



BACKGROUND

In providing public services to its citizens and visitors the costs incurred by the City of Chula Vista extend far beyond staff salaries. These costs can be divided into direct and overhead costs.

Direct Costs

Direct costs are costs that can be specifically identified with a particular activity, project or program. These costs generally include salaries and wages; fringe benefits and paid time off; maintenance and operation costs; and a building use allowance.

Fringe benefits for full time City employees include participation in the California Public Employee Retirement Systems (CalPERS), medical insurance, workers' compensation insurance, and Medicare. Paid time off includes vacation time, holidays, sick leave, compensatory time, and management leave.

Maintenance and operation costs are determined at the department and section level. These costs include most, but not all, supplies and service costs, fixed asset replacement, and utilities.

The building use allowance provides a means of allocating the cost of city building to a period benefitting from the asset use. The allowance is calculated based upon the City's schedule of depreciating buildings as reported in the Certified Annual Financial Report (CAFR) assuming a 50 year life-span.

Overhead Costs

Overhead costs include both departmental and citywide support staff expenses. Departmental overhead includes administrative and supervisory support staff and is allocated by division within each department.

Citywide overhead includes services provided by support departments. These departments do not generally provide services directly to the public but are essential to the operation of the City. In addition, certain budget items within departmental budgets are of citywide benefits and are added to the citywide overhead allocable costs. Citywide overhead costs are allocated at the department level, based upon various drivers. The specific

drivers applied are selected to best reflect the relative benefit received.

FULLY BURDENED HOURLY RATES

City staff annually adopts a set of fully burdened hourly rates (FBHR), providing a convenient method for calculating the full cost of providing services to citizens and visitors. Rates are calculated by department, section, and classification.

These rates serve as a basis for identifying the true cost of providing services, calculating fixed fee levels, and understanding the fiscal impacts of fee subsidies.

The City's fully burdened hourly rates are not subject to annual Council adoption and are included in the Master Fee Schedule for informational purposes only. Please contact the Finance Department to confirm current rates.

The current schedule of fully burdened hourly rates is as follows:

ORG	CLASSIFICATION	FBHR
CITY COUNCIL & MAYOR'S OFFICE		
<i>City Council Administration</i>		
01110	Office Specialist (Mayor @ Will)	\$ 55.11
01110	Executive Secretary	\$ 93.66
<i>City Council Seat #1</i>		
01120	Councilperson	\$ 62.74
01121	Senior Council Asst	\$ 47.41
<i>City Council Seat #2</i>		
01130	Councilperson	\$ 65.44
01131	Senior Council Asst	\$ 47.41
<i>City Council Seat #3</i>		
01140	Councilperson	\$ 61.36
01141	Senior Council Asst	\$ 47.41
<i>City Council Seat #4</i>		
01150	Councilperson	\$ 62.74
01151	Senior Council Asst	\$ 47.41
<i>Mayor</i>		
01160	Mayor	\$155.36
01160	Senior Council Asst	\$ 49.65
01160	Constituent Services Manager	\$ 83.46

