

Attachment A to Agenda File No. 2016-0519

| Job Title                                 | ERI   | Base 50th | Base 75th | Kenesa                                    | Base 50th | Base 75th | Payscale                                       | Base 50th | Base 75th | AAPA                            | Base 50th | Base 75th | 2016 Robert Half  | Base 50th | Base 75th | 2015 In-House Counsel | Base 50th | Base 75th | Port of Oakland         | Base 50th | Base 75th | Mkt Base 50th | Mkt Base 75th |
|---|---|-----------|-----------|---|-----------|-----------|--|-----------|-----------|---------------------------------|-----------|-----------|-------------------|-----------|-----------|-----------------------|-----------|-----------|-------------------------|-----------|-----------|---------------|---------------|
| Accountant                                | Accountant                                      | \$32.81   | \$36.34   | Accountant II                             | \$30.01   | \$33.09   | Staff Accountant                               | \$30.28   | \$35.12   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$31.03       | \$34.85       |
| Accounting Supervisor                     | Accounting Supervisor (Professional)            | \$45.19   | \$50.34   | Accounting Supervisor                     | \$38.51   | \$44.04   | Accounting Supervisor                          | \$34.67   | \$41.04   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$39.46       | \$45.14       |
| Administrative Assistant I (Classified)   | Administrative Assistant                        | \$22.99   | \$25.36   | Administrative Assistant I                | \$19.74   | \$22.40   | Administrative Assistant                       | \$18.18   | \$21.53   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$20.29       | \$23.10       |
| Administrative Assistant I (Unclassified) | Administrative Assistant                        | \$22.99   | \$25.36   | Administrative Assistant II               | \$22.36   | \$25.29   | Administrative Assistant                       | \$18.18   | \$21.53   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$22.23       | \$25.26       |
| Administrative Asst I (Unclassified)      | Administrative Assistant                        | \$22.99   | \$25.36   | Administrative Assistant I                | \$19.74   | \$22.40   | Administrative Assistant                       | \$18.18   | \$21.53   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$20.29       | \$23.10       |
| Applications Developer                    | Applications Support Specialist                 | \$33.36   | \$37.01   | Applications Systems Specialist II        | \$30.67   | \$34.33   | Application Developer                          | \$30.67   | \$34.33   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$35.33       | \$39.73       |
| Architect                                 | Architect                                       | \$49.54   | \$55.08   | Architect III                             | \$33.32   | \$37.79   | Architect (but not Landscape or Naval)         | \$41.26   | \$52.01   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$41.37       | \$48.29       |
| Area Real Estate Manager                  | Real Estate Development Manager                 | \$55.92   | \$61.40   | No match                                  |           |           | Real Estate Development Manager                | \$49.26   | \$58.88   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$52.59       | \$60.14       |
| Asset Manager                             | Manager Real Estate Development                 | \$50.73   | \$55.70   | Asset/Liability Manager                   | \$41.99   | \$51.54   | Asset Manager                                  | \$43.61   | \$59.18   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$46.11       | \$55.47       |
| Assistant Asset Manager                   | Manager Real Estate Development                 | \$50.73   | \$55.70   | Asset Manager                             | \$41.99   | \$51.54   | Asset Manager                                  | \$43.61   | \$59.18   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$34.58       | \$41.60       |
| Assistant Chief of Harbor Police          | No Match  |           |           | No Match                                  |           |           | No Match                                       |           |           |                                 |           |           |                   |           |           |                       |           |           |                         |           |           |               |               |
| Assistant Director, General Services      | Operations Manager                              | \$53.23   | \$59.88   | No Match                                  |           |           | General/Operations Manager                     | \$51.19   | \$60.98   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$52.21       | \$60.43       |
| Assistant Engineer                        | Engineering Assistant                           | \$32.40   | \$35.56   | Civil Engineer I                          | \$32.64   | \$36.35   | Civil Engineer                                 | \$41.04   | \$50.58   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$35.33       | \$40.83       |
| Assistant Engineer (Trainee)              | Engineer Associate                              | \$27.42   | \$30.57   | Civil Engineering Technician I            | \$21.78   | \$25.42   | Civil Engineering Assistant                    | \$25.17   | \$27.89   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$24.79       | \$28.09       |
| Assistant Environmental Specialist        | Environmental Technician                        | \$29.34   | \$32.30   | Environmental Engineer I                  | \$29.18   | \$32.93   | Environmental Specialist                       | \$23.39   | \$27.56   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$27.57       | \$30.93       |
| Assistant General Counsel                 | General Counsel Associate                       | \$87.29   | \$93.13   | Attorney IV                               | \$87.20   | \$96.66   | Corporate Counsel                              | \$87.57   | \$103.89  | Port Attorney                   | \$122.40  | \$144.81  | Lawyer - 10 yr. + | \$140.08  | \$152.68  | General Counsel       | \$122.31  | \$155.49  | Assist Port Attorney    | \$124.04  |           |               |               |
