,530	3	62.0125	4,961	10,749	128,986	3	62.8625	5,029	10,896	130,754
4	64.3875	5,151	11,161	133,926	4	65.1125	5,209	11,286	135,434	4	66.0000	5,280	11,440	137,280
5	67.6000	5,408	11,717	140,608	5	68.3625	5,469	11,850	142,194	5	69.3000	5,544	12,012	144,144
07970					07995					08020				
1	55.7250	4,458	9,659	115,908	1	56.4250	4,514	9,780	117,364	1	57.1250	4,570	9,902	118,820
2	58.5125	4,681	10,142	121,706	2	59.2375	4,739	10,268	123,214	2	59.9875	4,799	10,398	124,774
3	61.4375	4,915	10,649	127,790	3	62.2000	4,976	10,781	129,376	3	62.9875	5,039	10,918	131,014
4	64.5125	5,161	11,182	134,186	4	65.3125	5,225	11,321	135,850	4	66.1375	5,291	11,464	137,566
5	67.7375	5,419	11,741	140,894	5	68.5750	5,486	11,886	142,636	5	69.4500	5,556	12,038	144,456



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
08175				08200				08225						
1	61.6125	4,929	10,680	128,154	1	62.3875	4,991	10,814	129,766	1	63.1375	5,051	10,944	131,326
2	64.7000	5,176	11,215	134,576	2	65.5125	5,241	11,356	136,266	2	66.2875	5,303	11,490	137,878
3	67.9375	5,435	11,776	141,310	3	68.7875	5,503	11,923	143,078	3	69.6000	5,568	12,064	144,768
4	71.3250	5,706	12,363	148,356	4	72.2250	5,778	12,519	150,228	4	73.0875	5,847	12,669	152,022
5	74.8875	5,991	12,981	155,766	5	75.8375	6,067	13,145	157,742	5	76.7375	6,139	13,301	159,614
08180				08205				08230						
1	61.7875	4,943	10,710	128,518	1	62.5625	5,005	10,844	130,130	1	63.2750	5,062	10,968	131,612
2	64.8750	5,190	11,245	134,940	2	65.6875	5,255	11,386	136,630	2	66.4375	5,315	11,516	138,190
3	68.1250	5,450	11,808	141,700	3	68.9750	5,518	11,956	143,468	3	69.7625	5,581	12,092	145,106
4	71.5250	5,722	12,398	148,772	4	72.4250	5,794	12,554	150,644	4	73.2500	5,860	12,697	152,360
5	75.1000	6,008	13,017	156,208	5	76.0375	6,083	13,180	158,158	5	76.9125	6,153	13,332	159,978
08185				08210				08235						
1	61.9000	4,952	10,729	128,752	1	62.7250	5,018	10,872	130,468	1	63.4500	5,076	10,998	131,976
2	65.0000	5,200	11,267	135,200	2	65.8625	5,269	11,416	136,994	2	66.6250	5,330	11,548	138,580
3	68.2500	5,460	11,830	141,960	3	69.1500	5,532	11,986	143,832	3	69.9625	5,597	12,127	145,522
4	71.6625	5,733	12,422	149,058	4	72.6125	5,809	12,586	151,034	4	73.4500	5,876	12,731	152,776
5	75.2375	6,019	13,041	156,494	5	76.2375	6,099	13,215	158,574	5	77.1250	6,170	13,368	160,420
08190				08215				08240						
1	62.0125	4,961	10,749	128,986	1	62.8625	5,029	10,896	130,754	1	63.6250	5,090	11,028	132,340
2	65.1125	5,209	11,286	135,434	2	66.0000	5,280	11,440	137,280	2	66.8125	5,345	11,581	138,970
3	68.3750	5,470	11,852	142,220	3	69.3000	5,544	12,012	144,144	3	70.1500	5,612	12,159	145,912
4	71.7875	5,743	12,443	149,318	4	72.7625	5,821	12,612	151,346	4	73.6500	5,892	12,766	153,192
5	75.3750	6,030	13,065	156,780	5	76.4000	6,112	13,243	158,912	5	77.3375	6,187	13,405	160,862
08195				08220				08245						
1	62.2000	4,976	10,781	129,376	1	62.9875	5,039	10,918	131,014	1	63.7625	5,101	11,052	132,626
2	65.3125	5,225	11,321	135,850	2	66.1375	5,291	11,464	137,566	2	66.9625	5,357	11,607	139,282
3	68.5875	5,487	11,889	142,662	3	69.4375	5,555	12,036	144,430	3	70.3000	5,624	12,185	146,224
4	72.0125	5,761	12,482	149,786	4	72.9125	5,833	12,638	151,658	4	73.8125	5,905	12,794	153,530
5	75.6125	6,049	13,106	157,274	5	76.5625	6,125	13,271	159,250	5	77.5125	6,201	13,436	161,226



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
08250					08275					08300				
1	63.9000	5,112	11,076	132,912	1	64.7000	5,176	11,215	134,576	1	65.5125	5,241	11,356	136,266
2	67.1000	5,368	11,631	139,568	2	67.9375	5,435	11,776	141,310	2	68.7875	5,503	11,923	143,078
3	70.4500	5,636	12,211	146,536	3	71.3250	5,706	12,363	148,356	3	72.2250	5,778	12,519	150,228
4	73.9750	5,918	12,822	153,868	4	74.8875	5,991	12,981	155,766	4	75.8375	6,067	13,145	157,742
5	77.6750	6,214	13,464	161,564	5	78.6375	6,291	13,631	163,566	5	79.6250	6,370	13,802	165,620
08255					08280					08305				
1	64.0750	5,126	11,106	133,276	1	64.8750	5,190	11,245	134,940	1	65.6875	5,255	11,386	136,630
2	67.2875	5,383	11,663	139,958	2	68.1250	5,450	11,808	141,700	2	68.9750	5,518	11,956	143,468
3	70.6500	5,652	12,246	146,952	3	71.5250	5,722	12,398	148,772	3	72.4250	5,794	12,554	150,644
4	74.1750	5,934	12,857	154,284	4	75.1000	6,008	13,017	156,208	4	76.0375	6,083	13,180	158,158
5	77.8875	6,231	13,501	162,006	5	78.8625	6,309	13,670	164,034	5	79.8375	6,387	13,839	166,062
08260					08285					08310				
1	64.2500	5,140	11,137	133,640	1	65.0000	5,200	11,267	135,200	1	65.8625	5,269	11,416	136,994
2	67.4625	5,397	11,694	140,322	2	68.2500	5,460	11,830	141,960	2	69.1500	5,532	11,986	143,832
3	70.8375	5,667	12,279	147,342	3	71.6625	5,733	12,422	149,058	3	72.6125	5,809	12,586	151,034
4	74.3750	5,950	12,892	154,700	4	75.2375	6,019	13,041	156,494	4	76.2375	6,099	13,215	158,574
5	78.0875	6,247	13,535	162,422	5	79.0125	6,321	13,696	164,346	5	80.0500	6,404	13,875	166,504
08265					08290					08315				
1	64.3875	5,151	11,161	133,926	1	65.1125	5,209	11,286	135,434	1	66.0000	5,280	11,440	137,280
2	67.6000	5,408	11,717	140,608	2	68.3750	5,470	11,852	142,220	2	69.3000	5,544	12,012	144,144
3	70.9875	5,679	12,305	147,654	3	71.7875	5,743	12,443	149,318	3	72.7625	5,821	12,612	151,346
4	74.5250	5,962	12,918	155,012	4	75.3750	6,030	13,065	156,780	4	76.4000	6,112	13,243	158,912
5	78.2500	6,260	13,563	162,760	5	79.1500	6,332	13,719	164,632	5	80.2250	6,418	13,906	166,868
08270					08295					08320				
1	64.5125	5,161	11,182	134,186	1	65.3125	5,225	11,321	135,850	1	66.1375	5,291	11,464	137,566
2	67.7375	5,419	11,741	140,894	2	68.5875	5,487	11,889	142,662	2	69.4375	5,555	12,036	144,430
3	71.1250	5,690	12,328	147,940	3	72.0125	5,761	12,482	149,786	3	72.9125	5,833	12,638	151,658
4	74.6750	5,974	12,944	155,324	4	75.6125	6,049	13,106	157,274	4	76.5625	6,125	13,271	159,250
5	78.4125	6,273	13,592	163,098	5	79.3875	6,351	13,761	165,126	5	80.3875	6,431	13,934	167,206



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
08325					08350					08375				
1	66.2875	5,303	11,490	137,878	1	67.1000	5,368	11,631	139,568	1	67.9375	5,435	11,776	141,310
2	69.6000	5,568	12,064	144,768	2	70.4500	5,636	12,211	146,536	2	71.3250	5,706	12,363	148,356
3	73.0875	5,847	12,669	152,022	3	73.9750	5,918	12,822	153,868	3	74.8875	5,991	12,981	155,766
4	76.7375	6,139	13,301	159,614	4	77.6750	6,214	13,464	161,564	4	78.6375	6,291	13,631	163,566
5	80.5750	6,446	13,966	167,596	5	81.5500	6,524	14,135	169,624	5	82.5750	6,606	14,313	171,756
08330					08355					08380				
1	66.4375	5,315	11,516	138,190	1	67.2875	5,383	11,663	139,958	1	68.1250	5,450	11,808	141,700
2	69.7625	5,581	12,092	145,106	2	70.6500	5,652	12,246	146,952	2	71.5250	5,722	12,398	148,772
3	73.2500	5,860	12,697	152,360	3	74.1750	5,934	12,857	154,284	3	75.1000	6,008	13,017	156,208
4	76.9125	6,153	13,332	159,978	4	77.8875	6,231	13,501	162,006	4	78.8625	6,309	13,670	164,034
5	80.7625	6,461	13,999	167,986	5	81.7750	6,542	14,174	170,092	5	82.8000	6,624	14,352	172,224
08335					08360					08385				
1	66.6250	5,330	11,548	138,580	1	67.4625	5,397	11,694	140,322	1	68.2500	5,460	11,830	141,960
2	69.9625	5,597	12,127	145,522	2	70.8375	5,667	12,279	147,342	2	71.6625	5,733	12,422	149,058
3	73.4500	5,876	12,731	152,776	3	74.3750	5,950	12,892	154,700	3	75.2375	6,019	13,041	156,494
4	77.1250	6,170	13,368	160,420	4	78.0875	6,247	13,535	162,422	4	79.0125	6,321	13,696	164,346
5	80.9875	6,479	14,038	168,454	5	82.0000	6,560	14,213	170,560	5	82.9500	6,636	14,378	172,536
08340					08365					08390				
1	66.8125	5,345	11,581	138,970	1	67.6000	5,408	11,717	140,608	1	68.3750	5,470	11,852	142,220
2	70.1500	5,612	12,159	145,912	2	70.9875	5,679	12,305	147,654	2	71.7875	5,743	12,443	149,318
3	73.6500	5,892	12,766	153,192	3	74.5250	5,962	12,918	155,012	3	75.3750	6,030	13,065	156,780
4	77.3375	6,187	13,405	160,862	4	78.2500	6,260	13,563	162,760	4	79.1500	6,332	13,719	164,632
5	81.2000	6,496	14,075	168,896	5	82.1750	6,574	14,244	170,924	5	83.1000	6,648	14,404	172,848
08345					08370					08395				
1	66.9625	5,357	11,607	139,282	1	67.7375	5,419	11,741	140,894	1	68.5875	5,487	11,889	142,662
2	70.3000	5,624	12,185	146,224	2	71.1250	5,690	12,328	147,940	2	72.0125	5,761	12,482	149,786
3	73.8125	5,905	12,794	153,530	3	74.6750	5,974	12,944	155,324	3	75.6125	6,049	13,106	157,274
4	77.5125	6,201	13,436	161,226	4	78.4125	6,273	13,592	163,098	4	79.3875	6,351	13,761	165,126
5	81.3750	6,510	14,105	169,260	5	82.3375	6,587	14,272	171,262	5	83.3500	6,668	14,447	173,368



