CITY OF SANTA BARBARA
FINANCE COMMITTEE MEETING
MEETING AGENDA

Agenda Date:	September 15, 2026
Meeting Time:	12:00 PM
Meeting Location:	Council Chambers
Finance Committee:	Eric Friedman, Committee Chair Wendy Santamaria, Committee Vice Chair Meagan Harmon, Committee Member
Staff:	Kelly McAdoo, City Administrator John S. Doimas, City Attorney Keith DeMartini, Finance Director

HOW TO WATCH OR SPEAK AT A MEETING REMOTELY

Web: SantaBarbaraCA-gov.Zoom.US/s/85839766181 (Participation via Zoom).

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REMOTE PUBLIC COMMENT: When your item is called, use the Zoom Raise Hand feature (Alt+Y on Windows or Option+Y on Mac), wait for staff to activate your microphone, then unmute to speak (Alt+M on Windows or Command+Shift+A on Mac).

PUBLIC COMMENT: Speakers may address items not listed on the agenda but under the purview of the Finance Committee at the start of the meeting. Speakers may address the Committee on any item listed on the agenda. Submit a "Request to Speak" form in advance. Each speaker will be given a total of three (3) minutes to address the Committee. Pooling time is not permitted. The Finance Committee Chair reserves the right to limit speakers' time to less than three (3) minutes. Please note that a time cutoff may be announced during the meeting for submission of "Request to Speak" forms or raising of hands for public comment.

WRITTEN PUBLIC COMMENT: Email comments to Finance@SantaBarbaraCA.gov before the meeting. All emails are shared with the Finance Committee and will become part of the public record and may be posted online.

LANGUAGE TRANSLATION AND INTERPRETATION: The City offers live translation and interpretation for Finance Committee Meetings via the Wordly platform. Follow the directions below to access:

- Go to: Attend.Wordly.AI/Join/QQBV-6746.
    - Ensure the **Session ID QQBV-6746** is displayed.

  - Select “Spanish” and click on the “Attend” button.
  - You can now read the captions on your device.
  - Select the speaker button to hear a text-to-speech version of the translated dialogue.
- If you have any questions, please contact City TV at 805-564-5311.

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ITEMS FOR CONSIDERATION:

1. Subject: Fiscal Year 2026 Fourth-Quarter Review

Recommendation: That Finance Committee recommend that Council:

A. Receive a report from staff on the status of revenues and expenditures in relation to budget for the twelve months ending June 30, 2026;

B. Accept the Fiscal Year (FY) 2026 Interim Financial Statements for the twelve months ended June 30, 2026;

C. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending Resolution No. 2026-036 to Approve the Proposed Fourth Quarter (Q4) Adjustments to FY2026 Revenue and Expenditure Appropriations as Detailed in the Attached Schedule of Proposed Q4 Adjustments; and

D. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending the Position Salary Control Resolution No. 2026-037 for Authorized Positions for Fiscal Year 2026. Changes are Effective September 19, 2026.

2. Subject: Authorize the City Administrator to Execute a Loan for the Development of Land by the Housing Authority of Santa Barbara Related to the Parma Court Project

Recommendation: That Finance Committee recommend that Council:

A. Introduce and subsequently adopt, by reading of title only, an Ordinance of the Council of the City of Santa Barbara Approving a 30-year Loan Agreement with the Housing Authority of the City of Santa Barbara in the Amount of $1,000,000 for Development of the Real Property Located at 915 East Montecito Street to Be Used for Permanent

Affordable Housing, to be Secured by a Deed of Trust and a 90-Year Affordability Control Covenant Imposed on Real Property and Authorizing the Deputy City Administrator to Execute Such Agreements, Subject to Approval as to Form by the City Attorney, as Necessary; and

B. Approve the allocation of available expenditure appropriations in the Fiscal Year 2027 HOME Investment Partnerships Program Fund in the amount of $1,000,000 to fund the requested property development loan.

CITY OF SANTA BARBARA

Agenda Item No. 1

Finance Committee Agenda Report

Agenda Date: September 15, 2026

To: Finance Committee

From: Finance Department and Human Resources Department

Subject: Fiscal Year 2026 Fourth-Quarter Review

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B. Accept the Fiscal Year (FY) 2026 Interim Financial Statements for the twelve months ended June 30, 2026;

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D. Adopt, by reading of title only, a Resolution of the Council of the City of Santa Barbara Amending the Position Salary Control Resolution No. 2026-037 for Authorized Positions for Fiscal Year 2026. Changes are Effective September 19, 2026.

Executive Summary

The FY2026 interim financial statements for the twelve months ending June 30, 2026, are presented to the Finance Committee. The report also includes staff revenue and expenditure projections for the General Fund and Enterprise Funds. Staff is projecting an operating deficit in the General Fund of $1.6 Million, requiring additional use of reserves to balance the budget. In order to address this additional financial pressure, staff worked to develop a comprehensive set of revenue generating and expenditure reduction/control options for the Finance Committee to consider. More than 200 individual ideas were generated and evaluated to determine potential service delivery impacts and revenue generating and cost savings ranges, among others. The Finance Committee provided their recommendations on October 21, 2025, and the City Council provided their direction on December 2, 2025.

Discussion

Each month, staff present interim financial statements (Attachment 1) showing the status of revenues and expenditures in relation to budget for City Funds. Each quarter, the interim financial statements are expanded to include a detailed narrative analysis of General Fund and Enterprise Funds (Attachment 2).

In addition to the Q4 budget analysis, staff propose recommended budget adjustments for City Council approval. These adjustments are the result of new information and/or unanticipated events that occurred since the adoption of the budget in June 2025. A listing and description of each proposed FY2026 adjustment is provided in Attachment 3.

Revenue and Expenditure Summary

The table below summarizes the General Fund revenue and expenditure budget including actuals through Q4. The total adopted revenue budget is $208.7 Million, and the total adopted expenditure budget is $210.3 Million, resulting in an operating deficit of approximately $1.6 Million. The revised budget reflects additional expenditures from encumbrances carried forward due to prior-year contractual commitments, as well as City Council–approved adjustments made since the start of the fiscal year. Amid ongoing staffing challenges, turnover, and recruitment efforts, the revised budget increased by $9.0 Million during the first three quarters. As the year progressed, some adjustments were made and the final forecast was significantly modified. City Administration's FY2026 efforts continued to focus on completing the accounting and budget alignment associated with departmental restructuring. Substantial progress has been made; however, several cleanup items remain to fully align budgets, actuals, and contracts within the correct accounts across all special revenue funds. These adjustments required more staff bandwidth and were more complex than anticipated, and the remaining work will continue through year end and into FY2027.

Position vacancies persisted within Public Works, which ended the fiscal year with 13 open positions, only 4 of which were filled. This reduced staffing level lowered actual expenditures and helped year-end projections remain aligned with the originally adopted budget.