| Assistant Procurement Analyst             | Procurement Analyst                             | \$34.99   | \$38.76   | No match                                  |           |           | Procurement Analyst                            | \$35.66   | \$42.50   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$24.18       | \$28.15       |
| Assistant Redevelopment Planner           | Planner Urban                                   | \$27.36   | \$30.32   | Environmental Planner I                   | \$28.75   | \$33.22   | Urban Planner                                  | \$31.86   | \$39.58   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$29.32       | \$34.37       |
| Assistant to CFO/Treasurer                | Executive Assistant                             | \$35.13   | \$39.45   | Executive Assistant                       | \$35.54   | \$39.95   | Executive Assistant                            | \$30.10   | \$34.39   | Assistant to President          | \$37.28   | \$45.95   |                   |           |           |                       |           |           |                         |           |           | \$32.26       | \$37.44       |
| Assistant to Port Auditor                 | Executive Assistant                             | \$35.13   | \$39.45   | Executive Assistant                       | \$35.54   | \$39.95   | Executive Assistant                            | \$30.10   | \$34.39   | Assistant to President          | \$37.28   | \$45.95   |                   |           |           |                       |           |           |                         |           |           | \$32.26       | \$37.44       |
| Assistant to President/CEO                | Executive Secretary, CEO                        | \$37.36   | \$41.67   | Secretary to Chief Executive Officer      | \$36.54   | \$42.64   | Executive Assistant to CEO                     | \$25.12   | \$29.99   | Executive Assistant             | \$43.62   | \$50.54   |                   |           |           |                       |           |           |                         |           |           | \$35.66       | \$41.21       |
| Assistant to Vice President               | Executive Secretary, VP                         | \$31.19   | \$34.57   | Executive Assistant                       | \$29.95   | \$33.80   | Assistant To The Vice President                | \$33.12   | \$48.38   | Assistant to President          | \$37.28   | \$45.95   |                   |           |           |                       |           |           |                         |           |           | \$32.88       | \$40.68       |
| Associate Engineer                        | Associate Engineer                              | \$38.78   | \$43.24   | Civil Engineer I                          | \$32.64   | \$36.35   | Civil Engineer                                 | \$41.04   | \$50.58   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$41.74       | \$49.29       |
| Associate Environmental Specialist        | Environmental Technician                        | \$29.34   | \$32.30   | Environmental Engineering Technician III  | \$29.62   | \$33.99   | Environmental Specialist                       | \$23.28   | \$27.56   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$27.41       | \$31.28       |
| Associate Redevelopment Planner           | Planner Urban                                   | \$39.38   | \$43.62   | Environmental Planner II                  | \$31.54   | \$36.20   | Urban Planner                                  | \$38.42   | \$48.09   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$36.45       | \$42.64       |
| Auditor                                   | Auditor Internal                                | \$37.49   | \$41.52   | Internal Auditor II                       | \$32.26   | \$37.02   | Auditor  | \$26.45   | \$32.24   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$32.06       | \$36.93       |
| Benefits Analyst                          | Benefits Analyst                                | \$34.13   | \$37.55   | Benefits Analyst III                      | \$39.86   | \$44.57   | Benefits Analyst                               | \$26.21   | \$30.80   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$33.40       | \$37.64       |
| Benefits and Compensation Manager         | Benefits & Compensation Manager                 | \$60.89   | \$67.13   | Manager Compensation & Benefits           | \$46.15   | \$53.27   | Manager Compensation & Benefits                | \$43.67   | \$51.37   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$50.24       | \$57.39       |
| Business Intelligence Analyst             | Business Intelligence Analyst                   | \$43.08   | \$48.01   | Business Data Analyst II                  | \$34.95   | \$39.09   | Business Intelligence Analyst                  | \$57.63   | \$66.57   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$50.69       | \$57.08       |
| Business Intelligence Supervisor          | Business Intelligence Analyst                   | \$43.08   | \$48.01   | Business Analytics Manager                | \$55.77   | \$62.02   | Business Intelligence Manager                  | \$57.63   | \$66.57   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$51.11       | \$58.89       |
| Business Systems Analyst                  | Business Systems Analyst                        | \$44.85   | \$49.67   | Business Systems Analyst III              | \$46.20   | \$51.15   | Business Systems Analyst                       | \$34.03   | \$40.33   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$41.69       | \$47.05       |
| Business Systems Supervisor               | No Match  |           |           | Business Systems Analyst V                | \$57.02   | \$62.50   | Business Systems Analyst                       | \$34.03   | \$40.33   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$45.52       | \$51.42       |
| Capital Project Manager I                 | Project Manager (Experience)                    | \$59.87   | \$67.20   | Project Manager I                         | \$31.89   | \$39.23   | Project Manager, Construction                  | \$31.01   | \$40.82   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$48.26       | \$56.75       |