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
08400					08425					08450				
1	68.7875	5,503	11,923	143,078	1	69.6000	5,568	12,064	144,768	1	70.4500	5,636	12,211	146,536
2	72.2250	5,778	12,519	150,228	2	73.0875	5,847	12,669	152,022	2	73.9750	5,918	12,822	153,868
3	75.8375	6,067	13,145	157,742	3	76.7375	6,139	13,301	159,614	3	77.6750	6,214	13,464	161,564
4	79.6250	6,370	13,802	165,620	4	80.5750	6,446	13,966	167,596	4	81.5500	6,524	14,135	169,624
5	83.6000	6,688	14,491	173,888	5	84.6125	6,769	14,666	175,994	5	85.6375	6,851	14,844	178,126
08405					08430					08455				
1	68.9750	5,518	11,956	143,468	1	69.7625	5,581	12,092	145,106	1	70.6500	5,652	12,246	146,952
2	72.4250	5,794	12,554	150,644	2	73.2500	5,860	12,697	152,360	2	74.1750	5,934	12,857	154,284
3	76.0375	6,083	13,180	158,158	3	76.9125	6,153	13,332	159,978	3	77.8875	6,231	13,501	162,006
4	79.8375	6,387	13,839	166,062	4	80.7625	6,461	13,999	167,986	4	81.7750	6,542	14,174	170,092
5	83.8375	6,707	14,532	174,382	5	84.8000	6,784	14,699	176,384	5	85.8750	6,870	14,885	178,620
08410					08435					08460				
1	69.1500	5,532	11,986	143,832	1	69.9625	5,597	12,127	145,522	1	70.8375	5,667	12,279	147,342
2	72.6125	5,809	12,586	151,034	2	73.4500	5,876	12,731	152,776	2	74.3750	5,950	12,892	154,700
3	76.2375	6,099	13,215	158,574	3	77.1250	6,170	13,368	160,420	3	78.0875	6,247	13,535	162,422
4	80.0500	6,404	13,875	166,504	4	80.9875	6,479	14,038	168,454	4	82.0000	6,560	14,213	170,560
5	84.0625	6,725	14,571	174,850	5	85.0375	6,803	14,740	176,878	5	86.1000	6,888	14,924	179,088
08415					08440					08465				
1	69.3000	5,544	12,012	144,144	1	70.1500	5,612	12,159	145,912	1	70.9875	5,679	12,305	147,654
2	72.7625	5,821	12,612	151,346	2	73.6500	5,892	12,766	153,192	2	74.5250	5,962	12,918	155,012
3	76.4000	6,112	13,243	158,912	3	77.3375	6,187	13,405	160,862	3	78.2500	6,260	13,563	162,760
4	80.2250	6,418	13,906	166,868	4	81.2000	6,496	14,075	168,896	4	82.1750	6,574	14,244	170,924
5	84.2375	6,739	14,601	175,214	5	85.2625	6,821	14,779	177,346	5	86.2750	6,902	14,954	179,452
08420					08445					08470				
1	69.4375	5,555	12,036	144,430	1	70.3000	5,624	12,185	146,224	1	71.1250	5,690	12,328	147,940
2	72.9125	5,833	12,638	151,658	2	73.8125	5,905	12,794	153,530	2	74.6750	5,974	12,944	155,324
3	76.5625	6,125	13,271	159,250	3	77.5125	6,201	13,436	161,226	3	78.4125	6,273	13,592	163,098
4	80.3875	6,431	13,934	167,206	4	81.3750	6,510	14,105	169,260	4	82.3375	6,587	14,272	171,262
5	84.4125	6,753	14,632	175,578	5	85.4500	6,836	14,811	177,736	5	86.4500	6,916	14,985	179,816



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
08625				08650				08675						
1	76.7375	6,139	13,301	159,614	1	77.6750	6,214	13,464	161,564	1	78.6375	6,291	13,631	163,566
2	80.5750	6,446	13,966	167,596	2	81.5500	6,524	14,135	169,624	2	82.5750	6,606	14,313	171,756
3	84.6125	6,769	14,666	175,994	3	85.6375	6,851	14,844	178,126	3	86.7000	6,936	15,028	180,336
4	88.8375	7,107	15,399	184,782	4	89.9125	7,193	15,585	187,018	4	91.0375	7,283	15,780	189,358
5	93.2750	7,462	16,168	194,012	5	94.4125	7,553	16,365	196,378	5	95.5875	7,647	16,569	198,822
08630				08655				08680						
1	76.9125	6,153	13,332	159,978	1	77.8875	6,231	13,501	162,006	1	78.8625	6,309	13,670	164,034
2	80.7625	6,461	13,999	167,986	2	81.7750	6,542	14,174	170,092	2	82.8000	6,624	14,352	172,224
3	84.8000	6,784	14,699	176,384	3	85.8750	6,870	14,885	178,620	3	86.9375	6,955	15,069	180,830
4	89.0375	7,123	15,433	185,198	4	90.1625	7,213	15,628	187,538	4	91.2875	7,303	15,823	189,878
5	93.4875	7,479	16,205	194,454	5	94.6750	7,574	16,410	196,924	5	95.8500	7,668	16,614	199,368
08635				08660				08685						
1	77.1250	6,170	13,368	160,420	1	78.0875	6,247	13,535	162,422	1	79.0125	6,321	13,696	164,346
2	80.9875	6,479	14,038	168,454	2	82.0000	6,560	14,213	170,560	2	82.9500	6,636	14,378	172,536
3	85.0375	6,803	14,740	176,878	3	86.1000	6,888	14,924	179,088	3	87.1000	6,968	15,097	181,168
4	89.2875	7,143	15,477	185,718	4	90.4000	7,232	15,669	188,032	4	91.4625	7,317	15,854	190,242
5	93.7500	7,500	16,250	195,000	5	94.9250	7,594	16,454	197,444	5	96.0250	7,682	16,644	199,732
08640				08665				08690						
1	77.3375	6,187	13,405	160,862	1	78.2500	6,260	13,563	162,760	1	79.1500	6,332	13,719	164,632
2	81.2000	6,496	14,075	168,896	2	82.1750	6,574	14,244	170,924	2	83.1000	6,648	14,404	172,848
3	85.2625	6,821	14,779	177,346	3	86.2750	6,902	14,954	179,452	3	87.2625	6,981	15,126	181,506
4	89.5250	7,162	15,518	186,212	4	90.5875	7,247	15,702	188,422	4	91.6250	7,330	15,882	190,580
5	94.0000	7,520	16,293	195,520	5	95.1250	7,610	16,488	197,860	5	96.2000	7,696	16,675	200,096
08645				08670				08695						
1	77.5125	6,201	13,436	161,226	1	78.4125	6,273	13,592	163,098	1	79.3875	6,351	13,761	165,126
2	81.3750	6,510	14,105	169,260	2	82.3375	6,587	14,272	171,262	2	83.3500	6,668	14,447	173,368
3	85.4500	6,836	14,811	177,736	3	86.4500	6,916	14,985	179,816	3	87.5250	7,002	15,171	182,052
4	89.7250	7,178	15,552	186,628	4	90.7750	7,262	15,734	188,812	4	91.9000	7,352	15,929	191,152
5	94.2125	7,537	16,330	195,962	5	95.3125	7,625	16,521	198,250	5	96.5000	7,720	16,727	200,720



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
08700					08725					08750				
1	79.6250	6,370	13,802	165,620	1	80.5750	6,446	13,966	167,596	1	81.5500	6,524	14,135	169,624
2	83.6000	6,688	14,491	173,888	2	84.6125	6,769	14,666	175,994	2	85.6375	6,851	14,844	178,126
3	87.7875	7,023	15,217	182,598	3	88.8375	7,107	15,399	184,782	3	89.9125	7,193	15,585	187,018
4	92.1750	7,374	15,977	191,724	4	93.2750	7,462	16,168	194,012	4	94.4125	7,553	16,365	196,378
5	96.7875	7,743	16,777	201,318	5	97.9375	7,835	16,976	203,710	5	99.1250	7,930	17,182	206,180
08705					08730					08755				
1	79.8375	6,387	13,839	166,062	1	80.7625	6,461	13,999	167,986	1	81.7750	6,542	14,174	170,092
2	83.8375	6,707	14,532	174,382	2	84.8000	6,784	14,699	176,384	2	85.8750	6,870	14,885	178,620
3	88.0250	7,042	15,258	183,092	3	89.0375	7,123	15,433	185,198	3	90.1625	7,213	15,628	187,538
4	92.4250	7,394	16,020	192,244	4	93.4875	7,479	16,205	194,454	4	94.6750	7,574	16,410	196,924
5	97.0500	7,764	16,822	201,864	5	98.1625	7,853	17,015	204,178	5	99.4000	7,952	17,229	206,752
08710					08735					08760				
1	80.0500	6,404	13,875	166,504	1	80.9875	6,479	14,038	168,454	1	82.0000	6,560	14,213	170,560
2	84.0625	6,725	14,571	174,850	2	85.0375	6,803	14,740	176,878	2	86.1000	6,888	14,924	179,088
3	88.2625	7,061	15,299	183,586	3	89.2875	7,143	15,477	185,718	3	90.4000	7,232	15,669	188,032
4	92.6750	7,414	16,064	192,764	4	93.7500	7,500	16,250	195,000	4	94.9250	7,594	16,454	197,444
5	97.3125	7,785	16,868	202,410	5	98.4375	7,875	17,063	204,750	5	99.6625	7,973	17,275	207,298
08715					08740					08765				
1	80.2250	6,418	13,906	166,868	1	81.2000	6,496	14,075	168,896	1	82.1750	6,574	14,244	170,924
2	84.2375	6,739	14,601	175,214	2	85.2625	6,821	14,779	177,346	2	86.2750	6,902	14,954	179,452
3	88.4500	7,076	15,331	183,976	3	89.5250	7,162	15,518	186,212	3	90.5875	7,247	15,702	188,422
4	92.8750	7,430	16,098	193,180	4	94.0000	7,520	16,293	195,520	4	95.1250	7,610	16,488	197,860
5	97.5125	7,801	16,902	202,826	5	98.7000	7,896	17,108	205,296	5	99.8750	7,990	17,312	207,740
08720					08745					08770				
1	80.3875	6,431	13,934	167,206	1	81.3750	6,510	14,105	169,260	1	82.3375	6,587	14,272	171,262
2	84.4125	6,753	14,632	175,578	2	85.4500	6,836	14,811	177,736	2	86.4500	6,916	14,985	179,816
3	88.6250	7,090	15,362	184,340	3	89.7250	7,178	15,552	186,628	3	90.7750	7,262	15,734	188,812
4	93.0625	7,445	16,131	193,570	4	94.2125	7,537	16,330	195,962	4	95.3125	7,625	16,521	198,250
5	97.7125	7,817	16,937	203,242	5	98.9125	7,913	17,145	205,738	5	100.0750	8,006	17,346	208,156