ORG	CLASSIFICATION	FBHR
CITY CLERK'S OFFICE		
03100	Senior Office Specialist	\$ 63.50
03100	Administrative Secretary	\$ 81.08
03100	City Clerk	\$191.10
03100	Deputy City Clerk	\$ 95.11
03100	Records Manager	\$107.35
03100	Senior Records Specialist	\$ 73.02
03100	Records Specialist	\$ 63.50
CITY ATTORNEY'S OFFICE		
<i>City Attorney Administration</i>		
04100	City Attorney	\$277.34
04100	Asst City Attorney	\$212.45
04100	Deputy City Attorney II	\$149.02
04100	Deputy City Attorney III	\$190.88
<i>City Attorney Litigation</i>		
04300	Legal Assistant	\$ 81.16
04300	Senior Asst City Attorney	\$252.87
04300	Deputy City Attorney II	\$156.41
04300	Senior Legal Assistant	\$ 85.02
ADMINISTRATION		
<i>City Manager's Office</i>		
05100	Executive Secretary	\$ 91.60
05100	Asst City Manager/Admin	\$272.68
05100	City Manager	\$295.09
<i>Office of Communications</i>		
05500	Administrative Technician	\$ 81.54
05500	Communications Coordinator	\$127.03
05500	Senior Graphic Designer	\$115.10
<i>Office of Conservation & Environmental Services</i>		
05810	Senior Secretary	\$ 64.26
05810	Dir Of Conserv & Envir Serv	\$172.44
05810	Environmental Resource Mgr	\$113.07
05810	Environmental Resource Spec	\$ 95.77
INFORMATION & TECHNOLOGY SYSTEMS		
<i>ITS Administration</i>		
06110	Director Of Info Tech Svcs Computer Operations	\$210.38
06130	Ops & Telecom Manager	\$132.36
06130	Telecom Specialist	\$ 70.92
<i>MicroComputers</i>		
06150	Info Tech Support Manager	\$132.36
06150	Senior Info Tech Support Spec	\$120.33
06150	Info Tech Support Specialist	\$109.39
<i>ITS Programming</i>		
06170	Webmaster	\$ 91.11
06170	Senior App Support Spec	\$120.33
06170	Senior Programmer Analyst	\$120.33
<i>Geographic Information Systems</i>		
06300	GIS Specialist	\$ 89.58
06300	GIS Supervisor	\$118.31
HUMAN RESOURCES		
<i>Human Resources Administration</i>		
07100	Administrative Secretary	\$ 68.46
07100	Director Of Human Resources	\$188.73

ORG	CLASSIFICATION	FBHR
<i>Human Resources Operations</i>		
07310	Senior Fiscal Office Specialist	\$ 60.82
07310	Senior Hr Analyst	\$106.88
07310	Hr Analyst	\$ 92.94
07310	Hr Technician	\$ 67.05
07310	Human Resources Ops Mgr	\$148.18
<i>Risk Management Administration</i>		
07710	Risk Manager	\$151.05
<i>Loss Control Services</i>		
07730	Senior Risk Mgmt Specialist	\$108.95
<i>Employee Benefits</i>		
07750	Benefits Technician	\$ 71.36
07750	Benefits Manager	\$128.06
<i>Safety</i>		
07770	Senior Risk Mgmt Specialist Disability Management	\$108.95
07780	Senior Risk Mgmt Specialist	\$108.95
FINANCE		
<i>Finance Administration</i>		
08100	Director Of Finance	\$225.62
08100	Asst Director Of Finance	\$173.98
<i>Finance Operations</i>		
08300	Fiscal Operations Manager	\$150.35
08300	Senior Accountant	\$124.62
08300	Assoc Accountant	\$104.01
08300	Accounting Assistant	\$ 60.73
08300	Accounting Technician	\$ 76.82
08300	Accounting Technician	\$ 76.82
<i>Revenue & Recovery</i>		
08500	Assoc Accountant	\$107.10
08500	Accounting Assistant	\$ 59.55
08500	Accounting Technician	\$ 75.34
08500	Treasury Manager	\$147.45
08500	Business License Rep	\$ 59.55
<i>Purchasing</i>		
08700	Accounting Technician	\$ 74.12
08700	Procurement Specialist	\$ 81.30
08700	Senior Procurement Specialist	\$ 92.77
<i>Budget & Analysis</i>		
08900	Fiscal & Management Analyst	\$133.46
08900	Budget & Analysis Manager	\$171.23
ANIMAL CARE FACILITY		
10821	Office Specialist	\$ 62.61
10821	Senior Office Specialist	\$ 68.87
10821	Animal Control Officer	\$ 75.44
10821	Animal Ctrl Officer Supervisor	\$ 79.83
10821	Registered Veterinary Tech	\$ 67.34
10821	Animal Adoption Counselor	\$ 71.13
10821	Animal Care Assistant	\$ 59.94
10821	Senior Animal Care Assistant	\$ 69.88
10821	Veterinary Assistant	\$ 53.80
10821	Animal Care Facility Manager	\$159.72