| Capital Project Manager II                | Project Manager (Experience)                    | \$59.87   | \$67.20   | Project Manager II                        | \$42.45   | \$48.05   | Project Manager, Construction                  | \$51.03   | \$60.82   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$51.11       | \$58.89       |
| CFO/Treasurer                             | Chief Financial Officer/Treasurer Corporate     | \$131.73  | \$165.34  | Chief Financial Officer/Treasurer         | \$88.22   | \$109.45  | Chief Financial Officer (CFO)                  | \$99.95   | \$124.36  |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$106.63      | \$133.05      |
| Chief Engineer/Engineering-Construction   | Manager Engineering                             | \$70.24   | \$77.91   | Engineering Manager                       | \$66.25   | \$74.33   | Engineering Manager                            | \$62.04   | \$71.28   | Director, Engineering           |           |           |                   |           |           |                       |           |           |                         |           |           | \$76.10       | \$85.68       |
| Chief of Harbor Police                    | No Match  |           |           | Deputy/Police Chief                       | \$24.47   | \$55.45   | Police Chief                                   | \$76.61   | \$93.06   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$74.61       | \$79.19       |
| Civil Designer                            | Drafter Civil Engineering                       | \$30.59   | \$33.23   | Drafter III                               | \$31.73   | \$35.72   | Computer Aided Design (CAD) Designer           | \$28.18   | \$35.54   | Police Chief/Chief of Police    | \$61.75   | \$0.00    |                   |           |           |                       |           |           |                         |           |           | \$30.17       | \$34.83       |
| Commissioner Services Assistant           | No Match  |           |           | No Match                                  |           |           | No Match                                       |           |           |                                 |           |           |                   |           |           |                       |           |           |                         |           |           |               |               |
| Construction Inspector                    | Construction Inspector                          | \$33.39   | \$37.30   | Building Inspector                        | \$25.72   | \$29.52   | Construction and Building Inspector            | \$28.48   | \$34.71   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$29.20       | \$33.84       |
| Customer Relations Assistant              | Customer Service Representative (General Calls) | \$33.52   | \$37.51   | Customer Service Representative III       | \$24.38   | \$28.13   | Customer Service Representative (CSR)          | \$17.66   | \$21.61   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$20.52       | \$23.75       |
| Department Business Manager               | Business Manager                                | \$54.65   | \$60.71   | Plant Maintenance Manager                 | \$54.58   | \$60.74   | Physical Plant Manager                         | \$54.58   | \$60.74   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$47.25       | \$55.08       |
| Department Manager, ELUM                  | Land Development Manager                        | \$50.73   | \$55.70   | Environmental Manager                     | \$54.90   | \$61.88   | Environmental Manager                          | \$40.43   | \$49.86   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$48.69       | \$55.81       |
| Department Manager, Financial Services    | No Match  |           |           | No Match                                  |           |           | No Match                                       |           |           |                                 |           |           |                   |           |           |                       |           |           |                         |           |           |               |               |
| Department Manager, Real Estate           | Real Estate Acquisitions Manager                | \$59.19   | \$64.85   | Real Estate Zoning Manager                | \$50.48   | \$56.15   | Real Estate Development Manager                | \$48.83   | \$60.51   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$52.83       | \$60.51       |
| Deputy District Clerk/Docket Coordinator  | Docket Clerk                                    |           |           | No Match                                  |           |           | No Match                                       |           |           |                                 |           |           |                   |           |           |                       |           |           |                         |           |           |               |               |
| Deputy District Clerk/Records Manager     | Records Manager                                 |           |           | Records Manager                           | \$37.74   | \$41.54   | Records Manager                                | \$28.75   | \$34.02   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$33.25       | \$37.78       |
| Deputy General Counsel I                  | No Match  |           |           | Attorney I                                | \$43.35   | \$49.56   | No Match                                       |           |           | Lawyer - 1st yr. assoc.         | \$76.73   | \$80.79   | Lawyer            |           |           |                       |           |           |                         |           |           | \$76.73       | \$80.79       |
| Deputy General Counsel II                 | No Match  |           |           | Attorney II                               | \$57.87   | \$66.90   | No Match                                       |           |           | Lawyer - 1-3 yrs.               | \$83.68   | \$89.81   | Lawyer            |           |           |                       |           |           |                         |           |           | \$76.96       | \$81.56       |
| Deputy General Counsel III                | No Match  |           |           | Attorney II/III                           | \$68.19   | \$77.86   | No Match                                       |           |           | Lawyer - 4-9 yrs.               | \$99.64   | \$107.63  | Lawyer            |           |           |                       | \$54.02   | \$80.02   | Deputy Port Attorney II | \$70.23   | \$73.32   | \$78.27       | \$90.79       |