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
08775					08800					08825				
1	82.5750	6,606	14,313	171,756	1	83.6000	6,688	14,491	173,888	1	84.6125	6,769	14,666	175,994
2	86.7000	6,936	15,028	180,336	2	87.7875	7,023	15,217	182,598	2	88.8375	7,107	15,399	184,782
3	91.0375	7,283	15,780	189,358	3	92.1750	7,374	15,977	191,724	3	93.2750	7,462	16,168	194,012
4	95.5875	7,647	16,569	198,822	4	96.7875	7,743	16,777	201,318	4	97.9375	7,835	16,976	203,710
5	100.3625	8,029	17,396	208,754	5	101.6250	8,130	17,615	211,380	5	102.8375	8,227	17,825	213,902
08780					08805					08830				
1	82.8000	6,624	14,352	172,224	1	83.8375	6,707	14,532	174,382	1	84.8000	6,784	14,699	176,384
2	86.9375	6,955	15,069	180,830	2	88.0250	7,042	15,258	183,092	2	89.0375	7,123	15,433	185,198
3	91.2875	7,303	15,823	189,878	3	92.4250	7,394	16,020	192,244	3	93.4875	7,479	16,205	194,454
4	95.8500	7,668	16,614	199,368	4	97.0500	7,764	16,822	201,864	4	98.1625	7,853	17,015	204,178
5	100.6500	8,052	17,446	209,352	5	101.9000	8,152	17,663	211,952	5	103.0625	8,245	17,864	214,370
08785					08810					08835				
1	82.9500	6,636	14,378	172,536	1	84.0625	6,725	14,571	174,850	1	85.0375	6,803	14,740	176,878
2	87.1000	6,968	15,097	181,168	2	88.2625	7,061	15,299	183,586	2	89.2875	7,143	15,477	185,718
3	91.4625	7,317	15,854	190,242	3	92.6750	7,414	16,064	192,764	3	93.7500	7,500	16,250	195,000
4	96.0250	7,682	16,644	199,732	4	97.3125	7,785	16,868	202,410	4	98.4375	7,875	17,063	204,750
5	100.8375	8,067	17,479	209,742	5	102.1750	8,174	17,710	212,524	5	103.3500	8,268	17,914	214,968
08790					08815					08840				
1	83.1000	6,648	14,404	172,848	1	84.2375	6,739	14,601	175,214	1	85.2625	6,821	14,779	177,346
2	87.2625	6,981	15,126	181,506	2	88.4500	7,076	15,331	183,976	2	89.5250	7,162	15,518	186,212
3	91.6250	7,330	15,882	190,580	3	92.8750	7,430	16,098	193,180	3	94.0000	7,520	16,293	195,520
4	96.2000	7,696	16,675	200,096	4	97.5125	7,801	16,902	202,826	4	98.7000	7,896	17,108	205,296
5	101.0125	8,081	17,509	210,106	5	102.3875	8,191	17,747	212,966	5	103.6375	8,291	17,964	215,566
08795					08820					08845				
1	83.3500	6,668	14,447	173,368	1	84.4125	6,753	14,632	175,578	1	85.4500	6,836	14,811	177,736
2	87.5250	7,002	15,171	182,052	2	88.6250	7,090	15,362	184,340	2	89.7250	7,178	15,552	186,628
3	91.9000	7,352	15,929	191,152	3	93.0625	7,445	16,131	193,570	3	94.2125	7,537	16,330	195,962
4	96.5000	7,720	16,727	200,720	4	97.7125	7,817	16,937	203,242	4	98.9125	7,913	17,145	205,738
5	101.3250	8,106	17,563	210,756	5	102.6000	8,208	17,784	213,408	5	103.8625	8,309	18,003	216,034



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
08850				08875				08900						
1	85.6375	6,851	14,844	178,126	1	86.7000	6,936	15,028	180,336	1	87.7875	7,023	15,217	182,598
2	89.9125	7,193	15,585	187,018	2	91.0375	7,283	15,780	189,358	2	92.1750	7,374	15,977	191,724
3	94.4125	7,553	16,365	196,378	3	95.5875	7,647	16,569	198,822	3	96.7875	7,743	16,777	201,318
4	99.1250	7,930	17,182	206,180	4	100.3625	8,029	17,396	208,754	4	101.6250	8,130	17,615	211,380
5	104.0875	8,327	18,042	216,502	5	105.3750	8,430	18,265	219,180	5	106.7000	8,536	18,495	221,936
08855				08880				08905						
1	85.8750	6,870	14,885	178,620	1	86.9375	6,955	15,069	180,830	1	88.0250	7,042	15,258	183,092
2	90.1625	7,213	15,628	187,538	2	91.2875	7,303	15,823	189,878	2	92.4250	7,394	16,020	192,244
3	94.6750	7,574	16,410	196,924	3	95.8500	7,668	16,614	199,368	3	97.0500	7,764	16,822	201,864
4	99.4000	7,952	17,229	206,752	4	100.6500	8,052	17,446	209,352	4	101.9000	8,152	17,663	211,952
5	104.3750	8,350	18,092	217,100	5	105.6750	8,454	18,317	219,804	5	106.9875	8,559	18,545	222,534
08860				08885				08910						
1	86.1000	6,888	14,924	179,088	1	87.1000	6,968	15,097	181,168	1	88.2625	7,061	15,299	183,586
2	90.4000	7,232	15,669	188,032	2	91.4625	7,317	15,854	190,242	2	92.6750	7,414	16,064	192,764
3	94.9250	7,594	16,454	197,444	3	96.0250	7,682	16,644	199,732	3	97.3125	7,785	16,868	202,410
4	99.6625	7,973	17,275	207,298	4	100.8375	8,067	17,479	209,742	4	102.1750	8,174	17,710	212,524
5	104.6500	8,372	18,139	217,672	5	105.8750	8,470	18,352	220,220	5	107.2750	8,582	18,594	223,132
08865				08890				08915						
1	86.2750	6,902	14,954	179,452	1	87.2625	6,981	15,126	181,506	1	88.4500	7,076	15,331	183,976
2	90.5875	7,247	15,702	188,422	2	91.6250	7,330	15,882	190,580	2	92.8750	7,430	16,098	193,180
3	95.1250	7,610	16,488	197,860	3	96.2000	7,696	16,675	200,096	3	97.5125	7,801	16,902	202,826
4	99.8750	7,990	17,312	207,740	4	101.0125	8,081	17,509	210,106	4	102.3875	8,191	17,747	212,966
5	104.8625	8,389	18,176	218,114	5	106.0625	8,485	18,384	220,610	5	107.5000	8,600	18,633	223,600
08870				08895				08920						
1	86.4500	6,916	14,985	179,816	1	87.5250	7,002	15,171	182,052	1	88.6250	7,090	15,362	184,340
2	90.7750	7,262	15,734	188,812	2	91.9000	7,352	15,929	191,152	2	93.0625	7,445	16,131	193,570
3	95.3125	7,625	16,521	198,250	3	96.5000	7,720	16,727	200,720	3	97.7125	7,817	16,937	203,242
4	100.0750	8,006	17,346	208,156	4	101.3250	8,106	17,563	210,756	4	102.6000	8,208	17,784	213,408
5	105.0750	8,406	18,213	218,556	5	106.3875	8,511	18,441	221,286	5	107.7250	8,618	18,672	224,068



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

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



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
09075				09100				09125						
1	95.5875	7,647	16,569	198,822	1	96.7875	7,743	16,777	201,318	1	97.9375	7,835	16,976	203,710
2	100.3625	8,029	17,396	208,754	2	101.6250	8,130	17,615	211,380	2	102.8375	8,227	17,825	213,902
3	105.3750	8,430	18,265	219,180	3	106.7000	8,536	18,495	221,936	3	107.9750	8,638	18,716	224,588
4	110.6500	8,852	19,179	230,152	4	112.0375	8,963	19,420	233,038	4	113.3750	9,070	19,652	235,820
5	116.1875	9,295	20,139	241,670	5	117.6375	9,411	20,391	244,686	5	119.0500	9,524	20,635	247,624
09080				09105				09130						
1	95.8500	7,668	16,614	199,368	1	97.0500	7,764	16,822	201,864	1	98.1625	7,853	17,015	204,178
2	100.6500	8,052	17,446	209,352	2	101.9000	8,152	17,663	211,952	2	103.0625	8,245	17,864	214,370
3	105.6750	8,454	18,317	219,804	3	106.9875	8,559	18,545	222,534	3	108.2250	8,658	18,759	225,108
4	110.9625	8,877	19,234	230,802	4	112.3500	8,988	19,474	233,688	4	113.6375	9,091	19,697	236,366
5	116.5125	9,321	20,196	242,346	5	117.9625	9,437	20,447	245,362	5	119.3125	9,545	20,681	248,170
09085				09110				09135						
1	96.0250	7,682	16,644	199,732	1	97.3125	7,785	16,868	202,410	1	98.4375	7,875	17,063	204,750
2	100.8375	8,067	17,479	209,742	2	102.1750	8,174	17,710	212,524	2	103.3500	8,268	17,914	214,968
3	105.8750	8,470	18,352	220,220	3	107.2750	8,582	18,594	223,132	3	108.5250	8,682	18,811	225,732
4	111.1625	8,893	19,268	231,218	4	112.6500	9,012	19,526	234,312	4	113.9500	9,116	19,751	237,016
5	116.7250	9,338	20,232	242,788	5	118.2750	9,462	20,501	246,012	5	119.6500	9,572	20,739	248,872
09090				09115				09140						
1	96.2000	7,696	16,675	200,096	1	97.5125	7,801	16,902	202,826	1	98.7000	7,896	17,108	205,296
2	101.0125	8,081	17,509	210,106	2	102.3875	8,191	17,747	212,966	2	103.6375	8,291	17,964	215,566
3	106.0625	8,485	18,384	220,610	3	107.5000	8,600	18,633	223,600	3	108.8250	8,706	18,863	226,356
4	111.3625	8,909	19,303	231,634	4	112.8875	9,031	19,567	234,806	4	114.2625	9,141	19,806	237,666
5	116.9375	9,355	20,269	243,230	5	118.5250	9,482	20,544	246,532	5	119.9750	9,598	20,796	249,548
09095				09120				09145						
1	96.5000	7,720	16,727	200,720	1	97.7125	7,817	16,937	203,242	1	98.9125	7,913	17,145	205,738
2	101.3250	8,106	17,563	210,756	2	102.6000	8,208	17,784	213,408	2	103.8625	8,309	18,003	216,034
3	106.3875	8,511	18,441	221,286	3	107.7250	8,618	18,672	224,068	3	109.0625	8,725	18,904	226,850
4	111.7000	8,936	19,361	232,336	4	113.1125	9,049	19,606	235,274	4	114.5125	9,161	19,849	238,186
5	117.2875	9,383	20,330	243,958	5	118.7750	9,502	20,588	247,052	5	120.2375	9,619	20,841	250,094



City and County of San Francisco Fiscal Year 2003-2004 Salary Grade Table

Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
09150				09175				09200						
1	99.1250	7,930	17,182	206,180	1	100.3625	8,029	17,396	208,754	1	101.6250	8,130	17,615	211,380
2	104.0875	8,327	18,042	216,502	2	105.3750	8,430	18,265	219,180	2	106.7000	8,536	18,495	221,936
3	109.2875	8,743	18,943	227,318	3	110.6500	8,852	19,179	230,152	3	112.0375	8,963	19,420	233,038
4	114.7500	9,180	19,890	238,680	4	116.1875	9,295	20,139	241,670	4	117.6375	9,411	20,391	244,686
5	120.4875	9,639	20,885	250,614	5	121.9875	9,759	21,145	253,734	5	123.5250	9,882	21,411	256,932
09155				09180				09205						
1	99.4000	7,952	17,229	206,752	1	100.6500	8,052	17,446	209,352	1	101.9000	8,152	17,663	211,952
2	104.3750	8,350	18,092	217,100	2	105.6750	8,454	18,317	219,804	2	106.9875	8,559	18,545	222,534
3	109.5875	8,767	18,995	227,942	3	110.9625	8,877	19,234	230,802	3	112.3500	8,988	19,474	233,688
4	115.0625	9,205	19,944	239,330	4	116.5125	9,321	20,196	242,346	4	117.9625	9,437	20,447	245,362
5	120.8250	9,666	20,943	251,316	5	122.3375	9,787	21,205	254,462	5	123.8625	9,909	21,470	257,634
09160				09185				09210						
1	99.6625	7,973	17,275	207,298	1	100.8375	8,067	17,479	209,742	1	102.1750	8,174	17,710	212,524
2	104.6500	8,372	18,139	217,672	2	105.8750	8,470	18,352	220,220	2	107.2750	8,582	18,594	223,132
3	109.8875	8,791	19,047	228,566	3	111.1625	8,893	19,268	231,218	3	112.6500	9,012	19,526	234,312
4	115.3750	9,230	19,998	239,980	4	116.7250	9,338	20,232	242,788	4	118.2750	9,462	20,501	246,012
5	121.1500	9,692	20,999	251,992	5	122.5625	9,805	21,244	254,930	5	124.1875	9,935	21,526	258,310
09165				09190				09215						
1	99.8750	7,990	17,312	207,740	1	101.0125	8,081	17,509	210,106	1	102.3875	8,191	17,747	212,966
2	104.8625	8,389	18,176	218,114	2	106.0625	8,485	18,384	220,610	2	107.5000	8,600	18,633	223,600
3	110.1125	8,809	19,086	229,034	3	111.3625	8,909	19,303	231,634	3	112.8875	9,031	19,567	234,806
4	115.6125	9,249	20,040	240,474	4	116.9375	9,355	20,269	243,230	4	118.5250	9,482	20,544	246,532
5	121.4000	9,712	21,043	252,512	5	122.7750	9,822	21,281	255,372	5	124.4500	9,956	21,571	258,856
09170				09195				09220						
1	100.0750	8,006	17,346	208,156	1	101.3250	8,106	17,563	210,756	1	102.6000	8,208	17,784	213,408
2	105.0750	8,406	18,213	218,556	2	106.3875	8,511	18,441	221,286	2	107.7250	8,618	18,672	224,068
3	110.3375	8,827	19,125	229,502	3	111.7000	8,936	19,361	232,336	3	113.1125	9,049	19,606	235,274
4	115.8500	9,268	20,081	240,968	4	117.2875	9,383	20,330	243,958	4	118.7750	9,502	20,588	247,052
5	121.6375	9,731	21,084	253,006	5	123.1500	9,852	21,346	256,152	5	124.7125	9,977	21,617	259,402



