EXHIBIT A

City of Santa Rosa
Salary Plan and Schedule 9/27/2022

Effective Date	Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Pay Rate: Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
4/10/2022	06-PROF	04K3	ACCOUNTANT-AUDITOR	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
4/10/2022	04-SUPP	04U4	ACCOUNTING AIDE	Steps	Annually	47,436.00	49,720.00	52,157.00	54,789.00	57,571.00	-	-	-
4/10/2022	04-SUPP	04T7	ACCOUNTING ASSISTANT	Steps	Annually	56,774.00	59,543.00	62,459.00	65,619.00	68,897.00	-	-	-
4/10/2022	18-MGMT	04N4	ACCOUNTING SERVICES SUPERVISOR	Steps	Annually	81,423.00	87,974.00	94,524.00	101,075.00	107,626.00	-	-	-
4/10/2022	07-TECH	04Q4	ACCOUNTING TECHNICIAN	Steps	Annually	62,459.00	65,587.00	68,897.00	72,326.00	75,934.00	-	-	-
4/10/2022	12-CONF	03Q4	ACCOUNTING TECHNICIAN -CONF	Steps	Annually	64,159.00	67,365.00	70,734.00	74,272.00	77,986.00	-	-	-
4/10/2022	06-PROF	75L3	ACTIVE TRANSPORTATION PLANNER	Steps	Annually	79,363.00	83,349.00	87,517.00	91,860.00	96,479.00	101,292.00	106,376.00	111,713.00
4/10/2022	18-MGMT	86N7	ADMIN SUPPORT SUPERVISOR	Steps	Annually	73,300.00	77,286.00	81,273.00	85,260.00	89,246.00	-	-	-
4/10/2022	11-MCON	85N7	ADMIN SUPPORT SUPERVISOR-CONF	Range	Annually	73,300.00	89,246.00	-	-	-	-	-	-
4/10/2022	18-MGMT	86K3	ADMINISTRATIVE ANALYST	Steps	Annually	81,423.00	87,974.00	94,524.00	101,075.00	107,626.00	-	-	-
4/10/2022	11-MCON	85K3	ADMINISTRATIVE ANALYST-CONF	Range	Annually	81,423.00	107,626.00	-	-	-	-	-	-
4/10/2022	04-SUPP	86U7	ADMINISTRATIVE ASSISTANT	Steps	Annually	47,436.00	49,720.00	52,157.00	54,789.00	57,571.00	-	-	-
4/10/2022	12-CONF	81U7	ADMINISTRATIVE ASSISTANT CONFI	Steps	Annually	48,757.00	51,105.00	53,661.00	56,292.00	59,179.00	-	-	-
4/10/2022	04-SUPP	86R7	ADMINISTRATIVE SECRETARY	Steps	Annually	59,662.00	62,640.00	65,694.00	68,988.00	72,356.00	-	-	-
4/10/2022	12-CONF	81R7	ADMINISTRATIVE SECRETARY-CONFI	Steps	Annually	61,300.00	64,476.00	67,558.00	70,926.00	74,384.00	-	-	-
4/10/2022	18-MGMT	86F1	ADMINISTRATIVE SERVICE OFFICER	Steps	Annually	93,526.00	101,019.00	108,512.00	116,004.00	123,497.00	-	-	-
4/10/2022	07-TECH	86Q4	ADMINISTRATIVE TECHNICIAN	Steps	Annually	66,143.00	69,376.00	72,927.00	76,642.00	80,460.00	-	-	-
4/10/2022	12-CONF	81Q4	ADMINISTRATIVE TECHNICIAN CONF	Steps	Annually	67,978.00	71,438.00	74,913.00	78,825.00	82,764.00	-	-	-
4/10/2022	18-MGMT	84N1	ADMINISTRATOR - CITY ATTY OFFC	Steps	Annually	76,769.00	80,903.00	85,037.00	89,171.00	93,305.00	-	-	-
4/10/2022	18-MGMT	79Q4	ARTS & CULTURE COORDINATOR	Steps	Annually	95,225.00	101,813.00	108,401.00	114,990.00	121,577.00	-	-	-
4/10/2022	18-MGMT	36F6	ASSIST CHIEF BUILDING OFFICIAL	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
7/17/2022	17-ATTY	84J3	ASSISTANT CITY ATTORNEY	Range	Annually	146,926.00	183,506.00	-	-	-	-	-	-
4/10/2022	10-EXEC	01B1	ASSISTANT CITY MANAGER	Range	Annually	188,602.00	234,592.00	-	-	-	-	-	-
1/2/2022	06-PROF	43T3	ASSISTANT ENGINEER	Steps	Annually	94,056.00	98,910.00	103,853.00	109,030.00	114,437.00	-	-	-
4/10/2022	06-PROF	43T3	ASSISTANT ENGINEER	Steps	Annually	96,407.00	101,383.00	106,449.00	111,756.00	117,298.00	-	-	-
4/10/2022	02-FIRE	35N5	ASSISTANT FIRE MARSHAL	Steps	Annually	124,269.00	130,144.00	136,428.00	141,338.00	149,276.00	-	-	-
4/10/2022	06-PROF	37L3	ASSISTANT LAND SURVEYOR	Steps	Annually	91,816.00	96,555.00	101,381.00	106,434.00	111,713.00	-	-	-
1/2/2022	06-PROF	43K3	ASSOCIATE CIVIL ENGINEER	Steps	Annually	109,030.00	114,437.00	120,274.00	126,208.00	132,525.00	-	-	-
4/10/2022	06-PROF	43K3	ASSOCIATE CIVIL ENGINEER	Steps	Annually	111,756.00	117,298.00	123,281.00	129,363.00	135,838.00	-	-	-
4/10/2022	06-PROF	37J3	ASSOCIATE LAND SURVEYOR	Steps	Annually	106,434.00	111,713.00	117,411.00	123,203.00	129,369.00	-	-	-
4/10/2022	07-TECH	52K3	ASSOCIATE REAL PROPERTY AGENT	Steps	Annually	82,582.00	86,657.00	90,943.00	95,532.00	100,285.00	-	-	-
1/2/2022	06-PROF	45K3	ASSOCIATE TRAFFIC ENGINEER	Steps	Annually	109,030.00	114,437.00	120,274.00	126,208.00	132,525.00	-	-	-
4/10/2022	06-PROF	45K3	ASSOCIATE TRAFFIC ENGINEER	Steps	Annually	111,756.00	117,298.00	123,281.00	129,363.00	135,838.00	-	-	-
4/10/2022	09-FSAF	32F5	BATTALION CHIEF	Range	Annually	152,315.00	197,422.00	-	-	-	-	-	-
4/10/2022	09-FSAF	33F5	BATTALION CHIEF W/STIPEND	Range	Annually	146,754.00	191,785.00	-	-	-	-	-	-
4/10/2022	09-FSAF	33M5	BATTALION CHIEF-40HR W/STIPEND	Range	Annually	146,754.00	191,785.00	-	-	-	-	-	-
4/10/2022	18-MGMT	53G8	BIOSOLIDS COORDINATOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	11-MCON	02F3	BUDGET & FINANCIAL ANALY MGR	Range	Annually	108,881.00	139,440.00	-	-	-	-	-	-
4/10/2022	07-TECH	36T4	BUILDING INSPECTOR	Steps	Annually	82,839.00	86,929.00	91,229.00	95,831.00	100,601.00	-	-	-
4/10/2022	07-TECH	36V4	BUILDING INSPECTOR TRAINEE	Range	Annually	57,988.00	82,019.00	-	-	-	-	-	-
4/10/2022	06-PROF	39T4	BUILDING PLANS EXAMINER	Steps	Annually	88,810.00	93,277.00	97,876.00	102,796.00	107,968.00	-	-	-
4/10/2022	08-TRAN	75T6	BUS OPERATOR	Steps	Hourly	24.87	26.09	27.41	28.74	30.23	-	-	-
4/10/2022	03-MAIN	75U9	BUS SERVICE WORKER	Steps	Hourly	23.56	24.60	25.58	26.73	27.94	-	-	-
4/10/2022	07-TECH	05T3	BUYER	Steps	Annually	67,529.00	71,062.00	74,807.00	78,432.00	82,101.00	-	-	-
4/10/2022	10-EXEC	84I3	CHIEF ASSISTANT CITY ATTORNEY	Range	Annually	168,890.00	211,033.00	-	-	-	-	-	-
4/10/2022	18-MGMT	36D0	CHIEF BUILDING OFFICIAL	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	10-EXEC	89C1	CHIEF COMM & INTERGOV REL OFCR	Range	Annually	151,399.00	189,415.00	-	-	-	-	-	-
4/10/2022	10-EXEC	03C0	CHIEF FINANCIAL OFFICER	Range	Annually	168,890.00	211,033.00	-	-	-	-	-	-
4/10/2022	10-EXEC	19C0	CHIEF INFORMATION OFFICER	Range	Annually	151,399.00	189,415.00	-	-	-	-	-	-
5/8/2022	15-CMCA	84A0	CITY ATTORNEY	Range	Annually	34,485.00	257,908.00	-	-	-	-	-	-
4/10/2022	10-EXEC	02M0	CITY CLERK	Range	Annually	105,484.00	135,382.00	-	-	-	-	-	-
4/10/2022	15-CMCA	01A0	CITY MANAGER	Fixed	Annually	276,750.00	-	-	-	-	-	-	-
4/10/2022	06-PROF	38K3	CITY PLANNER	Steps	Annually	79,363.00	83,349.00	87,517.00	91,860.00	96,479.00	101,292.00	106,376.00	111,713.00

