

**CITY AND COUNTY OF SAN FRANCISCO**  
**COMPENSATION MANUAL**  
**FISCAL YEAR**  
**2001-2002**



**DEPARTMENT OF HUMAN RESOURCES**

**July 1, 2001**

**Version 2.0a**

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# COMPENSATION MANUAL

FISCAL YEAR 2001-2002

DEPARTMENT OF HUMAN RESOURCES



## FY 2001-2002 COMPENSATION MANUAL

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City and County of San Francisco

Department of Human Resources

## **FY 2001-2002 COMPENSATION MANUAL**

### **I. Rates of Pay for Fiscal Year 2001-2002**

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# OCCUPATIONAL CATEGORIES

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

## SERVICE LEVEL: Untitled

### Group Level: 0000 Untitled

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

### Group Level:

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

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

### Group Level:

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

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

### Group Level:

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

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

### Group Level:

<b>4100 Property Administration</b>	<b>4200 Appraisal and Taxation</b>	<b>4300 Revenue</b>
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## **SERVICE LEVEL: 5000 ENGINEERING AND PUBLIC WORKS**

### **Group Level:**

**5100 Administrative**

**5300 Sub-Professional Engineering**

**5500 Project Manager**

**5200 Professional Engineering**

**5400 Community Development**

**5600 Energy and Environment**

## **SERVICE LEVEL: 6000 INSPECTION**

### **Group Level:**

**6100 Health and Sanitation Inspection**

**6200 Public Safety Inspection**

**6300 Construction Inspection**

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

### **Group Level:**

**7100 Administrative**

**7300 Journeyman Trade**

**7500 Semi-Skilled and General Labor**

**7200 Supervisory**

**7400 Skilled Labor**

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

### **Group Level:**

**8100 Legal and Court**

**8300 Correction and Detention**

**8200 Protection and Apprehension**

**8400 Probation and Parole**

## **SERVICE LEVEL: 9000 TRANSPORTATION**

### **Group Level:**

**9100 Street Transit**

**9300 Port Commission**

**9900 Federal Programs**

**9200 Airport Operation**

**9700 Manpower Planning Unit**

## **SERVICE LEVEL: ALPHABETICAL**

### **Group Level:**

**H2 Fire Fighter**

**Q2 Police Officer**



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2001 - 2002**

Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
Board/Comm Member	<b>0110</b>	00000	Flat Rate	\$15	00000	Flat Rate	\$15		D	<input type="checkbox"/>	Board/Commission Member, Group I, M = @ \$15.00/Mtg
Board/Comm Member	<b>0111</b>	00000	Flat Rate	\$25	00000	Flat Rate	\$25		D	<input type="checkbox"/>	Board/Commission Member, Group II, M = @ \$25.00/Mtg
Board/Comm Member	<b>0112</b>	00000	Flat Rate	\$50	00000	Flat Rate	\$50		D	<input type="checkbox"/>	Board/Commission Member, Group III, M = @ \$50.00/Mtg
Board/Comm Member	<b>0114</b>	00000	Flat Rate	\$100	00000	Flat Rate	\$100		M	<input type="checkbox"/>	Board/Commission Member, Group V, M = @ \$100.00/Mo.
Board/Comm Member	<b>0115</b>	00000	Flat Rate	\$100	00000	Flat Rate	\$100		D	<input type="checkbox"/>	Board/Comm. Member, Group VI, D = @ \$100.00/Half Day
Board/Comm Member	<b>0118</b>	00000	Flat Rate	\$500	00000	Flat Rate	\$500		M	<input type="checkbox"/>	Board/Comm. Member, Group VII, M = @ \$500.00/Month
SFPOA, L911	<b>0380</b>	0380C	Flat Rate	\$2,908	0380D	Flat Rate	\$3,024			<input type="checkbox"/>	Inspector, (Police Department)
SFPOA, L911	<b>0381</b>	0381C	Flat Rate	\$3,024	0381D	Flat Rate	\$3,145			<input type="checkbox"/>	Inspector II
SFPOA, L911	<b>0382</b>	0382C	Flat Rate	\$3,083	0382D	Flat Rate	\$3,206			<input type="checkbox"/>	Inspector III
SFPOA, L911	<b>0400</b>	0400C	Flat Rate	\$5,669	0400D	Flat Rate	\$5,896			<input type="checkbox"/>	Deputy Chief
SFPOA, L911	<b>0401</b>	0401C	Flat Rate	\$5,896	0401D	Flat Rate	\$6,132			<input type="checkbox"/>	Deputy Chief II
SFPOA, L911	<b>0402</b>	0402C	Flat Rate	\$6,009	0402D	Flat Rate	\$6,249			<input type="checkbox"/>	Deputy Chief III
SFPOA, L911	<b>0488</b>	0488C	Flat Rate	\$4,608	0488D	Flat Rate	\$4,792			<input type="checkbox"/>	Commander (Police Department)
SFPOA, L911	<b>0489</b>	0489C	Flat Rate	\$4,792	0489D	Flat Rate	\$4,984			<input type="checkbox"/>	Commander II
SFPOA, L911	<b>0490</b>	0490C	Flat Rate	\$4,885	0490D	Flat Rate	\$5,080			<input type="checkbox"/>	Commander III
Member, BOS	<b>0720</b>	0720C	Flat Rate	\$1,440	0720C	Flat Rate	\$1,440			<input type="checkbox"/>	Member, Board Of Supervisors
+ MEA	<b>0911</b>	0911C	\$1,787	\$2,395	0911D	\$1,823	\$2,442	Z		<input type="checkbox"/>	Manager I
+ MEA	<b>0912</b>	0912C	\$1,932	\$2,589	0912D	\$1,970	\$2,640	Z		<input type="checkbox"/>	Manager II
+ MEA	<b>0913</b>	0913C	\$2,079	\$2,786	0913D	\$2,120	\$2,841	Z		<input type="checkbox"/>	Manager III
+ MEA	<b>0921</b>	0921C	\$2,236	\$2,997	0921D	\$2,281	\$3,056	Z		<input type="checkbox"/>	Manager IV
+ MEA	<b>0922</b>	0922C	\$2,371	\$3,178	0922D	\$2,418	\$3,241	Z		<input type="checkbox"/>	Manager V
+ MEA	<b>0923</b>	0923C	\$2,551	\$3,418	0923D	\$2,602	\$3,486	Z		<input type="checkbox"/>	Manager VI
+ MEA	<b>0931</b>	0931C	\$2,745	\$3,679	0931D	\$2,800	\$3,752	Z		<input type="checkbox"/>	Manager VII
+ MEA	<b>0932</b>	0932C	\$2,953	\$3,957	0932D	\$3,012	\$4,036	Z		<input type="checkbox"/>	Manager VIII
+ MEA	<b>0933</b>	0933C	\$3,179	\$4,258	0933D	\$3,241	\$4,343	Z		<input type="checkbox"/>	Manager IX
+ MEA	<b>0941</b>	0941C	\$3,418	\$4,581	0941D	\$3,486	\$4,672	Z		<input type="checkbox"/>	Manager X
+ MEA	<b>0942</b>	0942C	\$3,653	\$4,895	0942D	\$3,724	\$4,991	Z		<input type="checkbox"/>	Manager XI
+ MEA	<b>0943</b>	0943C	\$4,145	\$5,556	0943D	\$4,229	\$5,667	Z		<input type="checkbox"/>	Manager XII
+ MEA	<b>0951</b>	0951C	\$2,371	\$3,178	0951D	\$2,418	\$3,241	Z		<input type="checkbox"/>	Deputy Director I
+ MEA	<b>0952</b>	0952C	\$2,745	\$3,679	0952D	\$2,800	\$3,752	Z		<input type="checkbox"/>	Deputy Director II
+ MEA	<b>0953</b>	0953C	\$3,418	\$4,581	0953D	\$3,486	\$4,672	Z		<input type="checkbox"/>	Deputy Director III
+ MEA	<b>0954</b>	0954C	\$3,888	\$5,209	0954D	\$3,966	\$5,315	Z		<input type="checkbox"/>	Deputy Director IV
+ MEA	<b>0955</b>	0955C	\$4,145	\$5,556	0955D	\$4,229	\$5,667	Z		<input type="checkbox"/>	Deputy Director V
+ MEA	<b>0961</b>	0961C	\$2,953	\$3,957	0961D	\$3,012	\$4,036	Z		<input type="checkbox"/>	Department Head I
+ MEA	<b>0962</b>	0962C	\$3,653	\$4,895	0962D	\$3,724	\$4,991	Z		<input type="checkbox"/>	Department Head II
+ MEA	<b>0963</b>	0963C	\$3,888	\$5,209	0963D	\$3,966	\$5,315	Z		<input type="checkbox"/>	Department Head III
+ MEA	<b>0964</b>	0964C	\$4,458	\$5,974	0964D	\$4,551	\$6,099	Z		<input type="checkbox"/>	Department Head IV
+ MEA	<b>0965</b>	0965C	\$5,555	\$7,445	0965D	\$5,667	\$7,594	Z		<input type="checkbox"/>	Department Head V
IFPTE, L21	<b>1002</b>	05555	\$1,378	\$1,670	05595	\$1,404	\$1,702			<input type="checkbox"/>	IS Operator-Journey
IFPTE, L21	<b>1003</b>	05835	\$1,577	\$1,914	05875	\$1,607	\$1,951			<input type="checkbox"/>	IS Operator-Senior

Notes: \* Wage increase effective 8/4/01 for SFIRA classes

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

Enters at Step 5

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



**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2001 - 2002**

Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
IFPTE, L21	<b>1004</b>	06025	\$1,727	\$2,099	06065	\$1,761	\$2,140			<input type="checkbox"/>	IS Operator-Analyst
IFPTE, L21	<b>1005</b>	06245	\$1,923	\$2,337	06285	\$1,960	\$2,383	Z		<input type="checkbox"/>	IS Operator-Supervisor
IFPTE, L21	<b>1011</b>	05305	\$1,223	\$1,481	05345	\$1,246	\$1,510			<input type="checkbox"/>	IS Technician-Assistant
IFPTE, L21	<b>1012</b>	05875	\$1,607	\$1,951	05915	\$1,638	\$1,990			<input type="checkbox"/>	IS Technician-Journey
IFPTE, L21	<b>1013</b>	06175	\$1,858	\$2,258	06215	\$1,895	\$2,303			<input type="checkbox"/>	IS Technician-Senior
IFPTE, L21	<b>1014</b>	06425	\$2,099	\$2,551	06465	\$2,140	\$2,602	Z		<input type="checkbox"/>	IS Technician-Supervisor
IFPTE, L21	<b>1021</b>	05885	\$1,615	\$1,960	05925	\$1,646	\$1,999			<input type="checkbox"/>	IS Administrator I
IFPTE, L21	<b>1022</b>	06285	\$1,960	\$2,383	06325	\$1,999	\$2,430	Z		<input type="checkbox"/>	IS Administrator II
IFPTE, L21	<b>1023</b>	06685	\$2,383	\$2,896	06725	\$2,430	\$2,953	Z		<input type="checkbox"/>	IS Administrator III
IFPTE, L21	<b>1024</b>	06835	\$2,564	\$3,117	06875	\$2,614	\$3,178	Z		<input type="checkbox"/>	IS Administrator-Supervisor
IFPTE, L21	<b>1031</b>	05885	\$1,615	\$1,960	05925	\$1,646	\$1,999			<input type="checkbox"/>	IS Trainer-Assistant
IFPTE, L21	<b>1032</b>	06285	\$1,960	\$2,383	06325	\$1,999	\$2,430	Z		<input type="checkbox"/>	IS Trainer-Journey
IFPTE, L21	<b>1033</b>	06685	\$2,383	\$2,896	06725	\$2,430	\$2,953	Z		<input type="checkbox"/>	IS Trainer-Senior
IFPTE, L21	<b>1041</b>	1041C	\$2,337	\$2,940	1041D	\$2,383	\$2,997			<input type="checkbox"/>	IS Engineer-Assistant
IFPTE, L21	<b>1042</b>	1042C	\$2,589	\$3,256	1042D	\$2,640	\$3,320	Z		<input type="checkbox"/>	IS Engineer-Journey
IFPTE, L21	<b>1043</b>	1043C	\$2,868	\$3,608	1043D	\$2,926	\$3,679	Z		<input type="checkbox"/>	IS Engineer-Senior
IFPTE, L21	<b>1044</b>	1044C	\$3,087	\$3,881	1044D	\$3,147	\$3,957	Z		<input type="checkbox"/>	IS Engineer-Principal
IFPTE, L21	<b>1051</b>	1051C	\$1,805	\$2,269	1051D	\$1,840	\$2,314			<input type="checkbox"/>	IS Business Analyst-Assistant
IFPTE, L21	<b>1052</b>	1052C	\$2,089	\$2,627	1052D	\$2,130	\$2,679	Z		<input type="checkbox"/>	IS Business Analyst
IFPTE, L21	<b>1053</b>	1053C	\$2,418	\$3,041	1053D	\$2,466	\$3,101	Z		<input type="checkbox"/>	IS Business Analyst-Senior
IFPTE, L21	<b>1054</b>	1054C	\$2,800	\$3,520	1054D	\$2,855	\$3,589	Z		<input type="checkbox"/>	IS Business Analyst-Principal
IFPTE, L21	<b>1061</b>	1061C	\$1,670	\$2,099	1061D	\$1,702	\$2,140			<input type="checkbox"/>	IS Program Analyst-Assistant
IFPTE, L21	<b>1062</b>	1062C	\$1,805	\$2,269	1062D	\$1,840	\$2,314	Z		<input type="checkbox"/>	IS Programmer Analyst
IFPTE, L21	<b>1063</b>	1063C	\$2,194	\$2,758	1063D	\$2,236	\$2,813	Z		<input type="checkbox"/>	IS Programmer Analyst-Senior
IFPTE, L21	<b>1064</b>	1064C	\$2,551	\$3,208	1064D	\$2,602	\$3,273	Z		<input type="checkbox"/>	IS Programmer Analyst-Principal
IFPTE, L21	<b>1070</b>	1070C	\$3,087	\$3,881	1070D	\$3,147	\$3,957	Z		<input type="checkbox"/>	IS Project Director
+ MEA	<b>1071</b>	1071C	\$3,205	\$4,565	1071D	\$3,269	\$4,656	Z		<input type="checkbox"/>	IS Manager
+ MEA	<b>1073</b>	1073C	\$3,838	\$5,422	1073D	\$3,915	\$5,530	Z		<input type="checkbox"/>	IS Director
+ MEA	<b>1101</b>	07760	\$4,028	\$4,895	07800	\$4,106	\$4,991	Z		<input type="checkbox"/>	Director, Parking And Traffic Commission
+ MEA	<b>1102</b>	06500	\$2,178	\$2,647	06540	\$2,221	\$2,700	Z		<input type="checkbox"/>	Parking Authority Assistant Director
+ MEA	<b>1103</b>	07940	\$4,397	\$5,345	07980	\$4,484	\$5,450	Z		<input type="checkbox"/>	Director, Convention Facilities
+ MEA	<b>1104</b>	06890	\$2,632	\$3,199	06930	\$2,685	\$3,263	Z		<input type="checkbox"/>	Parking Authority Director
+ MEA	<b>1105</b>	07490	\$3,527	\$4,286	07530	\$3,597	\$4,372	Z		<input type="checkbox"/>	Executive Director, Rent Arbitration Board
+ MEA	<b>1107</b>	06930	\$2,685	\$3,263	06970	\$2,737	\$3,327	Z		<input type="checkbox"/>	Deputy Director, Rent Arbitration Board
+ MEA	<b>1108</b>	07585	\$3,696	\$4,492	07625	\$3,769	\$4,581	Z		<input type="checkbox"/>	Executive Director, Health Service System
+ MEA	<b>1110</b>	06780	\$2,496	\$3,035	06820	\$2,545	\$3,093	Z		<input type="checkbox"/>	Exec. Assistant To The General Mng.r., Retirement System
+ MEA	<b>1111</b>	06290	\$1,965	\$2,388	06330	\$2,004	\$2,435	Z		<input type="checkbox"/>	Executive Director, Relocation Appeals Board
+ MEA	<b>1112</b>	07920	\$4,352	\$5,291	07960	\$4,440	\$5,397	Z		<input type="checkbox"/>	Retirement System General Manager
+ MEA	<b>1113</b>	07435	\$3,436	\$4,176	07475	\$3,503	\$4,258	Z		<input type="checkbox"/>	Deputy Director, Retirement System
+ MEA	<b>1114</b>	07000	\$2,779	\$3,378	07040	\$2,835	\$3,446	Z		<input type="checkbox"/>	Administrator, Retirement Services

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+ MEA	<b>1115</b>	07820	\$4,145	\$5,039	07860	\$4,229	\$5,140	Z		<input type="checkbox"/>	Chief Investment Officer
Unrepresented_Mgt	<b>1117</b>	08935	\$7,143	\$8,682	08975	\$7,283	\$8,852	Z		<input type="checkbox"/>	Deputy Director for Investments, Retirement System
+ MEA	<b>1118</b>	07370	\$3,327	\$4,044	07410	\$3,396	\$4,128	Z		<input type="checkbox"/>	Commercial Division Manager
+ MEA	<b>1120</b>	07505	\$3,557	\$4,323	07545	\$3,626	\$4,407	Z		<input type="checkbox"/>	Director Of Animal Care And Control
+ MEA	<b>1121</b>	06690	\$2,388	\$2,902	06730	\$2,435	\$2,960	Z		<input type="checkbox"/>	Deputy Director Of Animal Care And Control
+ MEA	<b>1125</b>	06930	\$2,685	\$3,263	06970	\$2,737	\$3,327	Z		<input type="checkbox"/>	Division Manager, Registrar Of Voters
+ MEA	<b>1126</b>	07240	\$3,126	\$3,799	07280	\$3,189	\$3,873	Z		<input type="checkbox"/>	Public Administrator
+ MEA	<b>1128</b>	07490	\$3,527	\$4,286	07530	\$3,597	\$4,372	Z		<input type="checkbox"/>	Director of Elections
Unrepresented-Misc	<b>1130</b>	05720	\$1,491	\$1,809	05760	\$1,520	\$1,844	Z		<input type="checkbox"/>	Youth Commission Advisor, Board Of Supervisors
+ MEA	<b>1131</b>	06925	\$2,679	\$3,256	06965	\$2,732	\$3,320	Z		<input type="checkbox"/>	Assistant Public Administrator, Public Guardian
+ MEA	<b>1132</b>	07230	\$3,108	\$3,777	07270	\$3,169	\$3,851	Z		<input type="checkbox"/>	County Clerk-Recorder
+ MEA	<b>1140</b>	06890	\$2,632	\$3,199	06930	\$2,685	\$3,263	Z		<input type="checkbox"/>	Deputy Clerk Of The Board Of Supervisors
+ MEA	<b>1142</b>	07100	\$2,918	\$3,547	07140	\$2,977	\$3,618	Z		<input type="checkbox"/>	County Clerk
+ MEA	<b>1146</b>	07830	\$4,164	\$5,062	07870	\$4,246	\$5,161	Z		<input type="checkbox"/>	Clerk Of The Board, Legislative Administrator And City Clerk
Unrepresented-Mgt	<b>1156</b>	1156C	\$3,653	\$4,895	1156D	\$3,724	\$4,991	Z		<input type="checkbox"/>	Director of Environment
+ MEA	<b>1160</b>	07310	\$3,234	\$3,931	07350	\$3,295	\$4,006	Z		<input type="checkbox"/>	Assistant Director Of Purchasing And Services
+ MEA	<b>1161</b>	06960	\$2,726	\$3,313	07000	\$2,779	\$3,378	Z		<input type="checkbox"/>	Executive Assistant To The Administrator, S.F.G.H.
+ MEA	<b>1162</b>	07660	\$3,836	\$4,662	07700	\$3,910	\$4,753	Z		<input type="checkbox"/>	Director Of Purchasing And Services
+ MEA	<b>1163</b>	07195	\$3,056	\$3,714	07235	\$3,117	\$3,788	Z		<input type="checkbox"/>	Executive Assistant To The Director Of Health
+ MEA	<b>1164</b>	08630	\$6,153	\$7,479	08670	\$6,273	\$7,625	Z		<input type="checkbox"/>	Administrator, SFGH Medical Center
+ MEA	<b>1168</b>	1168C	\$5,838	\$7,679	1168D	\$5,955	\$7,833	Z		<input type="checkbox"/>	Director Of Health
+ MEA	<b>1172</b>	1172C	\$5,838	\$7,679	1172D	\$5,955	\$7,833	Z		<input type="checkbox"/>	General Manager Of Public Utilities Commission
+ MEA	<b>1182</b>	08270	\$5,161	\$6,273	08310	\$5,269	\$6,404	Z		<input type="checkbox"/>	Chief Administrative Officer
+ MEA	<b>1185</b>	07970	\$4,458	\$5,419	08010	\$4,551	\$5,532	Z		<input type="checkbox"/>	Director of Administrative Services
Elected Official	<b>1190</b>	1190C	Flat Rate	\$6,213	1190C	Flat Rate	\$6,213	Z		<input type="checkbox"/>	Mayor
SEIU, L 790	<b>1201</b>	05765	\$1,524	\$1,849	05825	\$1,569	\$1,904			<input type="checkbox"/>	Personnel Technician Trainee
SEIU, L 790	<b>1202</b>	05560	\$1,381	\$1,674	05620	\$1,421	\$1,723			<input type="checkbox"/>	Personnel Clerk
IFPTE, L21	<b>1203</b>	05870	\$1,603	\$1,946	05910	\$1,634	\$1,985			<input type="checkbox"/>	Personnel Technician
SEIU, L 790	<b>1204</b>	05860	\$1,596	\$1,936	05920	\$1,642	\$1,994			<input type="checkbox"/>	Senior Personnel Clerk
SEIU, L 790	<b>1209</b>	05675	\$1,460	\$1,769	05735	\$1,503	\$1,823			<input type="checkbox"/>	Benefits Technician
SEIU, L 790	<b>1210</b>	06025	\$1,727	\$2,099	06085	\$1,778	\$2,161	Z		<input type="checkbox"/>	Benefits Analyst
SEIU, L 790	<b>1218</b>	06545	\$2,226	\$2,706	06605	\$2,292	\$2,786	Z		<input type="checkbox"/>	Payroll Supervisor
SEIU, L 790	<b>1220</b>	05845	\$1,584	\$1,923	05905	\$1,630	\$1,980			<input type="checkbox"/>	Payroll Clerk
SEIU, L 790	<b>1222</b>	06035	\$1,736	\$2,110	06095	\$1,787	\$2,172			<input type="checkbox"/>	Senior Payroll And Personnel Clerk
SEIU, L 790	<b>1224</b>	06235	\$1,914	\$2,326	06295	\$1,970	\$2,395			<input type="checkbox"/>	Principal Payroll And Personnel Clerk
SEIU, L 790	<b>1226</b>	06345	\$2,019	\$2,454	06405	\$2,079	\$2,527			<input type="checkbox"/>	Chief Payroll And Personnel Clerk
SEIU, L 790	<b>1227</b>	05585	\$1,398	\$1,694	05645	\$1,440	\$1,744			<input type="checkbox"/>	Testing Technician
Unrepresented-Misc	<b>1229</b>	1229C	\$41.6750	\$61.9250	1229D	\$42.5125	\$63.1625		H	<input type="checkbox"/>	Special Examiner
IFPTE, L21	<b>1231</b>	06805	\$2,527	\$3,072	06845	\$2,577	\$3,132	Z		<input type="checkbox"/>	Asst. Mgr., Equal Employment Opportunity Programs
IFPTE, L21	<b>1232</b>	06335	\$2,009	\$2,442	06375	\$2,048	\$2,490	Z		<input type="checkbox"/>	Training Officer

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**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2001 - 2002**

Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
IFPTE, L21	<b>1233</b>	06260	\$1,936	\$2,354	06300	\$1,975	\$2,401	Z		<input type="checkbox"/>	Equal Employment Opportunity Programs Specialist
+ MEA	<b>1234</b>	07190	\$3,047	\$3,703	07230	\$3,108	\$3,777	Z		<input type="checkbox"/>	Director Of Training
+ MEA	<b>1235</b>	07190	\$3,047	\$3,703	07230	\$3,108	\$3,777	Z		<input type="checkbox"/>	Manager, Equal Employment Opportunity Programs
+ MEA	<b>1237</b>	06620	\$2,309	\$2,806	06660	\$2,354	\$2,862	Z		<input type="checkbox"/>	Training Coordinator
+ MEA	<b>1238</b>	06920	\$2,672	\$3,248	06960	\$2,726	\$3,313	Z		<input type="checkbox"/>	Assistant Payroll Director
+ MEA	<b>1239</b>	07550	\$3,633	\$4,416	07590	\$3,703	\$4,500	Z		<input type="checkbox"/>	Payroll Director (Controllers)
IFPTE, L21	<b>1241</b>	1241C	\$1,617	\$2,379	1241D	\$1,649	\$2,427	Z		<input type="checkbox"/>	Personnel Analyst
IFPTE, L21	<b>1244</b>	06645	\$2,337	\$2,841	06685	\$2,383	\$2,896	Z		<input type="checkbox"/>	Senior Personnel Analyst
IFPTE, L21	<b>1246</b>	06995	\$2,772	\$3,369	07035	\$2,827	\$3,436	Z		<input type="checkbox"/>	Principal Personnel Analyst
+ MEA	<b>1248</b>	07190	\$3,047	\$3,703	07230	\$3,108	\$3,777	Z		<input type="checkbox"/>	Assistant Division Manager, Personnel
+ MEA	<b>1270</b>	06910	\$2,660	\$3,234	06950	\$2,711	\$3,295	Z		<input type="checkbox"/>	Departmental Personnel Officer
+ MEA	<b>1272</b>	07190	\$3,047	\$3,703	07230	\$3,108	\$3,777	Z		<input type="checkbox"/>	Senior Departmental Personnel Officer
+ MEA	<b>1276</b>	07390	\$3,359	\$4,082	07430	\$3,426	\$4,164	Z		<input type="checkbox"/>	Departmental Personnel Director
+ MEA	<b>1278</b>	07585	\$3,696	\$4,492	07625	\$3,769	\$4,581	Z		<input type="checkbox"/>	Deputy Director, Human Resources
Unrepresented-Mgt	<b>1283</b>	07615	\$3,752	\$4,561	07655	\$3,826	\$4,650	Z		<input type="checkbox"/>	Director, Employee Relations Division
+ MEA	<b>1285</b>	07390	\$3,359	\$4,082	07430	\$3,426	\$4,164	Z		<input type="checkbox"/>	Executive Officer, Civil Service Commission
Unrepresented-Mgt	<b>1293</b>	08040	\$4,617	\$5,612	08080	\$4,708	\$5,723	Z		<input type="checkbox"/>	Human Resources Director
SEIU, L 790	<b>1310</b>	05585	\$1,398	\$1,694	05645	\$1,440	\$1,744			<input type="checkbox"/>	Public Relations Assistant
IFPTE, L21	<b>1312</b>	06035	\$1,736	\$2,110	06075	\$1,769	\$2,151			<input type="checkbox"/>	Public Information Officer
IFPTE, L21	<b>1314</b>	06395	\$2,069	\$2,514	06435	\$2,110	\$2,564	Z		<input type="checkbox"/>	Public Relations Officer
+ MEA	<b>1340</b>	06880	\$2,621	\$3,187	06920	\$2,672	\$3,248	Z		<input type="checkbox"/>	Assistant To The General Manager, PUC-Public Relations
IFPTE, L21	<b>1360</b>	05105	\$1,112	\$1,346	05145	\$1,134	\$1,372			<input type="checkbox"/>	Special Assistant I
IFPTE, L21	<b>1361</b>	05255	\$1,194	\$1,447	05295	\$1,217	\$1,474			<input type="checkbox"/>	Special Assistant II
IFPTE, L21	<b>1362</b>	05405	\$1,282	\$1,554	05445	\$1,307	\$1,584			<input type="checkbox"/>	Special Assistant III
IFPTE, L21	<b>1363</b>	05555	\$1,378	\$1,670	05595	\$1,404	\$1,702			<input type="checkbox"/>	Special Assistant IV
IFPTE, L21	<b>1364</b>	05705	\$1,481	\$1,796	05745	\$1,510	\$1,831			<input type="checkbox"/>	Special Assistant V
IFPTE, L21	<b>1365</b>	05845	\$1,584	\$1,923	05885	\$1,615	\$1,960			<input type="checkbox"/>	Special Assistant VI
IFPTE, L21	<b>1366</b>	05995	\$1,702	\$2,069	06035	\$1,736	\$2,110			<input type="checkbox"/>	Special Assistant VII
IFPTE, L21	<b>1367</b>	06145	\$1,831	\$2,226	06185	\$1,867	\$2,269			<input type="checkbox"/>	Special Assistant VIII
IFPTE, L21	<b>1368</b>	06295	\$1,970	\$2,395	06335	\$2,009	\$2,442	Z		<input type="checkbox"/>	Special Assistant IX
IFPTE, L21	<b>1369</b>	06455	\$2,130	\$2,589	06495	\$2,172	\$2,640	Z		<input type="checkbox"/>	Special Assistant X
IFPTE, L21	<b>1370</b>	06605	\$2,292	\$2,786	06645	\$2,337	\$2,841	Z		<input type="checkbox"/>	Special Assistant XI
IFPTE, L21	<b>1371</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Special Assistant XII
+ MEA	<b>1372</b>	06875	\$2,614	\$3,178	06915	\$2,666	\$3,241	Z		<input type="checkbox"/>	Special Assistant XIII
+ MEA	<b>1373</b>	07025	\$2,813	\$3,418	07065	\$2,868	\$3,486	Z		<input type="checkbox"/>	Special Assistant XIV
+ MEA	<b>1374</b>	07175	\$3,027	\$3,679	07215	\$3,087	\$3,752	Z		<input type="checkbox"/>	Special Assistant XV
+ MEA	<b>1375</b>	07325	\$3,256	\$3,957	07365	\$3,320	\$4,036	Z		<input type="checkbox"/>	Special Assistant XVI
+ MEA	<b>1376</b>	07475	\$3,503	\$4,258	07515	\$3,574	\$4,343	Z		<input type="checkbox"/>	Special Assistant XVII
+ MEA	<b>1377</b>	07625	\$3,769	\$4,581	07665	\$3,844	\$4,672	Z		<input type="checkbox"/>	Special Assistant XVIII
+ MEA	<b>1378</b>	07760	\$4,028	\$4,895	07800	\$4,106	\$4,991	Z		<input type="checkbox"/>	Special Assistant XIX

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Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	1379	07890	\$4,286	\$5,209	07930	\$4,372	\$5,315	Z		<input type="checkbox"/>	Special Assistant XX
+ MEA	1380	08020	\$4,570	\$5,556	08060	\$4,662	\$5,667	Z		<input type="checkbox"/>	Special Assistant XXI
+ MEA	1381	08170	\$4,915	\$5,974	08210	\$5,018	\$6,099	Z		<input type="checkbox"/>	Special Assistant XXII
SEIU, L 790	1402	05165	\$1,144	\$1,385	05225	\$1,177	\$1,425			<input type="checkbox"/>	Junior Clerk
SEIU, L 790	1403	05550	\$1,375	\$1,666	05610	\$1,414	\$1,714			<input type="checkbox"/>	Elections Clerk
SEIU, L 790	1404	05340	\$1,243	\$1,506	05400	\$1,279	\$1,550			<input type="checkbox"/>	Clerk
SEIU, L 790	1406	05415	\$1,288	\$1,562	05475	\$1,326	\$1,607			<input type="checkbox"/>	Senior Clerk
SEIU, L 790	1408	05985	\$1,694	\$2,058	06045	\$1,744	\$2,120			<input type="checkbox"/>	Principal Clerk
SEIU, L 790	1410	06265	\$1,941	\$2,360	06325	\$1,999	\$2,430	Z		<input type="checkbox"/>	Chief Clerk
SEIU, L 790	1422	05235	\$1,183	\$1,433	05295	\$1,217	\$1,474			<input type="checkbox"/>	Junior Clerk Typist
SEIU, L 790	1424	05420	\$1,291	\$1,565	05480	\$1,329	\$1,611			<input type="checkbox"/>	Clerk Typist
SEIU, L 790	1426	05610	\$1,414	\$1,714	05670	\$1,457	\$1,765			<input type="checkbox"/>	Senior Clerk Typist
SEIU, L250	1428	05735	\$1,503	\$1,823	05795	\$1,547	\$1,876			<input type="checkbox"/>	Unit Clerk
SEIU, L250	1429	05565	\$1,385	\$1,678	05625	\$1,425	\$1,727			<input type="checkbox"/>	Nurses Staffing Assistant
SEIU, L 790	1430	05610	\$1,414	\$1,714	05670	\$1,457	\$1,765			<input type="checkbox"/>	Transcriber Typist
SEIU, L250	1431	05815	\$1,562	\$1,895	05875	\$1,607	\$1,951			<input type="checkbox"/>	Senior Unit Clerk
SEIU, L 790	1432	05810	\$1,558	\$1,890	05870	\$1,603	\$1,946			<input type="checkbox"/>	Senior Transcriber Typist
Teamsters L856	1434	05250	\$1,191	\$1,443	05300	\$1,220	\$1,477			<input type="checkbox"/>	Shelter Service Representative
SEIU, L 790	1435	05715	\$1,488	\$1,805	05775	\$1,532	\$1,858	Z		<input type="checkbox"/>	Shelter Officer Supervisor
SEIU, L 790	1436	05520	\$1,355	\$1,642	05580	\$1,394	\$1,690			<input type="checkbox"/>	Brailist
Unrepresented-Misc	1437	05585	\$1,398	\$1,694	05625	\$1,425	\$1,727			<input type="checkbox"/>	Shelter Office Assistant Supervisor
SEIU, L 790	1440	05735	\$1,503	\$1,823	05795	\$1,547	\$1,876			<input type="checkbox"/>	Medical Transcriber Typist
SEIU, L 790	1441	05815	\$1,562	\$1,895	05875	\$1,607	\$1,951			<input type="checkbox"/>	Senior Medical Transcriber Typist
SEIU, L 790	1444	05510	\$1,349	\$1,634	05570	\$1,388	\$1,682			<input type="checkbox"/>	Secretary I
SEIU, L 790	1446	05810	\$1,558	\$1,890	05870	\$1,603	\$1,946			<input type="checkbox"/>	Secretary II
SEIU, L 790	1450	05985	\$1,694	\$2,058	06045	\$1,744	\$2,120			<input type="checkbox"/>	Executive Secretary I
IFPTE, L21	1452	06135	\$1,823	\$2,215	06175	\$1,858	\$2,258			<input type="checkbox"/>	Executive Secretary II
IFPTE, L21	1454	06305	\$1,980	\$2,407	06345	\$2,019	\$2,454			<input type="checkbox"/>	Executive Secretary III
SEIU, L 790	1458	06115	\$1,805	\$2,194	06175	\$1,858	\$2,258			<input type="checkbox"/>	Legal Secretary I
SEIU, L 790	1460	06265	\$1,941	\$2,360	06325	\$1,999	\$2,430			<input type="checkbox"/>	Legal Secretary II
SEIU, L 790	1464	06035	\$1,736	\$2,110	06095	\$1,787	\$2,172			<input type="checkbox"/>	Medical Clerk Stenographer
Plumbers L38	1466	05590	\$1,401	\$1,698	05630	\$1,429	\$1,731			<input type="checkbox"/>	Meter Reader
SEIU, L 790	1468	05680	\$1,463	\$1,773	05740	\$1,506	\$1,827			<input type="checkbox"/>	Water Services Clerk
SEIU, L 790	1470	05705	\$1,481	\$1,796	05765	\$1,524	\$1,849			<input type="checkbox"/>	Services And Supply Assistant Supervisor
Unrepresented-Misc	1471	05660	\$1,450	\$1,756	05700	\$1,477	\$1,791			<input type="checkbox"/>	Elections Worker
SEIU, L 790	1474	05680	\$1,463	\$1,773	05740	\$1,506	\$1,827			<input type="checkbox"/>	Claims Process Clerk
SEIU, L 790	1476	05905	\$1,630	\$1,980	05965	\$1,678	\$2,038			<input type="checkbox"/>	Senior Claims Process Clerk
SEIU, L 790	1478	05865	\$1,600	\$1,941	05925	\$1,646	\$1,999			<input type="checkbox"/>	Senior Water Services Clerk
SEIU, L 790	1480	06055	\$1,752	\$2,130	06115	\$1,805	\$2,194			<input type="checkbox"/>	Principal Water Services Clerk
IFPTE, L21	1492	06585	\$2,269	\$2,758	06625	\$2,314	\$2,813			<input type="checkbox"/>	Assistant Clerk, Board Of Supervisors

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SEIU, L 790	<b>1498</b>	06075	\$1,769	\$2,151	06135	\$1,823	\$2,215			<input type="checkbox"/>	Supervising Clerk II
SEIU, L 790	<b>1499</b>	06085	\$1,778	\$2,161	06145	\$1,831	\$2,226			<input type="checkbox"/>	Supervising Clerk III
IFPTE, L21	<b>1506</b>	06295	\$1,970	\$2,395	06335	\$2,009	\$2,442	Z		<input type="checkbox"/>	Confidential Secretary To Sheriff
IFPTE, L21	<b>1512</b>	06445	\$2,120	\$2,577	06485	\$2,161	\$2,627	Z		<input type="checkbox"/>	Confidential Secretary And Exec. Asst. To Public Defender
IFPTE, L21	<b>1518</b>	06085	\$1,778	\$2,161	06125	\$1,814	\$2,204	Z		<input type="checkbox"/>	Confidential Secretary To Assessor
IFPTE, L21	<b>1520</b>	06445	\$2,120	\$2,577	06485	\$2,161	\$2,627			<input type="checkbox"/>	Confidential Secretary To District Attorney
IFPTE, L21	<b>1522</b>	06445	\$2,120	\$2,577	06485	\$2,161	\$2,627	Z		<input type="checkbox"/>	Confidential Secretary To City Attorney
+ MEA	<b>1540</b>	06690	\$2,388	\$2,902	06730	\$2,435	\$2,960	Z		<input type="checkbox"/>	Secretary, Fire Commission
IFPTE, L21	<b>1544</b>	06495	\$2,172	\$2,640	06535	\$2,215	\$2,693	Z		<input type="checkbox"/>	Secretary, Library Commission
IFPTE, L21	<b>1546</b>	05875	\$1,607	\$1,951	05915	\$1,638	\$1,990			<input type="checkbox"/>	Secretary, Commission On The Aging
IFPTE, L21	<b>1548</b>	06475	\$2,151	\$2,614	06515	\$2,194	\$2,666			<input type="checkbox"/>	Secretary, Human Services Commission
IFPTE, L21	<b>1549</b>	06095	\$1,787	\$2,172	06135	\$1,823	\$2,215			<input type="checkbox"/>	Secretary, Juvenile Probation Commission
IFPTE, L21	<b>1551</b>	06935	\$2,693	\$3,273	06975	\$2,745	\$3,337	Z		<input type="checkbox"/>	Secretary, Health Commission
+ MEA	<b>1554</b>	07180	\$3,035	\$3,689	07220	\$3,093	\$3,760	Z		<input type="checkbox"/>	Administrative Secretary, Public Utilities Commission
IFPTE, L21	<b>1555</b>	06475	\$2,151	\$2,614	06515	\$2,194	\$2,666	Z		<input type="checkbox"/>	Secretary, Building Inspection Commission
+ MEA	<b>1556</b>	06500	\$2,178	\$2,647	06540	\$2,221	\$2,700	Z		<input type="checkbox"/>	Administrative Secretary, City Planning Commission
+ MEA	<b>1565</b>	06875	\$2,614	\$3,178	06915	\$2,666	\$3,241	Z		<input type="checkbox"/>	Assistant Director, Art Commission
IFPTE, L21	<b>1574</b>	06295	\$1,970	\$2,395	06335	\$2,009	\$2,442	Z		<input type="checkbox"/>	Executive Secretary To The Controller
+ MEA	<b>1575</b>	07220	\$3,093	\$3,760	07260	\$3,155	\$3,836	Z		<input type="checkbox"/>	Executive Director, Board Of Permit Appeals
SEIU, L 790	<b>1602</b>	05485	\$1,333	\$1,615	05545	\$1,372	\$1,662			<input type="checkbox"/>	Calculating Machine Operator-Key Drive
SEIU, L 790	<b>1630</b>	05485	\$1,333	\$1,615	05545	\$1,372	\$1,662			<input type="checkbox"/>	Account Clerk
SEIU, L 790	<b>1632</b>	05785	\$1,539	\$1,867	05845	\$1,584	\$1,923			<input type="checkbox"/>	Senior Account Clerk
SEIU, L 790	<b>1634</b>	06035	\$1,736	\$2,110	06095	\$1,787	\$2,172			<input type="checkbox"/>	Principal Account Clerk
SEIU, L 790	<b>1635</b>	05665	\$1,454	\$1,761	05725	\$1,495	\$1,814			<input type="checkbox"/>	Health Care Billing Clerk I
SEIU, L 790	<b>1636</b>	05905	\$1,630	\$1,980	05965	\$1,678	\$2,038			<input type="checkbox"/>	Health Care Billing Clerk II
SEIU, L 790	<b>1637</b>	05980	\$1,690	\$2,053	06040	\$1,740	\$2,115			<input type="checkbox"/>	Patient Accounts Clerk
SEIU, L 790	<b>1640</b>	05965	\$1,678	\$2,038	06025	\$1,727	\$2,099			<input type="checkbox"/>	Senior Accounting Machine Operator
IFPTE, L21	<b>1649</b>	1649C	\$1,518	\$1,593	1649D	\$1,548	\$1,625			<input type="checkbox"/>	Accountant Intern
IFPTE, L21	<b>1650</b>	05890	\$1,618	\$1,965	05930	\$1,650	\$2,004			<input type="checkbox"/>	Accountant
IFPTE, L21	<b>1652</b>	06075	\$1,769	\$2,151	06115	\$1,805	\$2,194	Z		<input type="checkbox"/>	Senior Accountant
IFPTE, L21	<b>1654</b>	06450	\$2,124	\$2,582	06490	\$2,166	\$2,632	Z		<input type="checkbox"/>	Principal Accountant
IFPTE, L21	<b>1655</b>	06550	\$2,230	\$2,711	06590	\$2,274	\$2,764	Z		<input type="checkbox"/>	Systems Accountant
IFPTE, L21	<b>1656</b>	06600	\$2,287	\$2,779	06640	\$2,332	\$2,835	Z		<input type="checkbox"/>	Head Accountant
IFPTE, L21	<b>1657</b>	06750	\$2,459	\$2,989	06790	\$2,507	\$3,047	Z		<input type="checkbox"/>	Senior Systems Accountant
+ MEA	<b>1658</b>	06910	\$2,660	\$3,234	06950	\$2,711	\$3,295	Z		<input type="checkbox"/>	Chief Accountant
+ MEA	<b>1660</b>	07010	\$2,793	\$3,396	07050	\$2,847	\$3,460	Z		<input type="checkbox"/>	Manager, Budget And Performance Monitoring
SEIU, L 790	<b>1662</b>	06055	\$1,752	\$2,130	06115	\$1,805	\$2,194			<input type="checkbox"/>	Patient Accounts Assistant Supervisor
SEIU, L 790	<b>1663</b>	06325	\$1,999	\$2,430	06385	\$2,058	\$2,502			<input type="checkbox"/>	Patient Accounts Supervisor
SEIU, L 790	<b>1664</b>	06605	\$2,292	\$2,786	06665	\$2,360	\$2,868			<input type="checkbox"/>	Patient Accounts Manager
+ MEA	<b>1665</b>	06710	\$2,412	\$2,933	06750	\$2,459	\$2,989	Z		<input type="checkbox"/>	Director Of Patient Accounts

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**City and County of San Francisco - Department of Human Resources**  
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Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	<b>1666</b>	07740	\$3,989	\$4,848	07780	\$4,067	\$4,943	Z		<input type="checkbox"/>	Finance Director, Department Of Public Health
IFPTE, L21	<b>1670</b>	07100	\$2,918	\$3,547	07140	\$2,977	\$3,618	Z		<input type="checkbox"/>	Financial Systems Supervisor
+ MEA	<b>1673</b>	07410	\$3,396	\$4,128	07450	\$3,460	\$4,206	Z		<input type="checkbox"/>	Accounting Operations Manager
+ MEA	<b>1674</b>	07840	\$4,188	\$5,090	07880	\$4,270	\$5,190	Z		<input type="checkbox"/>	Director Of Accounting And Systems
+ MEA	<b>1675</b>	07140	\$2,977	\$3,618	07180	\$3,035	\$3,689	Z		<input type="checkbox"/>	Supervising Fiscal Officer
+ MEA	<b>1677</b>	1677C	Flat Rate	\$5,027	1677D	Flat Rate	\$5,128	Z		<input type="checkbox"/>	Finance Bureau Director, Public Utilities Commission
+ MEA	<b>1679</b>	1679C	Flat Rate	\$3,754	1679D	Flat Rate	\$3,829	Z		<input type="checkbox"/>	Financial Reports Specialist
+ MEA	<b>1680</b>	08000	\$4,527	\$5,503	08040	\$4,617	\$5,612	Z		<input type="checkbox"/>	Chief Assistant Controller
+ MEA	<b>1682</b>	1682C	\$5,838	\$7,679	1682D	\$5,955	\$7,833	Z		<input type="checkbox"/>	Controller
+ MEA	<b>1683</b>	07110	\$2,933	\$3,566	07150	\$2,989	\$3,633	Z		<input type="checkbox"/>	Budget & Fiscal Operations Manager
IFPTE, L21	<b>1684</b>	06575	\$2,258	\$2,745	06615	\$2,303	\$2,800	Z		<input type="checkbox"/>	Associate Auditor
IFPTE, L21	<b>1686</b>	06775	\$2,490	\$3,027	06815	\$2,539	\$3,087	Z		<input type="checkbox"/>	Supervising Auditor
+ MEA	<b>1688</b>	07010	\$2,793	\$3,396	07050	\$2,847	\$3,460	Z		<input type="checkbox"/>	Chief Auditor
+ MEA	<b>1690</b>	1690C	Flat Rate	\$4,083	1690D	Flat Rate	\$4,165	Z		<input type="checkbox"/>	Internal Audit Director
SEIU, L 790	<b>1704</b>	05545	\$1,372	\$1,662	05605	\$1,411	\$1,710			<input type="checkbox"/>	Communications Dispatcher I
SEIU, L 790	<b>1705</b>	05755	\$1,517	\$1,840	05815	\$1,562	\$1,895			<input type="checkbox"/>	Communications Dispatcher II
SEIU, L 790	<b>1706</b>	05325	\$1,235	\$1,495	05385	\$1,270	\$1,539			<input type="checkbox"/>	Telephone Operator
SEIU, L 790	<b>1708</b>	05525	\$1,359	\$1,646	05585	\$1,398	\$1,694			<input type="checkbox"/>	Senior Telephone Operator
SEIU, L 790	<b>1710</b>	05785	\$1,539	\$1,867	05845	\$1,584	\$1,923			<input type="checkbox"/>	Chief Telephone Operator
SEIU, L 790	<b>1720</b>	05200	\$1,163	\$1,407	05260	\$1,197	\$1,450			<input type="checkbox"/>	Data Entry Operator
SEIU, L 790	<b>1721</b>	05485	\$1,333	\$1,615	05545	\$1,372	\$1,662			<input type="checkbox"/>	Senior Data Entry Operator
SEIU, L 790	<b>1727</b>	05685	\$1,467	\$1,778	05745	\$1,510	\$1,831			<input type="checkbox"/>	Supervising Data Entry Operator
IFPTE, L21	<b>1734</b>	05175	\$1,150	\$1,391	05215	\$1,172	\$1,418			<input type="checkbox"/>	Computer Operator I
IFPTE, L21	<b>1739</b>	06565	\$2,247	\$2,732	06605	\$2,292	\$2,786	Z		<input type="checkbox"/>	Computer Operations Supervisor II
SEIU, L 790	<b>1750</b>	05135	\$1,128	\$1,365	05195	\$1,161	\$1,404			<input type="checkbox"/>	Microphoto/Imaging Technician
SEIU, L 790	<b>1752</b>	05655	\$1,447	\$1,752	05715	\$1,488	\$1,805			<input type="checkbox"/>	Senior Microphoto/Imaging Technician
SEIU, L 790	<b>1760</b>	05640	\$1,436	\$1,740	05700	\$1,477	\$1,791			<input type="checkbox"/>	Offset Machine Operator
SEIU, L 790	<b>1762</b>	05635	\$1,433	\$1,736	05695	\$1,474	\$1,787			<input type="checkbox"/>	Senior Offset Machine Operator
SEIU, L 790	<b>1764</b>	06150	\$1,835	\$2,230	06210	\$1,890	\$2,297			<input type="checkbox"/>	Mail And Reproduction Service Supervisor
Unrepresented-Misc	<b>1766</b>	05645	\$1,440	\$1,744	05685	\$1,467	\$1,778			<input type="checkbox"/>	Media Production Technician
Unrepresented-Misc	<b>1767</b>	05955	\$1,670	\$2,028	05995	\$1,702	\$2,069			<input type="checkbox"/>	Media Programming Specialist
Unrepresented-Misc	<b>1769</b>	06400	\$2,074	\$2,521	06440	\$2,115	\$2,571	Z		<input type="checkbox"/>	Media Production Supervisor
SEIU, L 790	<b>1770</b>	05745	\$1,510	\$1,831	05805	\$1,554	\$1,886			<input type="checkbox"/>	Photographer
SEIU, L 790	<b>1771</b>	05955	\$1,670	\$2,028	06015	\$1,719	\$2,089			<input type="checkbox"/>	Media Production Specialist
TWU L200	<b>1773</b>	06400	\$2,074	\$2,521	06440	\$2,115	\$2,571			<input type="checkbox"/>	Media Training Specialist
SEIU, L 790	<b>1774</b>	06115	\$1,805	\$2,194	06175	\$1,858	\$2,258			<input type="checkbox"/>	Head Photographer
+ MEA	<b>1775</b>	07325	\$3,256	\$3,957	07365	\$3,320	\$4,036	Z		<input type="checkbox"/>	Cable Television Manager
+ MEA	<b>1776</b>	05550	\$1,375	\$1,666	05590	\$1,401	\$1,698	Z		<input type="checkbox"/>	Assistant Reproduction Services Manager
+ MEA	<b>1779</b>	07000	\$2,779	\$3,378	07040	\$2,835	\$3,446	Z		<input type="checkbox"/>	Manager, Reproduction And Mail Services Center
IFPTE, L21	<b>1801</b>	06775	\$2,490	\$3,027	06815	\$2,539	\$3,087	Z		<input type="checkbox"/>	Supervising Performance Auditor

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L 790	<b>1802</b>	05935	\$1,654	\$2,009	05995	\$1,702	\$2,069			<input type="checkbox"/>	Research Assistant
IFPTE, L21	<b>1804</b>	06115	\$1,805	\$2,194	06155	\$1,840	\$2,236	Z		<input type="checkbox"/>	Statistician
IFPTE, L21	<b>1805</b>	06575	\$2,258	\$2,745	06615	\$2,303	\$2,800	Z		<input type="checkbox"/>	Associate Performance Auditor
IFPTE, L21	<b>1806</b>	06525	\$2,204	\$2,679	06565	\$2,247	\$2,732	Z		<input type="checkbox"/>	Senior Statistician
SEIU, L 790	<b>1812</b>	06155	\$1,840	\$2,236	06215	\$1,895	\$2,303			<input type="checkbox"/>	Assistant Retirement Analyst
SEIU, L 790	<b>1813</b>	06415	\$2,089	\$2,539	06475	\$2,151	\$2,614	Z		<input type="checkbox"/>	Senior Benefits Analyst
SEIU, L 790	<b>1814</b>	06785	\$2,502	\$3,041	06845	\$2,577	\$3,132	Z		<input type="checkbox"/>	Benefits Supervisor
+ MEA	<b>1816</b>	07340	\$3,282	\$3,989	07380	\$3,346	\$4,067	Z		<input type="checkbox"/>	Actuary
SEIU, L 790	<b>1817</b>	05985	\$1,694	\$2,058	06045	\$1,744	\$2,120			<input type="checkbox"/>	Procedural Writer
IFPTE, L21	<b>1819</b>	06575	\$2,258	\$2,745	06615	\$2,303	\$2,800	Z		<input type="checkbox"/>	Management Information Systems Specialist III
SEIU, L 790	<b>1820</b>	05765	\$1,524	\$1,849	05825	\$1,569	\$1,904			<input type="checkbox"/>	Junior Administrative Analyst
SEIU, L 790	<b>1822</b>	06325	\$1,999	\$2,430	06385	\$2,058	\$2,502	Z		<input type="checkbox"/>	Administrative Analyst
IFPTE, L21	<b>1823</b>	06575	\$2,258	\$2,745	06615	\$2,303	\$2,800	Z		<input type="checkbox"/>	Senior Administrative Analyst
IFPTE, L21	<b>1824</b>	06895	\$2,640	\$3,208	06935	\$2,693	\$3,273	Z		<input type="checkbox"/>	Principal Administrative Analyst
+ MEA	<b>1826</b>	06800	\$2,521	\$3,064	06840	\$2,571	\$3,126	Z		<input type="checkbox"/>	City Shop Fleet Administrator
IFPTE, L21	<b>1827</b>	06595	\$2,281	\$2,772	06635	\$2,326	\$2,827	Z		<input type="checkbox"/>	Administrative Services Manager
IFPTE, L21	<b>1835</b>	1835C	\$2,048	\$2,745	1835D	\$2,089	\$2,800	Z		<input type="checkbox"/>	Legislative Assistant
IFPTE, L21	<b>1838</b>	06775	\$2,490	\$3,027	06815	\$2,539	\$3,087	Z		<input type="checkbox"/>	Admin. Asst To The Exec Director, Health Service System
+ MEA	<b>1839</b>	06850	\$2,582	\$3,138	06890	\$2,632	\$3,199	Z		<input type="checkbox"/>	Water Conservation Administrator
SEIU, L 790	<b>1840</b>	05895	\$1,622	\$1,970	05955	\$1,670	\$2,028			<input type="checkbox"/>	Junior Management Assistant
+ MEA	<b>1841</b>	06990	\$2,764	\$3,359	07030	\$2,819	\$3,426	Z		<input type="checkbox"/>	Rate Administrator
SEIU, L 790	<b>1842</b>	06155	\$1,840	\$2,236	06215	\$1,895	\$2,303	Z		<input type="checkbox"/>	Management Assistant
+ MEA	<b>1843</b>	06630	\$2,319	\$2,819	06670	\$2,365	\$2,874	Z		<input type="checkbox"/>	Executive Director, Southeast Community Facility Comm.
SEIU, L 790	<b>1844</b>	06435	\$2,110	\$2,564	06495	\$2,172	\$2,640	Z		<input type="checkbox"/>	Senior Management Assistant
SEIU, L 790	<b>1847</b>	06395	\$2,069	\$2,514	06455	\$2,130	\$2,589	Z		<input type="checkbox"/>	Executive Aide To The Mayor's Office
Unrepresented-Mgt	<b>1849</b>	1849C	Flat Rate	\$2,821	1849D	Flat Rate	\$2,877	Z		<input type="checkbox"/>	Program Manager, Business and Economic Development
SEIU, L 790	<b>1853</b>	05485	\$1,333	\$1,615	05545	\$1,372	\$1,662			<input type="checkbox"/>	Control Clerk, EDP
SEIU, L 790	<b>1855</b>	05685	\$1,467	\$1,778	05745	\$1,510	\$1,831			<input type="checkbox"/>	Senior Control Clerk, EDP
+ MEA	<b>1879</b>	07350	\$3,295	\$4,006	07390	\$3,359	\$4,082	Z		<input type="checkbox"/>	Project Manager, Special Project
+ MEA	<b>1885</b>	1885C	Flat Rate	\$4,897	1885D	Flat Rate	\$4,995	Z		<input type="checkbox"/>	Manager, Bureau Of Management Info. Sys., PUC
+ MEA	<b>1888</b>	06880	\$2,621	\$3,187	06920	\$2,672	\$3,248	Z		<input type="checkbox"/>	Resource Efficiency and Energy Conservation Manager
SEIU, L 790	<b>1920</b>	05335	\$1,240	\$1,503	05395	\$1,276	\$1,547			<input type="checkbox"/>	Inventory Clerk
SEIU, L 790	<b>1922</b>	05395	\$1,276	\$1,547	05455	\$1,313	\$1,592			<input type="checkbox"/>	Senior Inventory Clerk
SEIU, L 790	<b>1924</b>	05425	\$1,295	\$1,569	05485	\$1,333	\$1,615			<input type="checkbox"/>	Materials And Supplies Supervisor
SEIU, L 790	<b>1926</b>	05585	\$1,398	\$1,694	05645	\$1,440	\$1,744			<input type="checkbox"/>	Senior Materials And Supplies Supervisor
SEIU, L 790	<b>1929</b>	05765	\$1,524	\$1,849	05825	\$1,569	\$1,904			<input type="checkbox"/>	Parts Storekeeper
SEIU, L 790	<b>1930</b>	05535	\$1,365	\$1,654	05595	\$1,404	\$1,702			<input type="checkbox"/>	Warehouse Worker
SEIU, L 790	<b>1931</b>	05935	\$1,654	\$2,009	05995	\$1,702	\$2,069			<input type="checkbox"/>	Senior Parts Storekeeper
SEIU, L 790	<b>1932</b>	05335	\$1,240	\$1,503	05395	\$1,276	\$1,547			<input type="checkbox"/>	Assistant Storekeeper
SEIU, L 790	<b>1934</b>	05525	\$1,359	\$1,646	05585	\$1,398	\$1,694			<input type="checkbox"/>	Storekeeper