Several pending adjustments will still affect final results; however, the overall Q4 outcome remains materially accurate. Note that Q4 adjustments are not included in the tables below. Additionally, spending under Measure C was significantly shortened to realign with expected year-end results and to support more conservative cash-flow management decisions made throughout the year.

General Fund Revenue and Expenditure Summary Table

General Fund	FY2026 Adopted Budget	FY2026 Revised Budget	Actual FY2026 – Q4	FY2026 Projections	Actual % of Revised Budget
Revenue	$208,664,394	$209,632,984	$207,008,017	$215,002,545	98.7%
Expenditure	$210,270,441	$219,435,708	$207,966,104	$216,580,597	94.8%
Surplus **(Deficit)**	**$(1,606,047)**	**$(9,802,724)**	**$(958,087)**	**$(1,578,052)**	

Measure C Revenue and Expenditure Summary Table

Measure C	FY2026 Adopted Budget	FY2026 Revised Budget	Actual FY2026 – Q4	FY2026 Projections	Actual % of Revised Budget
Revenue	$34,235,000	$34,257,500	$31,944,809	$34,257,500	93.2%
Expenditure	$35,119,802	$78,790,477	$31,539,045	$31,539,045	40.0%
Surplus **(Deficit)**	**$(884,802)**	**$(44,532,977)**	**$405,763**	**$2,718,455**	

The voters approved a half-cent transaction and use tax (Measure I) on November 5, 2024, which became effective on April 1, 2025, with the first payment to be received at Q4 FY2025. Measure I tax revenue is projected to generate approximately $15.1 Million annually. As of the end of Q4, the City has received $12.8 Million in revenue, with additional receipts expected before the close of Period 12.

Tiers of Staff Recommendations to Address the Budget Deficit

Over the last few months, staff developed a comprehensive set of revenue generating and expenditure reduction/control options for the Finance Committee to consider. More than 200 individual ideas were generated and evaluated to determine potential service delivery impacts and revenue generating and cost savings ranges, among others. Staff also categorized the ideas into the following tiers:

- Tier 1 – Can be implemented fairly quickly.
- Tier 2 – May take more time, but still worth exploring and implementing.
- Tier 3 – Do not recommend at this time but to be considered in the future.

The Finance Committee provided direction to staff during the meeting on October 21, 2025, as follows:

Highest priorities (recommending to proceed)

- Cannabis excise tax revenue generators:
  - Increase cannabis excise tax up to the 20.0% voter approved limit; and
  - Consider additional revenue generating sales opportunities
- Initiate a poll to assess the viability of possible revenue tax measures for the November 2026 ballot, including tax rates increases for Real Property Transfer Tax, Transient Occupancy Tax (TOT), Utility Users Tax, and a Parcel Tax;
- Analyze recreational vehicle camping at the Waterfront parking lots;

Lowest priorities (not recommending to proceed)

- Library closures or reduced hours of operation;
- Allow short-term rentals throughout the City which would generate additional TOT revenue; and
- Increase parking fees.

On March 17, 2026, the City Council approved of an increase from 6.0% to 8.0% for the cannabis excise tax rate. The rate took effect on July 1, 2026. On April 9, 2026, during the FY2027 budget work session, the City Council gave direction to pause work on exploring potential revenue measures for the upcoming November 2026 ballot.

Below is a table showing an update regarding the budgetary savings impacts staff are projecting for FY2026 and FY2027 and explanations below the table.

DEPARTMENT	FY2026	FY2027
City Administrator’s Office	$0	$150,000
Community Development	$70,000	$317,335
Finance	$71,000	$1,240,100
Fire	$48,000	$158,900
Human Resources	$0	$0
Information Technology	$0	$74,038
Library	$224,186	$67,509
Parks & Recreation	$0	$91,248
Police	$557,000	$1,340,000
Public Works	$57,500	$376,729
Sustainability & Resilience	$315,000	$648,000
Total Projected Savings	**$1,342,686**	**$4,463,859**

Impacts in FY2026 include items such as:

- Transferring positions to Enterprise Funds;
- Minor fee adjustments;
- Library reorganization;
- Increase parking citation revenues;
- Hold positions vacant;
- Clean Community taking on appropriate and eligible General Fund expenses.

Impacts in FY2027 include items such as:

- Transferring positions to Enterprise Funds;
- Minor fee adjustments;
- Library reorganization;
- Increase parking citation revenues;
- Hold positions vacant;
- Clean Community taking on appropriate and eligible General Fund expenses.

Position Changes Summary

Human Resources seeks Council approval for the following adjustments to the Position Salary Control Resolution No. 2026-072, as detailed in Exhibit 1. Changes are effective September 19, 2026, unless otherwise noted below:

CITY ADMINISTRATOR'S OFFICE

Establishment of a new classification titled Rental Housing Programs Manager and establishing 1.0 FTE position: The proposed Rental Housing Programs Manager is a new classification that will oversee a broad variety of initiatives including rent stabilization, rental housing mediation services, and related enforcement. Pursuant to City Council directive, the proposed classification and position will facilitate the establishment and execution of a plan and structure to address rental housing needs within the community. The proposed annual range ($160,178 to $194,697) is made in consideration of recently collected regionally adjusted compensation data. This new position will initially be funded from Measure I with the intention of costs being offset by fees as the rent stabilization program launches and matures.

CITY ATTORNEY'S OFFICE

Add 1.0 FTE Deputy City Attorney: The City Attorney currently has a very high volume of prosecution matters, and that workload is expected to increase with the potential rent stabilization/STR ordinance, as well as sidewalk vending and other enforcement matters coming into the Office. The current structure of the City Attorney's Office includes a half-time Prosecutor position (City Attorney V) that has historically proved difficult to fill and is currently vacant. The department proposes replacing this position with a more junior position full-time. This will allow the department to recruit someone relatively early in their career, potentially someone coming out of law school, who can develop expertise and have a long-term interest in this area. Additionally, converting this position would give the Office dedicated prosecution capacity at a very minimal additional cost, while also allowing the Office to handle the increased workload associated with STR and RSO matters without requiring significant additional City resources. The change of structure would be cost neutral in the current fiscal year, being covered by salary savings. Future years will potentially increase costs to the General Fund by $11,700 per year and will be addressed in future budget cycles.

Deletion of a 0.5 FTE Assistant City Attorney V in the City Attorney's Office: It has been challenging to find a suitable incumbent for this part-time vacancy. As such, it is recommended to be deleted in concert with the establishment of a full-time Deputy City Attorney.