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4/10/2022	06-PROF	38V3	CITY PLANNER TRAINEE	Range	Annually	55,554.00	78,578.00	-	-	-	-	-	-
4/10/2022	06-PROF	37K3	CITY SURVEYOR	Steps	Annually	106,434.00	111,713.00	117,411.00	123,203.00	129,369.00	-	-	-
4/10/2022	07-TECH	43U4	CIVIL ENGINEERING TECH I	Steps	Annually	59,918.00	62,910.00	65,995.00	69,333.00	72,882.00	-	-	-
4/10/2022	07-TECH	43T4	CIVIL ENGINEERING TECH II	Steps	Annually	69,333.00	72,882.00	76,550.00	80,372.00	84,356.00	-	-	-
4/10/2022	07-TECH	43S4	CIVIL ENGINEERING TECH III	Steps	Annually	82,582.00	86,657.00	90,943.00	95,532.00	100,285.00	-	-	-
4/10/2022	07-TECH	63T6	CLEAN ENERGY ADVOCATE	Steps	Annually	67,529.00	70,986.00	74,402.00	78,296.00	82,192.00	-	-	-
4/10/2022	07-TECH	36T5	CODE ENFORCEMENT OFFICER	Steps	Annually	82,839.00	86,929.00	91,229.00	95,831.00	100,601.00	-	-	-
4/10/2022	14-PTEC	30V6	COMM DISPATCHER TRAINEE	Steps	Annually	52,779.00	55,419.00	58,188.00	61,098.00	65,506.00	-	-	-
4/10/2022	18-MGMT	89G3	COMMUNICATIONS COORDINATOR	Steps	Annually	95,225.00	101,813.00	108,401.00	114,990.00	121,577.00	-	-	-
4/10/2022	14-PTEC	30T6	COMMUNICATIONS DISPATCHER	Steps	Annually	73,996.00	77,685.00	81,568.00	85,643.00	89,910.00	-	-	-
4/10/2022	18-MGMT	30N6	COMMUNICATIONS SUPERVISOR	Steps	Annually	89,097.00	93,970.00	98,842.00	103,715.00	108,586.00	-	-	-
4/10/2022	07-TECH	39Q4	COMMUNITY DEVELOPMENT TECH	Steps	Annually	65,995.00	69,333.00	72,882.00	76,550.00	80,372.00	-	-	-
4/10/2022	18-MGMT	82T3	COMMUNITY ENGAGEMT COORDINATOR	Steps	Annually	81,495.00	85,481.00	89,467.00	93,453.00	97,440.00	-	-	-
4/10/2022	07-TECH	89T6	COMMUNITY OUTREACH SPECIALIST	Steps	Annually	67,529.00	70,986.00	74,402.00	78,296.00	82,192.00	-	-	-
4/10/2022	14-PTEC	29Q6	COMMUNITY SERVICES OFFICER	Steps	Annually	63,393.00	66,562.00	69,891.00	73,384.00	77,055.00	-	-	-
7/1/2008	99-ELEC	00B0	COUNCIL MEMBER	Fixed	Annually	9,600.00	-	-	-	-	-	-	-
4/10/2022	06-PROF	29K3	CRIME ANALYST	Steps	Annually	78,655.00	82,568.00	86,704.00	91,003.00	95,560.00	-	-	-
7/26/2022	06-PROF	29V3	CRIME ANALYST TRAINEE	Range	Annually	55,059.00	74,909.00						
4/10/2022	04-SUPP	88T7	CUSTOMER SERVICE REPRESENTATIV	Steps	Annually	52,622.00	55,166.00	57,992.00	60,925.00	63,964.00	-	-	-
4/10/2022	18-MGMT	40D0	DEP DIR COMMUN DEV - PLANNING	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	11B0	DEP DIR COMMUNITY ENGAGEMENT	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	40D3	DEP DIR DEVELOPMENT SERVICES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	41D1	DEP DIR ECONOMIC DEVELOPMENT	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	53D3	DEP DIR ENGINEERING RESOURCES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	43D3	DEP DIR ENGINEERING SERVICES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	71D0	DEP DIR ENVIRONMENTAL SERVICES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	48D0	DEP DIR FIELD SERVICES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	77D0	DEP DIR PARKS	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	79D0	DEP DIR RECREATION	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	53D0	DEP DIR REGNL WATER REUSE OPS	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	45D0	DEP DIR TPW TRAFFIC ENGINEERIN	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	53D9	DEP DIR WATER & SEWER OPERAT	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	53D1	DEP DIR WATER ADMINISTRATI	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	62D3	DEP DIR WATER RESOURCES	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	07-TECH	86J5	DEP EMERGENCY PREPARE COORD	Steps	Annually	78,491.00	82,340.00	86,177.00	90,433.00	94,959.00	-	-	-
4/10/2022	09-FSAF	35D5	DEP FIRE CHIEF-FIRE MARSHAL	Range	Annually	176,669.00	226,710.00	-	-	-	-	-	-
4/10/2022	09-FSAF	35D0	DEP FIRE CHIEF-FIRE MARSHAL-STIPEND	Range	Annually	171,108.00	221,463.00	-	-	-	-	-	-
4/10/2022	07-TECH	20T4	DEPARTMENT APPLICATION SPECIAL	Steps	Annually	77,379.00	81,230.00	85,334.00	89,531.00	94,027.00	-	-	-
4/10/2022	06-PROF	20I3	DEPT INFO TECH SUPERVISOR	Steps	Annually	98,809.00	103,743.00	108,932.00	114,390.00	120,122.00	-	-	-
4/10/2022	06-PROF	20K3	DEPT PROGRAMMER ANALYST	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
4/10/2022	06-PROF	20K1	DEPT TECHNOLOGY COORDINATOR	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
7/17/2022	17-ATTY	84K3	DEPUTY CITY ATTORNEY	Range	Annually	117,039.00	146,244.00	-	-	-	-	-	-
4/10/2022	12-CONF	02Q4	DEPUTY CITY CLERK	Steps	Annually	70,373.00	73,892.00	77,584.00	81,467.00	85,537.00	-	-	-
4/10/2022	11-MCON	03D0	DEPUTY DIRECTOR FINANCE	Range	Annually	123,497.00	159,740.00	-	-	-	-	-	-
4/10/2022	18-MGMT	72D0	DEPUTY DIRECTOR TRANSIT	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	11-MCON	14E1	DEPUTY DIRECTR HUMAN RESOURCES	Range	Annually	123,497.00	159,740.00	-	-	-	-	-	-
4/10/2022	09-FSAF	32D0	DEPUTY FIRE CHIEF W STIPEND	Range	Annually	171,108.00	221,463.00	-	-	-	-	-	-
4/10/2022	18-MGMT	43N4	DEVELOPMENT REVIEW COORDINATOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	10-EXEC	40C0	DIR OF PLANNING & ECONOMIC DEV	Range	Annually	151,399.00	189,415.00	-	-	-	-	-	-
4/10/2022	10-EXEC	70C0	DIRECTOR HOUSING & COMM SVCS	Range	Annually	151,399.00	189,415.00	-	-	-	-	-	-
4/10/2022	10-EXEC	48C0	DIRECTOR OF TRANS & PUB WORKS	Range	Annually	167,491.00	218,729.00	-	-	-	-	-	-
4/10/2022	11-MCON	15J3	DIVERSITY, INCLUSION & EEO OFC	Range	Annually	100,539.00	128,442.00	-	-	-	-	-	-
4/10/2022	09-FSAF	34F5	DIVN CHIEF FIRE MARSHAL (STIPEND)	Range	Annually	156,807.00	204,921.00	-	-	-	-	-	-
7/17/2022	09-FSAF	34E5	DIVISION CHIEF (STIPEND)	Range	Annually	165,100.00	213,238.00						