City and County of San Francisco Off-Matrix Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually
0140G															
1	95.7000	7,656	16,588	199,056											
0140H															
1	97.1375	7,771	16,837	202,046											
0150G															
1	80.5125	6,441	13,956	167,466											
0150H															
1	81.7250	6,538	14,166	169,988											
0170G															
1	43.9000	3,512	7,609	91,312											
0180G															
1	55.5500	4,444	9,629	115,544											
0190G															
1	33.0000	2,640	5,720	68,640											
0380G															
1	41.3000	3,304	7,159	85,904											
0381G															
1	42.9500	3,436	7,445	89,336											
0382G															
1	43.7750	3,502	7,588	91,052											
0390G															
1	101.4250	8,114	17,580	210,964											
0395G															
1	93.5250	7,482	16,211	194,532											
0400G															
1	80.5125	6,441	13,956	167,466											
0401G															
1	83.7250	6,698	14,512	174,148											
0402G															
1	85.3375	6,827	14,792	177,502											
0488G															
1	65.4375	5,235	11,343	136,110											
0489G															
1	68.0500	5,444	11,795	141,544											
0490G															
1	69.3625	5,549	12,023	144,274											
				0720G											
				1	18.0000	1,440	3,120	37,440							
				1041G											
				1	31.5875	2,527	5,475	65,702							
				2	32.3750	2,590	5,612	67,340							
				3	33.1625	2,653	5,748	68,978							
				4	34.3250	2,746	5,950	71,396							
				5	35.1750	2,814	6,097	73,164							
				6	36.0500	2,884	6,249	74,984							
				7	36.9375	2,955	6,403	76,830							
				8	37.8375	3,027	6,559	78,702							
				9	38.7875	3,103	6,723	80,678							
				10	39.7250	3,178	6,886	82,628							
				1042G											
				1	35.0000	2,800	6,067	72,800							
				2	35.8625	2,869	6,216	74,594							
				3	36.7375	2,939	6,368	76,414							
				4	38.0250	3,042	6,591	79,092							
				5	38.9750	3,118	6,756	81,068							
				6	39.9250	3,194	6,920	83,044							
				7	40.9125	3,273	7,092	85,098							
				8	41.9125	3,353	7,265	87,178							
				9	42.9625	3,437	7,447	89,362							
				10	44.0125	3,521	7,629	91,546							
				1043G											
				1	38.7875	3,103	6,723	80,678							
				2	39.7250	3,178	6,886	82,628							
				3	40.7250	3,258	7,059	84,708							
				4	42.1250	3,370	7,302	87,620							
				5	43.1500	3,452	7,479	89,752							
				6	44.2250	3,538	7,666	91,988							
				7	45.3125	3,625	7,854	94,250							
				8	46.4500	3,716	8,051	96,616							
				9	47.5875	3,807	8,249	98,982							
				10	48.7625	3,901	8,452	101,426							
				1044G											
				1	41.7125	3,337	7,230	86,762							
				2	42.7625	3,421	7,412	88,946							
				3	43.8125	3,505	7,594	91,130							
				4	45.3125	3,625	7,854	94,250							
				5	46.4500	3,716	8,051	96,616							
				6	47.5875	3,807	8,249	98,982							
				7	48.7625	3,901	8,452	101,426							
				8	49.9625	3,997	8,660	103,922							
				9	51.2125	4,097	8,877	106,522							
				10	52.4625	4,197	9,094	109,122							
				1051G											
				1	24.3875	1,951	4,227	50,726							
				2	25.0000	2,000	4,333	52,000							
				3	25.6000	2,048	4,437	53,248							
				4	26.5000	2,120	4,593	55,120							
				5	27.1625	2,173	4,708	56,498							
				6	27.8250	2,226	4,823	57,876							
				7	28.5125	2,281	4,942	59,306							
				8	29.2125	2,337	5,064	60,762							
				9	29.9375	2,395	5,189	62,270							
				10	30.6750	2,454	5,317	63,804							
				1052G											
				1	28.2250	2,258	4,892	58,708							
				2	28.9375	2,315	5,016	60,190							
				3	29.6375	2,371	5,137	61,646							
				4	30.6750	2,454	5,317	63,804							
				5	31.4375	2,515	5,449	65,390							
				6	32.2125	2,577	5,584	67,002							
				7	33.0000	2,640	5,720	68,640							
				8	33.8250	2,706	5,863	70,356							
				9	34.6500	2,772	6,006	72,072							
				10	35.5125	2,841	6,156	73,866							



City and County of San Francisco Off-Matrix Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
1053G					1062G					1070G				
1	32.6875	2,615	5,666	67,990	1	24.3875	1,951	4,227	50,726	1	41.7125	3,337	7,230	86,762
2	33.5125	2,681	5,809	69,706	2	25.0000	2,000	4,333	52,000	2	42.7625	3,421	7,412	88,946
3	34.3250	2,746	5,950	71,396	3	25.6000	2,048	4,437	53,248	3	43.8125	3,505	7,594	91,130
4	35.5125	2,841	6,156	73,866	4	26.5000	2,120	4,593	55,120	4	45.3125	3,625	7,854	94,250
5	36.3875	2,911	6,307	75,686	5	27.1625	2,173	4,708	56,498	5	46.4500	3,716	8,051	96,616
6	37.2875	2,983	6,463	77,558	6	27.8250	2,226	4,823	57,876	6	47.5875	3,807	8,249	98,982
7	38.2125	3,057	6,624	79,482	7	28.5125	2,281	4,942	59,306	7	48.7625	3,901	8,452	101,426
8	39.1500	3,132	6,786	81,432	8	29.2125	2,337	5,064	60,762	8	49.9625	3,997	8,660	103,922
9	40.1375	3,211	6,957	83,486	9	29.9375	2,395	5,189	62,270	9	51.2125	4,097	8,877	106,522
10	41.1125	3,289	7,126	85,514	10	30.6750	2,454	5,317	63,804	10	52.4625	4,197	9,094	109,122
1054G					1063G					1071G				
1	37.8375	3,027	6,559	78,702	1	29.6375	2,371	5,137	61,646	1	43.3625	3,469	7,516	90,194
2	38.7875	3,103	6,723	80,678	2	30.3875	2,431	5,267	63,206	2	45.5125	3,641	7,889	94,666
3	39.7250	3,178	6,886	82,628	3	31.1375	2,491	5,397	64,766	3	47.7875	3,823	8,283	99,398
4	41.1125	3,289	7,126	85,514	4	32.2125	2,577	5,584	67,002	4	50.1875	4,015	8,699	104,390
5	42.1250	3,370	7,302	87,620	5	33.0000	2,640	5,720	68,640	5	52.6875	4,215	9,133	109,590
6	43.1500	3,452	7,479	89,752	6	33.8250	2,706	5,863	70,356	6	55.3250	4,426	9,590	115,076
7	44.2250	3,538	7,666	91,988	7	34.6500	2,772	6,006	72,072	7	58.0750	4,646	10,066	120,796
8	45.3125	3,625	7,854	94,250	8	35.5125	2,841	6,156	73,866	8	61.0000	4,880	10,573	126,880
9	46.4500	3,716	8,051	96,616	9	36.3875	2,911	6,307	75,686	9	61.7500	4,940	10,703	128,440
10	47.5875	3,807	8,249	98,982	10	37.2875	2,983	6,463	77,558					
1061G					1064G					1073G				
1	22.5625	1,805	3,911	46,930	1	34.4875	2,759	5,978	71,734	1	51.9250	4,154	9,000	108,004
2	23.1125	1,849	4,006	48,074	2	35.3500	2,828	6,127	73,528	2	54.5250	4,362	9,451	113,412
3	23.6875	1,895	4,106	49,270	3	36.2125	2,897	6,277	75,322	3	57.2625	4,581	9,926	119,106
4	24.5000	1,960	4,247	50,960	4	37.4875	2,999	6,498	77,974	4	60.1125	4,809	10,420	125,034
5	25.1250	2,010	4,355	52,260	5	38.3875	3,071	6,654	79,846	5	63.1125	5,049	10,940	131,274
6	25.7250	2,058	4,459	53,508	6	39.3500	3,148	6,821	81,848	6	66.2875	5,303	11,490	137,878
7	26.3750	2,110	4,572	54,860	7	40.3250	3,226	6,990	83,876	7	69.5750	5,566	12,060	144,716
8	27.0125	2,161	4,682	56,186	8	41.3250	3,306	7,163	85,956	8	73.0750	5,846	12,666	151,996
9	27.7000	2,216	4,801	57,616	9	42.3375	3,387	7,339	88,062	9	73.3500	5,868	12,714	152,568
10	28.3625	2,269	4,916	58,994	10	43.3750	3,470	7,518	90,220					
										1156G				
										1	49.3500	3,948	8,554	102,648
										2	51.8125	4,145	8,981	107,770
										3	54.4000	4,352	9,429	113,152
										4	57.1250	4,570	9,902	118,820
										5	59.9875	4,799	10,398	124,774
										6	62.9875	5,039	10,918	131,014
										7	66.1375	5,291	11,464	137,566



City and County of San Francisco Off-Matrix Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
1168G					1682G					2275G				
1	79.0000	6,320	13,693	164,320	1	79.0000	6,320	13,693	164,320	1	19.8125	1,585	3,434	41,210
2	81.3750	6,510	14,105	169,260	2	81.3750	6,510	14,105	169,260	2277G				
3	85.4625	6,837	14,814	177,762	3	85.4625	6,837	14,814	177,762	1	20.8375	1,667	3,612	43,342
4	89.7500	7,180	15,557	186,680	4	89.7500	7,180	15,557	186,680	2279G				
5	94.2375	7,539	16,335	196,014	5	94.2375	7,539	16,335	196,014	1	22.4125	1,793	3,885	46,618
6	98.9250	7,914	17,147	205,764	6	98.9250	7,914	17,147	205,764	2281G				
7	103.9000	8,312	18,009	216,112	7	103.9000	8,312	18,009	216,112	1	23.8875	1,911	4,141	49,686
1172G					1690G					2283G				
1	79.0000	6,320	13,693	164,320	1	55.2500	4,420	9,577	114,920	1	24.6500	1,972	4,273	51,272
2	81.3750	6,510	14,105	169,260	1835G					2320G				
3	85.4625	6,837	14,814	177,762	1	27.6875	2,215	4,799	57,590	1	31.8750	2,550	5,525	66,300
4	89.7500	7,180	15,557	186,680	2	29.0750	2,326	5,040	60,476	2	32.9625	2,637	5,714	68,562
5	94.2375	7,539	16,335	196,014	3	30.5250	2,442	5,291	63,492	3	34.0500	2,724	5,902	70,824
6	98.9250	7,914	17,147	205,764	4	32.0500	2,564	5,555	66,664	4	35.1125	2,809	6,086	73,034
7	103.9000	8,312	18,009	216,112	5	33.6625	2,693	5,835	70,018	5	36.2000	2,896	6,275	75,296
1190G					1849G					2320H				
1	80.8750	6,470	14,018	168,220	1	37.1125	2,969	6,433	77,194	1	32.9625	2,637	5,714	68,562
1229G					1885G					2322G				
1	42.5125	3,401	7,369	88,426	1	38.1625	3,053	6,615	79,378	1	37.6125	3,009	6,520	78,234
2	63.1625	5,053	10,948	131,378	2218G					2	39.4875	3,159	6,845	82,134
1241G					1	38.3375	3,067	6,645	79,742	3	41.4625	3,317	7,187	86,242
1	22.3000	1,784	3,865	46,384	2	40.2750	3,222	6,981	83,772	4	43.5250	3,482	7,544	90,532
2	23.3875	1,871	4,054	48,646	3	42.2750	3,382	7,328	87,932	5	45.7000	3,656	7,921	95,056
3	24.5375	1,963	4,253	51,038	4	44.3750	3,550	7,692	92,300	6	47.0625	3,765	8,158	97,890
4	25.7250	2,058	4,459	53,508	5	46.6000	3,728	8,077	96,928	7	48.4875	3,879	8,405	100,854
5	27.0125	2,161	4,682	56,186	6	48.0000	3,840	8,320	99,840					
6	28.3625	2,269	4,916	58,994	2218H									
7	29.7750	2,382	5,161	61,932	1	39.5250	3,162	6,851	82,212					
8	31.2625	2,501	5,419	65,026	2	41.5250	3,322	7,198	86,372					
9	32.8125	2,625	5,688	68,250	3	43.5875	3,487	7,555	90,662					
1649G					4	45.7500	3,660	7,930	95,160					
1	21.2875	1,703	3,690	44,278	5	48.0500	3,844	8,329	99,944					
2	22.3500	1,788	3,874	46,488	6	49.4875	3,959	8,578	102,934					
1677G					2273G									
1	68.0125	5,441	11,789	141,466	1	18.6625	1,493	3,235	38,818					
1679G														
1	50.7875	4,063	8,803	105,638										