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L 790	<b>1935</b>	06035	\$1,736	\$2,110	06095	\$1,787	\$2,172			<input type="checkbox"/>	Principal Parts Storekeeper
SEIU, L 790	<b>1936</b>	05655	\$1,447	\$1,752	05715	\$1,488	\$1,805			<input type="checkbox"/>	Senior Storekeeper
SEIU, L 790	<b>1937</b>	06135	\$1,823	\$2,215	06195	\$1,876	\$2,281			<input type="checkbox"/>	Supervising Parts Storekeeper
SEIU, L 790	<b>1938</b>	06055	\$1,752	\$2,130	06115	\$1,805	\$2,194			<input type="checkbox"/>	Stores And Equipment Assistant Supervisor
Unrepresented-Misc	<b>1942</b>	06570	\$2,252	\$2,737	06610	\$2,297	\$2,793			<input type="checkbox"/>	Assistant Materials Coordinator
IFPTE, L21	<b>1944</b>	06895	\$2,640	\$3,208	06935	\$2,693	\$3,273			<input type="checkbox"/>	Materials Coordinator
SEIU, L 790	<b>1948</b>	05985	\$1,694	\$2,058	06045	\$1,744	\$2,120			<input type="checkbox"/>	Coding Supervisor, Purchasing Dept
IFPTE, L21	<b>1950</b>	05645	\$1,440	\$1,744	05685	\$1,467	\$1,778			<input type="checkbox"/>	Assistant Purchaser
IFPTE, L21	<b>1952</b>	06155	\$1,840	\$2,236	06195	\$1,876	\$2,281	Z		<input type="checkbox"/>	Purchaser
IFPTE, L21	<b>1956</b>	06555	\$2,236	\$2,719	06595	\$2,281	\$2,772	Z		<input type="checkbox"/>	Senior Purchaser
IFPTE, L21	<b>1958</b>	06955	\$2,719	\$3,304	06995	\$2,772	\$3,369	Z		<input type="checkbox"/>	Supervising Purchaser
SEIU, L 790	<b>2105</b>	05615	\$1,418	\$1,719	05675	\$1,460	\$1,769			<input type="checkbox"/>	Patient Services Finance Technician
SEIU, L 790	<b>2106</b>	05865	\$1,600	\$1,941	05925	\$1,646	\$1,999	Z		<input type="checkbox"/>	Medical Staff Services Department Specialist
IFPTE, L21	<b>2107</b>	06300	\$1,975	\$2,401	06340	\$2,014	\$2,449	Z		<input type="checkbox"/>	Medical Staff Services Department Analyst
+ MEA	<b>2108</b>	06870	\$2,607	\$3,169	06910	\$2,660	\$3,234	Z		<input type="checkbox"/>	Director, Medical Staff Services Department
SEIU, L 790	<b>2110</b>	05680	\$1,463	\$1,773	05740	\$1,506	\$1,827			<input type="checkbox"/>	Medical Records Clerk
SEIU, L 790	<b>2112</b>	05915	\$1,638	\$1,990	05975	\$1,686	\$2,048			<input type="checkbox"/>	Medical Records Technician
SEIU, L 790	<b>2114</b>	06235	\$1,914	\$2,326	06295	\$1,970	\$2,395			<input type="checkbox"/>	Medical Records Technician Supervisor
+ MEA	<b>2116</b>	06360	\$2,033	\$2,472	06400	\$2,074	\$2,521	Z		<input type="checkbox"/>	Associate Director, Medical Records
+ MEA	<b>2117</b>	06560	\$2,242	\$2,726	06600	\$2,287	\$2,779	Z		<input type="checkbox"/>	Chief Medical Records Administrator, Laguna Honda Hosp.
+ MEA	<b>2118</b>	06720	\$2,424	\$2,946	06760	\$2,472	\$3,005	Z		<input type="checkbox"/>	Director, Medical Records
IFPTE, L21	<b>2119</b>	06315	\$1,990	\$2,418	06355	\$2,028	\$2,466	Z		<input type="checkbox"/>	Health Care Analyst
+ MEA	<b>2122</b>	06380	\$2,053	\$2,496	06420	\$2,094	\$2,545	Z		<input type="checkbox"/>	Director Of Patient Financial Services And Admissions
+ MEA	<b>2140</b>	06400	\$2,074	\$2,521	06440	\$2,115	\$2,571	Z		<input type="checkbox"/>	Hospital Administrative Assistant
Unrepresented-Mgt	<b>2142</b>	07025	\$2,813	\$3,418	07065	\$2,868	\$3,486	Z		<input type="checkbox"/>	Reimbursement Manager, CHN
+ MEA	<b>2143</b>	07140	\$2,977	\$3,618	07180	\$3,035	\$3,689	Z		<input type="checkbox"/>	Hospital Assistant Administrator
+ MEA	<b>2145</b>	07560	\$3,653	\$4,440	07600	\$3,724	\$4,527	Z		<input type="checkbox"/>	Hospital Associate Administrator
+ MEA	<b>2148</b>	07850	\$4,206	\$5,112	07890	\$4,286	\$5,209	Z		<input type="checkbox"/>	Senior Hospital Associate Administrator
+ MEA	<b>2171</b>	08070	\$4,681	\$5,690	08110	\$4,779	\$5,809	Z		<input type="checkbox"/>	Assoc. Administrator, Medical Services, Laguna Honda Hosp.
+ MEA	<b>2182</b>	08090	\$4,725	\$5,742	08130	\$4,821	\$5,860	Z		<input type="checkbox"/>	Administrator, Laguna Honda Hospital
SEIU, L250	<b>2202</b>	05895	\$1,622	\$1,970	05955	\$1,670	\$2,028			<input type="checkbox"/>	Dental Aide
SEIU, L250	<b>2204</b>	06525	\$2,204	\$2,679	06585	\$2,269	\$2,758			<input type="checkbox"/>	Dental Hygienist
UAPD	<b>2210</b>	07390	\$3,359	\$4,082	07430	\$3,426	\$4,164	Z		<input type="checkbox"/>	Dentist
IFPTE, L21	<b>2218</b>	2218C	Flat Rate	\$3,530	2218D	Flat Rate	\$3,601			<input type="checkbox"/>	Physician Assistant
UAPD	<b>2220</b>	07440	\$3,446	\$4,188	07480	\$3,513	\$4,270	Z		<input type="checkbox"/>	Physician
UAPD	<b>2230</b>	07540	\$3,618	\$4,397	07580	\$3,689	\$4,484	Z		<input type="checkbox"/>	Physician Specialist
UAPD	<b>2232</b>	07740	\$3,989	\$4,848	07780	\$4,067	\$4,943	Z		<input type="checkbox"/>	Senior Physician Specialist
UAPD	<b>2233</b>	07890	\$4,286	\$5,209	07930	\$4,372	\$5,315	Z		<input type="checkbox"/>	Supervising Physician Specialist
+ MEA	<b>2235</b>	08110	\$4,779	\$5,809	08150	\$4,869	\$5,918	Z		<input type="checkbox"/>	Medical Director, Department Of Health
UAPD	<b>2236</b>	07280	\$3,189	\$3,873	07320	\$3,248	\$3,948	Z		<input type="checkbox"/>	Medical Advisor, Health Service System

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**City and County of San Francisco - Department of Human Resources**  
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Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	<b>2237</b>	08250	\$5,112	\$6,214	08290	\$5,209	\$6,332	Z		<input type="checkbox"/>	Chief Medical Director, Department of Public Health
+ MEA	<b>2244</b>	06890	\$2,632	\$3,199	06930	\$2,685	\$3,263	Z		<input type="checkbox"/>	Health Center Director
+ MEA	<b>2246</b>	06880	\$2,621	\$3,187	06920	\$2,672	\$3,248	Z		<input type="checkbox"/>	Assistant Director Of Clinical Services I
+ MEA	<b>2248</b>	07330	\$3,263	\$3,966	07370	\$3,327	\$4,044	Z		<input type="checkbox"/>	Assistant Director Of Clinical Services II
SFIRA	<b>2273</b>	2273C	Flat Rate	\$1,399	2273D	Flat Rate	\$1,441			<input type="checkbox"/>	Post M.D. I
SFIRA	<b>2275</b>	2275C	Flat Rate	\$1,562	2275D	Flat Rate	\$1,609			<input type="checkbox"/>	Post M.D. II
SFIRA	<b>2277</b>	2277C	Flat Rate	\$1,699	2277D	Flat Rate	\$1,750			<input type="checkbox"/>	Post M.D. III
SFIRA	<b>2279</b>	2279C	Flat Rate	\$1,835	2279D	Flat Rate	\$1,890			<input type="checkbox"/>	Post M.D. IV
SFIRA	<b>2281</b>	2281C	Flat Rate	\$1,953	2281D	Flat Rate	\$2,012			<input type="checkbox"/>	Post M.D. V
SFIRA	<b>2283</b>	2283C	Flat Rate	\$2,020	2283D	Flat Rate	\$2,081			<input type="checkbox"/>	Post M.D. VI
UAPD	<b>2292</b>	06840	\$2,571	\$3,126	06880	\$2,621	\$3,187	Z		<input type="checkbox"/>	Shelter Veterinarian
SEIU, L250	<b>2302</b>	05875	\$1,607	\$1,951	05935	\$1,654	\$2,009			<input type="checkbox"/>	Nursing Assistant
SEIU, L250	<b>2303</b>	05405	\$1,282	\$1,554	05465	\$1,320	\$1,600			<input type="checkbox"/>	Mental Health Rehabilitation Worker
SEIU, L250	<b>2304</b>	05930	\$1,650	\$2,004	05990	\$1,698	\$2,063			<input type="checkbox"/>	Psychiatric Orderly
SEIU, L250	<b>2305</b>	06035	\$1,736	\$2,110	06095	\$1,787	\$2,172			<input type="checkbox"/>	Psychiatric Technician
SEIU, L250	<b>2306</b>	06115	\$1,805	\$2,194	06175	\$1,858	\$2,258			<input type="checkbox"/>	Senior Psychiatric Orderly
SEIU, L250	<b>2310</b>	06055	\$1,752	\$2,130	06115	\$1,805	\$2,194			<input type="checkbox"/>	Surgical Procedures Technician
SEIU, L250	<b>2312</b>	06025	\$1,727	\$2,099	06085	\$1,778	\$2,161			<input type="checkbox"/>	Licensed Vocational Nurse
SEIU, L 790	<b>2314</b>	06130	\$1,818	\$2,209	06190	\$1,871	\$2,274			<input type="checkbox"/>	Public Health Team Leader
SEIU Nurses	<b>2320</b>	2320C	\$2,344	\$2,740	2320D	\$2,391	\$2,795			<input type="checkbox"/>	Registered Nurse
L856 Supv Nurses	<b>2322</b>	2322C	\$2,766	\$3,566	2322D	\$2,821	\$3,637			<input type="checkbox"/>	Nurse Manager
SEIU Nurses	<b>2323</b>	2323C	\$2,647	\$3,655	2323D	\$2,700	\$3,728			<input type="checkbox"/>	Clinical Nurse Specialist
L856 Supv Nurses	<b>2324</b>	2324C	\$2,960	\$3,930	2324D	\$3,019	\$4,009	Z		<input type="checkbox"/>	Nursing Supervisor
L856 Supv Nurses	<b>2326</b>	2326C	\$2,960	\$3,930	2326D	\$3,019	\$4,009	Z		<input type="checkbox"/>	Nursing Supervisor Psychiatric
SEIU Nurses	<b>2328</b>	2328C	\$2,820	\$3,530	2328D	\$2,876	\$3,601			<input type="checkbox"/>	Nurse Practitioner
SEIU Nurses	<b>2330</b>	2330C	\$3,499	\$4,379	2330D	\$3,569	\$4,467			<input type="checkbox"/>	Anesthetist
SEIU Nurses	<b>2340</b>	2340C	\$2,344	\$2,740	2340D	\$2,391	\$2,795			<input type="checkbox"/>	Operating Room Nurse
L856 Supv Nurses	<b>2350</b>	2350C	\$2,960	\$3,817	2350D	\$3,019	\$3,893	Z		<input type="checkbox"/>	Instructor Of Nursing
SEIU, L250	<b>2390</b>	05965	\$1,678	\$2,038	06025	\$1,727	\$2,099			<input type="checkbox"/>	Central Processing And Distribution Technician
SEIU, L 790	<b>2392</b>	06385	\$2,058	\$2,502	06445	\$2,120	\$2,577			<input type="checkbox"/>	Senior Central Processing And Distribution Technician
SEIU, L250	<b>2402</b>	05500	\$1,342	\$1,626	05560	\$1,381	\$1,674			<input type="checkbox"/>	Laboratory Helper
IFPTE, L21	<b>2403</b>	05595	\$1,404	\$1,702	05635	\$1,433	\$1,736			<input type="checkbox"/>	Forensic Laboratory Technician
SEIU, L250	<b>2406</b>	05935	\$1,654	\$2,009	05995	\$1,702	\$2,069			<input type="checkbox"/>	Pharmacy Helper
SEIU, L250	<b>2408</b>	05945	\$1,662	\$2,019	06005	\$1,710	\$2,079			<input type="checkbox"/>	Senior Pharmacy Helper
SEIU, L250	<b>2409</b>	06210	\$1,890	\$2,297	06270	\$1,946	\$2,365			<input type="checkbox"/>	Pharmacy Technician
SEIU, L250	<b>2416</b>	05750	\$1,513	\$1,835	05810	\$1,558	\$1,890			<input type="checkbox"/>	Bacteriological Laboratory Assistant
SEIU, L250	<b>2420</b>	06165	\$1,849	\$2,247	06225	\$1,904	\$2,314			<input type="checkbox"/>	Histology Technician
SEIU, L250	<b>2424</b>	05805	\$1,554	\$1,886	05865	\$1,600	\$1,941			<input type="checkbox"/>	X-Ray Laboratory Aide
SEIU, L250	<b>2430</b>	05645	\$1,440	\$1,744	05705	\$1,481	\$1,796			<input type="checkbox"/>	Medical Evaluations Assistant
SEIU, L250	<b>2432</b>	06040	\$1,740	\$2,115	06100	\$1,791	\$2,178			<input type="checkbox"/>	Electrocardiograph Technician

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Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L250	<b>2434</b>	06140	\$1,827	\$2,221	06200	\$1,881	\$2,287			<input type="checkbox"/>	Senior Electrocardiograph Technician
SEIU, L250	<b>2436</b>	05945	\$1,662	\$2,019	06005	\$1,710	\$2,079			<input type="checkbox"/>	Electroencephalograph Technician I
SEIU, L250	<b>2440</b>	06435	\$2,110	\$2,564	06495	\$2,172	\$2,640			<input type="checkbox"/>	Veterinary Laboratory Technologist
SEIU, L 790	<b>2442</b>	06435	\$2,110	\$2,564	06495	\$2,172	\$2,640			<input type="checkbox"/>	Diagnostic Medical Sonographer
Teamsters L856	<b>2444</b>	06140	\$1,827	\$2,221	06190	\$1,871	\$2,274	Z		<input type="checkbox"/>	Clinical Laboratory Technologist
SEIU, L 790	<b>2450</b>	07025	\$2,813	\$3,418	07085	\$2,896	\$3,520	Z		<input type="checkbox"/>	Pharmacist
+ MEA	<b>2452</b>	07495	\$3,537	\$4,299	07535	\$3,608	\$4,385	Z		<input type="checkbox"/>	Director Of Pharmaceutical Services
Teamsters L856	<b>2453</b>	07325	\$3,256	\$3,957	07385	\$3,353	\$4,075	Z		<input type="checkbox"/>	Supervising Pharmacist
SEIU, L 790	<b>2454</b>	07225	\$3,101	\$3,769	07285	\$3,194	\$3,881			<input type="checkbox"/>	Clinical Pharmacist
+ MEA	<b>2455</b>	07495	\$3,537	\$4,299	07535	\$3,608	\$4,385	Z		<input type="checkbox"/>	Pharmacy Director, Laguna Honda Hospital
IFPTE, L21	<b>2456</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Assistant Forensic Toxicologist I
IFPTE, L21	<b>2457</b>	07255	\$3,147	\$3,826	07295	\$3,208	\$3,899	Z		<input type="checkbox"/>	Assistant Forensic Toxicologist II
IFPTE, L21	<b>2458</b>	07960	\$4,440	\$5,397	07960	\$4,440	\$5,397	Z		<input type="checkbox"/>	Forensic Toxicologist
+ MEA	<b>2459</b>	06875	\$2,614	\$3,178	06915	\$2,666	\$3,241	Z		<input type="checkbox"/>	Forensic Laboratory Manager
Teamsters L856	<b>2462</b>	06400	\$2,074	\$2,521	06450	\$2,124	\$2,582	Z		<input type="checkbox"/>	Microbiologist
Teamsters L856	<b>2464</b>	06670	\$2,365	\$2,874	06720	\$2,424	\$2,946	Z		<input type="checkbox"/>	Senior Microbiologist
+ MEA	<b>2466</b>	06840	\$2,571	\$3,126	06880	\$2,621	\$3,187	Z		<input type="checkbox"/>	Chief Microbiologist
IFPTE, L21	<b>2471</b>	06355	\$2,028	\$2,466	06395	\$2,069	\$2,514	Z		<input type="checkbox"/>	Water Quality Chemist
IFPTE, L21	<b>2472</b>	06775	\$2,490	\$3,027	06815	\$2,539	\$3,087	Z		<input type="checkbox"/>	Senior Water Chemist
IFPTE, L21	<b>2473</b>	06355	\$2,028	\$2,466	06395	\$2,069	\$2,514	Z		<input type="checkbox"/>	Marine Biologist
IFPTE, L21	<b>2474</b>	06805	\$2,527	\$3,072	06845	\$2,577	\$3,132	Z		<input type="checkbox"/>	Senior Marine Biologist
IFPTE, L21	<b>2478</b>	06805	\$2,527	\$3,072	06845	\$2,577	\$3,132	Z		<input type="checkbox"/>	Senior Sewage Treatment Chemist
IFPTE, L21	<b>2480</b>	07125	\$2,953	\$3,589	07165	\$3,012	\$3,661	Z		<input type="checkbox"/>	Supervisor Of Laboratories, Water Quality Control
IFPTE, L21	<b>2481</b>	2481C	\$1,554	\$2,183	2481D	\$1,584	\$2,226			<input type="checkbox"/>	Water Quality Technician I/II
IFPTE, L21	<b>2482</b>	06255	\$1,932	\$2,348	06295	\$1,970	\$2,395			<input type="checkbox"/>	Water Quality Technician III
IFPTE, L21	<b>2483</b>	2483C	\$1,840	\$2,589	2483D	\$1,876	\$2,640	Z		<input type="checkbox"/>	Biologist I/II
IFPTE, L21	<b>2484</b>	06855	\$2,589	\$3,147	06895	\$2,640	\$3,208	Z		<input type="checkbox"/>	Biologist III
IFPTE, L21	<b>2485</b>	06855	\$2,589	\$3,147	06895	\$2,640	\$3,208	Z		<input type="checkbox"/>	Supervising Biologist
IFPTE, L21	<b>2486</b>	2486C	\$1,840	\$2,589	2486D	\$1,876	\$2,640	Z		<input type="checkbox"/>	Chemist I/II
IFPTE, L21	<b>2487</b>	06855	\$2,589	\$3,147	06895	\$2,640	\$3,208	Z		<input type="checkbox"/>	Chemist III
IFPTE, L21	<b>2488</b>	06855	\$2,589	\$3,147	06895	\$2,640	\$3,208	Z		<input type="checkbox"/>	Supervising Chemist
IFPTE, L21	<b>2489</b>	07175	\$3,027	\$3,679	07215	\$3,087	\$3,752	Z		<input type="checkbox"/>	Laboratory Services Manager
+ MEA	<b>2492</b>	07160	\$3,005	\$3,653	07200	\$3,064	\$3,724	Z		<input type="checkbox"/>	Director, Public Health Laboratories
SEIU, L 790	<b>2493</b>	06055	\$1,752	\$2,130	06115	\$1,805	\$2,194			<input type="checkbox"/>	Associate Radiologic Technologist
SEIU, L 790	<b>2494</b>	06175	\$1,858	\$2,258	06235	\$1,914	\$2,326			<input type="checkbox"/>	Staff Radiologic Technologist
SEIU, L 790	<b>2495</b>	06305	\$1,980	\$2,407	06365	\$2,038	\$2,478			<input type="checkbox"/>	Senior Radiologic Technologist
Teamsters L856	<b>2496</b>	06425	\$2,099	\$2,551	06485	\$2,161	\$2,627			<input type="checkbox"/>	Radiologic Technologist Supervisor
+ MEA	<b>2498</b>	07270	\$3,169	\$3,851	07310	\$3,234	\$3,931	Z		<input type="checkbox"/>	Director, Radiology
SEIU, L250	<b>2514</b>	05785	\$1,539	\$1,867	05845	\$1,584	\$1,923			<input type="checkbox"/>	Orthopedic Technician I
SEIU, L250	<b>2515</b>	05885	\$1,615	\$1,960	05945	\$1,662	\$2,019			<input type="checkbox"/>	Orthopedic Technician II

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SEIU, L250	<b>2520</b>	05985	\$1,694	\$2,058	06045	\$1,744	\$2,120			<input type="checkbox"/>	Morgue Attendant
SEIU, L250	<b>2522</b>	06015	\$1,719	\$2,089	06075	\$1,769	\$2,151			<input type="checkbox"/>	Senior Morgue Attendant
SEIU, L250	<b>2523</b>	06035	\$1,736	\$2,110	06095	\$1,787	\$2,172			<input type="checkbox"/>	Forensic Autopsy Technician
SEIU, L 790	<b>2526</b>	06495	\$2,172	\$2,640	06555	\$2,236	\$2,719			<input type="checkbox"/>	Ambulance Driver
SEIU, L 790	<b>2530</b>	06645	\$2,337	\$2,841	06705	\$2,407	\$2,926			<input type="checkbox"/>	Senior Medical Steward
SEIU, L 790	<b>2532</b>	06495	\$2,172	\$2,640	06555	\$2,236	\$2,719			<input type="checkbox"/>	Paramedic
SEIU, L 790	<b>2533</b>	06845	\$2,577	\$3,132	06905	\$2,654	\$3,226	Z		<input type="checkbox"/>	Emergency Medical Services Agency Specialist
SEIU, L 790	<b>2534</b>	06845	\$2,577	\$3,132	06905	\$2,654	\$3,226	Z		<input type="checkbox"/>	Paramedic Supervisor
SEIU, L 790	<b>2536</b>	06065	\$1,761	\$2,140	06125	\$1,814	\$2,204			<input type="checkbox"/>	Respiratory Care Practitioner
SEIU, L 790	<b>2537</b>	06545	\$2,226	\$2,706	06605	\$2,292	\$2,786			<input type="checkbox"/>	Respiratory Care Practitioner II
IFPTE, L21	<b>2538</b>	2538C	\$2,215	\$2,827	2538D	\$2,258	\$2,882			<input type="checkbox"/>	Audiometrist
IFPTE, L21	<b>2540</b>	2540C	\$2,395	\$3,056	2540D	\$2,442	\$3,117	Z		<input type="checkbox"/>	Audiologist
IFPTE, L21	<b>2542</b>	2542C	\$2,383	\$3,041	2542D	\$2,430	\$3,101	Z		<input type="checkbox"/>	Speech Pathologist
IFPTE, L21	<b>2548</b>	2548C	\$2,161	\$2,896	2548D	\$2,204	\$2,953	Z		<input type="checkbox"/>	Occupational Therapist
IFPTE, L21	<b>2550</b>	2550C	\$2,442	\$3,273	2550D	\$2,490	\$3,337	Z		<input type="checkbox"/>	Senior Occupational Therapist
IFPTE, L21	<b>2551</b>	06470	\$2,145	\$2,607	06510	\$2,188	\$2,660			<input type="checkbox"/>	Mental Health Treatment Specialist
SEIU, L 790	<b>2552</b>	06345	\$2,019	\$2,454	06405	\$2,079	\$2,527	Z		<input type="checkbox"/>	Director Of Activities, Therapy And Volunteer Services
SEIU, L250	<b>2554</b>	06055	\$1,752	\$2,130	06115	\$1,805	\$2,194			<input type="checkbox"/>	Therapy Aide
IFPTE, L21	<b>2555</b>	2555C	\$1,818	\$2,435	2555D	\$1,853	\$2,483			<input type="checkbox"/>	Physical Therapist Assistant
IFPTE, L21	<b>2556</b>	2556C	\$2,161	\$2,896	2556D	\$2,204	\$2,953	Z		<input type="checkbox"/>	Physical Therapist
+ MEA	<b>2557</b>	06290	\$1,965	\$2,388	06330	\$2,004	\$2,435	Z		<input type="checkbox"/>	Director Of Therapeutic Activities, Lhh
IFPTE, L21	<b>2558</b>	2558C	\$2,442	\$3,273	2558D	\$2,490	\$3,337	Z		<input type="checkbox"/>	Senior Physical Therapist
+ MEA	<b>2560</b>	06940	\$2,700	\$3,282	06980	\$2,752	\$3,346	Z		<input type="checkbox"/>	Rehabilitation Coordinator
Unrepresented-Misc	<b>2561</b>	06930	\$2,685	\$3,263	06970	\$2,737	\$3,327			<input type="checkbox"/>	Optometrist
SEIU, L 790	<b>2565</b>	06075	\$1,769	\$2,151	06135	\$1,823	\$2,215	Z		<input type="checkbox"/>	Acupuncturist
IFPTE, L21	<b>2566</b>	06035	\$1,736	\$2,110	06075	\$1,769	\$2,151			<input type="checkbox"/>	Rehabilitation Counselor
SEIU, L 790	<b>2574</b>	06755	\$2,466	\$2,997	06815	\$2,539	\$3,087	Z		<input type="checkbox"/>	Clinical Psychologist
SEIU, L 790	<b>2575</b>	06905	\$2,654	\$3,226	06965	\$2,732	\$3,320	Z		<input type="checkbox"/>	Research Psychologist
Unrepresented-Misc	<b>2576</b>	06760	\$2,472	\$3,005	06800	\$2,521	\$3,064	Z		<input type="checkbox"/>	Supervising Clinical Psychologist
SEIU, L 790	<b>2580</b>	06425	\$2,099	\$2,551	06485	\$2,161	\$2,627			<input type="checkbox"/>	Medical Examiner's Investigator
+ MEA	<b>2581</b>	06970	\$2,737	\$3,327	07010	\$2,793	\$3,396	Z		<input type="checkbox"/>	Medical Examiner's Administrator
UAPD	<b>2582</b>	08260	\$5,140	\$6,247	08300	\$5,241	\$6,370	Z		<input type="checkbox"/>	Forensic Pathologist
SEIU, L250	<b>2583</b>	04990	\$1,052	\$1,273	05050	\$1,083	\$1,310			<input type="checkbox"/>	Home Health Aide
+ MEA	<b>2584</b>	08450	\$5,636	\$6,851	08490	\$5,743	\$6,981	Z		<input type="checkbox"/>	Chief Medical Examiner
SEIU, L 790	<b>2585</b>	05370	\$1,261	\$1,528	05430	\$1,298	\$1,573			<input type="checkbox"/>	Health Worker I
SEIU, L 790	<b>2586</b>	05600	\$1,407	\$1,706	05660	\$1,450	\$1,756			<input type="checkbox"/>	Health Worker II
SEIU, L 790	<b>2587</b>	05785	\$1,539	\$1,867	05845	\$1,584	\$1,923			<input type="checkbox"/>	Health Worker III
SEIU, L 790	<b>2588</b>	06105	\$1,796	\$2,183	06165	\$1,849	\$2,247			<input type="checkbox"/>	Health Worker IV
IFPTE, L21	<b>2589</b>	06085	\$1,778	\$2,161	06125	\$1,814	\$2,204	Z		<input type="checkbox"/>	Health Program Coordinator I
IFPTE, L21	<b>2591</b>	06355	\$2,028	\$2,466	06395	\$2,069	\$2,514	Z		<input type="checkbox"/>	Health Program Coordinator II

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IFPTE, L21	<b>2593</b>	06585	\$2,269	\$2,758	06625	\$2,314	\$2,813	Z		<input type="checkbox"/>	Health Program Coordinator III
IFPTE, L21	<b>2594</b>	06455	\$2,130	\$2,589	06515	\$2,194	\$2,666	Z		<input type="checkbox"/>	Employee Assistance Counselor
IFPTE, L21	<b>2595</b>	06545	\$2,226	\$2,706	06605	\$2,292	\$2,786	Z		<input type="checkbox"/>	Senior Employee Assistance Counselor
+ MEA	<b>2596</b>	06540	\$2,221	\$2,700	06580	\$2,264	\$2,752	Z		<input type="checkbox"/>	Employee Referral Program Director
UAPD	<b>2598</b>	2598C	\$5,286	\$7,083	2598D	\$5,392	\$7,225	Z		<input type="checkbox"/>	Assistant Medical Examiner
SEIU, L250	<b>2604</b>	05135	\$1,128	\$1,365	05195	\$1,161	\$1,404			<input type="checkbox"/>	Food Service Worker
SEIU, L250	<b>2606</b>	05235	\$1,183	\$1,433	05295	\$1,217	\$1,474			<input type="checkbox"/>	Senior Food Service Worker
SEIU, L 790	<b>2608</b>	05295	\$1,217	\$1,474	05355	\$1,252	\$1,517			<input type="checkbox"/>	Supply Room Attendant
SEIU, L 790	<b>2618</b>	05665	\$1,454	\$1,761	05725	\$1,495	\$1,814			<input type="checkbox"/>	Food Service Supervisor
SEIU, L 790	<b>2619</b>	05865	\$1,600	\$1,941	05925	\$1,646	\$1,999			<input type="checkbox"/>	Senior Food Service Supervisor
+ MEA	<b>2620</b>	06180	\$1,862	\$2,264	06220	\$1,899	\$2,309	Z		<input type="checkbox"/>	Food Service Manager Administrator
SEIU, L250	<b>2622</b>	05535	\$1,365	\$1,654	05595	\$1,404	\$1,702			<input type="checkbox"/>	Dietetic Technician
SEIU, L 790	<b>2624</b>	06265	\$1,941	\$2,360	06325	\$1,999	\$2,430	Z		<input type="checkbox"/>	Dietitian
SEIU, L 790	<b>2626</b>	06455	\$2,130	\$2,589	06515	\$2,194	\$2,666	Z		<input type="checkbox"/>	Chief Dietitian
SEIU, L250	<b>2650</b>	05285	\$1,211	\$1,467	05345	\$1,246	\$1,510			<input type="checkbox"/>	Assistant Cook
SEIU, L250	<b>2652</b>	05865	\$1,600	\$1,941	05925	\$1,646	\$1,999			<input type="checkbox"/>	Baker
SEIU, L250	<b>2654</b>	05735	\$1,503	\$1,823	05795	\$1,547	\$1,876			<input type="checkbox"/>	Cook
SEIU, L 790	<b>2656</b>	05985	\$1,694	\$2,058	06045	\$1,744	\$2,120			<input type="checkbox"/>	Chef
+ MEA	<b>2660</b>	06460	\$2,135	\$2,596	06500	\$2,178	\$2,647	Z		<input type="checkbox"/>	Assistant Director, Food Services
+ MEA	<b>2662</b>	06720	\$2,424	\$2,946	06760	\$2,472	\$3,005	Z		<input type="checkbox"/>	Director Of Food Services
SEIU, L250	<b>2706</b>	05165	\$1,144	\$1,385	05225	\$1,177	\$1,425			<input type="checkbox"/>	Housekeeper/Food Service Cleaner
SEIU, L 790	<b>2708</b>	05430	\$1,298	\$1,573	05490	\$1,336	\$1,618			<input type="checkbox"/>	Custodian
SEIU, L 790	<b>2716</b>	05625	\$1,425	\$1,727	05685	\$1,467	\$1,778			<input type="checkbox"/>	Custodial Assistant Supervisor
SEIU, L 790	<b>2718</b>	05825	\$1,569	\$1,904	05885	\$1,615	\$1,960			<input type="checkbox"/>	Custodial Supervisor
SEIU, L 790	<b>2719</b>	05990	\$1,698	\$2,063	06050	\$1,748	\$2,124			<input type="checkbox"/>	Janitorial Services Assistant Supervisor
SEIU, L 790	<b>2720</b>	06025	\$1,727	\$2,099	06085	\$1,778	\$2,161			<input type="checkbox"/>	Janitorial Services Supervisor
SEIU, L250	<b>2736</b>	05430	\$1,298	\$1,573	05490	\$1,336	\$1,618			<input type="checkbox"/>	Porter
SEIU, L250	<b>2738</b>	05625	\$1,425	\$1,727	05685	\$1,467	\$1,778			<input type="checkbox"/>	Porter Assistant Supervisor
SEIU, L 790	<b>2740</b>	05825	\$1,569	\$1,904	05885	\$1,615	\$1,960			<input type="checkbox"/>	Porter Supervisor I
+ MEA	<b>2742</b>	05700	\$1,477	\$1,791	05740	\$1,506	\$1,827	Z		<input type="checkbox"/>	General Services Supervisor
SEIU, L250	<b>2760</b>	05285	\$1,211	\$1,467	05345	\$1,246	\$1,510			<input type="checkbox"/>	Laundry Worker
SEIU, L250	<b>2770</b>	05370	\$1,261	\$1,528	05430	\$1,298	\$1,573			<input type="checkbox"/>	Senior Laundry Worker
SEIU, L250	<b>2772</b>	05320	\$1,232	\$1,491	05380	\$1,267	\$1,535			<input type="checkbox"/>	Sewing Technician
SEIU, L 790	<b>2780</b>	05840	\$1,580	\$1,918	05900	\$1,626	\$1,975			<input type="checkbox"/>	Laundry Worker Supervisor
Unrepresented-Misc	<b>2782</b>	05660	\$1,450	\$1,756	05700	\$1,477	\$1,791			<input type="checkbox"/>	Laundry Superintendent
+ MEA	<b>2785</b>	05950	\$1,666	\$2,023	05990	\$1,698	\$2,063	Z		<input type="checkbox"/>	Assistant General Services Manager
+ MEA	<b>2786</b>	06300	\$1,975	\$2,401	06340	\$2,014	\$2,449	Z		<input type="checkbox"/>	General Services Manager
IFPTE, L21	<b>2802</b>	06115	\$1,805	\$2,194	06155	\$1,840	\$2,236	Z		<input type="checkbox"/>	Epidemiologist I
IFPTE, L21	<b>2803</b>	06615	\$2,303	\$2,800	06655	\$2,348	\$2,855	Z		<input type="checkbox"/>	Epidemiologist II
+ MEA	<b>2804</b>	06800	\$2,521	\$3,064	06840	\$2,571	\$3,126	Z		<input type="checkbox"/>	Epidemiologist III

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Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
TWU 250-A Misc	<b>2806</b>	05920	\$1,642	\$1,994	05960	\$1,674	\$2,033	Z		<input type="checkbox"/>	Disease Control Investigator
TWU 250-A Misc	<b>2808</b>	06070	\$1,765	\$2,145	06110	\$1,800	\$2,188	Z		<input type="checkbox"/>	Senior Disease Control Investigator
TWU 250-A Misc	<b>2810</b>	06360	\$2,033	\$2,472	06400	\$2,074	\$2,521	Z		<input type="checkbox"/>	Principal Disease Control Investigator
SEIU, L 790	<b>2818</b>	06415	\$2,089	\$2,539	06475	\$2,151	\$2,614			<input type="checkbox"/>	Health Program Planner
IFPTE, L21	<b>2819</b>	06125	\$1,814	\$2,204	06165	\$1,849	\$2,247			<input type="checkbox"/>	Assistant Health Educator
SEIU, L 790	<b>2820</b>	06715	\$2,418	\$2,940	06775	\$2,490	\$3,027	Z		<input type="checkbox"/>	Senior Health Program Planner
+ MEA	<b>2821</b>	07250	\$3,138	\$3,815	07290	\$3,199	\$3,888	Z		<input type="checkbox"/>	Director Of Health Program Planning
IFPTE, L21	<b>2822</b>	06425	\$2,099	\$2,551	06465	\$2,140	\$2,602	Z		<input type="checkbox"/>	Health Educator
IFPTE, L21	<b>2825</b>	06575	\$2,258	\$2,745	06615	\$2,303	\$2,800	Z		<input type="checkbox"/>	Senior Health Educator
SEIU Nurses	<b>2830</b>	2830C	\$2,344	\$2,923	2830D	\$2,391	\$2,981	Z		<input type="checkbox"/>	Public Health Nurse
IFPTE, L21	<b>2846</b>	06425	\$2,099	\$2,551	06465	\$2,140	\$2,602	Z		<input type="checkbox"/>	Nutritionist
+ MEA	<b>2850</b>	2850C	Flat Rate	\$3,532	2850D	Flat Rate	\$3,603	Z		<input type="checkbox"/>	Director Of Nutrition Services, DPH
+ MEA	<b>2880</b>	07560	\$3,653	\$4,440	07600	\$3,724	\$4,527	Z		<input type="checkbox"/>	Director Of Business And Operations, Mental Health Progs
+ MEA	<b>2891</b>	08040	\$4,617	\$5,612	08080	\$4,708	\$5,723	Z		<input type="checkbox"/>	Deputy Dir. For Bus. & Operations, Dept Of Public Health
+ MEA	<b>2894</b>	07910	\$4,334	\$5,269	07950	\$4,416	\$5,368	Z		<input type="checkbox"/>	Program Chief, Community Public Health Services
+ MEA	<b>2895</b>	07960	\$4,440	\$5,397	08000	\$4,527	\$5,503	Z		<input type="checkbox"/>	Deputy Director For Mental Health Programs
+ MEA	<b>2896</b>	07960	\$4,440	\$5,397	08000	\$4,527	\$5,503	Z		<input type="checkbox"/>	Deputy Director Of Community Health Programs
SEIU, L535	<b>2903</b>	05785	\$1,539	\$1,867	05845	\$1,584	\$1,923			<input type="checkbox"/>	Eligibility Worker
SEIU, L535	<b>2904</b>	05730	\$1,499	\$1,818	05790	\$1,543	\$1,871			<input type="checkbox"/>	Human Services Technician
SEIU, L535	<b>2905</b>	06065	\$1,761	\$2,140	06125	\$1,814	\$2,204			<input type="checkbox"/>	Senior Eligibility Worker
SEIU, L535	<b>2907</b>	06275	\$1,951	\$2,371	06335	\$2,009	\$2,442			<input type="checkbox"/>	Eligibility Worker Supervisor
SEIU, L535	<b>2908</b>	06065	\$1,761	\$2,140	06125	\$1,814	\$2,204			<input type="checkbox"/>	Hospital Eligibility Worker
SEIU, L535	<b>2909</b>	06475	\$2,151	\$2,614	06535	\$2,215	\$2,693			<input type="checkbox"/>	Hospital Eligibility Worker Supervisor
SEIU, L535	<b>2910</b>	05845	\$1,584	\$1,923	05905	\$1,630	\$1,980	Z		<input type="checkbox"/>	Social Worker
SEIU, L535	<b>2912</b>	06125	\$1,814	\$2,204	06185	\$1,867	\$2,269	Z		<input type="checkbox"/>	Senior Social Worker
SEIU, L535	<b>2913</b>	06275	\$1,951	\$2,371	06335	\$2,009	\$2,442			<input type="checkbox"/>	Program Specialist
SEIU, L535	<b>2914</b>	06365	\$2,038	\$2,478	06425	\$2,099	\$2,551	Z		<input type="checkbox"/>	Social Work Supervisor
SEIU, L535	<b>2915</b>	06575	\$2,258	\$2,745	06635	\$2,326	\$2,827			<input type="checkbox"/>	Program Specialist Supervisor
SEIU, L535	<b>2916</b>	06275	\$1,951	\$2,371	06335	\$2,009	\$2,442			<input type="checkbox"/>	Social Work Specialist
SEIU, L535	<b>2917</b>	06695	\$2,395	\$2,910	06755	\$2,466	\$2,997	Z		<input type="checkbox"/>	Program Support Analyst
SEIU, L 790	<b>2920</b>	06455	\$2,130	\$2,589	06515	\$2,194	\$2,666	Z		<input type="checkbox"/>	Medical Social Worker
SEIU, L 790	<b>2922</b>	06545	\$2,226	\$2,706	06605	\$2,292	\$2,786	Z		<input type="checkbox"/>	Senior Medical Social Worker
IFPTE, L21	<b>2924</b>	06640	\$2,332	\$2,835	06680	\$2,377	\$2,890	Z		<input type="checkbox"/>	Medical Social Work Supervisor
+ MEA	<b>2925</b>	06810	\$2,533	\$3,080	06850	\$2,582	\$3,138	Z		<input type="checkbox"/>	Chief Medical Social Services
SEIU, L 790	<b>2930</b>	06455	\$2,130	\$2,589	06515	\$2,194	\$2,666	Z		<input type="checkbox"/>	Psychiatric Social Worker
SEIU, L 790	<b>2931</b>	06455	\$2,130	\$2,589	06515	\$2,194	\$2,666	Z		<input type="checkbox"/>	Marriage, Family And Child Counselor
SEIU, L 790	<b>2932</b>	06545	\$2,226	\$2,706	06605	\$2,292	\$2,786	Z		<input type="checkbox"/>	Senior Psychiatric Social Worker
SEIU, L 790	<b>2933</b>	06665	\$2,360	\$2,868	06725	\$2,430	\$2,953	Z		<input type="checkbox"/>	Conservatorship/Case Management Supervisor
SEIU, L 790	<b>2935</b>	06545	\$2,226	\$2,706	06605	\$2,292	\$2,786	Z		<input type="checkbox"/>	Senior Marriage, Family & Child Counselor
SEIU, L535	<b>2940</b>	06455	\$2,130	\$2,589	06515	\$2,194	\$2,666	Z		<input type="checkbox"/>	Protective Services Worker

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L535	<b>2944</b>	06695	\$2,395	\$2,910	06755	\$2,466	\$2,997	Z		<input type="checkbox"/>	Protective Services Supervisor
SEIU, L535	<b>2946</b>	06685	\$2,383	\$2,896	06745	\$2,454	\$2,983	Z		<input type="checkbox"/>	Eligibility Section Manager
+ MEA	<b>2947</b>	06570	\$2,252	\$2,737	06610	\$2,297	\$2,793	Z		<input type="checkbox"/>	Hospital Eligibility Manager, Dept. Of Public Health
SEIU, L535	<b>2948</b>	06935	\$2,693	\$3,273	06995	\$2,772	\$3,369	Z		<input type="checkbox"/>	Human Services Section Manager
Unrepresented-Mgt	<b>2953</b>	07830	\$4,164	\$5,062	07870	\$4,246	\$5,161	Z		<input type="checkbox"/>	Chief Deputy Director, Dept. of Human Services
+ MEA	<b>2964</b>	07260	\$3,155	\$3,836	07300	\$3,217	\$3,910	Z		<input type="checkbox"/>	Director, Budget And Planning, Dept. of Human Services
+ MEA	<b>2965</b>	06940	\$2,700	\$3,282	06980	\$2,752	\$3,346	Z		<input type="checkbox"/>	Human Services Resource Manager
+ MEA	<b>2968</b>	06980	\$2,752	\$3,346	07020	\$2,806	\$3,410	Z		<input type="checkbox"/>	Social Services Manager, Investigations
+ MEA	<b>2969</b>	07130	\$2,960	\$3,597	07170	\$3,018	\$3,668	Z		<input type="checkbox"/>	Human Services Program Manager
+ MEA	<b>2973</b>	07580	\$3,689	\$4,484	07620	\$3,760	\$4,570	Z		<input type="checkbox"/>	Deputy Director, Department of Human Services
+ MEA	<b>2974</b>	08000	\$4,527	\$5,503	08040	\$4,617	\$5,612	Z		<input type="checkbox"/>	Executive Director, Department of Human Services
SEIU, L 790	<b>2975</b>	06155	\$1,840	\$2,236	06215	\$1,895	\$2,303	Z		<input type="checkbox"/>	Citizens Complaint Officer
Unrepresented-Mgt	<b>2978</b>	07090	\$2,902	\$3,527	07130	\$2,960	\$3,597	Z		<input type="checkbox"/>	Contract Compliance Officer II
IFPTE, L21	<b>2982</b>	06215	\$1,895	\$2,303	06255	\$1,932	\$2,348	Z		<input type="checkbox"/>	Rent Board Supervisor
+ MEA	<b>2985</b>	06810	\$2,533	\$3,080	06850	\$2,582	\$3,138	Z		<input type="checkbox"/>	Deputy Director, Commission On The Aging
+ MEA	<b>2986</b>	07470	\$3,493	\$4,246	07510	\$3,566	\$4,334	Z		<input type="checkbox"/>	Director, Human Rights Commission
+ MEA	<b>2988</b>	07150	\$2,989	\$3,633	07190	\$3,047	\$3,703	Z		<input type="checkbox"/>	Director, Aging Program
SEIU, L 790	<b>2991</b>	06805	\$2,527	\$3,072	06865	\$2,602	\$3,162	Z		<input type="checkbox"/>	Coordinator, Human Rights Commission
IFPTE, L21	<b>2992</b>	06535	\$2,215	\$2,693	06575	\$2,258	\$2,745	Z		<input type="checkbox"/>	Contract Compliance Officer I
SEIU, L535	<b>2994</b>	05420	\$1,291	\$1,565	05480	\$1,329	\$1,611			<input type="checkbox"/>	Homemaker
SEIU, L 790	<b>2996</b>	06405	\$2,079	\$2,527	06465	\$2,140	\$2,602	Z		<input type="checkbox"/>	Representative, Human Rights Commission
SEIU, L 790	<b>2998</b>	06440	\$2,115	\$2,571	06500	\$2,178	\$2,647	Z		<input type="checkbox"/>	Representative, Commission On The Status Of Women
+ MEA	<b>2999</b>	07070	\$2,874	\$3,493	07110	\$2,933	\$3,566	Z		<input type="checkbox"/>	Executive Director, Commission On The Status Of Women
+ MEA	<b>3110</b>	06430	\$2,104	\$2,557	06470	\$2,145	\$2,607	Z		<input type="checkbox"/>	Secretary, Recreation and Park Commission
+ MEA	<b>3130</b>	06500	\$2,178	\$2,647	06540	\$2,221	\$2,700	Z		<input type="checkbox"/>	Arboretum Director
+ MEA	<b>3135</b>	06510	\$2,188	\$2,660	06550	\$2,230	\$2,711	Z		<input type="checkbox"/>	Director Of Neighborhood Services, Rec. And Park Dept.
+ MEA	<b>3138</b>	07350	\$3,295	\$4,006	07390	\$3,359	\$4,082	Z		<input type="checkbox"/>	Assistant General Manager For Administration
+ MEA	<b>3140</b>	07760	\$4,028	\$4,895	07800	\$4,106	\$4,991	Z		<input type="checkbox"/>	General Manager, Recreation And Park Department
SEIU, L 790	<b>3202</b>	04615	\$880	\$1,065	04675	\$906	\$1,096			<input type="checkbox"/>	Locker Room Attendant
SEIU, L 790	<b>3204</b>	05420	\$1,291	\$1,565	05480	\$1,329	\$1,611			<input type="checkbox"/>	Swimming Pool Cashier-Clerk
SEIU, L 790	<b>3210</b>	05365	\$15,7250	\$19,0500	05425	\$16,1875	\$19,6125		H	<input type="checkbox"/>	Swimming Instructor/Pool Lifeguard
SEIU, L 790	<b>3214</b>	05975	\$1,686	\$2,048	06035	\$1,736	\$2,110			<input type="checkbox"/>	Senior Swimming Instructor
+ MEA	<b>3231</b>	06630	\$2,319	\$2,819	06670	\$2,365	\$2,874	Z		<input type="checkbox"/>	Golf Program Director
SEIU, L 790	<b>3232</b>	05615	\$1,418	\$1,719	05675	\$1,460	\$1,769			<input type="checkbox"/>	Marina Assistant Manager
+ MEA	<b>3233</b>	05800	\$1,550	\$1,881	05840	\$1,580	\$1,918	Z		<input type="checkbox"/>	Marina Associate Manager
Unrepresented-Mgt	<b>3234</b>	06195	\$1,876	\$2,281	06235	\$1,914	\$2,326			<input type="checkbox"/>	Marina Manager
Unrepresented-Misc	<b>3238</b>	05590	\$1,401	\$1,698	05630	\$1,429	\$1,731	Z		<input type="checkbox"/>	Dance Instructor
Unrepresented-Misc	<b>3246</b>	05780	\$1,535	\$1,862	05820	\$1,565	\$1,899			<input type="checkbox"/>	Pianist
SEIU, L 790	<b>3256</b>	05685	\$1,467	\$1,778	05745	\$1,510	\$1,831	Z		<input type="checkbox"/>	Photography Instructor
SEIU, L 790	<b>3260</b>	05595	\$1,404	\$1,702	05655	\$1,447	\$1,752	Z		<input type="checkbox"/>	Crafts Instructor

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TWU 250-A Misc	<b>3262</b>	06080	\$1,773	\$2,156	06120	\$1,809	\$2,199	Z		<input type="checkbox"/>	Curator Of Industrial Arts, Junior Museum
SEIU, L 790	<b>3264</b>	04175	\$716	\$864	04235	\$737	\$889			<input type="checkbox"/>	Camp Assistant
SEIU, L 790	<b>3280</b>	05470	\$1,323	\$1,603	05530	\$1,362	\$1,650			<input type="checkbox"/>	Assistant Recreation Director
SEIU, L 790	<b>3284</b>	05595	\$1,404	\$1,702	05655	\$1,447	\$1,752			<input type="checkbox"/>	Recreation Director
SEIU, L 790	<b>3285</b>	06245	\$1,923	\$2,337	06305	\$1,980	\$2,407	Z		<input type="checkbox"/>	Junior Museum Director
SEIU, L 790	<b>3287</b>	06285	\$1,960	\$2,383	06345	\$2,019	\$2,454	Z		<input type="checkbox"/>	Assistant Recreation Supervisor
SEIU, L 790	<b>3289</b>	06305	\$1,980	\$2,407	06365	\$2,038	\$2,478	Z		<input type="checkbox"/>	Recreation Supervisor
SEIU, L 790	<b>3291</b>	06595	\$2,281	\$2,772	06655	\$2,348	\$2,855	Z		<input type="checkbox"/>	Principal Recreation Supervisor
SEIU, L 790	<b>3292</b>	06925	\$2,679	\$3,256	06985	\$2,758	\$3,353	Z		<input type="checkbox"/>	Assistant Superintendent Recreation
+ MEA	<b>3294</b>	07350	\$3,295	\$4,006	07390	\$3,359	\$4,082	Z		<input type="checkbox"/>	Recreation Superintendent
SEIU, L 790	<b>3302</b>	05095	\$1,107	\$1,339	05155	\$1,139	\$1,378			<input type="checkbox"/>	Vendor
SEIU, L 790	<b>3310</b>	05415	\$1,288	\$1,562	05475	\$1,326	\$1,607			<input type="checkbox"/>	Stable Attendant
Teamsters L856	<b>3320</b>	05705	\$1,481	\$1,796	05755	\$1,517	\$1,840			<input type="checkbox"/>	Animal Keeper
Teamsters L350	<b>3321</b>	05915	\$1,638	\$1,990	05955	\$1,670	\$2,028			<input type="checkbox"/>	Senior Animal Keeper
SEIU, L 790	<b>3322</b>	06215	\$1,895	\$2,303	06275	\$1,951	\$2,371			<input type="checkbox"/>	Assistant Head Animal Keeper
+ MEA	<b>3338</b>	06700	\$2,401	\$2,918	06740	\$2,449	\$2,977	Z		<input type="checkbox"/>	Assistant Zoo Director, Operations And Maintenance
TWU 250-A Misc	<b>3342</b>	06730	\$2,435	\$2,960	06770	\$2,483	\$3,018	Z		<input type="checkbox"/>	Zoo Curator
+ MEA	<b>3350</b>	07350	\$3,295	\$4,006	07390	\$3,359	\$4,082	Z		<input type="checkbox"/>	Parks Superintendent
Teamsters L856	<b>3370</b>	05250	\$1,191	\$1,443	05300	\$1,220	\$1,477			<input type="checkbox"/>	Animal Care Attendant
SEIU, L 790	<b>3371</b>	05745	\$1,510	\$1,831	05805	\$1,554	\$1,886	Z		<input type="checkbox"/>	Animal Care Supervisor
Teamsters L856	<b>3372</b>	05460	\$1,316	\$1,596	05510	\$1,349	\$1,634			<input type="checkbox"/>	Animal Control Officer
SEIU, L 790	<b>3373</b>	05795	\$1,547	\$1,876	05855	\$1,592	\$1,932	Z		<input type="checkbox"/>	Animal Control Supervisor
IFPTE, L21	<b>3374</b>	06015	\$1,719	\$2,089	06055	\$1,752	\$2,130	Z		<input type="checkbox"/>	Volunteer Coordinator, Animal Care And Control
SEIU, L250	<b>3375</b>	05275	\$1,206	\$1,460	05335	\$1,240	\$1,503			<input type="checkbox"/>	Animal Health Technician
Unrepresented-Misc	<b>3376</b>	05615	\$1,418	\$1,719	05655	\$1,447	\$1,752			<input type="checkbox"/>	Animal Care Assistant Supervisor
Unrepresented-Misc	<b>3378</b>	05665	\$1,454	\$1,761	05705	\$1,481	\$1,796			<input type="checkbox"/>	Field Services Assistant Supervisor
Laborers L 261	<b>3402</b>	05680	\$1,463	\$1,773	05720	\$1,491	\$1,809			<input type="checkbox"/>	Farmer
SEIU, L 790	<b>3406</b>	05655	\$1,447	\$1,752	05715	\$1,488	\$1,805			<input type="checkbox"/>	Land Use Aide
Laborers L 261	<b>3417</b>	05680	\$1,463	\$1,773	05720	\$1,491	\$1,809			<input type="checkbox"/>	Gardener
Laborers L 261	<b>3418</b>	05980	\$1,690	\$2,053	06020	\$1,723	\$2,094			<input type="checkbox"/>	Gardener Assistant Supervisor
Laborers L 261	<b>3419</b>	05980	\$1,690	\$2,053	06020	\$1,723	\$2,094			<input type="checkbox"/>	Municipal Stadium Groundskeeper
Laborers L 261	<b>3422</b>	06080	\$1,773	\$2,156	06120	\$1,809	\$2,199			<input type="checkbox"/>	Park Section Supervisor
Laborers L 261	<b>3424</b>	06080	\$1,773	\$2,156	06120	\$1,809	\$2,199			<input type="checkbox"/>	Pest Control Specialist
+ MEA	<b>3426</b>	06500	\$2,178	\$2,647	06540	\$2,221	\$2,700	Z		<input type="checkbox"/>	Forester
Laborers L 261	<b>3428</b>	05980	\$1,690	\$2,053	06020	\$1,723	\$2,094			<input type="checkbox"/>	Nursery Specialist
Laborers L 261	<b>3430</b>	06280	\$1,955	\$2,377	06320	\$1,994	\$2,424	Z		<input type="checkbox"/>	Chief Nursery Specialist
Laborers L 261	<b>3434</b>	3434C	\$1,611	\$2,204	3434D	\$1,642	\$2,247			<input checked="" type="checkbox"/>	Arborist Technician
Laborers L 261	<b>3436</b>	06350	\$2,023	\$2,459	06390	\$2,063	\$2,507			<input type="checkbox"/>	Arborist Technician Supervisor I
Unrepresented-Misc	<b>3438</b>	06470	\$2,145	\$2,607	06510	\$2,188	\$2,660	Z		<input type="checkbox"/>	Tree Topper Supervisor II
SEIU, L 790	<b>3450</b>	05790	\$1,543	\$1,871	05850	\$1,588	\$1,927			<input type="checkbox"/>	Agricultural Inspector