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Effective Date	Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/17/2022	09-FSAF	34G5	DIVISION CHIEF	Range	Annually	170,740.00	218,869.00						
4/10/2022	18-MGMT	41F1	ECONOMIC DEVELOPMENT MANAGER	Steps	Annually	120,618.00	128,166.00	135,714.00	143,261.00	150,809.00	-	-	-
4/10/2022	18-MGMT	49G8	ELECTRICAL MAINTENANCE SUPERIN	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
1/2/2022	07-TECH	49S8	ELECTRICAL TECH - PW	Steps	Hourly	44.01	46.18	48.21	-	-	-	-	-
4/10/2022	07-TECH	49S8	ELECTRICAL TECH - PW	Steps	Hourly	45.11	47.33	49.42	-	-	-	-	-
1/2/2022	07-TECH	58S8	ELECTRICAL TECH - UTILITIES	Steps	Hourly	44.01	46.18	48.21	-	-	-	-	-
4/10/2022	07-TECH	58S8	ELECTRICAL TECH - UTILITIES	Steps	Hourly	45.11	47.33	49.42	-	-	-	-	-
4/10/2022	07-TECH	49T8	ELECTRICIAN	Steps	Hourly	39.42	41.38	43.12	-	-	-	-	-
4/10/2022	18-MGMT	86G5	EMERGENCY PREPAREDNESS COORDIN	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	18-MGMT	86F5	EMERGENCY PREPAREDNESS MGR	Steps	Annually	112,499.00	120,950.00	129,402.00	137,853.00	146,304.00	-	-	-
4/10/2022	07-TECH	71J4	ENV COMPLIANCE INSPECTOR III	Steps	Annually	81,527.00	85,453.00	89,457.00	93,893.00	98,403.00	-	-	-
4/10/2022	07-TECH	71T4	ENVIR COMPLIANCE INSPECTOR II	Steps	Annually	71,557.00	75,153.00	78,898.00	82,867.00	87,018.00	-	-	-
4/10/2022	18-MGMT	71N4	ENVIRONMENTAL COMPLIANCE SUPRV	Steps	Annually	97,366.00	102,239.00	107,110.00	111,983.00	116,855.00	-	-	-
4/10/2022	18-MGMT	71G4	ENVIRONMENTAL SERVICES OFFIC	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	18-MGMT	71G6	ENVIRONMENTAL SERVICES SUPERVI	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	06-PROF	71K3	ENVIRONMENTAL SPECIALIST	Steps	Annually	85,742.00	89,965.00	94,418.00	99,184.00	104,133.00	-	-	-
4/10/2022	07-TECH	71U4	ENVIRONMNTL COMPLIANCE INSP I	Steps	Annually	62,248.00	65,348.00	68,656.00	72,055.00	75,681.00	-	-	-
4/10/2022	13-MECH	59U8	EQUIPMENT MECHANIC I	Steps	Hourly	30.56	31.44	32.82	34.28	35.81	-	-	-
4/10/2022	13-MECH	59T8	EQUIPMENT MECHANIC II	Steps	Hourly	35.16	36.73	38.26	40.15	41.96	-	-	-
4/10/2022	13-MECH	74U9	EQUIPMENT SERVICE WORKER	Steps	Hourly	27.61	29.01	-	-	-	-	-	-
4/10/2022	13-MECH	59T7	EQUIPMENT SERVICE WRITER	Steps	Hourly	38.67	40.41	42.07	44.22	46.12	-	-	-
4/10/2022	03-MAIN	51U9	FACILITIES ATTENDANT	Steps	Hourly	19.44	20.40	21.44	22.53	23.63	-	-	-
4/10/2022	18-MGMT	51N9	FACILITIES CREW SUPERVISOR	Steps	Annually	81,495.00	85,426.00	89,355.00	93,286.00	97,216.00	-	-	-
4/10/2022	18-MGMT	51G9	FACILITIES MAINTENANCE COOR	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	06-PROF	51S4	FACILITIES PLANNING COORDINATO	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
4/10/2022	07-TECH	88R4	FIELD COLLECTION REPRESENTATIV	Steps	Annually	66,143.00	69,376.00	72,927.00	76,642.00	80,460.00	-	-	-
4/10/2022	18-MGMT	03K3	FINANCIAL ANALYST	Steps	Annually	81,423.00	87,974.00	94,524.00	101,075.00	107,626.00	-	-	-
4/10/2022	18-MGMT	04F3	FINANCIAL REPORTING MNGR	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
4/10/2022	18-MGMT	03D3	FINANCIAL SERVICES MNGR	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	02-FIRE	32N5	FIRE CAPTAIN	Steps	Annually	117,422.00	122,799.00	128,762.00	134,677.00	140,924.00	-	-	-
4/10/2022	02-FIRE	33R5	FIRE CAPTAIN - TRAINING	Steps	Annually	124,269.00	130,144.00	136,428.00	141,338.00	149,276.00	-	-	-
4/10/2022	02-FIRE	33N5	FIRE CAPTAIN 40 HRS	Steps	Annually	117,422.00	122,799.00	128,762.00	134,677.00	140,924.00	-	-	-
4/10/2022	10-SFTY	32C1	FIRE CHIEF (NO STIPEND)	Range	Annually	192,344.00	246,832.00	-	-	-	-	-	-
11/7/2021	10-SFTY	32C0	FIRE CHIEF WITH STIPEND	Range	Annually	173,406.00	224,035.00	-	-	-	-	-	-
3/13/2022	10-SFTY	32C0	FIRE CHIEF WITH STIPEND	Range	Annually	182,076.00	235,237.00	-	-	-	-	-	-
4/10/2022	10-SFTY	32C0	FIRE CHIEF WITH STIPEND	Range	Annually	186,628.00	241,118.00	-	-	-	-	-	-
4/10/2022	02-FIRE	32T5	FIRE ENGINEER	Steps	Annually	102,128.00	106,939.00	111,807.00	117,012.00	122,532.00	-	-	-
4/10/2022	02-FIRE	32S5	FIRE ENGINEER 40 HRS	Steps	Annually	102,128.00	106,939.00	111,807.00	117,012.00	122,532.00	-	-	-
4/10/2022	02-FIRE	35U5	FIRE INSPECTOR	Steps	Annually	102,809.00	107,935.00	113,326.00	118,988.00	124,951.00	-	-	-
4/10/2022	02-FIRE	35T5	FIRE INSPECTOR II	Steps	Annually	120,366.00	125,901.00	131,814.00	137,980.00	144,465.00	-	-	-
4/10/2022	06-PROF	35K3	FIRE PROTECTION ENGINEER	Steps	Annually	111,383.00	116,873.00	122,767.00	128,827.00	135,281.00	-	-	-
4/10/2022	18-MGMT	35N2	FIRE PROTECTION SUPERVISOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	02-FIRE	32U5	FIREFIGHTER	Steps	Annually	92,814.00	97,163.00	101,607.00	106,321.00	111,427.00	-	-	-
4/10/2022	02-FIRE	33U5	FIREFIGHTER 40 HRS	Steps	Annually	92,814.00	97,163.00	101,607.00	106,321.00	111,427.00	-	-	-
4/10/2022	02-FIRE	34U5	FIREFIGHTER 53 HRS	Steps	Annually	92,814.00	97,163.00	101,607.00	106,321.00	111,427.00	-	-	-
4/10/2022	18-MGMT	59N8	FLEET MAINTENANCE SUPERVISOR	Steps	Annually	84,375.00	90,538.00	96,702.00	102,865.00	109,028.00	-	-	-
4/10/2022	18-MGMT	59G8	FLEET SUPERINTENDENT	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	18-MGMT	51D0	GENERAL SERVICES ADMINISTRATOR	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	18-MGMT	67N8	GEYSERS OPER & MTNCE COORDINAT	Steps	Annually	100,539.00	107,515.00	114,490.00	121,467.00	128,442.00	-	-	-
4/10/2022	06-PROF	22T4	GIS ANALYST	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
4/10/2022	18-MGMT	22N4	GIS COORDINATOR	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	03-MAIN	77U9	GROUNDSKEEPER	Steps	Hourly	23.56	24.60	25.58	26.73	27.94	-	-	-
4/10/2022	07-TECH	70Q4	HOUSING & COMM SVC TECHNICIAN	Steps	Annually	64,037.00	67,231.00	70,628.00	74,150.00	77,846.00	-	-	-
4/10/2022	18-MGMT	70F6	HOUSING & COMMUNITY SVCS MGR	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-