City and County of San Francisco Off-Matrix Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
2322H					2324G					2325H				
1	37.6125	3,009	6,520	78,234	1	41.4625	3,317	7,187	86,242	1	37.1000	2,968	6,431	77,168
2	39.4875	3,159	6,845	82,134	2	43.5250	3,482	7,544	90,532	2	38.9750	3,118	6,756	81,068
3	41.4625	3,317	7,187	86,242	3	45.7000	3,656	7,921	95,056	3	40.9125	3,273	7,092	85,098
4	43.5250	3,482	7,544	90,532	4	47.9875	3,839	8,318	99,814	4	42.9500	3,436	7,445	89,336
5	45.7000	3,656	7,921	95,056	5	50.3625	4,029	8,730	104,754	5	45.1250	3,610	7,822	93,860
6	47.0625	3,765	8,158	97,890	6	51.8750	4,150	8,992	107,900	6	46.4875	3,719	8,058	96,694
7	48.4875	3,879	8,405	100,854	7	53.4375	4,275	9,263	111,150	7	40.9125	3,273	7,092	85,098
8	49.9875	3,999	8,665	103,974	2324H					8	42.9500	3,436	7,445	89,336
2323G					1	41.4625	3,317	7,187	86,242	9	45.1250	3,610	7,822	93,860
1	35.9875	2,879	6,238	74,854	2	43.5250	3,482	7,544	90,532	10	47.3750	3,790	8,212	98,540
2	37.8000	3,024	6,552	78,624	3	45.7000	3,656	7,921	95,056	11	49.7375	3,979	8,621	103,454
3	39.6875	3,175	6,879	82,550	4	47.9875	3,839	8,318	99,814	12	51.2250	4,098	8,879	106,548
4	41.6625	3,333	7,222	86,658	5	50.3625	4,029	8,730	104,754	2326G				
5	43.7625	3,501	7,586	91,026	6	51.8750	4,150	8,992	107,900	1	41.4625	3,317	7,187	86,242
6	45.0875	3,607	7,815	93,782	7	53.4375	4,275	9,263	111,150	2	43.5250	3,482	7,544	90,532
7	39.6875	3,175	6,879	82,550	8	55.1000	4,408	9,551	114,608	3	45.7000	3,656	7,921	95,056
8	41.6625	3,333	7,222	86,658	2325G					4	47.9875	3,839	8,318	99,814
9	43.7625	3,501	7,586	91,026	1	35.9875	2,879	6,238	74,854	5	50.3625	4,029	8,730	104,754
10	45.9500	3,676	7,965	95,576	2	37.8000	3,024	6,552	78,624	6	51.8750	4,150	8,992	107,900
11	48.2375	3,859	8,361	100,334	3	39.6875	3,175	6,879	82,550	7	53.4375	4,275	9,263	111,150
12	49.6875	3,975	8,613	103,350	4	41.6625	3,333	7,222	86,658	2326H				
2323H					5	43.7625	3,501	7,586	91,026	1	41.4625	3,317	7,187	86,242
1	37.1000	2,968	6,431	77,168	6	45.0875	3,607	7,815	93,782	2	43.5250	3,482	7,544	90,532
2	38.9750	3,118	6,756	81,068	7	39.6875	3,175	6,879	82,550	3	45.7000	3,656	7,921	95,056
3	40.9125	3,273	7,092	85,098	8	41.6625	3,333	7,222	86,658	4	47.9875	3,839	8,318	99,814
4	42.9500	3,436	7,445	89,336	9	43.7625	3,501	7,586	91,026	5	50.3625	4,029	8,730	104,754
5	45.1250	3,610	7,822	93,860	10	45.9500	3,676	7,965	95,576	6	51.8750	4,150	8,992	107,900
6	46.4875	3,719	8,058	96,694	11	48.2375	3,859	8,361	100,334	7	53.4375	4,275	9,263	111,150
7	40.9125	3,273	7,092	85,098	12	49.6875	3,975	8,613	103,350	8	55.1000	4,408	9,551	114,608
8	42.9500	3,436	7,445	89,336	2328G									
9	45.1250	3,610	7,822	93,860	1	38.3375	3,067	6,645	79,742					
10	47.3750	3,790	8,212	98,540	2	40.2750	3,222	6,981	83,772					
11	49.7375	3,979	8,621	103,454	3	42.2750	3,382	7,328	87,932					
12	51.2250	4,098	8,879	106,548	4	44.3750	3,550	7,692	92,300					
					5	46.6000	3,728	8,077	96,928					
					6	48.0000	3,840	8,320	99,840					



City and County of San Francisco Off-Matrix Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
2550G														
1	33.0000	2,640	5,720	68,640	1	72.5500	5,804	12,575	150,904	1	51.6750	4,134	8,957	107,484
2	34.6500	2,772	6,006	72,072	2	76.1625	6,093	13,202	158,418	2	54.2500	4,340	9,403	112,840
3	36.3750	2,910	6,305	75,660	3	79.9750	6,398	13,862	166,348	3	56.9625	4,557	9,874	118,482
4	38.2000	3,056	6,621	79,456	4	83.9625	6,717	14,554	174,642	4	59.8125	4,785	10,368	124,410
5	40.1000	3,208	6,951	83,408	5	88.1750	7,054	15,284	183,404	5	62.8000	5,024	10,885	130,624
6	42.1125	3,369	7,300	87,594	6	92.5875	7,407	16,049	192,582	6	65.9500	5,276	11,431	137,176
7	44.2125	3,537	7,664	91,962	7	97.2000	7,776	16,848	202,176	7	69.2250	5,538	11,999	143,988
2555G														
1	24.5625	1,965	4,258	51,090	1	31.8750	2,550	5,525	66,300	8	72.7375	5,819	12,608	151,294
2	25.7875	2,063	4,470	53,638	2	32.9625	2,637	5,714	68,562	9	74.5250	5,962	12,918	155,012
3	27.0750	2,166	4,693	56,316	3	34.0500	2,724	5,902	70,824	4290G				
4	28.4250	2,274	4,927	59,124	4	35.1125	2,809	6,086	73,034	1	65.2000	5,216	11,301	135,616
5	29.8500	2,388	5,174	62,088	5	36.2000	2,896	6,275	75,296	4390G				
6	31.3375	2,507	5,432	65,182	6	37.2500	2,980	6,457	77,480	1	67.8250	5,426	11,756	141,076
7	32.9000	2,632	5,703	68,432	2830H				5148G					
2556G														
1	29.2125	2,337	5,064	60,762	1	32.9625	2,637	5,714	68,562	1	44.7125	3,577	7,750	93,002
2	30.6750	2,454	5,317	63,804	2	34.0500	2,724	5,902	70,824	5149G				
3	32.2125	2,577	5,584	67,002	3	35.1125	2,809	6,086	73,034	1	49.5500	3,964	8,589	103,064
4	33.8250	2,706	5,863	70,356	4	36.2000	2,896	6,275	75,296	5380G				
5	35.5125	2,841	6,156	73,866	5	37.2500	2,980	6,457	77,480	1	19.2500	1,540	3,337	40,040
6	37.2875	2,983	6,463	77,558	6	38.4000	3,072	6,656	79,872	5381G				
7	39.1500	3,132	6,786	81,432	2850G				5382G					
2558G														
1	33.0000	2,640	5,720	68,640	1	47.7875	3,823	8,283	99,398	1	21.6500	1,732	3,753	45,032
2	34.6500	2,772	6,006	72,072	3434G				5502G					
3	36.3750	2,910	6,305	75,660	1	21.7500	1,740	3,770	45,240	1	44.6625	3,573	7,742	92,898
4	38.2000	3,056	6,621	79,456	2	22.8375	1,827	3,959	47,502	5504G				
5	40.1000	3,208	6,951	83,408	3	23.9750	1,918	4,156	49,868	1	51.7000	4,136	8,961	107,536
6	42.1125	3,369	7,300	87,594	4	25.1750	2,014	4,364	52,364	5506G				
7	44.2125	3,537	7,664	91,962	5	26.4375	2,115	4,583	54,990	1	61.5375	4,923	10,667	127,998
					6	24.5000	1,960	4,247	50,960	5508G				
					7	25.7250	2,058	4,459	53,508	1	68.4375	5,475	11,863	142,350
					8	27.0125	2,161	4,682	56,186					
					9	28.3625	2,269	4,916	58,994					
					10	29.7875	2,383	5,163	61,958					



City and County of San Francisco Off-Matrix Salary Grade Table

5601G				7228G				7313H						
Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually	Hourly	Biweekly	Monthly	Annually			
1	20.8500	1,668	3,614	43,368	1	43.5750	3,486	7,553	90,636	1	29.4375	2,355	5,103	61,230
2	21.8625	1,749	3,790	45,474	7232G				7315G					
3	22.9625	1,837	3,980	47,762	1	33.8875	2,711	5,874	70,486	1	35.8375	2,867	6,212	74,542
4	24.1125	1,929	4,180	50,154	7241G				7322G					
5	25.3125	2,025	4,388	52,650	1	39.5000	3,160	6,847	82,160	1	35.8375	2,867	6,212	74,542
6	26.5875	2,127	4,609	55,302	7242G				7325G					
7	27.9375	2,235	4,843	58,110	1	26.9500	2,156	4,671	56,056	1	30.9125	2,473	5,358	64,298
8	29.3250	2,346	5,083	60,996	2	28.3000	2,264	4,905	58,864	7325H				
9	30.8125	2,465	5,341	64,090	3	29.7125	2,377	5,150	61,802	1	31.0625	2,485	5,384	64,610
10	32.3625	2,589	5,610	67,314	4	31.2000	2,496	5,408	64,896	7330G				
5602G				5	32.7625	2,621	5,679	68,146	7333G					
1	31.4875	2,519	5,458	65,494	6	28.4250	2,274	4,927	59,124	1	19.1250	1,530	3,315	39,780
2	33.0500	2,644	5,729	68,744	7	29.8500	2,388	5,174	62,088	2	20.5750	1,646	3,566	42,796
3	34.7000	2,776	6,015	72,176	8	31.3375	2,507	5,432	65,182	3	22.0500	1,764	3,822	45,864
4	36.4500	2,916	6,318	75,816	9	32.9000	2,632	5,703	68,432	4	23.5125	1,881	4,076	48,906
5	38.2750	3,062	6,634	79,612	10	34.5500	2,764	5,989	71,864	5	25.0000	2,000	4,333	52,000
6	40.1875	3,215	6,966	83,590	7245G				6	26.4750	2,118	4,589	55,068	
7	42.2000	3,376	7,315	87,776	1	40.7500	3,260	7,063	84,760	7	27.9250	2,234	4,840	58,084
8	44.2875	3,543	7,677	92,118	7249G				7334G					
9	46.5250	3,722	8,064	96,772	1	39.5000	3,160	6,847	82,160	1	29.3875	2,351	5,094	61,126
6281G				7252G				7335G						
1	42.6000	3,408	7,384	88,608	1	40.7500	3,260	7,063	84,760	1	33.2125	2,657	5,757	69,082
7120G				7254G				7339G						
1	42.8000	3,424	7,419	89,024	1	39.5000	3,160	6,847	82,160	1	21.0625	1,685	3,651	43,810
7130G				7262G				2	22.6875	1,815	3,933	47,190		
1	51.0375	4,083	8,847	106,158	1	38.8125	3,105	6,728	80,730	3	24.3125	1,945	4,214	50,570
7203G				7264G				4	25.9375	2,075	4,496	53,950		
1	36.5750	2,926	6,340	76,076	1	39.5000	3,160	6,847	82,160	5	27.5500	2,204	4,775	57,304
7205G				7286G				6	29.1750	2,334	5,057	60,684		
1	36.9625	2,957	6,407	76,882	1	34.3750	2,750	5,958	71,500	7	30.7875	2,463	5,337	64,038
7218G				7306G				7340G						
1	29.4250	2,354	5,100	61,204	1	29.1375	2,331	5,051	60,606	1	35.8375	2,867	6,212	74,542
7223G				7309G				7341G						
1	46.2375	3,699	8,015	96,174	1	29.1375	2,331	5,051	60,606	1	32.4125	2,593	5,618	67,418
7225G				7313G										
1	39.5000	3,160	6,847	82,160	1	29.2875	2,343	5,077	60,918					