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**City and County of San Francisco - Department of Human Resources**  
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Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	<b>3453</b>	06360	\$2,033	\$2,472	06400	\$2,074	\$2,521	Z		<input type="checkbox"/>	Asst Agricultural Comm.-Sealer Of Weights And Measures
+ MEA	<b>3456</b>	07240	\$3,126	\$3,799	07280	\$3,189	\$3,873	Z		<input type="checkbox"/>	County Agric. Comm. And Sealer Of Weights And Measures
+ MEA	<b>3464</b>	06300	\$1,975	\$2,401	06340	\$2,014	\$2,449	Z		<input type="checkbox"/>	Area Supervisor, Parks, Squares And Facilities
+ MEA	<b>3466</b>	06810	\$2,533	\$3,080	06850	\$2,582	\$3,138	Z		<input type="checkbox"/>	Assistant Superintendent, Parks, Squares And Facilities
SEIU, L 790	<b>3480</b>	05935	\$1,654	\$2,009	05995	\$1,702	\$2,069			<input type="checkbox"/>	Farmers Market Manager
+ MEA	<b>3486</b>	06600	\$2,287	\$2,779	06640	\$2,332	\$2,835	Z		<input type="checkbox"/>	Watershed Forester
+ MEA	<b>3488</b>	06860	\$2,596	\$3,155	06900	\$2,647	\$3,217	Z		<input type="checkbox"/>	Watershed Resources Manager
SEIU, L 790	<b>3502</b>	05475	\$1,326	\$1,607	05535	\$1,365	\$1,654			<input type="checkbox"/>	Museum Exhibit Packer And Repairer
SEIU, L 790	<b>3518</b>	06265	\$1,941	\$2,360	06325	\$1,999	\$2,430	Z		<input type="checkbox"/>	Associate Museum Conservator, Asian Art Museum
SEIU, L 790	<b>3520</b>	05475	\$1,326	\$1,607	05535	\$1,365	\$1,654			<input type="checkbox"/>	Museum Preparator
SEIU, L 790	<b>3522</b>	05655	\$1,447	\$1,752	05715	\$1,488	\$1,805			<input type="checkbox"/>	Senior Museum Preparator
SEIU, L 790	<b>3524</b>	06015	\$1,719	\$2,089	06075	\$1,769	\$2,151			<input type="checkbox"/>	Principal Museum Preparator
SEIU, L 790	<b>3540</b>	05045	\$1,081	\$1,307	05105	\$1,112	\$1,346			<input type="checkbox"/>	Curatorial Aide
TWU 250-A Misc	<b>3541</b>	05550	\$1,375	\$1,666	05590	\$1,401	\$1,698			<input type="checkbox"/>	Curator I
TWU 250-A Misc	<b>3542</b>	06060	\$1,756	\$2,135	06100	\$1,791	\$2,178	Z		<input type="checkbox"/>	Curator II
TWU 250-A Misc	<b>3544</b>	06170	\$1,853	\$2,252	06210	\$1,890	\$2,297	Z		<input type="checkbox"/>	Curator III
SEIU, L 790	<b>3546</b>	06685	\$2,383	\$2,896	06745	\$2,454	\$2,983	Z		<input type="checkbox"/>	Curator IV
+ MEA	<b>3547</b>	06780	\$2,496	\$3,035	06820	\$2,545	\$3,093	Z		<input type="checkbox"/>	Curator V
TWU 250-A Misc	<b>3548</b>	06080	\$1,773	\$2,156	06120	\$1,809	\$2,199	Z		<input type="checkbox"/>	Curator Of Natural Science, Junior Museum
SEIU, L 790	<b>3550</b>	06235	\$1,914	\$2,326	06295	\$1,970	\$2,395	Z		<input type="checkbox"/>	Exhibition Designer
SEIU, L 790	<b>3554</b>	05525	\$1,359	\$1,646	05585	\$1,398	\$1,694			<input type="checkbox"/>	Associate Museum Registrar
SEIU, L 790	<b>3556</b>	05835	\$1,577	\$1,914	05895	\$1,622	\$1,970			<input type="checkbox"/>	Museum Registrar
SEIU, L 790	<b>3558</b>	06215	\$1,895	\$2,303	06275	\$1,951	\$2,371	Z		<input type="checkbox"/>	Senior Museum Registrar
+ MEA	<b>3562</b>	06990	\$2,764	\$3,359	07030	\$2,819	\$3,426	Z		<input type="checkbox"/>	Director, Cultural Affairs
+ MEA	<b>3563</b>	06260	\$1,936	\$2,354	06300	\$1,975	\$2,401	Z		<input type="checkbox"/>	Director, Neighborhood Art Program, Art Commission
+ MEA	<b>3570</b>	08070	\$4,681	\$5,690	08110	\$4,779	\$5,809	Z		<input type="checkbox"/>	Director And Chief Curator Of Museums
+ MEA	<b>3587</b>	07150	\$2,989	\$3,633	07190	\$3,047	\$3,703	Z		<input type="checkbox"/>	Deputy Dir. For Administration And Development, Museums
SEIU, L 790	<b>3602</b>	05190	\$1,158	\$1,401	05250	\$1,191	\$1,443			<input type="checkbox"/>	Library Page
SEIU, L 790	<b>3610</b>	05610	\$1,414	\$1,714	05670	\$1,457	\$1,765			<input type="checkbox"/>	Library Assistant
SEIU, L 790	<b>3616</b>	05945	\$1,662	\$2,019	06005	\$1,710	\$2,079			<input type="checkbox"/>	Library Technical Assistant I
SEIU, L 790	<b>3618</b>	06115	\$1,805	\$2,194	06175	\$1,858	\$2,258			<input type="checkbox"/>	Library Technical Assistant II
SEIU, L 790	<b>3630</b>	06255	\$1,932	\$2,348	06315	\$1,990	\$2,418	Z		<input type="checkbox"/>	Librarian I
SEIU, L 790	<b>3632</b>	06465	\$2,140	\$2,602	06525	\$2,204	\$2,679	Z		<input type="checkbox"/>	Librarian II
SEIU, L 790	<b>3633</b>	06465	\$2,140	\$2,602	06525	\$2,204	\$2,679	Z		<input type="checkbox"/>	Librarian II- Asian Arts
SEIU, L 790	<b>3634</b>	06665	\$2,360	\$2,868	06725	\$2,430	\$2,953	Z		<input type="checkbox"/>	Librarian III
+ MEA	<b>3636</b>	07070	\$2,874	\$3,493	07110	\$2,933	\$3,566	Z		<input type="checkbox"/>	Librarian IV
Unrepresented-Misc	<b>3650</b>	06040	\$1,740	\$2,115	06080	\$1,773	\$2,156			<input type="checkbox"/>	Medical Records Librarian
+ MEA	<b>3668</b>	07410	\$3,396	\$4,128	07450	\$3,460	\$4,206	Z		<input type="checkbox"/>	Deputy City Librarian
+ MEA	<b>3670</b>	3670C	\$3,820	\$5,509	3670D	\$3,896	\$5,619	Z		<input type="checkbox"/>	City Librarian
SEIU, L 790	<b>4119</b>	06225	\$1,904	\$2,314	06285	\$1,960	\$2,383	Z		<input type="checkbox"/>	Performing Arts Center Aide

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	<b>4120</b>	07090	\$2,902	\$3,527	07130	\$2,960	\$3,597	Z		<input type="checkbox"/>	Assistant Managing Director, War Memorial Performing Arts
+ MEA	<b>4124</b>	07790	\$4,082	\$4,961	07830	\$4,164	\$5,062	Z		<input type="checkbox"/>	Managing Director, War Memorial Performing Arts Center
IFPTE, L21	<b>4140</b>	06600	\$2,287	\$2,779	06640	\$2,332	\$2,835	Z		<input type="checkbox"/>	Real Property Officer
IFPTE, L21	<b>4142</b>	06900	\$2,647	\$3,217	06940	\$2,700	\$3,282	Z		<input type="checkbox"/>	Senior Real Property Officer
IFPTE, L21	<b>4143</b>	07200	\$3,064	\$3,724	07240	\$3,126	\$3,799	Z		<input type="checkbox"/>	Principal Real Property Officer
+ MEA	<b>4144</b>	07380	\$3,346	\$4,067	07420	\$3,410	\$4,145	Z		<input type="checkbox"/>	Assistant Director Of Property
+ MEA	<b>4150</b>	07700	\$3,910	\$4,753	07740	\$3,989	\$4,848	Z		<input type="checkbox"/>	Director Of Property
SEIU, L 790	<b>4202</b>	05485	\$1,333	\$1,615	05545	\$1,372	\$1,662			<input type="checkbox"/>	Assessment Clerk
SEIU, L 790	<b>4203</b>	05680	\$1,463	\$1,773	05740	\$1,506	\$1,827			<input type="checkbox"/>	Senior Assessment Clerk
+ MEA	<b>4212</b>	06530	\$2,209	\$2,685	06570	\$2,252	\$2,737	Z		<input type="checkbox"/>	Chief, Technical And Assessment Services
IFPTE, L21	<b>4220</b>	06225	\$1,904	\$2,314	06265	\$1,941	\$2,360	Z		<input type="checkbox"/>	Personal Property Auditor
IFPTE, L21	<b>4222</b>	06525	\$2,204	\$2,679	06565	\$2,247	\$2,732	Z		<input type="checkbox"/>	Senior Personal Property Auditor
IFPTE, L21	<b>4224</b>	06825	\$2,551	\$3,101	06865	\$2,602	\$3,162	Z		<input type="checkbox"/>	Principal Personal Property Auditor
+ MEA	<b>4226</b>	06990	\$2,764	\$3,359	07030	\$2,819	\$3,426	Z		<input type="checkbox"/>	Chief Personal Property Auditor
IFPTE, L21	<b>4230</b>	06175	\$1,858	\$2,258	06215	\$1,895	\$2,303			<input type="checkbox"/>	Estate Investigator
IFPTE, L21	<b>4231</b>	06325	\$1,999	\$2,430	06365	\$2,038	\$2,478	Z		<input type="checkbox"/>	Senior Estate Investigator
+ MEA	<b>4256</b>	06790	\$2,507	\$3,047	06830	\$2,557	\$3,108	Z		<input type="checkbox"/>	Chief Of Assessment Standards
IFPTE, L21	<b>4261</b>	06225	\$1,904	\$2,314	06265	\$1,941	\$2,360	Z		<input type="checkbox"/>	Real Property Appraiser
IFPTE, L21	<b>4265</b>	06525	\$2,204	\$2,679	06565	\$2,247	\$2,732	Z		<input type="checkbox"/>	Senior Real Property Appraiser
IFPTE, L21	<b>4267</b>	06825	\$2,551	\$3,101	06865	\$2,602	\$3,162	Z		<input type="checkbox"/>	Principal Real Property Appraiser
+ MEA	<b>4269</b>	06990	\$2,764	\$3,359	07030	\$2,819	\$3,426	Z		<input type="checkbox"/>	Chief Appraiser
+ MEA	<b>4282</b>	07430	\$3,426	\$4,164	07470	\$3,493	\$4,246	Z		<input type="checkbox"/>	Chief Assistant Assessor
Elected Official	<b>4290</b>	4290C	Flat Rate	\$5,009	4290C	Flat Rate	\$5,009	Z		<input type="checkbox"/>	Assessor
+ MEA	<b>4294</b>	06455	\$2,130	\$2,589	06495	\$2,172	\$2,640	Z		<input type="checkbox"/>	Administrator, Assessment Appeals Board
SEIU, L 790	<b>4306</b>	05860	\$1,596	\$1,936	05920	\$1,642	\$1,994			<input type="checkbox"/>	Collections Officer
SEIU, L 790	<b>4308</b>	06010	\$1,714	\$2,084	06070	\$1,765	\$2,145			<input type="checkbox"/>	Senior Collections Officer
+ MEA	<b>4310</b>	06250	\$1,927	\$2,342	06290	\$1,965	\$2,388	Z		<input type="checkbox"/>	Commercial Division Assistant Supervisor
+ MEA	<b>4311</b>	06710	\$2,412	\$2,933	06750	\$2,459	\$2,989	Z		<input type="checkbox"/>	Customer Service Billing and Collections Supervisor
SEIU, L 790	<b>4320</b>	05420	\$1,291	\$1,565	05480	\$1,329	\$1,611			<input type="checkbox"/>	Cashier I
SEIU, L 790	<b>4321</b>	05560	\$1,381	\$1,674	05620	\$1,421	\$1,723			<input type="checkbox"/>	Cashier II
SEIU, L 790	<b>4322</b>	05795	\$1,547	\$1,876	05855	\$1,592	\$1,932			<input type="checkbox"/>	Cashier III
SEIU, L 790	<b>4331</b>	06810	\$2,533	\$3,080	06870	\$2,607	\$3,169	Z		<input type="checkbox"/>	Security Analyst
+ MEA	<b>4333</b>	07400	\$3,378	\$4,106	07440	\$3,446	\$4,188	Z		<input type="checkbox"/>	Senior Investment Officer
SEIU, L 790	<b>4334</b>	06385	\$2,058	\$2,502	06445	\$2,120	\$2,577			<input type="checkbox"/>	Investigator, Tax Collector
SEIU, L 790	<b>4335</b>	06475	\$2,151	\$2,614	06535	\$2,215	\$2,693			<input type="checkbox"/>	Senior Investigator, Tax Collector
SEIU, L 790	<b>4337</b>	06595	\$2,281	\$2,772	06655	\$2,348	\$2,855			<input type="checkbox"/>	Principal Investigator, Tax Collector
SEIU, L 790	<b>4340</b>	06715	\$2,418	\$2,940	06775	\$2,490	\$3,027			<input type="checkbox"/>	Assistant Director, Bureau of Delinquent Revenue
+ MEA	<b>4349</b>	06610	\$2,297	\$2,793	06650	\$2,342	\$2,847	Z		<input type="checkbox"/>	Director Of Real Estate, Tax Collector's Office
SEIU, L 790	<b>4366</b>	06160	\$1,844	\$2,242	06220	\$1,899	\$2,309			<input type="checkbox"/>	Collection Supervisor
+ MEA	<b>4368</b>	06880	\$2,621	\$3,187	06920	\$2,672	\$3,248	Z		<input type="checkbox"/>	Director, Bureau Of Delinquent Revenue

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+ MEA	<b>4373</b>	07720	\$3,948	\$4,799	07760	\$4,028	\$4,895	Z		<input type="checkbox"/>	Deputy Tax Administrator
+ MEA	<b>4374</b>	07820	\$4,145	\$5,039	07860	\$4,229	\$5,140	Z		<input type="checkbox"/>	Tax Administrator
+ MEA	<b>4377</b>	06920	\$2,672	\$3,248	06960	\$2,726	\$3,313	Z		<input type="checkbox"/>	Assistant Cash Management And Investment
+ MEA	<b>4378</b>	07300	\$3,217	\$3,910	07340	\$3,282	\$3,989	Z		<input type="checkbox"/>	Cash Management And Investment Officer
+ MEA	<b>4384</b>	07440	\$3,446	\$4,188	07480	\$3,513	\$4,270	Z		<input type="checkbox"/>	Chief Assistant Treasurer
Elected Official	<b>4390</b>	4390C	Flat Rate	\$5,211	4390C	Flat Rate	\$5,211	Z		<input type="checkbox"/>	Treasurer
+ MEA	<b>5102</b>	07200	\$3,064	\$3,724	07240	\$3,126	\$3,799	Z		<input type="checkbox"/>	Pub. Bldgs Maintenance And Repair Asst. Superintendent
+ MEA	<b>5103</b>	07400	\$3,378	\$4,106	07440	\$3,446	\$4,188	Z		<input type="checkbox"/>	Operations Bureau Superintendent, Public Works
+ MEA	<b>5105</b>	07175	\$3,027	\$3,679	07215	\$3,087	\$3,752	Z		<input type="checkbox"/>	Manager, Finance & Administration
+ MEA	<b>5109</b>	07370	\$3,327	\$4,044	07410	\$3,396	\$4,128	Z		<input type="checkbox"/>	Deputy Zoning Administrator
+ MEA	<b>5112</b>	07470	\$3,493	\$4,246	07510	\$3,566	\$4,334	Z		<input type="checkbox"/>	Assistant Dir. Of Planning - Implementation (Zoning Admin.)
+ MEA	<b>5116</b>	07960	\$4,440	\$5,397	08000	\$4,527	\$5,503	Z		<input type="checkbox"/>	Director Of Planning
IFPTE, L21	<b>5120</b>	06855	\$2,589	\$3,147	06895	\$2,640	\$3,208	Z		<input type="checkbox"/>	Architectural Administrator
+ MEA	<b>5122</b>	07480	\$3,513	\$4,270	07520	\$3,581	\$4,352	Z		<input type="checkbox"/>	Assistant City Architect
+ MEA	<b>5125</b>	07680	\$3,873	\$4,708	07720	\$3,948	\$4,799	Z		<input type="checkbox"/>	Bureau Manager
IFPTE, L21	<b>5130</b>	07205	\$3,072	\$3,734	07245	\$3,132	\$3,807	Z		<input type="checkbox"/>	Sewage Treatment Plant Superintendent
+ MEA	<b>5132</b>	07640	\$3,799	\$4,617	07680	\$3,873	\$4,708	Z		<input type="checkbox"/>	Manager, Bureau Of Water Pollution Control
+ MEA	<b>5133</b>	07440	\$3,446	\$4,188	07480	\$3,513	\$4,270	Z		<input type="checkbox"/>	Program Manager II
+ MEA	<b>5135</b>	07200	\$3,064	\$3,724	07240	\$3,126	\$3,799	Z		<input type="checkbox"/>	Assistant Superintendent Of Street And Sewer Repair
+ MEA	<b>5137</b>	07270	\$3,169	\$3,851	07310	\$3,234	\$3,931	Z		<input type="checkbox"/>	Maintenance Engineering Manager, Hetch Hetchy Project
+ MEA	<b>5138</b>	07280	\$3,189	\$3,873	07320	\$3,248	\$3,948	Z		<input type="checkbox"/>	Program Manager I
Stat Engrs L39	<b>5148</b>	5148C	Flat Rate	\$3,354	5148D	Flat Rate	\$3,421			<input type="checkbox"/>	Water Operations Analyst
Stat Engrs L39	<b>5149</b>	5149C	Flat Rate	\$3,717	5149D	Flat Rate	\$3,791			<input type="checkbox"/>	Superintendent Of Water Treatment Facilities
+ MEA	<b>5150</b>	07060	\$2,862	\$3,479	07100	\$2,918	\$3,547	Z		<input type="checkbox"/>	Site Manager
+ MEA	<b>5156</b>	07640	\$3,799	\$4,617	07680	\$3,873	\$4,708	Z		<input type="checkbox"/>	Utility Services Manager
+ MEA	<b>5162</b>	07650	\$3,815	\$4,637	07690	\$3,888	\$4,725	Z		<input type="checkbox"/>	Program Manager III
+ MEA	<b>5166</b>	07900	\$4,311	\$5,241	07940	\$4,397	\$5,345	Z		<input type="checkbox"/>	Assistant General Manager, Public Utilities
+ MEA	<b>5173</b>	07200	\$3,064	\$3,724	07240	\$3,126	\$3,799	Z		<input type="checkbox"/>	Street Environmental Services Assistant Superintendent
IFPTE, L21	<b>5174</b>	07205	\$3,072	\$3,734	07245	\$3,132	\$3,807	Z		<input type="checkbox"/>	Administrative Engineer
IFPTE, L21	<b>5177</b>	07105	\$2,926	\$3,557	07145	\$2,983	\$3,626	Z		<input type="checkbox"/>	Safety Officer
+ MEA	<b>5180</b>	07620	\$3,760	\$4,570	07660	\$3,836	\$4,662	Z		<input type="checkbox"/>	Deputy Director, Dept. Of Building Inspection
+ MEA	<b>5181</b>	07920	\$4,352	\$5,291	07960	\$4,440	\$5,397	Z		<input type="checkbox"/>	Director, Dept. Of Building Inspection
+ MEA	<b>5182</b>	07900	\$4,311	\$5,241	07940	\$4,397	\$5,345	Z		<input type="checkbox"/>	Deputy Director Of Public Works And Engineering
+ MEA	<b>5185</b>	07750	\$4,006	\$4,869	07790	\$4,082	\$4,961	Z		<input type="checkbox"/>	General Manager, Hetch Hetchy Project
+ MEA	<b>5186</b>	07320	\$3,248	\$3,948	07360	\$3,313	\$4,028	Z		<input type="checkbox"/>	Financial Manager
+ MEA	<b>5189</b>	07900	\$4,311	\$5,241	07940	\$4,397	\$5,345	Z		<input type="checkbox"/>	Manager, Utilities Engineering Bureau, P.U.C.
+ MEA	<b>5190</b>	08220	\$5,039	\$6,125	08260	\$5,140	\$6,247	Z		<input type="checkbox"/>	Director Of Public Works
+ MEA	<b>5191</b>	07300	\$3,217	\$3,910	07340	\$3,282	\$3,989	Z		<input type="checkbox"/>	Chief, Bureau Of Subdivisions, Surveys And Mapping
+ MEA	<b>5192</b>	07650	\$3,815	\$4,637	07690	\$3,888	\$4,725	Z		<input type="checkbox"/>	Assistant To Director Of Public Works
+ MEA	<b>5193</b>	07860	\$4,229	\$5,140	07900	\$4,311	\$5,241	Z		<input type="checkbox"/>	Deputy Director Of Public Works For Financial Management

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Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	<b>5194</b>	07900	\$4,311	\$5,241	07940	\$4,397	\$5,345	Z		<input type="checkbox"/>	Deputy Director Of Public Works For Operation
IFPTE, L21	<b>5201</b>	06195	\$1,876	\$2,281	06235	\$1,914	\$2,326			<input type="checkbox"/>	Junior Engineer
IFPTE, L21	<b>5203</b>	06405	\$2,079	\$2,527	06445	\$2,120	\$2,577	Z		<input type="checkbox"/>	Assistant Engineer
IFPTE, L21	<b>5204</b>	06405	\$2,079	\$2,527	06445	\$2,120	\$2,577	Z		<input type="checkbox"/>	Assistant Civil Engineer
IFPTE, L21	<b>5206</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Associate Civil Engineer
IFPTE, L21	<b>5207</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Associate Engineer
IFPTE, L21	<b>5208</b>	07055	\$2,855	\$3,470	07095	\$2,910	\$3,537	Z		<input type="checkbox"/>	Civil Engineer
IFPTE, L21	<b>5209</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Industrial Engineer
IFPTE, L21	<b>5210</b>	07355	\$3,304	\$4,017	07395	\$3,369	\$4,094	Z		<input type="checkbox"/>	Senior Civil Engineer
IFPTE, L21	<b>5211</b>	07355	\$3,304	\$4,017	07395	\$3,369	\$4,094	Z		<input type="checkbox"/>	Senior Engineer
+ MEA	<b>5212</b>	07560	\$3,653	\$4,440	07600	\$3,724	\$4,527	Z		<input type="checkbox"/>	Principal Engineer
IFPTE, L21	<b>5214</b>	07255	\$3,147	\$3,826	07295	\$3,208	\$3,899	Z		<input type="checkbox"/>	Building Plans Engineer
IFPTE, L21	<b>5215</b>	07175	\$3,027	\$3,679	07215	\$3,087	\$3,752	Z		<input type="checkbox"/>	Fire Protection Engineer
IFPTE, L21	<b>5216</b>	06995	\$2,772	\$3,369	07035	\$2,827	\$3,436	Z		<input type="checkbox"/>	Chief Surveyor
IFPTE, L21	<b>5217</b>	07085	\$2,896	\$3,520	07125	\$2,953	\$3,589	Z		<input type="checkbox"/>	Building Code Analyst
IFPTE, L21	<b>5218</b>	07255	\$3,147	\$3,826	07295	\$3,208	\$3,899	Z		<input type="checkbox"/>	Structural Engineer
IFPTE, L21	<b>5219</b>	07555	\$3,643	\$4,428	07595	\$3,714	\$4,514	Z		<input type="checkbox"/>	Senior Structural Engineer
IFPTE, L21	<b>5222</b>	06405	\$2,079	\$2,527	06445	\$2,120	\$2,577	Z		<input type="checkbox"/>	Assistant Water Purification Engineer
IFPTE, L21	<b>5224</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Associate Water Purification Engineer
IFPTE, L21	<b>5230</b>	07055	\$2,855	\$3,470	07095	\$2,910	\$3,537	Z		<input type="checkbox"/>	Transportation Engineer
IFPTE, L21	<b>5236</b>	06405	\$2,079	\$2,527	06445	\$2,120	\$2,577	Z		<input type="checkbox"/>	Assistant Electrical Engineer
IFPTE, L21	<b>5238</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Associate Electrical Engineer
IFPTE, L21	<b>5240</b>	07055	\$2,855	\$3,470	07095	\$2,910	\$3,537	Z		<input type="checkbox"/>	Electrical Engineer
IFPTE, L21	<b>5241</b>	07055	\$2,855	\$3,470	07095	\$2,910	\$3,537	Z		<input type="checkbox"/>	Engineer
IFPTE, L21	<b>5242</b>	07355	\$3,304	\$4,017	07395	\$3,369	\$4,094	Z		<input type="checkbox"/>	Senior Electrical Engineer
+ MEA	<b>5246</b>	07230	\$3,108	\$3,777	07270	\$3,169	\$3,851	Z		<input type="checkbox"/>	Radio Engineer
IFPTE, L21	<b>5247</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Associate Sanitary Engineer
IFPTE, L21	<b>5248</b>	07055	\$2,855	\$3,470	07095	\$2,910	\$3,537	Z		<input type="checkbox"/>	Sanitary Engineer
IFPTE, L21	<b>5249</b>	07355	\$3,304	\$4,017	07395	\$3,369	\$4,094	Z		<input type="checkbox"/>	Senior Sanitary Engineer
IFPTE, L21	<b>5252</b>	06405	\$2,079	\$2,527	06445	\$2,120	\$2,577	Z		<input type="checkbox"/>	Assistant Mechanical Engineer
IFPTE, L21	<b>5254</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Associate Mechanical Engineer
IFPTE, L21	<b>5256</b>	07055	\$2,855	\$3,470	07095	\$2,910	\$3,537	Z		<input type="checkbox"/>	Mechanical Engineer
IFPTE, L21	<b>5258</b>	07355	\$3,304	\$4,017	07395	\$3,369	\$4,094	Z		<input type="checkbox"/>	Senior Mechanical Engineer
IFPTE, L21	<b>5260</b>	05915	\$1,638	\$1,990	05955	\$1,670	\$2,028			<input type="checkbox"/>	Architectural Assistant I
IFPTE, L21	<b>5261</b>	06115	\$1,805	\$2,194	06155	\$1,840	\$2,236			<input type="checkbox"/>	Architectural Assistant II
IFPTE, L21	<b>5262</b>	06395	\$2,069	\$2,514	06435	\$2,110	\$2,564			<input type="checkbox"/>	Landscape Architectural Associate 1
SEIU, L 790	<b>5264</b>	06190	\$1,871	\$2,274	06250	\$1,927	\$2,342			<input type="checkbox"/>	Airport Noise Abatement Specialist
IFPTE, L21	<b>5265</b>	06395	\$2,069	\$2,514	06435	\$2,110	\$2,564			<input type="checkbox"/>	Architectural Associate I
IFPTE, L21	<b>5266</b>	06705	\$2,407	\$2,926	06745	\$2,454	\$2,983			<input type="checkbox"/>	Architectural Associate II
SEIU, L 790	<b>5267</b>	06825	\$2,551	\$3,101	06885	\$2,627	\$3,193	Z		<input type="checkbox"/>	Assistant Airport Noise Abatement Officer

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
IFPTE, L21	<b>5268</b>	07005	\$2,786	\$3,387	07045	\$2,841	\$3,453	Z		<input type="checkbox"/>	Architect
IFPTE, L21	<b>5270</b>	07305	\$3,226	\$3,921	07345	\$3,289	\$3,998	Z		<input type="checkbox"/>	Senior Architect
SEIU, L 790	<b>5271</b>	06365	\$2,038	\$2,478	06425	\$2,099	\$2,551			<input type="checkbox"/>	Senior Airport Noise Abatement Specialist
IFPTE, L21	<b>5272</b>	06705	\$2,407	\$2,926	06745	\$2,454	\$2,983			<input type="checkbox"/>	Landscape Architectural Associate 2
IFPTE, L21	<b>5273</b>	07605	\$3,734	\$4,539	07645	\$3,807	\$4,627	Z		<input type="checkbox"/>	Principal Architect
IFPTE, L21	<b>5274</b>	07005	\$2,786	\$3,387	07045	\$2,841	\$3,453	Z		<input type="checkbox"/>	Landscape Architect
IFPTE, L21	<b>5275</b>	07305	\$3,226	\$3,921	07345	\$3,289	\$3,998	Z		<input type="checkbox"/>	Senior Landscape Architect
IFPTE, L21	<b>5276</b>	05495	\$1,339	\$1,622	05535	\$1,365	\$1,654			<input type="checkbox"/>	City Planning Intern
IFPTE, L21	<b>5277</b>	05885	\$1,615	\$1,960	05925	\$1,646	\$1,999	Z		<input type="checkbox"/>	Planner I
IFPTE, L21	<b>5278</b>	06285	\$1,960	\$2,383	06325	\$1,999	\$2,430	Z		<input type="checkbox"/>	Planner II
IFPTE, L21	<b>5281</b>	06635	\$2,326	\$2,827	06675	\$2,371	\$2,882	Z		<input type="checkbox"/>	Planner III - Administrative
IFPTE, L21	<b>5283</b>	07335	\$3,273	\$3,978	07375	\$3,337	\$4,056	Z		<input type="checkbox"/>	Planner V
SEIU, L 790	<b>5285</b>	07065	\$2,868	\$3,486	07125	\$2,953	\$3,589	Z		<input type="checkbox"/>	Airport Noise Abatement Officer
IFPTE, L21	<b>5288</b>	06285	\$1,960	\$2,383	06325	\$1,999	\$2,430	Z		<input type="checkbox"/>	Transit Planner II
IFPTE, L21	<b>5289</b>	06635	\$2,326	\$2,827	06675	\$2,371	\$2,882	Z		<input type="checkbox"/>	Transit Planner III
IFPTE, L21	<b>5290</b>	06985	\$2,758	\$3,353	07025	\$2,813	\$3,418	Z		<input type="checkbox"/>	Transit Planner IV
IFPTE, L21	<b>5291</b>	06635	\$2,326	\$2,827	06675	\$2,371	\$2,882	Z		<input type="checkbox"/>	Planner III
IFPTE, L21	<b>5293</b>	06985	\$2,758	\$3,353	07025	\$2,813	\$3,418	Z		<input type="checkbox"/>	Planner IV
IFPTE, L21	<b>5298</b>	06635	\$2,326	\$2,827	06675	\$2,371	\$2,882	Z		<input type="checkbox"/>	Planner III-Environmental Review
IFPTE, L21	<b>5299</b>	06985	\$2,758	\$3,353	07025	\$2,813	\$3,418	Z		<input type="checkbox"/>	Planner IV-Environmental Review
IFPTE, L21	<b>5301</b>	06615	\$2,303	\$2,800	06655	\$2,348	\$2,855			<input type="checkbox"/>	Supervisor, Traffic Painting Program
IFPTE, L21	<b>5302</b>	05935	\$1,654	\$2,009	05975	\$1,686	\$2,048			<input type="checkbox"/>	Traffic Survey Technician
IFPTE, L21	<b>5303</b>	06495	\$2,172	\$2,640	06535	\$2,215	\$2,693			<input type="checkbox"/>	Supervisor, Traffic And Street Signs
IFPTE, L21	<b>5304</b>	05805	\$1,554	\$1,886	05845	\$1,584	\$1,923			<input type="checkbox"/>	Materials Testing Aide
IFPTE, L21	<b>5305</b>	05945	\$1,662	\$2,019	05985	\$1,694	\$2,058			<input type="checkbox"/>	Materials Testing Technician
IFPTE, L21	<b>5306</b>	06840	\$2,571	\$3,126	06880	\$2,621	\$3,187	Z		<input type="checkbox"/>	Traffic Sign Manager
IFPTE, L21	<b>5310</b>	05975	\$1,686	\$2,048	06015	\$1,719	\$2,089			<input type="checkbox"/>	Survey Assistant I
IFPTE, L21	<b>5312</b>	06215	\$1,895	\$2,303	06255	\$1,932	\$2,348			<input type="checkbox"/>	Survey Assistant II
IFPTE, L21	<b>5314</b>	06505	\$2,183	\$2,654	06545	\$2,226	\$2,706			<input type="checkbox"/>	Survey Associate
IFPTE, L21	<b>5320</b>	06175	\$1,858	\$2,258	06215	\$1,895	\$2,303	Z		<input type="checkbox"/>	Illustrator And Art Designer
SEIU, L 790	<b>5322</b>	05685	\$1,467	\$1,778	05745	\$1,510	\$1,831			<input type="checkbox"/>	Graphic Artist
IFPTE, L21	<b>5330</b>	06275	\$1,951	\$2,371	06315	\$1,990	\$2,418			<input type="checkbox"/>	City Planning Graphics Supervisor
IFPTE, L21	<b>5342</b>	05925	\$1,646	\$1,999	05965	\$1,678	\$2,038			<input type="checkbox"/>	Mechanical Engineering Assistant I
IFPTE, L21	<b>5344</b>	05925	\$1,646	\$1,999	05965	\$1,678	\$2,038			<input type="checkbox"/>	Mechanical Engineering Assistant
IFPTE, L21	<b>5346</b>	06095	\$1,787	\$2,172	06135	\$1,823	\$2,215			<input type="checkbox"/>	Mechanical Engineering Associate I
IFPTE, L21	<b>5350</b>	05925	\$1,646	\$1,999	05965	\$1,678	\$2,038			<input type="checkbox"/>	Electrical Engineering Assistant I
IFPTE, L21	<b>5352</b>	05925	\$1,646	\$1,999	05965	\$1,678	\$2,038			<input type="checkbox"/>	Electrical Engineering Assistant
IFPTE, L21	<b>5354</b>	06095	\$1,787	\$2,172	06135	\$1,823	\$2,215			<input type="checkbox"/>	Electrical Engineering Associate I
IFPTE, L21	<b>5360</b>	05925	\$1,646	\$1,999	05965	\$1,678	\$2,038			<input type="checkbox"/>	Civil Engineering Assistant I
IFPTE, L21	<b>5362</b>	05925	\$1,646	\$1,999	05965	\$1,678	\$2,038			<input type="checkbox"/>	Civil Engineering Assistant

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IFPTE, L21	<b>5364</b>	06095	\$1,787	\$2,172	06135	\$1,823	\$2,215			<input type="checkbox"/>	Civil Engineering Associate I
IFPTE, L21	<b>5366</b>	06395	\$2,069	\$2,514	06435	\$2,110	\$2,564			<input type="checkbox"/>	Engineering Associate II
IFPTE, L21	<b>5380</b>	5380C	Flat Rate	\$1,424	5380D	Flat Rate	\$1,452			<input type="checkbox"/>	Student Design Trainee I, Arch., Engr., & Planning
IFPTE, L21	<b>5381</b>	5381C	Flat Rate	\$1,526	5381D	Flat Rate	\$1,557			<input type="checkbox"/>	Student Design Trainee II, Arch, Engr, & Planning
IFPTE, L21	<b>5382</b>	5382C	Flat Rate	\$1,600	5382D	Flat Rate	\$1,632			<input type="checkbox"/>	Student Design Trainee III, Arch, Engr, & Planning
SEIU, L 790	<b>5406</b>	07055	\$2,855	\$3,470	07115	\$2,940	\$3,574	Z		<input type="checkbox"/>	Special Assistant For Program Coordinator
SEIU, L 790	<b>5408</b>	06835	\$2,564	\$3,117	06895	\$2,640	\$3,208	Z		<input type="checkbox"/>	Coordinator Of Citizen Involvement
Unrepresented-Misc	<b>5502</b>	5502C	Flat Rate	\$3,223	5502D	Flat Rate	\$3,287	Z		<input type="checkbox"/>	Project Manager I
Unrepresented-Misc	<b>5504</b>	5504C	Flat Rate	\$3,728	5504D	Flat Rate	\$3,803	Z		<input type="checkbox"/>	Project Manager II
Unrepresented-Misc	<b>5506</b>	5506C	Flat Rate	\$4,425	5506D	Flat Rate	\$4,514	Z		<input type="checkbox"/>	Project Manager III
Unrepresented-Mgt	<b>5508</b>	5508C	Flat Rate	\$5,059	5508D	Flat Rate	\$5,160	Z		<input type="checkbox"/>	Project Manager IV
IFPTE, L21	<b>5601</b>	5601C	\$1,541	\$2,391	5601D	\$1,572	\$2,439			<input type="checkbox"/>	Utility Analyst
IFPTE, L21	<b>5602</b>	5602C	\$2,327	\$3,438	5602D	\$2,374	\$3,507			<input type="checkbox"/>	Utility Specialist
IFPTE, L21	<b>5606</b>	06235	\$1,914	\$2,326	06275	\$1,951	\$2,371	Z		<input type="checkbox"/>	Energy Specialist
IFPTE, L21	<b>5608</b>	06535	\$2,215	\$2,693	06575	\$2,258	\$2,745	Z		<input type="checkbox"/>	Senior Energy Specialist
IFPTE, L21	<b>5620</b>	06485	\$2,161	\$2,627	06525	\$2,204	\$2,679	Z		<input type="checkbox"/>	Regulatory Specialist
IFPTE, L21	<b>5633</b>	06945	\$2,706	\$3,289	06985	\$2,758	\$3,353	Z		<input type="checkbox"/>	Water & Power Specialist
+ MEA	<b>5634</b>	07250	\$3,138	\$3,815	07290	\$3,199	\$3,888	Z		<input type="checkbox"/>	Water & Power Resources Manager
Unrepresented-Misc	<b>5640</b>	06295	\$1,970	\$2,395	06335	\$2,009	\$2,442	Z		<input type="checkbox"/>	Environmental Specialist
Unrepresented-Misc	<b>5642</b>	06605	\$2,292	\$2,786	06645	\$2,337	\$2,841	Z		<input type="checkbox"/>	Senior Environmental Specialist
IFPTE, L21	<b>6106</b>	06105	\$1,796	\$2,183	06145	\$1,831	\$2,226			<input type="checkbox"/>	Sanitary Engineering Technician
SEIU, L 790	<b>6108</b>	05945	\$1,662	\$2,019	06005	\$1,710	\$2,079			<input type="checkbox"/>	Environmental Health Technician I
SEIU, L 790	<b>6110</b>	06195	\$1,876	\$2,281	06255	\$1,932	\$2,348			<input type="checkbox"/>	Environmental Health Technician II
IFPTE, L21	<b>6115</b>	06435	\$2,110	\$2,564	06475	\$2,151	\$2,614			<input type="checkbox"/>	Wastewater Control Inspector
IFPTE, L21	<b>6116</b>	06825	\$2,551	\$3,101	06865	\$2,602	\$3,162			<input type="checkbox"/>	Supervising Wastewater Control Inspector
TWU 250-A Misc	<b>6120</b>	06710	\$2,412	\$2,933	06750	\$2,459	\$2,989	Z		<input type="checkbox"/>	Environmental Health Inspector
TWU 250-A Misc	<b>6122</b>	06850	\$2,582	\$3,138	06890	\$2,632	\$3,199	Z		<input type="checkbox"/>	Senior Environmental Health Inspector
TWU 250-A Misc	<b>6124</b>	07000	\$2,779	\$3,378	07040	\$2,835	\$3,446	Z		<input type="checkbox"/>	Principal Environmental Health Inspector
+ MEA	<b>6126</b>	07370	\$3,327	\$4,044	07410	\$3,396	\$4,128	Z		<input type="checkbox"/>	Director, Bureau Of Environmental Health Services
+ MEA	<b>6127</b>	07170	\$3,018	\$3,668	07210	\$3,080	\$3,744	Z		<input type="checkbox"/>	Assistant Dir., Bureau Of Environmental Health Services
IFPTE, L21	<b>6130</b>	06905	\$2,654	\$3,226	06945	\$2,706	\$3,289	Z		<input type="checkbox"/>	Safety Analyst
IFPTE, L21	<b>6137</b>	06325	\$1,999	\$2,430	06365	\$2,038	\$2,478	Z		<input type="checkbox"/>	Assistant Industrial Hygienist
IFPTE, L21	<b>6138</b>	06905	\$2,654	\$3,226	06945	\$2,706	\$3,289	Z		<input type="checkbox"/>	Industrial Hygienist
Teamsters L856	<b>6139</b>	07095	\$2,910	\$3,537	07145	\$2,983	\$3,626	Z		<input type="checkbox"/>	Senior Industrial Hygienist
+ MEA	<b>6141</b>	07170	\$3,018	\$3,668	07210	\$3,080	\$3,744	Z		<input type="checkbox"/>	Manager, Office Of Health And Safety
SEIU, L 790	<b>6218</b>	05530	\$1,362	\$1,650	05590	\$1,401	\$1,698			<input type="checkbox"/>	Weights & Measures/Agricultural Trainee
SEIU, L 790	<b>6220</b>	05790	\$1,543	\$1,871	05850	\$1,588	\$1,927			<input type="checkbox"/>	Inspector Of Weights And Measures
IFPTE, L21	<b>6230</b>	06095	\$1,787	\$2,172	06135	\$1,823	\$2,215			<input type="checkbox"/>	Street Inspector
IFPTE, L21	<b>6231</b>	06395	\$2,069	\$2,514	06435	\$2,110	\$2,564			<input type="checkbox"/>	Senior Street Inspector
IFPTE, L21	<b>6232</b>	06695	\$2,395	\$2,910	06735	\$2,442	\$2,969			<input type="checkbox"/>	Street Inspection Supervisor

Notes: \* Wage increase effective 8/4/01 for SFIRA classes

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Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SheetMetal L104	<b>6235</b>	06720	\$2,424	\$2,946	06760	\$2,472	\$3,005			<input checked="" type="checkbox"/>	Heating And Ventilating Inspector
Plumbers L38	<b>6242</b>	06720	\$2,424	\$2,946	06760	\$2,472	\$3,005			<input checked="" type="checkbox"/>	Plumbing Inspector
Plumbers L38	<b>6244</b>	07120	\$2,946	\$3,581	07160	\$3,005	\$3,653	Z		<input checked="" type="checkbox"/>	Chief Plumbing Inspector
Plumbers L38	<b>6246</b>	06920	\$2,672	\$3,248	06960	\$2,726	\$3,313			<input checked="" type="checkbox"/>	Senior Plumbing Inspector
Electricians L6	<b>6248</b>	06720	\$2,424	\$2,946	06760	\$2,472	\$3,005			<input checked="" type="checkbox"/>	Electrical Inspector
Electricians L6	<b>6249</b>	06920	\$2,672	\$3,248	06960	\$2,726	\$3,313			<input type="checkbox"/>	Senior Electrical Inspector
Electricians L6	<b>6250</b>	07120	\$2,946	\$3,581	07160	\$3,005	\$3,653	Z		<input type="checkbox"/>	Chief Electrical Inspector
Electricians L6	<b>6252</b>	06720	\$2,424	\$2,946	06760	\$2,472	\$3,005			<input checked="" type="checkbox"/>	Line Inspector
IFPTE, L21	<b>6262</b>	06515	\$2,194	\$2,666	06555	\$2,236	\$2,719			<input type="checkbox"/>	Plan Checker - Architectural
IFPTE, L21	<b>6266</b>	06935	\$2,693	\$3,273	06975	\$2,745	\$3,337			<input type="checkbox"/>	Senior Plan Checker
IFPTE, L21	<b>6270</b>	06800	\$2,521	\$3,064	06840	\$2,571	\$3,126			<input type="checkbox"/>	Housing Inspector
IFPTE, L21	<b>6272</b>	07000	\$2,779	\$3,378	07040	\$2,835	\$3,446			<input type="checkbox"/>	Senior Housing Inspector
IFPTE, L21	<b>6274</b>	07200	\$3,064	\$3,724	07240	\$3,126	\$3,799	Z		<input type="checkbox"/>	Chief Housing Inspector
IFPTE, L21	<b>6281</b>	6281C	Flat Rate	\$2,971	6281D	Flat Rate	\$3,030			<input type="checkbox"/>	Fire Safety Inspector II
IFPTE, L21	<b>6318</b>	06585	\$2,269	\$2,758	06625	\$2,314	\$2,813			<input type="checkbox"/>	Construction Inspector
Bldg Inspectors	<b>6331</b>	06800	\$2,521	\$3,064	06840	\$2,571	\$3,126			<input type="checkbox"/>	Building Inspector
Bldg Inspectors	<b>6333</b>	07000	\$2,779	\$3,378	07040	\$2,835	\$3,446			<input type="checkbox"/>	Senior Building Inspector
Bldg Inspectors	<b>6334</b>	07200	\$3,064	\$3,724	07240	\$3,126	\$3,799	Z		<input type="checkbox"/>	Chief Building Inspector
IFPTE, L21	<b>6335</b>	07325	\$3,256	\$3,957	07365	\$3,320	\$4,036	Z		<input type="checkbox"/>	Disability Access Coordinator
+ MEA	<b>7102</b>	07175	\$3,027	\$3,679	07215	\$3,087	\$3,752	Z		<input type="checkbox"/>	Maintenance And Repair Asst. Supe., Hetch Hetchy Project
SEIU, L 790	<b>7108</b>	06665	\$2,360	\$2,868	06725	\$2,430	\$2,953	Z		<input type="checkbox"/>	Heavy Equipment Operations Assistant Supervisor
Oper Engrs L3	<b>7110</b>	06530	\$2,209	\$2,685	06570	\$2,252	\$2,737	Z		<input checked="" type="checkbox"/>	Mobile Equipment Assistant Supervisor
Stat Engrs L39	<b>7120</b>	7120C	Flat Rate	\$3,211	7120D	Flat Rate	\$3,275			<input type="checkbox"/>	Buildings And Grounds Maintenance Superintendent
+ MEA	<b>7123</b>	06950	\$2,711	\$3,295	06990	\$2,764	\$3,359	Z		<input type="checkbox"/>	Parking Meter and Machine Shop Manager
+ MEA	<b>7125</b>	07085	\$2,896	\$3,520	07125	\$2,953	\$3,589	Z		<input type="checkbox"/>	Electrical Operation And Maintenance Super., H. H. Project
Auto Mach L1414	<b>7126</b>	06730	\$2,435	\$2,960	06770	\$2,483	\$3,018			<input type="checkbox"/>	Mechanical Shop And Equipment Superintendent
+ MEA	<b>7130</b>	7130C	Flat Rate	\$3,773	7130D	Flat Rate	\$3,848	Z		<input type="checkbox"/>	General Superintendent, Facilities Maintenance
IFPTE, L21	<b>7132</b>	07045	\$2,841	\$3,453	07085	\$2,896	\$3,520			<input type="checkbox"/>	Telecommunication Supervisor
Plumbers L38	<b>7134</b>	07070	\$2,874	\$3,493	07110	\$2,933	\$3,566			<input type="checkbox"/>	Water Construction And Maintenance Superintendent
Plumbers L38	<b>7136</b>	06960	\$2,726	\$3,313	07000	\$2,779	\$3,378	Z		<input type="checkbox"/>	Water Shops And Equipment Superintendent
+ MEA	<b>7140</b>	07100	\$2,918	\$3,547	07140	\$2,977	\$3,618	Z		<input type="checkbox"/>	Director, Parking And Traffic Operations
+ MEA	<b>7150</b>	07240	\$3,126	\$3,799	07280	\$3,189	\$3,873	Z		<input type="checkbox"/>	City Shops General Superintendent
+ MEA	<b>7202</b>	07025	\$2,813	\$3,418	07065	\$2,868	\$3,486	Z		<input type="checkbox"/>	Assistant Park Superintendent For Structural Maintenance
Stat Engrs L39	<b>7203</b>	7203C	Flat Rate	\$2,744	7203D	Flat Rate	\$2,799			<input type="checkbox"/>	Buildings And Grounds Maintenance Supervisor
Plumbers L38	<b>7204</b>	07090	\$2,902	\$3,527	07130	\$2,960	\$3,597			<input type="checkbox"/>	Chief Water Service Inspector
Stat Engrs L39	<b>7205</b>	7205C	Flat Rate	\$2,773	7205D	Flat Rate	\$2,828			<input type="checkbox"/>	Chief Stationary Engineer
SEIU, L 790	<b>7208</b>	06765	\$2,478	\$3,012	06825	\$2,551	\$3,101	Z		<input type="checkbox"/>	Heavy Equipment Operations Supervisor
Oper Engrs L3	<b>7210</b>	06630	\$2,319	\$2,819	06670	\$2,365	\$2,874	Z		<input checked="" type="checkbox"/>	Mobile Equipment Supervisor
SEIU, L 790	<b>7211</b>	06785	\$2,502	\$3,041	06845	\$2,577	\$3,132			<input type="checkbox"/>	Cement Finisher Supervisor II
+ MEA	<b>7212</b>	07435	\$3,436	\$4,176	07475	\$3,503	\$4,258			<input type="checkbox"/>	Automotive Transit Equipment Supervisor

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
Plumbers L38	<b>7213</b>	06810	\$2,533	\$3,080	06850	\$2,582	\$3,138			<input checked="" type="checkbox"/>	Plumber Supervisor I
Electricians L6	<b>7214</b>	07110	\$2,933	\$3,566	07150	\$2,989	\$3,633			<input type="checkbox"/>	Electrical Transit Equipment Supervisor
Laborers L 261	<b>7215</b>	05820	\$1,565	\$1,899	05860	\$1,596	\$1,936			<input checked="" type="checkbox"/>	General Laborer Supervisor I
Electricians L6	<b>7216</b>	06910	\$2,660	\$3,234	06950	\$2,711	\$3,295			<input type="checkbox"/>	Electrical Transit Shop Supervisor I
SEIU, L 790	<b>7218</b>	7218C	Flat Rate	\$27.6000	7218D	Flat Rate	\$28.4250		H	<input type="checkbox"/>	Asbestos Abatement Worker II
SEIU, L 790	<b>7219</b>	06035	\$1,736	\$2,110	06095	\$1,787	\$2,172			<input type="checkbox"/>	Maintenance Estimator And Scheduler
Laborers L 261	<b>7220</b>	06350	\$2,023	\$2,459	06390	\$2,063	\$2,507			<input type="checkbox"/>	Asphalt Finisher Supervisor I
Oper Engrs L3	<b>7221</b>	06560	\$2,242	\$2,726	06600	\$2,287	\$2,779			<input checked="" type="checkbox"/>	Asphalt Plant Supervisor I
Stat Engrs L39	<b>7223</b>	7223C	Flat Rate	\$3,469	7223D	Flat Rate	\$3,538			<input type="checkbox"/>	Cable Machinery Supervisor
Auto Mach L1414	<b>7225</b>	7225C	Flat Rate	\$2,949	7225D	Flat Rate	\$3,008			<input type="checkbox"/>	Transit Paint Shop Supervisor I
BC Carpenters	<b>7226</b>	06710	\$2,412	\$2,933	06750	\$2,459	\$2,989			<input checked="" type="checkbox"/>	Carpenter Supervisor I
SEIU, L 790	<b>7227</b>	06665	\$2,360	\$2,868	06725	\$2,430	\$2,953			<input type="checkbox"/>	Cement Finisher Supervisor I
Auto Mach L1414	<b>7228</b>	7228C	Flat Rate	\$3,253	7228D	Flat Rate	\$3,318			<input type="checkbox"/>	Automotive Transit Shop Supervisor I
Electricians L6	<b>7229</b>	06650	\$2,342	\$2,847	06690	\$2,388	\$2,902			<input type="checkbox"/>	Transmission Line Supervisor I
Auto Mach L1414	<b>7232</b>	7232C	Flat Rate	\$2,529	7232D	Flat Rate	\$2,580			<input type="checkbox"/>	Hetch Hetchy Mechanical Shop Supervisor
Glaziers L718	<b>7233</b>	06590	\$2,274	\$2,764	06630	\$2,319	\$2,819			<input checked="" type="checkbox"/>	Glazier Supervisor I
Electricians L6	<b>7235</b>	06650	\$2,342	\$2,847	06690	\$2,388	\$2,902			<input type="checkbox"/>	Transit Power Line Supervisor I
BC Carpenters	<b>7236</b>	06590	\$2,274	\$2,764	06630	\$2,319	\$2,819			<input checked="" type="checkbox"/>	Locksmith Supervisor I
Electricians L6	<b>7238</b>	06650	\$2,342	\$2,847	06690	\$2,388	\$2,902			<input type="checkbox"/>	Electrician Supervisor I
Plumbers L38	<b>7239</b>	06960	\$2,726	\$3,313	07000	\$2,779	\$3,378			<input checked="" type="checkbox"/>	Plumber Supervisor II
Plumbers L38	<b>7240</b>	06210	\$1,890	\$2,297	06250	\$1,927	\$2,342			<input type="checkbox"/>	Water Meter Shop Supervisor I
Auto Mach L1414	<b>7241</b>	7241C	Flat Rate	\$2,949	7241D	Flat Rate	\$3,008			<input type="checkbox"/>	Senior Maintenance Controller
Painters L4	<b>7242</b>	7242C	\$1,994	\$2,557	7242D	\$2,033	\$2,607			<input type="checkbox"/>	Painter Supervisor I
SEIU, L 790	<b>7243</b>	06275	\$1,951	\$2,371	06335	\$2,009	\$2,442			<input type="checkbox"/>	Parking Meter Repairer Supervisor I
Electricians L6	<b>7244</b>	06310	\$1,985	\$2,412	06350	\$2,023	\$2,459			<input type="checkbox"/>	Power Plant Supervisor I
Stat Engrs L39	<b>7245</b>	7245C	Flat Rate	\$3,057	7245D	Flat Rate	\$3,118			<input type="checkbox"/>	Chief Stationary Engineer, Water Treatment Plant
Laborers L 261	<b>7246</b>	06650	\$2,342	\$2,847	06690	\$2,388	\$2,902			<input type="checkbox"/>	Sewer Repair Supervisor
SheetMetal L104	<b>7247</b>	06980	\$2,752	\$3,346	07020	\$2,806	\$3,410			<input checked="" type="checkbox"/>	Sheet Metal Worker Supervisor II
Plumbers L38	<b>7248</b>	06960	\$2,726	\$3,313	07000	\$2,779	\$3,378			<input checked="" type="checkbox"/>	Steamfitter Supervisor II
Auto Mach L1414	<b>7249</b>	7249C	Flat Rate	\$2,949	7249D	Flat Rate	\$3,008			<input type="checkbox"/>	Automotive Mechanic Supervisor I
Plumbers L38	<b>7250</b>	06810	\$2,533	\$3,080	06850	\$2,582	\$3,138			<input checked="" type="checkbox"/>	Utility Plumber Supervisor I
Teamsters L853	<b>7251</b>	06235	\$1,914	\$2,326	06275	\$1,951	\$2,371			<input type="checkbox"/>	Track Maintenance Worker Supervisor I
Stat Engrs L39	<b>7252</b>	7252C	Flat Rate	\$3,057	7252D	Flat Rate	\$3,118			<input type="checkbox"/>	Chief Stationary Engineer, Sewage Plant
Electricians L6	<b>7253</b>	06710	\$2,412	\$2,933	06750	\$2,459	\$2,989			<input type="checkbox"/>	Electrical Transit Mechanic Supervisor I
Auto Mach L1414	<b>7254</b>	7254C	Flat Rate	\$2,949	7254D	Flat Rate	\$3,008			<input type="checkbox"/>	Automotive Machinist Supervisor I
Electricians L6	<b>7255</b>	06650	\$2,342	\$2,847	06690	\$2,388	\$2,902			<input type="checkbox"/>	Power House Electrician Supervisor I
Electricians L6	<b>7256</b>	06710	\$2,412	\$2,933	06750	\$2,459	\$2,989			<input type="checkbox"/>	Electric Motor Repair Supervisor I
Electricians L6	<b>7257</b>	06650	\$2,342	\$2,847	06690	\$2,388	\$2,902			<input type="checkbox"/>	Communication Line Supervisor I
Auto Mach L1414	<b>7258</b>	06720	\$2,424	\$2,946	06760	\$2,472	\$3,005			<input checked="" type="checkbox"/>	Maintenance Machinist Supervisor I
SEIU, L 790	<b>7259</b>	06315	\$1,990	\$2,418	06375	\$2,048	\$2,490			<input type="checkbox"/>	Water And Power Maintenance Supervisor I