EXHIBIT A

City of Santa Rosa
Salary Plan and Schedule 9/27/2022

						Pay Rate							
Effective Date	Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
4/10/2022	11-MCON	14U3	HR ANALYST TRAINEE	Range	Annually	69,092.00	85,320.00	-	-	-	-	-	-
4/10/2022	11-MCON	14K3	HUMAN RESOURCES ANALYST	Range	Annually	85,998.00	114,049.00	-	-	-	-	-	-
4/10/2022	10-EXEC	14C0	HUMAN RESOURCES DIRECTOR	Range	Annually	151,399.00	189,415.00	-	-	-	-	-	-
4/10/2022	12-CONF	14Q4	HUMAN RESOURCES TECHNICIAN	Steps	Annually	67,978.00	71,438.00	74,913.00	78,825.00	82,764.00	-	-	-
4/10/2022	18-MGMT	19N3	INFO SYSTEMS DEVELOP SUPV	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	07-TECH	21T4	INFO TECH TECHNICIAN	Steps	Annually	77,379.00	81,230.00	85,334.00	89,531.00	94,027.00	-	-	-
1/2/2022	07-TECH	56S8	INSTRUMENTATION TECH	Steps	Hourly	44.01	46.18	48.21	-	-	-	-	-
4/10/2022	07-TECH	56S8	INSTRUMENTATION TECH	Steps	Hourly	45.11	47.33	49.42	-	-	-	-	-
4/10/2022	18-MGMT	89H3	INTERGOV RELATIONS & LEG OFCR	Steps	Annually	95,225.00	101,813.00	108,401.00	114,990.00	121,577.00	-	-	-
4/10/2022	07-TECH	66N8	IRRIGATION PROGRAM COORDINATOR	Steps	Annually	82,582.00	86,657.00	90,943.00	95,532.00	100,285.00	-	-	-
4/10/2022	18-MGMT	19I1	IT PROJECT MANAGER	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	18-MGMT	19F0	IT SECTION MANAGER	Steps	Annually	123,129.00	130,577.00	138,024.00	145,472.00	152,920.00	-	-	-
4/10/2022	18-MGMT	19N2	IT SUPERVISOR	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	07-TECH	21U4	IT SUPPORT SPECIALIST	Steps	Annually	61,240.00	64,293.00	67,541.00	70,911.00	74,447.00	-	-	-
1/2/2022	06-PROF	43U3	JR ENGINEER	Steps	Annually	81,298.00	85,444.00	89,572.00	94,056.00	98,910.00	-	-	-
4/10/2022	06-PROF	43U3	JR ENGINEER	Steps	Annually	83,330.00	87,580.00	91,811.00	96,407.00	101,383.00	-	-	-
4/10/2022	07-TECH	54K3	LAB ANALYST	Steps	Annually	69,091.00	72,581.00	76,220.00	80,039.00	84,115.00	-	-	-
4/10/2022	07-TECH	54U4	LABORATORY AIDE	Steps	Annually	47,689.00	50,021.00	52,593.00	55,241.00	58,022.00	-	-	-
4/10/2022	18-MGMT	54I3	LABORATORY SUPERVISOR	Steps	Annually	107,102.00	112,462.00	117,822.00	123,180.00	128,540.00	-	-	-
4/10/2022	07-TECH	84T2	LEGAL SECRETARY	Steps	Annually	63,000.00	66,234.00	69,468.00	72,928.00	76,431.00	-	-	-
4/10/2022	03-MAIN	50U9	MAINTENANCE WORKER	Steps	Hourly	23.56	24.60	25.58	26.73	27.94	-	-	-
4/10/2022	06-PROF	44U3	MATERIALS ASSOCIATE	Steps	Annually	96,718.00	101,548.00	106,629.00	111,983.00	117,563.00	-	-	-
1/2/2022	06-PROF	44K3	MATERIALS ENGINEER	Steps	Annually	109,030.00	114,437.00	120,274.00	126,208.00	132,525.00	-	-	-
4/10/2022	06-PROF	44K3	MATERIALS ENGINEER	Steps	Annually	111,756.00	117,298.00	123,281.00	129,363.00	135,838.00	-	-	-
7/1/2008	99-ELEC	00A0	MAYOR	Steps	Annually	14,400.00	-	-	-	-	-	-	-
1/2/2022	07-TECH	60S8	MECHANICAL TECHNOLOGIST	Steps	Hourly	37.87	39.54	41.18	43.24	45.15	-	-	-
4/10/2022	07-TECH	60S8	MECHANICAL TECHNOLOGIST	Steps	Hourly	38.82	40.53	42.21	44.32	46.28	-	-	-
4/10/2022	07-TECH	23Q4	MEDIA SERVICES TECH	Steps	Annually	61,240.00	64,293.00	67,541.00	70,911.00	74,447.00	-	-	-
4/10/2022	07-TECH	08T6	METER SPECIALIST	Steps	Annually	58,114.00	60,609.00	63,377.00	-	-	-	-	-
4/10/2022	07-TECH	09T4	METER TECHNICIAN	Steps	Annually	61,210.00	63,639.00	66,545.00	-	-	-	-	-
4/10/2022	07-TECH	53U6	MSC YARD ATTENDANT	Steps	Annually	43,314.00	45,525.00	47,781.00	50,217.00	52,670.00	-	-	-
4/10/2022	07-TECH	66K3	NATURAL RESOURCE SPECIALIST	Steps	Annually	65,694.00	68,687.00	71,557.00	74,866.00	78,205.00	-	-	-
4/10/2022	07-TECH	19S4	NETWORK SYSTEMS ANALYST	Steps	Annually	98,809.00	103,743.00	108,932.00	114,390.00	120,122.00	-	-	-
4/10/2022	11-MCON	87K3	ORG DEVELOPMT & TRAINING MGR	Range	Annually	100,539.00	128,442.00	-	-	-	-	-	-
4/10/2022	07-TECH	84T4	PARALEGAL	Steps	Annually	71,557.00	75,153.00	78,898.00	82,867.00	87,018.00	-	-	-
4/10/2022	18-MGMT	77G9	PARK MAINTENANCE SUPERINTENDEN	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	07-TECH	72T1	PARKING CITATIO REVIEW OFFICER	Steps	Annually	55,766.00	58,474.00	61,483.00	64,400.00	67,738.00	-	-	-
4/10/2022	07-TECH	72T5	PARKING ENFORCEMENT OFFICER	Steps	Annually	51,722.00	54,218.00	56,970.00	59,736.00	62,790.00	-	-	-
4/10/2022	18-MGMT	72F3	PARKING MANAGER	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
4/10/2022	07-TECH	72U6	PARKING OPERATIONS AIDE	Steps	Annually	43,314.00	45,525.00	47,781.00	50,217.00	52,670.00	-	-	-
4/10/2022	07-TECH	72G9	PARKING OPERATIONS COORDINATOR	Steps	Annually	64,009.00	66,896.00	69,649.00	72,866.00	76,145.00	-	-	-
4/10/2022	18-MGMT	72G6	PARKING PROGRAM COORDINATOR	Steps	Annually	95,225.00	101,813.00	108,401.00	114,990.00	121,577.00	-	-	-
4/10/2022	18-MGMT	72N6	PARKING SUPERVISOR	Steps	Annually	82,306.00	87,474.00	92,642.00	97,809.00	102,976.00	-	-	-
4/10/2022	18-MGMT	77N9	PARKS CREW SUPERVISOR	Steps	Annually	81,495.00	85,426.00	89,355.00	93,286.00	97,216.00	-	-	-
4/10/2022	18-MGMT	77K3	PARKS PLANNER	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	11-MCON	06F1	PAYROLL MANAGER	Range	Annually	93,526.00	123,497.00	-	-	-	-	-	-
4/10/2022	07-TECH	06Q4	PAYROLL SPECIALIST	Steps	Annually	59,662.00	62,640.00	65,694.00	68,988.00	72,356.00	-	-	-
4/10/2022	11-MCON	06N4	PAYROLL SUPERVISOR	Range	Annually	81,423.00	107,626.00	-	-	-	-	-	-
4/10/2022	06-PROF	39K3	PLAN CHECK ENGINEER	Steps	Annually	111,383.00	116,873.00	122,767.00	128,827.00	135,281.00	-	-	-
4/10/2022	09-PSAF	28D5	POLICE CAPTAIN	Range	Annually	177,706.00	220,616.00	-	-	-	-	-	-
11/7/2021	10-SFTY	28C0	POLICE CHIEF	Range	Annually	186,020.00	230,944.00						
3/13/2022	10-SFTY	28C0	POLICE CHIEF	Range	Annually	195,321.00	242,491.00						
4/10/2022	10-SFTY	28C0	POLICE CHIEF	Range	Annually	200,204.00	248,553.00	-	-	-	-	-	-
4/10/2022	14-PTEC	29Q4	POLICE FIELD & EVIDENCE TECH	Steps	Annually	71,232.00	74,779.00	78,512.00	82,468.00	86,544.00	-	-	-