ORG	CLASSIFICATION	FBHR
PLANNING & BUILDING		
Planning & Building Administration		
12100	Senior Secretary	\$ 63.85
12100	Administrative Technician	\$ 77.82
12100	Senior Admin Secretary	\$ 85.61
12100	Dep City Mgr/Dir Of Dev Svcs	\$235.99
12100	Dev Automation Spec	\$112.46
Code Enforcement		
12350	Senior Office Specialist	\$ 64.70
12350	Code Enforcement Manager	\$183.76
12350	Senior Code Enf Officer	\$121.06
12350	Code Enf Offcr II	\$ 94.71
Advance Planning		
12551	Principal Planner	\$177.27
12551	Associate Planner	\$124.06
12551	Planning Technician	\$ 85.83
12551	Senior Planning Technician	\$ 98.71
12551	Advanced Plnng Manager	\$202.71
Economic Development		
12710	Economic Development Officer	\$212.82
12710	Principal Economic Dev Spec	\$139.93
12710	Senior Project Coordinator	\$116.61
POLICE		
Police Administration		
14100	Senior Admin Secretary	\$ 87.22
14100	Chief Of Police	\$289.37
Patrol Administration		
14210	Police Captain	\$266.26
Community Patrol		
14221	Secretary	\$ 73.84
14221	Police Lieutenant	\$208.13
14221	Police Sergeant	\$173.26
14221	Police Agent	\$150.77
14221	Peace Officer	\$135.83
14221	Public Safety Analyst	\$116.60
Police Service Dogs		
14223	Peace Officer	\$134.36
Traffic Enforcement		
14241	Senior Office Specialist	\$ 73.84
14241	Police Lieutenant	\$208.13
14241	Police Sergeant	\$173.43
14241	Peace Officer	\$136.92
14241	Community Service Officer	\$ 67.66
Parking Enforcement		
14242	Parking Enforcement Officer	\$ 67.84
Traffic Stop Program		
14245	Police Agent	\$150.77
14245	Peace Officer	\$136.92
Operation Crack Down on Illegal Racing		
14246	Peace Officer	\$136.92
14246	Public Safety Analyst	\$116.60
DUI Enforcement Team Grant		
14248	Police Agent	\$150.77
14248	Peace Officer	\$136.92

ORG	CLASSIFICATION	FBHR
OTS Selective Traffic Enforcement Program		
14249	Police Agent	\$150.77
Street Crime/Gang Suppression		
14251	Police Sergeant	\$173.43
14251	Police Agent	\$150.77
14251	Peace Officer	\$136.92
Police Technology		
14258	Police Technology Specialist	\$136.19
Police Dispatch		
14260	Police Dispatcher	\$ 99.80
14260	Police Dispatcher Supervisor	\$115.85
14260	Police Comm Systems Mgr	\$148.24
Police Investigation Admin		
14310	Police Captain	\$251.20
14310	Police Lieutenant	\$196.36
Property Crimes		
14321	Secretary	\$ 69.47
14321	Police Sergeant	\$163.62
14321	Police Agent	\$142.24
14321	Community Service Officer	\$ 70.21
RATT		
14325	Police Sergeant	\$163.62
14325	Police Agent	\$142.24
14325	Peace Officer	\$129.17
Juvenile Services		
14330	Secretary	\$ 69.47
14330	Police Sergeant	\$163.62
School Resource Officer (SRO) Program		
14341	Police Sergeant	\$163.62
14341	Police Agent	\$142.24
14341	Peace Officer	\$129.17
Family Protection Unit		
14350	Secretary	\$ 69.47
14350	Police Sergeant	\$163.62
14350	Police Agent	\$142.24
14350	Community Service Officer	\$ 70.21
Crimes of Violence		
14361	Police Sergeant	\$163.62
14361	Police Agent	\$142.24
14361	Peace Officer	\$129.17
JUDGE		
14363	Police Sergeant	\$163.62
14363	Police Agent	\$142.24
14363	Peace Officer	\$126.76
Force Options		
14412	Range Master	\$ 62.17
Professional Training		
14413	Training Programs Spec	\$ 76.81
Forensic Services		
14420	Crime Laboratory Manager	\$153.46
14420	Latent Print Examiner	\$110.83
14420	Forensics Specialist	\$ 95.66
Police Support Services		
14430	Police Data Specialist	\$ 58.85