Realignment of the salary for Assistant City Attorney V: The City Attorney's Office is currently recruiting for an Assistant City Attorney V (Senior Litigator). Despite active efforts including the utilization of an executive recruiting firm, recruitment efforts to date have failed to produce a sufficient pool of qualified candidates for consideration. Human Resources staff conducted a compensation study and found that the position is behind market. To bolster recruitment efforts, it is recommended that the salary for the Assistant City Attorney V be reallocated to match the regionally adjusted market median resulting in a new salary range of $246,347 to $299,435/annually. The reallocation would be cost neutral in the current fiscal year, being covered by salary savings. Future years will potentially increase costs to the General Fund by approximately $32,350 per year and will be addressed in future budget cycles.

FINANCE

Realignment of the salary for Risk Manager: The Finance Department has recently received the resignation of their Risk Manager who accepted a job with a local jurisdiction. Human Resources staff conducted a compensation study and found that the position is behind market. To bolster recruitment efforts, it is recommended that the salary for the Risk Manager be reallocated to match the regionally adjusted market median resulting in a new salary range of $159,140 to $193,434/annually. The realignment would be cost neutral in the current fiscal year, being covered by salary savings. Future years will potentially increase costs to the General Fund by approximately $18,205 per year and will be addressed in future budget cycles.

Reclassification of a 1.0 FTE Risk Analyst I – Confidential (Job Class 6020) to the classification of Administrative Analyst I (Job Class 1406). This position provides administrative and analytical support to the Risk Management Division. The position administers Citywide insurance compliance processes, reviews contracts and insurance documents, analyzes data, prepares reports, coordinates projects, and works with City departments, vendors, and insurance providers. These responsibilities are consistent with the Administrative Analyst I classification.

PARKS & RECREATION

Establishment of a new classification titled Parks Planning Manager and establishing 1.0 FTE position: The proposed Parks Planning Manager position will provide oversight for a wide range of Parks and Recreation planning and policy initiatives that relate to operations, rules, procedures, land management, interagency collaboration on regional park, open space, and trails issues. The position will oversee the completion of the City's 30-year Parks and Recreation Master Plan, and corresponding updates to Title 15, Title 28, and Title 30 revisions to address park use and management rules, park zoning and designations, open space management plans, etc. The position will be responsible for capital grant applications and management as well as relationships with community land management partners, private donors, state agencies, including state and federal regulations. The establishment of this position allows for the delegation of responsibilities currently performed by the Director. The proposed salary of $164,211 to $199,599/annually is based upon internal alignment considerations. The position will be funded by the deletion of two vacant positions classified as Neighborhood Outreach Services Supervisor I and Senior Recreation Supervisor. The deletion of these two positions presents cost savings to the City.

Deletion of 1.0 FTE Neighborhood Outreach Services Supervisor I and 1.0 FTE Senior Recreation Supervisor in Parks and Recreation: The proposed deletion of the subject vacant positions will be utilized to fund the establishment of the Parks Planning Manager position.

Budget/Financial Impact

There is no direct budgetary or financial impact by accepting the interim financial statement for Q4 FY2026. The Q4 budget adjustments, as proposed, will change revenue and expenditure appropriations in the General Fund and other funds as itemized in Attachment 3. These budget adjustments have no significant budget impacts. All proposed position changes are projected to be funded through existing appropriations in various departments and funds. No additional expenditure appropriation is required at this time to fund those position changes.

The adopted General Fund budget for FY2026 and recommended budget for FY2027 calls for the use of reserves of $4.3 Million and $3.4 Million, including the required reserve contribution, respectively, to balance the budget. The General Fund has previously and is projected to continue to have structural operating deficits as ongoing revenue growth is not adequate to fund the ongoing expenditure growth of existing operations.

Staff continue to work on the list of revenue generating and expenditure control options that the City Council has reviewed. Staff anticipate additional solutions to be implemented in the coming years. As operating deficits continue, additional reserves will be required to balance the budget. All General Fund contingency reserves were depleted in FY2026.

Sustainability Impact

Budget and financial reports can be accessed by the public on the City's Budget and Reporting webpage at SantaBarbaraCA.gov/Budget-Reports.

Environmental Review

Reports are no longer printed, saving paper and toner.

Attachments:

The following attachments are included in the Council Agenda Packet for September 15, 2026:

1. Summary by Fund Statement of Revenues and Expenditures for the Twelve Months Ended June 30, 2026.
2. Interim Financial Statements for the Twelve Months Ended June 30, 2026 (Narrative Analysis).
3. Schedule of Proposed Fourth-Quarter Adjustments.
4. Position Salary Control Revised, Effective September 19, 2026.

Prepared by: Nathalie Lecolley, Controller

Submitted by: Keith DeMartini, Finance Director

Approved by: Kelly McAdoo, City Administrator

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Summary by Fund
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	%of Budget	Previous YTD
GENERAL FUND (pages 3-7)							
Revenue	208,664,394	209,632,984	207,008,018	-	2,624,966	98.7%	213,141,363
Expenditures	210,270,440	219,435,707	207,966,102	3,275,776	8,193,828	96.3%	231,731,521
Addition to / (use of) reserves	(1,606,046)	(9,802,722)	(958,084)	(3,275,776)	(5,568,862)		(18,590,157)
MEASURE C (pages 3-7)							
Revenue	34,235,000	34,257,500	31,944,809	-	2,312,691	93.2%	31,549,966
Expenditures	35,119,802	78,790,477	31,539,045	10,977,112	36,274,319	54.0%	42,665,568
Addition to / (use of) reserves	(884,802)	(44,532,977)	405,763	(10,977,112)	(33,961,628)		(11,115,602)
SOLID WASTE FUND (page 9)							
Revenue	42,990,702	43,199,169	43,318,163	-	(118,994)	100.3%	40,408,515
Expenditures	42,373,212	45,085,622	43,302,991	501,052	1,281,579	97.2%	39,029,667
Addition to / (use of) reserves	617,491	(1,886,453)	15,172	(501,052)	(1,400,573)		1,378,848
WATER OPERATING FUND (page 10)							
Revenue	86,755,946	86,755,946	85,989,212	-	766,734	99.1%	80,009,483
Expenditures	89,330,512	92,249,277	83,724,657	4,193,847	4,330,773	95.3%	78,352,423
Addition to / (use of) reserves	(2,574,566)	(5,493,331)	2,264,555	(4,193,847)	(3,564,039)		1,657,060
WASTEWATER OPERATING FUND (page 11)							
Revenue	34,492,415	37,992,415	37,895,023	-	97,392	99.7%	32,034,376
Expenditures	37,164,550	38,477,225	34,970,675	1,359,166	2,147,384	94.4%	32,295,164
Addition to / (use of) reserves	(2,672,135)	(484,810)	2,924,348	(1,359,166)	(2,049,992)		(260,788)
DOWNTOWN PARKING FUND (page 12)							
Revenue	10,239,915	10,292,475	10,823,489	-	(531,014)	105.2%	11,428,288
Expenditures	10,292,863	10,490,559	9,946,460	76,979	467,121	95.5%	11,696,445
Addition to / (use of) reserves	(52,948)	(198,084)	877,029	(76,979)	(998,135)		(268,158)
AIRPORT OPERATING FUND (page 13)							
Revenue	35,563,735	41,639,385	36,489,606	-	5,149,779	87.6%	33,751,114
Expenditures	41,945,246	50,271,253	43,578,076	4,221,259	2,471,918	95.1%	35,842,965
Addition to / (use of) reserves	(6,381,511)	(8,631,868)	(7,088,470)	(4,221,259)	2,677,861		(2,091,851)
GOLF COURSE FUND (page 14)							
Revenue	5,267,832	5,267,832	5,146,670	-	121,162	97.7%	4,991,486
Expenditures	5,741,937	6,344,110	6,037,747	-	306,363	95.2%	4,342,809
Addition to / (use of) reserves	(474,105)	(1,076,278)	(891,076)	-	(185,201)		648,677
FACILITIES MANAGEMENT FUND (page 15)							
Revenue	8,285,099	8,285,099	8,355,563	-	(70,465)	100.9%	7,292,897
Expenditures	7,844,685	8,705,455	7,335,970	290,920	1,078,565	87.6%	6,415,051
Addition to / (use of) reserves	440,414	(420,357)	1,019,593	(290,920)	(1,149,030)		877,846