EXHIBIT A

City of Santa Rosa
Salary Plan and Schedule 9/27/2022

						Pay Rate							
Effective Date	Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
4/10/2022	14-PTEC	28K3	POLICE FORENSIC SPECIALIST	Steps	Annually	76,210.00	80,032.00	84,048.00	88,226.00	92,640.00	-	-	-
4/10/2022	18-MGMT	20N2	POLICE IT SUPERVISOR	Steps	Annually	96,997.00	102,226.00	107,457.00	112,686.00	117,916.00	-	-	-
4/10/2022	09-PSAF	28N5	POLICE LIEUTENANT	Range	Annually	143,728.00	186,030.00	-	-	-	-	-	-
4/10/2022	05-POLI	28T5	POLICE OFFICER	Steps	Annually	93,032.00	97,662.00	102,432.00	107,604.00	112,960.00	118,607.00	-	-
4/10/2022	14-PTEC	28V5	POLICE OFFICER-TRAINEE	Steps	Annually	80,282.00	-	-	-	-	-	-	-
4/10/2022	07-TECH	14Q2	POLICE PERSONNEL TECHNICIAN	Steps	Annually	67,529.00	70,986.00	74,402.00	78,296.00	82,192.00	-	-	-
4/10/2022	14-PTEC	27Q4	POLICE PROPERTY EVIDENCE TECH	Steps	Annually	63,393.00	66,562.00	69,891.00	73,384.00	77,055.00	-	-	-
4/10/2022	09-SGTS	28R5	POLICE SERGEANT	Range	Annually	122,764.00	158,560.00	-	-	-	-	-	-
4/10/2022	14-PTEC	28Q4	POLICE TECHNICIAN	Steps	Annually	56,854.00	59,645.00	62,626.00	65,624.00	69,035.00	-	-	-
4/10/2022	11-MCON	02J3	PRINCIPAL FINANCIAL ANALYST	Range	Annually	93,526.00	123,497.00	-	-	-	-	-	-
4/10/2022	11-MCON	14J2	PRINCIPAL HR ANALYST	Range	Annually	100,539.00	128,442.00	-	-	-	-	-	-
4/10/2022	07-TECH	54J3	PRINCIPAL LAB ANALYST	Steps	Annually	78,506.00	82,294.00	86,146.00	90,433.00	94,781.00	-	-	-
4/10/2022	18-MGMT	82F0	PROGRAM MANAGER VIOL PREV PRTN	Steps	Annually	112,499.00	120,950.00	129,402.00	137,853.00	146,304.00	-	-	-
4/10/2022	06-PROF	70U3	PROGRAM SPECIALIST I	Steps	Annually	78,566.00	82,551.00	86,657.00	90,943.00	95,546.00	-	-	-
4/10/2022	06-PROF	70K3	PROGRAM SPECIALIST II	Steps	Annually	91,935.00	96,524.00	101,351.00	106,406.00	111,713.00	-	-	-
4/10/2022	06-PROF	19K3	PROGRAMMER ANALYST	Steps	Annually	89,138.00	93,531.00	98,345.00	103,277.00	108,464.00	-	-	-
4/10/2022	18-MGMT	05F1	PURCHASING AGENT	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	07-TECH	05Q4	PURCHASING TECH	Steps	Annually	57,676.00	60,520.00	63,542.00	66,668.00	70,038.00	-	-	-
4/10/2022	18-MGMT	54S1	QUALITY ASSURANCE COORDINATOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	06-PROF	43R4	QUALITY CONTROL ASSOCIATE	Steps	Annually	91,816.00	96,555.00	101,381.00	106,434.00	111,713.00	-	-	-
4/10/2022	18-MGMT	52N0	REAL PROPERTY AGENT	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
4/10/2022	18-MGMT	52F0	REAL PROPERTY MANAGER	Steps	Annually	105,484.00	112,958.00	120,433.00	127,908.00	135,382.00	-	-	-
4/10/2022	07-TECH	92Q4	RECORDS MGT TECHNICIAN	Steps	Hourly	29.47	31.02	32.48	34.10	35.76	-	-	-
4/10/2022	18-MGMT	30N7	RECORDS SUPERVISOR	Steps	Annually	76,993.00	82,400.00	87,806.00	93,212.00	98,618.00	-	-	-
4/10/2022	07-TECH	79T6	RECREATION COORDINATOR	Steps	Annually	59,358.00	62,302.00	65,432.00	68,687.00	72,156.00	-	-	-
4/10/2022	07-TECH	79U7	RECREATION SPECIALIST	Steps	Annually	49,598.00	52,120.00	54,741.00	57,469.00	60,321.00	-	-	-