ORG	CLASSIFICATION	FBHR
14430	Senior Police Data Specialist	\$ 67.68
14430	Police Records Specialist	\$ 58.85
14430	Police Records Transcriptionis	\$ 58.85
14430	Senior Office Specialist	\$ 64.74
14430	Police Support Services Mgr	\$120.19
Professional Standards		
14440	Police Captain	\$234.88
14440	Police Lieutenant	\$183.60
14440	Police Sergeant	\$152.99
14440	Police Agent	\$133.00
14440	Civilian Background Investigtr	\$ 76.81
City Jail		
14450	Senior Office Specialist	\$ 64.74
14450	Detention Facility Manager	\$146.71
14450	Police Services Officer	\$ 79.14
Evidence Control		
14460	Senior Office Specialist	\$ 64.74
14460	Evidence Control Asst	\$ 65.43
Special Investigations Unit		
14510	Police Sergeant	\$144.50
14510	Police Agent	\$138.56
14510	Peace Officer	\$125.83
14510	Public Safety Analyst	\$104.80
Fugitive Apprehension Team		
14511	Police Agent	\$138.56
Internet Crimes Against Children		
14515	Police Agent	\$138.56
Narcotics Enforcement Team		
14521	Police Sergeant	\$159.39
14521	Police Agent	\$138.56
14521	Peace Officer	\$125.83
Operations Alliance		
14522	Police Agent	\$138.56
14522	Peace Officer	\$125.83
Marine Task Force		
14523	Police Agent	\$138.56
Major Mexican Traffickers		
14524	Police Agent	\$138.56
14524	Peace Officer	\$125.83
Police NTF		
14525	Police Agent	\$138.56
Financial & Resource Management		
14810	Senior Fiscal Office Specialist	\$ 60.40
14810	Principal Management Analyst	\$122.47
14810	Administrative Services Mgr	\$144.04
14810	Facility & Supply Specialist	\$ 57.26
Research & Analysis		
14820	Public Safety Analyst	\$ 95.29
14820	Senior Public Safety Analyst	\$108.74
FIRE		
Fire Administration		
15100	Senior Office Specialist	\$ 62.65
15100	Administrative Secretary	\$ 80.00
15100	Administrative Services Mgr	\$149.55

ORG	CLASSIFICATION	FBHR
15100	Fire Chief	\$264.82
15100	Deputy Fire Chief	\$218.86
Fire Training		
15300	Secretary	\$ 61.78
15300	Fire Division Chief	\$186.77
15300	Fire Captain (80 Hr)	\$146.32
15300	Fire Eng (80 Hr)	\$124.76
FY05 FF Assist SAFER Grant		
15652	Firefighter (112 Hr)	\$103.23
Fire Suppression		
15700	Public Safety Analyst	\$106.71
15700	Fire Battalion Chief (112 Hr)	\$192.29
15700	Fire Captain (80 Hr)	\$159.32
15700	Fire Captain (112 Hr)	\$159.20
15700	Fire Eng (112 Hr)	\$135.79
15700	Firefighter (80 Hr)	\$115.45
15700	Firefighter (112 Hr)	\$113.68
15700	Facility & Supply Specialist	\$ 74.23
15900	Office Specialist	\$ 65.11
15900	Deputy Fire Chief	\$248.60
15900	Fire Prevention Engineer	\$144.58
15900	Senior Fire Inspector	\$139.85
15900	Fire Inspector II	\$121.61
PUBLIC WORKS		
Public Works Administration		
16100	Secretary	\$ 55.73
16100	Senior Admin Secretary	\$ 78.27
16100	Director Of Public Works	\$216.91
Engineering Administration		
16310	Asst Director Of Engineering	\$194.93
Fiscal Services		
16320	Senior Fiscal Office Specialist	\$ 66.71
16320	Principal Management Analyst	\$122.82
Project Design & Management Admin		
16341	Principal Civil Engineer	\$192.66
Infrastructure Projects		
16343	Assoc Engineer	\$149.53
16343	Senior Civil Engineer	\$163.93
16343	Senior Engineering Technician	\$117.04
Building Projects		
16345	Bldg Project Manager	\$146.88
Survey		
16347	Assoc Engineer	\$149.53
16347	Survey Technician II	\$101.78
16347	Land Surveyor	\$171.95
16347	Assistant Surveyor II	\$149.53
Advanced Planning		
16353	Assoc Engineer	\$149.53
16353	Senior Civil Engineer	\$171.95
Real Property		
16360	Real Property Manager	\$147.50
Traffic Engineering		
16393	Assoc Engineer	\$159.40
16393	Senior Civil Engineer	\$166.19