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
Stat Engrs L39	<b>7262</b>	7262C	Flat Rate	\$2,912	7262D	Flat Rate	\$2,970			<input type="checkbox"/>	Maintenance Planner
+ MEA	<b>7263</b>	06900	\$2,647	\$3,217	06940	\$2,700	\$3,282	Z		<input type="checkbox"/>	Maintenance Manager
Auto Mach L1414	<b>7264</b>	7264C	Flat Rate	\$2,949	7264D	Flat Rate	\$3,008			<input type="checkbox"/>	Automotive Body And Fender Worker Supervisor I
SEIU, L 790	<b>7268</b>	06105	\$1,796	\$2,183	06165	\$1,849	\$2,247			<input type="checkbox"/>	Window Cleaner Supervisor
SEIU, L 790	<b>7270</b>	06105	\$1,796	\$2,183	06165	\$1,849	\$2,247			<input type="checkbox"/>	Watershed Keeper Supervisor
BC Carpenters	<b>7272</b>	06860	\$2,596	\$3,155	06900	\$2,647	\$3,217			<input checked="" type="checkbox"/>	Carpenter Supervisor II
Electricians L6	<b>7273</b>	06870	\$2,607	\$3,169	06910	\$2,660	\$3,234			<input type="checkbox"/>	Communications Line Worker Supervisor II
Electricians L6	<b>7274</b>	06870	\$2,607	\$3,169	06910	\$2,660	\$3,234			<input type="checkbox"/>	Transit Power Line Worker Supervisor II
Electricians L6	<b>7275</b>	06870	\$2,607	\$3,169	06910	\$2,660	\$3,234			<input type="checkbox"/>	Telecommunications Technician Supervisor
Electricians L6	<b>7276</b>	06870	\$2,607	\$3,169	06910	\$2,660	\$3,234			<input type="checkbox"/>	Electrician Supervisor II
Auto Mach L1414	<b>7277</b>	06920	\$2,672	\$3,248	06960	\$2,726	\$3,313	Z		<input type="checkbox"/>	City Shops Assistant Superintendent
Painters L4	<b>7278</b>	06530	\$2,209	\$2,685	06570	\$2,252	\$2,737			<input checked="" type="checkbox"/>	Painter Supervisor II
Electricians L6	<b>7279</b>	06870	\$2,607	\$3,169	06910	\$2,660	\$3,234			<input type="checkbox"/>	Powerhouse Electrician Supervisor II
Laborers L 261	<b>7281</b>	06470	\$2,145	\$2,607	06510	\$2,188	\$2,660			<input type="checkbox"/>	Street Environmental Services Operations Supervisor
SEIU, L 790	<b>7282</b>	06605	\$2,292	\$2,786	06665	\$2,360	\$2,868			<input type="checkbox"/>	Street Repair Supervisor II
+ MEA	<b>7283</b>	06580	\$2,264	\$2,752	06620	\$2,309	\$2,806	Z		<input type="checkbox"/>	Track Maintenance Superintendent, Municipal Railway
Plumbers L38	<b>7284</b>	06960	\$2,726	\$3,313	07000	\$2,779	\$3,378			<input checked="" type="checkbox"/>	Utility Plumber Supervisor II
Electricians L6	<b>7285</b>	06870	\$2,607	\$3,169	06910	\$2,660	\$3,234			<input type="checkbox"/>	Transmission Line Worker Supervisor II
Stat Engrs L39	<b>7286</b>	7286C	Flat Rate	\$2,578	7286D	Flat Rate	\$2,630			<input type="checkbox"/>	Wire Rope Cable Maintenance Supervisor
Electricians L6	<b>7287</b>	07010	\$2,793	\$3,396	07050	\$2,847	\$3,460			<input type="checkbox"/>	Supervising Electronic Maintenance Technician
SEIU, L 790	<b>7302</b>	05645	\$1,440	\$1,744	05705	\$1,481	\$1,796			<input type="checkbox"/>	Audio-Visual Equipment Technician
SEIU, L250	<b>7303</b>	05755	\$1,517	\$1,840	05815	\$1,562	\$1,895			<input type="checkbox"/>	Barber
Auto Mach L1414	<b>7305</b>	05950	\$1,666	\$2,023	05990	\$1,698	\$2,063			<input checked="" type="checkbox"/>	Metal Fabricator
Auto Mach L1414	<b>7306</b>	7306C	Flat Rate	\$2,175	7306D	Flat Rate	\$2,219			<input type="checkbox"/>	Automotive Body And Fender Worker
Bricklayers L3	<b>7307</b>	06450	\$2,124	\$2,582	06490	\$2,166	\$2,632			<input checked="" type="checkbox"/>	Bricklayer
Electricians L6	<b>7308</b>	06650	\$2,342	\$2,847	06690	\$2,388	\$2,902			<input checked="" type="checkbox"/>	Cable Splicer
Auto Mach L1414	<b>7309</b>	7309C	Flat Rate	\$2,175	7309D	Flat Rate	\$2,219			<input type="checkbox"/>	Car And Auto Painter
Cement Masons L580	<b>7311</b>	06010	\$1,714	\$2,084	06050	\$1,748	\$2,124			<input checked="" type="checkbox"/>	Cement Mason
Auto Mach L1414	<b>7313</b>	7313C	Flat Rate	\$2,175	7313D	Flat Rate	\$2,219			<input type="checkbox"/>	Automotive Machinist
Auto Mach L1414	<b>7315</b>	7315C	Flat Rate	\$2,675	7315D	Flat Rate	\$2,729			<input type="checkbox"/>	Automotive Machinist Assistant Supervisor
Plumbers L38	<b>7316</b>	06590	\$2,274	\$2,764	06630	\$2,319	\$2,819			<input type="checkbox"/>	Water Service Inspector
Plumbers L38	<b>7317</b>	06890	\$2,632	\$3,199	06930	\$2,685	\$3,263			<input type="checkbox"/>	Senior Water Service Inspector
Electricians L6	<b>7318</b>	06710	\$2,412	\$2,933	06750	\$2,459	\$2,989			<input checked="" type="checkbox"/>	Electronic Maintenance Technician
Electricians L6	<b>7319</b>	06080	\$1,773	\$2,156	06120	\$1,809	\$2,199			<input checked="" type="checkbox"/>	Electric Motor Repairer
Auto Mach L1414	<b>7322</b>	7322C	Flat Rate	\$2,675	7322D	Flat Rate	\$2,729			<input type="checkbox"/>	Automotive Body And Fender Worker Assistant Supervisor
SEIU, L250	<b>7324</b>	05755	\$1,517	\$1,840	05815	\$1,562	\$1,895			<input type="checkbox"/>	Beautician
Auto Mach L1414	<b>7325</b>	7325C	Flat Rate	\$2,296	7325D	Flat Rate	\$2,342			<input type="checkbox"/>	General Utility Mechanic
Glaziers L718	<b>7326</b>	06280	\$1,955	\$2,377	06320	\$1,994	\$2,424			<input checked="" type="checkbox"/>	Glazier
Oper Engrs L3	<b>7328</b>	06430	\$2,104	\$2,557	06470	\$2,145	\$2,607			<input checked="" type="checkbox"/>	Operating Engineer, Universal
Electricians L6	<b>7329</b>	06870	\$2,607	\$3,169	06910	\$2,660	\$3,234			<input type="checkbox"/>	Electronic Maintenance Technician Assistant Supervisor

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Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
Auto Mach L1414	<b>7330</b>	7330C	Flat Rate	\$2,410	7330D	Flat Rate	\$2,458			<input type="checkbox"/>	Senior General Utility Mechanic
Auto Mach L1414	<b>7332</b>	06190	\$1,871	\$2,274	06230	\$1,909	\$2,319			<input checked="" type="checkbox"/>	Maintenance Machinist
Stat Engrs L39	<b>7333</b>	7333C	\$1,434	\$2,095	7333D	\$1,463	\$2,137			<input type="checkbox"/>	Apprentice Stationary Engineer
Stat Engrs L39	<b>7334</b>	7334C	Flat Rate	\$2,205	7334D	Flat Rate	\$2,249			<input type="checkbox"/>	Stationary Engineer
Stat Engrs L39	<b>7335</b>	7335C	Flat Rate	\$2,491	7335D	Flat Rate	\$2,541			<input type="checkbox"/>	Senior Stationary Engineer
IFPTE, L21	<b>7336</b>	06745	\$2,454	\$2,983	06785	\$2,502	\$3,041			<input type="checkbox"/>	Electronic Instrumentation Technician, Water Pollution Ctrl.
Auto Mach L1414	<b>7337</b>	06510	\$2,188	\$2,660	06550	\$2,230	\$2,711			<input checked="" type="checkbox"/>	Maintenance Machinist Assistant Supervisor
Electricians L6	<b>7338</b>	06430	\$2,104	\$2,557	06470	\$2,145	\$2,607			<input checked="" type="checkbox"/>	Electrical Line Worker
Stat Engrs L39	<b>7339</b>	7339C	\$1,580	\$2,309	7339D	\$1,612	\$2,356			<input type="checkbox"/>	Apprentice Stationary Engineer, Water Treatment Plant
Auto Mach L1414	<b>7340</b>	7340C	Flat Rate	\$2,675	7340D	Flat Rate	\$2,729			<input type="checkbox"/>	Maintenance Controller
Stat Engrs L39	<b>7341</b>	7341C	Flat Rate	\$2,431	7341D	Flat Rate	\$2,480			<input type="checkbox"/>	Stationary Engineer, Water Treatment Plant
BC Carpenters	<b>7342</b>	06280	\$1,955	\$2,377	06320	\$1,994	\$2,424			<input checked="" type="checkbox"/>	Locksmith
Stat Engrs L39	<b>7343</b>	7343C	Flat Rate	\$2,744	7343D	Flat Rate	\$2,799			<input type="checkbox"/>	Senior Stationary Engineer, Water Treatment Plant
BC Carpenters	<b>7344</b>	06280	\$1,955	\$2,377	06320	\$1,994	\$2,424			<input checked="" type="checkbox"/>	Carpenter
Electricians L6	<b>7345</b>	06400	\$2,074	\$2,521	06440	\$2,115	\$2,571			<input checked="" type="checkbox"/>	Electrician
Painters L4	<b>7346</b>	06060	\$1,756	\$2,135	06100	\$1,791	\$2,178			<input checked="" type="checkbox"/>	Painter
Plumbers L38	<b>7347</b>	06570	\$2,252	\$2,737	06610	\$2,297	\$2,793			<input checked="" type="checkbox"/>	Plumber
Plumbers L38	<b>7348</b>	06570	\$2,252	\$2,737	06610	\$2,297	\$2,793			<input checked="" type="checkbox"/>	Steamfitter
Plumbers L38	<b>7349</b>	06810	\$2,533	\$3,080	06850	\$2,582	\$3,138			<input checked="" type="checkbox"/>	Steamfitter Assistant Supervisor
Plumbers L38	<b>7353</b>	06010	\$1,714	\$2,084	06050	\$1,748	\$2,124			<input type="checkbox"/>	Water Meter Repairer
Teamsters L853	<b>7355</b>	7355C	\$1,742	\$2,219	7355D	\$1,777	\$2,263			<input type="checkbox"/>	Truck Driver
BC Carpenters	<b>7358</b>	06380	\$2,053	\$2,496	06420	\$2,094	\$2,545			<input checked="" type="checkbox"/>	Pattern Maker
Plumbers L38	<b>7360</b>	06570	\$2,252	\$2,737	06610	\$2,297	\$2,793			<input checked="" type="checkbox"/>	Pipe Welder
Plasterers L66	<b>7361</b>	06490	\$2,166	\$2,632	06530	\$2,209	\$2,685			<input type="checkbox"/>	Plasterer
SEIU, L 790	<b>7362</b>	06845	\$2,577	\$3,132	06905	\$2,654	\$3,226			<input type="checkbox"/>	Communications Systems Technician
Electricians L6	<b>7363</b>	06400	\$2,074	\$2,521	06440	\$2,115	\$2,571			<input type="checkbox"/>	Power House Electrician
Electricians L6	<b>7364</b>	05930	\$1,650	\$2,004	05970	\$1,682	\$2,043			<input type="checkbox"/>	Power House Operator
Electricians L6	<b>7365</b>	06180	\$1,862	\$2,264	06220	\$1,899	\$2,309			<input type="checkbox"/>	Senior Power House Operator
SEIU, L 790	<b>7368</b>	07145	\$2,983	\$3,626	07205	\$3,072	\$3,734			<input type="checkbox"/>	Senior Communications Systems Technician
Oper Engrs L3	<b>7370</b>	05910	\$1,634	\$1,985	05950	\$1,666	\$2,023			<input checked="" type="checkbox"/>	Rigger
Electricians L6	<b>7371</b>	06110	\$1,800	\$2,188	06150	\$1,835	\$2,230			<input type="checkbox"/>	Electical Transit System Mechanic
Stat Engrs L39	<b>7372</b>	7372C	Flat Rate	\$2,431	7372D	Flat Rate	\$2,480			<input type="checkbox"/>	Stationary Engineer, Sewage Plant
Stat Engrs L39	<b>7373</b>	7373C	Flat Rate	\$2,744	7373D	Flat Rate	\$2,799			<input type="checkbox"/>	Senior Stationary Engineer, Sewage Plant
Stat Engrs L39	<b>7375</b>	7375C	\$1,580	\$2,309	7375D	\$1,612	\$2,355			<input type="checkbox"/>	Apprentice Stationary Engineer, Sewage Plant
SheetMetal L104	<b>7376</b>	06580	\$2,264	\$2,752	06620	\$2,309	\$2,806			<input checked="" type="checkbox"/>	Sheet Metal Worker
IATSE, L16	<b>7377</b>	06400	\$2,074	\$2,521	06440	\$2,115	\$2,571			<input checked="" type="checkbox"/>	Stage Electrician
Bricklayers L3	<b>7378</b>	06090	\$1,782	\$2,166	06130	\$1,818	\$2,209			<input checked="" type="checkbox"/>	Tile Setter
Electricians L6	<b>7380</b>	06510	\$2,188	\$2,660	06550	\$2,230	\$2,711			<input type="checkbox"/>	Electrical Transit Mechanic, Assistant Supervisor
Auto Mach L1414	<b>7381</b>	7381C	Flat Rate	\$2,142	7381D	Flat Rate	\$2,185			<input type="checkbox"/>	Automotive Mechanic
Auto Mach L1414	<b>7382</b>	7382C	Flat Rate	\$2,675	7382D	Flat Rate	\$2,729			<input type="checkbox"/>	Automotive Mechanic Assistant Supervisor

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Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L 790	<b>7384</b>	05825	\$1,569	\$1,904	05885	\$1,615	\$1,960			<input type="checkbox"/>	Typewriter Repairer
Auto Mach L1414	<b>7387</b>	05870	\$1,603	\$1,946	05910	\$1,634	\$1,985			<input checked="" type="checkbox"/>	Upholsterer
Plumbers L38	<b>7388</b>	06570	\$2,252	\$2,737	06610	\$2,297	\$2,793			<input checked="" type="checkbox"/>	Utility Plumber
Ironworkers L377	<b>7389</b>	05940	\$1,658	\$2,014	05980	\$1,690	\$2,053			<input checked="" type="checkbox"/>	Metalsmith
Electricians L6	<b>7390</b>	06160	\$1,844	\$2,242	06200	\$1,881	\$2,287			<input type="checkbox"/>	Welder
SEIU, L 790	<b>7392</b>	06045	\$1,744	\$2,120	06105	\$1,796	\$2,183			<input type="checkbox"/>	Window Cleaner
Ironworkers L377	<b>7395</b>	06190	\$1,871	\$2,274	06230	\$1,909	\$2,319			<input checked="" type="checkbox"/>	Ornamental Iron Worker
Laborers L 261	<b>7404</b>	05720	\$1,491	\$1,809	05760	\$1,520	\$1,844			<input type="checkbox"/>	Asphalt Finisher
Electricians L6	<b>7408</b>	05460	\$1,316	\$1,596	05500	\$1,342	\$1,626			<input type="checkbox"/>	Assistant Power House Operator
TWU 250-A 7410	<b>7410</b>	05665	\$1,454	\$1,761	05705	\$1,481	\$1,796			<input type="checkbox"/>	Automotive Service Worker
TWU L200	<b>7412</b>	05835	\$1,577	\$1,914	05875	\$1,607	\$1,951			<input type="checkbox"/>	Automotive Service Worker Assistant Supervisor
SEIU, L 790	<b>7416</b>	05515	\$1,352	\$1,638	05575	\$1,391	\$1,686			<input type="checkbox"/>	Book Repairer
SEIU, L 790	<b>7418</b>	05905	\$1,630	\$1,980	05965	\$1,678	\$2,038			<input type="checkbox"/>	Senior Book Repairer
Stat Engrs L39	<b>7420</b>	7420C	Flat Rate	\$1,759	7420D	Flat Rate	\$1,794			<input type="checkbox"/>	Bridgetender
Laborers L 261	<b>7421</b>	05840	\$1,580	\$1,918	05880	\$1,611	\$1,955			<input type="checkbox"/>	Sewer Maintenance Worker
Oper Engrs L3	<b>7424</b>	06130	\$1,818	\$2,209	06170	\$1,853	\$2,252			<input checked="" type="checkbox"/>	Dryer Mixer Operator
Hodcarriers, L36	<b>7428</b>	06020	\$1,723	\$2,094	06060	\$1,756	\$2,135			<input checked="" type="checkbox"/>	Hodcarrier
Electricians L6	<b>7430</b>	06410	\$2,084	\$2,533	06450	\$2,124	\$2,582			<input type="checkbox"/>	Assistant Electronic Maintenance Technician
SEIU, L 790	<b>7431</b>	06410	\$2,084	\$2,533	06450	\$2,124	\$2,582			<input type="checkbox"/>	Communication System Equipment Installation Technician
Electricians L6	<b>7432</b>	06100	\$1,791	\$2,178	06140	\$1,827	\$2,221			<input type="checkbox"/>	Electrical Line Helper
Auto Mach L1414	<b>7434</b>	05600	\$1,407	\$1,706	05640	\$1,436	\$1,740			<input checked="" type="checkbox"/>	Maintenance Machinist Helper
SEIU, L 790	<b>7441</b>	05265	\$1,200	\$1,454	05325	\$1,235	\$1,495			<input type="checkbox"/>	Tool Room Mechanic And Custodian
Teamsters L856	<b>7444</b>	05910	\$1,634	\$1,985	05960	\$1,674	\$2,033			<input type="checkbox"/>	Parking Meter Repairer
Plumbers L38	<b>7449</b>	06450	\$2,124	\$2,582	06490	\$2,166	\$2,632			<input type="checkbox"/>	Sewer Service Worker
SEIU, L 790	<b>7450</b>	05605	\$1,411	\$1,710	05665	\$1,454	\$1,761			<input type="checkbox"/>	Shade And Drapery Worker
SEIU, L 790	<b>7454</b>	05045	\$1,081	\$1,307	05105	\$1,112	\$1,346			<input type="checkbox"/>	Traffic Signal Operator
IFPTE, L21	<b>7457</b>	05755	\$1,517	\$1,840	05795	\$1,547	\$1,876			<input type="checkbox"/>	Sign Worker
Laborers L 261	<b>7458</b>	05750	\$1,513	\$1,835	05790	\$1,543	\$1,871			<input type="checkbox"/>	Switch Repairer
Plumbers L38	<b>7463</b>	7463C	\$1,370	\$2,603	7463D	\$1,397	\$2,655			<input type="checkbox"/>	Utility Plumber Apprentice
SEIU, L 790	<b>7470</b>	05875	\$1,607	\$1,951	05935	\$1,654	\$2,009			<input type="checkbox"/>	Watershed Keeper
Stat Engrs L39	<b>7472</b>	7472C	Flat Rate	\$2,281	7472D	Flat Rate	\$2,327			<input type="checkbox"/>	Wire Rope Cable Maintenance Mechanic
Stat Engrs L39	<b>7473</b>	7473C	Flat Rate	\$1,822	7473D	Flat Rate	\$1,858			<input type="checkbox"/>	Wire Rope Cable Maintenance Mechanic Trainee
Electricians L6	<b>7480</b>	06020	\$1,723	\$2,094	06060	\$1,756	\$2,135			<input type="checkbox"/>	Power Generation Technician I
Electricians L6	<b>7482</b>	06260	\$1,936	\$2,354	06300	\$1,975	\$2,401			<input type="checkbox"/>	Power Generation Technician II
Electricians L6	<b>7484</b>	06400	\$2,074	\$2,521	06440	\$2,115	\$2,571			<input type="checkbox"/>	Senior Power Generation Technician
Electricians L6	<b>7488</b>	06740	\$2,449	\$2,977	06780	\$2,496	\$3,035	Z		<input type="checkbox"/>	Power Generation Supervisor
Laborers L 261	<b>7501</b>	7501C	\$857	\$1,250	7501D	\$874	\$1,275			<input type="checkbox"/>	Environmental Service Worker
Laborers L 261	<b>7502</b>	05650	\$1,443	\$1,748	05690	\$1,470	\$1,782			<input type="checkbox"/>	Asphalt Worker
Electricians L6	<b>7510</b>	05280	\$1,208	\$1,463	05320	\$1,232	\$1,491			<input type="checkbox"/>	Lighting Fixture Maintenance Worker
Laborers L 261	<b>7514</b>	05610	\$1,414	\$1,714	05650	\$1,443	\$1,748			<input type="checkbox"/>	General Laborer

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L250	<b>7524</b>	05335	\$1,240	\$1,503	05395	\$1,276	\$1,547			<input type="checkbox"/>	Institution Utility Worker
Laborers L 261	<b>7540</b>	05650	\$1,443	\$1,748	05690	\$1,470	\$1,782			<input type="checkbox"/>	Track Maintenance Worker
SEIU, L 790	<b>7542</b>	7542C	Flat Rate	\$14.9125	7542D	Flat Rate	\$15.3625		H	<input type="checkbox"/>	Watershed Worker (Seasonal)
SEIU, L 790	<b>8104</b>	05505	\$1,346	\$1,630	05565	\$1,385	\$1,678			<input type="checkbox"/>	Victim & Witness Technician
SEIU, L 790	<b>8106</b>	05510	\$1,349	\$1,634	05570	\$1,388	\$1,682			<input type="checkbox"/>	Legal Process Clerk
SEIU, L 790	<b>8108</b>	05700	\$1,477	\$1,791	05760	\$1,520	\$1,844			<input type="checkbox"/>	Senior Legal Process Clerk
SEIU, L 790	<b>8109</b>	05905	\$1,630	\$1,980	05965	\$1,678	\$2,038			<input type="checkbox"/>	Document Examiner Technician
SEIU, L 790	<b>8113</b>	06365	\$2,038	\$2,478	06425	\$2,099	\$2,551			<input type="checkbox"/>	Court Clerk
IFPTE, L21	<b>8116</b>	05765	\$1,524	\$1,849	05805	\$1,554	\$1,886			<input type="checkbox"/>	Legislative Calendar Clerk
IFPTE, L21	<b>8118</b>	06145	\$1,831	\$2,226	06185	\$1,867	\$2,269			<input type="checkbox"/>	Legislation Clerk
TWU L200	<b>8121</b>	06280	\$1,955	\$2,377	06320	\$1,994	\$2,424	Z		<input type="checkbox"/>	Fare Inspections Supervisor/Investigator
SEIU, L 790	<b>8124</b>	06460	\$2,135	\$2,596	06520	\$2,199	\$2,672	Z		<input type="checkbox"/>	Investigator, Office Of Citizen Complaints
TWU L200	<b>8126</b>	06580	\$2,264	\$2,752	06620	\$2,309	\$2,806	Z		<input type="checkbox"/>	Senior Investigator, Office Of Citizen Complaints
+ MEA	<b>8127</b>	06850	\$2,582	\$3,138	06890	\$2,632	\$3,199	Z		<input type="checkbox"/>	Chief Investigator, Office Of Citizen Complaints
+ MEA	<b>8128</b>	07280	\$3,189	\$3,873	07320	\$3,248	\$3,948	Z		<input type="checkbox"/>	Director, Office Of Citizen Complaints
SEIU, L 790	<b>8129</b>	05925	\$1,646	\$1,999	05985	\$1,694	\$2,058			<input type="checkbox"/>	Victim/Witness Investigator I
SEIU, L 790	<b>8131</b>	06115	\$1,805	\$2,194	06175	\$1,858	\$2,258			<input type="checkbox"/>	Victim/Witness Investigator II
DA Investigators	<b>8132</b>	05920	\$1,642	\$1,994	05960	\$1,674	\$2,033	L		<input type="checkbox"/>	District Attorney's Investigative Assistant
SEIU, L 790	<b>8133</b>	06475	\$2,151	\$2,614	06535	\$2,215	\$2,693	Z		<input type="checkbox"/>	Victim/Witness Investigator III
SEIU, L 790	<b>8135</b>	06645	\$2,337	\$2,841	06705	\$2,407	\$2,926	Z		<input type="checkbox"/>	Assistant Chief Victim/Witness Investigator
Unrepresented-Mgt	<b>8137</b>	06930	\$2,685	\$3,263	06970	\$2,737	\$3,327	Z		<input type="checkbox"/>	Chief Victim/Witness Investigator
SEIU, L 790	<b>8138</b>	05955	\$1,670	\$2,028	06015	\$1,719	\$2,089			<input type="checkbox"/>	Court Reporter
SEIU, L 790	<b>8139</b>	06065	\$1,761	\$2,140	06125	\$1,814	\$2,204	Z		<input type="checkbox"/>	Industrial Injury Investigator
SEIU, L 790	<b>8141</b>	06225	\$1,904	\$2,314	06285	\$1,960	\$2,383	Z		<input type="checkbox"/>	Worker's Compensation Adjuster
SEIU, L 790	<b>8142</b>	06460	\$2,135	\$2,596	06520	\$2,199	\$2,672	Z		<input type="checkbox"/>	Public Defender's Investigator
SEIU, L 790	<b>8143</b>	06630	\$2,319	\$2,819	06690	\$2,388	\$2,902			<input type="checkbox"/>	Senior Public Defender's Investigator
DA Investigators	<b>8146</b>	06530	\$2,209	\$2,685	06570	\$2,252	\$2,737	Z		<input type="checkbox"/>	District Attorney's Investigator
DA Investigators	<b>8147</b>	06700	\$2,401	\$2,918	06740	\$2,449	\$2,977	Z		<input type="checkbox"/>	Senior District Attorney's Investigator
+ MEA	<b>8148</b>	07190	\$3,047	\$3,703	07230	\$3,108	\$3,777	Z		<input type="checkbox"/>	Chief District Attorney's Investigator
DA Investigators	<b>8149</b>	06830	\$2,557	\$3,108	06870	\$2,607	\$3,169	Z		<input type="checkbox"/>	Assistant Chief District Attorney's Investigator
+ MEA	<b>8150</b>	07090	\$2,902	\$3,527	07130	\$2,960	\$3,597	Z		<input type="checkbox"/>	Principal District Attorney's Investigator, Special Unit
IFPTE, L21	<b>8151</b>	06655	\$2,348	\$2,855	06695	\$2,395	\$2,910			<input type="checkbox"/>	Claims Investigator, City Attorney's Office
IFPTE, L21	<b>8152</b>	06855	\$2,589	\$3,147	06895	\$2,640	\$3,208			<input type="checkbox"/>	Senior Claims Investigator, City Attorney's Office
+ MEA	<b>8153</b>	07010	\$2,793	\$3,396	07050	\$2,847	\$3,460	Z		<input type="checkbox"/>	Principal Claims Investigator, City Attorney's Office
+ MEA	<b>8155</b>	07600	\$3,724	\$4,527	07640	\$3,799	\$4,617	Z		<input type="checkbox"/>	Chief, Bureau Of Claims Investigation And Administration
SEIU, L 790	<b>8157</b>	05790	\$1,543	\$1,871	05850	\$1,588	\$1,927	L		<input type="checkbox"/>	Child Support Officer I
SEIU, L 790	<b>8158</b>	06095	\$1,787	\$2,172	06155	\$1,840	\$2,236	L		<input type="checkbox"/>	Child Support Officer II
SEIU, L 790	<b>8159</b>	06455	\$2,130	\$2,589	06515	\$2,194	\$2,666			<input type="checkbox"/>	Child Support Officer III
+ MEA	<b>8160</b>	06660	\$2,354	\$2,862	06700	\$2,401	\$2,918	Z		<input type="checkbox"/>	Assistant Chief, Family Support Investigator
SEIU, L 790	<b>8165</b>	06715	\$2,418	\$2,940	06775	\$2,490	\$3,027	Z		<input type="checkbox"/>	Worker's Compensation Supervisor I

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+ MEA	<b>8166</b>	07190	\$3,047	\$3,703	07230	\$3,108	\$3,777	Z		<input type="checkbox"/>	Worker's Compensation Claims Manager
IFPTE, L21	<b>8167</b>	06455	\$2,130	\$2,589	06495	\$2,172	\$2,640	Z		<input type="checkbox"/>	Parking Hearing Examiner
Unrepresented-Misc	<b>8168</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Parking Hearing Supervisor
IFPTE, L21	<b>8169</b>	06085	\$1,778	\$2,161	06125	\$1,814	\$2,204	Z		<input type="checkbox"/>	Legislative Assistant, City Attorney's Office
SEIU, L 790	<b>8170</b>	06475	\$2,151	\$2,614	06535	\$2,215	\$2,693	Z		<input type="checkbox"/>	Medical Claims Supervisor
+ MEA	<b>8171</b>	07270	\$3,169	\$3,851	07310	\$3,234	\$3,931	Z		<input type="checkbox"/>	Law Office Manager
IFPTE, L21	<b>8173</b>	06185	\$1,867	\$2,269	06225	\$1,904	\$2,314			<input type="checkbox"/>	Legal Assistant
MAA	<b>8174</b>	06750	\$2,459	\$2,989	06790	\$2,507	\$3,047	Z		<input type="checkbox"/>	Attorney, Civil And Criminal
MAA	<b>8176</b>	07150	\$2,989	\$3,633	07190	\$3,047	\$3,703	Z		<input type="checkbox"/>	Trial Attorney, Civil And Criminal
MAA	<b>8178</b>	07500	\$3,547	\$4,311	07540	\$3,618	\$4,397	Z		<input type="checkbox"/>	Senior Attorney, Civil And Criminal
MAA	<b>8180</b>	07800	\$4,106	\$4,991	07840	\$4,188	\$5,090	Z		<input type="checkbox"/>	Principal Attorney, Civil And Criminal
MAA	<b>8181</b>	08050	\$4,637	\$5,636	08090	\$4,725	\$5,742	Z		<input type="checkbox"/>	Assistant Chief Attorney I
MAA	<b>8182</b>	07950	\$4,416	\$5,368	07990	\$4,500	\$5,469	Z		<input type="checkbox"/>	Head Attorney, Civil And Criminal
MAA	<b>8183</b>	08150	\$4,869	\$5,918	08190	\$4,961	\$6,030	Z		<input type="checkbox"/>	Assistant Chief Attorney II
+ MEA	<b>8184</b>	08050	\$4,637	\$5,636	08090	\$4,725	\$5,742	Z		<input type="checkbox"/>	Chief Attorney II (Civil And Criminal)
+ MEA	<b>8185</b>	07890	\$4,286	\$5,209	07930	\$4,372	\$5,315	Z		<input type="checkbox"/>	Director, Child Support Services
+ MEA	<b>8186</b>	07580	\$3,689	\$4,484	07620	\$3,760	\$4,570	Z		<input type="checkbox"/>	Attorney For The Public Administrator
+ MEA	<b>8187</b>	07025	\$2,813	\$3,418	07065	\$2,868	\$3,486	Z		<input type="checkbox"/>	Chief, Family Support Investigator
MAA	<b>8190</b>	07910	\$4,334	\$5,269	07950	\$4,416	\$5,368	Z		<input type="checkbox"/>	Attorney, Tax Collector
MAA	<b>8193</b>	08170	\$4,915	\$5,974	08210	\$5,018	\$6,099	Z		<input type="checkbox"/>	Chief Attorney I (Civil & Criminal)
Elected Official	<b>8196</b>	8196C	Flat Rate	\$5,525	8196C	Flat Rate	\$5,525	Z		<input type="checkbox"/>	Public Defender
Elected Official	<b>8197</b>	8197C	Flat Rate	\$5,800	8197C	Flat Rate	\$5,800	Z		<input type="checkbox"/>	City Attorney
Elected Official	<b>8198</b>	8198C	Flat Rate	\$5,800	8198C	Flat Rate	\$5,800	Z		<input type="checkbox"/>	District Attorney
SEIU, L 790	<b>8201</b>	8201C	Flat Rate	\$11.8375	8201D	Flat Rate	\$12.1875		H	<input type="checkbox"/>	School Crossing Guard
SEIU, L 790	<b>8202</b>	05255	\$1,194	\$1,447	05315	\$1,229	\$1,488			<input type="checkbox"/>	Security Guard
SEIU, L 790	<b>8204</b>	05975	\$1,686	\$2,048	06035	\$1,736	\$2,110	L		<input type="checkbox"/>	Institutional Police Officer
SFIPOA	<b>8205</b>	06220	\$1,899	\$2,309	06260	\$1,936	\$2,354	L		<input type="checkbox"/>	Institutional Police Sergeant
SFIPOA	<b>8206</b>	06620	\$2,309	\$2,806	06660	\$2,354	\$2,862			<input type="checkbox"/>	Institutional Police Captain
SEIU, L 790	<b>8207</b>	05655	\$1,447	\$1,752	05715	\$1,488	\$1,805			<input type="checkbox"/>	Building And Grounds Patrol Officer
SEIU, L 790	<b>8208</b>	05655	\$1,447	\$1,752	05715	\$1,488	\$1,805			<input type="checkbox"/>	Park Patrol Officer
SFIPOA	<b>8209</b>	06420	\$2,094	\$2,545	06460	\$2,135	\$2,596			<input type="checkbox"/>	Institutional Police Lieutenant
SEIU, L 790	<b>8210</b>	06095	\$1,787	\$2,172	06155	\$1,840	\$2,236			<input type="checkbox"/>	Head Park Patrol Officer
SEIU, L 790	<b>8213</b>	05905	\$1,630	\$1,980	05965	\$1,678	\$2,038			<input type="checkbox"/>	Police Services Aide
SEIU, L 790	<b>8214</b>	8214C	\$1,329	\$1,596	8214D	\$1,369	\$1,644			<input type="checkbox"/>	Parking Control Officer
SEIU, L 790	<b>8216</b>	8216C	\$1,582	\$1,907	8216D	\$1,629	\$1,964			<input type="checkbox"/>	Senior Parking Control Officer
SEIU, L 790	<b>8217</b>	06105	\$1,796	\$2,183	06165	\$1,849	\$2,247			<input type="checkbox"/>	Station Officer
Unrepresented-Misc	<b>8219</b>	06455	\$2,130	\$2,589	06495	\$2,172	\$2,640			<input type="checkbox"/>	Parking Enforcement Administrator
+ MEA	<b>8220</b>	06640	\$2,332	\$2,835	06680	\$2,377	\$2,890	Z		<input type="checkbox"/>	Director, Parking Enforcement
+ MEA	<b>8221</b>	07150	\$2,989	\$3,633	07190	\$3,047	\$3,703	Z		<input type="checkbox"/>	Chief Of Protective Services, Transportation Commission
Unrepresented-Misc	<b>8222</b>	06060	\$1,756	\$2,135	06100	\$1,791	\$2,178	L		<input type="checkbox"/>	Housing Authority Police Officer

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**City and County of San Francisco - Department of Human Resources**  
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Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L 790	<b>8226</b>	05655	\$1,447	\$1,752	05715	\$1,488	\$1,805			<input type="checkbox"/>	Museum Guard
SEIU, L 790	<b>8228</b>	05875	\$1,607	\$1,951	05935	\$1,654	\$2,009			<input type="checkbox"/>	Museum Security Supervisor
SEIU, L 790	<b>8234</b>	06115	\$1,805	\$2,194	06175	\$1,858	\$2,258			<input type="checkbox"/>	Fire Alarm Dispatcher
SEIU, L 790	<b>8236</b>	06465	\$2,140	\$2,602	06525	\$2,204	\$2,679			<input type="checkbox"/>	Chief Fire Alarm Dispatcher
SEIU, L 790	<b>8238</b>	8238C	\$1,761	\$2,243	8238D	\$1,814	\$2,310			<input type="checkbox"/>	Public Safety Communications Dispatcher
SEIU, L 790	<b>8239</b>	06405	\$2,079	\$2,527	06465	\$2,140	\$2,602			<input type="checkbox"/>	Senior Police Communications Dispatcher
IFPTE, L21	<b>8240</b>	06505	\$2,183	\$2,654	06545	\$2,226	\$2,706			<input type="checkbox"/>	Police Safety Communications Coordinator
+ MEA	<b>8245</b>	07170	\$3,018	\$3,668	07210	\$3,080	\$3,744	Z		<input type="checkbox"/>	Communications Manager, S.F. Police Department
Unrepresented-Misc	<b>8247</b>	06350	\$2,023	\$2,459	06390	\$2,063	\$2,507	Z		<input type="checkbox"/>	Emergency Planning Coordinator
SEIU, L 790	<b>8249</b>	05625	\$1,425	\$1,727	05685	\$1,467	\$1,778			<input type="checkbox"/>	Fingerprint Technician I
SEIU, L 790	<b>8250</b>	05785	\$1,539	\$1,867	05845	\$1,584	\$1,923			<input type="checkbox"/>	Fingerprint Technician II
SEIU, L 790	<b>8251</b>	05935	\$1,654	\$2,009	05995	\$1,702	\$2,069			<input type="checkbox"/>	Fingerprint Technician III
IFPTE, L21	<b>8260</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Criminalist
IFPTE, L21	<b>8262</b>	07255	\$3,147	\$3,826	07295	\$3,208	\$3,899	Z		<input type="checkbox"/>	Senior Criminalist
Unrepresented-Misc	<b>8263</b>	07355	\$3,304	\$4,017	07395	\$3,369	\$4,094	Z		<input type="checkbox"/>	Crime Laboratory Manager
IFPTE, L21	<b>8264</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056	Z		<input type="checkbox"/>	Forensic Document Examiner
SEIU, L 790	<b>8274</b>	04745	\$936	\$1,134	04805	\$964	\$1,166			<input type="checkbox"/>	Police Cadet
SEIU, L 790	<b>8280</b>	05755	\$1,517	\$1,840	05815	\$1,562	\$1,895			<input type="checkbox"/>	Environmental Control Officer
Unrepresented-Misc	<b>8282</b>	05975	\$1,686	\$2,048	06015	\$1,719	\$2,089			<input type="checkbox"/>	Senior Environmental Control Officer
SEIU, L 790	<b>8300</b>	04745	\$936	\$1,134	04805	\$964	\$1,166			<input type="checkbox"/>	Sheriff's Cadet
SEIU, L 790	<b>8301</b>	05575	\$1,391	\$1,686	05635	\$1,433	\$1,736			<input type="checkbox"/>	Sheriff's Property Keeper
Deputy Sheriffs	<b>8302</b>	8302C	Flat Rate	\$1,524	8302D	Flat Rate	\$1,554			<input type="checkbox"/>	Deputy Sheriff I
Deputy Sheriffs	<b>8304</b>	06170	\$1,853	\$2,252	06210	\$1,890	\$2,297	L		<input type="checkbox"/>	Deputy Sheriff
Deputy Sheriffs	<b>8306</b>	06380	\$2,053	\$2,496	06420	\$2,094	\$2,545	L		<input type="checkbox"/>	Senior Deputy Sheriff
Deputy Sheriffs	<b>8308</b>	06580	\$2,264	\$2,752	06620	\$2,309	\$2,806	L		<input type="checkbox"/>	Sheriff's Sergeant
Deputy Sheriffs	<b>8310</b>	06860	\$2,596	\$3,155	06900	\$2,647	\$3,217			<input type="checkbox"/>	Sheriff's Lieutenant
Deputy Sheriffs	<b>8312</b>	07140	\$2,977	\$3,618	07180	\$3,035	\$3,689	Z		<input type="checkbox"/>	Sheriff's Captain
+ MEA	<b>8313</b>	06960	\$2,726	\$3,313	07000	\$2,779	\$3,378	Z		<input type="checkbox"/>	Administrator Of Prisoner Services
Deputy Sheriffs	<b>8314</b>	07340	\$3,282	\$3,989	07380	\$3,346	\$4,067	Z		<input type="checkbox"/>	Chief Deputy Sheriff
+ MEA	<b>8315</b>	07360	\$3,313	\$4,028	07400	\$3,378	\$4,106	Z		<input type="checkbox"/>	Assistant Sheriff
SEIU, L 790	<b>8316</b>	05560	\$1,381	\$1,674	05620	\$1,421	\$1,723			<input type="checkbox"/>	Assistant Counselor
SEIU, L 790	<b>8318</b>	06205	\$1,886	\$2,292	06265	\$1,941	\$2,360			<input type="checkbox"/>	Counselor II
SEIU, L 790	<b>8320</b>	05825	\$1,569	\$1,904	05885	\$1,615	\$1,960			<input type="checkbox"/>	Counselor, Juvenile Hall
SEIU, L 790	<b>8321</b>	05975	\$1,686	\$2,048	06035	\$1,736	\$2,110			<input type="checkbox"/>	Counselor, Log Cabin Ranch
Teamsters L856	<b>8322</b>	06285	\$1,960	\$2,383	06335	\$2,009	\$2,442			<input type="checkbox"/>	Senior Counselor, Juvenile Hall
Teamsters L856	<b>8323</b>	06025	\$1,727	\$2,099	06075	\$1,769	\$2,151			<input type="checkbox"/>	Senior Counselor, Boys Ranch School
Teamsters L856	<b>8324</b>	06385	\$2,058	\$2,502	06435	\$2,110	\$2,564			<input type="checkbox"/>	Supervising Counselor, Juvenile Court
+ MEA	<b>8326</b>	06290	\$1,965	\$2,388	06330	\$2,004	\$2,435	Z		<input type="checkbox"/>	Assistant Director, Log Cabin Ranch
+ MEA	<b>8330</b>	06690	\$2,388	\$2,902	06730	\$2,435	\$2,960	Z		<input type="checkbox"/>	Director, Log Cabin Ranch
+ MEA	<b>8336</b>	07175	\$3,027	\$3,679	07215	\$3,087	\$3,752	Z		<input type="checkbox"/>	Manager, Finance And Administration, Juvenile Probation

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Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
+ MEA	<b>8340</b>	06370	\$2,043	\$2,483	06410	\$2,084	\$2,533	Z		<input type="checkbox"/>	Assistant Director, Juvenile Hall
+ MEA	<b>8344</b>	06920	\$2,672	\$3,248	06960	\$2,726	\$3,313	Z		<input type="checkbox"/>	Director, Juvenile Hall
+ MEA	<b>8348</b>	07500	\$3,547	\$4,311	07540	\$3,618	\$4,397	Z		<input type="checkbox"/>	Undersheriff
Elected Official	<b>8350</b>	8350C	Flat Rate	\$4,525	8350C	Flat Rate	\$4,525	Z		<input type="checkbox"/>	Sheriff
+ MEA	<b>8413</b>	07300	\$3,217	\$3,910	07340	\$3,282	\$3,989	Z		<input type="checkbox"/>	Asst. Chief Probation Officer, Juvenile Probation
Supv Prob Off L3	<b>8414</b>	06520	\$2,199	\$2,672	06560	\$2,242	\$2,726	Z		<input type="checkbox"/>	Supervising Probation Officer, Juvenile Court
Supv Prob Off L3	<b>8415</b>	06710	\$2,412	\$2,933	06750	\$2,459	\$2,989	Z		<input type="checkbox"/>	Senior Supervising Probation Officer, Juvenile Probation
+ MEA	<b>8416</b>	06860	\$2,596	\$3,155	06900	\$2,647	\$3,217	Z		<input type="checkbox"/>	Director, Probation Services
+ MEA	<b>8417</b>	06860	\$2,596	\$3,155	06900	\$2,647	\$3,217	Z		<input type="checkbox"/>	Director, Community Programs, Juvenile Probation
+ MEA	<b>8418</b>	07860	\$4,229	\$5,140	07900	\$4,311	\$5,241	Z		<input type="checkbox"/>	Chief Probation Officer, Juvenile Court
SEIU, L 790	<b>8420</b>	06405	\$2,079	\$2,527	06465	\$2,140	\$2,602	Z		<input type="checkbox"/>	Rehabilitation Services Coordinator
Supv Prob Off L3	<b>8434</b>	06520	\$2,199	\$2,672	06560	\$2,242	\$2,726	Z		<input type="checkbox"/>	Supervising Adult Probation Officer
+ MEA	<b>8435</b>	06740	\$2,449	\$2,977	06780	\$2,496	\$3,035	Z		<input type="checkbox"/>	Division Director, Adult Probation
+ MEA	<b>8436</b>	07600	\$3,724	\$4,527	07640	\$3,799	\$4,617	Z		<input type="checkbox"/>	Chief Adult Probation Officer
Probation Officers	<b>8444</b>	8444C	\$1,480	\$2,287	8444D	\$1,563	\$2,414			<input type="checkbox"/>	Deputy Probation Officer
Unrepresented-Misc	<b>8446</b>	05860	\$1,596	\$1,936	05900	\$1,626	\$1,975	Z		<input type="checkbox"/>	Court Alternative Specialist I
SEIU, L 790	<b>8452</b>	06515	\$2,194	\$2,666	06575	\$2,258	\$2,745	Z		<input type="checkbox"/>	Criminal Justice Specialist II
+ MEA	<b>8470</b>	07020	\$2,806	\$3,410	07060	\$2,862	\$3,479	Z		<input type="checkbox"/>	Executive Director, County Parole Commission
SEIU, L 790	<b>8482</b>	05655	\$1,447	\$1,752	05715	\$1,488	\$1,805			<input type="checkbox"/>	Crime Prevention Worker
SEIU, L 790	<b>8484</b>	06035	\$1,736	\$2,110	06095	\$1,787	\$2,172			<input type="checkbox"/>	Supervising Crime Prevention Worker
+ MEA	<b>8488</b>	06420	\$2,094	\$2,545	06460	\$2,135	\$2,596	Z		<input type="checkbox"/>	Director, Crime Prevention Program
SEIU, L 790	<b>9102</b>	05645	\$1,440	\$1,744	05705	\$1,481	\$1,796			<input type="checkbox"/>	Transit Car Cleaner
SEIU, L 790	<b>9104</b>	05835	\$1,577	\$1,914	05895	\$1,622	\$1,970			<input type="checkbox"/>	Transit Car Cleaner Assistant Supervisor
SEIU, L 790	<b>9110</b>	05645	\$1,440	\$1,744	05705	\$1,481	\$1,796			<input type="checkbox"/>	Fare Collections Receiver
SEIU, L 790	<b>9116</b>	05945	\$1,662	\$2,019	06005	\$1,710	\$2,079			<input type="checkbox"/>	Senior Fare Collections Receiver
SEIU, L 790	<b>9117</b>	06415	\$2,089	\$2,539	06475	\$2,151	\$2,614			<input type="checkbox"/>	Principal Fare Collections Receiver
SEIU, L 790	<b>9118</b>	06495	\$2,172	\$2,640	06555	\$2,236	\$2,719			<input type="checkbox"/>	Transit Revenue Supervisor
SEIU, L 790	<b>9122</b>	05825	\$1,569	\$1,904	05885	\$1,615	\$1,960			<input type="checkbox"/>	Transit Information Clerk
SEIU, L 790	<b>9124</b>	05915	\$1,638	\$1,990	05975	\$1,686	\$2,048			<input type="checkbox"/>	Senior Transit Information Clerk
SEIU, L 790	<b>9126</b>	05845	\$1,584	\$1,923	05905	\$1,630	\$1,980			<input type="checkbox"/>	Transit Traffic Checker
SEIU, L 790	<b>9128</b>	05995	\$1,702	\$2,069	06055	\$1,752	\$2,130			<input type="checkbox"/>	Senior Transit Traffic Checker
SEIU, L 790	<b>9131</b>	06205	\$1,886	\$2,292	06265	\$1,941	\$2,360			<input type="checkbox"/>	Station Agent, Municipal Railway
TWU 250-A 7410	<b>9132</b>	05750	\$1,513	\$1,835	05790	\$1,543	\$1,871			<input type="checkbox"/>	Transit Fare Inspector
TWU L200	<b>9135</b>	05830	\$1,573	\$1,909	05870	\$1,603	\$1,946			<input type="checkbox"/>	Passenger Service Specialist
TWU L200	<b>9139</b>	06450	\$2,124	\$2,582	06450	\$2,124	\$2,582			<input type="checkbox"/>	Transit Supervisor
TWU L200	<b>9140</b>	06700	\$2,401	\$2,918	06740	\$2,449	\$2,977	Z		<input type="checkbox"/>	Transit Manager I
TWU L200	<b>9141</b>	06950	\$2,711	\$3,295	06990	\$2,764	\$3,359	Z		<input type="checkbox"/>	Transit Manager II
+ MEA	<b>9142</b>	07100	\$2,918	\$3,547	07140	\$2,977	\$3,618	Z		<input type="checkbox"/>	Transit Manager III
+ MEA	<b>9143</b>	07450	\$3,460	\$4,206	07490	\$3,527	\$4,286	Z		<input type="checkbox"/>	Senior Operations Manager
+ MEA	<b>9146</b>	06610	\$2,297	\$2,793	06650	\$2,342	\$2,847	Z		<input type="checkbox"/>	Manager, Accessible Services

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
TWU L200	<b>9150</b>	06700	\$2,401	\$2,918	06740	\$2,449	\$2,977			<input type="checkbox"/>	Train Controller
TWU L200	<b>9155</b>	06640	\$2,332	\$2,835	06680	\$2,377	\$2,890			<input type="checkbox"/>	Claims Investigator
TWU L200	<b>9156</b>	06840	\$2,571	\$3,126	06880	\$2,621	\$3,187			<input type="checkbox"/>	Senior Claims Investigator
TWU L200	<b>9157</b>	06840	\$2,571	\$3,126	06880	\$2,621	\$3,187			<input type="checkbox"/>	Claims Adjuster
+ MEA	<b>9161</b>	07370	\$3,327	\$4,044	07410	\$3,396	\$4,128	Z		<input type="checkbox"/>	Asst. Chief, Bureau Of Claims Invest. & Administration
TWU L200	<b>9173</b>	06730	\$2,435	\$2,960	06770	\$2,483	\$3,018			<input type="checkbox"/>	Systems Safety Inspector
+ MEA	<b>9184</b>	9184C	\$4,099	\$5,244	9184D	\$4,181	\$5,349	Z		<input type="checkbox"/>	Deputy General Manager, Dept. of Public Transportation
+ MEA	<b>9185</b>	9185C	\$5,143	\$6,566	9185D	\$5,246	\$6,697	Z		<input type="checkbox"/>	Chief Operating Officer, Public Transportation Dept.
MTA Director	<b>9186</b>	9186C	Flat Rate	\$7,573	9186C	Flat Rate	\$7,573	Z		<input type="checkbox"/>	General Manager, Public Transportation Dept.
+ MEA	<b>9189</b>	07300	\$3,217	\$3,910	07340	\$3,282	\$3,989	Z		<input type="checkbox"/>	Director Of Planning, Municipal Railway
IFPTE, L21	<b>9195</b>	07055	\$2,855	\$3,470	07095	\$2,910	\$3,537			<input type="checkbox"/>	Light Rail Vehicle Equipment Engineer
IFPTE, L21	<b>9196</b>	07355	\$3,304	\$4,017	07395	\$3,369	\$4,094	Z		<input type="checkbox"/>	Senior Light Rail Vehicle Equipment Engineer
IFPTE, L21	<b>9197</b>	9197C	Flat Rate	\$4,012	9197D	Flat Rate	\$4,092			<input type="checkbox"/>	Signal And Systems Engineer
SEIU, L 790	<b>9202</b>	06025	\$1,727	\$2,099	06085	\$1,778	\$2,161			<input type="checkbox"/>	Airport Communications Dispatcher
SEIU, L 790	<b>9203</b>	06225	\$1,904	\$2,314	06285	\$1,960	\$2,383			<input type="checkbox"/>	Senior Airport Communications Dispatcher
SEIU, L 790	<b>9204</b>	06375	\$2,048	\$2,490	06435	\$2,110	\$2,564			<input type="checkbox"/>	Airport Communications Supervisor
+ MEA	<b>9205</b>	06840	\$2,571	\$3,126	06880	\$2,621	\$3,187	Z		<input type="checkbox"/>	Airport Communications Coordinator
IFPTE, L21	<b>9206</b>	06660	\$2,354	\$2,862	06700	\$2,401	\$2,918	Z		<input type="checkbox"/>	Airport Property Specialist I
SEIU, L 790	<b>9209</b>	05805	\$1,554	\$1,886	05865	\$1,600	\$1,941			<input type="checkbox"/>	Airport Police Services Aide
SEIU, L 790	<b>9212</b>	06315	\$1,990	\$2,418	06375	\$2,048	\$2,490			<input type="checkbox"/>	Airport Safety Officer
SEIU, L 790	<b>9220</b>	06645	\$2,337	\$2,841	06705	\$2,407	\$2,926			<input type="checkbox"/>	Airport Operations Supervisor
+ MEA	<b>9222</b>	06780	\$2,496	\$3,035	06820	\$2,545	\$3,093	Z		<input type="checkbox"/>	Airport Operations Coordinator
+ MEA	<b>9226</b>	07030	\$2,819	\$3,426	07070	\$2,874	\$3,493	Z		<input type="checkbox"/>	Airport Operations Superintendent
SEIU, L 790	<b>9230</b>	06085	\$1,778	\$2,161	06145	\$1,831	\$2,226			<input type="checkbox"/>	Airport Custodial Services Supervisor
Stat Engrs L39	<b>9232</b>	9232C	Flat Rate	\$3,470	9232D	Flat Rate	\$3,539			<input type="checkbox"/>	Airport Mechanical Maintenance Supervisor
Electricians L6	<b>9240</b>	06600	\$2,287	\$2,779	06640	\$2,332	\$2,835			<input checked="" type="checkbox"/>	Airport Electrician
Electricians L6	<b>9241</b>	06770	\$2,483	\$3,018	06810	\$2,533	\$3,080			<input type="checkbox"/>	Airport Electrician Supervisor
Electricians L6	<b>9242</b>	06870	\$2,607	\$3,169	06910	\$2,660	\$3,234			<input type="checkbox"/>	Head Airport Electrician
+ MEA	<b>9247</b>	06430	\$2,104	\$2,557	06470	\$2,145	\$2,607	Z		<input type="checkbox"/>	Airport Emergency Planning Coordinator
+ MEA	<b>9248</b>	06610	\$2,297	\$2,793	06650	\$2,342	\$2,847	Z		<input type="checkbox"/>	Airport Facilities Services Manager
SEIU, L 790	<b>9250</b>	06825	\$2,551	\$3,101	06885	\$2,627	\$3,193	Z		<input type="checkbox"/>	Airport Maintenance Supervisor
Unrepresented-Mgt	<b>9251</b>	07025	\$2,813	\$3,418	07065	\$2,868	\$3,486	Z		<input type="checkbox"/>	Public Relations Manager
+ MEA	<b>9252</b>	07225	\$3,101	\$3,769	07265	\$3,162	\$3,844	Z		<input type="checkbox"/>	Airport Maintenance Superintendent
+ MEA	<b>9253</b>	07300	\$3,217	\$3,910	07340	\$3,282	\$3,989	Z		<input type="checkbox"/>	Director, Bureau Of Community Affairs
+ MEA	<b>9254</b>	06510	\$2,188	\$2,660	06550	\$2,230	\$2,711	Z		<input type="checkbox"/>	Assistant To The Director, Public Affairs
IFPTE, L21	<b>9255</b>	07015	\$2,800	\$3,403	07055	\$2,855	\$3,470	Z		<input type="checkbox"/>	Airport Economic Planner
+ MEA	<b>9256</b>	07300	\$3,217	\$3,910	07340	\$3,282	\$3,989	Z		<input type="checkbox"/>	Airport Assistant Deputy Director, Operations
+ MEA	<b>9258</b>	07300	\$3,217	\$3,910	07340	\$3,282	\$3,989	Z		<input type="checkbox"/>	Airport Assistant Deputy Director, Business And Finance
+ MEA	<b>9260</b>	07300	\$3,217	\$3,910	07340	\$3,282	\$3,989	Z		<input type="checkbox"/>	Airport Assistant Deputy Dir., Facilities Oper. & Maintenance
+ MEA	<b>9270</b>	07830	\$4,164	\$5,062	07870	\$4,246	\$5,161	Z		<input type="checkbox"/>	Airport Deputy Director

Notes: \* Wage increase effective 8/4/01 for SFIRA classes

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**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2001 - 2002**

Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
IFPTE, L21	<b>9276</b>	06515	\$2,194	\$2,666	06555	\$2,236	\$2,719	Z		<input type="checkbox"/>	Secretary, Airports Commission
+ MEA	<b>9278</b>	9278C	\$5,838	\$7,679	9278D	\$5,955	\$7,833	Z		<input type="checkbox"/>	Director Of Airports
Piledrivers L34	<b>9330</b>	06390	\$2,063	\$2,507	06430	\$2,104	\$2,557			<input checked="" type="checkbox"/>	Pile Worker
Oper Engrs L3	<b>9331</b>	06460	\$2,135	\$2,596	06500	\$2,178	\$2,647			<input checked="" type="checkbox"/>	Piledriver Engine Operator
Piledrivers L34	<b>9332</b>	06620	\$2,309	\$2,806	06660	\$2,354	\$2,862			<input checked="" type="checkbox"/>	Piledriver Supervisor I
Ironworkers L377	<b>9342</b>	06450	\$2,124	\$2,582	06490	\$2,166	\$2,632			<input checked="" type="checkbox"/>	Ornamental Iron Worker Supervisor I
Roofers L40	<b>9343</b>	06120	\$1,809	\$2,199	06160	\$1,844	\$2,242			<input checked="" type="checkbox"/>	Roofer
Roofers L40	<b>9344</b>	06410	\$2,084	\$2,533	06450	\$2,124	\$2,582			<input checked="" type="checkbox"/>	Roofer Supervisor I
SheetMetal L104	<b>9345</b>	06780	\$2,496	\$3,035	06820	\$2,545	\$3,093			<input checked="" type="checkbox"/>	Sheet Metal Supervisor I
Ironworkers L377	<b>9346</b>	06540	\$2,221	\$2,700	06580	\$2,264	\$2,752			<input checked="" type="checkbox"/>	Fusion Welder
SFPOA, L911	<b>9350</b>	9350C	\$1,908	\$2,505	9350D	\$1,984	\$2,605	L		<input type="checkbox"/>	Harbor Police Officer
Electricians L6	<b>9354</b>	06700	\$2,401	\$2,918	06740	\$2,449	\$2,977			<input type="checkbox"/>	Elevator and Crane Technician
SEIU, L 790	<b>9356</b>	06290	\$1,965	\$2,388	06350	\$2,023	\$2,459			<input type="checkbox"/>	Wharfinger II
+ MEA	<b>9357</b>	06620	\$2,309	\$2,806	06660	\$2,354	\$2,862	Z		<input type="checkbox"/>	Maritime Operations Manager
Electricians L6	<b>9358</b>	06800	\$2,521	\$3,064	06840	\$2,571	\$3,126			<input checked="" type="checkbox"/>	Crane Mechanic Supervisor
Oper Engrs L3	<b>9360</b>	06770	\$2,483	\$3,018	06810	\$2,533	\$3,080			<input checked="" type="checkbox"/>	Construction And Maintenance Supervisor II, Port
+ MEA	<b>9363</b>	07095	\$2,910	\$3,537	07135	\$2,969	\$3,608	Z		<input type="checkbox"/>	Superintendent of Harbor Maintenance
+ MEA	<b>9364</b>	07230	\$3,108	\$3,777	07270	\$3,169	\$3,851	Z		<input type="checkbox"/>	General Superintendent of Harbor Maintenance
+ MEA	<b>9373</b>	07240	\$3,126	\$3,799	07280	\$3,189	\$3,873	Z		<input type="checkbox"/>	Manager Of Marketing
+ MEA	<b>9375</b>	07325	\$3,256	\$3,957	07365	\$3,320	\$4,036	Z		<input type="checkbox"/>	Assistant Deputy Director, Port
IFPTE, L21	<b>9376</b>	06475	\$2,151	\$2,614	06515	\$2,194	\$2,666	Z		<input type="checkbox"/>	Market Research Specialists, Port
IFPTE, L21	<b>9377</b>	06555	\$2,236	\$2,719	06595	\$2,281	\$2,772	Z		<input type="checkbox"/>	Feasibility Analyst, Port
+ MEA	<b>9378</b>	06965	\$2,732	\$3,320	07005	\$2,786	\$3,387	Z		<input type="checkbox"/>	Development Project Coordinator, Port
+ MEA	<b>9379</b>	07760	\$4,028	\$4,895	07800	\$4,106	\$4,991	Z		<input type="checkbox"/>	Chief Harbor Engineer
SEIU, L 790	<b>9380</b>	06435	\$2,110	\$2,564	06495	\$2,172	\$2,640	Z		<input type="checkbox"/>	Administrative Service Officer, Port
+ MEA	<b>9382</b>	06950	\$2,711	\$3,295	06990	\$2,764	\$3,359	Z		<input type="checkbox"/>	Government And Public Affairs Manager
SEIU, L 790	<b>9385</b>	06025	\$1,727	\$2,099	06085	\$1,778	\$2,161			<input type="checkbox"/>	General Service Officer, Port Of San Francisco
+ MEA	<b>9386</b>	06965	\$2,732	\$3,320	07005	\$2,786	\$3,387	Z		<input type="checkbox"/>	Senior Property Manager, Port
+ MEA	<b>9390</b>	06830	\$2,557	\$3,108	06870	\$2,607	\$3,169	Z		<input type="checkbox"/>	Executive Assistant To The Port Director
IFPTE, L21	<b>9393</b>	06885	\$2,627	\$3,193	06925	\$2,679	\$3,256	Z		<input type="checkbox"/>	Maritime Marketing Representative
IFPTE, L21	<b>9395</b>	06660	\$2,354	\$2,862	06700	\$2,401	\$2,918	Z		<input type="checkbox"/>	Property Manager, Port
+ MEA	<b>9396</b>	07020	\$2,806	\$3,410	07060	\$2,862	\$3,479	Z		<input type="checkbox"/>	Manager, Leasing And Tenant Services
+ MEA	<b>9397</b>	07720	\$3,948	\$4,799	07760	\$4,028	\$4,895	Z		<input type="checkbox"/>	Deputy Director, Port
+ MEA	<b>9398</b>	07120	\$2,946	\$3,581	07160	\$3,005	\$3,653	Z		<input type="checkbox"/>	Manager, Regulatory And Environmental Affairs
Port Director	<b>9399</b>	08380	\$5,450	\$6,624	08420	\$5,555	\$6,753	Z		<input type="checkbox"/>	Port Director
SEIU, L535	<b>9702</b>	05865	\$1,600	\$1,941	05925	\$1,646	\$1,999			<input type="checkbox"/>	Employment And Training Specialist I
SEIU, L535	<b>9703</b>	06185	\$1,867	\$2,269	06245	\$1,923	\$2,337			<input type="checkbox"/>	Employment & Training Specialist II
SEIU, L535	<b>9704</b>	06235	\$1,914	\$2,326	06295	\$1,970	\$2,395	Z		<input type="checkbox"/>	Employment & Training Specialist III
SEIU, L535	<b>9705</b>	06435	\$2,110	\$2,564	06495	\$2,172	\$2,640	Z		<input type="checkbox"/>	Employment & Training Specialist IV
SEIU, L535	<b>9706</b>	06635	\$2,326	\$2,827	06695	\$2,395	\$2,910	Z		<input type="checkbox"/>	Employment & Training Specialist V

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**City and County of San Francisco - Department of Human Resources**  
**Biweekly (unless noted differently) Rates of Pay for Fiscal Year 2001 - 2002**

Version 2.0a

Org Name	Job Code	July 1, 2001 Rate *			January 5, 2002 Rate			OT	Type	Step 5	Title
		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SEIU, L535	<b>9708</b>	06985	\$2,758	\$3,353	07045	\$2,841	\$3,453	Z		<input type="checkbox"/>	Employment & Training Specialist VI
SEIU, L 790	<b>9722</b>	06435	\$2,110	\$2,564	06495	\$2,172	\$2,640	Z		<input type="checkbox"/>	Specialist In Aqing II
SEIU, L 790	<b>9724</b>	06685	\$2,383	\$2,896	06745	\$2,454	\$2,983	Z		<input type="checkbox"/>	Specialist In Aqing III
SEIU, L 790	<b>9770</b>	05745	\$1,510	\$1,831	05805	\$1,554	\$1,886			<input type="checkbox"/>	Community Development Assistant
SEIU, L 790	<b>9772</b>	06215	\$1,895	\$2,303	06275	\$1,951	\$2,371	Z		<input type="checkbox"/>	Community Development Specialist
SEIU, L 790	<b>9774</b>	06515	\$2,194	\$2,666	06575	\$2,258	\$2,745	Z		<input type="checkbox"/>	Senior Community Development Specialist I
SEIU, L 790	<b>9775</b>	06865	\$2,602	\$3,162	06925	\$2,679	\$3,256	Z		<input type="checkbox"/>	Senior Community Development Specialist II
SEIU, L 790	<b>9910</b>	00000	Flat Rate	\$0	00000	Flat Rate	\$0			<input type="checkbox"/>	Public Service Trainee
SEIU, L 790	<b>9912</b>	04245	\$740	\$893	04305	\$760	\$918			<input type="checkbox"/>	Public Service Aide - Technical
Unrepresented-Misc	<b>9914</b>	9914C	Flat Rate	\$1,066	9914D	Flat Rate	\$1,087			<input type="checkbox"/>	Public Service Aide - Administration
Unrepresented-Misc	<b>9916</b>	9916C	\$766	\$925	9916D	\$781	\$944			<input type="checkbox"/>	Public Service Aide - Public Works
Unrepresented-Misc	<b>9920</b>	9920C	Flat Rate	\$1,070	9920D	Flat Rate	\$1,091			<input type="checkbox"/>	Public Service Aide - Assistant To Professionals
Unrepresented-Misc	<b>9922</b>	9922C	Flat Rate	\$1,169	9922D	Flat Rate	\$1,192			<input type="checkbox"/>	Public Service Aide - Associate To Professionals
SEIU, L 790	<b>9924</b>	9924C	Flat Rate	\$1,058	9924D	Flat Rate	\$1,090			<input type="checkbox"/>	Public Service Aide - Health Services
Unrepresented-Mgt	<b>A006</b>	A006C	Flat Rate	\$4,097	A006D	Flat Rate	\$4,179	Z		<input type="checkbox"/>	Parking Bureau Chief
Unrepresented-Misc	<b>A100</b>	06210	\$1,890	\$2,297	06250	\$1,927	\$2,342			<input type="checkbox"/>	Parking Enforcement Supervisor
Unrepresented-Misc	<b>AB27</b>	06300	\$1,975	\$2,401	06340	\$2,014	\$2,449	Z		<input type="checkbox"/>	Secretary, Commission On The Environment
Unrepresented-Mgt	<b>AB44</b>	08060	\$4,662	\$5,667	08100	\$4,753	\$5,778	Z		<input type="checkbox"/>	Confidential Chief Attorney II, (Civil & Criminal)
Unrepresented-Misc	<b>AC24</b>	06645	\$2,337	\$2,841	06685	\$2,383	\$2,896			<input type="checkbox"/>	Secretary to Port Commission
Unrepresented-Mgt	<b>AC27</b>	08290	\$5,209	\$6,332	08330	\$5,315	\$6,461	Z		<input type="checkbox"/>	Director of Airfield Development
Unrepresented-Misc	<b>AC28</b>	AC28C	\$5,160	\$6,915	AC28D	\$5,263	\$7,053	Z		<input type="checkbox"/>	Chief Forensic Pathologist
Unrepresented-Misc	<b>AC29</b>	06830	\$2,557	\$3,108	06870	\$2,607	\$3,169			<input type="checkbox"/>	Operations Supervisor
Unrepresented-Mgt	<b>AC30</b>	06780	\$2,496	\$3,035	06820	\$2,545	\$3,093	Z		<input type="checkbox"/>	Director of Museum Security Services
Unrepresented-Mgt	<b>AC33</b>	07390	\$3,359	\$4,082	07430	\$3,426	\$4,164	Z		<input type="checkbox"/>	Ethics Commission Executive Director
Unrepresented-Misc	<b>AC34</b>	06455	\$2,130	\$2,589	06495	\$2,172	\$2,640			<input type="checkbox"/>	Project Analyst
Unrepresented-Misc	<b>AC35</b>	06755	\$2,466	\$2,997	06795	\$2,514	\$3,056			<input type="checkbox"/>	Board/Commission Secretary 3
Unrepresented-Mgt	<b>AC36</b>	07175	\$3,027	\$3,679	07215	\$3,087	\$3,752	Z		<input type="checkbox"/>	Deputy Director Administrative Services
Unrepresented-Mgt	<b>AC37</b>	06605	\$2,292	\$2,786	06645	\$2,337	\$2,841	Z		<input type="checkbox"/>	Principal Area Manager
Unrepresented-Mgt	<b>AC38</b>	06875	\$2,614	\$3,178	06915	\$2,666	\$3,241	Z		<input type="checkbox"/>	Assistant Superintendent, Rec & Park
Unrepresented-Mgt	<b>AC39</b>	06605	\$2,292	\$2,786	06645	\$2,337	\$2,841	Z		<input type="checkbox"/>	Manager, Marina Operations
SEIU Nurses	<b>P103</b>	P103C	\$36.6125	\$40.3625	P103D	\$37.3500	\$41.1750		H	<input type="checkbox"/>	Special Nurse
SFPOA, L911	<b>Q 2</b>	Q2C00	\$1,908	\$2,505	Q2D00	\$1,984	\$2,605			<input type="checkbox"/>	Police Officer
SFPOA, L911	<b>Q 3</b>	Q3C00	\$1,984	\$2,605	Q3D00	\$2,063	\$2,709			<input type="checkbox"/>	Police Officer II
SFPOA, L911	<b>Q 4</b>	Q4C00	\$2,023	\$2,656	Q4D00	\$2,104	\$2,762			<input type="checkbox"/>	Police Officer III
SFPOA, L911	<b>Q 35</b>	Q35C0	\$2,687	\$2,908	Q35D0	\$2,794	\$3,024			<input type="checkbox"/>	Assistant Inspector
SFPOA, L911	<b>Q 36</b>	Q36C0	\$2,794	\$3,024	Q36D0	\$2,906	\$3,145			<input type="checkbox"/>	Assistant Inspector II
SFPOA, L911	<b>Q 37</b>	Q37C0	\$2,849	\$3,083	Q37D0	\$2,963	\$3,206			<input type="checkbox"/>	Assistant Inspector III
SFPOA, L911	<b>Q 50</b>	Q50C0	Flat Rate	\$2,908	Q50D0	Flat Rate	\$3,024			<input type="checkbox"/>	Sergeant, (Police Department)
SFPOA, L911	<b>Q 51</b>	Q51C0	Flat Rate	\$3,024	Q51D0	Flat Rate	\$3,145			<input type="checkbox"/>	Sergeant II
SFPOA, L911	<b>Q 52</b>	Q52C0	Flat Rate	\$3,083	Q52D0	Flat Rate	\$3,206			<input type="checkbox"/>	Sergeant III

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		Grade	Low Rate	High Rate	Grade	Low Rate	High Rate				
SFPOA, L911	<b>Q 60</b>	Q60C0	Flat Rate	\$3,321	Q60D0	Flat Rate	\$3,454			<input type="checkbox"/>	Lieutenant, (Police Department)
SFPOA, L911	<b>Q 61</b>	Q61C0	Flat Rate	\$3,454	Q61D0	Flat Rate	\$3,592			<input type="checkbox"/>	Lieutenant II
SFPOA, L911	<b>Q 62</b>	Q62C0	Flat Rate	\$3,520	Q62D0	Flat Rate	\$3,661			<input type="checkbox"/>	Lieutenant III
SFPOA, L911	<b>Q 80</b>	Q80C0	Flat Rate	\$3,899	Q80D0	Flat Rate	\$4,055			<input type="checkbox"/>	Captain, (Police Department)
SFPOA, L911	<b>Q 81</b>	Q81C0	Flat Rate	\$4,055	Q81D0	Flat Rate	\$4,217			<input type="checkbox"/>	Captain II
SFPOA, L911	<b>Q 82</b>	Q82C0	Flat Rate	\$4,133	Q82D0	Flat Rate	\$4,298			<input type="checkbox"/>	Captain III

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City and County of San Francisco

Department of Human Resources

## **FY 2001-2002 COMPENSATION MANUAL**

### II. Salary Grades



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table - Off Matrix Grades will be available shortly**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

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

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



CITY AND COUNTY OF SAN FRANCISCO – DEPARTMENT OF HUMAN RESOURCES

**Salary Grade Table**

Step	Hourly	Biweekly	Monthly	Annual	Hourly	Biweekly	Monthly	Annual	Hourly	Biweekly	Monthly	Annual
<b>09180</b>					<b>09210</b>							
1	100.6500	8,052	17,446	209,352	1	102.1750	8,174	17,710	212,524			
2	105.6750	8,454	18,317	219,804	2	107.2750	8,582	18,594	223,132			
3	110.9625	8,877	19,234	230,802	3	112.6500	9,012	19,526	234,312			
4	116.5125	9,321	20,196	242,346	4	118.2750	9,462	20,501	246,012			
5	122.3375	9,787	21,205	254,462	5	124.1875	9,935	21,526	258,310			
<b>09185</b>					<b>09215</b>							
1	100.8375	8,067	17,479	209,742	1	102.3875	8,191	17,747	212,966			
2	105.8750	8,470	18,352	220,220	2	107.5000	8,600	18,633	223,600			
3	111.1625	8,893	19,268	231,218	3	112.8875	9,031	19,567	234,806			
4	116.7250	9,338	20,232	242,788	4	118.5250	9,482	20,544	246,532			
5	122.5625	9,805	21,244	254,930	5	124.4500	9,956	21,571	258,856			
<b>09190</b>					<b>09220</b>							
1	101.0125	8,081	17,509	210,106	1	102.6000	8,208	17,784	213,408			
2	106.0625	8,485	18,384	220,610	2	107.7250	8,618	18,672	224,068			
3	111.3625	8,909	19,303	231,634	3	113.1125	9,049	19,606	235,274			
4	116.9375	9,355	20,269	243,230	4	118.7750	9,502	20,588	247,052			
5	122.7750	9,822	21,281	255,372	5	124.7125	9,977	21,617	259,402			
<b>09195</b>												
1	101.3250	8,106	17,563	210,756								
2	106.3875	8,511	18,441	221,286								
3	111.7000	8,936	19,361	232,336								
4	117.2875	9,383	20,330	243,958								
5	123.1500	9,852	21,346	256,152								
<b>09200</b>												
1	101.6250	8,130	17,615	211,380								
2	106.7000	8,536	18,495	221,936								
3	112.0375	8,963	19,420	233,038								
4	117.6375	9,411	20,391	244,686								
5	123.5250	9,882	21,411	256,932								
<b>09205</b>												
1	101.9000	8,152	17,663	211,952								
2	106.9875	8,559	18,545	222,534								
3	112.3500	8,988	19,474	233,688								
4	117.9625	9,437	20,447	245,362								
5	123.8625	9,909	21,470	257,634								

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



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>0380C</b>					<b>0490C</b>					<b>0912C</b>				
1	36.3500	2,908	6,301	75,608	1	61.0625	4,885	10,584	127,010	1	24.1500	1,932	4,186	50,232
<b>0380D</b>					<b>0490D</b>					2	25.3500	2,028	4,394	52,728
1	37.8000	3,024	6,552	78,624	1	63.5000	5,080	11,007	132,080	3	26.6250	2,130	4,615	55,380
<b>0381C</b>					<b>0720C</b>					4	27.9500	2,236	4,845	58,136
1	37.8000	3,024	6,552	78,624	1	18.0000	1,440	3,120	37,440	5	29.3500	2,348	5,087	61,048
<b>0381D</b>					<b>0911C</b>					6	30.8250	2,466	5,343	64,116
1	39.3125	3,145	6,814	81,770	1	22.3375	1,787	3,872	46,462	7	32.3625	2,589	5,610	67,314
<b>0382C</b>										<b>0912D</b>				
1	38.5375	3,083	6,680	80,158	2	23.4500	1,876	4,065	48,776	1	24.6250	1,970	4,268	51,220
<b>0382D</b>										2	25.8625	2,069	4,483	53,794
1	40.0750	3,206	6,946	83,356	3	24.6250	1,970	4,268	51,220	3	27.1500	2,172	4,706	56,472
<b>0400C</b>										4	28.5125	2,281	4,942	59,306
1	70.8625	5,669	12,283	147,394	4	25.8625	2,069	4,483	53,794	5	29.9375	2,395	5,189	62,270
<b>0400D</b>										6	31.4250	2,514	5,447	65,364
1	73.7000	5,896	12,775	153,296	5	27.1500	2,172	4,706	56,472	7	33.0000	2,640	5,720	68,640
<b>0401C</b>														
1	73.7000	5,896	12,775	153,296	6	28.5125	2,281	4,942	59,306	<b>0913C</b>				
<b>0401D</b>										1	25.9875	2,079	4,505	54,054
1	76.6500	6,132	13,286	159,432	<b>0911D</b>					2	27.2875	2,183	4,730	56,758
<b>0402C</b>					1	22.7875	1,823	3,950	47,398	3	28.6500	2,292	4,966	59,592
1	75.1125	6,009	13,020	156,234	2	23.9250	1,914	4,147	49,764	4	30.0875	2,407	5,215	62,582
<b>0402D</b>										5	31.5875	2,527	5,475	65,702
1	78.1125	6,249	13,540	162,474	3	25.1125	2,009	4,353	52,234	6	33.1750	2,654	5,750	69,004
<b>0488C</b>										7	34.8250	2,786	6,036	72,436
1	57.6000	4,608	9,984	119,808	4	26.3750	2,110	4,572	54,860					
<b>0488D</b>														
1	59.9000	4,792	10,383	124,592	5	27.6875	2,215	4,799	57,590					
<b>0489C</b>														
1	59.9000	4,792	10,383	124,592	6	29.0750	2,326	5,040	60,476					
<b>0489D</b>														
1	62.3000	4,984	10,799	129,584	7	30.5250	2,442	5,291	63,492					



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>0913D</b>					<b>0921D</b>					<b>0922D</b>				
1	26.5000	2,120	4,593	55,120	1	28.5125	2,281	4,942	59,306	1	30.2250	2,418	5,239	62,868
2	27.8250	2,226	4,823	57,876	2	29.9375	2,395	5,189	62,270	2	31.7375	2,539	5,501	66,014
3	29.2125	2,337	5,064	60,762	3	31.4250	2,514	5,447	65,364	3	33.3250	2,666	5,776	69,316
4	30.6750	2,454	5,317	63,804	4	33.0000	2,640	5,720	68,640	4	35.0000	2,800	6,067	72,800
5	32.2125	2,577	5,584	67,002	5	34.6500	2,772	6,006	72,072	5	36.7500	2,940	6,370	76,440
6	33.8250	2,706	5,863	70,356	6	36.3750	2,910	6,305	75,660	6	38.5875	3,087	6,689	80,262
7	35.5125	2,841	6,156	73,866	7	38.2000	3,056	6,621	79,456	7	40.5125	3,241	7,022	84,266
<b>0921C</b>					<b>0922C</b>					<b>0923C</b>				
1	27.9500	2,236	4,845	58,136	1	29.6375	2,371	5,137	61,646	1	31.8875	2,551	5,527	66,326
2	29.3500	2,348	5,087	61,048	2	31.1250	2,490	5,395	64,740	2	33.4875	2,679	5,805	69,654
3	30.8250	2,466	5,343	64,116	3	32.6750	2,614	5,664	67,964	3	35.1625	2,813	6,095	73,138
4	32.3625	2,589	5,610	67,314	4	34.3125	2,745	5,948	71,370	4	36.9125	2,953	6,398	76,778
5	33.9875	2,719	5,891	70,694	5	36.0250	2,882	6,244	74,932	5	38.7625	3,101	6,719	80,626
6	35.6875	2,855	6,186	74,230	6	37.8375	3,027	6,559	78,702	6	40.7000	3,256	7,055	84,656
7	37.4625	2,997	6,494	77,922	7	39.7250	3,178	6,886	82,628	7	42.7250	3,418	7,406	88,868



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>0923D</b>					<b>0931D</b>					<b>0932D</b>				
1	32.5250	2,602	5,638	67,652	1	35.0000	2,800	6,067	72,800	1	37.6500	3,012	6,526	78,312
2	34.1500	2,732	5,919	71,032	2	36.7500	2,940	6,370	76,440	2	39.5250	3,162	6,851	82,212
3	35.8500	2,868	6,214	74,568	3	38.5875	3,087	6,689	80,262	3	41.5000	3,320	7,193	86,320
4	37.6500	3,012	6,526	78,312	4	40.5125	3,241	7,022	84,266	4	43.5750	3,486	7,553	90,636
5	39.5250	3,162	6,851	82,212	5	42.5375	3,403	7,373	88,478	5	45.7625	3,661	7,932	95,186
6	41.5000	3,320	7,193	86,320	6	44.6750	3,574	7,744	92,924	6	48.0500	3,844	8,329	99,944
7	43.5750	3,486	7,553	90,636	7	46.9000	3,752	8,129	97,552	7	50.4500	4,036	8,745	104,936
<b>0931C</b>					<b>0932C</b>					<b>0933C</b>				
1	34.3125	2,745	5,948	71,370	1	36.9125	2,953	6,398	76,778	1	39.7375	3,179	6,888	82,654
2	36.0250	2,882	6,244	74,932	2	38.7625	3,101	6,719	80,626	2	41.7125	3,337	7,230	86,762
3	37.8375	3,027	6,559	78,702	3	40.7000	3,256	7,055	84,656	3	43.7875	3,503	7,590	91,078
4	39.7250	3,178	6,886	82,628	4	42.7250	3,418	7,406	88,868	4	45.9875	3,679	7,971	95,654
5	41.7125	3,337	7,230	86,762	5	44.8625	3,589	7,776	93,314	5	48.2750	3,862	8,368	100,412
6	43.7875	3,503	7,590	91,078	6	47.1125	3,769	8,166	97,994	6	50.7000	4,056	8,788	105,456
7	45.9875	3,679	7,971	95,654	7	49.4625	3,957	8,574	102,882	7	53.2250	4,258	9,226	110,708



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>0933D</b>					<b>0941D</b>					<b>0942D</b>				
1	40.5125	3,241	7,022	84,266	1	43.5750	3,486	7,553	90,636	1	46.5500	3,724	8,069	96,824
2	42.5375	3,403	7,373	88,478	2	45.7625	3,661	7,932	95,186	2	48.8750	3,910	8,472	101,660
3	44.6750	3,574	7,744	92,924	3	48.0500	3,844	8,329	99,944	3	51.3250	4,106	8,896	106,756
4	46.9000	3,752	8,129	97,552	4	50.4500	4,036	8,745	104,936	4	53.8875	4,311	9,341	112,086
5	49.2500	3,940	8,537	102,440	5	52.9750	4,238	9,182	110,188	5	56.5875	4,527	9,809	117,702
6	51.7125	4,137	8,964	107,562	6	55.6125	4,449	9,640	115,674	6	59.4125	4,753	10,298	123,578
7	54.2875	4,343	9,410	112,918	7	58.4000	4,672	10,123	121,472	7	62.3875	4,991	10,814	129,766
<b>0941C</b>					<b>0942C</b>					<b>0943C</b>				
1	42.7250	3,418	7,406	88,868	1	45.6625	3,653	7,915	94,978	1	51.8125	4,145	8,981	107,770
2	44.8625	3,589	7,776	93,314	2	47.9500	3,836	8,311	99,736	2	54.4000	4,352	9,429	113,152
3	47.1125	3,769	8,166	97,994	3	50.3500	4,028	8,727	104,728	3	57.1250	4,570	9,902	118,820
4	49.4625	3,957	8,574	102,882	4	52.8625	4,229	9,163	109,954	4	59.9875	4,799	10,398	124,774
5	51.9375	4,155	9,003	108,030	5	55.5000	4,440	9,620	115,440	5	62.9875	5,039	10,918	131,014
6	54.5250	4,362	9,451	113,412	6	58.2750	4,662	10,101	121,212	6	66.1375	5,291	11,464	137,566
7	57.2625	4,581	9,926	119,106	7	61.1875	4,895	10,606	127,270	7	69.4500	5,556	12,038	144,456



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>0943D</b>					<b>0951D</b>					<b>0952D</b>				
1	52.8625	4,229	9,163	109,954	1	30.2250	2,418	5,239	62,868	1	35.0000	2,800	6,067	72,800
2	55.5000	4,440	9,620	115,440	2	31.7375	2,539	5,501	66,014	2	36.7500	2,940	6,370	76,440
3	58.2750	4,662	10,101	121,212	3	33.3250	2,666	5,776	69,316	3	38.5875	3,087	6,689	80,262
4	61.1875	4,895	10,606	127,270	4	35.0000	2,800	6,067	72,800	4	40.5125	3,241	7,022	84,266
5	64.2500	5,140	11,137	133,640	5	36.7500	2,940	6,370	76,440	5	42.5375	3,403	7,373	88,478
6	67.4625	5,397	11,694	140,322	6	38.5875	3,087	6,689	80,262	6	44.6750	3,574	7,744	92,924
7	70.8375	5,667	12,279	147,342	7	40.5125	3,241	7,022	84,266	7	46.9000	3,752	8,129	97,552
<b>0951C</b>					<b>0952C</b>					<b>0953C</b>				
1	29.6375	2,371	5,137	61,646	1	34.3125	2,745	5,948	71,370	1	42.7250	3,418	7,406	88,868
2	31.1250	2,490	5,395	64,740	2	36.0250	2,882	6,244	74,932	2	44.8625	3,589	7,776	93,314
3	32.6750	2,614	5,664	67,964	3	37.8375	3,027	6,559	78,702	3	47.1125	3,769	8,166	97,994
4	34.3125	2,745	5,948	71,370	4	39.7250	3,178	6,886	82,628	4	49.4625	3,957	8,574	102,882
5	36.0250	2,882	6,244	74,932	5	41.7125	3,337	7,230	86,762	5	51.9375	4,155	9,003	108,030
6	37.8375	3,027	6,559	78,702	6	43.7875	3,503	7,590	91,078	6	54.5250	4,362	9,451	113,412
7	39.7250	3,178	6,886	82,628	7	45.9875	3,679	7,971	95,654	7	57.2625	4,581	9,926	119,106



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>0953D</b>					<b>0954D</b>					<b>0955D</b>				
1	43.5750	3,486	7,553	90,636	1	49.5750	3,966	8,593	103,116	1	52.8625	4,229	9,163	109,954
2	45.7625	3,661	7,932	95,186	2	52.0500	4,164	9,022	108,264	2	55.5000	4,440	9,620	115,440
3	48.0500	3,844	8,329	99,944	3	54.6500	4,372	9,473	113,672	3	58.2750	4,662	10,101	121,212
4	50.4500	4,036	8,745	104,936	4	57.3875	4,591	9,947	119,366	4	61.1875	4,895	10,606	127,270
5	52.9750	4,238	9,182	110,188	5	60.2625	4,821	10,446	125,346	5	64.2500	5,140	11,137	133,640
6	55.6125	4,449	9,640	115,674	6	63.2750	5,062	10,968	131,612	6	67.4625	5,397	11,694	140,322
7	58.4000	4,672	10,123	121,472	7	66.4375	5,315	11,516	138,190	7	70.8375	5,667	12,279	147,342
<b>0954C</b>					<b>0955C</b>					<b>0961C</b>				
1	48.6000	3,888	8,424	101,088	1	51.8125	4,145	8,981	107,770	1	36.9125	2,953	6,398	76,778
2	51.0250	4,082	8,844	106,132	2	54.4000	4,352	9,429	113,152	2	38.7625	3,101	6,719	80,626
3	53.5750	4,286	9,286	111,436	3	57.1250	4,570	9,902	118,820	3	40.7000	3,256	7,055	84,656
4	56.2500	4,500	9,750	117,000	4	59.9875	4,799	10,398	124,774	4	42.7250	3,418	7,406	88,868
5	59.0625	4,725	10,238	122,850	5	62.9875	5,039	10,918	131,014	5	44.8625	3,589	7,776	93,314
6	62.0125	4,961	10,749	128,986	6	66.1375	5,291	11,464	137,566	6	47.1125	3,769	8,166	97,994
7	65.1125	5,209	11,286	135,434	7	69.4500	5,556	12,038	144,456	7	49.4625	3,957	8,574	102,882



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>0961D</b>					<b>0962D</b>					<b>0963D</b>				
1	37.6500	3,012	6,526	78,312	1	46.5500	3,724	8,069	96,824	1	49.5750	3,966	8,593	103,116
2	39.5250	3,162	6,851	82,212	2	48.8750	3,910	8,472	101,660	2	52.0500	4,164	9,022	108,264
3	41.5000	3,320	7,193	86,320	3	51.3250	4,106	8,896	106,756	3	54.6500	4,372	9,473	113,672
4	43.5750	3,486	7,553	90,636	4	53.8875	4,311	9,341	112,086	4	57.3875	4,591	9,947	119,366
5	45.7625	3,661	7,932	95,186	5	56.5875	4,527	9,809	117,702	5	60.2625	4,821	10,446	125,346
6	48.0500	3,844	8,329	99,944	6	59.4125	4,753	10,298	123,578	6	63.2750	5,062	10,968	131,612
7	50.4500	4,036	8,745	104,936	7	62.3875	4,991	10,814	129,766	7	66.4375	5,315	11,516	138,190
<b>0962C</b>					<b>0963C</b>					<b>0964C</b>				
1	45.6625	3,653	7,915	94,978	1	48.6000	3,888	8,424	101,088	1	55.7250	4,458	9,659	115,908
2	47.9500	3,836	8,311	99,736	2	51.0250	4,082	8,844	106,132	2	58.5125	4,681	10,142	121,706
3	50.3500	4,028	8,727	104,728	3	53.5750	4,286	9,286	111,436	3	61.4375	4,915	10,649	127,790
4	52.8625	4,229	9,163	109,954	4	56.2500	4,500	9,750	117,000	4	64.5125	5,161	11,182	134,186
5	55.5000	4,440	9,620	115,440	5	59.0625	4,725	10,238	122,850	5	67.7375	5,419	11,741	140,894
6	58.2750	4,662	10,101	121,212	6	62.0125	4,961	10,749	128,986	6	71.1250	5,690	12,328	147,940
7	61.1875	4,895	10,606	127,270	7	65.1125	5,209	11,286	135,434	7	74.6750	5,974	12,944	155,324



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>0964D</b>					<b>0965D</b>					<b>1041D</b>				
1	56.8875	4,551	9,861	118,326	1	70.8375	5,667	12,279	147,342	1	29.7875	2,383	5,163	61,958
2	59.7375	4,779	10,355	124,254	2	74.3750	5,950	12,892	154,700	2	30.5250	2,442	5,291	63,492
3	62.7250	5,018	10,872	130,468	3	78.0875	6,247	13,535	162,422	3	31.2750	2,502	5,421	65,052
4	65.8625	5,269	11,416	136,994	4	82.0000	6,560	14,213	170,560	4	32.3625	2,589	5,610	67,314
5	69.1500	5,532	11,986	143,832	5	86.1000	6,888	14,924	179,088	5	33.1750	2,654	5,750	69,004
6	72.6125	5,809	12,586	151,034	6	90.4000	7,232	15,669	188,032	6	33.9875	2,719	5,891	70,694
7	76.2375	6,099	13,215	158,574	7	94.9250	7,594	16,454	197,444	7	34.8250	2,786	6,036	72,436
<b>0965C</b>					<b>1041C</b>					8	35.6875	2,855	6,186	74,230
1	69.4375	5,555	12,036	144,430	1	29.2125	2,337	5,064	60,762	9	36.6125	2,929	6,346	76,154
2	72.9125	5,833	12,638	151,658	2	29.9375	2,395	5,189	62,270	10	37.4625	2,997	6,494	77,922
3	76.5625	6,125	13,271	159,250	3	30.6750	2,454	5,317	63,804					
4	80.3875	6,431	13,934	167,206	4	31.7375	2,539	5,501	66,014					
5	84.4125	6,753	14,632	175,578	5	32.5250	2,602	5,638	67,652					
6	88.6250	7,090	15,362	184,340	6	33.3250	2,666	5,776	69,316					
7	93.0625	7,445	16,131	193,570	7	34.1500	2,732	5,919	71,032					
					8	35.0000	2,800	6,067	72,800					
					9	35.8500	2,868	6,214	74,568					
					10	36.7500	2,940	6,370	76,440					



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>1042C</b>					<b>1042D</b>					<b>1043C</b>				
1	32.3625	2,589	5,610	67,314	1	33.0000	2,640	5,720	68,640	1	35.8500	2,868	6,214	74,568
2	33.1750	2,654	5,750	69,004	2	33.8250	2,706	5,863	70,356	2	36.7500	2,940	6,370	76,440
3	33.9875	2,719	5,891	70,694	3	34.6500	2,772	6,006	72,072	3	37.6500	3,012	6,526	78,312
4	35.1625	2,813	6,095	73,138	4	35.8500	2,868	6,214	74,568	4	38.9625	3,117	6,754	81,042
5	36.0250	2,882	6,244	74,932	5	36.7500	2,940	6,370	76,440	5	39.9250	3,194	6,920	83,044
6	36.9125	2,953	6,398	76,778	6	37.6500	3,012	6,526	78,312	6	40.9125	3,273	7,092	85,098
7	37.8375	3,027	6,559	78,702	7	38.5875	3,087	6,689	80,262	7	41.9125	3,353	7,265	87,178
8	38.7625	3,101	6,719	80,626	8	39.5250	3,162	6,851	82,212	8	42.9500	3,436	7,445	89,336
9	39.7375	3,179	6,888	82,654	9	40.5125	3,241	7,022	84,266	9	44.0000	3,520	7,627	91,520
10	40.7000	3,256	7,055	84,656	10	41.5000	3,320	7,193	86,320	10	45.1000	3,608	7,817	93,808



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>1043D</b>					<b>1044C</b>					<b>1044D</b>				
1	36.5750	2,926	6,340	76,076	1	38.5875	3,087	6,689	80,262	1	39.3375	3,147	6,819	81,822
2	37.4625	2,997	6,494	77,922	2	39.5250	3,162	6,851	82,212	2	40.3250	3,226	6,990	83,876
3	38.4000	3,072	6,656	79,872	3	40.5125	3,241	7,022	84,266	3	41.3000	3,304	7,159	85,904
4	39.7375	3,179	6,888	82,654	4	41.9125	3,353	7,265	87,178	4	42.7250	3,418	7,406	88,868
5	40.7000	3,256	7,055	84,656	5	42.9500	3,436	7,445	89,336	5	43.7875	3,503	7,590	91,078
6	41.7125	3,337	7,230	86,762	6	44.0000	3,520	7,627	91,520	6	44.8625	3,589	7,776	93,314
7	42.7250	3,418	7,406	88,868	7	45.1000	3,608	7,817	93,808	7	45.9875	3,679	7,971	95,654
8	43.7875	3,503	7,590	91,078	8	46.2000	3,696	8,008	96,096	8	47.1125	3,769	8,166	97,994
9	44.8625	3,589	7,776	93,314	9	47.3500	3,788	8,207	98,488	9	48.2750	3,862	8,368	100,412
10	45.9875	3,679	7,971	95,654	10	48.5125	3,881	8,409	100,906	10	49.4625	3,957	8,574	102,882



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>1051C</b>					<b>1051D</b>					<b>1052C</b>				
1	22.5625	1,805	3,911	46,930	1	23.0000	1,840	3,987	47,840	1	26.1125	2,089	4,526	54,314
2	23.1125	1,849	4,006	48,074	2	23.5750	1,886	4,086	49,036	2	26.7500	2,140	4,637	55,640
3	23.6875	1,895	4,106	49,270	3	24.1500	1,932	4,186	50,232	3	27.4250	2,194	4,754	57,044
4	24.5000	1,960	4,247	50,960	4	24.9875	1,999	4,331	51,974	4	28.3625	2,269	4,916	58,994
5	25.1125	2,009	4,353	52,234	5	25.6000	2,048	4,437	53,248	5	29.0750	2,326	5,040	60,476
6	25.7250	2,058	4,459	53,508	6	26.2375	2,099	4,548	54,574	6	29.7875	2,383	5,163	61,958
7	26.3750	2,110	4,572	54,860	7	26.8875	2,151	4,661	55,926	7	30.5250	2,442	5,291	63,492
8	27.0125	2,161	4,682	56,186	8	27.5500	2,204	4,775	57,304	8	31.2750	2,502	5,421	65,052
9	27.6875	2,215	4,799	57,590	9	28.2250	2,258	4,892	58,708	9	32.0500	2,564	5,555	66,664
10	28.3625	2,269	4,916	58,994	10	28.9250	2,314	5,014	60,164	10	32.8375	2,627	5,692	68,302



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>1052D</b>					<b>1053C</b>					<b>1053D</b>				
1	26.6250	2,130	4,615	55,380	1	30.2250	2,418	5,239	62,868	1	30.8250	2,466	5,343	64,116
2	27.2875	2,183	4,730	56,758	2	30.9750	2,478	5,369	64,428	2	31.5875	2,527	5,475	65,702
3	27.9500	2,236	4,845	58,136	3	31.7375	2,539	5,501	66,014	3	32.3625	2,589	5,610	67,314
4	28.9250	2,314	5,014	60,164	4	32.8375	2,627	5,692	68,302	4	33.4875	2,679	5,805	69,654
5	29.6375	2,371	5,137	61,646	5	33.6625	2,693	5,835	70,018	5	34.3125	2,745	5,948	71,370
6	30.3750	2,430	5,265	63,180	6	34.4750	2,758	5,976	71,708	6	35.1625	2,813	6,095	73,138
7	31.1250	2,490	5,395	64,740	7	35.3375	2,827	6,125	73,502	7	36.0250	2,882	6,244	74,932
8	31.8875	2,551	5,527	66,326	8	35.8625	2,869	6,216	74,594	8	36.9125	2,953	6,398	76,778
9	32.6750	2,614	5,664	67,964	9	37.1125	2,969	6,433	77,194	9	37.8375	3,027	6,559	78,702
10	33.4875	2,679	5,805	69,654	10	38.0125	3,041	6,589	79,066	10	38.7625	3,101	6,719	80,626



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>1054C</b>					<b>1054D</b>					<b>1061C</b>				
1	35.0000	2,800	6,067	72,800	1	35.6875	2,855	6,186	74,230	1	20.8750	1,670	3,618	43,420
2	35.8500	2,868	6,214	74,568	2	36.5750	2,926	6,340	76,076	2	21.3750	1,710	3,705	44,460
3	36.7500	2,940	6,370	76,440	3	37.4625	2,997	6,494	77,922	3	21.9000	1,752	3,796	45,552
4	38.0125	3,041	6,589	79,066	4	38.7625	3,101	6,719	80,626	4	22.6750	1,814	3,930	47,164
5	38.9625	3,117	6,754	81,042	5	39.7375	3,179	6,888	82,654	5	23.2250	1,858	4,026	48,308
6	39.9250	3,194	6,920	83,044	6	40.7000	3,256	7,055	84,656	6	23.8000	1,904	4,125	49,504
7	40.9125	3,273	7,092	85,098	7	41.7125	3,337	7,230	86,762	7	24.3875	1,951	4,227	50,726
8	41.9125	3,353	7,265	87,178	8	42.7250	3,418	7,406	88,868	8	24.9875	1,999	4,331	51,974
9	42.9500	3,436	7,445	89,336	9	43.7875	3,503	7,590	91,078	9	25.6000	2,048	4,437	53,248
10	44.0000	3,520	7,627	91,520	10	44.8625	3,589	7,776	93,314	10	26.2375	2,099	4,548	54,574



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>1061D</b>					<b>1062C</b>					<b>1062D</b>				
1	21.2750	1,702	3,688	44,252	1	22.5625	1,805	3,911	46,930	1	23.0000	1,840	3,987	47,840
2	21.8000	1,744	3,779	45,344	2	23.1125	1,849	4,006	48,074	2	23.5750	1,886	4,086	49,036
3	22.3375	1,787	3,872	46,462	3	23.6875	1,895	4,106	49,270	3	24.1500	1,932	4,186	50,232
4	23.1125	1,849	4,006	48,074	4	24.5000	1,960	4,247	50,960	4	24.9875	1,999	4,331	51,974
5	23.6875	1,895	4,106	49,270	5	25.1125	2,009	4,353	52,234	5	25.6000	2,048	4,437	53,248
6	24.2625	1,941	4,206	50,466	6	25.7250	2,058	4,459	53,508	6	26.2375	2,099	4,548	54,574
7	24.8750	1,990	4,312	51,740	7	26.3750	2,110	4,572	54,860	7	26.8875	2,151	4,661	55,926
8	25.4750	2,038	4,416	52,988	8	27.0125	2,161	4,682	56,186	8	27.5500	2,204	4,775	57,304
9	26.1125	2,089	4,526	54,314	9	27.6875	2,215	4,799	57,590	9	28.2250	2,258	4,892	58,708
10	26.7500	2,140	4,637	55,640	10	28.3625	2,269	4,916	58,994	10	28.9250	2,314	5,014	60,164



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>1063C</b>					<b>1063D</b>					<b>1064C</b>				
1	27.4250	2,194	4,754	57,044	1	27.9500	2,236	4,845	58,136	1	31.8875	2,551	5,527	66,326
2	28.0875	2,247	4,869	58,422	2	28.6500	2,292	4,966	59,592	2	32.6750	2,614	5,664	67,964
3	28.7875	2,303	4,990	59,878	3	29.3500	2,348	5,087	61,048	3	33.4875	2,679	5,805	69,654
4	29.7875	2,383	5,163	61,958	4	30.3750	2,430	5,265	63,180	4	34.6500	2,772	6,006	72,072
5	30.5250	2,442	5,291	63,492	5	31.1250	2,490	5,395	64,740	5	35.5125	2,841	6,156	73,866
6	31.2750	2,502	5,421	65,052	6	31.8875	2,551	5,527	66,326	6	36.3750	2,910	6,305	75,660
7	32.0500	2,564	5,555	66,664	7	32.6750	2,614	5,664	67,964	7	37.2875	2,983	6,463	77,558
8	32.8375	2,627	5,692	68,302	8	33.4875	2,679	5,805	69,654	8	38.2000	3,056	6,621	79,456
9	33.6625	2,693	5,835	70,018	9	34.3125	2,745	5,948	71,370	9	39.1500	3,132	6,786	81,432
10	34.4750	2,758	5,976	71,708	10	35.1625	2,813	6,095	73,138	10	40.1000	3,208	6,951	83,408



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>1064D</b>					<b>1070C</b>					<b>1070D</b>				
1	32.5250	2,602	5,638	67,652	1	38.5875	3,087	6,689	80,262	1	39.3375	3,147	6,819	81,822
2	33.3250	2,666	5,776	69,316	2	39.5250	3,162	6,851	82,212	2	40.3250	3,226	6,990	83,876
3	34.1500	2,732	5,919	71,032	3	40.5125	3,241	7,022	84,266	3	41.3000	3,304	7,159	85,904
4	35.3375	2,827	6,125	73,502	4	41.9125	3,353	7,265	87,178	4	42.7250	3,418	7,406	88,868
5	35.8625	2,869	6,216	74,594	5	42.9500	3,436	7,445	89,336	5	43.7875	3,503	7,590	91,078
6	37.1125	2,969	6,433	77,194	6	44.0000	3,520	7,627	91,520	6	44.8625	3,589	7,776	93,314
7	38.0125	3,041	6,589	79,066	7	45.1000	3,608	7,817	93,808	7	45.9875	3,679	7,971	95,654
8	38.9625	3,117	6,754	81,042	8	46.2000	3,696	8,008	96,096	8	47.1125	3,769	8,166	97,994
9	39.9250	3,194	6,920	83,044	9	47.3500	3,788	8,207	98,488	9	48.2750	3,862	8,368	100,412
10	40.9125	3,273	7,092	85,098	10	48.5125	3,881	8,409	100,906	10	49.4625	3,957	8,574	102,882



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>1071C</b>					<b>1071D</b>					<b>1073C</b>				
1	40.0625	3,205	6,944	83,330	1	40.8625	3,269	7,083	84,994	1	47.9750	3,838	8,316	99,788
2	42.0500	3,364	7,289	87,464	2	42.8875	3,431	7,434	89,206	2	50.3750	4,030	8,732	104,780
3	44.1500	3,532	7,653	91,832	3	45.0375	3,603	7,807	93,678	3	52.9000	4,232	9,169	110,032
4	46.3625	3,709	8,036	96,434	4	47.2875	3,783	8,197	98,358	4	55.5375	4,443	9,627	115,518
5	48.6750	3,894	8,437	101,244	5	49.6500	3,972	8,606	103,272	5	58.3125	4,665	10,108	121,290
6	51.1125	4,089	8,860	106,314	6	52.1375	4,171	9,037	108,446	6	61.2375	4,899	10,615	127,374
7	53.6625	4,293	9,302	111,618	7	54.7375	4,379	9,488	113,854	7	64.2875	5,143	11,143	133,718
8	56.3625	4,509	9,770	117,234	8	57.4875	4,599	9,965	119,574	8	67.5125	5,401	11,702	140,426
9	57.0625	4,565	9,891	118,690	9	58.2000	4,656	10,088	121,056	9	67.7750	5,422	11,748	140,972





## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>1229C</b>					<b>1241D</b>					<b>1677D</b>				
1	41.6750	3,334	7,224	86,684	1	20.6125	1,649	3,573	42,874	1	64.1000	5,128	11,111	133,328
2	61.9250	4,954	10,734	128,804	2	21.6125	1,729	3,746	44,954	<b>1679C</b>				
<b>1229D</b>					3	22.6875	1,815	3,933	47,190	1	46.9250	3,754	8,134	97,604
1	42.5125	3,401	7,369	88,426	4	23.7750	1,902	4,121	49,452	<b>1679D</b>				
2	63.1625	5,053	10,948	131,378	5	24.9750	1,998	4,329	51,948	1	47.8625	3,829	8,296	99,554
<b>1241C</b>					6	26.2250	2,098	4,546	54,548	<b>1682C</b>				
1	20.2125	1,617	3,504	42,042	7	27.5125	2,201	4,769	57,226	1	72.9750	5,838	12,649	151,788
2	21.1875	1,695	3,673	44,070	8	28.9000	2,312	5,009	60,112	2	75.2000	6,016	13,035	156,416
3	22.2375	1,779	3,855	46,254	9	30.3375	2,427	5,259	63,102	3	78.9625	6,317	13,687	164,242
4	23.3125	1,865	4,041	48,490	<b>1649C</b>					4	82.9250	6,634	14,374	172,484
5	24.4875	1,959	4,245	50,934	1	18.9750	1,518	3,289	39,468	5	87.0625	6,965	15,091	181,090
6	25.7125	2,057	4,457	53,482	2	19.9125	1,593	3,452	41,418	6	91.4125	7,313	15,845	190,138
7	26.9750	2,158	4,676	56,108	<b>1649D</b>					7	95.9875	7,679	16,638	199,654
8	28.3375	2,267	4,912	58,942	1	19.3500	1,548	3,354	40,248					
9	29.7375	2,379	5,155	61,854	2	20.3125	1,625	3,521	42,250					
					<b>1677C</b>									
					1	62.8375	5,027	10,892	130,702					



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>1682D</b>					<b>1835D</b>					<b>2273C</b>				
1	74.4375	5,955	12,903	154,830	1	26.1125	2,089	4,526	54,314	1	17.4875	1,399	3,031	36,374
2	76.7000	6,136	13,295	159,536	2	27.4250	2,194	4,754	57,044	<b>2273D</b>				
3	80.5375	6,443	13,960	167,518	3	28.7875	2,303	4,990	59,878	1	18.0125	1,441	3,122	37,466
4	84.5875	6,767	14,662	175,942	4	30.2250	2,418	5,239	62,868	<b>2275C</b>				
5	88.8000	7,104	15,392	184,704	5	31.7375	2,539	5,501	66,014	1	19.5250	1,562	3,384	40,612
6	93.2375	7,459	16,161	193,934	6	33.3250	2,666	5,776	69,316	<b>2275D</b>				
7	97.9125	7,833	16,972	203,658	7	35.0000	2,800	6,067	72,800	1	20.1125	1,609	3,486	41,834
<b>1690C</b>					<b>1849C</b>					<b>2277C</b>				
1	51.0375	4,083	8,847	106,158	1	35.2625	2,821	6,112	73,346	1	21.2375	1,699	3,681	44,174
<b>1690D</b>					<b>1849D</b>					<b>2277D</b>				
1	52.0625	4,165	9,024	108,290	1	35.9625	2,877	6,234	74,802	1	21.8750	1,750	3,792	45,500
<b>1835C</b>					<b>1885C</b>					<b>2279C</b>				
1	25.6000	2,048	4,437	53,248	1	61.2125	4,897	10,610	127,322	1	22.9375	1,835	3,976	47,710
2	26.8875	2,151	4,661	55,926	<b>1885D</b>					<b>2279D</b>				
3	28.2250	2,258	4,892	58,708	1	62.4375	4,995	10,823	129,870	1	23.6250	1,890	4,095	49,140
4	29.6375	2,371	5,137	61,646	<b>2218C</b>					<b>2281C</b>				
5	31.1250	2,490	5,395	64,740	1	44.1250	3,530	7,648	91,780	1	24.4125	1,953	4,232	50,778
6	32.6750	2,614	5,664	67,964	<b>2218D</b>					<b>2281D</b>				
7	34.3125	2,745	5,948	71,370	1	45.0125	3,601	7,802	93,626	1	25.1500	2,012	4,359	52,312
										<b>2283C</b>				
										1	25.2500	2,020	4,377	52,520



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>2283D</b>					<b>2322C</b>					<b>2323C</b>				
1	26.0125	2,081	4,509	54,106	1	34.5750	2,766	5,993	71,916	1	33.0875	2,647	5,735	68,822
<b>2320C</b>					2	36.3000	2,904	6,292	75,504	2	34.7500	2,780	6,023	72,280
1	29.3000	2,344	5,079	60,944	3	38.1125	3,049	6,606	79,274	3	36.5000	2,920	6,327	75,920
2	30.3000	2,424	5,252	63,024	4	40.0125	3,201	6,936	83,226	4	38.3125	3,065	6,641	79,690
3	31.3125	2,505	5,428	65,130	5	42.0125	3,361	7,282	87,386	5	40.2375	3,219	6,975	83,694
4	32.2750	2,582	5,594	67,132	6	43.2750	3,462	7,501	90,012	6	41.4500	3,316	7,185	86,216
5	33.2750	2,662	5,768	69,212	7	44.5750	3,566	7,726	92,716	7	36.5000	2,920	6,327	75,920
6	34.2500	2,740	5,937	71,240	<b>2322D</b>					8	38.3125	3,065	6,641	79,690
<b>2320D</b>					1	35.2625	2,821	6,112	73,346	9	40.2375	3,219	6,975	83,694
1	29.8875	2,391	5,181	62,166	2	37.0250	2,962	6,418	77,012	10	42.2375	3,379	7,321	87,854
2	30.9000	2,472	5,356	64,272	3	38.8750	3,110	6,738	80,860	11	44.3500	3,548	7,687	92,248
3	31.9375	2,555	5,536	66,430	4	40.8125	3,265	7,074	84,890	12	45.6875	3,655	7,919	95,030
4	32.9250	2,634	5,707	68,484	5	42.8500	3,428	7,427	89,128					
5	33.9375	2,715	5,883	70,590	6	44.1375	3,531	7,651	91,806					
6	34.9375	2,795	6,056	72,670	7	45.4625	3,637	7,880	94,562					



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>2323D</b>					<b>2324C</b>					<b>2324D</b>				
1	33.7500	2,700	5,850	70,200	1	37.0000	2,960	6,413	76,960	1	37.7375	3,019	6,541	78,494
2	35.4500	2,836	6,145	73,736	2	38.8625	3,109	6,736	80,834	2	39.6375	3,171	6,871	82,446
3	37.2250	2,978	6,452	77,428	3	40.8000	3,264	7,072	84,864	3	41.6125	3,329	7,213	86,554
4	39.0750	3,126	6,773	81,276	4	42.8375	3,427	7,425	89,102	4	43.7000	3,496	7,575	90,896
5	41.0375	3,283	7,113	85,358	5	44.9750	3,598	7,796	93,548	5	45.8750	3,670	7,952	95,420
6	42.2750	3,382	7,328	87,932	6	46.3250	3,706	8,030	96,356	6	47.2500	3,780	8,190	98,280
7	37.2250	2,978	6,452	77,428	7	47.7125	3,817	8,270	99,242	7	48.6625	3,893	8,435	101,218
8	39.0750	3,126	6,773	81,276	8	38.1125	3,049	6,606	79,274	8	38.8750	3,110	6,738	80,860
9	41.0375	3,283	7,113	85,358	9	40.0125	3,201	6,936	83,226	9	40.8125	3,265	7,074	84,890
10	43.0875	3,447	7,469	89,622	10	42.0125	3,361	7,282	87,386	10	42.8500	3,428	7,427	89,128
11	45.2375	3,619	7,841	94,094	11	44.1125	3,529	7,646	91,754	11	45.0000	3,600	7,800	93,600
12	46.6000	3,728	8,077	96,928	12	46.3125	3,705	8,028	96,330	12	47.2375	3,779	8,188	98,254
					13	47.7000	3,816	8,268	99,216	13	48.6500	3,892	8,433	101,192
					14	49.1250	3,930	8,515	102,180	14	50.1125	4,009	8,686	104,234



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>2326C</b>					<b>2326D</b>					<b>2328C</b>				
1	37.0000	2,960	6,413	76,960	1	37.7375	3,019	6,541	78,494	1	35.2500	2,820	6,110	73,320
2	38.8625	3,109	6,736	80,834	2	39.6375	3,171	6,871	82,446	2	37.0250	2,962	6,418	77,012
3	40.8000	3,264	7,072	84,864	3	41.6125	3,329	7,213	86,554	3	38.8750	3,110	6,738	80,860
4	42.8375	3,427	7,425	89,102	4	43.7000	3,496	7,575	90,896	4	40.8000	3,264	7,072	84,864
5	44.9750	3,598	7,796	93,548	5	45.8750	3,670	7,952	95,420	5	42.8375	3,427	7,425	89,102
6	46.3250	3,706	8,030	96,356	6	47.2500	3,780	8,190	98,280	6	44.1250	3,530	7,648	91,780
7	47.7125	3,817	8,270	99,242	7	48.6625	3,893	8,435	101,218	<b>2328D</b>				
8	38.1125	3,049	6,606	79,274	8	38.8750	3,110	6,738	80,860	1	35.9500	2,876	6,231	74,776
9	40.0125	3,201	6,936	83,226	9	40.8125	3,265	7,074	84,890	2	37.7625	3,021	6,546	78,546
10	42.0125	3,361	7,282	87,386	10	42.8500	3,428	7,427	89,128	3	39.6500	3,172	6,873	82,472
11	44.1125	3,529	7,646	91,754	11	45.0000	3,600	7,800	93,600	4	41.6125	3,329	7,213	86,554
12	46.3125	3,705	8,028	96,330	12	47.2375	3,779	8,188	98,254	5	43.7000	3,496	7,575	90,896
13	47.7000	3,816	8,268	99,216	13	48.6500	3,892	8,433	101,192	6	45.0125	3,601	7,802	93,626
14	49.1250	3,930	8,515	102,180	14	50.1125	4,009	8,686	104,234					