| Deputy General Counsel IV                 | No Match  |           |           | Attorney III                              | \$76.50   | \$88.82   | No Match                                       |           |           | Lawyer - 9-10/10+ yrs.          | \$115.61  | \$125.44  | Lawyer            |           |           |                       | \$55.42   | \$88.02   | Deputy Port Attorney IV | \$91.17   | \$95.19   | \$98.74       | \$102.88      |
| Deputy Treasurer                          | Treasurer Assistant                             | \$76.01   | \$87.66   | Treasurer                                 | \$64.13   | \$75.14   | No Match                                       |           |           |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$70.07       | \$81.40       |
| Director, Business Info & Tech Svcs       | Information Technology Director                 | \$74.93   | \$86.74   | Information Technology Director           | \$76.63   | \$87.50   | Information Technology (IT) Director           | \$66.47   | \$77.47   | Director, MIS                   | \$75.72   | \$87.79   |                   |           |           |                       |           |           |                         |           |           | \$73.19       | \$84.80       |
| Director, Environmental & Land Use Mgmt   | Environmental Director                          | \$80.81   | \$95.62   | Environmental, Health and Safety Director | \$59.71   | \$68.94   | No Match                                       |           |           | Director, Environmental Affairs | \$73.09   | \$86.47   |                   |           |           |                       |           |           |                         |           |           | \$71.20       | \$83.68       |
| Director, Financial Services              | Director of Financial Reporting                 | \$75.89   | \$88.01   | Financial Planning and Analysis Director  | \$71.20   | \$80.14   | Finance Director                               | \$60.34   | \$72.28   | Director, Finance               | \$73.81   | \$85.70   |                   |           |           |                       |           |           |                         |           |           | \$70.31       | \$81.53       |
| Director, General Services                | No Match  |           |           | No Match                                  |           |           | General/Operations Manager                     | \$57.53   | \$68.08   | Maintenance Manager             | \$63.69   | \$75.35   |                   |           |           |                       |           |           |                         |           |           | \$60.61       | \$71.71       |
| Director, Government Relations            | Government Affairs Director                     | \$69.93   | \$85.02   | Government Affairs Director               | \$61.06   | \$71.44   | Government Affairs Director                    | \$60.73   | \$76.00   | Director, Government Relations  | \$82.19   | \$99.65   |                   |           |           |                       |           |           |                         |           |           | \$68.48       | \$83.03       |
| Director, Human Resources                 | Director Human Resources                        | \$75.50   | \$89.01   | Human Resources Director (Autonomous)     | \$61.97   | \$73.22   | Human Resources (HR) Director                  | \$56.52   | \$66.73   | Director, Personnel             | \$70.71   | \$83.46   |                   |           |           |                       |           |           |                         |           |           | \$66.17       | \$78.11       |
| Director, Maritime                        | No Match  |           |           | No Match                                  |           |           | General/Operations Manager                     | \$57.53   | \$68.08   | Director, Operations            | \$75.32   | \$89.10   |                   |           |           |                       |           |           |                         |           |           | \$66.42       | \$78.68       |
| Director, Marketing & Communications      | Marketing Media Director                        | \$61.88   | \$74.36   | Marketing Communication Director          | \$46.68   | \$54.04   | Public Relations Director                      | \$52.38   | \$60.54   | Director, Public Relations      | \$74.97   | \$87.84   |                   |           |           |                       |           |           |                         |           |           | \$50.19       | \$60.19       |
| Director, Procurement Services/CPO        | Procurement Director                            | \$67.60   | \$77.68   | Purchasing Director                       | \$60.63   | \$69.42   | Procurement Director                           | \$60.37   | \$73.74   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$62.87       | \$73.61       |
| Director, Real Estate                     | Real Estate and Relocation Director             |           |           | Real Estate and Relocation Director       | \$64.18   | \$79.90   | No Match                                       |           |           | Director, Real Estate           | \$76.76   | \$90.81   |                   |           |           |                       |           |           |                         |           |           | \$70.47       | \$85.36       |
| Distribution & Storage Technician I       | Warehouse Worker                                | \$15.50   | \$17.10   | Warehouse Worker                          | \$14.42   | \$17.26   | Warehouse Worker                               | \$16.63   | \$20.64   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$15.52       | \$18.33       |
| Distribution & Storage Technician II      | Warehouse Worker                                | \$15.50   | \$17.10   | Warehouse Worker                          | \$14.42   | \$17.26   | Warehouse Worker                               | \$17.88   | \$22.19   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$19.32       | \$22.62       |
| District Clerk                            | Board Administrator                             |           |           | No Match                                  |           |           | No Match                                       |           |           |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$42.39       | \$52.36       |