ORG	CLASSIFICATION	FBHR
16393	Senior Engineering Technician	\$124.77
16393	Engineering Tech I	\$ 98.63
16393	Signal Systems Engineer II	\$143.45
Transportation & Planning		
16394	Principal Civil Engineer	\$205.39
DIF & Special District Administration		
16397	Admin Analyst II	\$100.33
Public Works Operations Administration		
16710	Fiscal Office Specialist	\$ 60.57
16710	Senior Office Specialist	\$ 63.46
16710	Senior Fiscal Office Specialist	\$ 66.63
16710	Administrative Secretary	\$ 81.03
16710	Administrative Services Mgr	\$151.48
16710	Asst Director Of Public Works	\$194.69
16710	Pub Works Specialist	\$ 74.58
Striping & Signing		
16723	Signing & Striping Supervisor	\$126.37
16723	Senior Maintenance Worker	\$ 99.49
16723	Maintenance Worker II	\$ 82.91
Graffiti Removal		
16725	Senior Maintenance Worker	\$ 99.49
16725	Maintenance Worker II	\$ 82.91
16725	Senior Pub Works Specialist	\$113.76
Street Maintenance		
16731	Public Works Manager	\$158.42
16731	Public Works Supervisor	\$126.37
16731	Equipment Operator	\$109.44
16731	Senior Maintenance Worker	\$ 99.49
16731	Maintenance Worker II	\$ 82.20
Urban Forestry Maintenance		
16740	Tree Trimmer Supervisor	\$109.22
16740	Senior Tree Trimmer	\$ 94.97
16740	Tree Trimmer	\$ 79.15
Wastewater Operations Administration		
16751	Wastewater Collections Mgr	\$185.03
Lift Station/Pool Maintenance		
16755	Pump Maintenance Supervisor	\$127.14
16755	Pump Maint Technician	\$108.49
16757	Public Works Supervisor	\$127.00
Storm Drain Maintenance		
16757	Senior Maintenance Worker	\$ 99.98
16757	Maintenance Worker II	\$ 83.21
16757	Pub Works Specialist	\$ 91.59
Construction & Repair		
16761	HVAC Technician	\$ 88.62
16761	Plumber	\$ 88.62
16761	Electrician	\$ 88.62
16761	Senior HVAC Technician	\$101.91
16761	Locksmith	\$ 84.40
16761	Carpenter	\$ 84.40
Building Services Administration		
16762	Construction & Repair Mgr	\$122.86
Custodial Services		
16763	Custodian	\$ 59.98