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>2330C</b>					<b>2340C</b>					<b>2350C</b>				
1	43.7375	3,499	7,581	90,974	1	29.3000	2,344	5,079	60,944	1	37.0000	2,960	6,413	76,960
2	45.9125	3,673	7,958	95,498	2	30.3000	2,424	5,252	63,024	2	38.8625	3,109	6,736	80,834
3	48.2000	3,856	8,355	100,256	3	31.3125	2,505	5,428	65,130	3	40.8000	3,264	7,072	84,864
4	50.6125	4,049	8,773	105,274	4	32.2750	2,582	5,594	67,132	4	42.8375	3,427	7,425	89,102
5	53.1500	4,252	9,213	110,552	5	33.2750	2,662	5,768	69,212	5	44.9750	3,598	7,796	93,548
6	54.7375	4,379	9,488	113,854	6	34.2500	2,740	5,937	71,240	6	46.3250	3,706	8,030	96,356
<b>2330D</b>					<b>2340D</b>					<b>2350D</b>				
1	44.6125	3,569	7,733	92,794	1	29.8875	2,391	5,181	62,166	1	37.7375	3,019	6,541	78,494
2	46.8250	3,746	8,116	97,396	2	30.9000	2,472	5,356	64,272	2	39.6375	3,171	6,871	82,446
3	49.1625	3,933	8,522	102,258	3	31.9375	2,555	5,536	66,430	3	41.6125	3,329	7,213	86,554
4	51.6250	4,130	8,948	107,380	4	32.9250	2,634	5,707	68,484	4	43.7000	3,496	7,575	90,896
5	54.2125	4,337	9,397	112,762	5	33.9375	2,715	5,883	70,590	5	45.8750	3,670	7,952	95,420
6	55.8375	4,467	9,679	116,142	6	34.9375	2,795	6,056	72,670	6	47.2500	3,780	8,190	98,280
										7	48.6625	3,893	8,435	101,218



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>2481C</b>					<b>2483C</b>					<b>2486C</b>				
1	19.4250	1,554	3,367	40,404	1	23.0000	1,840	3,987	47,840	1	23.0000	1,840	3,987	47,840
2	20.3750	1,630	3,532	42,380	2	24.1500	1,932	4,186	50,232	2	24.1500	1,932	4,186	50,232
3	21.3750	1,710	3,705	44,460	3	25.3500	2,028	4,394	52,728	3	25.3500	2,028	4,394	52,728
4	22.4500	1,796	3,891	46,696	4	26.6250	2,130	4,615	55,380	4	26.6250	2,130	4,615	55,380
5	23.5750	1,886	4,086	49,036	5	27.9500	2,236	4,845	58,136	5	27.9500	2,236	4,845	58,136
6	24.7500	1,980	4,290	51,480	6	29.3500	2,348	5,087	61,048	6	29.3500	2,348	5,087	61,048
7	25.9875	2,079	4,505	54,054	7	30.8250	2,466	5,343	64,116	7	30.8250	2,466	5,343	64,116
8	27.2875	2,183	4,730	56,758	8	32.3625	2,589	5,610	67,314	8	32.3625	2,589	5,610	67,314
<b>2481D</b>					<b>2483D</b>					<b>2486D</b>				
1	19.8000	1,584	3,432	41,184	1	23.4500	1,876	4,065	48,776	1	23.4500	1,876	4,065	48,776
2	20.7750	1,662	3,601	43,212	2	24.6250	1,970	4,268	51,220	2	24.6250	1,970	4,268	51,220
3	21.8000	1,744	3,779	45,344	3	25.8625	2,069	4,483	53,794	3	25.8625	2,069	4,483	53,794
4	22.8875	1,831	3,967	47,606	4	27.1500	2,172	4,706	56,472	4	27.1500	2,172	4,706	56,472
5	24.0375	1,923	4,167	49,998	5	28.5125	2,281	4,942	59,306	5	28.5125	2,281	4,942	59,306
6	25.2375	2,019	4,375	52,494	6	29.9375	2,395	5,189	62,270	6	29.9375	2,395	5,189	62,270
7	26.5000	2,120	4,593	55,120	7	31.4250	2,514	5,447	65,364	7	31.4250	2,514	5,447	65,364
8	27.8250	2,226	4,823	57,876	8	33.0000	2,640	5,720	68,640	8	33.0000	2,640	5,720	68,640



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>2538C</b>					<b>2540C</b>					<b>2542C</b>				
1	27.6875	2,215	4,799	57,590	1	29.9375	2,395	5,189	62,270	1	29.7875	2,383	5,163	61,958
2	29.0750	2,326	5,040	60,476	2	31.4250	2,514	5,447	65,364	2	31.2750	2,502	5,421	65,052
3	30.5250	2,442	5,291	63,492	3	33.0000	2,640	5,720	68,640	3	32.8375	2,627	5,692	68,302
4	32.0500	2,564	5,555	66,664	4	34.6500	2,772	6,006	72,072	4	34.4750	2,758	5,976	71,708
5	33.6625	2,693	5,835	70,018	5	36.3750	2,910	6,305	75,660	5	36.2000	2,896	6,275	75,296
6	35.3375	2,827	6,125	73,502	6	38.2000	3,056	6,621	79,456	6	38.0125	3,041	6,589	79,066
<b>2538D</b>					<b>2540D</b>					<b>2542D</b>				
1	28.2250	2,258	4,892	58,708	1	30.5250	2,442	5,291	63,492	1	30.3750	2,430	5,265	63,180
2	29.6375	2,371	5,137	61,646	2	32.0500	2,564	5,555	66,664	2	31.8875	2,551	5,527	66,326
3	31.1250	2,490	5,395	64,740	3	33.6625	2,693	5,835	70,018	3	33.4875	2,679	5,805	69,654
4	32.6750	2,614	5,664	67,964	4	35.3375	2,827	6,125	73,502	4	35.1625	2,813	6,095	73,138
5	34.3125	2,745	5,948	71,370	5	37.1125	2,969	6,433	77,194	5	36.9125	2,953	6,398	76,778
6	36.0250	2,882	6,244	74,932	6	38.9625	3,117	6,754	81,042	6	38.7625	3,101	6,719	80,626



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>2548C</b>					<b>2550C</b>					<b>2555C</b>				
1	27.0125	2,161	4,682	56,186	1	30.5250	2,442	5,291	63,492	1	22.7250	1,818	3,939	47,268
2	28.3625	2,269	4,916	58,994	2	32.0500	2,564	5,555	66,664	2	23.8625	1,909	4,136	49,634
3	29.7875	2,383	5,163	61,958	3	33.6625	2,693	5,835	70,018	3	25.0500	2,004	4,342	52,104
4	31.2750	2,502	5,421	65,052	4	35.3375	2,827	6,125	73,502	4	26.3000	2,104	4,559	54,704
5	32.8375	2,627	5,692	68,302	5	37.1125	2,969	6,433	77,194	5	27.6125	2,209	4,786	57,434
6	34.4750	2,758	5,976	71,708	6	38.9625	3,117	6,754	81,042	6	28.9875	2,319	5,025	60,294
7	36.2000	2,896	6,275	75,296	7	40.9125	3,273	7,092	85,098	7	30.4375	2,435	5,276	63,310
<b>2548D</b>					<b>2550D</b>					<b>2555D</b>				
1	27.5500	2,204	4,775	57,304	1	31.1250	2,490	5,395	64,740	1	23.1625	1,853	4,015	48,178
2	28.9250	2,314	5,014	60,164	2	32.6750	2,614	5,664	67,964	2	24.3250	1,946	4,216	50,596
3	30.3750	2,430	5,265	63,180	3	34.3125	2,745	5,948	71,370	3	25.5375	2,043	4,427	53,118
4	31.8875	2,551	5,527	66,326	4	36.0250	2,882	6,244	74,932	4	26.8125	2,145	4,648	55,770
5	33.4875	2,679	5,805	69,654	5	37.8375	3,027	6,559	78,702	5	28.1500	2,252	4,879	58,552
6	35.1625	2,813	6,095	73,138	6	39.7250	3,178	6,886	82,628	6	29.5625	2,365	5,124	61,490
7	36.9125	2,953	6,398	76,778	7	41.7125	3,337	7,230	86,762	7	31.0375	2,483	5,380	64,558



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>2556C</b>					<b>2558C</b>					<b>2598C</b>				
1	27.0125	2,161	4,682	56,186	1	30.5250	2,442	5,291	63,492	1	66.0750	5,286	11,453	137,436
2	28.3625	2,269	4,916	58,994	2	32.0500	2,564	5,555	66,664	2	69.3750	5,550	12,025	144,300
3	29.7875	2,383	5,163	61,958	3	33.6625	2,693	5,835	70,018	3	72.8500	5,828	12,627	151,528
4	31.2750	2,502	5,421	65,052	4	35.3375	2,827	6,125	73,502	4	76.4875	6,119	13,258	159,094
5	32.8375	2,627	5,692	68,302	5	37.1125	2,969	6,433	77,194	5	80.3125	6,425	13,921	167,050
6	34.4750	2,758	5,976	71,708	6	38.9625	3,117	6,754	81,042	6	84.3375	6,747	14,619	175,422
7	36.2000	2,896	6,275	75,296	7	40.9125	3,273	7,092	85,098	7	88.5375	7,083	15,347	184,158
<b>2556D</b>					<b>2558D</b>					<b>2598D</b>				
1	27.5500	2,204	4,775	57,304	1	31.1250	2,490	5,395	64,740	1	67.4000	5,392	11,683	140,192
2	28.9250	2,314	5,014	60,164	2	32.6750	2,614	5,664	67,964	2	70.7625	5,661	12,266	147,186
3	30.3750	2,430	5,265	63,180	3	34.3125	2,745	5,948	71,370	3	74.3125	5,945	12,881	154,570
4	31.8875	2,551	5,527	66,326	4	36.0250	2,882	6,244	74,932	4	78.0125	6,241	13,522	162,266
5	33.4875	2,679	5,805	69,654	5	37.8375	3,027	6,559	78,702	5	81.9250	6,554	14,200	170,404
6	35.1625	2,813	6,095	73,138	6	39.7250	3,178	6,886	82,628	6	86.0250	6,882	14,911	178,932
7	36.9125	2,953	6,398	76,778	7	41.7125	3,337	7,230	86,762	7	90.3125	7,225	15,654	187,850





## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>3670C</b>					<b>3670D</b>					<b>5149C</b>				
1	47.7500	3,820	8,277	99,320	1	48.7000	3,896	8,441	101,296	1	46.4625	3,717	8,054	96,642
2	50.1250	4,010	8,688	104,260	2	51.1250	4,090	8,862	106,340	<b>5149D</b>				
3	52.6375	4,211	9,124	109,486	3	53.6875	4,295	9,306	111,670	1	47.3875	3,791	8,214	98,566
4	55.2625	4,421	9,579	114,946	4	56.3625	4,509	9,770	117,234	<b>5380C</b>				
5	58.0250	4,642	10,058	120,692	5	59.1875	4,735	10,259	123,110	1	17.8000	1,424	3,085	37,024
6	60.9375	4,875	10,563	126,750	6	62.1625	4,973	10,775	129,298	<b>5380D</b>				
7	63.9625	5,117	11,087	133,042	7	65.2375	5,219	11,308	135,694	1	18.1500	1,452	3,146	37,752
8	67.1875	5,375	11,646	139,750	8	68.5375	5,483	11,880	142,558	<b>5381C</b>				
9	68.8625	5,509	11,936	143,234	9	70.2375	5,619	12,175	146,094	1	19.0750	1,526	3,306	39,676
					<b>4290C</b>					<b>5381D</b>				
					1	62.6125	5,009	10,853	130,234	1	19.4625	1,557	3,374	40,482
					<b>4390</b>					<b>5382C</b>				
					1	65.1375	5,211	11,291	135,486	1	20.0000	1,600	3,467	41,600
					<b>4390C</b>					<b>5382D</b>				
					1	65.1375	5,211	11,291	135,486	1	20.4000	1,632	3,536	42,432
					<b>5148C</b>					<b>5502C</b>				
					1	41.9250	3,354	7,267	87,204	1	40.2875	3,223	6,983	83,798
					<b>5148D</b>					<b>5502D</b>				
					1	42.7625	3,421	7,412	88,946	1	41.0875	3,287	7,122	85,462
										<b>5504C</b>				
										1	46.6000	3,728	8,077	96,928



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>5504D</b>					<b>5601C</b>					<b>5601D</b>				
1	47.5375	3,803	8,240	98,878	1	19.2625	1,541	3,339	40,066	1	19.6500	1,572	3,406	40,872
<b>5506C</b>					2	20.2125	1,617	3,504	42,042	2	20.6125	1,649	3,573	42,874
1	55.3125	4,425	9,588	115,050	3	21.2250	1,698	3,679	44,148	3	21.6500	1,732	3,753	45,032
<b>5506D</b>					4	22.2750	1,782	3,861	46,332	4	22.7250	1,818	3,939	47,268
1	56.4250	4,514	9,780	117,364	5	23.3875	1,871	4,054	48,646	5	23.8500	1,908	4,134	49,608
<b>5508C</b>					6	24.5750	1,966	4,260	51,116	6	25.0625	2,005	4,344	52,130
1	63.2375	5,059	10,961	131,534	7	25.8125	2,065	4,474	53,690	7	26.3250	2,106	4,563	54,756
<b>5508D</b>					8	27.1000	2,168	4,697	56,368	8	27.6375	2,211	4,791	57,486
1	64.5000	5,160	11,180	134,160	9	28.4625	2,277	4,934	59,202	9	29.0375	2,323	5,033	60,398
					10	29.8875	2,391	5,181	62,166	10	30.4875	2,439	5,285	63,414



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>5602C</b>					<b>5602D</b>					<b>7130D</b>				
1	29.0875	2,327	5,042	60,502	1	29.6750	2,374	5,144	61,724	1	48.1000	3,848	8,337	100,048
2	30.5375	2,443	5,293	63,518	2	31.1500	2,492	5,399	64,792	<b>7203C</b>				
3	32.0750	2,566	5,560	66,716	3	32.7125	2,617	5,670	68,042	1	34.3000	2,744	5,945	71,344
4	33.6750	2,694	5,837	70,044	4	34.3500	2,748	5,954	71,448	<b>7203D</b>				
5	35.3625	2,829	6,130	73,554	5	36.0750	2,886	6,253	75,036	1	34.9875	2,799	6,065	72,774
6	37.1250	2,970	6,435	77,220	6	37.8625	3,029	6,563	78,754	<b>7205C</b>				
7	38.9875	3,119	6,758	81,094	7	39.7625	3,181	6,892	82,706	1	34.6625	2,773	6,008	72,098
8	40.9250	3,274	7,094	85,124	8	41.7375	3,339	7,235	86,814	<b>7205D</b>				
9	42.9750	3,438	7,449	89,388	9	43.8375	3,507	7,599	91,182	1	35.3500	2,828	6,127	73,528
					<b>6281C</b>					<b>7218C</b>				
					1	37.1375	2,971	6,437	77,246	1	27.6000	2,208	4,784	57,408
					<b>6281D</b>					<b>7218D</b>				
					1	37.8750	3,030	6,565	78,780	1	28.4250	2,274	4,927	59,124
					<b>7120C</b>					<b>7223C</b>				
					1	40.1375	3,211	6,957	83,486	1	43.3625	3,469	7,516	90,194
					<b>7120D</b>					<b>7223D</b>				
					1	40.9375	3,275	7,096	85,150	1	44.2250	3,538	7,666	91,988
					<b>7130C</b>					<b>7225C</b>				
					1	47.1625	3,773	8,175	98,098	1	36.8625	2,949	6,390	76,674
										<b>7225D</b>				
										1	37.6000	3,008	6,517	78,208



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>7228C</b>					<b>7242C</b>					<b>7242D</b>				
1	40.6625	3,253	7,048	84,578	1	24.9250	1,994	4,320	51,844	1	25.4125	2,033	4,405	52,858
<b>7228D</b>					2	26.1750	2,094	4,537	54,444	2	26.6875	2,135	4,626	55,510
1	41.4750	3,318	7,189	86,268	3	27.4875	2,199	4,765	57,174	3	28.0250	2,242	4,858	58,292
<b>7232C</b>					4	28.8625	2,309	5,003	60,034	4	29.4250	2,354	5,100	61,204
1	31.6125	2,529	5,480	65,754	5	30.3000	2,424	5,252	63,024	5	30.9000	2,472	5,356	64,272
<b>7232D</b>					6	26.3000	2,104	4,559	54,704	6	26.8125	2,145	4,648	55,770
1	32.2500	2,580	5,590	67,080	7	27.6125	2,209	4,786	57,434	7	28.1500	2,252	4,879	58,552
<b>7241C</b>					8	28.9875	2,319	5,025	60,294	8	29.5625	2,365	5,124	61,490
1	36.8625	2,949	6,390	76,674	9	30.4375	2,435	5,276	63,310	9	31.0375	2,483	5,380	64,558
<b>7241D</b>					10	31.9625	2,557	5,540	66,482	10	32.5875	2,607	5,649	67,782
1	37.6000	3,008	6,517	78,208						<b>7245C</b>				
										1	38.2125	3,057	6,624	79,482
										<b>7245D</b>				
										1	38.9750	3,118	6,756	81,068
										<b>7249C</b>				
										1	36.8625	2,949	6,390	76,674
										<b>7249D</b>				
										1	37.6000	3,008	6,517	78,208



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>7252C</b>					<b>7306D</b>					<b>7330C</b>				
1	38.2125	3,057	6,624	79,482	1	27.7375	2,219	4,808	57,694	1	30.1250	2,410	5,222	62,660
<b>7252D</b>					<b>7309C</b>					<b>7330D</b>				
1	38.9750	3,118	6,756	81,068	1	27.1875	2,175	4,713	56,550	1	30.7250	2,458	5,326	63,908
<b>7254C</b>					<b>7309D</b>					<b>7333C</b>				
1	36.8625	2,949	6,390	76,674	1	27.7375	2,219	4,808	57,694	1	17.9250	1,434	3,107	37,284
<b>7254D</b>					<b>7313C</b>					2	19.3000	1,544	3,345	40,144
1	37.6000	3,008	6,517	78,208	1	27.1875	2,175	4,713	56,550	3	20.6750	1,654	3,584	43,004
<b>7262C</b>					<b>7313D</b>					4	22.0500	1,764	3,822	45,864
1	36.4000	2,912	6,309	75,712	1	27.7375	2,219	4,808	57,694	5	23.4375	1,875	4,063	48,750
<b>7262D</b>					<b>7315C</b>					6	24.8125	1,985	4,301	51,610
1	37.1250	2,970	6,435	77,220	1	33.4375	2,675	5,796	69,550	7	26.1875	2,095	4,539	54,470
<b>7264C</b>					<b>7315D</b>									
1	36.8625	2,949	6,390	76,674	1	34.1125	2,729	5,913	70,954					
<b>7264D</b>					<b>7322C</b>									
1	37.6000	3,008	6,517	78,208	1	33.4375	2,675	5,796	69,550					
<b>7286C</b>					<b>7322D</b>									
1	32.2250	2,578	5,586	67,028	1	34.1125	2,729	5,913	70,954					
<b>7286D</b>					<b>7325C</b>									
1	32.8750	2,630	5,698	68,380	1	28.7000	2,296	4,975	59,696					
<b>7306C</b>					<b>7325D</b>									
1	27.1875	2,175	4,713	56,550	1	29.2750	2,342	5,074	60,892					



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>7333D</b>					<b>7339C</b>					<b>7341C</b>				
1	18.2875	1,463	3,170	38,038	1	19.7500	1,580	3,423	41,080	1	30.3875	2,431	5,267	63,206
2	19.6875	1,575	3,413	40,950	2	21.2750	1,702	3,688	44,252	<b>7341D</b>				
3	21.0875	1,687	3,655	43,862	3	22.7875	1,823	3,950	47,398	1	31.0000	2,480	5,373	64,480
4	22.4875	1,799	3,898	46,774	4	24.3125	1,945	4,214	50,570	<b>7343C</b>				
5	23.9125	1,913	4,145	49,738	5	25.8250	2,066	4,476	53,716	1	34.3000	2,744	5,945	71,344
6	25.3125	2,025	4,388	52,650	6	27.3500	2,188	4,741	56,888	<b>7343D</b>				
7	26.7125	2,137	4,630	55,562	7	28.8625	2,309	5,003	60,034	1	34.9875	2,799	6,065	72,774
<b>7334C</b>					<b>7339D</b>					<b>7355C</b>				
1	27.5625	2,205	4,778	57,330	1	20.1500	1,612	3,493	41,912	1	21.7750	1,742	3,774	45,292
<b>7334D</b>					2	21.7000	1,736	3,761	45,136	2	23.4250	1,874	4,060	48,724
1	28.1125	2,249	4,873	58,474	3	23.2500	1,860	4,030	48,360	3	23.9875	1,919	4,158	49,894
<b>7335C</b>					4	24.8000	1,984	4,299	51,584	4	25.1625	2,013	4,362	52,338
1	31.1375	2,491	5,397	64,766	5	26.3500	2,108	4,567	54,808	5	25.7750	2,062	4,468	53,612
<b>7335D</b>					6	27.9000	2,232	4,836	58,032	6	27.7375	2,219	4,808	57,694
1	31.7625	2,541	5,506	66,066	7	29.4500	2,356	5,105	61,256					
					<b>7340C</b>									
					1	33.4375	2,675	5,796	69,550					
					<b>7340D</b>									
					1	34.1125	2,729	5,913	70,954					



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>7355D</b>					<b>7375C</b>					<b>7382C</b>				
1	22.2125	1,777	3,850	46,202	1	19.7500	1,580	3,423	41,080	1	33.4375	2,675	5,796	69,550
2	23.8875	1,911	4,141	49,686	2	21.2750	1,702	3,688	44,252	<b>7382D</b>				
3	24.4625	1,957	4,240	50,882	3	22.7875	1,823	3,950	47,398	1	34.1125	2,729	5,913	70,954
4	25.6625	2,053	4,448	53,378	4	24.3125	1,945	4,214	50,570	<b>7420C</b>				
5	26.2875	2,103	4,557	54,678	5	25.8250	2,066	4,476	53,716	1	21.9875	1,759	3,811	45,734
6	28.2875	2,263	4,903	58,838	6	27.3500	2,188	4,741	56,888	<b>7420D</b>				
<b>7372C</b>					7	28.8625	2,309	5,003	60,034	1	22.4250	1,794	3,887	46,644
1	30.3875	2,431	5,267	63,206	<b>7375D</b>					<b>7463C</b>				
<b>7372D</b>					1	20.1500	1,612	3,493	41,912	1	17.1250	1,370	2,968	35,620
1	31.0000	2,480	5,373	64,480	2	21.7000	1,736	3,761	45,136	2	18.8375	1,507	3,265	39,182
<b>7373C</b>					3	23.2375	1,859	4,028	48,334	3	20.5500	1,644	3,562	42,744
1	34.3000	2,744	5,945	71,344	4	24.8000	1,984	4,299	51,584	4	22.2625	1,781	3,859	46,306
<b>7373D</b>					5	26.3375	2,107	4,565	54,782	5	23.9750	1,918	4,156	49,868
1	34.9875	2,799	6,065	72,774	6	27.9000	2,232	4,836	58,032	6	25.6875	2,055	4,453	53,430
					7	29.4375	2,355	5,103	61,230	7	27.4000	2,192	4,749	56,992
					<b>7381C</b>					8	29.1125	2,329	5,046	60,554
					1	26.7750	2,142	4,641	55,692	9	30.8250	2,466	5,343	64,116
					<b>7381D</b>					10	32.5375	2,603	5,640	67,678
					1	27.3125	2,185	4,734	56,810					



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>7463D</b>					<b>7501C</b>					<b>8197C</b>				
1	17.4625	1,397	3,027	36,322	1	10.7125	857	1,857	22,282	1	72.5000	5,800	12,567	150,800
2	19.2125	1,537	3,330	39,962	2	11.5500	924	2,002	24,024	<b>8198C</b>				
3	20.9625	1,677	3,634	43,602	3	12.4625	997	2,160	25,922	1	72.5000	5,800	12,567	150,800
4	22.7125	1,817	3,937	47,242	4	13.4250	1,074	2,327	27,924	<b>8201C</b>				
5	24.4500	1,956	4,238	50,856	5	14.5125	1,161	2,516	30,186	1	11.8375	947	2,052	24,622
6	26.2000	2,096	4,541	54,496	6	15.6250	1,250	2,708	32,500	<b>8201D</b>				
7	27.9500	2,236	4,845	58,136	<b>7501D</b>					1	12.1875	975	2,113	25,350
8	29.7000	2,376	5,148	61,776	1	10.9250	874	1,894	22,724	<b>8214C</b>				
9	31.4375	2,515	5,449	65,390	2	11.7750	942	2,041	24,492	1	16.6125	1,329	2,880	34,554
10	33.1875	2,655	5,753	69,030	3	12.7125	1,017	2,204	26,442	2	17.3875	1,391	3,014	36,166
<b>7472C</b>					4	13.7000	1,096	2,375	28,496	3	18.2250	1,458	3,159	37,908
1	28.5125	2,281	4,942	59,306	5	14.8000	1,184	2,565	30,784	4	19.0500	1,524	3,302	39,624
<b>7472D</b>					6	15.9375	1,275	2,763	33,150	5	19.9500	1,596	3,458	41,496
1	29.0875	2,327	5,042	60,502	<b>7542C</b>					<b>8214D</b>				
<b>7473C</b>					1	14.9125	1,193	2,585	31,018	1	17.1125	1,369	2,966	35,594
1	22.7750	1,822	3,948	47,372	<b>7542D</b>					2	17.9125	1,433	3,105	37,258
<b>7473D</b>					1	15.3625	1,229	2,663	31,954	3	18.7750	1,502	3,254	39,052
1	23.2250	1,858	4,026	48,308	<b>8196C</b>					4	19.6250	1,570	3,402	40,820
					1	69.0625	5,525	11,971	143,650	5	20.5500	1,644	3,562	42,744



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>8216C</b>					<b>8444C</b>					<b>8444D</b>				
1	19.7750	1,582	3,428	41,132	1	18.5000	1,480	3,207	38,480	1	19.5375	1,563	3,387	40,638
2	20.7250	1,658	3,592	43,108	2	19.4125	1,553	3,365	40,378	2	20.4875	1,639	3,551	42,614
3	21.7125	1,737	3,764	45,162	3	20.3500	1,628	3,527	42,328	3	21.4875	1,719	3,725	44,694
4	22.7625	1,821	3,946	47,346	4	21.3625	1,709	3,703	44,434	4	22.5500	1,804	3,909	46,904
5	23.8375	1,907	4,132	49,582	5	22.4125	1,793	3,885	46,618	5	23.6625	1,893	4,102	49,218
<b>8216D</b>					6	23.5250	1,882	4,078	48,932	6	24.8375	1,987	4,305	51,662
1	20.3625	1,629	3,530	42,354	7	24.7000	1,976	4,281	51,376	7	26.0750	2,086	4,520	54,236
2	21.3500	1,708	3,701	44,408	8	25.9250	2,074	4,494	53,924	8	27.3750	2,190	4,745	56,940
3	22.3625	1,789	3,876	46,514	9	27.2250	2,178	4,719	56,628	9	28.7375	2,299	4,981	59,774
4	23.4500	1,876	4,065	48,776	10	28.5875	2,287	4,955	59,462	10	30.1750	2,414	5,230	62,764
5	24.5500	1,964	4,255	51,064						<b>9184C</b>				
<b>8302C</b>										1	51.2375	4,099	8,881	106,574
1	19.0500	1,524	3,302	39,624						2	53.9250	4,314	9,347	112,164
<b>8302D</b>										3	56.6125	4,529	9,813	117,754
1	19.4250	1,554	3,367	40,404						4	59.4500	4,756	10,305	123,656
<b>8350C</b>										5	62.4125	4,993	10,818	129,818
1	56.5625	4,525	9,804	117,650						6	65.5500	5,244	11,362	136,344



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>9184D</b>					<b>9185D</b>					<b>9278C</b>				
1	52.2625	4,181	9,059	108,706	1	65.5750	5,246	11,366	136,396	1	72.9750	5,838	12,649	151,788
2	55.0000	4,400	9,533	114,400	2	68.8625	5,509	11,936	143,234	2	75.2000	6,016	13,035	156,416
3	57.7500	4,620	10,010	120,120	3	72.3000	5,784	12,532	150,384	3	78.9625	6,317	13,687	164,242
4	60.6375	4,851	10,511	126,126	4	75.9250	6,074	13,160	157,924	4	82.9250	6,634	14,374	172,484
5	63.6625	5,093	11,035	132,418	5	79.7375	6,379	13,821	165,854	5	87.0625	6,965	15,091	181,090
6	66.8625	5,349	11,590	139,074	6	83.7125	6,697	14,510	174,122	6	91.4125	7,313	15,845	190,138
<b>9185C</b>					<b>9186C</b>					7 95.9875 7,679 16,638 199,654				
1	64.2875	5,143	11,143	133,718	1	94.6625	7,573	16,408	196,898	<b>9278D</b>				
2	67.5125	5,401	11,702	140,426		97.5000	7,800	16,900	202,800	1	74.4375	5,955	12,903	154,830
3	70.8875	5,671	12,287	147,446	<b>9186D</b>					2	76.7000	6,136	13,295	159,536
4	74.4375	5,955	12,903	154,830	1	99.4500	7,956	17,238	206,856	3	80.5375	6,443	13,960	167,518
5	78.1750	6,254	13,550	162,604	<b>9197C</b>					4	84.5875	6,767	14,662	175,942
6	82.0750	6,566	14,226	170,716	1	50.1500	4,012	8,693	104,312	5	88.8000	7,104	15,392	184,704
					<b>9197D</b>					6	93.2375	7,459	16,161	193,934
					1	51.1500	4,092	8,866	106,392	7	97.9125	7,833	16,972	203,658
					<b>9232C</b>									
					1	43.3750	3,470	7,518	90,220					
					<b>9232D</b>					<b>9350C</b>				
					1	44.2375	3,539	7,668	92,014	1	23.8500	1,908	4,134	49,608
										2	27.0375	2,163	4,687	56,238
										3	28.3875	2,271	4,921	59,046
										4	29.7750	2,382	5,161	61,932
										5	31.3125	2,505	5,428	65,130



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>9350D</b>					<b>9916D</b>					<b>A006D</b>				
1	24.8000	1,984	4,299	51,584	1	9.7625	781	1,692	20,306	1	52.2375	4,179	9,055	108,654
2	28.1250	2,250	4,875	58,500										
3	29.5250	2,362	5,118	61,412	2	10.0750	806	1,746	20,956	<b>AC28C</b>				
4	30.9625	2,477	5,367	64,402	3	10.3750	830	1,798	21,580	1	64.5000	5,160	11,180	134,160
5	32.5625	2,605	5,644	67,730	4	10.6875	855	1,853	22,230	2	67.7375	5,419	11,741	140,894
<b>9914C</b>					5	10.9750	878	1,902	22,828	3	71.1250	5,690	12,328	147,940
1	13.3250	1,066	2,310	27,716	6	11.8000	944	2,045	24,544	4	74.6750	5,974	12,944	155,324
<b>9914D</b>										5	78.4125	6,273	13,592	163,098
1	13.5875	1,087	2,355	28,262	<b>9920C</b>					6	82.3375	6,587	14,272	171,262
<b>9916C</b>					1	13.3750	1,070	2,318	27,820	<b>AC28D</b>				
1	9.5750	766	1,660	19,916	<b>9920D</b>					1	65.7875	5,263	11,403	136,838
2	9.8750	790	1,712	20,540	1	13.6375	1,091	2,364	28,366	2	69.0875	5,527	11,975	143,702
3	10.1750	814	1,764	21,164	<b>9922C</b>					3	72.5500	5,804	12,575	150,904
4	10.4750	838	1,816	21,788	1	14.6125	1,169	2,533	30,394	4	76.1625	6,093	13,202	158,418
5	10.7625	861	1,866	22,386	<b>9922D</b>					5	79.9750	6,398	13,862	166,348
6	11.5625	925	2,004	24,050	1	14.9000	1,192	2,583	30,992	6	83.9875	6,719	14,558	174,694
<b>9916C</b>					<b>9924C</b>					<b>P103C</b>				
1	9.5750	766	1,660	19,916	1	13.2250	1,058	2,292	27,508	1	36.6125	2,929	6,346	76,154
2	9.8750	790	1,712	20,540	<b>9924D</b>					2	37.8750	3,030	6,565	78,780
3	10.1750	814	1,764	21,164	1	13.6250	1,090	2,362	28,340	3	39.1250	3,130	6,782	81,380
4	10.4750	838	1,816	21,788	<b>A006C</b>					4	40.3625	3,229	6,996	83,954
5	10.7625	861	1,866	22,386	1	51.2125	4,097	8,877	106,522					
6	11.5625	925	2,004	24,050										



## City and County of San Francisco Salary Grade Table

	Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually		Hourly	Biweekly	Monthly	Annually
<b>P103D</b>					<b>Q37C0</b>					<b>Q51C0</b>				
1	37.3500	2,988	6,474	77,688	1	35.6125	2,849	6,173	74,074	1	37.8000	3,024	6,552	78,624
2	38.6375	3,091	6,697	80,366	2	38.5375	3,083	6,680	80,158	<b>Q51D0</b>				
3	39.9125	3,193	6,918	83,018	<b>Q37D0</b>					1	39.3125	3,145	6,814	81,770
4	41.1750	3,294	7,137	85,644	1	37.0375	2,963	6,420	77,038	<b>Q52C0</b>				
<b>Q2C00</b>					2	40.0750	3,206	6,946	83,356	1	38.5375	3,083	6,680	80,158
1	23.8500	1,908	4,134	49,608	<b>Q3C00</b>					<b>Q52D0</b>				
2	27.0375	2,163	4,687	56,238	1	24.8000	1,984	4,299	51,584	1	40.0750	3,206	6,946	83,356
3	28.3875	2,271	4,921	59,046	2	28.1250	2,250	4,875	58,500	<b>Q60C0</b>				
4	29.7750	2,382	5,161	61,932	3	29.5250	2,362	5,118	61,412	1	41.5125	3,321	7,196	86,346
5	31.3125	2,505	5,428	65,130	4	30.9625	2,477	5,367	64,402	<b>Q60D0</b>				
<b>Q2D00</b>					5	32.5625	2,605	5,644	67,730	1	43.1750	3,454	7,484	89,804
1	24.8000	1,984	4,299	51,584	<b>Q3D00</b>					<b>Q61C0</b>				
2	28.1250	2,250	4,875	58,500	1	25.7875	2,063	4,470	53,638	1	43.1750	3,454	7,484	89,804
3	29.5250	2,362	5,118	61,412	2	29.2500	2,340	5,070	60,840	<b>Q61D0</b>				
4	30.9625	2,477	5,367	64,402	3	30.7000	2,456	5,321	63,856	1	44.9000	3,592	7,783	93,392
5	32.5625	2,605	5,644	67,730	4	32.2000	2,576	5,581	66,976	<b>Q62C0</b>				
<b>Q35C0</b>					5	33.8625	2,709	5,870	70,434	1	44.0000	3,520	7,627	91,520
1	33.5875	2,687	5,822	69,862	<b>Q4C00</b>					<b>Q62D0</b>				
2	36.3500	2,908	6,301	75,608	1	25.2875	2,023	4,383	52,598	1	45.7625	3,661	7,932	95,186
<b>Q35D0</b>					2	28.6625	2,293	4,968	59,618	<b>Q80C0</b>				
1	34.9250	2,794	6,054	72,644	3	30.1000	2,408	5,217	62,608	1	48.7375	3,899	8,448	101,374
2	37.8000	3,024	6,552	78,624	4	31.5500	2,524	5,469	65,624	<b>Q80D0</b>				
<b>Q36C0</b>					5	33.2000	2,656	5,755	69,056	1	50.6875	4,055	8,786	105,430
1	34.9250	2,794	6,054	72,644	<b>Q4D00</b>					<b>Q81C0</b>				
2	37.8000	3,024	6,552	78,624	1	26.3000	2,104	4,559	54,704	1	50.6875	4,055	8,786	105,430
<b>Q36D0</b>					2	29.8125	2,385	5,168	62,010	<b>Q81D0</b>				
1	36.3250	2,906	6,296	75,556	3	31.3000	2,504	5,425	65,104	1	52.7125	4,217	9,137	109,642
2	39.3125	3,145	6,814	81,770	4	32.8125	2,625	5,688	68,250	<b>Q82C0</b>				
<b>Q50C0</b>					5	34.5250	2,762	5,984	71,812	1	51.6625	4,133	8,955	107,458
1	36.3500	2,908	6,301	75,608	<b>Q50D0</b>					<b>Q82D0</b>				
2	39.3125	3,145	6,814	81,770	1	37.8000	3,024	6,552	78,624	1	53.7250	4,298	9,312	111,748



# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### AUTOMOTIVE MACHINISTS, LOCAL 1414

TERM OF AGREEMENT: 7/1/2001 - 6/30/2003

	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 01-02</u> 3% - 7/1/01, 2.0% - 1/5/02</p> <p><b>Retirement</b> The city will pick up the full amount of the employee's contribution to retirement.</p> <p><b>Dental</b> Eligible for City's dental program</p> <p><b>Health/Welfare</b> Dependent Health Care - 75% of the cost of Kaiser's rate for dependent plus two level. Medically single premiums fully paid by City</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3); Paid Furlough Days (2)</b></li> <li>• <b>Employee Assistance Program</b> - for FY 2001-2003 - Services provided to covered employees as set forth in Appendix C.</li> <li>• <b>Apprenticeship Program</b> - Apprenticeable classes: 7306, 7309, 7313, 7332, 7381.</li> <li>• <b>SDI</b> - The cost of SDI will be paid by the employee.</li> <li>• <b>Night Duty</b> - 10% night differential and 15% midnight differential of base wage rate</li> <li>• <b>Lead Person Pay</b> - \$9/day, Effective July 1, 2002, the rate shall be \$10 per day.</li> <li>• <b>Parental Leave</b> - paid release time to attend parent teacher conferences of up to four (4) hours per fiscal year</li> <li>• <b>Underwater Diving Pay</b> - \$10./hr.</li> <li>• <b>Call Back</b> - 4 hours minimum</li> <li>• <b>MUNI &amp; Hetch Hetchy Premium</b> - Sunday 94% of ½ base wage rate and Saturday premium of 12.5% of base wage rate</li> <li>• <b>Tuition Reimbursement</b> - \$4,000 dollars annually; up to \$500 dollars per individual</li> <li>• <b>Tool Insurance</b> - first \$10 loss cost at employee expense</li> <li>• <b>Protective Coveralls</b> - one clean pair of protective coveralls each working day to each employee; cost of coveralls and laundry paid by City</li> <li>• <b>Foul weather gear</b> - hat, coat, &amp; boots</li> <li>• <b>Safety Equipment</b> - provided as necessary to comply with Cal-OSHA</li> <li>• <b>Safety Glasses</b> - not to exceed \$3,600/year or \$50/yr per employee</li> <li style="text-align: center;">• <b><u>Special Pay Premium</u></b></li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> <li>• <b>Acting Assignment Pay</b> - no earlier than (11<sup>th</sup>) work day, retroactive to the (1<sup>st</sup>) day.</li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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



# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### BRICKLAYERS, LOCAL 3 & HODCARRIERS, LOCAL 36

TERM OF AGREEMENT: 7/1/01 - 6/30/03

	ADDITIONAL COMPENSATION
<p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p style="text-align: center;"><b>Retirement</b></p> <p>The city shall pay the full amount of the employee's contribution to retirement</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225/mo. or 75% of Kaiser premium rate for employee plus two or more dependents. Medically single premium paid by City</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) ; Paid Furlough Days (2)</b></li> <li>• <b>Apprenticeship Program</b> - The parties agree to meet to discuss the development of mutually agreeable apprenticeship programs</li> <li>• <b>Tool Insurance</b> - first \$20.00 cost at employee expense</li> <li>• <b>Sewage Premium</b> - \$4.00/day fiscal year 2001/2002 for class 7307 and 7428</li> <li>• <b>Night Shift differential</b> - 8.5% of base wage rate for 5 pm to midnight, 10% for midnight to 7am</li> <li>• <b>SDI coverage cost</b> at employee expense</li> <li>• <b>Protective Clothing and Safety Equipment</b> - 3 pairs, cost of overalls &amp; laundry paid by City; City agrees to provide all required safety equipment in compliance with Cal-OSHA regulations</li> <li>• <b>Foul weather gear</b> - The department will furnish foul weather gear</li> <li>• <b>Federal minimum wage</b> - condition of receipt of Fed. funds</li> <li>• <b>Prescription/Safety eye glasses</b> - replacement cost reimbursement</li> <li>• <b>Lead Worker</b> - \$9.00 a day</li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - 5% of base pay after (11<sup>th</sup>) work day, retroactive to the (1<sup>st</sup>) day</li> <li>• <b>Supervisory Differential Adjustment:</b> Approximately 5%</li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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



# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: 7/1/01 - 6/30/03

	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p><b>Retirement</b></p> <p>The city will pick up the full amount of the employee's contribution to retirement</p> <p><b>Health/Welfare</b></p> <p>Dependent Health Care - 75% of the cost of Kaiser's rate for dependent plus two level. Medically single premiums now fully paid by City</p> <p><b>Dental</b></p> <p>Eligible for City's dental program</p> <p><b>Long Term Disability</b></p> <p>After a one hundred eighty (180) day elimination period, sixty percent (60%) salary (subject to integration) up to age sixty-five.</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3); Paid Furlough Days (2)</b></li> <li>• <b>Night Duty</b> -8.5% for 5p.m. to midnight, 10% for midnight to 7a.m., of base wage rate</li> <li>• <b>Bilingual Pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period</li> <li>• <b>Travel Expense</b> - \$2.30/day (Airport)</li> <li>• <b>Call Back</b> - minimum 4 hours</li> <li>• <b>Standby</b> - shall be paid twenty-five percent (25%) of their regular straight time rate of pay for the period of such standby service except that employees shall be paid ten percent (10%) of their regular straight time rate of pay when outfitted w/ pager</li> <li>• <b>Use of City Vehicle</b> - to perform field inspections</li> <li>• <b>Mileage</b> - in accordance with Administrative Code Section 10.34</li> <li>• <b>Required Personal Vehicle Usage</b> - \$75/ month when used on job for more than 6 working days</li> <li>• <b>MUNI Passes</b> - for those who elect to use public transit in course of City business</li> <li>• <b>Tuition Reimbursement</b> - \$5,000</li> <li>• <b>OSHPD certified</b> - \$3.00/hour for each hour assigned and actually performing hospital, city jail construction inspection</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - no earlier than (11th) work day, retroactive to the (1st) day</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> <li>• <b>Parental Release Time</b> - up to four (4) hours per fiscal year (for children in kindergarten or grades 1 to 12).</li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### BUILDING INSPECTORS ASSOCIATION 6334 CHIEF BUILDING INSPECTOR

TERM OF AGREEMENT: 7/1/01 - 6/30/03

	ADDITIONAL COMPENSATION
<p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p style="text-align: center;"><b>Long Term Disability</b></p> <p>(180) day elimination period, sixty percent (60%) salary (subject to integration) up to age sixty-five</p> <p style="text-align: center;"><b>Retirement</b></p> <p>The city will pick up the full amount of the employee's contribution to retirement</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - 75% of the cost of Kaiser's rate for dependent plus two level. Medically single premiums now fully paid by City</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's program</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3); Paid Furlough Days (2)</b></li> <li>• <b>Night Duty</b> -8.5% for 5pm to midnight, 10% for midnight to 7am of base wage rate;</li> <li>• <b>Bilingual Pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period</li> <li>• <b>Travel Expense</b> - \$2.30/day (Airport)</li> <li>• <b>Call Back</b> - minimum 4 hours</li> <li>• <b>Standby</b> - \$20 per day to chiefs assigned with pager or phone</li> <li>• <b>Use of City Vehicle</b> - to perform field inspections</li> <li>• <b>Mileage</b> - in accordance with Administrative Code Section 10.34;</li> <li>• <b>Required Personal Vehicle Usage</b> - \$75/ month when used on job for more than 6 working days</li> <li>• <b>MUNI Passes</b> - for those who elect to use public transit in course of City business</li> <li>• <b>Tuition Reimbursement</b> - \$5,000</li> <li>• <b>OSHPD certified</b> - \$3.00/hour for each hour assigned and actually performing hospital inspection</li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - no earlier than (11<sup>th</sup>) work day, retroactive to the (1<sup>st</sup>) day</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> <li>• <b>Parental Release Time</b> - up to four (4) hours per fiscal year (for children in kindergarten or grades 1 to 12)</li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### CARPENTERS, LOCAL 22

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### ADDITIONAL COMPENSATION

#### Wage Increases

All base wage increases shall be rounded to the nearest salary grade.

#### FY 01-02

3% - 7/1/01, 2% - 1/5/02

#### Internal

Locksmith Sup. I - 5.5%

#### Retirement

The city will pick up the full amount of the employee's contribution to retirement

#### Health/Welfare

Dependent Health Care - 75% of the cost of Kaiser's rate for dependent plus two level. Medically single premiums now fully paid by City

#### Dental

Eligible for City's dental program

#### Long Term Disability

(180) day elimination period, sixty percent (60%) salary (subject to integration) up to age sixty-five

#### Parental Release Time

Up to four (4) hours per fiscal year (for children in kindergarten or grades 1 to 12

- **Floating Holidays (3); Paid Furlough Days (2)**
- **Apprenticeship Program** - The parties agree to meet to discuss the development of mutually agreeable apprenticeship programs
- **Standby Pay** - 25% of base wage rate without pager; 10% of base wage rate with pager
- **Tool Insurance** - first \$10.00 loss borne at employee expense
- **Call Back** - 4 hours minimum
- **Night Shift Differential** -8.5% for 5pm to midnight, 10% for midnight to 7am of base wage rate
- **Extended Tour of Duty** - 50% above base (after 9 hrs); \$2.00/day extended tour of duty for Camp Mather (after 9 hrs)
- **Lead Mechanic Pay** - \$9.00 /day (7344/7342/7358)
- **Travel Expenses** (\$2.30/day Sharp Park/ Airport, \$2.00/day Millbrae, \$7.00/day Sunol)
- **City auto or Mileage reimbursement** - IRS Allowance
- **Subsistence Pay** - in accordance with the Annual Salary Appropriation Ordinance, Section 17
- **SDI coverage** at employee expense
- **Protective Overalls** - 4 pairs, cost of overalls & laundry paid by City;
- **Safety Equipment** - City agrees to provide all required safety equipment in compliance with Cal-OSHA regulations.
- **Foul weather gear**- rain gear, where required, paid by city
- **Paid status for assigned training;**
- **Tuition Reimbursement program** - \$2,000 annual
- **Appointment above Entrance**
- **Acting Assignment Pay** - no earlier than (11<sup>th</sup>) work day, retroactive to the (1<sup>st</sup>) day;
- **Correctional Facility Premium** - \$1.50 per hour e'ees working in secured and restricted areas of specified facility
- **Supervisory Differential Adjustment** - 5%

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### CEMENT MASONS, LOCAL 580

TERM OF AGREEMENT: 7/1/01 - 6/30/03

	ADDITIONAL COMPENSATION
<p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p style="text-align: center;"><b>Retirement</b></p> <p>The city will pick up the full amount of the employee's contribution to retirement</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225/mo. Or 75% of the cost of the Kaiser premium for employee plus two dependents. Medically single employee premium paid by City</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3); Paid Furlough Days (2)</b></li> <li>• <b>Apprenticeship Program</b> - Apprenticable class: 7311</li> <li>• <b>Call Back</b> - 4 hours minimum</li> <li>• <b>Epoxy Premium</b> - \$0.50/hour</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager</li> <li>• <b>Lead Cement Mason</b> - \$9.00/day</li> <li>• <b>SDI</b> coverage cost at employee expense</li> <li>• <b>Overalls</b> - 4 pairs/yr (2 pr 1/31 &amp; 2 pr 7/31), cost of overalls &amp; laundry paid by City</li> <li>• <b>Foul weather gear</b>; hat coat, pants and boots</li> <li>• <b>Federal Minimum Wage</b> - (conditioned on receipt of Federal funds)</li> <li>• <b>Wellness Incentive Program</b></li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting assignment</b> - 5% of base wage rate no earlier than (11<sup>th</sup>) work day, retroactive to the (1<sup>st</sup>) day</li> <li>• <b>Supervisory Differential Adjustment</b> - approximately 5%</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Night shift premium</b> - 8.5% of base wage rate for 5pm to midnight, 10% for midnight to 7am;-</li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

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

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

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### DEPUTY SHERIFF'S ASSOCIATION

TERM OF AGREEMENT: 7/1/01 - 6/30/03

ECONOMIC BENEFIT PROVISIONS	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p><b>Retirement</b> The city will pick up the full amount of the employee's contribution to retirement</p> <p><b>Health/Welfare</b> Dependent Health Care - 75% of the cost of Kaiser's rate for dependent plus two level, \$279 per month for FY 2001-2002. Medically single premiums now fully paid by City</p> <p><b>Dental</b> Eligible for City's dental prog.</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3);</b></li> <li>• <b>Training Officer Pay:</b> \$3.12/ hour when assigned training officer duties &amp; actually performed</li> <li>• <b>Bilingual Pay:</b> \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period</li> <li>• <b>Call back:</b> minimum 4 hours</li> <li>• <b>Canine Duty Premium:</b> \$75 bi-weekly for average time authorized &amp; expended in the exercise, care, feeding, grooming and training of assigned canine; <b>Canine related expenses:</b> reimbursement \$100/month (non-receipted)</li> <li>• <b>SDI coverage</b> cost at employee expense</li> <li>• <b>Acting Facility Commander:</b> 7.5% of base wage rate for shift in absence of Facility Commander (Sr. Sgt. or Lt. on 2<sup>nd</sup> watch)</li> <li>• <b>Salary Step Plan and Salary Adjustments:</b> if employee is receiving salary in his/her present class equal to/above the entrance step of promotive class, employee's salary in promotive class shall be adjusted <u>two steps</u> in compensation schedule over salary received in lower class but not above max. of salary range of promotive class</li> <li>• <b>Step Adjustment for Provisional employees:</b> Each employee in a provisional appointment shall receive a salary step increase after 2,080 hours in that provisional assignment, and a salary step increase for each subsequent, additional 2,080 hours in the assignment.</li> <li>• <b>Ammunition</b> - adequate amount per month at City's expense</li> <li>• <b>Acting Watch Commander Premium 8304, 8306, 8308</b> in absence of 8310 at Jails #1, 2, 3, 7, 8, 9, HOJ Courts or 2<sup>nd</sup> watch SFGH Security Wing receive 7.5% premium of normal compensation</li> <li>• <b>Worker's Compensation Leave:</b> supplementation of disability indemnity payment with paid leave credits; elimination of Phantom Account (sick leave accrual at regular rate)</li> <li>• <b>Night Duty:</b> 8.5% of the base wage rate from 4pm-11pm, from 8.5% to 10% from b/w 11pm to 6am</li> <li>• <b>Emergency Services Honor/Color Guard:</b> \$100 annual payment for employees that served a minimum 6 months during the fiscal year</li> <li>• <b>Professional Achievement/POST Premium:</b> 4% of base rate of pay for intermediate POST certificate; 6% of base rate of pay for advanced POST certificate</li> <li>• <b>Uniform allowance</b> - \$800 (eff. 9/1/01); \$775 (eff. 9/1/02). ("continuously employed" for 10 of the 12 months preceding 9/1 each year of contract). Pro-rata uniform allowance for those on duty status <u>less than</u> 10 of 12 months. Employee must be in paid status or approval leave on 9/1 to receive allowance.</li> </ul> <p style="text-align: center;"><b>Special Pay Premiums</b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay:</b> at least 5% of base rate of pay; no earlier than (11<sup>th</sup>) work day, retroactive to the (1<sup>st</sup>) day</li> <li>• <b>Supervisory Differential Adjustment:</b> 5%</li> <li>• <b>Appointment Above Entrance Rate:</b> may be made by Sheriff at any step in the compensation schedule under certain conditions.</li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION

TERM OF AGREEMENT: 7/1/01 - 6/30/03

	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 01-02</u> 3% - 7/1/2001, 2% - 1/5/2002</p> <p><b>Other Wage Adjustments</b> 3% for classes 8146, 8147, 8149</p> <p><b>Retirement</b> The city will pick up the full amount of the employee's contribution to retirement</p> <p><b>Health/Welfare</b> Dependent Health Care - 75% of the cost of Kaiser's rate for dependent plus two level, \$279 per month for FY 2001-2002. Medically single premiums now fully paid by City.</p> <p><b>Dental</b> Eligible for City's dental program</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3)</b></li> <li>• <b>Standby</b> - 25% of base wage rate without pager or 10% of base wage rate with pager; for specifics see MOU</li> <li>• <b>Call back</b> - minimum 4 hours</li> <li>• <b>Federal minimum wage</b> (condition of receipt of federal funds)</li> <li>• <b>POST Premium Pay</b> – Effective 7/1/01: 6% of base wage rate for classes 8146, 8147, 8149 hired before 7/1/90 or possessing valid Advanced POST Certificate (employee who receives 6% premium shall <u>not</u> receive 4% premium.). Effective 7/1/01: 4% of base wage rate for classes 8146, 8147 and 8149 who maintains state required minimum of 24 hours POST training within 24 month period (8146, 8147, 8149).</li> <li>• <b>Severance Pay</b> - appointing officer will endeavor to inform employee at least 30 days before final day of work. If informed less than 30 days in advance employee shall receive pay in lieu of the number of days less than 30 upon being informed.</li> <li>• <b>Bilingual Pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period</li> <li>• <b>Safety Equipment/Training Account</b> - Up to \$700/yr. reimbursed for miscellaneous safety equipment and agreed upon trainings for classes 8146, 8147, 8149 or others with peace officer status in this bargaining unit.</li> <li>• <b>Battle Dress Uniform</b> - For District Attorney Investigators new to city employment in classes 8146, 8147, 8149.</li> </ul> <p style="text-align: center;"><b>Special Pay Premiums</b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - after 11th consecutive work day of such assignment, 5% retroactive to the 1<sup>st</sup> day</li> <li>• <b>Supervisory Differential Adjustment</b> - 5%</li> <li>• <b>Appointment Above Entrance Rate.</b></li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### ELECTRICAL WORKERS, LOCAL 6

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### ADDITIONAL COMPENSATION

#### Wage Increases

All base wage increases shall be rounded to the nearest salary schedule.

FY 01-02

3% - 7/1/01, 2% - 1/5/02

#### Retirement

The city will pick up the full amount of the employee's contribution to retirement

#### Health/Welfare

Dependent Health Care: Kaiser's rate for dependent plus two level \$279 per month FY 2001-02

Single employee full premium pick-up

#### Dental

Eligible for City's dental program

#### Parental Release

of up to four (4) hours per fiscal year (for children in kindergarten or grades 1 to 12).

#### Retirement Seminar

Employees shall be allowed not more than one day during the life of this MOU to attend a pre-retirement planning seminar sponsored by SFERS or PERS.

- **Employee Assistance Program** -- funded by City
- **Personal auto allowance** - \$40/month (6248, 6249, 6250)
  
- **Floating Holidays (3) and Paid Furlough Days (2)**
- **Travel Expense** - \$2.30/day to Airport, Sharp Park; \$2/day to Millbrae; \$7/day to Sunol
  
- **Paid travel time** - to location more than 30 minutes from regularly assigned location
- **Mileage** - in accordance with Administrative code section 10.34
- **Subsistence Pay** - in accordance with Admin. Code Section 10.32
- **City/State Certificate, License or Registration** - reimbursement of fee (excludes CDL;
- **Fingerprinting** - cost paid by City (when required)
  
- **Night duty** - 8.5% of base wage rate for 5 p.m. to midnight, 10% for midnight to 7a.m.
- **Call Back** - 4 hours minimum
- **Paid Training Status**
  
- **Standby** - 10% of base wage rate with pager
  
- **Tuition Reimbursement Program** - \$5,000/Fiscal Year; unexpended funds shall be carried over to next fiscal year not to exceed \$7,500
  
- **Lead Electrician Premium** - \$9/day for 7318, 7319, 7338, 7345, 7363, 7371, 9240
- **Height Premium** - \$0.75/hour (30 feet or more from ground) also applies to working under piers and out of barges or boats
- **Safety Equipment** - provided as necessary to comply with CAL-OSHA

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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



City and County of San Francisco – Department of Human Resources

## 2001-2002 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### ELECTRICAL WORKERS, LOCAL 6

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### ADDITIONAL COMPENSATION

- **SDI coverage** cost at employee's expense

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### ELECTRICAL WORKERS, LOCAL 6

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### ADDITIONAL COMPENSATION

- **Airport rotational pager assignment** - \$30/day (SFIA employees) if applicable; response to page or phone (whether on pager assignment or not, paid at ¼ hr or actual time spent)
- **Correctional Facility Premium** - \$1.50/hour for 7345; and related classes working in secured & restricted area of listed facilities
- **Protective clothing** - protective clothing and laundry for employees working below water line in grit tanks or covered channels
- **Work clothing** - 5 sets of coveralls, shop coats; cost of coveralls and laundry at City expense for 7379, 7380, 7319, 7409, 7430, 7308, 7338, 9240, 7345, 7318, 7510, 6248 & 6249; Cash reimbursement in lieu of providing work clothes at \$125/year
- **Paid retraining/educational classes**
- **Tool Insurance** - first \$10.00 loss at employee expense

#### Special Pay Premiums

- **Acting Assignment Pay**- after 11 consecutive working days 5% adjustment retroactive to the 1<sup>st</sup> day
- **Supervisor Differential Adjustment** - 5%
- **Appointment Above Entrance Rate.**
- **Skilled Nursing Pass Through** - the State of California seeks to provide “pass through” compensation for health care employees who are assigned to skilled nursing facilities

#### Arbitration Wage Adjustments:

<p>(5% - 7/01/01) (5% - 7/4/02)          Power House Operators Class          7244 Power Plant Supervisor I          7364 Power House Operator          7365 Sr. Power House Operator          7408 Asst. Power House Operator</p>	<p>An additional 6.5% (1.5% on 7/1/01, 5% on 7/1/02) for the following          Hetch Hetchy Power Generation Technician classes:          7480 Power Generation Technician          7482 Power Generation Technician II          7484 Senior Power Generation Technician          7488 Power Generation Supervisor          An additional 5.0%:          7510 Light Fixture Maintenance Worker          An additional 1.5%:          7338 Electrical Line Worker          An additional 1.5%:          7390 Welder          7371 Electric Transit System Mechanic          (additional 5% on 7/1/02 to create a deep class)          An additional 3.5%:          9241 Airport Electrician Supervisor</p>
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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001 (No New MOU Yet)

#### Uniform Ranks Represented

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

#### ADDITIONAL COMPENSATION

#### **Wage Increases**

FY 2000-01  
5.5% - 7/1/00

#### **Parity**

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

#### **Retirement**

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

- **Overtime Compensation** – One and one half (1-1/2) times the base hourly rate, except as otherwise required by the FLSA.