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Summary by Fund
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	%of Budget	Previous YTD
FLEET REPLACEMENT FUND (page 16)							
Revenue	7,517,447	7,550,586	7,975,948	-	(425,362)	105.6%	7,025,042
Expenditures	5,225,193	12,040,879	2,576,616	2,026,855	7,437,407	38.2%	3,284,142
Addition to / (use of) reserves	2,292,254	(4,490,293)	5,399,332	(2,026,855)	(7,862,770)		3,740,900
FLEET MAINTENANCE FUND (page 17)							
Revenue	4,174,813	4,176,813	4,177,375	-	(562)	100.0%	3,622,681
Expenditures	4,023,444	4,189,468	3,962,917	68,499	158,052	96.2%	3,886,836
Addition to / (use of) reserves	151,369	(12,656)	214,458	(68,499)	(158,614)		(264,155)
SELF INSURANCE TRUST FUND (page 18)							
Revenue	25,414,322	25,514,322	25,626,108	-	(111,786)	100.4%	20,426,069
Expenditures	24,784,085	25,012,007	21,679,684	398,554	2,933,769	88.3%	18,322,113
Addition to / (use of) reserves	630,237	502,315	3,946,424	(398,554)	(3,045,555)		2,103,957
INFORMATION TECHNOLOGY FUND (page 19)							
Revenue	10,602,324	10,602,327	10,569,391	-	32,936	99.7%	9,484,957
Expenditures	9,936,222	10,073,494	9,566,405	12,494	494,594	95.1%	8,664,148
Addition to / (use of) reserves	666,102	528,833	1,002,985	(12,494)	(461,658)		820,809
WATERFRONT OPERATING FUND (page 20)							
Revenue	20,788,855	20,788,855	20,899,481	-	(110,626)	100.5%	20,897,022
Expenditures	22,732,468	22,834,901	22,159,701	353,613	321,587	98.6%	20,455,536
Addition to / (use of) reserves	(1,943,613)	(2,046,046)	(1,260,220)	(353,613)	(432,213)		441,486
SANTA BARBARA CLEAN ENERGY FUND (page 21)							
Revenue	47,843,217	47,843,217	43,839,518	-	4,003,700	91.6%	47,703,840
Expenditures	50,573,418	52,622,535	41,607,651	4,170,317	6,844,566	87.0%	58,760,938
Addition to / (use of) reserves	(2,730,201)	(4,779,318)	2,231,866	(4,170,317)	(2,840,867)		(11,057,098)
ENERGY AND CLIMATE MANAGEMENT FUND (page 22)							
Revenue	2,288,786	2,315,518	2,324,216	-	(8,698)	100.4%	2,254,953
Expenditures	2,313,378	2,732,074	2,135,221	88,618	508,236	81.4%	2,168,976
Addition to / (use of) reserves	(24,592)	(416,556)	188,996	(88,618)	(516,934)		85,976
TOTAL FOR ALL FUNDS							
Revenue	550,889,802	561,856,943	550,437,782	-	11,419,161	98.0%	534,472,085
Expenditures	564,551,652	600,564,566	540,550,873	21,037,951	38,975,743	93.5%	555,248,733
Addition to / (use of) reserves	(13,661,850)	(38,707,623)	9,886,909	(21,037,951)	(27,556,582)		(20,776,648)

*** It is City policy to adopt a balanced budget. In most cases, encumbrance balances exist at year-end. These encumbrance balances are obligations of each fund and must be reported at the beginning of each fiscal year. In addition, a corresponding appropriations entry must be made in order to accommodate the 'carried-over' encumbrance amount. Most differences between budgeted annual revenues and expenses are due to these encumbrance carryovers.*