ORG	CLASSIFICATION	FBHR
16763	Lead Custodian	\$ 67.42
16763	Custodial Supervisor	\$ 77.54
Custodial Services Administration		
16764	Custodial & Facilities Manager	\$122.86
16765	Electronics Tech Supervisor	\$112.10
16765	Electronics Technician	\$ 97.48
16765	Elec/Equip Installer	\$ 80.56
Traffic Devices		
16771	Traffic Devices Tech Supv	\$117.13
16771	Traffic Devices Tech	\$101.85
Park Operations Administration		
16781	Parks Manager	\$150.28
16781	Parks Supervisor	\$119.88
Park Maintenance		
16783	Senior Gardener	\$ 93.40
16783	Gardener II	\$ 78.65
16783	Gardener I	\$ 71.50
Park Rangers		
16787	Parks Supervisor	\$119.88
16787	Senior Park Ranger	\$ 78.65
Open Space Administration		
16791	Fiscal Office Specialist	\$ 71.83
16791	Senior Landscape Inspector	\$127.60
16791	Open Space Manager	\$147.80
16791	Senior Open Space Inspector	\$127.60
16791	Open Space Inspector	\$110.95
Construction Inspection		
16820	Senior Secretary	\$ 70.23
16820	Senior Civil Engineer	\$159.73
16820	Principal Civil Engineer	\$178.96
16820	Senior Public Works Insp	\$125.03
16820	Public Works Insp II	\$108.72
NPDES		
16830	Senior Civil Engineer	\$159.73
16830	Engineering Tech II	\$ 94.54
16830	Stormwtr Complnce Insp II	\$ 98.84
16830	Environmental Hlth Spec	\$110.34
RECREATION		
Recreation Administration		
17100	Senior Fiscal Office Specialist	\$ 65.34
17100	Administrative Secretary	\$ 79.45
17100	Fiscal & Management Analyst	\$131.57
17100	Director Of Recreation	\$229.23
17100	Principal Recreation Manager	\$124.34
Veterans' Park Complex		
17210	Recreation Supervisor III	\$104.47
17210	Recreation Supervisor II	\$ 90.85
Monteville Community Center		
17220	Recreation Supervisor III	\$104.47
17220	Recreation Supervisor I	\$ 82.59
Salt Creek Community Center		
17230	Recreation Supervisor III	\$104.47
17230	Recreation Supervisor I	\$ 82.59

ORG	CLASSIFICATION	FBHR
Aquatics		
17310	Aquatic Supv III	\$102.62
Parkway Pool		
17320	Aquatic Supv II	\$ 89.24
17320	Aquatic Supv I	\$ 77.41
Loma Verde Pool		
17330	Aquatic Supv II	\$ 89.24
Adult Athletics		
17350	Recreation Supervisor II	\$ 89.24
Norman Park Center		
17510	Recreation Supervisor III	\$113.08
Nature Center		
17610	Nature Ctr Prgms Manager	\$ 96.80
Otay Recreation Center		
17710	Recreation Supervisor II	\$ 90.44
17710	Recreation Supervisor I	\$ 82.21
Loma Verde Recreation Center		
17730	Recreation Supervisor III	\$104.00
17730	Recreation Supervisor I	\$ 82.21
Parkway Recreation Center		
17740	Recreation Supervisor III	\$104.00
17740	Recreation Supervisor I	\$ 82.21
Heritage Park		
17790	Recreation Supervisor II	\$ 90.44
17790	Recreation Supervisor I	\$ 82.21
LIBRARY		
Library Administration		
18100	Administrative Secretary	\$ 85.54
18100	Director Of Library	\$259.38
18100	Library Admin Coordinator	\$130.24
18100	Volunteer Coord (Dept)	\$ 67.85
Automated Services		
18313	Library Digital Services Mgr	\$152.47
18313	Librarian I	\$ 96.02
18313	Library Associate	\$ 87.29
Acquisitions		
18323	Librarian III	\$116.18
18323	Library Associate	\$ 87.29
18323	Delivery Driver	\$ 67.17
Cataloging		
18325	Librarian III	\$116.18
18325	Library Technician	\$ 79.43
Literacy		
18341	Family & Youth Literacy Coord	\$101.82
Civic Center Branch Management		
18351	Secretary	\$ 78.42
18351	Principal Librarian	\$152.47
18351	Librarian III	\$116.18
18351	Librarian II	\$101.99
18351	Library Associate	\$ 84.17
South Chula Vista Branch Management		
18361	Librarian III	\$110.65
18361	Librarian II	\$ 97.98
18361	Library Associate	\$ 82.67