4/10/2022	18-MGMT	79G6	RECREATION SUPERINTENDENT	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	18-MGMT	79N6	RECREATION SUPERVISOR	Steps	Annually	81,495.00	85,426.00	89,355.00	93,286.00	97,216.00	-	-	-
4/10/2022	06-PROF	91K3	RESEARCH & PROGRAM COORDINATOR	Steps	Annually	78,655.00	82,568.00	86,704.00	91,003.00	95,560.00	-	-	-
4/10/2022	18-MGMT	08F6	REVENUE MANAGER	Steps	Annually	93,526.00	101,019.00	108,512.00	116,004.00	123,497.00	-	-	-
4/10/2022	18-MGMT	08N6	REVENUE OPERATIONS SUPERVISOR	Steps	Annually	81,423.00	87,974.00	94,524.00	101,075.00	107,626.00	-	-	-
4/10/2022	11-MCON	17K3	RISK MANAGEMENT ANALYST	Range	Annually	85,998.00	114,049.00	-	-	-	-	-	-
4/10/2022	11-MCON	17F1	RISK MANAGER	Range	Annually	120,618.00	150,809.00	-	-	-	-	-	-
4/10/2022	18-MGMT	87N1	SAFETY & TRAINING COORDINATOR	Steps	Annually	84,375.00	90,538.00	96,702.00	102,865.00	109,028.00	-	-	-
4/10/2022	07-TECH	54T4	SAMPLE COLLECTION/PREPAR TECH	Steps	Annually	62,953.00	66,067.00	69,363.00	72,882.00	76,521.00	-	-	-
4/10/2022	07-TECH	05R3	SENIOR BUYER	Steps	Annually	78,491.00	82,340.00	86,177.00	90,433.00	94,959.00	-	-	-
4/10/2022	06-PROF	71I3	SENIOR ENVIRONMENTAL SPECIAL.	Steps	Annually	95,334.00	100,269.00	105,261.00	110,510.00	115,986.00	-	-	-
4/10/2022	06-PROF	38J3	SENIOR PLANNER	Steps	Annually	101,126.00	106,181.00	111,488.00	117,066.00	122,918.00	-	-	-
4/10/2022	06-PROF	19J3	SENIOR PROGRAMMER/ANALYST	Steps	Annually	98,809.00	103,743.00	108,932.00	114,390.00	120,122.00	-	-	-
4/26/2022	02-FIRE	31U4	SINGLE ROLE PARAMEDIC	Steps	Annually	70,000.00	73,500.00	77,175.00	81,034.00	85,085.00	-	-	-
4/10/2022	03-MAIN	50T9	SKILLED MAINTENANCE WORKER	Steps	Hourly	27.56	28.82	29.98	31.38	32.82	-	-	-
4/10/2022	04-SUPP	86T7	SR ADMINISTRATIVE ASSISTANT	Steps	Annually	52,622.00	55,166.00	57,992.00	60,925.00	63,964.00	-	-	-
4/10/2022	12-CONF	81T7	SR ADMINISTRATIVE ASST CONF	Steps	Annually	54,113.00	56,759.00	59,572.00	62,579.00	65,677.00	-	-	-
4/10/2022	07-TECH	36R4	SR BUILDING INSPECTOR	Steps	Annually	96,057.00	101,021.00	105,878.00	111,172.00	116,752.00	-	-	-
4/10/2022	07-TECH	36R5	SR CODE ENFORCEMENT OFFICER	Steps	Annually	96,057.00	101,021.00	105,878.00	111,172.00	116,752.00	-	-	-
4/10/2022	07-TECH	39R4	SR COMMUNITY DEVELOPMENT TECH	Steps	Annually	72,566.00	76,400.00	80,221.00	84,297.00	88,434.00	-	-	-
4/10/2022	04-SUPP	88R7	SR CUSTOMER SVC REPRESENTATIVE	Steps	Annually	62,459.00	65,587.00	68,897.00	72,326.00	75,934.00	-	-	-
1/2/2022	07-TECH	58R8	SR ELECTRICAL TECH-UTILITIES	Steps	Hourly	48.46	50.57	53.00	-	-	-	-	-
4/10/2022	07-TECH	58R8	SR ELECTRICAL TECH-UTILITIES	Steps	Hourly	49.67	51.83	54.33	-	-	-	-	-
4/10/2022	02-FIRE	35R5	SR FIRE INSPECTOR	Steps	Annually	134,849.00	141,619.00	148,657.00	156,120.00	163,950.00	-	-	-
4/10/2022	07-TECH	21R4	SR INFO TECHNOLOGY TECH	Steps	Annually	88,026.00	92,341.00	97,113.00	101,953.00	107,097.00	-	-	-
1/2/2022	07-TECH	56R8	SR INST TECHNICIAN	Steps	Hourly	48.46	50.57	53.00	-	-	-	-	-
4/10/2022	07-TECH	56R8	SR INST TECHNICIAN	Steps	Hourly	49.67	51.83	54.33	-	-	-	-	-
4/10/2022	03-MAIN	51R9	SR MAINT WORKER - FACILITIES	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-