CITY OF SANTA BARBARA
General Fund
Interim Statement of Budgeted and Actual Revenues
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Remaining Balance with Revised budget	Percent Received	Previous YTD	Change Over Prior Year
TAXES							
Sales and Use	31,960,000	31,960,000	29,305,669	2,654,331	91.7%	29,301,467	0.0%
Measure C Sales Tax	34,235,000	34,257,500	31,944,809	2,312,691	93.2%	31,549,966	1.3%
Measure I Sales Tax	15,100,000	15,100,000	12,846,011	2,253,989	85.1%	-	0.0%
Property Taxes	53,581,500	53,581,500	53,607,483	(25,983)	100.0%	50,658,248	0.0%
Utility Users Tax	8,200,000	8,200,000	9,525,955	(1,325,955)	116.2%	9,062,246	5.1%
Transient Occupancy Tax	29,561,000	29,561,000	32,204,782	(2,643,782)	108.9%	29,051,995	10.9%
Business License	2,958,000	2,958,000	2,726,290	231,710	92.2%	2,729,185	-0.1%
Cannabis Excise Tax	1,000,000	1,000,000	765,668	234,332	76.6%	1,085,687	-29.5%
Real Property Transfer Tax	1,000,000	1,000,000	1,005,025	(5,025)	100.5%	913,156	10.1%
Total Tax Revenues	177,595,500	177,618,000	173,931,692	3,686,308	97.9%	154,351,950	12.7%
LICENSES & PERMITS							
Licenses & Permits	239,725	240,925	132,053	108,872	54.8%	147,598	-10.5%
Total	239,725	240,925	132,053	108,872	54.8%	147,598	-10.5%
FINES & FORFEITURES							
Police	2,900,252	2,900,252	3,425,224	(524,972)	118.1%	1,886,768	81.5%
Other Fines & Forfeitures	505,400	505,400	518,643	(13,243)	102.6%	988,839	-47.6%
Total	3,405,652	3,405,652	3,943,867	(538,215)	115.8%	2,875,607	37.1%
USE OF MONEY & PROPERTY							
Investment Income	2,497,391	2,497,391	2,432,449	64,942	97.4%	1,739,605	39.8%
Rents & Concessions	1,615,325	1,640,325	1,592,687	47,638	97.1%	1,396,242	14.1%
Total	4,112,716	4,137,716	4,025,136	112,580	97.3%	3,135,847	28.4%
INTERGOVERNMENTAL							
Library	919,983	919,983	897,803	22,181	97.6%	888,964	0.0%
Fire	1,500,000	1,500,000	1,122,635	377,365	74.8%	1,757,483	0.0%
Other Intergovernmental	497,078	508,415	751,706	(243,292)	147.9%	784,703	-4.2%
Total	2,917,061	2,928,398	2,772,144	156,253	94.7%	3,431,149	-19.2%
FEES & SERVICE CHARGES							
Community Development	7,762,650	7,864,069	9,541,326	(1,677,257)	121.3%	8,590,749	11.1%
Parks & Recreation	4,869,967	4,809,767	4,747,109	62,657	98.7%	4,311,577	10.1%
Other Service Charges	3,262,558	3,782,479	3,012,483	769,996	79.6%	3,062,427	-1.6%
Total	15,895,175	16,456,315	17,300,917	(844,603)	105.1%	15,964,753	8.4%
OTHER REVENUES							
Interfund Charges & Reimbursement	17,339,859	17,339,859	16,577,921	761,938	95.6%	14,923,743	11.1%
Overhead Indirect Allocations	12,953,367	12,921,424	12,881,235	40,189	99.7%	9,507,582	35.5%
Interfund Transfers	637,407	939,264	632,022	307,242	67.3%	479,290	31.9%
Interfund Loans	24,140	24,140	-	24,140	0.0%	2,166,864	0.0%
Miscellaneous	1,201,292	1,301,292	354,007	947,285	27.2%	247,774	42.9%
Donations	77,500	77,500	64,493	13,007	83.2%	99,667	-35.3%
Franchise Fees	6,500,000	6,500,000	6,337,339	162,661	97.5%	5,809,540	9.1%
Total	38,733,565	39,103,479	36,847,017	2,256,462	94.2%	33,234,460	10.9%
Subtotal Non-Tax Revenues	65,303,894	66,272,484	65,021,135	1,251,349	98.1%	58,789,413	10.6%
TOTAL REVENUES	242,899,394	243,890,484	238,952,827	4,937,658	98.0%	213,141,363	12.1%

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	YTD Expended and Encumbered	Previous YTD
GENERAL GOVERNMENT							
Mayor & City Council							
MAYOR & CITY COUNCIL	1,356,249	1,375,963	1,240,313	512	135,138	90.2%	1,212,621
ARTS & COMMUNITY PROMOTIONS	2,000,318	2,210,713	2,148,301	12,500	49,911	97.7%	2,379,383
Total	3,356,567	3,586,676	3,388,614	13,012	185,049	94.8%	3,592,005
City Attorney							
CITY ATTORNEY-ADMINISTRATION	5,612,505	5,917,873	5,231,370	310,151	376,351	93.6%	1,280,722
CITY ATTORNEY-ADVISORY	-	-	-	-	-	0.0%	1,441,584
CITY ATTORNEY-CIVIL LITIGATION	-	-	-	-	-	0.0%	1,341,575
ENFORCEMENT	-	-	-	-	-	0.0%	946,151
Total	5,612,505	5,917,873	5,231,370	310,151	376,351	93.6%	5,010,033
Administration							
CITY ADMINISTRATOR	3,268,068	4,068,489	3,593,742	110,550	364,198	91.0%	3,215,599
EMPLOYEE RELATIONS	-	83	83	-	0	100.0%	4,346
CITY TV	620,913	701,500	550,587	2,136	148,776	78.8%	633,718
DOWNTOWN PROGRAM	1,870,507	2,020,507	2,024,944	118,282	(122,719)	106.1%	-
HUMAN SVCS.	461,532	1,562,015	999,054	504,896	58,065	96.3%	-
HOUSING MEDIATION	547,928	548,306	544,738.92	120	3,446		-
COMMUNITY VITALITY	850,162	850,723	531,637	160	318,926	62.5%	-
CITY CLERK	974,650	985,291	975,088	8,811	1,392	99.9%	1,018,257
Total	8,593,758	10,736,912	9,219,873	744,955	772,084	92.8%	4,872,071
Human Resources							
HUMAN RESOURCES	2,455,968	2,506,279	2,476,525	38,020	(8,266)	100.3%	2,273,776
EMPLOYEE RELATIONS	384,894	494,135	284,636	84,996	124,504	74.8%	337,156
EMPLOYEE DEVELOPMENT	94,447	97,947	30,918	4,250	62,779	35.9%	50,303
Total	2,935,310	3,098,361	2,792,078	127,266	179,017	94.2%	2,661,235
Finance							
ADMINISTRATION	342,626	440,384	469,206	43,819	(72,640)	116.5%	415,724
REVENUE & CASH MANAGEMENT	949,533	1,236,446	811,385	150,911	274,150	77.8%	796,729
CASHIERING & COLLECTION	1,684,907	1,844,351	1,595,498	194,271	54,582	97.0%	1,587,514
BUDGET MANAGEMENT	1,067,783	1,284,428	1,053,035	7,000	224,393	82.5%	801,843
ACCOUNTING	1,245,821	1,247,640	1,200,655	13,570	33,416	97.3%	1,185,791
MISCELLANEOUS	519,768	520,917	519,654	-	1,262	99.8%	494,349
ACCOUNTS PAYABLE	311,736	312,475	363,720	-	(51,246)	116.4%	350,081
CITY BILLING & CUSTOMER SERVICE	928,460	1,080,161	963,514	34,793	81,854	92.4%	876,152
PURCHASING	858,216	860,454	882,126	-	(21,671)	102.5%	803,154
CENTRAL WAREHOUSE	220,475	222,407	229,291	-	(6,883)	103.1%	213,729
MAIL SERVICES	185,000	190,819	183,290	3,997	3,532	98.1%	172,456
Total	8,314,325	9,240,483	8,271,421	448,361	520,701	94.4%	7,697,756
TOTAL GENERAL GOVERNMENT	28,812,465	32,580,304	28,903,357	1,643,744	2,033,203	93.8%	23,833,099