City and County of San Francisco Off-Matrix Salary Grade Table

				Hourly	Biweekly	Monthly	Annually					Hourly	Biweekly	Monthly	Annually
7343G															
1	36.5750	2,926	6,340	76,076											
7355G															
1	23.5750	1,886	4,086	49,036											
2	25.3500	2,028	4,394	52,728											
3	25.9625	2,077	4,500	54,002											
4	27.2375	2,179	4,721	56,654											
5	27.9000	2,232	4,836	58,032											
6	30.0250	2,402	5,204	62,452											
7372G															
1	32.4125	2,593	5,618	67,418											
7373G															
1	36.5750	2,926	6,340	76,076											
7375G															
1	21.0625	1,685	3,651	43,810											
2	22.6875	1,815	3,933	47,190											
3	24.2875	1,943	4,210	50,518											
4	25.9375	2,075	4,496	53,950											
5	27.5375	2,203	4,773	57,278											
6	29.1750	2,334	5,057	60,684											
7	30.7750	2,462	5,334	64,012											
7381G															
1	28.8375	2,307	4,999	59,982											
7381H															
1	28.9875	2,319	5,025	60,294											
7382G															
1	35.8375	2,867	6,212	74,542											
7420G															
1	23.4500	1,876	4,065	48,776											
				7463G											
				1	18.5000	1,480	3,207	38,480							
				2	20.3500	1,628	3,527	42,328							
				3	22.2000	1,776	3,848	46,176							
				4	24.0500	1,924	4,169	50,024							
				5	25.9000	2,072	4,489	53,872							
				6	27.7500	2,220	4,810	57,720							
				7	29.6000	2,368	5,131	61,568							
				8	31.4500	2,516	5,451	65,416							
				9	33.3000	2,664	5,772	69,264							
				10	35.1500	2,812	6,093	73,112							
				7472G											
				1	30.4125	2,433	5,272	63,258							
				7473G											
				1	24.2750	1,942	4,208	50,492							
				7501G											
				1	11.5875	927	2,009	24,102							
				2	12.5000	1,000	2,167	26,000							
				3	13.4875	1,079	2,338	28,054							
				4	14.5375	1,163	2,520	30,238							
				5	15.7000	1,256	2,721	32,656							
				6	16.9125	1,353	2,932	35,178							
				7542G											
				1	15.9000	1,272	2,756	33,072							
				8196G											
				1	71.9125	5,753	12,465	149,578							
				8197G											
				1	75.5000	6,040	13,087	157,040							
				8198G											
				1	75.5000	6,040	13,087	157,040							
				8201G											
				1	12.6125	1,009	2,186	26,234							
				8214G											
				1	17.7125	1,417	3,070	36,842							
				2	18.5375	1,483	3,213	38,558							
				3	19.4375	1,555	3,369	40,430							
				4	20.3125	1,625	3,521	42,250							
				5	21.2750	1,702	3,688	44,252							
				8216G											
				1	21.0750	1,686	3,653	43,836							
				2	22.1000	1,768	3,831	45,968							
				3	23.1500	1,852	4,013	48,152							
				4	24.2750	1,942	4,208	50,492							
				5	25.4125	2,033	4,405	52,858							
				8238G											
				1	23.4625	1,877	4,067	48,802							
				2	24.6375	1,971	4,271	51,246							
				3	27.1000	2,168	4,697	56,368							
				4	28.4625	2,277	4,934	59,202							
				5	29.8875	2,391	5,181	62,166							
				8302G											
				1	20.6125	1,649	3,573	42,874							
				8304G											
				1	25.0625	2,005	4,344	52,130							
				2	26.3375	2,107	4,565	54,782							
				3	27.6375	2,211	4,791	57,486							
				4	29.0250	2,322	5,031	60,372							
				5	30.4625	2,437	5,280	63,362							
				6	31.9875	2,559	5,545	66,534							
				8306G											
				1	27.7750	2,222	4,814	57,772							
				2	29.1625	2,333	5,055	60,658							
				3	30.6250	2,450	5,308	63,700							
				4	32.1500	2,572	5,573	66,872							
				5	33.7625	2,701	5,852	70,226							
				6	35.4375	2,835	6,143	73,710							
				8308G											
				1	30.6250	2,450	5,308	63,700							
				2	32.1500	2,572	5,573	66,872							
				3	33.7625	2,701	5,852	70,226							
				4	35.4375	2,835	6,143	73,710							
				5	37.2125	2,977	6,450	77,402							
				6	39.0875	3,127	6,775	81,302							



City and County of San Francisco Off-Matrix Salary Grade Table

8310G					9163G					9278G				
Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually	
1	35.1125	2,809	6,086	73,034	1	15.6247	1,250	2,708	32,499	1	79.0000	6,320	13,693	164,320
2	36.8500	2,948	6,387	76,648	2	17.3705	1,390	3,011	36,131	2	81.3750	6,510	14,105	169,260
3	38.7125	3,097	6,710	80,522	3	18.6113	1,489	3,226	38,712	3	85.4625	6,837	14,814	177,762
4	40.6500	3,252	7,046	84,552	4	19.8520	1,588	3,441	41,292	4	89.7500	7,180	15,557	186,680
5	42.6625	3,413	7,395	88,738	5	21.0928	1,687	3,656	43,873	5	94.2375	7,539	16,335	196,014
6	44.8000	3,584	7,765	93,184	6	22.3335	1,787	3,871	46,454	6	98.9250	7,914	17,147	205,764
8312G					7	24.8150	1,985	4,301	51,615	7	103.9000	8,312	18,009	216,112
1	40.2625	3,221	6,979	83,746	9163H					9350G				
2	42.2750	3,382	7,328	87,932	1	16.0216	1,282	2,777	33,325	1	27.0875	2,167	4,695	56,342
3	44.3875	3,551	7,694	92,326	2	17.8115	1,425	3,087	37,048	2	30.7250	2,458	5,326	63,908
4	46.6000	3,728	8,077	96,928	3	19.0838	1,527	3,308	39,694	3	32.2500	2,580	5,590	67,080
5	48.9375	3,915	8,483	101,790	4	20.3560	1,628	3,528	42,340	4	33.8250	2,706	5,863	70,356
6	51.3750	4,110	8,905	106,860	5	21.6283	1,730	3,749	44,987	5	35.5625	2,845	6,164	73,970
8314G					6	22.9005	1,832	3,969	47,633	9914G				
1	44.3875	3,551	7,694	92,326	7	25.4450	2,036	4,410	52,926	1	14.4125	1,153	2,498	29,978
2	46.6000	3,728	8,077	96,928	9184G					9916G				
3	48.9375	3,915	8,483	101,790	1	55.4625	4,437	9,614	115,362	1	10.3625	829	1,796	21,554
4	51.3750	4,110	8,905	106,860	2	58.3625	4,669	10,116	121,394	2	10.6875	855	1,853	22,230
5	53.9500	4,316	9,351	112,216	3	61.2875	4,903	10,623	127,478	3	11.0125	881	1,909	22,906
6	56.6375	4,531	9,817	117,806	4	64.3375	5,147	11,152	133,822	4	11.3375	907	1,965	23,582
8350G					5	67.5625	5,405	11,711	140,530	5	11.6500	932	2,019	24,232
1	58.9000	4,712	10,209	122,512	6	70.9500	5,676	12,298	147,576	6	12.5250	1,002	2,171	26,052
8444G					9185G					9920G				
1	22.2125	1,777	3,850	46,202	1	69.5750	5,566	12,060	144,716	1	14.4625	1,157	2,507	30,082
2	23.2750	1,862	4,034	48,412	2	73.0750	5,846	12,666	151,996	9922G				
3	24.4125	1,953	4,232	50,778	3	76.7250	6,138	13,299	159,588	1	15.8250	1,266	2,743	32,916
4	25.6375	2,051	4,444	53,326	4	80.5750	6,446	13,966	167,596	9924G				
5	26.8875	2,151	4,661	55,926	5	84.6000	6,768	14,664	175,968	1	14.1000	1,128	2,444	29,328
6	28.2375	2,259	4,895	58,734	6	88.8250	7,106	15,396	184,756	A006G				
7	29.6250	2,370	5,135	61,620	9186G					1	55.4250	4,434	9,607	115,284
8	31.1250	2,490	5,395	64,740	1	105.5323	8,443	18,292	219,507					
9	32.6500	2,612	5,659	67,912	9186H									
10	34.2875	2,743	5,943	71,318	1	134.6156	10,769	23,333	280,001					
					9197G									
					1	54.2750	4,342	9,408	112,892					
					9232G									
					1	46.2500	3,700	8,017	96,200					



City and County of San Francisco Off-Matrix Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
AC28G					H2G00					P103G				
1	69.8125	5,585	12,101	145,210	1	25.3875	2,031	4,401	52,806	1	39.8500	3,188	6,907	82,888
2	73.3125	5,865	12,708	152,490	2	30.7250	2,458	5,326	63,908	2	41.2000	3,296	7,141	85,696
3	76.9875	6,159	13,345	160,134	3	32.2500	2,580	5,590	67,080	3	42.5625	3,405	7,378	88,530
4	80.8125	6,465	14,008	168,090	4	33.8250	2,706	5,863	70,356	4	43.8875	3,511	7,607	91,286
5	84.8625	6,789	14,710	176,514	5	35.5625	2,845	6,164	73,970	5	45.2500	3,620	7,843	94,120
6	89.1250	7,130	15,448	185,380	H30G0					6	46.5625	3,725	8,071	96,850
7	93.5500	7,484	16,215	194,584	1	47.1625	3,773	8,175	98,098	P103H				
H10G0					H32G0					1	41.2000	3,296	7,141	85,696
1	38.7375	3,099	6,715	80,574	1	53.2500	4,260	9,230	110,760	2	42.5625	3,405	7,378	88,530
H110G					H33G0					3	43.8875	3,511	7,607	91,286
1	47.1625	3,773	8,175	98,098	1	47.1625	3,773	8,175	98,098	4	45.2500	3,620	7,843	94,120
H120G					H39G0					5	46.5625	3,725	8,071	96,850
1	47.1625	3,773	8,175	98,098	1	56.5875	4,527	9,809	117,702	6	48.0000	3,840	8,320	99,840
H16G0					H3G00					Q2G00				
1	41.2875	3,303	7,157	85,878	1	41.0750	3,286	7,120	85,436	1	27.0875	2,167	4,695	56,342
H18G0					H40G0					2	30.7250	2,458	5,326	63,908
1	41.2875	3,303	7,157	85,878	1	56.6000	4,528	9,811	117,728	3	32.2500	2,580	5,590	67,080
H19G0					H43G0					4	33.8250	2,706	5,863	70,356
1	41.2875	3,303	7,157	85,878	1	56.6000	4,528	9,811	117,728	5	35.5625	2,845	6,164	73,970
H1G00					H4G00					Q35G0				
1	32.1625	2,573	5,575	66,898	1	42.6000	3,408	7,384	88,608	1	38.1500	3,052	6,613	79,352
2	33.8000	2,704	5,859	70,304	H5060					2	41.3000	3,304	7,159	85,904
3	35.4875	2,839	6,151	73,814	1	65.4375	5,235	11,343	136,110	Q36G0				
4	37.2500	2,980	6,457	77,480	H50G0					1	39.6750	3,174	6,877	82,524
5	39.1250	3,130	6,782	81,380	1	65.4375	5,235	11,343	136,110	2	42.9500	3,436	7,445	89,336
H20G0					H51G0					Q37G0				
1	41.3000	3,304	7,159	85,904	1	68.7375	5,499	11,915	142,974	1	40.4625	3,237	7,014	84,162
H22G0					H51H0					2	43.7750	3,502	7,588	91,052
1	46.6250	3,730	8,082	96,980	1	69.7625	5,581	12,092	145,106	Q3G00				
H24G0					H53G0					1	28.1750	2,254	4,884	58,604
1	46.6250	3,730	8,082	96,980	1	68.7375	5,499	11,915	142,974	2	31.9500	2,556	5,538	66,456
H28G0					H53H0					3	33.5375	2,683	5,813	69,758
1	47.1500	3,772	8,173	98,072	1	69.7625	5,581	12,092	145,106	4	35.1750	2,814	6,097	73,164
H29G0					H6G00					5	36.9875	2,959	6,411	76,934
1	47.1500	3,772	8,173	98,072	1	42.6000	3,408	7,384	88,608					