| Document Management Assistant             | General Clerk                                   | \$17.36   | \$18.99   | General Clerk II                          | \$17.55   | \$19.71   | Records Clerk                                  | \$18.51   | \$20.31   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$17.80       | \$19.67       |
| Document Management Associate             | Docket Clerk                                    | \$21.26   | \$23.61   | No Match                                  |           |           | Document Control Specialist                    | \$27.95   | \$31.93   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$24.60       | \$27.77       |
| Environmental Compliance Inspector        | Compliance Specialist                           | \$31.77   | \$35.18   | Environmental Engineering Technician II   | \$24.90   | \$28.13   | Compliance Specialist                          | \$24.87   | \$30.65   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$27.18       | \$31.32       |
| Equal Opportunity Technician              | Equal Employment Opportunity Specialist         | \$40.12   | \$44.73   | EEO Supervisor I                          | \$36.35   | \$40.53   | Equal Employment Opportunity (EEO) Coordinator | \$30.27   | \$37.35   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$35.58       | \$40.87       |
| Executive Assistant I (Classified)        | Executive Assistant                             | \$35.05   | \$39.36   | Executive Assistant                       | \$29.95   | \$33.80   | Executive Assistant                            | \$24.97   | \$29.13   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$29.99       | \$34.10       |
| Executive Assistant I (Unclassified)      | Executive Assistant                             | \$35.05   | \$39.36   | Executive Assistant                       | \$29.95   | \$33.80   | Executive Assistant                            | \$24.97   | \$29.13   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$29.99       | \$34.10       |
| Executive Assistant II (Classified)       | Executive Assistant                             | \$35.05   | \$39.36   | Executive Assistant                       | \$29.95   | \$33.80   | Executive Assistant                            | \$24.97   | \$29.13   |                                 |           |           |                   |           |           |                       |           |           |                         |           |           | \$35.99       | \$40.92       |
| Executive Vice President                  | Executive Vice President                        | \$143.16  | \$194.87  | Top Operations Executive                  | \$95.38   | \$118.80  | Vice President (VP), Operations                | \$102.68  | \$126.15  | Deputy Port Director            | \$78.07   | \$99      |                   |           |           |                       |           |           |                         |           |           |               |               |

| Job Title   | ERI                                 | Base 50th | Base 75th | Kenexa                              | Base 50th | Base 75th | Payscale                                      | Base 50th | Base 75th | AAPA                                  | Base 50th | Base 75th | 2016 Robert Half                             | Base 50th | Base 75th | 2015 In-House Counsel | Base 50th | Base 75th | Port of Oakland              | Base 50th | Base 75th | Mkt Base 50th | Mkt Base 75th |
|---|-------------------------------------|-----------|-----------|-------------------------------------|-----------|-----------|---|-----------|-----------|---------------------------------------|-----------|-----------|--|-----------|-----------|-----------------------|-----------|-----------|------------------------------|-----------|-----------|---------------|---------------|
| Manager, Maritime Trade Development                   | Real Estate Acquisitions Manager    | \$59.19   | \$64.85   | Business Development Manager        | \$54.76   | \$63.94   | Business Development Manager                  | \$40.41   | \$49.01   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$51.45       | \$59.27       |
| Manager, Marketing & Communications                   | Marketing Manager                   | \$55.97   | \$62.16   | Marketing Communication Manager     | \$45.77   | \$52.84   | Marketing Manager                             | \$36.64   | \$43.68   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$46.13       | \$52.89       |
| Manager, Office of General Counsel Admin              | Administrative Assistant, CEO       | \$37.36   | \$41.67   |                                     |           |           |   |           |           | Executive Assistant                   | \$43.62   | \$50.14   | Administrator/Office Manager                 | \$71.70   | \$80.50   | no match              |           |           | Legal Assistant III          | \$49.57   | \$51.76   | \$60.64       | \$66.13       |
| Manager, Procurement Services                         | Procurement Manager                 | \$51.24   | \$56.98   | Purchasing Manager                  | \$50.73   | \$58.12   | Procurement Manager                           | \$47.58   | \$55.78   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$49.85       | \$56.96       |
| Mapping Technician II                                 | GIS Specialist                      | \$27.55   | \$30.72   | GIS Analyst II                      | \$28.65   | \$33.08   | Geographic Information Systems (GIS) Analyst  | \$28.21   | \$33.53   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$28.14       | \$32.44       |
| Marketing/Public Relations Rep                        | Marketing Associate                 | \$28.24   | \$31.47   | Public Relations Specialist II      | \$31.97   | \$36.20   | Marketing Representative                      | \$25.40   | \$28.82   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$28.54       | \$32.10       |
| Multi-Media Specialist                                | Social Media Strategist             | \$32.56   | \$36.06   | Public Relations Specialist II      | \$31.97   | \$36.20   | Graphic Designer                              | \$24.32   | \$29.39   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$29.62       | \$33.88       |