- **Floating Holidays**

- Non-Suppression Personnel – Three (3) per fiscal year

- **Holiday Pay**

**Non-Suppression Personnel** required to work on fixed holidays shall be compensated at the rate of time and one half of the regular rate of pay for any hours actually worked on a holiday (subject to approval by Chief of Department)

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

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers’ compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001 (No New MOU Yet)

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

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001 (No New MOU Yet)

	ADDITIONAL COMPENSATION
<p><b>Suppression members</b> – ① if a member utilizes two (2) shifts (48 hours) or less of sick leave in a fiscal year, he/she shall be entitled to cash out sixty (60) hours accrued during that same fiscal year; ② if a member utilizes more than two (2) shifts (48 hours) of sick leave in a fiscal year, he/she is not eligible for any annual cash out payments at the end of the fiscal year.</p>	<ul style="list-style-type: none"> <li>• <b>Bilingual Pay</b>- Additional \$36.00 bi-weekly for employees assigned by the Chief of the Department to translate to and from a foreign language including sign language</li> </ul>
<p><b>Non-suppression members</b> - ① if a member utilizes thirty (30) hours or less of sick leave in a fiscal year, he/she is entitled to cash out (50) hours accrued during that same fiscal year; ② if a member utilizes more than thirty (30) hours of sick leave in a fiscal year, he/she is not eligible for any annual cash out payment at the end of the fiscal year.</p> <p>Payment of the cash for conversion of sick leave shall take place on an annual basis in July for sick leave converted at the end of the previous fiscal year.</p> <p>Payments shall not be considered as part of an employee’s salary for purposes of computing retirement benefits or contributions.</p> <p style="text-align: center;"><b>Safety And Health</b></p> <p><u>Voluntary prostate cancer screening</u> – male bargaining unit members over the age of 40 with Department’s Health Check Program.</p> <p><u>Voluntary breast cancer screening</u> – female bargaining unit members over the age of 40.</p> <p><u>Immunizations</u> – Department agrees to provided Hepatitis-B vaccine immunizations to all members who so request.</p>	<ul style="list-style-type: none"> <li>• <b>Pyramiding (Stacking) of Premiums</b> – Preceptor Differential, EMT, Paramedic Incentive, Apparatus Operator Pay, and/or Bilingual Pay may be stacked with either HazMat or Training and Education Achievement Pay. Permanently assigned HazMat Specialist may stack premiums with HazMat and Training and Education Achievement Pay. There is no other pyramiding or stacking of premium payments provided in this agreement.</li> <li>• <b>Family Care and Maternity/Paternity Leave</b> – Members who have one or more years of service in SFFD shall be granted up to one year of unpaid leave</li> <li>• <b>Hepatitis B Vaccine</b> – Provided at City’s cost for members whose health plans do not provide this benefit.</li> <li>• <b>Annual Tuberculosis Screening</b> – Provided at City’s cost.</li> <li>• <b>Uniforms</b> – The City shall furnish and maintain at no cost to the employee all uniforms, protective clothing and safety equipment required in the performance of their duties.</li> <li>• The City shall furnish all bargaining unit members assigned to ambulance duty and all bargaining unit members in the classification of H-33, Captain, EMS with turnouts and protective eye wear (splash shield). The City shall make available ballistic vests to the members described in this section.</li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers’ compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001 (No New MOU Yet)

	ADDITIONAL COMPENSATION
	<ul style="list-style-type: none"> <li>• All protective clothing and equipment shall meet CAL-OSHA safety standards</li> <li>• If an employee’s uniform or safety equipment is in need of replacement, the City shall replace that item by the beginning of the member’s next scheduled duty shift, unless a custom size is on special order.</li> <li>• City shall provide and maintain each truck company with two portable department radios and each member of a rescue squad with one such radio while on duty.</li> </ul> <p><b><u>Paramedic Certification</u></b> – The City shall pay for all applicable fees required to maintain a State of CA Paramedic license for employees in the ranks of H-3 Firefighter/Paramedic and H-33 EMS Captain.</p> <p><b><u>Tuition Reimbursement Program</u></b> - The City will allocate \$8000 per fiscal year; up to \$250 per person per year. Unused funds may be carried over to the next fiscal year.</p> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <p><b><u>Acting Assignment Pay (Working out of Classification)</u></b> – after the 10<sup>th</sup> consecutive working day; administered in accordance with DHR policies and procedures.</p>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers’ compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001 (No New MOU yet)

Uniformed Ranks Represented

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

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

**ADDITIONAL COMPENSATION**

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

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

Parity

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

Retirement

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

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

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers’ compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001 (No New MOU Yet)

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

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers’ compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: July 1, 1999 – June 30, 2001 (No New MOU Yet)

	ADDITIONAL COMPENSATION
<p><b>Non-suppression members</b> - ① if a member utilizes thirty (30) hours or less of sick leave in a fiscal year, he/she is entitled to cash out (50) hours accrued during that same fiscal year; ② if a member utilizes more than thirty (30) hours of sick leave in a fiscal year, he/she is not eligible for any annual cash out payment at the end of the fiscal year.</p> <ul style="list-style-type: none"> <li>- Payment of the cash for conversion of sick leave shall take place on an annual basis in July for sick leave converted at the end of the previous fiscal year.</li> <li>- Payments shall not be considered as part of an employee’s salary for purposes of computing retirement benefits or contributions.</li> </ul> <p style="text-align: center;"><b>Safety And Health</b></p> <p><u>Voluntary prostate cancer screening</u> – male bargaining unit members over the age of 40 through Department’s Health Check Program.</p> <p><u>Voluntary breast cancer screening</u> – female bargaining unit members over the age of 40.</p>	<ul style="list-style-type: none"> <li>• <b>Paramedic Certification</b> - The City shall pay for all applicable Relicensure or any other fees required to maintain a State of CA Paramedic license for employees in the rank of H-43 EMS Section Chief.</li> <li>• <b>Tuition Reimbursement Program</b> - The City will allocate \$2000 per fiscal year; up to \$250 per person per year. Unused funds may be carried over to the next fiscal year.</li> </ul> <p style="text-align: center;"><b>Special Pay Premiums</b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay (Working out of Classification)</b> – after the 10<sup>th</sup> consecutive working day; administered in accordance with DHR policies and procedures.</li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers’ compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### GLAZIERS, LOCAL 718 TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### ADDITIONAL COMPENSATION

##### Wage Increases

All base wage increases shall be rounded to the nearest salary grade.

FY 01-02

3% - 7/1/01, 2% - 1/5/02

##### Retirement

City will pick up entire cost of retirement contribution.

##### Long Term Disability

(180) day elimination period, sixty percent (60%) salary (subject to integration) up to age sixty-five

##### Health/Welfare

Dependent Health Care - \$225/mo. or 75% of the cost of the Kaiser premium for employee plus two dependents. Medically single employee premium paid by City

##### Dental

Eligible for City's dental program.

- **Floating Holidays (3) and Paid Furlough Days (2)**
- **Apprenticeship Program** - Apprenticeable classes: 7326
- **Subsistence Pay in accordance** with Administrative Code Section 10.32
- **Standby** - 25% of base wage rate without pager; 10% of base wage rate with pager
- **High Pay** - \$1.00/hr-2 floors above ground
- **Lead Mechanic** - \$9.00/day
- **Protective Overalls** - 4 pair / yr; **Protective rubber gloves** - City agrees to provide; **Safety equipment** - eye protection and hard hats - City will provide goggles, safety glasses, face shields and hard hats; footwear
- **Mileage** in accordance with Administrative Code Section 10.34
- **Night shift premium** - 8.5% of base wage rate for 5 pm to midnight, 10% for midnight to 7am
- **SDI coverage** cost coverage at employee expense
- **Medical Exam** at City expense when exposed to conditions hazardous to health
- **Foul Weather Gear** - hat, coat, pants and boots
- **Federal minimum wage** - conditioned on receipt of Federal funds
- **MTA Incentives Program**

##### Special Pay Premiums

- **Acting Assignment Pay** - after 11 consecutive working days 5% adjustment retroactive to the 1<sup>st</sup> day

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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City and County of San Francisco – Department of Human Resources

## 2001-2002 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### GLAZIERS, LOCAL 718

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### ADDITIONAL COMPENSATION

- **Supervisory Differential Adjustment** - Approximately 5%
- **Appointment Above Entrance**

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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



# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### IATSE, LOCAL 16

TERM OF AGREEMENT: 7/1/01 - 6/30/03

	ADDITIONAL COMPENSATION
<p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p style="text-align: center;"><b>Retirement</b></p> <p>The City shall pick up the full amount of the employee's contributions to retirement</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>The City shall contribute \$225 per month per employee or 75% of the cost of Kaiser's 2 or more dependent health care medical premium. Medically Single employee premium paid by City.</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program.</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2)</b></li> <li>• <b>Night Duty</b> - 8.5% of base wage rate for 5 pm to midnight, 10% for midnight to 7am</li> <li>• <b>Standby</b> - Federal Minimum wage/hr. for period of standby service</li> <li>• <b>Call back</b> - paid at applicable rate for actual hours worked</li> <li>• <b>SDI coverage</b> cost at employee expense</li> <li>• <b>Federally funded position</b> - Federal minimum wage (conditioned on receipt of Federal funds.)</li> <li>• <b>Paid Training status</b></li> <li>• <b>Lead Worker Pay</b> - \$9.00/day</li> <li>• <b>Wellness Incentive Program</b></li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting assignment pay</b> - 5% of base pay after 11 consecutive working days, adjustment retroactive to the 1<sup>st</sup> day</li> <li>• <b>Supervisory Differential Adjustment</b> - Approximately 5%</li> <li>• <b>Appointment Above Entrance Rate</b></li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: 7/1/01 - 6/30/2003

	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary schedule</p> <p>FY 01-02 3% - 7/1/01, 2% - 1/5/02</p> <p><u>Per Diem Rehabilitation Professional</u> In lieu of benefits, Per-Diem Rehabilitation professionals shall be paid at step 5 of salary grade.</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (4);</b> effective FY 2002-2003</li> <li>• <b>Mileage</b> - in accordance with IRS allowance</li> <li>• <b>Parking for City business</b> - reimbursement of fees</li> <li>• <b>Auto allowance</b> - \$40/month (classes 2542, 2548, 2550, 2555, 2556, 2558, 4220, 4222, 4224, 4225, 6270, 6272)</li> <li>• <b>Employee Development Fund:</b> \$250,000 per year; max. \$1,000 per employee per year; unexpended funds will not be carried over</li> <li>• <b>Personal vehicle use:</b> (when City car not provided) \$40/month auto allowance plus (+) mileage allowance in accordance with IRS allowance (Classes: 6230, 6231, 6232, 6272 &amp; 6318)</li> <li>• <b>Project manager pay</b> - a permanent employee assigned by the A.O. as a project manager as described by class specification (Classes 5502, 5504, 5506, and 5508) will receive the rate of pay of the appropriate project manager class for duration of assignment</li> <li>• <b>Provisional employees:</b> shall be treated as permanent employees re health and welfare compensation and salary steps, seniority, retirement (after 1040 hours in any 12 month period) and leave benefits, including but not limited to sick leave, vacation and personal leave</li> <li>• <b>Seniority increments:</b> provisional employees shall be advanced to step s/he would have achieved had s/he been permanent from first day of employment in class</li> <li>• <b>Personal vehicle use</b> (when City car not provided) reimbursement of auto allowance &amp; mileage in accordance with Administrative Code section 10.34 (classes 6230, 6231, 6232, &amp; 6272); \$100/month and \$0.08/mile allowance (4260, 4261, 4265, &amp; 4267)</li> <li>• <b>Standby Pay:</b> 25% of base pay without pager; 10% of base pay with pager</li> <li>• <b>Night Duty:</b> 8% premium per hour for hours worked between 5:00 p.m. and 7:00 a.m.; 10% for 12am-7am</li> <li>• <b>Pagers/Voicemail:</b> the City will provide to Rehabilitation Professionals at California Children Services/Medical Treatment Union (CCS/MTU)</li> <li>• <b>SDI coverage</b> cost at employee expense</li> <li>• <b>Out of area audits</b> (Personal Property Auditors) - while performing audits outside (9) Bay Area counties - \$20/day for misc. expenses in addition to any other authorized reimbursements</li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: 7/1/01 - 6/30/2003

	ADDITIONAL COMPENSATION
<p style="text-align: center;"><b>Retirement</b></p> <p>Full employer pick-up of employee’s share of retirement contributions</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care: City pick up will be 75% of dependent rate charged to employees for Kaiser coverage at the dependent plus two or more level Single employee full premium pickup.</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City’s dental program</p> <p style="text-align: center;"><b>Long Term Disability</b></p> <p>Provides employees with 6 months continuous service, after a 90 day elimination period, 66.6% of salary</p> <p style="text-align: center;"><b>Sick Leave</b></p> <p>Employees shall be entitled to accumulate all unused sick leave</p>	<ul style="list-style-type: none"> <li>• <b>Compensatory Time Off:</b> Employees shall request CTO within 3-6 months after accruing 160 hours (no cash outs)</li> <li>• <b>Worker’s Compensation</b> (Shadow Sick Leave Account) supplement disability indemnity payment with accumulated unused sick leave, CTO or vacation</li> <li>• <b>Meal Allowance</b> - (Personal Property Auditors) \$50/day when required to travel to &amp; stay overnight in large metropolitan areas (e.g. New York, Boston, Chicago, etc.)</li> <li>• <b>Parental Release Time:</b> 2 hours of paid leave each semester; up to 40 hours of parental leave per year shall not exceed eight (8) hours in any calendar month of the year</li> <li>• <b>Lead Person Pay:</b> \$5.00 per day premium (at least 2 other people assigned to job)</li> <li>• <b>Supervisory Differential for 2924 Medical Social Work Supvr:</b> 5% supervisory differential when 2924 is in charge of subordinates whose compensation is less than 5% below that of class 2924</li> <li>• <b>State Water Resources Control Board</b> - Certificate of competency - 4% of base wage rate (5220, 5222, 6106). \$25/pay period in addition to base wage when required by City to possess certificate (2478)</li> <li>• <b>Licensed Civil/Structural Engineers</b> - Premium of 2 steps in addition to base wage rate when assigned structural engineering work - for licensed Civil Engineer’s in civil engineering classifications who possess and maintain a State of Calif. Structural Engineer’s license</li> <li>• <b>Call back</b> - 4 hours of pay or all hours &amp; actually worked, whichever is greater</li> <li>• <b>Bilingual Premium</b> - \$40 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly but less than 40 hours bi-weekly; \$60 bi-weekly who routinely and consistently provides more than forty (40) hours per pay period of non-English services</li> <li>• <b>Certificates, Licenses, or Registrations</b> - <u>Renewal</u> fee at City’s expense when required as a condition of employment</li> <li>• <b>Paid Training Status</b> - attending educational programs required to maintain job-related state license;</li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: 7/1/01 - 6/30/2003

#### ADDITIONAL COMPENSATION

- **Protective Clothing** - deemed appropriate by appointing officer when required to be in contact with raw sewage, toxic or hazardous chemicals or substances
  - **Safety Equipment:** city to provide all required safety equipment (i.e., protective eyewear, footwear) in compliance with CAL-OSHA regulations
  - **County Surveyor Premium:** 5% premium when assigned in writing by Director of Public Works
  - **Travel Pay** - \$5.00/day to Airport, Millbrae, Sharp Park or Sunol
  - **Uniform Allowance** - \$175/yr. - uniforms; \$100/yr - lab coats/smocks paid no later than 12/1 of each year (must be employed on 9/1 of each year of contract); excludes as-needed employees; construction-related classifications; Computer Operators - smocks at City's expense for employees in Units 8Z and 11O who currently receive them. City's total cost per FY covered by agreement not to exceed \$1,000.
  - **Fingerprinting**-cost at City's expense when required.
  - **Cellular Phone usage - Home Health Rehab Professionals:** City to provide minimum of 10 cellular phones
  - **Sick Leave** Removal of unused sick leave cap (1040 hours)
- Special Pay Premiums**
- **Acting Assignment Pay** - 5% above the employee's base salary; beginning on the 11<sup>th</sup> consecutive work day retroactive to the 1<sup>st</sup> day; **Acting Assignment Pay for Water Quality Chemists:** Water Quality Chemists must work for at least 20 consecutive days as Senior Chemists to receive acting assignment pay
  - **Appointment Above Entrance Rate**
  - **Supervisory Differential Adjustment** - 5%; Eliminate supervisory differential for supervision of employee in same class unless classification has no promotive, supervisory class

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### IRONWORKERS, LOCAL 377

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### ADDITIONAL COMPENSATION

##### Wage Increases

All base wage increases shall be rounded to the nearest salary grade.

.FY 01-02

3% - 7/1/01, 2% - 1/5/02

##### Retirement

Full employer pick-up of employee's share of retirement contributions;

##### Health/Welfare

Dependent Health Care - \$225/mo. Or 75% of the cost of Kaiser's rate for dependent plus two level.

Medically single premiums now fully paid by City

##### Dental

Eligible for City's dental program

##### Long Term Disability

Provides employees with 6 months continuous service LTD coverage after a 90 day elimination period at 66.6% of salary.

- **Container Crane Premium for 9346 Fusion Welder** 15% above base hourly rate for actual hours worked on cranes at the crane site (Port employees)
- **Floating Holidays (5)**
- **Apprenticeship Program** - Apprenticeable classes: 7395 and 9346: "new journey-level permanent appointments to such classes shall be to a step not lower than the step occupied by the most junior permanent incumbent in that classification."
- **Call back** - minimum 4 hours
- **Standby** - Federal minimum wage per hour
- **Lead person pay** - \$9.00/day
- **SDI coverage cost** at employee expense
- **Federal minimum wage** (condition of receipt of Federal funds)
- **Night Duty** - 8.5% of base wage rate between 5pm and midnight (12am). 10% of base wage rate between midnight (12am) and 7am
- **Work Clothing** - gloves, safety glasses, overalls, leather aprons & foul weather gear, and all required safety equipment in compliance with Cal-OSHA regulations.

##### Special Pay Premiums

- **Acting Assignment Pay** - 5% above the employee's base salary; beginning on the 11<sup>th</sup> consecutive work day retroactive to the 1<sup>st</sup> day
- **Supervisory Differential Adjustment** Approximately 5%
- **Appointment Above Entrance Rate**

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### LABORERS INTERNATIONAL UNION LOCAL 261

TERM OF AGREEMENT: 7/1/01 - 6/30/03

	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade. <u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p><b>Retirement</b> City shall pay employee's share of retirement contributions</p> <p><b>Health/Welfare</b> Dependent Health Care - \$225/mo. or 75% of Kaiser's premium rate for E'ee plus two or more . Medically single premiums now fully paid by City</p> <p><b>Dental</b> Eligible for City's dental program</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2)</b></li> <li>• <b>Travel Pay</b> - \$2.30/day to Airport, Sharp Park; \$2/day to Millbrae; \$7/day to Sunol</li> <li>• <b>Night Shift Differential</b> - 8.5% above base wage rate for 5pm -12am and 10% for 12am to 7am (full time employees)</li> <li>• <b>Lead Worker Pay</b> - \$9.00/day</li> <li>• <b>Protective clothing</b> - protective eyewear, protective coveralls, foul weather gear, hat, coat, pants &amp; rubber overshoes in compliance with Cal-OSHA regulations</li> <li>• <b>Container Cranes</b> - 15% of base wage rate for actual hours worked on cranes (Port employees)</li> <li>• <b>Standby Pay</b> - 10% of base wage rate with pager</li> <li>• <b>MTA Incentives Program</b></li> <li>• <b>Class 7215 District Captain Pay</b> - 5% when assigned</li> <li>• <b>Federal minimum wage</b> (conditioned on receipt of Federal funds)</li> <li>• <b>SDI coverage cost</b> at employee expense</li> <li>• <b>Power Tool/Pot Worker Premium /Asphalt Screed Worker/Confined Space</b> - \$0.70/hr</li> <li>• <b>Camp Mather</b> - extended tour of duty \$1.50/day</li> <li>• <b>Qualified Applicator Certificate/Pesticide Control Advisor License</b> - renewal fee &amp; continuing education reimbursement</li> <li>• <b>Extended Tour of Duty</b> - 50% of base wage rate for actual hours worked after 9<sup>th</sup> hour</li> <li>• <b>Wellness Incentive Program</b></li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Appointment Above Entrance Rate;</b></li> <li>• <b>Acting Assignment Pay</b> - 5% above base after 11th consecutive work day of assignment retroactive to 1<sup>st</sup> day of assignment;</li> <li>• <b>Supervisory Differential Adjustment</b> Approximately 5%</li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### MUNICIPAL ATTORNEYS ASSOCIATION

TERM OF AGREEMENT: 7/1/01 - 6/30/03

ECONOMIC BENEFIT PROVISIONS	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade</p> <p><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p><b>Retirement</b> The City shall pick up the employee contribution to retirement</p> <p><b>Health/Welfare</b> <b>Dependent Healthcare</b> Either \$225 per month to each covered employee participating in the City’s 125 Cafeteria Plan or \$210 per month to each covered employee as a direct payment for individual benefit options.</p> <p><b>Dental</b> Eligible for City’s dental program</p> <p><b>Life Insurance</b> City provides \$150,000 per member or available through purchase from City’s 125 Cafeteria Plan</p>	<ul style="list-style-type: none"> <li>• <b>Floating holidays (5);</b></li> <li>• <b>Mileage</b> - in accordance with Administrative Code Section 10.34</li> <li>• <b>Paid Training Status</b></li> <li>• <b>SDI coverage:</b> cost at employee expense</li> <li>• <b>Severance Pay</b> - When removing/ releasing a represented attorney from employment, the Appointing Officer will endeavor to inform the attorney at least (30) calendar days before final day of work. Where Appointing Officer fails/declines to inform attorney a full (30) days in advance, the attorney shall receive pay in lieu of the number of days less than 30 upon which he/she was informed</li> <li>• <b>Severance Pay:</b> In exchange for a release of any and all contractual claims, attorneys with more than 5 years of city service shall receive 1 week’s pay for each complete year of CityService, and attorneys with twenty (20) or more years of service shall receive (2) weeks pay per year for each year of City service over ten (10) years</li> <li>• <b>Sick Leave:</b> During first 6 months of employment, new employees will be advanced 40 hours of paid sick leave. Paid sick leave used by employee during this period will be deducted from accrued sick leave. If employee leaves employment during first six months, difference in sick leave hours used but not yet accrued shall be deducted from employee’s final paycheck.</li> <li>• <b>Professional Services Reimbursement:</b> Each attorney shall receive a lump sum of \$1,000 per fiscal year for reimbursement of professional, job-related expenditures</li> <li>• <b>Sabbatical leave:</b> sabbatical leave after seven years of employment and every three years thereafter</li> <li>• <b>Fingerprinting</b> - City bears full cost when required</li> <li>• <b>Administrative Leave</b> – 5 days annually up to 5 days may be carried over annually</li> <li>• <b>Health &amp; Safety:</b> City shall provide Hepatitis B vaccine immunization and tuberculosis screening for attorneys whose health benefits do not provide the benefit</li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### MUNICIPAL ATTORNEYS ASSOCIATION

TERM OF AGREEMENT: 7/1/01 - 6/30/03

ECONOMIC BENEFIT PROVISIONS	ADDITIONAL COMPENSATION
<p><b>Market Adjustment</b> Effective July 1, 2001 all classes receive a one-time increase of 7.5%</p> <p><b>Long Term Disability</b> 90 elimination period, 66 2/3% (subject to integration) up to age 65.</p> <p><b>Pilot Wellness</b> Effective July 1, 2002, any full-time employee leaving the employment of the City upon service or disability retirement may receive payment of a portion of accrued sick leave credits at the time of separation.</p>	<ul style="list-style-type: none"> <li>• <b>Reimbursement for public transportation:</b> for City business (including without limitation MUNI or BART)</li> <li>• <b>Reimbursement for meal served at meeting:</b> (related to City business) when required by department head to attend</li> <li>• <b>Reimbursement for overnight travel:</b> when required by department head to travel overnight on City business</li> <li>• <b>Reimbursement</b> within 60 days of employee’s submission of documentation</li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Classes 8180 &amp; 8182</b> - 2% additional if 5 consecutive years at 5<sup>th</sup> step.</li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### MUNICIPAL EXECUTIVES ASSOCIATION

TERM OF AGREEMENT: 7/1/01 - 6/30/03

ECONOMIC BENEFIT PROVISIONS	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade.</p> <p><b>FY 01-02</b> 3% -7/1/01, 2% - 1/5/02</p> <p><b>Internal Adjustments</b> The City shall allocate 0.5% of MEA payroll on July 1, 2001 to fund internal adjustments for jobcodes w/ 4 or more incumbents for the life of the contract. See appendix F of MOU for specific Internal Adjustments.</p> <p><b>Retirement</b> The City will pickup the full amount of the employee contribution to retirement.</p> <p><b>Pre-retirement Seminar</b> One day paid leave</p> <p><b>Management Training</b> The City shall make available and HRD shall budget \$100,000 each year for two years for the purpose of management training of MEA-represented employees. Until such funds are exhausted, an employee may utilize up to a maximum of \$1,000 per fiscal year.</p>	<ul style="list-style-type: none"> <li>• <b>Floating holidays (5)</b></li> <li>• <b>Night duty:</b> (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. and midnight (10%) more between the hours of midnight (12:00 a.m.) and 7:00 a.m. Employee must work at least 1 hour during this shift.</li> <li>• <b>Pay for Performance:</b> Annual performance incentive up to 3%; aggregate cap of 2% of MEA payroll (Article III.B.)</li> <li>• <b>Severance pay:</b> exempt employee may receive up to 30 days pay if 30 days notice not given; exempt employees with more than 10 years service receive one months pay in exchange for release of claims upon involuntary separation</li> <li>• <b>Compensatory Time Off (“CTO”)</b> – Employees appointed 1<sup>st</sup> time to MEA after June 30, 1998 may carry forward 240 hours CT balances. Employees who were appointed to a position in an MEA-represented bargaining unit on or before June 30, 1998, may not carry a balance of compensatory time beyond June 30, 2002. Unused CTO balances will be forfeited upon expiration of this agreement.</li> <li>• <b>Administrative leave</b> - (M-SA Unit employees) – <u>may</u> earn 100 hours/year; up to 100 hours of unused AL may be carried forward; max. balance of 120 hours AL; AL cannot be “cashed out”</li> <li>• <b>Executive leave:</b> 5 days paid leave per year for EM employees (cannot be “cashed out”) up to 5 days of unused exec. leave may be carried over</li> <li>• <b>Call back:</b> minimum 4 hours pay</li> <li>• <b>Call Back:</b> MSA unit employees in dept. where appointing officer is elected official are ineligible for call back pay</li> <li>• <b>SDI coverage :</b> cost at employee expense</li> <li>• <b>Paid Training Status</b></li> <li>• <b>Post Premium:</b> 4% or 6% depending on POST certificate. (Article IV.C.)</li> <li>• <b>Professional Reimbursement:</b> at City’s expense for required professional licenses and certificates</li> <li>• <b>Overtime</b> - at time and one half (1.5)</li> </ul> <p style="text-align: center;"><b>Special Pay Premiums</b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay:</b> after 11th consecutive day of assignment 5% retroactive to 1<sup>st</sup> day of assignment. MSA unit employees in dept. where Appointing Officer is elected official are ineligible for acting assignment pay</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Supervisory Differential Adjustment:</b> 5%</li> <li>• <b>1146 Clerk of Board</b> - \$550 bi-weekly for performing LAFCO Duties</li> <li>• <b>9382 Govt. Public Affairs Mgr.</b> - 8% when assigned to the Port</li> <li>• <b>IT Supervisory Adjustment</b> - if 1071 e'ee supervises 2 or more 1071 e'ees, supervisor 1071 eligible for Adjustment up to 5%.</li> </ul> <p><del>The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.</del></p>

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City and County of San Francisco – Department of Human Resources

## 2001-2002 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### MUNICIPAL EXECUTIVES ASSOCIATION

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

#### ECONOMIC BENEFIT PROVISIONS

##### Uniform

One time \$500 uniform reimbursement for 8348 Undersheriff

##### Safety Equipment

City will provide \$100/year ammunition at City's expense when required to carry firearms; \$500/year misc. safety equipment at City's expense.

##### Pilot Wellness

Effective July 1, 2002, any full-time employee leaving the employment of the City upon service or disability retirement may receive payment of a portion of accrued sick leave credits at the time of separation

##### Life Insurance

City shall purchase \$50,000 life insurance policy for each represented employee

##### Health / Welfare

Management Compensation Package

City pick up will be 75% of dependent rate charged to employees for Kaiser coverage at the dependent plus two or more level; (\$279 per month for Fiscal Year 2001-2002)

##### Dental

Eligible for City's dental program

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



# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### OPERATING ENGINEERS, LOCAL 3

TERM OF AGREEMENT: 7/1/01 - 6/30/02

	ADDITIONAL COMPENSATION
<p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 01-02</u></p> <p style="text-align: center;">3% - 7/1/01, 2% - 1/5/02</p> <p style="text-align: center;"><b>Retirement</b></p> <p>The City shall pick up the full amount of the employees' contribution to retirement.</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225/mo. or 75% of the cost of Kaiser's rate for dependent plus two level.</p> <p style="text-align: center;">Medically single premiums now fully paid by City</p> <p style="text-align: center;"><b>Dental</b></p> <p style="text-align: center;">Eligible for City's dental program</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (5)</b></li> <li>• <b>Apprenticeship Program</b> - The specific provisions of an apprenticeship program shall be subject to agreement between the City and the Union</li> <li>• <b>Standby</b> - 25% of base wage rate without pager or 10% of base wage rate with pager - 4 hour minimum</li> <li>• <b>Lead Person Pay</b> - \$9.00/day (7328); (Effective July 1, 2002, the rate shall be \$10 per day)</li> <li>• <b>Travel Allowance</b> - in accordance with Administrative Code Section 10.34</li> <li>• <b>Night duty</b> - 10% of base wage rate (work at least 1 hr)</li> <li>• <b>Call back</b> - shall receive overtime, if otherwise applicable, at 10% more than the base rate for hours worked in a shift between 5:00 pm and 7:00am.</li> <li>• <b>SDI</b> coverage cost at employee expense</li> <li>• <b>Protective Clothing</b> - overalls, foul weather gear, hazardous materials protection gear; 9331 also includes protective leather gloves, goggles, safety glasses, hard hats, ear plugs, &amp; work vests</li> <li>• <b>Wellness Incentive Program</b></li> </ul> <p style="text-align: center;"><u>Special Premium Pay</u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> –5% above the base no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment shall be retroactive to the first (1st) day of the assignment</li> <li>• <b>Supervisory Differential Adjustment</b> - 5%</li> <li>• <b>Underwater Diving Premium</b> - \$10.00/hr.</li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### PAINTERS, LOCAL 4

TERM OF AGREEMENT: 7/1/01 - 6/30/03

ECONOMIC BENEFIT PROVISIONS	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 01-02</u> 2% - 7/1/01, 2% - 1/5/02</p> <p><b>Retirement</b> The City shall pick up the full amount of the employees' contribution to retirement.</p> <p><b>Health/Welfare</b> Dependent Health Care - \$225/mo. or 75% of the cost of Kaiser's premium rate for dependent plus two level. Medically Single employee premium paid by City.</p> <p><b>Dental</b> Eligible for City's dental program</p> <p><b>Long Term Disability</b> Provides employees with 6 months continuous service, (180) day elimination period, sixty percent (60%) salary (subject to integration) not to exceed five thousand dollars (\$5,000) per month.</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2)</b></li> <li>• <b>Apprenticeship Program</b> - The parties agree to meet to discuss the development of mutually agreeable apprenticeship programs</li> <li>• <b>Mileage</b> - in accordance with Administrative Code Section 10.34</li> <li>• <b>Subsistence pay</b> - in accordance with Administrative Code Section 10.32</li> <li>• <b>Taper premium</b> - (\$.75) per hour for each hour assigned as a taper. Effective July 1, 2002, the rate shall be one dollar (\$1.00) per hour</li> <li>• <b>Sandblasting premium</b> - \$0.50 / hr (Class:7346, Painter)</li> <li>• <b>Lead pay</b> - \$9.00/day (Class 7346, Painter)</li> <li>• <b>Thermo-plastic applicator</b> (\$.75) per hour; Effective July 1, 2002, the rate shall be one dollar (\$1.00) per hour.</li> <li>• <b>Travel expense</b> - \$2.30/day (Airport, Sharp Park); \$2.00 /day (Millbrae); \$7.00/day (Sunol)</li> <li>• <b>SDI</b> coverage cost at employee expense</li> <li>• <b>Federal minimum wage</b> - conditional on receipt of Fed. funds</li> <li>• <b>Work Clothes</b> - 4 pairs each/yr or \$130/yr clothing allowance, reimbursement upon presented receipts, (all eligible employees in a department must be under same option), With \$130 annual clothing allowance option, an additional \$3.00/day clothing maintenance allowance when in contact with raw sewage more than 6 hrs/day. Safety equipment in line compliance with CAL_OSHA regulations</li> <li>• <b>MTA Incentives Program</b></li> <li>• <b>Skilled Nursing facility</b></li> <li>• <b>Wellness Incentive Program</b></li> </ul> <p style="text-align: center;"><u>Special Premiums</u></p> <ul style="list-style-type: none"> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Acting Assignment Pay</b> - 5% above base no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment shall be retroactive to the first (1st) day of the assignment</li> <li>• <b>Supervisory Differential Adjustment</b> approximately 5%.</li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### PILEDRIERS LOCAL 34

TERM OF AGREEMENT: 7/1/01 - 6/30/03

ECONOMIC BENEFIT PROVISIONS	ADDITIONAL COMPENSATION
<p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.  <u>FY 01-02</u>            3% - 7/1/01, 2% - 1/5/02</p> <p style="text-align: center;"><b>Retirement</b></p> <p>The City shall pick up the full amount of the employees' contribution to retirement.</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225/mo. or 75% of the cost of Kaiser's rate for dependent plus two level.            Medically Single employee premium paid by city.</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program</p> <p style="text-align: center;"><b>Wellness</b></p> <p>The City hereby establishes a pilot "wellness incentive program" to promote workforce attendance.</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (5);</b></li> <li>• <b>Apprenticeship Program</b> - The parties agree to meet to discuss the development of mutually agreeable apprenticeship programs</li> <li>• <b>Work clothing</b> - 4 pairs/yr carpenter pouch style &amp; 5 long sleeve shirts/yr. by 9/30 each year</li> <li>• <b>Call back</b> - minimum 4 hours</li> <li>• <b>Underwater diving pay</b> - \$11.00/hour; 7/1/02 \$12.00/hr.</li> <li>• <b>SDI coverage</b> cost at employee expense</li> <li>• <b>Federally funded position</b> - Federal minimum wage (condition on receipt of Fed. funds);</li> <li>• <b>Change Shack</b> - with locking provisions &amp; heating facilities</li> <li>• <b>Foul weather gear</b> - hat, coat, pants &amp; boots</li> <li>• <b>Protective leather gloves, goggles, hard hats, earplugs &amp; work vests</b></li> <li>• <b>Tool insurance</b> - first \$10.00 loss at employee expense</li> <li>• <b>Medical exam</b> - at City expense when exposed to hazardous conditions to health</li> </ul> <p style="text-align: center;"><u><b>Special Pay Premiums</b></u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - 5% above base no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment shall be retroactive to the first (1st) day of the assignment.;</li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Night Duty Premium</b> - (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. and midnight; (10%) more than the base rate for each hour regularly assigned between the hours of midnight (12:00 a.m.) and 7:00 a.m.</li> <li>• <b>Lead pay</b> - \$9.00/day; \$10.00/day 7/01/02</li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### PLASTERERS' AND SHOPHANDS' LOCAL 66

TERM OF AGREEMENT: 7/1/01 - 6/30/03

ECONOMIC BENEFIT PROVISIONS	ADDITIONAL COMPENSATION
<p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p style="text-align: center;"><b>Retirement</b></p> <p>The City shall pick up the full amount of the employees' contribution to retirement.</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225/mo. or 75% of Kaiser's premium rate for dependent plus two level. Medically Single employee premium paid by city.</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2);</b></li> <li>• <b>Apprenticeship Program</b> - The parties agree to meet to discuss the development of mutually agreeable apprenticeship programs</li> <li>• <b>Protective clothing</b> - 4 pairs overalls, cost of overalls &amp; laundry paid by City, gloves, foul weather gear;</li> <li>• <b>Standby</b> - Federal Minimum wage/hr. for period of standby service</li> <li>• <b>Call back</b> - paid at applicable rate for actual hours worked</li> <li>• <b>Training Career Development and Incentives</b> - paid training status</li> <li>• <b>Night Duty</b> - (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. and midnight; (10%) more than the base rate for each hour regularly assigned between the hours of midnight (12:00 a.m.) and 7:00 a.m.</li> <li>• <b>Lead Worker Pay</b> - \$9.00/day (Class 7361 Plasterer)</li> <li>• <b>Wellness Incentive Program</b></li> </ul> <p style="text-align: center;"><u>Special Pay Premiums</u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment shall be retroactive to the first (1st) day of the assignment</li> <li>• <b>Supervisory Differential Adjustment</b> Approximately 5%</li> <li>• <b>Appointment Above Entrance Rate</b></li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### PLUMBERS LOCAL 38

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### ADDITIONAL COMPENSATION

##### Wage Increases

All base wage increases shall be rounded to the nearest salary grade.

FY 01-02

3% - 7/1/01, 2% - 1/5/02

Eff: 7/1/01- 2% for 7349 Assistant Steam. Sup.

##### Retirement

The City shall pick up the full amount of the employees' contribution to retirement.

##### Retirement Seminar

Employees shall be allowed not more than one day to attend a pre-retirement planning seminar sponsored by SFERS or PERS.

##### Health/Welfare

Dependent Health Care - \$225/mo. or 75% of the cost of Kaiser's rate for dependent plus two level.

Medically Single employee premium paid by City.

##### Dental

Eligible for City's dental program

##### Pilot Wellness

Effective July 1, 2002, any full-time employee leaving the employment of the City upon service or disability retirement may receive payment of a portion of accrued sick leave credits at the time of separation.

- **Floating Holidays (5);**
- **Apprenticeship Program** - The parties agree to meet and discuss development of an apprenticeship program
- **Night Duty** - (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. and midnight. (10%) more than the base rate for each hour regularly assigned between the hours of midnight (12:00 a.m.) and 7:00 a.m. Employee has to work at least one hour of their shift during these hours. See Sec. III for additional eligibility.
- **Bilingual pay** - \$35 bi-weekly when assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period
- **Standby** - 25% of base wage rate without pager; 10% of base wage rate with pager
- **Call back** - minimum 4 hours
- **Container cranes** - 15% of base wage rate (actual hours worked on cranes) Port employees
- **Lead Worker** - \$9.00/day (7347, 7348, 7360, & 7388)
- **Height work** - \$1.00/hour of base wage rate for hours actually spent in Bos'n chair or boom or similar equipment
- **Underwater diving pay** - \$10.00/hour over base wage rate
- **Foul weather gear** - hat, coats, pants, & boots;
- **Travel expense** - \$2.30/day at Airport, Sharp Park, \$2.00/day at Millbrae, \$7.00/day at Sunol
- **Automobile Allowance** - \$35/month for personal vehicle allowance (11 days minimum/month - Inspector classes);
- **SDI coverage** cost at employee expense
- **Safety equipment** – City will provide in compliance with CAL-OSHA
- **Protective overalls/coveralls** - 4 pairs overalls cost & laundry paid by City, 4 pairs coveralls; cost & laundry paid by City for classes 6242, 6246.

##### Special Pay Premiums

- **Acting Assignment Pay** - 5% after eleventh (11<sup>th</sup>) consecutive day retroactive to the first (1st) day of the assignment
- **Supervisory Differential Adjustment** 5%
- **Appointment Above Entrance Rate**
- **Waste Water Treatment Facility** - \$3.00/day (7347, 7348, 7312, 7349)
- **Correctional Facility Premium** - \$1.50/hr. for specified locations and under certain condition
- **Tuition Reimbursement** - \$3,000 allocation per fiscal year, \$500 maximum per employee per fiscal year
- **Parental Release** - up to (4) hours paid release time per fiscal year
- **Camp Mather** - \$2.00/day if assigned to work 8 within 13 consecutive hours.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### POLICE OFFICERS ASSOCIATION, Local 911

TERM OF AGREEMENT: Not Yet Negotiated for FY01/02

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

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### PROBATION OFFICERS ASSOCIATION TEAMSTERS LOCAL 856

TERM OF AGREEMENT: 7/1/01 - 6/30/03

	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b>  <u>FY 01-02</u>            3% - 7/1/01, 2% - 6/5/02</p> <p><b>Internal Adjustment</b>            3.5% - 7/1/01, 3.5% - 6/5/02</p> <p><b>Retirement</b>            The City shall pick up the full amount of the employees' contribution to retirement.</p> <p><b>Health/Welfare</b>            The City shall contribute \$225 per month per employee to provide for dependent coverage for employees with one or more dependents.            Single employee full premium pick-up</p> <p><b>Dental</b>            Eligible for City's dental program</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3) and Paid Furlough Days (2)</b></li> <li>• <b>Night Duty</b> - 8% of base wage rate</li> <li>• <b>Interpreter/Translator Pay</b> - \$25/week assigned to a designated position for min. of 5 hrs weekly or \$50 biweekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period</li> <li>• <b>Travel Expenses</b> - in accordance with Administrative Code Section 10.32</li> <li>• <b>Standby</b> - 25% of base wage rate without pager or 10% of base wage rate with pager;</li> <li>• <b>Call back</b> - minimum 4 hours</li> <li>• <b>Paid Training status</b></li> <li>• <b>Tuition Reimbursement</b> \$10,000/yr</li> </ul> <p style="text-align: center;"><b>Special Pay Premiums</b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment shall be retroactive to the first (1st) day of the assignment</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Supervisory Differential Adjustment</b> 5%</li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### ROOFERS, LOCAL 40

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### ADDITIONAL COMPENSATION

##### Wage Increases

All base wage increases shall be rounded to the nearest salary grade.

##### FY 01-02

3% - 7/1/01, 2% - 1/5/02

##### Internal Adjustment

Class 9344 5% - 7/1/01

##### Retirement

The City shall pick up the full amount of the employees' contribution to retirement.

##### Health/Welfare

The City shall contribute \$225 per month per employee to provide for dependent coverage for employees with one or more dependents.

Single employee full premium pick-up

##### Dental

Eligible for City's dental program

- **Floating Holidays (5);**
- **Apprenticeship Program** - The parties agree to meet to discuss the development of mutually agreeable apprenticeship programs
- **Subsistence pay** in accordance with Administrative Code Section 10.32;
- **Call back pay** - minimum 4 hours
- **Lead pay** - \$9.00/day (9343);
- **Standby** - 25% of base wage rate without pager; 10% of base wage rate with pager;
- **SDI coverage cost** at employee expense;
- **Protective clothing** as deemed appropriate by appointing officer;

##### Special Premiums

- **Acting Assignment Pay** – 5% above base no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment shall be retroactive to the first (1st) day of the assignment
- **Appointment Above Entrance Rate;**
- **Supervisory Differential Adjustment** 5%
- **Night Duty** - - (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. and midnight; (10%) more than the base rate for each hour regularly assigned between the hours of midnight (12:00 a.m.) and 7:00 a.m.

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### SAN FRANCISCO INSTITUTIONAL POLICE OFFICERS ASSOCIATION

TERM OF AGREEMENT: 7/1/01 - 6/30/03

	ADDITIONAL COMPENSATION
<p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p style="text-align: center;"><b>Other Wage Adjustments</b> 2% for classes 8205, 8206 &amp; 8209</p> <p style="text-align: center;"><b>Retirement</b></p> <p>The City shall pick up the full amount of the employees' contribution to retirement.</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225 per month Single employee full premium pickup</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (5)</b></li> <li>• <b>Bilingual pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period</li> <li>• <b>Night differential</b> - (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. and midnight; (10%) more than the base rate for each hour regularly assigned between the hours of midnight (12:00 a.m.) and 7:00 a.m.</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager</li> <li>• <b>Call back</b> - minimum 4 hours</li> <li>• <b>Uniforms &amp; safety equipment</b> - complete uniform at time of appointment; provide replacement uniforms, issue all equipment, including ammunition &amp; replacement equipment (all equipment remains property of department).</li> </ul> <p style="text-align: center;"><u>Special Premiums</u></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment shall be retroactive to the first (1st) day of the assignment</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Supervisory Differential Adjustment 5%</b></li> </ul>

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



# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

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

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

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

<p><b>Health/Welfare</b> Dependent Health Care – City pick up will be 75% of dependent rate charged to employees for Kaiser coverage at the dependent plus two or more level for FY 2001-2002.</p> <p>Medically Single employee full premium pickup</p> <p><b>Dental</b> Eligible for City’s dental program</p> <p><b>Long Term Disability</b> LTD provides employees with 6 months continuous service long term disability coverage for 60% salary after a 180 day elimination period</p>	<ul style="list-style-type: none"> <li>• <b>Return to Work</b> - Limits existing supplemental disability income credit program (phantom account) to approximate <u>net</u> pay rather than gross pay; The City will make a good faith effort to avoid assigning the employee to work on a different shift or different days off, and will appropriately train the employee for the new assignment.</li> <li>• <b>Public Defender Investigators</b> - Training &amp; equipment - \$2,500/FY for training classes 8142/8143. Equipment provided as determined by department</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager</li> <li>• <b>Severance Pay</b> – Refer to Layoff Section of MOU</li> <li>• <b>Establishment of a Joint Labor-Management Welfare Reform Committee</b></li> <li>• <b>Security Guard Premium</b> - 8202 Security Guard assigned to evening shift of the Airport Bureau of SFPD, shall receive an additional 5% when performing the duties of a class 9209 Airport Police Service Aide. (not entitled to Acting Assignment Pay)</li> <li>• <b>Damaged or stolen property Reimbursement</b> - per Adm code sect. 10.25/1 - 10.25/9</li> <li>• <b>Workers comp supplemental</b> - agreed to <u>net</u></li> <li>• <b>20/20 work training</b> upon application &amp; approved by Director of Human Resources; during regular work hours not to exceed 20 hours/wk for permanent employees</li> <li>• <b>Uniforms &amp; safety equipment</b> - complete uniform at time of appointment; provide replacement uniforms, issue all equipment, including ammunition &amp; replacement equipment (all equipment property department)</li> </ul>

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

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

<p><b><u>PROGRAMS / STUDIES</u></b>  <b>Internal Adjustments Program</b>          None for Term of Agreement</p> <p><b>Pay Equity Program</b>          \$1.1 Million fund of which \$200,000 to fund costs of study; completion date 7/1/2001 unless agree to extend; based on findings of study implementation of monies allocated for pay equity adjustments effective fiscal year 2002-2003</p> <p><b><u>Radiologic Technologists Study</u></b>          CITY (DPH) to conduct study of compensation structure of classes 2494 and 2495 Staff/Senior Radiologic Technologist; completion date 12/31/2000</p> <p><b><u>Protective Service Workers Licensing Supervision Program</u></b>          City (DHS) agrees to develop this program for classes 2940/42 and 2944; eligible employees under this program allowed reimbursement of funds through the SEIU Tuition Reimbursement Program – maximum amount allowable \$500 per employee per fiscal year</p>	<ul style="list-style-type: none"> <li>• <b>Equipment</b> - 8204 issued all equipment (and replacements) to perform job</li> <li>• <b>State Unemployment Insurance Program</b> - continued participation</li> <li>• <b>Safety equipment</b> - for class 8214 all safety equipment at City's expense. (Helmets replaced immediately)</li> <li>• <b>Longevity Increases</b> - \$0.30/hr for 10 continuous years in same classification</li> <li>• <b>Fingerprinting</b> - City bears full cost when required</li> <li>• <b>Underwater Diving Premium Pay</b> - \$10/hour</li> <li>• <b>Special Education for Health-Related Personnel</b> – for re-licensure, re-certification with pay</li> <li>• <b>Adult Protective Service Unit Premium Pay</b> – 10% of base wage rate (2910, 2912, 2914)</li> <li>• <b>In Service Training</b> -instruction that will qualify for required CE credits, certificate &amp; license requirements; considered a duty assignment for purposes of pay</li> </ul> <ul style="list-style-type: none"> <li>• <b>Suggestion Program</b> - \$50-\$100 or 10% of the savings to the City;</li> <li>• <b>Parental release Time</b> - paid release time to attend parent/teacher conferences of 2 hours per semester; <b>unpaid parental release time</b> - to participate in activities of child's school, up to 40 hours/FY, not exceeding 8 hours in any calendar month of FY, with reasonable notice. Employee may use vacation, floating holiday hours or compensatory time off during the planned absence.</li> </ul> <ul style="list-style-type: none"> <li>• <b>SDI coverage</b> - according to representation units' choice;</li> <li>• <b>Referral Unit Assignment</b> - \$0.50/hr over salary rates;</li> <li>• <b>Foul weather gear</b> - 8214 &amp; 8216 - rain gear, rain boots, 1 sweater, 2 pants &amp; 1 shirt and 3 replacement parts/yr;</li> <li>• <b>Severance/Retraining</b> 1 wk severance/yr of permanent service;</li> <li>• <b>Long Term Disability Plan</b></li> <li>• <b>Call back</b> - minimum 4 hours;</li> <li>• <b>Paramedic Benefits</b> - City pays EMS re-certification fees for EMP-P/DPH with min. of 1000 hours work in previous 12 mos.</li> </ul>

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## 2001-2002 Compensation Manual

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

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

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

	ADDITIONAL COMPENSATION
<p><b><u>Skilled Nursing Facility “Pass Through” Premium</u></b>            Reopener provisions to determine a premium for employees assigned to a skilled nursing facility to access State of California “pass through” funds</p>	<ul style="list-style-type: none"> <li>• <b>Trainer Premium</b> - Public Safety Communication Dispatchers \$2/hr for 8238 who train or evaluate trainees; reimburse for expenses for 2580 training;</li> <li>• <b>Protective clothing</b> - 9102 &amp; 9104 - 7 pairs coveralls &amp; 3 pair laundered coveralls/wk by department; employees working in covered channels or on machinery below water line in sedimentation or grit tanks get protective clothing, uniforms or work clothes &amp; laundry without charge;</li> <li>• <b>Extended tour of duty</b> - 50% over base rate after 9<sup>th</sup> hr, except Camp Mather employees (at \$5/day)</li> <li>• <b>Mileage Reimbursement</b> - if City vehicles not available, then \$0.325/mile (current rate as of January 2000) + parking &amp; toll expenses;</li> <li>• <b>Paid Meal Break</b> – 8216 Sr. Parking Control Officers work schedule shall include a thirty (30) minute paid meal break when required to be on duty by the Appointing Officer.</li> <li>• <b>Uniforms</b> - supplied to the specified classes; replacements are no more than one per year;               <ul style="list-style-type: none"> <li>• Public Health employees required to wear uniform or lab coat paid annual allowance \$225 for uniforms &amp; \$175 for lab coats or smocks (exclude as-needed employees);</li> <li>• 2903, 2905 &amp; 2908 (if patient contact required) provided 5 lab coats plus \$100 per year maintenance allowance &amp; 2 replacement lab coats per year.</li> <li>• 2530, 2532 &amp; 2534 11 pairs of pants &amp; shirts. Safety boots, helmets, belts, jackets, etc as required on repair or replace basis. Laundry service included.</li> </ul> </li> <li>• <b>Release Time</b> - paid release time to attend parent-teacher conferences of two (2) hours per semester</li> <li>• <b>Mace Training</b> - positions that warrant training in the use of MACE. No cost to employee. Initial &amp; replacement supply (when needed) and holder provided; total cost to City not to exceed \$10,000/year;</li> <li>• <b>Medi-Cal Screen/Process Premium</b> - 2903 receives same as 2908 when at SFGH</li> <li>• <b>Tuition Reimbursement</b> - \$40,000 each fiscal year of agreement; pre-approved employee allocation \$500 / FY; - unused funds carried over to next FY</li> <li>• <b>Retraining program</b> - In order to avoid layoffs City will bear full costs of any retraining program for employees with a min of 24 months of seniority</li> <li>• <b>Meals Reimbursement</b> - at required meetings &amp; overnight travel (with presentation of receipts)</li> <li>• <b>Travel Reimbursement</b> - \$3.50/day to Airport/Sharp Park; \$3/day to Millbrae; \$8/day to Sunol</li> </ul>

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## 2001-2002 Compensation Manual

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

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

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

- **Phone Calls Reimbursement** - 8214 & 8216 w/6 months continuous service receive \$32/yr
- **2940/2942 Premium Pay Court Liaisons** - 2.5% of base wage rate when assigned to Court Liaisons Unit
- **Security Guard** - 8202 assigned to museums & performs duties of 8226 - shall receive rate of pay of 8226 (at comparable step) for period of time assigned & performing duties for entire shift
- **Medi-Cal Screen/Process Premium** - employees in class 2903 Eligibility Worker assigned to screen & process Medi-Cal applications at SFGH receive rate of pay assigned to 2908 Hospital Eligibility Worker
- **MUNI RAILWAY PASSES** - as required for City business during normal work hours
- **CAL WORKS, CAAP or SWAP Supervision Premium** - 5% of base wage rate for employees who supervise CAL WORKS, CAAP or SWAP workers
- **8214/8216 Premium Pay** - 5% premium when engaged in intersection and/or traffic control duty, for duration of activity
- **Former Word Processing Premium** - \$0.91/hour for employees covered by Former word Processing Premium under provisions of the previous MOU (assigned & actually working with word processing equipment)
- **Employee Assistance Program** - funded by City

#### Special Pay Premiums

- **Supervisory Differential Adjustment** 5%, (clarifies supervisor/employee relationship) allows provisionals to receive differential
- **Appointment Above Entrance Rate** ability to effect appointments above entrance rate for all appointment types
- **Acting Assignment Pay** - on 11<sup>th</sup> work day of assignment, retroactive to first day of assignment, clarifies that employee at top step receives at least 5% more than base wage rate

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### SHEETMETAL WORKERS, LOCAL 104

TERM OF AGREEMENT: 7/1/01 - 6/30/03

ECONOMIC BENEFIT PROVISIONS	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p><b>Retirement</b> The City shall pick up the full amount of the employees' contribution to retirement.</p> <p><b>Health/Welfare</b> Dependent Health Care - \$225/mo. or 75% of the cost of Kaiser's rate for dependent plus two level.</p> <p><b>Dental</b> Eligible for City's dental program</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (5);</b></li> <li>• <b>Apprenticeship Program</b> - The specific provisions of an apprenticeship program shall be subject to agreement between the City and the Union</li> <li>• <b>Bos'n Chair Premium</b> - \$0.75/hr</li> <li>• <b>Subsistence</b> pay in accordance with Administrative Code Section 10.32</li> <li>• <b>Call back pay</b> - minimum 4 hours</li> <li>• <b>Lead Worker Pay</b> - \$9.00/day (7376)</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager</li> <li>• <b>Travel expense</b> - \$2.30/day (Airport, Sharp Park), \$2.00/day (Millbrae), \$7.00/day (Sunol)</li> <li>• <b>Tuition/Training Reimbursement fund</b> - \$500 per fiscal year</li> <li>• <b>Paid training status</b></li> <li>• <b>Overalls</b> - 2 pairs/year, cost &amp; laundry paid by City (7376, 7247 &amp; 9345)</li> <li>• <b>SDI</b> coverage cost at employee expense</li> <li>• <b>Tool insurance</b> - first \$10.00 loss cost at employee expense</li> <li>• <b>Safety toe clips</b></li> <li>• <b>Reimbursement for prescription safety glasses</b> - \$50 per employee</li> <li>• <b>Unusable tool replacement</b></li> </ul> <p style="text-align: center;"><b><u>Special Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> - 5% above base no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment shall be retroactive to the first (1st) day of the assignment;</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Supervisory Differential Adjustment</b> - 5%</li> <li>• <b>Night Duty</b> - (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. and midnight; (10%) more than the base rate for each hour regularly assigned between the hours of midnight (12:00 a.m.) and</li> </ul>