ORG	CLASSIFICATION	FBHR
18361	Library Assistant	\$ 66.17
Eastlake Library		
18370	Librarian II	\$100.59
18370	Librarian I	\$ 82.95
18370	Library Associate	\$ 84.04
Library Programs		
18701	Senior Librarian	\$123.63
DEVELOPMENT SERVICES FUND		
Development Planning		
23613	Secretary	\$ 67.38
23613	Principal Planner	\$161.25
23613	Senior Planner	\$134.37
23613	Associate Planner	\$110.21
23613	Assistant Planner	\$102.59
23613	Landscape Planner II	\$112.85
23613	Development Svcs Tech II	\$ 78.08
23613	Dev Planning Manager	\$184.38
Building Division		
23625	Senior Office Specialist	\$ 68.67
23625	Development Svcs Tech III	\$ 89.34
23625	Deputy Building Official	\$193.17
23625	Plans Examiner	\$142.29
23625	Building Inspector II	\$111.38
23625	Building Inspector III	\$122.52
23625	Senior Building Inspector	\$128.09
Subdivisions		
23631	Assoc Engineer	\$129.29
23631	Senior Civil Engineer	\$148.68
Engineering Permits		
23632	Development Svcs Tech II	\$ 72.31
23632	Senior Engineering Technician	\$101.20
23632	Engineering Tech II	\$ 88.00
Landscape Architecture		
23633	Landscape Architect	\$124.44
23633	Landscape Planner II	\$104.51
Transportation Planning		
23634	Transportation Eng W/Cert	\$148.68
POLICE GRANTS FUND		
CBAG		
25205	CBAG Executive Director	\$149.86
25205	CBAG Deputy Exec Director	\$123.65
25205	CBAG Director Of SD LECC	\$141.04
25205	CBAG Analyst	\$ 51.72
25205	CBAG Management Assistant	\$ 63.10
25205	CBAG RCFL Network Engineer	\$ 80.62
25205	CBAG Executive Assistant	\$ 66.26
25205	CBAG Graphic Dsgnr/ Wbmstr	\$ 70.01
25205	CBAG Network Administrator I	\$ 86.83
25205	CBAG Network Administrator II	\$ 95.52
25205	CBAG Admin Analyst II	\$ 67.49
25205	CBAG Microcomputer Spec	\$ 78.22
25205	CBAG Program Analyst	\$ 96.35
25205	CBAG Program Manager	\$116.05
25205	CBAG Network Manager	\$105.63

ORG	CLASSIFICATION	FBHR
Miscellaneous Police Grants		
25101	Police Training & Dev Supv	\$107.09
25206	Public Safety Analyst	\$ 93.83
25208	Peace Officer	\$111.34
25406	Public Information Officer-PD	\$118.19
25406	Police Comm Relations Spec	\$ 70.49
ENVIRONMENTAL SERVICES FUND		
28210	Recycling Specialist I	\$ 69.33
28210	Recycling Specialist II	\$ 84.11
28210	Environ Svcs Prog Manager	\$130.98
HOUSING AUTHORITY		
31310	Senior Fiscal Office Specialist	\$ 56.48
31310	Accountant	\$ 86.69
31310	Redevelopment & Hsg Mgr	\$148.63
31310	Principal Project Coordinator	\$135.16
31310	Senior Project Coordinator	\$112.63
31310	Project Coordinator II	\$ 94.59
FLEET FUND		
Central Garage Administration		
39110	Fiscal Office Specialist	\$ 53.20
Central Garage Operations		
39120	Fleet Manager	\$142.28
39120	Senior Equipment Mechanic	\$ 91.95
39120	Fire Apparatus Mech	\$100.70
39120	Equipment Mechanic	\$ 83.96
39120	Mechanic Assistant	\$ 67.62
TRANSIT FUND		
40200	Administrative Technician	\$ 75.57
40200	Transit Manager	\$147.75
40200	Transit Operations Coord	\$111.66
SEWER FUND		
Wastewater Engineering		
41440	Senior Fiscal Office Specialist	\$ 58.85
41440	Assoc Engineer	\$116.14
41440	Senior Civil Engineer	\$133.56
41440	Engineering Tech II	\$ 79.05
Wastewater Maintenance		
41450	Public Works Supervisor	\$ 90.05
41450	Equipment Operator	\$ 77.99
41450	Senior Maintenance Worker	\$ 70.21
41450	Maintenance Worker II	\$ 58.84
41450	Maintenance Worker I	\$ 52.04
41450	Pub Works Specialist	\$ 67.55
REDEVELOPMENT AGENCY		
65140	Senior Admin Secretary	\$ 91.15
65140	Asst Director Redev & Housing	\$208.27
65140	Senior Project Coordinator	\$135.38