| Network Systems Analyst                               | Network Analyst Computer            | \$46.01   | \$51.26   | Network Planning Analyst II         | \$37.98   | \$42.84   | Network Engineer, IT                          | \$40.46   | \$44.92   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$41.48       | \$46.34       |
| Office Assistant (Classified)                         | Office Helper                       | \$14.90   | \$16.15   | Office Services Assistant           | \$20.24   | \$23.99   | Office Clerk, General                         | \$15.07   | \$17.82   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$16.74       | \$19.32       |
| Office Manager  | Office Manager                      | \$29.77   | \$33.23   | Office Manager                      | \$35.14   | \$40.67   | Office Manager                                | \$29.88   | \$39.46   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$31.00       | \$37.79       |
| Paralegal   | Paralegal                           | \$36.06   | \$40.22   | Paralegal III                       | \$34.96   | \$39.40   | Paralegal                                     | \$32.15   | \$35.49   |                                       |           |           | Senior/Supervising Paralegal/Legal Assistant | \$49.38   | \$53.30   | no match              |           |           | Executive Legal Secretary II | \$47.87   | \$49.97   | \$48.62       | \$51.63       |
| Payroll Specialist                                    | Payroll Specialist                  | \$26.02   | \$28.83   | Payroll Supervisor I                | \$30.10   | \$34.90   | Payroll Specialist                            | \$21.89   | \$24.76   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$26.00       | \$29.50       |
| Police Records Assistant                              | General Clerk                       | \$17.36   | \$18.99   | Administrative Assistant II         | \$22.36   | \$25.29   | Administrative Assistant                      | \$18.18   | \$21.53   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$19.30       | \$21.94       |
| Principal Marketing/Public Relations Rep              | Marketing Administration Supervisor | \$41.89   | \$46.69   | Public Relations Specialist III     | \$36.11   | \$40.43   | Marketing Manager                             | \$36.64   | \$43.68   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$38.21       | \$43.60       |
| Procurement Analyst I                                 | Procurement Analyst                 | \$34.92   | \$38.68   | Purchasing Agent                    | \$27.12   | \$31.68   | Procurement Analyst                           | \$28.65   | \$35.49   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$30.23       | \$35.49       |
| Procurement Analyst II                                | Procurement Analyst                 | \$34.92   | \$38.68   | Purchasing Agent                    | \$27.12   | \$31.68   | Procurement Analyst                           | \$28.65   | \$35.49   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$36.57       | \$42.22       |
| Procurement Supervisor                                | Procurement Supervisor              | \$42.41   | \$47.26   | Purchasing Supervisor I             | \$28.75   | \$33.61   | Procurement Manager                           | \$38.53   | \$47.61   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$36.56       | \$42.83       |
| Program Manager                                       | Program Manager                     | \$45.56   | \$50.09   | Program Manager                     | \$58.85   | \$67.31   | Program Manager (Unspecified Type / General)  | \$41.95   | \$52.11   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$48.79       | \$56.50       |
| Program Manager, Real Estate                          | Program Manager                     | \$45.56   | \$50.09   | Program Manager                     | \$58.85   | \$67.31   | Program Manager (Unspecified Type / General)  | \$41.95   | \$52.11   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$48.79       | \$56.50       |
| Project Manager, Public Art                           | No Match                            |           |           | No Match                            |           |           | Program Manager (Unspecified Type / General)  | \$41.95   | \$52.11   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$41.95       | \$52.11       |
| Project Manager, Real Estate                          | Project Manager (Experience)        | \$59.87   | \$67.20   | Real Estate Zoning Manager          | \$50.48   | \$56.15   | Project Manager, (Unspecified Type / General) | \$48.76   | \$57.56   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$53.04       | \$60.31       |
| Project Scheduler                                     | Scheduler Production                | \$31.62   | \$35.06   | Planner/Scheduler II - Construction | \$37.40   | \$41.39   | Project Engineer                              | \$39.64   | \$42.97   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$36.22       | \$39.81       |
| Risk and Safety Manager                               | Risk Management Manager             | \$56.55   | \$62.79   | Risk Manager                        | \$51.49   | \$59.76   | Risk Management Manager                       | \$43.11   | \$47.79   | Director, Risk Management/ Equivalent | \$59.13   | \$66.61   |  |           |           |                       |           |           |                              |           |           | \$52.57       | \$59.24       |
| Risk Management Analyst                               | Risk Management Analyst             | \$36.93   | \$41.18   | Risk Management Analyst             | \$36.97   | \$40.87   | Risk Management Analyst                       | \$27.89   | \$35.45   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$33.93       | \$39.16       |
| Safety Specialist I                                   | No Match                            |           |           | No Match                            |           |           | No Match                                      |           |           |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$29.28       | \$33.86       |
| Safety Specialist II                                  | Safety Specialist                   | \$37.73   | \$42.07   | Safety Specialist                   | \$34.66   | \$40.77   | Health and Safety Coordinator                 | \$25.19   | \$30.02   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$32.53       | \$37.62       |