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	YTD Expended and Encumbered	Previous YTD
PUBLIC SAFETY							
Police							
CHIEF'S STAFF	2,711,702	2,741,935	3,989,030	36,070	(1,283,164)	146.8%	3,352,361
BUSINESS OFFICE	1,080,247	1,087,284	1,061,339	-	25,946	97.6%	984,858
RECORDS BUREAU	2,354,721	2,394,342	2,271,912	936	121,494	94.9%	2,148,451
STRATEGIC OPERATIONS	2,786,798	2,811,642	2,920,496	8,583	(117,437)	104.2%	2,785,858
PROPERTY ROOM	325,300	327,481	317,216	-	10,265	96.9%	281,408
TRAINING, RECRUITMENT/WELLNESS	3,898,322	3,954,579	3,099,707	113,250	741,622	81.2%	2,785,797
RANGE AND EQUIPMENT	2,103,076	2,169,286	2,066,351	36,786	66,150	97.0%	1,849,012
INF.TECHNOLOGY/CRIME ANALYSIS	2,074,900	2,157,949	2,237,460	18,586	(98,097)	104.5%	1,990,955
CRIMINAL INVESTIGATIONS & INTERNAL OF	7,046,070	7,144,860	7,110,214	19,955	14,692	99.8%	6,516,390
CRIME LAB	199,614	200,990	193,126	-	7,864	96.1%	179,911
FIELD OPERATIONS DIVISION	25,304,759	25,538,830	25,841,501	100,985	(403,657)	101.6%	23,159,966
TRAFFIC	1,406,459	1,415,159	1,698,376	-	(283,217)	120.0%	1,294,492
SPECIAL EVENTS	676,025	674,527	392,984	-	281,543	58.3%	330,780
STREET CRIMES UNIT	2,203,889	2,663,617	2,709,443	-	(45,826)	101.7%	2,354,195
SPECIAL ENFORCEMENT TEAM	108,194	108,194	-	-	108,194	0.0%	56,141
PARKING AND STREET SWEEPING	406,848	409,637	334,260	-	75,377	81.6%	316,218
PARKING ENFORCEMENT	1,186,147	1,205,747	1,264,732	4,026	(63,011)	105.2%	931,912
COMBINED COMMUNICATIONS CTR.	4,277,707	4,301,134	3,918,550	-	382,584	91.1%	3,876,350
ANIMAL CONTROL	1,042,167	1,066,360	850,414	164,668	51,278	95.2%	1,054,018
Total	61,192,945	62,373,553	62,277,111	503,844	(407,401)	100.7%	56,249,072
Fire							
ADMINISTRATION	1,620,294	1,626,701	2,311,215	-	(684,515)	142.1%	2,126,326
EMERGENCY SRVS / PUBLIC ED	543,168	544,545	569,466	49,800	(74,721)	113.7%	477,601
PREVENTION	1,516,456	1,623,253	1,476,040	-	147,213	90.9%	1,270,912
WILDLAND FIRE MITIGATION PROG.	397,918	435,245	402,941	1,285	31,019	92.9%	326,396
OPERATIONS	32,499,169	35,552,489	33,904,867	72,728	1,574,895	95.6%	30,104,437
TRAINING AND RECRUITMENT	1,713,641	1,848,913	1,042,419	-	806,494	56.4%	1,455,026
ARFF	4,090,031	4,420,055	4,575,038	-	(154,983)	103.5%	3,706,249
Total	42,380,676	46,051,201	44,281,987	123,812	1,645,402	96.4%	39,466,946
TOTAL PUBLIC SAFETY	103,573,620	108,424,754	106,559,097	627,656	1,238,001	98.9%	95,716,018
PUBLIC WORKS							
Public Works							
ADMINISTRATION	1,927,270	1,951,297	1,748,961	20,008	182,327	90.7%	1,861,711
ENGINEERING SVCS	10,831,773	10,845,794	9,861,571	-	984,224	90.9%	9,445,300
PUBLIC RT OF WAY MGMT	2,428,203	2,437,802	1,881,449	6,788	549,565	77.5%	2,098,809
Total	15,187,246	15,234,893	13,492,043	26,796	1,716,054	88.7%	13,408,933
TOTAL PUBLIC WORKS	15,187,246	15,234,893	13,492,043	26,796	1,716,054	88.7%	13,408,933

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	YTD Expended and Encumbered	Previous YTD
COMMUNITY SERVICES							
Parks & Recreation							
REC PROGRAM MGMT	883,128	898,708	1,087,417	206	(188,915)	121.0%	1,152,714
FACILITIES & SPECIAL EVENTS	2,450,750	2,423,941	2,204,638	19,085	200,218	91.7%	2,310,267
YOUTH ACTIVITIES	1,802,962	1,864,121	1,594,474	49	269,598	85.5%	1,540,877
ACTIVE ADULTS	1,175,653	1,176,905	1,155,613	94	21,198	98.2%	949,040
AQUATICS	2,711,087	2,621,355	2,597,978	24,245	(868)	100.0%	2,418,382
SPORTS	1,593,010	1,585,416	1,435,453	53,112	96,851	93.9%	1,340,823
NEIGHBORHOOD/OUTREACH SERV	1,679,472	1,692,130	1,433,127	3,994	255,008	84.9%	1,340,001
ADMINISTRATION	1,740,812	1,744,093	1,717,405	756	25,932	98.5%	1,547,434
PROJECT MANAGEMENT TEAM	1,141,579	1,166,872	1,099,329	8,569	58,974	94.9%	868,332
PARK OPERATIONS MNGMNT	1,510,344	1,516,441	1,491,367	700	24,374	98.4%	1,388,376
GROUNDS & FACILITIES MAINT.	8,243,319	8,349,876	7,421,384	152,352	776,139	90.7%	7,061,471
FORESTRY	2,139,374	2,274,640	2,197,759	-	76,882	96.6%	1,953,151
BEACH MAINTENANCE	363,025	363,327	342,031	3,609	17,687	95.1%	236,771
MEDIANS PARKWAYS&CONTRACTS	612,913	613,585	448,742	94,369	70,474	88.5%	483,993
Total	28,047,427	28,291,409	26,226,717	361,140	1,703,553	94.0%	24,591,632
Library							
ADMINISTRATION	1,080,355	998,300	1,114,439	-	(116,139)	111.6%	1,081,194
CENTRAL LIBRARY	7,659,841	7,755,010	7,183,987	-	571,022	92.6%	5,722,301
EASTSIDE LIBRARY	661,165	661,504	677,837	238	(16,571)	102.5%	577,305
LIBRARY ON THE GO	461,718	461,913	469,304	-	(7,391)	101.6%	383,483
ADULT EDUCATION	-	-	8,825	-	(8,825)	0.0%	411,195
Total	9,863,079	9,876,726	9,454,392	238	422,096	95.7%	8,175,478
TOTAL COMMUNITY SERVICES	37,910,506	38,168,136	35,681,109	361,378	2,125,648	94.4%	32,767,110
COMMUNITY DEVELOPMENT							
Community Development							
ADMINISTRATION	1,165,113	1,173,021	1,657,910	428	(485,318)	141.4%	2,192,179
RENTAL HOUSING MEDIATION	-	-	-	-	-	0.0%	396,083
HUMAN SERVICES	-	-	-	-	-	0.0%	1,013,249
LONG RANGE PLAN & SPEC STUDY	1,540,735	1,596,869	1,244,422	22,293	330,155	79.3%	1,392,439
DEVEL & ENVIRONMENTAL REVIEW	2,089,169	3,014,435	2,138,019	124,394	752,022	75.1%	1,974,972
ZONING INFO & ENFORCEMENT	1,839,465	1,845,875	1,675,852	3,109	166,913	91.0%	1,610,881
DESIGN REV & HIST PRESERVATION	1,909,414	1,916,715	1,726,714	1,835	188,166	90.2%	1,683,791
BLDG INSP & CODE ENFORCEMENT	2,070,662	2,076,859	2,160,544	709	(84,393)	104.1%	1,745,732
RECORDS ARCHIVES & CLER SVCS	776,448	786,056	746,233	4,004	35,819	95.4%	703,794
BLDG COUNTER & PLAN REV SVCS	3,439,615	3,766,009	3,329,970	420,152	15,887	99.6%	3,039,813
CODE COMPLIANCE	1,138,778	1,145,341	1,114,396	439	30,506	97.3%	939,658
Total	15,969,397	17,321,179	15,794,060	577,363	949,757	94.5%	16,692,591
TOTAL COMMUNITY DEVELOPMENT	15,969,397	17,321,179	15,794,060	577,363	949,757	94.5%	16,692,591