FY 2003-2004 COMPENSATION MANUAL

III. Special Pay Premiums by Employee Organization

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



FY 2003-2004 COMPENSATION MANUAL

III. 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 CARPENTERS, LOCAL 22 CEMENT MASONS, LOCAL 580 DISTRICT ATTORNEY’S INVESTIGATORS ASSOCIATION GLAZIERS, LOCAL 718 IATSE, LOCAL 16 IRONWORKERS, LOCAL 377 LABORER’S, LOCAL 261 MACHINISTS, LOCAL 1414 OPERATING ENGINEERS, LOCAL 3 PAINTERS, LOCAL 4 PILE DRIVERS, LOCAL 34 PLUMBERS, LOCAL 38 PROBATION OFFICERS ASSOCIATION, LOCAL 856 ROOFERS, LOCAL 40 SUPERVISING PROBATION OFFICERS OPERATING ENG, LOCAL 3 SF INSTITUTIONAL POLICE OFFICERS ASSOCIATION TEAMSTERS, LOCAL 853	ASSIGNMENTS MUST BE MADE IN WRITING TO AN AUTHORIZED POSITION FOR WHICH FUNDS ARE TEMPORARILY UNAVAILABLE. ASSIGNEE MUST PERFORM THE DAY-TO-DAY DUTIES AND RESPONSIBILITIES OF A HIGHER CLASSIFICATION. ASSIGNMENT MUST BE FOR AT LEAST 10 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 TEAMSTERS, LOCAL 856 (Multi-Unit)	YES	YES	10 CONSECUTIVE DAYS	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	ONE FULL STEP (APPROX. 5%) NOT EXCEEDING THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.	YES
UNREPRESENTED PLASTERERS’ & SHOPHANDS, LOCAL 66	YES	FULL RANGE OF ESSENTIAL DUTIES	10 CONSECUTIVE DAYS	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	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 UAPD-UNION OF AMERICAN PHYSICIANS & DENTISTS (Unit 8CC Only)	YES	SUBSTANTIAL PORTION	10 CONSECUTIVE DAYS	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	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	10TH WORK DAY	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	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	10 CONSECUTIVE DAYS	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	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	10 CONSECUTIVE DAYS	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	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	* 10TH WORK DAY	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	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	10 CONSECUTIVE DAYS OR 80 HOURS, WHICHEVER IS GREATER (CLASS 2471 20 CONSECUTIVE DAYS)	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	EMPLOYEE SHALL BE PAID 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

* 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	10 CONSECUTIVE DAYS	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	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	* 10 th WORK DAY (WITHIN A SIXTY (60) DAY PERIOD)	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	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	10TH WORK DAY	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	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	10 CONSECUTIVE DAYS	<ul style="list-style-type: none"> • ACTING ASSIGNMENT FORM • PAR 	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"> • ACTING ASSIGNMENT FORM • PAR 	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	1 ^{0th} 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

UNION	ELIGIBILITY
MUNICIPAL ATTORNEY'S ASSOCIATION UNION OF AMERICAN PHYSICIANS AND DENTISTS (Unit 11AA) TEAMSTERS LOCAL 856 -- SUPERVISING NURSES TRANSPORT WORKERS UNION, LOCAL 250A (CLASS 7410)	NOT SUBJECT TO ACTING ASSIGNMENT PROVISION

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 2003-2004 COMPENSATION MANUAL

III. 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 CEMENT MASONS, LOCAL 580 DISTRICT ATTORNEY'S INVESTIGATORS ASSOCIATION ELECTRICAL WORKERS, LOCAL 6 GLAZIERS, LOCAL 718 IRONWORKERS, LOCAL 377 LABORER'S, LOCAL 261 SUPERVISING PROBATION OFFICERS - OPERATING ENG, L3 PAINTERS, LOCAL 4 PILE DRIVERS, LOCAL 34 PROBATION OFFICERS ASSOCIATION LOCAL 856 ROOFERS, LOCAL 40 SF INSTITUTIONAL POLICE OFFICERS ASSOCIATION SHEET METAL WORKERS, LOCAL 104 TEAMSTERS, LOCAL 853 TRANSPORT WORKERS UNION - LOCAL 200, LOCAL 250-A (CLASS 7410), LOCAL 250-A (MULTI-UNIT)	<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>	<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>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:

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>	NOT SPECIFIED.	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:

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 IATSE, LOCAL 16 MUNICIPAL ATTORNEY'S ASSOC. 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, LOSS OF COMPENSATION WOULD RESULT IF APPOINTEE ACCEPTS POSITION AT THE NORMAL STEP; OR, 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. PAR	NOT SPECIFIED	NO
SEIU LOCALS 250, 535 & 790 SEIU LOCAL 790 – STAFF AND PER DIEM NURSES TEAMSTERS, LOCAL 350 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>	<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>	NOT SPECIFIED	DISCRETIONARY
MUNICIPAL EXECUTIVES ASSOC. UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD)	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 SHERIFF'S 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 MACHINISTS AND AEROSPACE WORKERS, LOCAL 1414 OPERATING ENGINEERS LOCAL 3 (ENTRANCE AT STEP 5) STATIONARY ENGINEERS, LOCAL 39</p>	NOT SUBJECT TO APPOINTMENT ABOVE THE ENTRANCE RATE PROVISION

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 2003-2004 COMPENSATION MANUAL

III. 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 CEMENT MASONS, LOCAL 580 DISTRICT ATTORNEY'S INVESTIGATORS ASSOC. ELECTRICAL WORKERS, LOCAL 6 * GLAZIERS, LOCAL 718 IFPTE, LOCAL 21 ** IRONWORKERS, LOCAL 377 LABORER'S, LOCAL 261 PAINTERS, LOCAL 4 PILE DRIVERS, LOCAL 34 PLUMBERS, LOCAL 38 PROBATION OFFICERS, LOCAL 856 ROOFERS, LOCAL 40 SHEET METAL WORKERS, LOCAL 104 SEIU L790 - STAFF & PER DIEM NURSES	<ul style="list-style-type: none"> 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. 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. (THIS REQUIREMENT DOES NOT APPLY TO SEIU L790-STAFF & PER DIEM NURSES) 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. 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. COMPENSATION ADJUSTMENTS ARE EFFECTIVE RETROACTIVE TO THE BEGINNING OF THE FISCAL YEAR UPON WHICH THE EMPLOYEE BECOMES ELIGIBLE FOR SUCH ADJUSTMENTS UNDER THESE PROVISIONS. <p style="text-align: center;"><i>Continued next page</i></p>	<ul style="list-style-type: none"> SUPERVISORY DIFFERENTIAL FORM LETTER/ MEMO THAT EXPLAINS OR JUSTIFIES REQUEST (OPTIONAL) ORGANIZATIONAL CHART 	<ul style="list-style-type: none"> 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. 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%) (THIS REQUIREMENT DOES NOT APPLY TO SEIU L790-STAFF & PER DIEM NURSES) 	REQUEST MUST BE RECEIVED IN THE OFFICES OF THE DEPARTMENT OF HUMAN RESOURCES NOT LATER THAN THE END OF 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: 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"> 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. (THIS REQUIREMENT DOES NOT APPLY TO SEIU L790-STAFF & PER DIEM NURSES) 				
TRANSPORT WORKERS UNION, LOCAL 200 (SEAM)	<ul style="list-style-type: none"> SEE PREVIOUS PAGE 	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"> SEE PREVIOUS PAGE; AND ADDITIONALLY THE SUPERVISOR HAS COMPLETED A PROBATIONARY PERIOD IN A CIVIL SERVICE CLASS AND HOLDS PERMANENT STATUS TO A FULL-TIME POSITION. 	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 IATSE, LOCAL 16 OPERATING ENGINEERS, LOCAL 3 PLASTERERS & SHOPHANDS, LOCAL 66 SEIU LOCALS 250, 535, 790 SF INSTITUTIONAL POLICE OFFICERS ASSOC SUPERVISING PROBATION OFFICERS, OPERATING ENGINEERS, LOCAL 3 TEAMSTERS LOCAL 856 (MULTI-UNIT) *** TEAMSTERS, LOCAL 856 SUPERVISING NURSES BUILDING INSPECTORS ASSOCIATION	<ul style="list-style-type: none"> 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). THE ORGANIZATION IS PERMANENT AND IS APPROVED BY THE APPOINTING OFFICER, CAO, OR BOARD OR COMMISSION. (THIS REQUIREMENT DOES NOT APPLY TO SEIU, LOCALS 250, 535 & 790) THE CLASSIFICATIONS OF BOTH THE SUPERVISOR AND THE SUBORDINATE ARE APPROPRIATE TO THE ORGANIZATION AND HAVE A LOGICAL RELATIONSHIP TO EACH OTHER. 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. THE SUPERVISOR ACTUALLY SUPERVISES THE TECHNICAL CONTENT OF SUBORDINATE WORK AND POSSESSES EDUCATION AND/OR EXPERIENCE APPROPRIATE TO THE TECHNICAL ASSIGNMENT. (THIS REQUIREMENT DOES NOT APPLY TO SEIU, LOCALS 250, 535, & 790). THE SUPERVISOR/SUBORDINATE RELATIONSHIP IS APPROVED BY THE APPOINTING OFFICER, BOARD OR COMMISSION, WHERE APPLICABLE, AND IS A MATTER OF RECORD BASED UPON REVIEW AND INVESTIGATION BY THE DEPARTMENT OF HUMAN RESOURCES <u>(ONLY APPLIES TO SEIU, LOCAL 250, 535 & 790).</u> 	SUPERVISORY DIFFERENTIAL FORM LETTER/MEMO (OPTIONAL) ORGANIZATIONAL CHART PAR	<ul style="list-style-type: none"> 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. (THIS PROVISION DOES NOT APPLY TO STATIONARY ENGINEERS, LOCAL 39, TEAMSTERS LOCAL 856 - SUPERVISING NURSES, & TEAMSTERS LOCAL 350). 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%) (THIS PROVISION DOES NOT APPLY TO SEIU, LOCALS 250, 535, & 790 OR TO STATIONARY ENGINEERS, LOCAL 39). 	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 STATIONARY ENGINEERS, LOCAL 39 TEAMSTERS, LOCAL 350 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"> 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). THE SUPERVISOR MUST ACTUALLY SUPERVISE THE TECHNICAL CONTENT OF THE SUBORDINATE WORK AND POSSESS EDUCATION AND/OR EXPERIENCE APPROPRIATE TO THE TECHNICAL ASSIGNMENT. THE ORGANIZATION IS PERMANENT AND IS APPROVED BY THE APPOINTING OFFICER, CAO, BOARD OR COMMISSION AND IS A MATTER OF RECORD. THE CLASSIFICATIONS OF BOTH THE SUPERVISOR AND THE SUBORDINATE ARE APPROPRIATE TO THE ORGANIZATION AND HAVE A LOGICAL RELATIONSHIP TO EACH OTHER. THE COMPENSATION RANGE OF THE SUPERVISOR IS LESS THAN 5% OVER THE COMPENSATION OF THE EMPLOYEE SUPERVISED. 	SUPERVISORY DIFFERENTIAL FORM LETTER/MEMO (OPTIONAL) ORGANIZATIONAL CHART PAR	THE ADJUSTMENT OF THE COMPENSATION OF THE SUPERVISOR SHALL NOT EXCEED 5% OVER THE COMPENSATION, EXCLUSIVE OF EXTRA PAY, OF THE EMPLOYEE SUPERVISED. 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 TRANSPORT WORKERS UNION, LOCAL 250-A (CLASS 7410) & LOCAL 250-A (MULTI-UNIT) UNION OF AMERICAN PHYSICIANS AND DENTISTS TEAMSTERS, LOCAL 853	NOT SUBJECT TO SUPERVISORY DIFFERENTIAL ADJUSTMENT PROVISION