EXHIBIT A

City of Santa Rosa
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						Pay Rate							
Effective Date	Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
4/10/2022	03-MAIN	64R9	SR MAINT WORKER - UTILITIES	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-
4/10/2022	03-MAIN	79R9	SR MAINTENANCE WKR-REC & PARKS	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-
4/10/2022	03-MAIN	50R9	SR MAINTENANCE WORKER-PAINTER	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-
4/10/2022	03-MAIN	72R9	SR MAINTENANCE WORKER-PARKING	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-
4/10/2022	03-MAIN	48R9	SR MAINTENANCE WORKER-STREETS	Steps	Hourly	30.34	31.70	33.00	34.55	36.11	-	-	-
1/2/2022	07-TECH	60R8	SR MECHANICAL TECHNOLOGIST	Steps	Hourly	48.04	50.14	52.56	-	-	-	-	-
4/10/2022	07-TECH	60R8	SR MECHANICAL TECHNOLOGIST	Steps	Hourly	49.24	51.39	53.87	-	-	-	-	-
4/10/2022	07-TECH	08R6	SR METER SPECIALIST	Steps	Annually	61,240.00	64,293.00	67,541.00	70,911.00	74,447.00	-	-	-
4/10/2022	07-TECH	09R4	SR METER TECHNICIAN	Steps	Annually	64,301.00	67,508.00	70,919.00	74,456.00	78,169.00	-	-	-
4/10/2022	07-TECH	72R5	SR PARKING ENFORCEMENT OFFICER	Steps	Annually	55,766.00	58,474.00	61,483.00	64,400.00	67,738.00	-	-	-
4/10/2022	07-TECH	05R6	SR STOREKEEPER	Steps	Annually	74,370.00	78,100.00	81,996.00	86,101.00	90,402.00	-	-	-
4/10/2022	07-TECH	47R8	SR TRAFFIC SIGNAL TECHNICIAN	Steps	Hourly	45.58	47.85	49.82	-	-	-	-	-
4/10/2022	16-USOS	53R9	SR UTILITY SYSTEMS OPERATOR	Steps	Hourly	34.60	36.17	37.66	39.40	41.14	-	-	-
4/10/2022	07-TECH	64R4	SR WASTEWATER PLANT OPERATOR	Steps	Annually	89,333.00	93,652.00	97,998.00	102,886.00	107,802.00	-	-	-
4/10/2022	18-MGMT	62I3	SR WATER RESOURCES PLANNER	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
4/10/2022	07-TECH	62R8	SR WATER SYSTEM TECH	Steps	Hourly	48.05	50.46	52.92	-	-	-	-	-
4/10/2022	07-TECH	05T6	STOREKEEPER	Steps	Annually	61,377.00	64,491.00	67,751.00	71,031.00	74,626.00	-	-	-
4/10/2022	07-TECH	05U6	STORES CLERK	Steps	Annually	54,382.00	57,060.00	59,768.00	62,865.00	65,978.00	-	-	-
4/10/2022	07-TECH	05S6	STORES SPECIALIST	Steps	Annually	64,671.00	67,888.00	71,302.00	74,882.00	78,643.00	-	-	-
4/10/2022	18-MGMT	62G2	STORM WATER AND CREEKS MANAGER	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
4/10/2022	18-MGMT	48G9	STREET MAINTENANCE SUPERINTEND	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	18-MGMT	48N9	STREETS CREW SUPERVISOR	Steps	Annually	81,495.00	85,426.00	89,355.00	93,286.00	97,216.00	-	-	-
4/10/2022	07-TECH	72S5	SUP PRKG ENFORCEMENT OFFICER	Steps	Annually	64,009.00	66,896.00	69,649.00	72,866.00	76,145.00	-	-	-
4/10/2022	18-MGMT	04I3	SUPERVISING ACCOUNTANT	Steps	Annually	95,889.00	102,699.00	109,509.00	116,319.00	123,129.00	-	-	-
1/2/2022	18-MGMT	43I3	SUPERVISING ENGINEER	Steps	Annually	111,612.00	119,552.00	127,491.00	135,431.00	143,370.00	-	-	-
4/10/2022	18-MGMT	43I3	SUPERVISING ENGINEER	Steps	Annually	114,402.00	122,541.00	130,678.00	138,817.00	146,954.00	-	-	-
4/10/2022	07-TECH	54N4	SUPERVISING LABORATORY ANALYST	Steps	Annually	80,221.00	84,232.00	88,443.00	92,864.00	97,546.00	-	-	-
4/10/2022	18-MGMT	37N3	SUPERVISING LAND SURVEYOR	Steps	Annually	108,954.00	116,705.00	124,456.00	132,207.00	139,957.00	-	-	-
4/10/2022	18-MGMT	38I4	SUPERVISING PLANNER	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
1/2/2022	07-TECH	49R8	SUPV ELECTRICAL TECHNICIAN	Steps	Hourly	50.88	53.08	55.66	-	-	-	-	-
4/10/2022	07-TECH	49R8	SUPV ELECTRICAL TECHNICIAN	Steps	Hourly	52.15	54.41	57.05	-	-	-	-	-
1/2/2022	07-TECH	49N4	SUPV ELECTRICAL TECH-UTILITIES	Steps	Hourly	50.88	53.08	55.66	-	-	-	-	-
4/10/2022	07-TECH	49N4	SUPV ELECTRICAL TECH-UTILITIES	Steps	Hourly	52.15	54.41	57.05	-	-	-	-	-
1/2/2022	07-TECH	61N4	SUPV INSTRUMENTATION TECH	Steps	Hourly	50.88	53.08	55.66	-	-	-	-	-
4/10/2022	07-TECH	61N4	SUPV INSTRUMENTATION TECH	Steps	Hourly	52.15	54.41	57.05	-	-	-	-	-
1/2/2022	07-TECH	60N4	SUPV MECHANICAL TECHNOLOGIST	Steps	Hourly	50.88	53.08	55.66	-	-	-	-	-
4/10/2022	07-TECH	60N4	SUPV MECHANICAL TECHNOLOGIST	Steps	Hourly	52.15	54.41	57.05	-	-	-	-	-
4/10/2022	07-TECH	45R8	SUPV TRAFFIC SIGNAL TECH	Steps	Hourly	49.67	51.81	54.34	-	-	-	-	-
4/10/2022	06-PROF	37U3	SURVEY ASSOC	Steps	Annually	96,718.00	101,548.00	106,629.00	111,983.00	117,563.00	-	-	-
4/10/2022	18-MGMT	63G4	SUSTAINABILITY COORDINATOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	07-TECH	63J4	SUSTAINABILITY REPRESENTATIVE	Steps	Annually	82,582.00	86,657.00	90,943.00	95,532.00	100,285.00	-	-	-
4/10/2022	07-TECH	63T4	SUSTAINABILITY TECHNICIAN	Steps	Annually	65,061.00	68,295.00	71,678.00	75,261.00	79,063.00	-	-	-
4/10/2022	18-MGMT	28F4	TECHNICAL SVCS DIV MANAGER	Steps	Annually	123,497.00	132,558.00	141,619.00	150,679.00	159,740.00	-	-	-
4/10/2022	07-TECH	19Q4	TECHNOLOGY APPLICATION SPEC	Steps	Annually	85,123.00	89,333.00	93,861.00	98,478.00	103,426.00	-	-	-
4/10/2022	07-TECH	45S8	TRAFFIC SIGNAL TECHNICIAN	Steps	Hourly	42.96	45.08	47.06	-	-	-	-	-
4/10/2022	18-MGMT	74N2	TRANSIT FIELD SUPERVISOR	Steps	Annually	82,306.00	87,474.00	92,642.00	97,809.00	102,976.00	-	-	-
4/10/2022	18-MGMT	74K3	TRANSIT PLANNER	Steps	Annually	103,197.00	108,751.00	114,306.00	119,860.00	125,415.00	-	-	-
4/10/2022	08-TRAN	74U6	TRANSIT SERVICE REPRESENTATIVE	Steps	Hourly	20.79	21.85	22.96	24.14	25.27	-	-	-
4/10/2022	18-MGMT	74G0	TRANSIT SUPERINTENDENT	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	18-MGMT	75K3	TRANSPORTATION PLANNER	Steps	Annually	108,881.00	116,521.00	124,160.00	131,801.00	139,440.00	-	-	-
1/2/2022	18-MGMT	60G8	UTILITIES MECHANICAL SUPERINTE	Steps	Annually	96,867.00	104,069.00	111,272.00	118,474.00	125,676.00	-	-	-
4/10/2022	18-MGMT	60G8	UTILITIES MECHANICAL SUPERINTE	Steps	Annually	99,289.00	106,671.00	114,054.00	121,436.00	128,818.00	-	-	-
4/10/2022	18-MGMT	53N8	UTILITIES MECHANICAL SUPERVISO	Steps	Annually	84,375.00	90,538.00	96,702.00	102,865.00	109,028.00	-	-	-
4/10/2022	16-USOS	53U9	UTILITIES SYSTEMS OPERATOR I	Steps	Hourly	27.05	28.45	29.86	31.35	32.93	-	-	-