General Fund
Interim Statement of Appropriations, Expenditures and Encumbrances
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	YTD Expended and Encumbered	Previous YTD
SUSTAINABILITY AND RESILIENCE							
Sustainability and Resilience							
ADMINISTRATION	-	-	-	-	-	0.0%	17,892
ABATEMENT	305,513	500,506	290,741	38,839	170,926	65.8%	575,724
Total	305,513	500,506	290,741	38,839	170,926	65.8%	593,616
TOTAL SUSTAINABILITY AND RESILIENCE	305,513	500,506	290,741	38,839	170,926	65.8%	593,616
NON-DEPARTMENTAL							
Non-Departmental							
TRANSFERS OUT	4,311,777	4,107,455	3,656,670	-	450,786	89.0%	4,249,587
CAPITAL OUTLAY TRANSFER	575,026	589,026	589,026	-	0	100.0%	1,805,000
APPROP. RESERVE	500,000	110,715	-	-	110,715	0.0%	-
MEASURE C SALES TAX	35,119,802	78,790,477	31,539,045	-	47,251,432	40.0%	42,665,568
MEASURE I TRANSFER	3,726,150	3,000,000	3,000,000	-	-	100.0%	-
Sub Total	44,232,755	86,597,673	38,784,741	-	47,812,932	44.8%	48,720,155
ANTICIPATED SALARY SAVINGS	*(601,260)*	*(601,260)*	-	-	*(601,260)*	*0.0%*	-
TOTAL NON-DEPARTMENTAL	43,631,495	85,996,413	38,784,741	-	47,211,672	45.1%	48,720,155
TOTAL EXPENDITURES	245,390,243	298,226,185	239,505,148	3,275,776	55,445,261	81.4%	231,731,521

*** The legal level of budgetary control is at the department level for the General Fund. Therefore, as long as the department as a whole is within budget, budgetary compliance has been achieved. The City actively monitors the budget status of each department and takes measures to address potential over budget situations before they occur.*

For Enterprise and Internal Service Funds, the level of budgetary control is at the fund level. The City also monitors and addresses these fund types for potential over budget situations.

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
Special Revenue Funds
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
TRAFFIC SAFETY FUND							
Revenue	245,000	245,000	301,390	-	(56,390)	123.0%	231,793
Expenditures	245,000	245,000	300,165	-	(55,165)	122.5%	231,933
Revenue Less Expenditures	-	-	1,225	-	(1,225)		(140)
CREEK RESTORATION/WATER QUALITY IMPRVMT							
Revenue	6,772,647	6,772,647	7,452,138	-	(679,491)	110.0%	6,683,931
Expenditures	7,136,975	7,648,891	6,524,582	559,629	564,680	92.6%	6,305,344
Revenue Less Expenditures	(364,328)	(876,243)	927,556	(559,629)	(1,244,171)		378,587
COMMUNITY DEVELOPMENT BLOCK GRANT							
Revenue	1,147,812	2,066,275	1,383,280	-	682,996	66.9%	819,398
Expenditures	1,146,418	2,851,811	2,113,015	469,708	269,088	90.6%	395,933
Revenue Less Expenditures	1,394	(785,535)	(729,735)	(469,708)	413,908		423,465
COUNTY LIBRARY							
Revenue	498,834	498,834	448,652	-	50,182	89.9%	489,681
Expenditures	487,876	490,058	453,926	223	35,910	92.7%	448,658
Revenue Less Expenditures	10,958	8,776	(5,274)	(223)	14,272		41,023
STREETS FUND							
Revenue	14,454,321	14,512,785	14,510,992	-	1,793	100.0%	15,320,017
Expenditures	14,583,350	14,773,391	14,158,345	115,985	499,061	96.6%	13,450,132
Revenue Less Expenditures	(129,029)	(260,606)	352,647	(115,985)	(497,268)		1,869,885
MEASURE A FUND							
Revenue	5,211,328	5,211,328	4,800,577	-	410,751	92.1%	5,234,676
Expenditures	5,519,615	6,045,862	5,843,129	44,768	157,966	97.4%	7,138,336
Revenue Less Expenditures	(308,287)	(834,534)	(1,042,552)	(44,768)	252,785		(1,903,661)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

SOLID WASTE FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum- brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service charges	42,584,431	42,584,431	42,875,536	-	(291,105)	100.7%	40,010,460
Other Fees & Charges	30,000	30,000	24,443	-	5,557	81.5%	28,291
Investment Income	295,599	295,599	366,411	-	(70,812)	124.0%	254,384
Rents & Concessions	30,133	30,133	30,140	-	(7)	100.0%	-
Grants	21,651	230,118	21,620	-	208,498	9.4%	115,240
Miscellaneous	28,888	28,888	13	-	28,875	0.0%	139
TOTAL REVENUES	42,990,702	43,199,169	43,318,163	-	(118,994)	100.3%	40,408,515
EXPENSES							
Salaries & Benefits	2,416,512	2,438,536	2,246,486	-	192,050	92.1%	1,970,940
Materials, Supplies & Services	38,686,000	41,158,212	40,083,760	463,412	611,040	98.5%	35,701,138
Special Projects	810,100	810,100	670,790	-	139,310	82.8%	963,563
Transfers-Out	200,000	230,000	200,000	-	30,000	87.0%	200,000
Equipment	220,600	408,774	101,956	37,640	269,178	34.1%	194,026
Other	40,000	40,000	-	-	40,000	0.0%	-
TOTAL EXPENSES	42,373,212	45,085,622	43,302,991	501,052	1,281,579	97.2%	39,029,667
Revenue Less Expense	617,491	(1,886,453)	15,172	(501,052)	(1,400,573)		1,378,848