| Senior Accountant                                     | Accountant                          | \$37.65   | \$41.69   | Accountant III                      | \$35.82   | \$39.52   | Senior Accountant                             | \$30.92   | \$35.45   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$41.75       | \$46.66       |
| Senior Administrative Asst (Classified)               | Administrative Assistant            | \$22.99   | \$25.36   | Administrative Assistant III        | \$27.45   | \$30.82   | Sr. Administrative Assistant                  | \$21.59   | \$25.42   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$24.01       | \$27.20       |
| Senior Applications Developer                         | No Match                            |           |           | No Match                            |           |           | No Match                                      |           |           |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$38.87       | \$43.70       |
| Senior Asset Manager                                  | No Match                            |           |           | No Match                            |           |           | No Match                                      |           |           |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$50.72       | \$61.02       |
| Senior Auditor  | Auditor Internal                    | \$37.49   | \$41.52   | Internal Auditor IV                 | \$47.31   | \$52.60   | Senior Auditor                                | \$34.13   | \$39.49   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$39.64       | \$44.54       |
| Senior Business Intelligence Analyst                  | Business Intelligence Analyst       | \$42.99   | \$47.91   | Database Warehouse Analyst, Sr.     | \$47.93   | \$52.55   | Sr. Business Intelligence Analyst             | \$47.33   | \$55.23   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$46.08       | \$51.90       |
| Senior Business Systems Analyst                       | Business Systems Analyst            | \$44.85   | \$49.67   | Business Systems Analyst IV         | \$49.66   | \$54.09   | Senior Business Systems Analyst               | \$47.49   | \$55.74   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$47.34       | \$53.16       |
| Senior Construction Inspector                         | Construction Inspector              | \$33.39   | \$37.30   | Building Inspector, Sr.             | \$31.83   | \$37.40   | Construction and Building Inspector           | \$28.48   | \$34.71   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$31.23       | \$36.47       |
| Senior Engineer                                       | Civil Engineer                      | \$54.15   | \$60.16   | Civil Engineer IV                   | \$51.83   | \$58.13   | Senior Civil Engineer                         | \$49.87   | \$58.86   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$51.95       | \$59.05       |
| Senior Environmental Specialist                       | Environmental Scientist             | \$44.42   | \$49.47   | Environmental Engineer III          | \$46.01   | \$52.02   | Senior Environmental Compliance Specialist    | \$39.91   | \$46.96   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$43.45       | \$49.48       |
| Senior Financial Analyst                              | Financial Analyst                   | \$43.25   | \$47.88   | Financial Analyst IV                | \$46.11   | \$51.06   | Senior Financial Analyst                      | \$36.42   | \$43.59   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$41.92       | \$47.51       |
| Senior Human Resources Analyst                        | Senior Human Resources Generalist   | \$41.39   | \$45.84   | Human Resources Generalist IV       | \$41.68   | \$46.63   | Human Resources Analyst                       | \$27.73   | \$33.28   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$36.93       | \$41.58       |
| Senior Management Analyst                             | No Match                            |           |           | Management Analyst                  | \$36.49   | \$44.57   | Management Analyst                            | \$30.24   | \$36.23   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$33.37       | \$40.40       |
| Senior Police Records Assistant                       | General Clerk                       | \$17.36   | \$18.99   | No Match                            |           |           | Administrative Assistant                      | \$18.18   | \$21.53   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$21.32       | \$24.31       |
| Senior Project Architect                              | Architect                           | \$49.54   | \$55.08   | Architect IV                        | \$37.64   | \$42.93   | Senior Project Architect                      | \$45.67   | \$54.31   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$53.14       | \$60.93       |
| Senior Redevelopment Planner                          | Planner Urban                       | \$47.00   | \$51.98   | Environmental Planner V             | \$50.96   | \$59.95   | Urban Planner                                 | \$31.86   | \$39.58   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$43.27       | \$50.50       |
| Senior Systems Administrator                          | Systems Administrator               | \$42.22   | \$47.08   | Systems Administrator III           | \$47.93   | \$52.74   | Senior Systems Administrator                  | \$38.87   | \$45.09   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$43.01       | \$48.30       |
| Senior Trade Account Representative                   | No Match                            |           |           | No Match                            |           |           | No Match                                      |           |           |                                       |           |           |  |           |           |                       |           |           |                              |           |           |               |               |
| Senior Training & Organization Development Specialist | Training Specialist IV              |           |           | Training Specialist IV              | \$46.20   | \$51.35   | Training & Development Specialist             | \$51.86   | \$56.93   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$49.03       | \$54.14       |