EXHIBIT A

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						Pay Rate							
Effective Date	**Unit**	**Job Code**	**Classification Title**	**Range or Steps**	**Pay Basis**	**Bottom of Range or Step 1**	**Top of Range or Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**
4/10/2022	16-USOS	53T9	UTILITIES SYSTEMS OPERATOR II	Steps	Hourly	30.76	32.32	33.92	35.64	37.41	-	-	-
4/10/2022	07-TECH	53Q4	UTILITIES TECHNICIAN	Steps	Annually	62,953.00	66,067.00	69,363.00	72,882.00	76,521.00	-	-	-
4/10/2022	18-MGMT	53G1	UTILITY PROJECT DEV MANAGER	Steps	Annually	100,539.00	107,515.00	114,490.00	121,467.00	128,442.00	-	-	-
4/10/2022	18-MGMT	53G9	UTILITY SYSTEM SUPERINTENDENT	Steps	Annually	106,109.00	114,015.00	121,922.00	129,828.00	137,733.00	-	-	-
4/10/2022	18-MGMT	53N9	UTILITY SYSTEM SUPERVISOR	Steps	Annually	91,692.00	96,072.00	100,451.00	104,831.00	109,210.00	-	-	-
4/10/2022	18-MGMT	64N8	WASTEWATER OPERATIONS SUPERVIS	Steps	Annually	84,375.00	90,538.00	96,702.00	102,865.00	109,028.00	-	-	-
4/10/2022	07-TECH	64U4	WASTEWATER OPERATOR I	Steps	Annually	75,453.00	79,423.00	83,574.00	87,604.00	91,681.00	-	-	-
4/10/2022	07-TECH	64T4	WASTEWATER OPERATOR II	Steps	Annually	79,423.00	83,574.00	87,604.00	91,681.00	96,133.00	-	-	-
4/10/2022	07-TECH	64V4	WASTEWATER OPERATOR TRAINEE	Steps	Annually	56,203.00	59,916.00	61,964.00	65,062.00	75,062.00	-	-	-
4/10/2022	18-MGMT	66N4	WASTEWATER RECLAMATION SUPT	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-
4/10/2022	18-MGMT	64N4	WASTEWATER TREATMENT SUPER	Steps	Annually	89,541.00	96,129.00	102,716.00	109,304.00	115,892.00	-	-	-
4/10/2022	18-MGMT	64G4	WASTEWATER TREATMENT SUPERINTE	Steps	Annually	101,058.00	108,586.00	116,116.00	123,645.00	131,173.00	-	-	-
4/10/2022	10-EXEC	53C0	WATER DIRECTOR	Range	Annually	167,491.00	218,729.00	-	-	-	-	-	-
4/10/2022	18-MGMT	62N4	WATER QUALITY SUPERVISOR	Steps	Annually	97,366.00	102,239.00	107,110.00	111,983.00	116,855.00	-	-	-
1/2/2022	18-MGMT	43J3	WATER REUSE ENGINEER	Steps	Annually	111,612.00	119,552.00	127,491.00	135,431.00	143,370.00	-	-	-
4/10/2022	18-MGMT	43J3	WATER REUSE ENGINEER	Steps	Annually	114,402.00	122,541.00	130,678.00	138,817.00	146,954.00	-	-	-
4/10/2022	07-TECH	62S8	WATER SYSTEM TECH	Steps	Hourly	45.58	47.85	49.82	-	-	-	-	-
4/10/2022	18-MGMT	55J3	ZERO WASTE COORDINATOR	Steps	Annually	94,560.00	101,591.00	108,622.00	115,653.00	122,683.00	-	-	-

Effective Date	**Unit**	**Job Code**	**Temporary Classification Title**	**Range or Steps**	**Pay Basis**	**Bottom of Range or Step 1**	**Top of Range or Step 2**						
12/19/2021	00-NONE	79Y7	ACTIVITY SPECIALIST	Range	Hourly	18.35	19.35						
12/19/2021	00-NONE	79Z7	ASSISTANT ACTIVITY SPECIALIST	Range	Hourly	17.35	17.60						
12/19/2021	00-NONE	43Z3	ENGINEERING AIDE	Range	Hourly	15.85	22.65						
12/19/2021	00-NONE	43Y3	ENGINEERING INTERN	Range	Hourly	17.00	20.00						
5/25/2021	00-NONE	01X1	EXTRA-HELP ACTING CITY MANAGER	Fixed	Hourly	106.82	-						
7/1/2009	00-NONE	90X3	INTERIM PROFESSIONAL	Range	Hourly	18.00	95.00						
12/19/2021	00-NONE	90Y3	INTERN - GENERAL	Range	Hourly	15.85	19.65						
12/19/2021	00-NONE	80Z5	LIFEGUARD	Range	Hourly	16.85	17.10						
12/19/2021	00-NONE	50Z9	MAINTENANCE AIDE	Range	Hourly	18.35	19.35						
9/23/2019	00-NONE	23X4	MEDIA SERVICES ASSISTANT	Range	Hourly	18.00	28.00						
12/19/2021	00-NONE	90X7	OFFICE & PROGRAM AIDE	Range	Hourly	15.85	23.65						
9/9/2021	00-NONE	29X5	POLICE BACKGROUND INVESTIGATOR	Range	Hourly	37.80	45.95						
12/19/2021	00-NONE	80Z7	RECREATION AIDE	Range	Hourly	15.85	16.10						
12/19/2021	00-NONE	80Y7	RECREATION LEADER	Range	Hourly	16.35	16.60						
6/21/2020	00-NONE	79X7	SPECIFIC ACTIVITY INSTRUCTOR	Range	Hourly	17.00	35.00						
6/21/2020	00-NONE	79V7	SPECIFIC ACTIVITY ROSIE DRIVER	Range	Hourly	17.00	35.00						
12/19/2021	00-NONE	80Z4	SWIM INSTRUCTOR	Range	Hourly	16.85	17.10						