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City and County of San Francisco – Department of Human Resources

## 2001-2002 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### SHEETMETAL WORKERS, LOCAL 104

TERM OF AGREEMENT: 7/1/01 - 6/30/03

**ECONOMIC BENEFIT PROVISIONS**

**ADDITIONAL COMPENSATION**

7:00 a.m.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### STATIONARY ENGINEERS, LOCAL 39

TERM OF AGREEMENT: 7/1/01- 6/30/03

	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade. <u>FY 01-02</u> 3.0% - 7/1/01, 2% - 1/5/02</p> <p><b>Retirement</b> The City shall pick up the full amount of the employee's contribution to retirement.</p> <p><b>Health/Welfare</b></p> <p><b>Dependent Health Care</b> City shall contribute 75% of the dependent rate for Kaiser's rate for dependent plus two level. Medically single employees shall continue to receive an in-lieu \$210 cash payment.</p> <p><b>Dental</b> Eligible for City's dental program</p>	<ul style="list-style-type: none"> <li>• <b>Employee Assistance Program - FY 2001-2003</b> funded by City</li> <li>• <b>Floating Holidays (3)</b></li> <li>• <b>Mileage:</b> reimbursement in accordance with Administrative Code Section 10.34;</li> <li>• <b>Supplement SDI with Sick Leave with Pay Credits</b> at min. rate in units of one-tenth hour</li> <li>• <b>Standby:</b> Federal minimum wage/hour for period of standby service</li> <li>• <b>Call back:</b> minimum 4 hours, including up to 1 hr. travel time.</li> <li>• <b>Tuition Reimbursement Program:</b> \$8,000 annually, max. \$250 per employee per year subject to availability of funds;</li> <li>• <b>Medical Examination:</b> at City's expense when exposed to conditions hazardous to health (1 medical exam in any 12 month period); considered time worked;</li> <li>• <b>Night Shift Differential-</b> (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. &amp; midnight; (10%) more than the base rate for each hour regularly assigned between the hours of midnight (12:00 a.m.) and 7:00 a.m.</li> <li>• <b>Provisional Employee Benefits:</b> provisionals and as-needed who work 1040 hours in any consecutive 12 month period receive all benefits provided to permanent employees (not limited to retirement, employee and dependent health care, dental, vacation, sick leave and holiday pay);</li> <li>• <b>Work clothing:</b> as deemed appropriate &amp; authorized by appointing officer (7334 &amp; related classes). When exposed to sewage or hazardous materials provided a clean change of clothing each working day (excludes supervisory classes); Reimbursement \$200/yr with Union agreement in lieu of providing work clothing;</li> <li>• <b>Safety Equipment:</b> shoes provided; other equipment as required by CAL-OSHA.</li> <li>• <b>Safety Goggles &amp; Glasses:</b> prescription safety glasses for those who wear prescription glasses;</li> <li>• <b>Worker's Comp. Supplementation:</b> supplementation of disability indemnity payments with sick leave with pay credits; not to exceed normal net salary</li> <li>• <b>Caash Uniform Allowance -</b></li> <li>• <b>Certification Fees:</b> Reimbursement of initial or renewal fee if certificate a condition of employment (excludes CDL) or if certification is higher than minimum required with approval of Appointing Officer;</li> </ul>

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#### STATIONARY ENGINEERS, LOCAL 39

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### ADDITIONAL COMPENSATION

- **Correctional Facility Premium** - \$1.50/hour while working in a secured & restricted area of the listed facilities (not to be added to base rate of pay for purposes of calculating OT)
- **Hospital Premium** - \$2.80/hour when assigned to SFGH or LHH (7120)
- **Paid Training Status** - retraining or educational classes during normal work hours
- **Professional Organization Fee Reimbursement:** max. \$100 for professional associations for employees in class Chief Engineer and above (A.O. to determine if professional organization is job related);
- **Apprentice Training Fund:** City contributes \$200 in January of each year for FT 7334, 7341, & 7372 on paid status on 12/31 of preceding year - cost not to exceed \$73,600 FY 01/02
- **Multiple License Requirement Premium** - 5% when required by regulating body
- **Tool Insurance** - first \$10.00 loss cost at employee's expense

#### Special Pay Premiums

- **Acting Assignment Pay** - except for classes 7252, 7372, 7373, 7375, 7245, 7343, 7341 & 7339 Stationary Engineers and related classifications who perform the duties of classes 7252, 7372, 7373, 7375, 7245, 7343, 7341 or 7339 at a head works facility or potable water treatment facility shall receive, for the time spent in performing such duties, the equivalent rate of pay for the classification regularly assigned to such work
- **Out of Class Pay** - employee required to perform supervisory duties outside his/her class in excess of 15 cumulative days during FY shall be paid at the pay rate of the classification to which assigned
- **Supervisory Differential Adjustment** - 5%
- **Retirement Seminar** - An employee shall be released from work to attend the seminar
- **Parental Leave** - employees shall be granted paid release time to attend parent teacher conferences of up to four (4) hours per fiscal year
- **Skilled Nursing Pass-through** - The parties agree to provide for a premium to be paid to eligible employees employed at Laguna Honda Hospital in Skilled Nursing Facilities pursuant to the provisions of Welfare and Institutions Code Section 14110.6

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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



## 2001-2002 Compensation Manual

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

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

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

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

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## 2001-2002 Compensation Manual

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

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

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

	ADDITIONAL COMPENSATION
<p><b>Health/Welfare</b> Dependent Health Care</p> <p><b>Dental</b> Eligible for City’s dental program.</p> <p><b>Long Term Disability</b> with 6 months continuous service and after 180 day elimination period. Payable to age 65 at 60% of salary.</p> <p><b>Skilled Nursing Facility “Pass Through” Premium</b> Reopener provisions to determine a premium for employees assigned to a skilled nursing facility to access State of California “pass through” funds</p>	<ul style="list-style-type: none"> <li>• <b>Holiday Compensation for Per Diem Nurses</b> – P-103 Per Diem Nurses will receive 1.5 times pay for working Thanksgiving Day, Christmas Day or New Year’s Day; P-103 shall not earn entitlement for the legal holiday</li> <li>• <b>Reimbursement for Use of Personal Cell Phones</b> – Nurses who use personal cell phone for City business shall be reimbursed for incurred expenses</li> <li>• <b>Appointment Above Entrance Rate</b> – criteria option – appointee possesses special experience, qualifications, and/or skills (determined by A.O.), which in the Appointing Officer’s opinion, warrants appointments above the entrance rate</li> <li>• <b>Severance Pay</b> - for permanent employee 2 wks per each year of continuous service</li> <li>• <b>Educational Leave</b> - 40 hrs/FY</li> <li>• <b>Personal Vehicle Use</b>-reimbursed for expenses at rate set by Controller and for parking &amp; tolls expenses incurred when City vehicle is not available; unassigned Log Cabin Staff Nurses eligible for mileage reimbursement in accordance with Section 15.A.1</li> <li>• <b>No-work notice</b> - no compensation when properly notified (2 hr. notice), otherwise a minimum of 2 hrs. paid; Employees relieved of duty while on shift paid 4 hr minimum with nearest ¼ hr. for actual work over 4 hrs.</li> <li>• <b>Voluntary Reduced Work period</b> - 2830 Public Health Nurses may elect a 6 month/5% bi-weekly salary reduction plan to receive additional 6.5 days off with pay</li> <li>• <b>SDI coverage</b> cost at employee expense</li> <li>• <b>Educational Leave</b> - 40 hrs/FY</li> <li>• <b>Shift differential</b> - 10% over base wage rate on evening shifts &amp; 20% over base wage rate on night shift;</li> <li>• <b>Hours worked within the rest periods</b> will be paid at 1.5 over base wage rate;</li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers’ compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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## 2001-2002 Compensation Manual

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

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

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

#### ADDITIONAL COMPENSATION

- **Weekends off** - 2320, 2323, 2330, 2340, & 2830 receive minimum of two weekends off each month' three consecutive weekends worked receives 1.5 base wage rate for third weekend;
- **Longevity Leave** - paid leave days for continuous service
  - after 2 yrs 1 day
  - after 5 yrs 2 days
  - after 7 yrs 4 days;
  - after 10 years 6 days;
- **Battery Leave** - in accordance with Administrative Code Section 16.170
- **MUNI Passes** - Department heads will provide passes as needed while on City business during normal working hours
- **Weekend Premium** - voluntarily working 3 or 4 weekends receive 10% including shift differential, not eligible for 1.5 time.  
**Special Pay Premium**
- **Appointment Above Entrance Rate – criteria option – appointee possesses special experience, qualifications, and/or skills (determined by Appointing Officer);**
- **Supervisory Differential Adjustment** - 5%; clarifies supervisor/employee relationship) allows provisionals to receive differential.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: 7/1/01 - 6/30/03

ECONOMIC BENEFIT PROVISIONS	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p><b>Retirement</b> The City shall pick up the full amount of the employees' contribution to retirement</p> <p><b>Health/Welfare</b> Dependent Health Care - \$225/mo. or 75% of the cost of Kaiser's rate for dependent plus two level.</p> <p><b>Dental</b> Eligible for City's dental program</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays - 3 and Paid Furlough Days -2</b></li> <li>• <b>Travel expenses</b> - in accordance with Administrative Code Section 10.32</li> <li>• <b>Night Duty</b> - (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. &amp; midnight; (10%) more than the base rate for each hour regularly assigned between the hours of midnight (12:00 a.m.) and 7:00 a.m.</li> <li>• <b>Standby</b> - 25% of base wage rate without pager; 10% of base wage rate with pager</li> <li>• <b>Call back</b> - minimum 4 hours</li> <li>• <b>SDI</b> coverage cost at employee expense</li> <li>• <b>Bilingual Premium</b> - \$50 bi-weekly; for 10 + hours</li> </ul> <p style="text-align: center;"><b>Special Pay Premiums</b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> 5% above base no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment shall be retroactive to the first (1st) day of the assignment</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Supervisory Differential Adjustment</b> - 5%</li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

<p style="text-align: center;"><b><u>Wage Increases</u></b></p> <p style="text-align: center;"><b><u>FY 01-02</u></b> 3.% - 7/1/01; 2.% - 1/5/02</p> <p style="text-align: center;"><b><u>FY 02-03</u></b> 2.5% - 7/1/02; 2.% - 1/4/03</p> <p><b>Class 2324 Nursing Supervisor</b> The compensation rate for 2324 with a Master’s Degree shall be the same as for Class 2326 Nursing Supervisor, Psychiatric with a Master’s Degree.</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p><b><u>Dependent Health Care Quarterly reimbursement</u></b> (paid within 2 months of end of each quarter) - cost of health plan less cost of employee only.</p> <p><b><u>Dental insurance</u></b> not to exceed \$73.40 per month per employee</p> <p><b><u>Long Term Disability Insurance (“LTD”)</u></b> At City’s expense, employees with six months continuous service (after 180 day elimination period) 60% of salary (subject to integration up to age 65.) Employees receiving this payment not eligible to continue payments under City’s Catastrophic Illness Program.</p>	<ul style="list-style-type: none"> <li>• <b>Holiday Pay</b> - as-needed employees who work on Thanksgiving Day, Christmas Day or New Year’s Day shall receive holiday pay. As needed employees shall not earn entitlement for the legal holiday.</li> <li>• <b>Uniform allowance</b> - \$225/yr. paid in January of each year (employee must have worked at least six (6) months during the preceding calendar year);</li> <li>• <b>Tuition Reimbursement</b> - \$1000/year (includes books)</li> <li>• <b>Professional Licensing Reimbursement</b> - reimburse employees for the amount of Professional Licensing fees.</li> <li>• <b>Night duty</b> - evening shift - 10% of base wage rate; night shift - 20% of base wage rate;</li> <li>• <b>Employees shall receive evening or night shift differential only for actual hours worked.</b> However, all employees who regularly work the evening or night shift as of 6/30/00 and who have been receiving the evening or night shift differential premium in addition to base salary for paid time off shall continue to receive such differential for all hours paid.</li> <li>• <b>24-Hour Operations On-Call Pay</b> - employees assigned by Appointing Officer/designee to be responsible for 24-hour clinical unit operations and to carry a pager shall receive \$75.00 per bi-weekly pay period, except when on leave of 5 or more working days.</li> <li>• <b>Lead Manager Pay</b> - an employee assigned in writing on a fiscal year basis by Appointing Officer or designee to perform specific leadership and employee management responsibilities (e.g., hire, approve leaves, evaluate, and discipline) for 1 or more employees in his/her same or equivalent class shall receive an additional 5% per hour above base salary rate for the duration of such an assignment.</li> <li>• <b>Longevity Leave</b> - paid leave days for continuous service -       <table style="margin-left: 20px; border: none;"> <tr><td>after 2 yrs</td><td>1 day;</td></tr> <tr><td>after 5 yrs</td><td>2 days;</td></tr> <tr><td>after 7 yrs</td><td>4 days;</td></tr> <tr><td>after 10 years</td><td>6 days;</td></tr> <tr><td>after 15 years</td><td>7 days</td></tr> </table> </li> </ul>	after 2 yrs	1 day;	after 5 yrs	2 days;	after 7 yrs	4 days;	after 10 years	6 days;	after 15 years	7 days
after 2 yrs	1 day;										
after 5 yrs	2 days;										
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after 15 years	7 days										

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## 2001-2002 Compensation Manual

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

#### SUPERVISING REGISTERED NURSES TEAMSTERS, LOCAL 856

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

#### ADDITIONAL COMPENSATION

- **Retention Bonus – effective July 1, 2001**
  - 10 yrs or more full or part time service – 1% per hour;
  - 15 yrs or more full/part time service – 2% per hour.
- **Floating Holidays – 3**
- **SDI coverage** - cost at employee expense
- **Bilingual pay** - - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period
- **Educational leave** - Maximum 40 hours paid educ. leave/FY or prorated share (full-time & part-time classifications requiring registration as a registered nurse)
- **Extended tour of duty** - 50% of base wage rate after 9<sup>th</sup> hour for actual work hours (does not apply to executive, administrative or professional employees)
- **Call back** (rest between shifts) full time – 2322 Nurse Manager– UNBROKEN rest period are days off with at least 12 hours between shifts, & of at least 55 hours between shifts when employee is off on the weekend or 2 consecutive days off; holiday or single day off at least 31 hours between shifts
- **Weekend Schedule Premium** - 10% of base wage rate, including shift differential for each weekend worked. (Registered nurses who voluntarily work three out of four weekends.) Weekend schedule = working two separate shifts in same weekend

#### Special Pay Premiums

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

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade.</p> <p><u>FY 01-02</u> 3% - 7/1/01, 2% - 1/5/02</p> <p><b>Retirement</b> The city will pick up the full amount of the employee's contribution to retirement.</p> <p><b>Health/Welfare</b> Dependent Health Care \$225 per month or cash pay-out \$210 per month (only employees currently receiving cash option may continue to receive it);</p> <p><b>Dental</b> Eligible for City's dental program</p> <p><b>Pilot Wellness</b> Effective July 1, 2002, any full-time employee leaving the employment of the City upon service or disability retirement may receive payment of a portion of accrued sick leave credits at the time of separation.</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (3)</b></li> <li>• <b>Mileage</b> - in accordance with Administrative Code Section 10.34</li> <li>• <b>Municipal Railway</b> - reimbursement of travel cost for City business</li> <li>• <b>Bilingual pay</b> - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours but less than 40 hours bi-weekly per pay period</li> <li>• <b>Night Duty</b> - (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. &amp; midnight (10%) more than the base rate for each hour regularly assigned between the hours of midnight (12:00 a.m.) and 7:00 a.m.</li> <li>• <b>Standby</b> - Federal minimum wage/hour for period of standby service</li> <li>• <b>Call back</b> - at applicable rate, minimum 3 hours</li> <li>• <b>SDI coverage</b>: cost at employee's expense</li> <li>• <b>Tuition Reimbursement Fund</b> - \$3,000/FY – unexpended FY funds carried forward not to exceed \$5,000</li> <li>• <b>Supplement SDI with Sick Leave with Pay Credits</b> at min. rate in units of one-tenth hour</li> <li>• <b>Disability Leave (Worker's Comp)</b> supplementation of disability indemnity payments with sick leave with pay credits; not to exceed normal net salary</li> <li>• <b>Uniform &amp; Shoes</b> at City's expense when uniforms are required (includes maintenance)</li> <li>• <b>Educational Programs</b> outside of regular work hours compensated at straight time</li> <li>• <b>Educational Leave</b> - maximum 40 hours/FY for classification which requires a valid license or registration to achieve re-certification or re-licensure</li> </ul> <p style="text-align: center;"><b><u>Special Pay Premiums</u></b></p> <ul style="list-style-type: none"> <li>• <b>Acting Assignment Pay</b> – 5% above base pay after 10 consecutive work days of assignment, retroactive to 1<sup>st</sup> day</li> <li>• <b>Volunteer/Parental Release Time</b> - shall be granted paid release time to attend parent teacher conferences of four (4) hours per fiscal year (for children in kindergarten or grades 1 to 12)</li> <li>• <b>Supervisory Differential Adjustment</b>: the adjustment of the compensation schedule of the supervisor shall not exceed 5% over the compensation exclusive of extra pay, of the employee supervised</li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

<p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><u>FY 01-02</u></p> <p style="text-align: center;">3% - 7/1/01, 2% - 1/5/02</p> <p style="text-align: center;"><b>Retirement</b></p> <p>The City will pick up the full amount of the employee's contribution to retirement</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>Dependent Health Care - \$225/mo. or 75% of the cost of Kaiser's rate for dependent plus two level.</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City's dental program.</p> <p style="text-align: center;"><b>Long Term Disability</b></p> <p>(180) day elimination period, sixty percent (60%) salary (subject to integration) up to age sixty-five.</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays (5)</b></li> <li>• <b>Overtime</b> – sick leave does not count as hours worked for purposes of calculating OT (all other paid hours do count)</li> <li>• <b>Pre Scheduled Overtime</b> - eff 7/1/99 pre-scheduled to work OT on day off or at time that does not overlap with regular shift shall be paid a minimum of four (4) hours at the overtime rate of time and one half.</li> <li>• <b>Tuition Reimbursement</b> - \$6,000 eff. 7/1/99; additional \$3,000 eff. 1/4/2002; \$250 max. per fiscal year per employee; unused funds rolled over to the next year.</li> <li>• <b>Employee Assistance Program</b> - - funded by the City</li> <li>• <b>SDI Coverage:</b> cost at employee's expense</li> <li>• <b>Travel Expense:</b> \$2.30/day (Airport/Sharp Park), \$2/day (Millbrae), \$7/day (Sunol)</li> <li>• <b>Call Back:</b> minimum 4 hours; OT and /or night duty premium if applicable</li> <li>• <b>Night Duty:</b> 10% of base wage rate (at least one hour)</li> <li>• <b>Safe Driving Incentive Program:</b> effective July 1, 2001, program sunsets; in exchange all covered classes will receive an additional base wage increase of .75%.</li> <li>• <b>Protective Clothing:</b> coveralls, rain gear, ear, eye, nose and mouth protection (7355)</li> <li>• <b>Standby:</b> 25% of base wage rate without pager, 10% of base wage rate with pager</li> <li>• <b>Lead Person Pay:</b> \$9.00/day (7355)</li> <li>• <b>Parental Leave</b> - employees shall be granted paid release time to attend parent teacher conferences of up to four (4) hours per fiscal year</li> </ul>

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City and County of San Francisco – Department of Human Resources

## 2001-2002 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### ADDITIONAL COMPENSATION

- **Pay for 7355 When Assigned to Different Equipment:** if assigned to work higher paying equipment class for less than 4 hours, shall be paid at higher rate for four hours; if more than 4 hours, paid at higher rate for entire day
- **Portable Toilet Vacuum Truck Premium:** \$0.75/hour (hours actually spent operating or driving vehicle) (7355)
- **Sewer Cleaner & Catch Basin/Storm Drain Cleaner Truck Premium:** \$0.75/hour (hours actually spent driving) (7355)
- **Tow Tilt Trailers, Trailers & Other Equipment Over 6000 Pounds Gross Weight Premium:** \$0.75/hour (hours actually spent driving) (Class A CDL required)
- **Semi -Tractor Trailer Combination Premium:** \$1.25/hour (hours actually spent driving) (7355) (Class A CDL required)
- **Boom Truck and Front-End Loader Premium:** \$0.50/hour (hours actually driving)

#### Special Pay Premiums

- **Appointment Above Entrance Rate**
- **Acting Assignment Pay** - 5% of base salary after the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment pay shall be retroactive to the first (1<sup>st</sup>) day of assignment.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### Wage Increases

All base wage increases shall be rounded to the nearest salary grade.

FY 01-02

7/1/01 - 2.5%, 1/5/02 - 2.5%

**Effective July 1, 2001, wage adjustments will be made to the listed classes as follows:**

1434 Shelter Representative	10.0%
2462 Microbiologist	3.5%
2464 Senior Microbiologist	7.0%
3370 Animal Care Attendant	10.0%
3372 Animal Control Officer	10.0%
6139 Senior Industrial Hygienist	2.75%

**Effective July 1, 2002, wage adjustments will be made to the listed classes as follows:**

1434 Shelter Representative	5.0%
3370 Animal Care Attendant	5.0%
3372 Animal Control Officer	5.0%

The combined wage rates are set forth in Attachment A.  
Internal Adjustments for Supervisory Classifications

For the term of this MOU, the following classifications shall receive internal adjustments :

- 2453 Supervising Pharmacist 5% above class supervised
- 2496 Radiologic Technologist Supervisor 6% above class supervised
- 8324 Supervising Counselor 5% above class supervised RetirementThe City shall pick-up the employee contribution to Retirement as follows
  - full rate on pension covered gross salary for all SFERS
  - full rate on pension covered gross salary for all PERS members
  - PERS Public Safety members 8%/7.5% (pre 1978/post 1978 hires)

- **Travel Reimbursement:** reimbursement for traveling on MUNI for City business;
- **Mileage:** in accordance with Administrative Code section 10.34
- **Floating Holidays (3)**
- **Supplement SDI with Sick Leave with Pay Credits** at min. rate in units of one-tenth hour
- **Disability Leave (Worker’s Comp)** supplementation of disability indemnity payments with sick leave with pay credits; not to exceed normal net salary
- **Night Duty** - 8% of base wage rate
- **Bilingual pay** - \$35 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period
- **Standby** - Federal minimum wage/hour for period of standby service
- **Call back** - at applicable rate, minimum 3 hours
- **SDI coverage** cost at employee’s expense
- **Tuition Reimbursement Fund** - \$3,000/FY - unexpended funds at end of each FY shall be carried forward to next FY not to exceed \$5,000
- **Certificate, License or Registration Renewal Fee-** reimbursement of renewal fee when City requires as condition of employment (excludes CDL)
- **Educational Leave for Health Personnel-** maximum 40 hours/FY for regular full-time employee in classes 2444, 2453, 2462, 2464, 2496, & 6139 which require valid license or certificate (excludes CDL)
- **2453 Supervising Pharmacist:** \$150/week and 4 hours compensation when assigned standby duty with pager
- **Appointment Above Entrance Rate:** criteria option – appointee possesses special experience, qualifications, and/or skills (determined by A.O.)
- **Educational Programs outside of regular work hours** - compensated at straight time;
- **Educational Leave** - maximum 40 hours/FY for classification which requires a valid license or registration to achieve re-certification or re-licensure;
- **Tool Insurance:** first \$10.00 loss at employee’s expense
- **Fingerprinting:** at City’s expense when required.
- **Lead Person Pay:** \$5.00/day (7444);

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



# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### Health/Welfare

Dependent Health Care - up to \$225 per month or \$190 cash payout (Employees with one or more dependents enrolled in the City's Health Service System will not have the option of receiving the cash payment)

#### Dental

Eligible for City's dental program

#### Long Term Disability

At City's expense, employees with six months continuous service (after 180 day elimination period) 60% of salary (subject to integration up to age 65.) Employees receiving this payment not eligible to continue payments under City's Catastrophic Illness Program

- **“In Charge” Assignment Pay:** \$7.00/day (3320 Animal Keepers), \$7.00/day (3372, 3370, 1434) when assigned to be in charge of their section during absence of higher level supervisor for an entire shift
  - **Paid Training Status**
  - **Work Clothing, Safety Shoes** (6139)
  - **Uniforms:** cost of uniform and laundry provided by City (2453, 2444, 2462, 2464)
- **Acting Assignment Pay** – - no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment pay shall be retroactive to the first (1<sup>st</sup>) day of assignment at 5%.

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### TRANSPORT WORKERS UNION, LOCAL 200

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### Wage Increases

All base wage increases shall be rounded to the nearest salary grade

#### FY 01-02

3% - 7/1/01, 2% - 1/6/02

For Class 9139 = 5.5% 7/01/01

#### Retirement

The City shall continue to pick-up the employees portion of their retirement contribution.

#### Health & Welfare

Dependent Health Care - \$225/mo. or 75% of the cost of Kaiser's rate for dependent plus two level. Medically Single employee premium paid by city.

#### Dental

Eligible for City's dental program  
Eye exams for VDT users

#### Life Insurance Plan

\$14,000 policy with permanent total disability benefit (5 years or more of service); employees with more than 1 year but less than 5 years receive similar policy of \$6,000

#### Long Term Disability

(180) day elimination period, sixty percent salary (60%) (subject to integration) up to age sixty-five (65)

- **Employee Assistance Program** - funded by the City
- **Floating holidays – 3, Furlough days - 2**
- **Night Duty:** (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. & midnight; (10%) more than the base rate for each hour regularly assigned between the hours of midnight (12:00 a.m.) and 7:00 a.m.
- **Night Shift premium paid only for days and hours worked except for statutory holidays and vacation days**
- **Overtime Rate:** to include Premium Pay
- **Transit Passes:** furnished in accordance with MUNI Rules
- **Working out of class pay:** 9139 supervisor may be assigned to fill shift of 9140 manager (in case of an emergency - a situation occurring unexpectedly & which cannot be planned for) if in position for 5 consecutive days or more, shall receive pay of 9140 retroactive to the first day
- **Uniforms:** full and appropriate uniforms shall be supplied to employees who are required by MUNI to wear uniforms on duty; uniform items replaced by MUNI when unserviceable
- **Foul Weather Gear:** City will provide appropriate
- **Premiums:** all premiums shall be calculated against employee's base pay for hours actually worked; may not be pyramided
- **Standby Pay:** 25% of base wage rate without pager; 10% of base wage rate with electronic paging device;  
Class 9155: 25% of base wage rate (with or without pager)
- **Lead Person Pay:** \$1.50/hour payable only for days/hours actually worked
- **SDI coverage:** cost at employee expense
- **Sat & Sun Premium (7412):** When Sat. is worked as part of scheduled 40 hour work week, it shall be paid at straight time with an additional premium of 6% of base wage rate. When Sun. is worked as part of scheduled 40 hour work week, it shall be paid at straight time with an additional premium of 94.5% of 1/2 of base wage rate
- **Bilingual Pay:** \$35.00 bi-weekly when assigned to a designated bilingual position for 10 or more hours per week; \$50 bi-weekly when assigned to a designated bilingual position for minimum of 40 hours bi-weekly;
- **Shift Differential:** Class 7412 only: night shift 10% of regular day rate; midnight shift 15% of regular day rate ;

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City and County of San Francisco – Department of Human Resources

## 2001-2002 Compensation Manual

SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### TRANSPORT WORKERS UNION, LOCAL 200

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

- **Safety Division Instructors:** \$5.00/day premium when required to perform accident determinations
- **Central Control Pay:** after certification, all employees working in Central Control shall receive an increase of ½ step on the salary grade (2.5%)
- **Reimbursement for Parking tickets:** reimbursement for up to 3 tickets (max. \$75) when using personal vehicle for City business
- **Automobile Allowance** employees using their personal vehicle for City business shall be reimbursed for mileage at the rate allowed by the IRS during the term of this CBA.
- **Tuition Reimbursement Fund Established-** \$6,000 annual allocation, \$500 maximum per employee
- **Worker's Comp:** supplementation of disability indemnity payment with paid leave credits; sick leave accrual at regular rate
- **Protective Overalls:** 1 pair per day, cost and laundry at City expense (7412)
- **Bereavement Leave:** 3 days paid leave for death in immediate family

#### Special Pay Premiums

- **Acting Assignment Pay:** 5% no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment pay shall be retroactive to the first (1<sup>st</sup>) day of assignment.
- **Appointment Above Entrance Rate**
- **Supervisory Differential pay:** 5%

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### TRANSPORT WORKERS UNION, LOCAL 250 - A (CLASS 7410s and 9132s)

TERM OF AGREEMENT: 7/1/01 - 6/30/03

ECONOMIC BENEFIT PROVISIONS	ADDITIONAL COMPENSATION
<p><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade  FY 01-02  3.0% - 7/1/01, 2% - 1/5/02</p> <p><b>Retirement</b></p> <p>Full employer pick-up of employee's share of retirement contributions</p> <p><b>Health &amp; Welfare</b></p> <p>Dependant Health Care - \$225/month</p> <p><b>Dental</b></p> <p>Eligible for City's dental program</p> <p><b>Long Term Disability</b></p> <p>(180) day elimination period, sixty percent salary (60%) (subject to integration) up to age sixty-five (65).</p> <p><b>Pilot Wellness</b></p> <p>any full-time employee leaving the employment of the City may receive payment of a portion of accrued sick leave credits at separation.</p>	<ul style="list-style-type: none"> <li>• <b>Employee Assistance Program</b> - - funded by the City</li> <li>• <b>Floating Holidays - 3; Furlough days – 2</b></li> <li>• <b>Compensatory time off:</b> class A or class B CDL granted compensatory time off for time spent outside their regularly scheduled assigned work schedule in obtaining Class A or B CDL when such license is a condition of employment</li> <li>• <b>License Reimbursement:</b> reimbursement of renewal fee for valid CDL or registration as condition of employment</li> <li>• <b>Tuition Reimbursement Fund Established</b> - \$2,500 annual allocation, \$250/per employee</li> <li>• <b>Weekend Premium:</b> Sat. as part of sched. 40 hr work wk, paid at straight time, with add'l 6% of base wage rate; Sun. as part of scheduled 40 hr work week, paid at straight time, with an add'l premium of 45% of 94% of ½ the base wage rate (MUNI only)</li> <li>• <b>Foul Weather Gear:</b> hat, coat, boots, &amp; pants</li> <li>• <b>SDI Coverage</b> cost at employee expense</li> <li>• <b>Work on Regular days off</b> - 1/12 times base rate of pay (9132s)</li> <li>• <b>Premium Pay:</b> for actual hours worked</li> <li>• <b>Parental Release</b> - (4) hours per fiscal year (for children in kindergarten or grades 1 to 12)</li> <li>• <b>Worker's Comp Leave:</b> supplementation of disability indemnity payment with paid leave credits; elimination of phantom account; sick leave accrual at regular rate</li> <li>• <b>Lead Person pay:</b> 5.5% of base wage rate when assigned to supervise non-departmental personnel (SWAP, G.A., etc.) or any special assignment specifically designated by department</li> <li>• <b>Night Duty</b> - 8.5% 5 pm to midnight (12am), and 1-% for Midnight (12am) to 7am.</li> <li>• <b>Shift Differential :</b> night shift 10% of regular day rate; midnight shift 15% of regular day rate (paid for days and hours actually worked)</li> <li>• <b>Steam Cleaning/Tow Truck Premium:</b> \$0.75/hour time assigned &amp; actually operate steam cleaning equipment &amp; tow trucks; effective 7/1/03 \$1.00.</li> <li>• <b>Tire Premium:</b> \$0.75/hour when assigned to break down and/or repair tires; <b>effective:</b> 7/1/2002 \$1.00</li> <li>• <b>Protective Clothing:</b> one clean pair of protective coveralls/day-cost &amp; laundry at City's expense (incl. rubber boots &amp; shoe protection as required.)</li> <li>• <b>Emergency Road Repairs:</b> \$0.75/hour when performing emergency road repair duties; <b>effective:</b> 7/1/2002 \$1.00</li> <li>• <b>Appointment Above Entrance Rate.</b></li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: 7/1/01 - 6/30/03

<p><b>Wage Increases</b> All base wage increases shall be rounded to the nearest salary grade</p> <p style="text-align: center;"><u>FY 01-02</u> 7/1/01 -3%; 1/5/02 – 2%</p> <p><b>Retirement</b> Full employer pick-up of employee’s share of retirement contributions;</p> <p><b>Health &amp; Welfare</b> Dependant Health Care - \$225/month or 75% of the cost of Kaiser’s dependent health care medical premium.</p> <p><b>Dental</b> Eligible for City’s dental program</p> <p><b>Long Term Disability</b> (180) day elimination period, sixty percent salary (60%) (subject to integration) up to age sixty-five (65).</p> <p><b>Pilot Wellness</b> Effective July 1, 2002, any full-time employee leaving the employment of the City upon service or disability retirement may receive payment of a portion of accrued sick leave credits at the time of separation.</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holiday - 3, Paid Furlough days -2</b> must complete probationary period or 12 months service to establish initial eligibility</li> <li>• <b>Standby</b> - Federal minimum wage/hour for period of such Standby service</li> <li>• <b>Night duty</b> - (8.5%) more than the base rate for each hour regularly assigned between 5:00 p.m. &amp; midnight; (10%) more than the base rate for each hour regularly assigned between the hours of midnight (12:00 a.m.) and 7:00 a.m.</li> <li>• <b>Clothing</b> - lab coats to employees in City clinic, protective equipment to those who come in contact with raw human /animal sewage; cost of cleaning at City expense</li> <li>• <b>Bilingual Pay</b> - \$40 biweekly for 10-40hrs., \$60 bi-weekly assigned to a designated bilingual position for minimum of 40 hours bi-weekly per pay period</li> <li>• <b>License Reimbursement</b> - reimbursement of renewal fee for valid certificate, license or registration (excludes CDL) as a condition of employment (6120, 6122 &amp; 6124)</li> <li>• <b>SDI coverage</b> cost at employee expense</li> <li>• <b>Premiums:</b> shall be for hours actually worked</li> <li>• <b>Tuition Reimbursement Fund</b> - \$5,000 allocation, \$500 maximum for employee</li> <li>• <b>Standby Pay:</b> no employee shall be compensated for standby service unless appointing officer assigns said employee to such standby service</li> <li>• <b>Mileage Reimbursement</b> - use of own private vehicle for City business reimbursement rate in accordance with the IRS allowance</li> <li>• <b>Auto Allowance</b> - \$40/month for use of own private vehicle at work-site as required by department, by written notice for use on City business for 11 or more days per month (2806, 2808, 2810, 6120, 6122 &amp; 6124)</li> <li>• <b>Food Facilities Inspection</b> in lieu of overtime or CTO, \$190 premium for inspecting food facilities at professional football games for work performed, (6120, 6122)</li> <li>• <b>Parking Ticket reimbursement</b> - reimbursed for no more than 3 parking tickets/FY when parked in a legal area and when required in writing to use personal vehicle for City business</li> <li>• <b>Worker’s Compensation Supplementation:</b> supplementation of disability indemnity payment with paid leave credits; sick leave accrual at regular rate</li> <li>• <b>Appointment Above Entrance Rate</b></li> <li>• <b>Acting Assignment</b> - : 5% no earlier than the eleventh (11<sup>th</sup>) consecutive work day of such an assignment, after which acting assignment pay shall be retroactive to the first (1<sup>st</sup>) day of assignment.</li> </ul>

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: 7/1/01 - 6/30/03

#### Wage Increases

All base wage increases shall be rounded to the nearest salary grade.

#### FY 01-02

3% - 7/1/01, 2% - 1/5/02

Additional 2.5% market adjustment – 7/1/01

#### Employee Development

The City shall budget \$83,500 (amount of fund covers both Units 11AA and 8CC) during each year of this Agreement for employee training, education and development.

Individual employees may use up to \$500 maximum per fiscal year.

#### Retirement

The City shall pick up the full amount of the employees’ contribution to retirement

#### Health/Welfare

“Medically Single” – City will pick up full amount of premium

Dependent Health Care – the greater of 75% of Kaiser’s index for employee + 2 dependents or \$225 per month

#### Dental

Eligible for City’s dental program

#### Long Term Disability

60% of employee’s salary after an 180-day elimination period

- **Floating Holidays - 5**
- **Interpreter/Translator** - \$50 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period
- **Prenatal premium** - \$320 / 24 hr period assigned to SFGH for obstetric call/prenatal patients (community “Primary Care”/”CPC”) physician at SFGH
- **Personal Vehicle Use**- as provided by Adm. code section 10.34 - IRS allowable rate, parking meter/lot reimbursement & toll expenses
- **SDI coverage** - cost at employee expense
- **Standby pay** - Nine Dollars (\$9.00) per hour for each hour that employees are required to be on standby
- **Practice of Psychiatric Medicine** - 5% additional adjustment
- **Practice of Psychiatric Medicine for Children** – 10% additional adjustment (employees are not entitled to both 5% Psychiatrist and 10% Child Psychiatrist premiums)
- **Federal and State mandated License Fees** – City will reimburse 50% of mandated licenses for employees who work more than 20 hours per week
- **Special Educational Leave** - Max. 40 hrs paid educational leave/FY (full-time licensed MD, DO & DDS classes) - must be employed by City for at least 90 continuous calendar days for entitlement

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers’ compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

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

TERM OF AGREEMENT: 7/1/01 - 6/30/03

	ADDITIONAL COMPENSATION CONTINUED PROVISION
<p style="text-align: center;"><b>Wage Increases</b></p> <p>All base wage increases shall be rounded to the nearest salary grade.</p> <p style="text-align: center;"><b><u>FY 01-03</u></b></p> <p style="text-align: center;">3.% - 7/1/01, 2% - 1/5/02 Additional 2.5% market adjustment – 7/1/01</p> <p style="text-align: center;"><b>Employee Development</b></p> <p>The City shall budget \$83,500 (amount of fund covers both Units 11AA and 8CC) during each year of this Agreement for employee training, education and development. Individual employees may use up to \$500 maximum per fiscal year.</p> <p style="text-align: center;"><b>Retirement</b></p> <p>The City shall pick up the full amount of the employees’ contribution to retirement</p> <p style="text-align: center;"><b>Health/Welfare</b></p> <p>“Medically Single” – City will pick up full amount of premium Dependent Health Care – the greater of 75% of Kaiser’s index for employee + 2 dependents or \$225 per month</p> <p style="text-align: center;"><b>Dental</b></p> <p>Eligible for City’s dental program</p> <p style="text-align: center;"><b>Long Term Disability</b></p> <p>60% of employee’s salary after an 180-day elimination period</p>	<ul style="list-style-type: none"> <li>• <b>Floating Holidays - 5;</b></li> <li>• <b>Personal Vehicle Use-</b> as provided by Adm. code section 10.34 - IRS allowable rate, parking meter/lot reimbursement &amp; toll expenses;</li> <li>• <b>SDI coverage</b> - cost at employee’s expense;</li> <li>• <b>Interpreter/Translator</b> - \$50 bi-weekly assigned to a designated bilingual position for minimum of 10 hours bi-weekly per pay period;</li> <li>• <b>Prenatal premium</b> - \$320/24 hr period assigned to SFGH for obstetric call/prenatal patients (community “Primary Care”/”CPC”) physician at SFGH;</li> <li>• <b>Standby pay</b> - Nine Dollars (\$9.00) per hour for each hour that employees are required to be on standby;</li> <li>• <b>Practice of Psychiatric Medicine</b> - 5% additional adjustment;</li> <li>• <b>Practice of Psychiatric Medicine for Children</b> – 10% additional adjustment (employees are not entitled to both 5% Psychiatrist and 10% Child Psychiatrist premiums)</li> <li>• <b>Federal and State mandated License Fees</b> – City will reimburse 50% of mandated licenses for employees who work more than 20 hours per week.</li> <li>• <b>Laguna Honda Specialist Premium</b> – 10% premium for Class 2230 and 2232 physicians who are medical specialists at Laguna Honda Hospital and who were employed as of January 1, 1999. This benefit is unique to these specific employees and will not be extended to any other employees filling these specialty-designated 2230 and 2232 classifications. This premium is non-precedential.</li> <li>• <b>Acting Assignment Pay</b> –will qualify for acting assignment pay (1 step or 5%) after the 11<sup>th</sup> consecutive work day of such an assignment. Acting assignment pay will be retroactive to the first day of the assignment</li> <li>• <b>Special Educational Leave</b> - Max. 40 hrs paid educational leave/FY (full-time licensed MD, DO &amp; DDS classes) - must be employed by City for at least 90 continuous calendar days for entitlement. (part-time employees allowed proportionate amount of 40 hrs ed. leave - must be employed at least an average of 20 hr/week during preceding 6 months;</li> </ul>

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers’ compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### UNREPRESENTED EMPLOYEE ORDINANCE

TERM OF ORDINANCE: 7/1/2001 – 6/30/2002

#### Wage Increases

All base wage increases shall be rounded to the nearest salary grade

FY 2001 – 2002

3% - 7/1/01, 2% -1/5/02

One time wage adjustments:

7% for 1130 Youth Commission Advisor,  
Board of Supervisors

2.5% for 1942 Assistant Materials  
Coordinator

For Job Code AB44 Confidential Chief  
Attorney II the

salary shall not be less than 8184 Chief  
Attorney II to maintain historical  
relationships.

#### Retirement

The City shall pick up the full amount of the employees' contribution to retirement.

#### Health/Welfare Dependent Health Care

For "medically single" employees the City shall contribute all of the premium.

- The ordinance distinguishes between benefits for Miscellaneous Unrepresented Employees and Management Unrepresented Employees
- **Parental Release Time:** Up to 40 hours for fiscal year, 4 hours paid leave
- **Floating Holidays** - 4 after six months continuous service
- **No pyramiding** of premiums; paid only for hours worked
- **Night Duty:** 6 1/4% of base wage rate (actual hours worked)
- **Call Back:** applicable rate for hours actually worked; does not apply to employees who are called back to duty when on standby status
- **Internal Adjustment Process:** upon request of an Appointing Officer, the Director of Human Resources may approve internal salary adjustments, subject to approval of the BOS based upon set standards; not to exceed annualized 0.3% of total payroll for unreps
- **Standby pay:** 25% of base wage rate without pager, 10% of base wage rate with pager. Does not apply to "Z" designated classifications
- **Project Manager FY 2001 - 2002:** re-establish wage differential that existed in '92-'93 between PM job codes and related professional licensed engineering job codes; (approx. 7% - 10%);  
5502 PM I - 5206 Assoc. Civil Engineer  
5504 PM II - 5208 Civil Engineer  
5506 PM III - 5210 Sr. Civil Engineer  
5508 PM IV - 5212 Principal Engineer
- **Tuition Reimbursement** \$10,000/FY, max. \$500 per employee
- **Bilingual Pay:** 5+ hours/wk = \$35 per pay period
- **SDI coverage** - cost at employee's expense
- **Unrepresented Department Heads and AB44 Confidential Chief Attorney II** entitled to same administrative leave benefit as EM employees in MEA contract
- **Training, Career Development & Incentives:** paid status when assigned to attend during normal working hours

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# 2001-2002 Compensation Manual

## SUMMARY OF NEGOTIATED MEMORANDA OF UNDERSTANDING & UNREPRESENTED ORDINANCE

### UNREPRESENTED EMPLOYEE ORDINANCE

TERM OF ORDINANCE: 7/1/2001 – 6/30/2002

#### Miscellaneous & Management

City pickup will be 75% of dependent rate charged to employees for Kaiser coverage at the dependent + 2 level per month for FY 2001-2002.

#### Unrepresented Employees

\$225.00 per covered employee per month. In the event that the cost of dependent care increases, the City will adjust its pick-up level up to 75% of the cost of Kaiser's dependent health care medical costs.

#### Dental

Eligible for City's dental program

#### Life Insurance

\$50,000 for Management Unrepresented Employees

#### Long Term Disability

For Misc. Unrepresented Employees with 6 months full-time continuous service after a one hundred eighty (180) day elimination period, sixty percent (60%) salary (subject to integration) up to age sixty-five (65).

- **Safety Equipment & Protective Clothing:** Provided in accordance with Cal-OSHA requirements and as deemed appropriate by Appointing Officer
  - **Renewal Fees for Certificates, Licenses, Registrations:** at City's expense when condition of employment
  - **Pre-Retirement Planning Seminar:** Paid status for 1 day, pre-approval required
  - **Comp Time Off:** one-and-one-half times the base hourly rate; the max. amount of comp time accrued not to exceed 240 hours for non 'Z' employees electing to receive CT, no paid OT for employees occupying "FLSA" exempt positions
  - **MTA Incentive Programs:** Covered employees eligible for MTA Incentive Programs
  - **Bar Dues:** Annual mandatory minimum California State Bar dues reimbursed if condition of employment
- Special Pay Premiums**
- **Acting Assignment Pay:** after 11 consecutive working days approx. 5%, retroactive to the first day of the assignment
  - **Supervisory Differential:** 5%
  - **Appointment and Advancement:** Appointing Officers may appoint employees to any step, at any time, in the salary grade (not to exceed max. of range)

The City will cease payment of any and all contributions for employee health and dental benefits for those employees who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list.

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



## **FY 2001-2002 COMPENSATION MANUAL**

### IV. Special Pay Premiums by Employee Organization

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



City and County of San Francisco

Department of Human Resources

## **FY 2001-2002 COMPENSATION MANUAL**

### IV. Special Pay Premiums by Employee Organization

#### a. Acting Assignment Pay



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

**ACTING ASSIGNMENT PAY**

**Authority:**

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

**Submit Acting Assignment Pay form to:**

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

BRICKLAYERS, LOCAL 3 & HODCARRIERS LOCAL 36 CARPENTERS, LOCAL 22 CEMENT MASONS, LOCAL 580 DISTRICT ATTORNEY’S INVESTIGATORS ASSOCIATION GLAZIERS, LOCAL 718 IATSE, LOCAL 16 IRONWORKERS, LOCAL 377 LABORER’S, LOCAL 261 MACHINISTS, LOCAL 1414 OPERATING ENGINEERS, LOCAL 3 PAINTERS, LOCAL 4 PILE DRIVERS, LOCAL 34 PLUMBERS, LOCAL 38 PROBATION OFFICERS ASSOCIATION, LOCAL 856 ROOFERS, LOCAL 40 SUPERVISING PROBATION OFFICERS OPERATING ENG, LOCAL 3 SF INSTITUTIONAL POLICE OFFICERS ASSOCIATION TEAMSTERS, LOCAL 853	ASSIGNMENTS MUST BE MADE IN WRITING TO AN AUTHORIZED POSITION FOR WHICH FUNDS ARE TEMPORARILY UNAVAILABLE.  ASSIGNEE MUST PERFORM THE DAY -TO-DAY DUTIES AND RESPONSIBILITIES OF A HIGHER CLASSIFICATION.  ASSIGNMENT MUST BE FOR AT LEAST 11 CONSECUTIVE WORK DAYS OF SUCH ASSIGNMENT.	ACTING ASSIGNMENT FORM.	THE EMPLOYEE SHALL RECEIVE AN INCREASE TO A STEP IN AN ESTABLISHED SALARY GRADE THAT REPRESENTS AT LEAST 5 % ABOVE THE EMPLOYEE’S BASE SALARY AND THAT DOES NOT EXCEED THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.	YES

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

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



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

**ACTING ASSIGNMENT PAY**

**Authority:**

**DEPARTMENT HEAD**

**Submit Acting Assignment Pay form to:**

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

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

	ELIGIBILITY REQUIREMENTS					
	BUDGETED POSITION	FULL RANGE OF DUTIES	# OF DAYS			
TEAMSTERS, LOCAL 350 TEAMSTERS, LOCAL 856 (Multi-Unit)	YES	YES	11 CONSECUTIVE DAYS	<ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul>	ONE FULL STEP (APPROX. 5%) NOT EXCEEDING THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.	YES
UNREPRESENTED PLASTERERS’ & SHOPHANDS, LOCAL 66	YES	FULL RANGE OF ESSENTIAL DUTIES	11 CONSECUTIVE DAYS	<ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul>	ONE FULL STEP (APPROX. 5%) NOT EXCEEDING THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.	YES
ELECTRICAL WORKERS, LOCAL 6 UAPD-UNION OF AMERICAN PHYSICIANS & DENTISTS (Unit 8CC Only)	YES	SUBSTANTIAL PORTION	11 CONSECUTIVE DAYS	<ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul>	EMPLOYEE SHALL BE PAID AT A STEP OF THE ESTABLISHED SALARY GRADE OF THE HIGHER CLASS WHICH IS AT LEAST 5% ABOVE THE EMPLOYEE’S BASE SALARY BUT WHICH DOES NOT EXCEED THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.	YES
BUILDING INSPECTORS ASSOCIATION	NO	SUBSTANTIAL PORTION	11TH WORK DAY	<ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul>	AUTHORIZED TO RECEIVE AN INCREASE TO A STEP IN AN ESTABLISHED SALARY GRADE THAT REPRESENTS AT LEAST 5% ABOVE THE EMPLOYEE’S BASE SALARY AND THAT DOES NOT EXCEED THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.	NO
SHEET METAL WORKERS, LOCAL 104	YES	FULL RANGE OF ESSENTIAL DUTIES	11 CONSECUTIVE DAYS	<ul style="list-style-type: none"> <li>• ACTING ASSIGNMENT FORM</li> <li>• PAR</li> </ul>	ONE FULL STEP (APPROX. 5%) NOT EXCEEDING THE MAXIMUM STEP OF THE SALARY GRADE OF THE CLASS TO WHICH TEMPORARILY ASSIGNED.	YES

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

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



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

**ACTING ASSIGNMENT PAY**

**Authority:**

**APPOINTING OFFICER**

**Submit Acting Assignment Pay form to:**

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

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

- \* ACTING ASSIGNMENT PAY RETROACTIVE TO FIRST DAY OF ASSIGNMENT.
- \*\* PREMIUMS BASED ON PERCENT OF SALARY SHALL BE PAID AT A RATE WHICH INCLUDES THE ACTING ASSIGNMENT PAY.
- \*\*\* EMPLOYEES IN THE MSA UNIT EMPLOYED IN THE OFFICES OF THE MAYOR, CITY ATTORNEY, DISTRICT ATTORNEY, PUBLIC DEFENDER, SHERIFF, ASSESSOR OR TREASURER WILL BE INELIGIBLE FOR ACTING ASSIGNMENT PAY. THIS PROVISION SHALL APPLY ONLY TO EMPLOYEES IN THOSE DEPARTMENTS WHERE THE CURRENT APPOINTING OFFICER IS AN ELECTED OFFICIAL, AND EXCLUDING FORMER CAO UNITS.

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

**ACTING ASSIGNMENT PAY**

**Authority:**

**APPOINTING OFFICER (cont.)**

**Submit Acting Assignment Pay form to:**

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

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

\* ACTING ASSIGNMENT PAY RETROACTIVE TO FIRST DAY OF ASSIGNMENT.  
 \*\* PREMIUMS BASED ON PERCENT OF SALARY SHALL BE PAID AT A RATE WHICH INCLUDES THE ACTING ASSIGNMENT PAY.  
 \*\*\*\* ACTING ASSIGNMENT PAY DOES NOT APPLY TO P-103 PER DIEM NURSE.

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

**ACTING ASSIGNMENT PAY**

**Authority:**

**APPOINTING OFFICER (cont.)**

**Submit Acting Assignment Pay form to:**

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

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

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

**Authority:**

**STATIONARY ENGINEERS, LOCAL 39**

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

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

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

**ACTING ASSIGNMENT PAY**

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

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



City and County of San Francisco

Department of Human Resources

## **FY 2001-2002 COMPENSATION MANUAL**

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

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



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

**APPOINTMENT ABOVE ENTRANCE RATE**

**Authority:**

**HUMAN RESOURCES DIRECTOR**

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

**COMPENSATION UNIT, DHR**

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

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

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



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

**APPOINTMENT ABOVE ENTRANCE RATE**

**Authority:**

**HUMAN RESOURCES DIRECTOR (cont.)**

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

**COMPENSATION UNIT, DHR**

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

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

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



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

**APPOINTMENT ABOVE ENTRANCE RATE**

**Authority:**

**APPOINTING OFFICER**

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

**PPSD, WITHIN 90 DAYS OF APPOINTMENT**

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

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

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

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



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

**APPOINTMENT ABOVE ENTRANCE RATE**

**Authority:**

**APPOINTING OFFICER (cont.)**

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

**PPSD, WITHIN 90 DAYS OF APPOINTMENT**

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

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

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



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

**APPOINTMENT ABOVE ENTRANCE RATE**

**Authority:**

**SHERIFF**

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

**PPSD, WITHIN 90 DAYS OF APPOINTMENT**

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

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

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

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



**FY 2001-2002 COMPENSATION MANUAL**

IV. Special Pay Premiums by Employee Organization

c. Supervisory Differential



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

**SUPERVISORY DIFFERENTIAL ADJUSTMENT**

**Authority:**

**HUMAN RESOURCE DIRECTOR**

**Submit Supervisory Differential form to:**

**COMPENSATION UNIT, EMPLOYEE RELATIONS DIVISION**

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

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



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

**SUPERVISORY DIFFERENTIAL ADJUSTMENT**

**Authority:**

**HUMAN RESOURCE DIRECTOR (cont.)**

**Submit Supervisory Differential form to:**

**COMPENSATION UNIT, EMPLOYEE RELATIONS DIVISION**

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

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

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

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

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

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

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



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

**SUPERVISORY DIFFERENTIAL ADJUSTMENT**

**Authority:**

**APPOINTING OFFICER**

**Submit Supervisory Differential form to:**

**PPSD**

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

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



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

**SUPERVISORY DIFFERENTIAL ADJUSTMENT**

**Authority:**

**APPOINTING OFFICER (cont.)**

**Submit Supervisory Differential form to:**

**PPSD**

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

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

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



City and County of San Francisco

Department of Human Resources

## **FY 2001-2002 COMPENSATION MANUAL**

### V. Tuition Reimbursement Forms

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



**TUITION REIMBURSEMENT REQUEST**

**PERSONAL INFORMATION**

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

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

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

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Local 1414 Auto. Machinist    | <input type="checkbox"/> Probation Officers Association -856 | <input type="checkbox"/> <b>NURSES-SEIU Local 790</b>    |
| <input type="checkbox"/> Local 6-Electrical workers    | <input type="checkbox"/> Plumbers - Local 38                 | <input type="checkbox"/> TWU 250A (7410/9132)            |
| <input type="checkbox"/> Local 22-Carpenter            | <input type="checkbox"/> SFPOA                               | <input type="checkbox"/> Building Inspectors Association |
| <input type="checkbox"/> Local 39-Stationary Engineers | <input type="checkbox"/> TWU 250A-Multi                      | <input type="checkbox"/> Local 350-Teamsters             |
| <input type="checkbox"/> Local 104-Sheetmetal Workers  | <input type="checkbox"/> H-1 Rescue Paramedic-Local 790      | <input type="checkbox"/> Local 250-SEIU                  |
| <input type="checkbox"/> Local 853-Teamsters           | <input type="checkbox"/> Firefighters Local 798-Unit I       | <input type="checkbox"/> Local 535-SEIU                  |
| <input type="checkbox"/> Local 856-Teamsters           | <input type="checkbox"/> Firefighters Local 798-Unit II      | <input type="checkbox"/> Local 790 SEIU                  |
| <input type="checkbox"/> NURSES-Teamsters-Local 856    | <input type="checkbox"/> Other: _____                        | <input type="checkbox"/> Unrepresented                   |
| <input type="checkbox"/> Transit Operators-L250A       |  |  |

**EDUCATIONAL INFORMATION**

_____ Workshop/Course Title (Attach registration form & flyers)	_____ Dates of Course/Workshop
_____ Educational Institution	_____ Tuition/Fees
_____ Employee's Signature	_____ Supervisor's Signature
_____ Date	_____ Date
_____ Departmental Personnel Officer/Appointing Officer Signature	_____ Date

**FOR ERD USE ONLY**

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

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

## TUITION REIMBURSEMENT - ELIGIBILITY REQUIREMENTS AND INSTRUCTIONS

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

### Instructions:

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

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

4. You will receive an approval letter from the Employee Relations Division, Department of Human Resources prior to the course start date. If a letter is not received prior to the course start date, please call 415-557-4990 (main phone number).
5. Upon completion of the course or workshop, attach proof that you have either satisfactorily passed the course or attended the workshop. This can be a certificate of completion, attendance, or other documentation provided by the educational institution that verifies completion of the workshop or course.
6. Attach evidence of payment of your tuition cost. Copies of a receipt from the educational institution, a cancelled check (front and back), a credit card statement, or similar documents are all acceptable.
7. Send the tuition reimbursement request and supporting documentation to:

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

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

### Please note:

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