| Special Events Associate                              | Special Events Coordinator          | \$26.23   | \$29.21   | Meeting/Event Planner               | \$30.53   | \$36.01   | Special Events Manager                        | \$29.56   | \$36.25   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$28.77       | \$33.82       |
| Staff Assistant I (Classified)                        | Administrative Assistant            | \$22.99   | \$25.36   | Administrative Assistant II         | \$23.36   | \$25.29   | Administrative Assistant                      | \$18.18   | \$21.53   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$21.17       | \$24.06       |
| Staff Assistant II                                    | Administrative Assistant            | \$22.99   | \$25.36   | Administrative Assistant III        | \$27.45   | \$30.82   | Administrative Assistant                      | \$18.18   | \$21.53   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$22.87       | \$25.90       |
| Survey Technician II                                  | Surveyor                            | \$30.18   | \$33.45   | Land Surveyor I                     | \$22.60   | \$26.92   | Land Surveyor                                 | \$36.12   | \$44.98   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$29.63       | \$35.12       |
| SWP, CAO  | CAO                                 | \$152.79  | \$191.41  | Top Administrative Executive        | \$130.16  | \$164.64  |   |           |           | SWP, CAO                              | \$118.36  | \$147.95  |  |           |           |                       |           |           |                              |           |           | \$133.77      | \$168.00      |
| SWP, CFO  | CFO                                 | \$149.87  | \$196.02  | CFO                                 | \$108.62  | \$193.76  |   |           |           | SWP, CFO                              | \$110.72  | \$138.40  |  |           |           |                       |           |           |                              |           |           | \$123.07      | \$176.06      |
| SWP, CMO  | Chief Marketing Executive           | \$117.06  | \$146.06  | Top Marketing Executive             | \$114.44  | \$132.50  |   |           |           | SWP, CMO                              | \$104.77  | \$130.97  |  |           |           |                       |           |           |                              |           |           | \$112.09      | \$136.53      |
| SWP, COO  | COO                                 | \$174.41  | \$249.30  | COO                                 | \$133.92  | \$151.74  |   |           |           | SWP, COO                              | \$117.10  | \$146.37  |  |           |           |                       |           |           |                              |           |           | \$141.81      | \$182.47      |
| Systems Administration Supervisor                     | Systems Analysis Supervisor         | \$49.98   | \$55.98   | Systems Administrator III           | \$47.93   | \$52.74   | Senior Systems Administrator                  | \$46.39   | \$51.99   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$48.10       | \$53.57       |
| Systems Administrator                                 | Systems Administrator               | \$42.22   | \$47.08   | Systems Administrator I             | \$30.72   | \$34.71   | Systems Administrator                         | \$31.76   | \$37.79   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$34.90       | \$39.86       |
| Systems Support Analyst I                             | Systems Analyst                     | \$32.74   | \$36.83   | Network Planning Analyst I          | \$28.80   | \$33.41   | Systems Analyst                               | \$30.14   | \$34.28   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$30.56       | \$34.67       |
| Systems Support Analyst II                            | Systems Analyst                     | \$41.26   | \$45.72   | Network Planning Analyst II         | \$37.98   | \$42.84   | Systems Analyst                               | \$36.88   | \$43.70   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$38.71       | \$44.09       |
| Systems Support Supervisor                            | Systems Analyst Supervisor          | \$49.98   | \$55.98   | No Match                            |           |           | Technical Support Manager                     | \$45.97   | \$53.27   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$47.98       | \$54.63       |
| Technical Training Specialist                         | Training Representative             | \$37.62   | \$41.68   | Training Specialist II              | \$28.94   | \$32.88   | Training Specialist, IT                       | \$35.02   | \$42.89   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$33.86       | \$39.15       |
| Technology Security Supervisor                        | IT Security Specialist              | \$47.34   | \$52.39   | Data Security Supervisor            | \$56.20   | \$62.31   | Information Security Manager                  | \$48.57   | \$53.03   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$50.71       | \$55.91       |
| Training & Org Dev Specialist                         | Training Instructor                 | \$37.53   | \$41.59   | Training Specialist III             | \$40.96   | \$45.24   | Training & Development Manager                | \$37.75   | \$42.55   |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$38.75       | \$43.12       |
| Vice President  | Vice President                      | \$127.61  | \$176.06  | No Match                            |           |           | No Match                                      |           |           |                                       |           |           |  |           |           |                       |           |           |                              |           |           | \$127.61      | \$176.06      |
| Vice President/Public Safety/Chief of NP              | Safety Director                     | \$72.56   | \$83.37   | No Match                            |           |           | Police Chief                                  | \$76.61   | \$93.06   | Police Chief/Chief of Police          | \$61.75   | \$73.05   |  |           |           |                       |           |           |                              |           |           | \$70.21       | \$83.16       |