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 2003-2004 COMPENSATION MANUAL

IV. Tuition Reimbursement Forms/Employee Development Form

**CITY AND COUNTY OF SAN FRANCISCO
DEPARTMENT OF HUMAN RESOURCES**



TUITION REIMBURSEMENT REQUEST

PERSONAL INFORMATION

_____ Name (Please PRINT)	_____ Social Security No.	_____ Date of Request
_____ Office 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 1414 Auto. Machinist | <input type="checkbox"/> Probation Officers Association-856 | <input type="checkbox"/> NURSES-SEIU Local 790 |
| <input type="checkbox"/> Local 6-Electrical workers | <input type="checkbox"/> Plumbers - Local 38 | <input type="checkbox"/> TWU 250A (7410/9132) |
| <input type="checkbox"/> Local 22-Carpenter | <input type="checkbox"/> SFPOA | <input type="checkbox"/> Building Inspectors Association |
| <input type="checkbox"/> Local 39-Stationary Engineers | <input type="checkbox"/> | <input type="checkbox"/> Local 350-Teamsters |
| <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"/> | <input type="checkbox"/> |
| <input type="checkbox"/> Transit Operators-L250A | | |

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.

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 415-557-4990 (main phone number).
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 more than 3 months after the completion of the workshop, course, conference/seminar. However, due to fiscal year end constraints, completion documentation for courses ending in April, May or June must be submitted by the 10th working day of July in order to be paid. (Note: If a course/seminar/workshop/conference begins in one fiscal year and ends in the next, then the reimbursement would be paid from the next year's fund. The City & County of San Francisco's fiscal year starts on July 1st and ends on June 30th.)**
- 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.**

THE EMPLOYEE DEVELOPMENT FUND PROCESS

Procedures to Obtain Reimbursement

1. Print out and complete a reimbursement form. They can be printed out from the City website (<http://www.sfgov.org/dhr/about/erd.htm>). Hard copies should also be available from your appointing officer or their designee. ***Although originally created in yellow, the forms no longer need to be on yellow paper.***
2. Fill out the form and return it to the person in your department who is processing the Employee Development Fund Reimbursement Requests. If you do not know who that is your Department Personnel Officer (DPO) should be able to guide you. Along with a copy of the registration form, you should also attach a description of the course, license, etc. Info from a flyer, website, course bulletin, etc. would work well. The Employee Development Fund covers **seminars, internal/external training, tuition, licenses, and memberships**. Required books and lab fees are normally reimbursable with tuition. Lab fees should be stated in a course bulletin or schedule; required textbooks should be indicated on a course syllabus. Transportation, lodging, parking, food, etc., is not reimbursable.
3. Submit your form along with the attachments to your departmental appointing officer or their designee. They will determine whether the expenses are appropriate and track how much you have spent since no Local 21 employee can exceed \$1,000 per fiscal year.
4. If approved, you should receive some sort of notification from your appointing officer or their designee. They will then keep the approved request form in a “pending” file until you finish the training (if it is a seminar, conference or course) so they can be sure you attended the training, and turn in the receipts. If the expense is for course tuition you will also need to submit proof of attendance (most likely a certificate or grade report). When you submit the receipts your appointing officer/designee will attach them to the already approved “pending” request and submit everything to DHR Accounting, Attn: Arlene Mesa, 44 Gough St., 2nd Floor (Dept. 33). You should keep copies of everything you submit. All approved forms and attachments must be sent to DHR Accounting by your Appointing Officer or their designee. No paperwork will be accepted from employees directly.
5. You should receive reimbursement approximately 2-3 weeks after your request is received by DHR Accounting. If you do not receive reimbursement after 3-4 weeks and want to check on the status please contact your designated departmental Employee Development Fund contact.

Local 21 Employee Development Fund Frequently Asked Questions (FAQs)

Q: What is the difference between the new Local 21 Employee Development Fund and the previous tuition reimbursement program?

A:

1. The new Local 21 Employee Development Fund increases the available total amount from \$50,000 to \$250,000 per fiscal year;
2. The individual employee limit has increased from \$500 to \$1,000 per fiscal year.
3. Reimbursable expenses now include tuition and required textbooks, internal/external training, professional conferences, professional association memberships, and licenses that are relevant to the employee's current classification.
4. Approval of the expense now rests with your departmental appointing officer or their designee, not DHR's Employee Relations Division (ERD).
5. There is no service requirement, i.e., you do not have to have a year of service before you can start utilizing the fund.
6. There is no requirement to pay the money back should you leave City employment.

Q. How do I obtain an Employee Development Fund Reimbursement Request Form?

A: You can print out a form from the website. The form can be found at:

<http://www.ci.sf.ca.us/dhr/relations.htm>

If you do not have access to the City website, you should also be able to obtain hard copies from your appointing officer/designee who is approving requests for your department.

Q: I have heard that I must use a yellow Employee Development Fund Reimbursement Request. Do I have to use a yellow form?

A: No, it is not necessary that the request form be yellow. You must now use the official form (The Employee Development Fund Reimbursement Request), but it does not have to be any certain color.

Q: I don't quite understand the process...do I need to get approval first before I spend the money or do I just fill out a form afterward and submit receipts?

A: You should fill out the Employee Development Fund Reimbursement Request form and submit it to your appointing officer or their designee before you incur the expense. Your department has the ability to reject your request if they believe that the expense is not appropriate. Once your request has been approved, and if you have not exceeded your \$1,000 individual limit for the fiscal year, you can take the course, pay for the membership, etc. Upon completion of a class (or upon receipt of evidence of payment in the case of licenses and memberships), submit the evidence of completion with receipts OR a copy of a cancelled check OR a credit card statement with account number blackened out to your appointing officer

or designee who will then attach it to your already approved request and forward it to DHR Accounting, 44 Gough St., 2nd Floor.

Q: I don't understand what documents have to be submitted as originals and which ones can be copies.

A: You must always submit the original Employee Development Fund Reimbursement Request form and receipts. However, if a check is the only receipt available, then copies of the front and back will be sufficient. If a credit card statement is the only receipt available, then submit it after you have covered or blackened out the account number (but not your name!). Be sure to keep the original check for your records. You may submit copies of grade reports and certificates as proof of completion.

Q: Can I include books and lab fees?

A: Books and lab fees are reimbursable if they are required for a course. You should include a copy of the course syllabus or bulletin showing the required lab fees and required textbooks with your reimbursement request.

Q: A group of Local 21 employees in my department want to have a group professional membership. Can we do this using the Employee Development Fund?

A: The Employee Development Fund process is an individual reimbursement process. As well, no checks can be written to outside vendors. However, if a group of employees is willing to coordinate the process, it may be possible for each employee in the group to write individual checks for their portion and then submit them together with the enrollment forms to the organization. The employees can then obtain reimbursement by submitting individual Employee Development Fund Reimbursement Requests along with a copy of the receipt(s).

Q: If an organization is willing to bill me for a seminar, training, etc., can DHR just go ahead and pay the organization (vendor) directly?

A: No, although the Employee Development Fund is different from the former tuition reimbursement program, it is still an employee reimbursement program. You cannot make contractual commitments for payment (such as invoices, purchase orders, contracts, etc.) on behalf of the City. So you must first pay for the expense and then be reimbursed through the process described herein.

Q: Okay, my reimbursement request has been signed off by my appointing officer or their designee. Now what shall I do with the approved form?

A: The appointing officer or their designee who approved your form should keep the original on file awaiting your receipts. Although each department's appointing officer/designee can create their own internal process, ERD recommends that they send you confirmation of approval or provide you with a copy of the approved form for your records. Only your department is authorized to send your completed reimbursement documents to DHR Accounting. Employees may not submit reimbursement requests directly to DHR.

Q: How do I know that there is any money left to reimburse me for approved expenses?

A: Reimbursements for licenses and memberships can be paid as soon as receipts are submitted. If you attend a seminar, conference, or class you cannot be reimbursed until you have completed the entire seminar, conference or class. ERD sends out quarterly reports to the departments to advise them of the remaining available balance. Given present usage of the Employee Development Fund, depletion of the \$250,000 prior to the end of the current fiscal year (FY2001/2002) appears very unlikely.

Q: I have heard I need to submit several copies of receipts, forms, etc. Is this necessary for reimbursement?

A: The Employee Development Fund process does not require multiple copies of forms, receipts or other documentation. An original signed Employee Development Fund Reimbursement Request form should be submitted along with original receipts. If original receipts are not available, a copy of a cancelled check (front & back) is acceptable, as is a letter or email confirming receipt of your money, or a copy of a credit card statement with the account number blackened out.

Q: If I take a class or course and I have a receipt why do you still require proof of completion?

A: Normally proof of successful completion is only required for courses for which you receive course credits and would normally receive a grade report (if you take a "Pass/Fail" course a "Pass" would be acceptable), or a certificate.

Q: How long will it take to get my reimbursement?

A: The reimbursement process normally takes 2-3 weeks from the time DHR Accounting receives the reimbursement request, assuming the form is complete and all the documentation is in order.

Q.: If I take a course now and it ends July 31st, does it come out of my \$1,000 for this fiscal year or my \$1,000 for the next fiscal year?

A: Courses are paid based on their completion date. A course which ends July 31st would be paid from your next fiscal year \$1,000 allocation (Remember: the fiscal year starts on July 1st and ends on June 30th).

Q: Can I carry over any leftover money from this fiscal year into next year?

A: No. There are no carryovers or rollovers of unused funds.

Employee Development Fund Reimbursement Request Form

For employees represented by IFPTE, Local 21 and UAPD only

Submit completed form(s) to department appointing officer or authorized designee for approval and certification that reimbursement is within annual fund limit. Approved request forms are to be forwarded to the **Department of Human Resources, Attn: DHR Accounting** accompanied with expense receipts. Requests for tuition reimbursement must be accompanied by evidence of successful completion. See MOU for limits, restrictions, or other provisions that may apply.

I. Employee Information

Print Name (*last, first*) _____ Social Security No. _____ Date of Request _____

Office Address _____ City, State, Zip Code _____ Daytime telephone _____

Department No., Name, and Division _____

Job Class No. and Title _____

(NOTE: UAPD employees must work 20 hours or more a week.)

II. Employee Development Information (Check one: IFPTE Local 21 UAPD)

- | | |
|--|--|
| <input type="checkbox"/> Course Tuition | <input type="checkbox"/> Professional conferences |
| <input type="checkbox"/> External training programs | <input type="checkbox"/> Professional association memberships |
| <input type="checkbox"/> Internal Training: (Check Below) | <input type="checkbox"/> Professional licenses (IFPTE Local 21 only) |
| <input type="checkbox"/> DHR Training & Org. Dev. (TOD) programs | |
| <input type="checkbox"/> DTIS Computer Training programs | |

Description of course, program, conference, membership, or license _____

Amount to be Reimbursed (<i>receipts must be attached</i>) _____	Date(s) of course/seminar (<i>if applicable</i>) _____	Duration of membership, license, program (<i>if applicable</i>) _____
---	---	--

Employee's signature _____	Work Phone _____	Date _____	Supervisor's signature _____	Work Phone _____	Date _____
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III. Departmental Approvals

By signature of the appointing officer or authorized designee, certification is made that the employee's reimbursement request is approved and the amount does not exceed the annual fund limit as described in the respective MOU.

\$ _____

Appointing officer or authorized designee's signature _____ Date _____

Employee's Annual Fund Balance After This Request

Printed Name _____ Phone _____

IV. Department Distribution

- Original with receipts to Department of Human Resources, Attn: Accounting
- Copies to: Employee
 Departmental Employee Development File