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

WATER OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Water Sales- Metered	73,480,000	73,480,000	69,724,489	-	3,755,511	94.9%	66,061,352
Service Charges	254,500	254,500	365,632	-	(111,132)	143.7%	344,339
Cater JPA Treatment	2,400,000	2,400,000	2,737,238	-	(337,238)	114.1%	3,581,610
Investment Income	3,770,100	3,770,100	4,271,484	-	(501,384)	113.3%	3,374,083
Reimbursements	6,691,346	6,691,346	7,853,150	-	(1,161,804)	117.4%	5,860,185
Miscellaneous	160,000	160,000	1,037,219	-	(877,219)	648.3%	787,914
TOTAL REVENUES	86,755,946	86,755,946	85,989,212	-	766,734	99.1%	80,009,483
EXPENSES							
Salaries & Benefits	17,350,630	17,387,644	17,303,622	-	84,022	99.5%	15,832,179
Materials, Supplies	26,341,590	29,158,364	22,402,852	4,040,038	2,715,474	90.7%	20,618,099
Special Projects	1,000,535	1,052,983	546,826	73,308	432,849	58.9%	302,155
Water Purchases	8,670,000	8,670,000	8,559,461	-	110,539	98.7%	7,823,606
Debt Service	8,531,662	8,531,662	8,023,738	-	507,924	94.0%	9,161,644
Transfer-Out	61,392	61,392	55,873	-	5,519	91.0%	53,257
Capital Outlay Transfers	26,247,004	26,247,004	26,247,004	-	0	100.0%	24,082,950
Equipment	248,899	258,428	157,392	50,020	51,017	80.3%	149,807
Capitalized Fixed Assets	695,000	695,000	371,702	28,982	294,317	57.7%	287,076
Other	33,800	36,800	56,188	1,500	(20,888)	156.8%	41,649
Appropriated Reserve	150,000	150,000	-	-	150,000	0.0%	-
TOTAL EXPENSES	89,330,512	92,249,277	83,724,657	4,193,847	4,330,773	95.3%	78,352,423
Revenue Less Expense	(2,574,566)	(5,493,331)	2,264,555	(4,193,847)	(3,564,039)		1,657,060

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

WASTEWATER OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	% of Budget	Previous YTD
REVENUES							
Service Charges	33,022,315	33,022,315	33,279,754	-	(257,439)	100.8%	30,617,991
Fees	636,100	636,100	393,386	-	242,714	61.8%	699,223
Investment Income	788,000	788,000	633,455	-	154,545	80.4%	648,457
Rents & Concessions	41,000	41,000	54,537	-	(13,537)	133.0%	53,866
Miscellaneous	5,000	5,000	33,891	-	(28,891)	677.8%	14,838
Operating Transfers-In	-	3,500,000	3,500,000	-	-	100.0%	-
TOTAL REVENUES	34,492,415	37,992,415	37,895,023	-	97,392	99.7%	32,034,376
EXPENSES							
Salaries & Benefits	11,447,868	11,468,496	11,403,237	-	65,259	99.4%	10,080,606
Materials, Supplies&Servs.	13,786,691	14,903,743	12,166,674	1,166,350	1,570,719	89.5%	11,095,673
Special Projects	762,600	902,095	318,281	172,315	411,499	54.4%	749,508
Transfer-Out	61,392	61,392	55,873	-	5,519	91.0%	703,311
Debt Service	3,557,337	3,557,337	3,557,337	-	0	100.0%	3,550,837
Capital Outlay Transfers	7,230,962	7,230,962	7,230,962	-	(0)	100.0%	5,909,750
Equipment	137,900	154,400	44,858	16,500	93,042	39.7%	68,049
Capitalized Fixed Assets	177,000	192,000	191,776	-	224	99.9%	134,240
Other	2,800	6,800	1,678	4,000	1,123	83.5%	3,190
TOTAL EXPENSES	37,164,550	38,477,225	34,970,675	1,359,166	2,147,384	94.4%	32,295,164
Revenue Less Expense	(2,672,135)	(484,810)	2,924,348	(1,359,166)	(2,049,992)		(260,788)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

DOWNTOWN PARKING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	% of Budget	Previous YTD
REVENUES							
Improvement Tax	1,000,000	1,000,000	990,826	-	9,174	99.1%	928,164
Parking Fees	8,671,008	8,671,008	9,339,418	-	(668,410)	107.7%	8,471,071
Other Fees & Charges	2,000	2,000	2,091.71	-	(92)	104.6%	3,988
Investment Income	151,000	151,000	143,759	-	7,241	95.2%	124,649
Rents & Concessions	148,399	200,959	115,296	-	85,663	57.4%	356,730
Miscellaneous	133,890	133,890	94,015	-	39,875	70.2%	131,572
Operating Transfers-In	133,618	133,618	138,084	-	(4,466)	103.3%	1,412,114
TOTAL REVENUES	10,239,915	10,292,475	10,823,489	-	(531,014)	105.2%	11,428,288
EXPENSES							
Salaries & Benefits	5,456,925	5,469,406	5,367,679	-	101,727	98.1%	6,207,636
Materials, Supplies & Servs.	4,036,245	4,115,131	3,776,819	76,973	261,339	93.6%	4,784,525
Special Projects	130,093	130,093	47,520	6	82,567	36.5%	249,307
Transfer-Out	4,600	110,930	106,330	-	4,600	95.9%	-
Capital Outlay Transfers	640,000	640,000	640,000	-	0	100.0%	450,000
Equipment	15,000	15,000	8,111	-	6,889	54.1%	4,977
Appropriated Reserve	10,000	10,000	-	-	10,000	0.0%	-
TOTAL EXPENSES	10,292,863	10,490,559	9,946,460	76,979	467,121	95.5%	11,696,445
Revenue Less Expense	(52,948)	(198,084)	877,029	(76,979)	(998,135)		(268,158)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

AIRPORT OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Leases-Commercial/Industrial	6,212,195	6,212,195	5,498,726	-	713,469	88.5%	5,674,083
Leases-Terminal	14,062,360	14,062,360	13,592,346	-	470,014	96.7%	13,043,500
Leases-Non-Commercial Aviation	5,621,893	5,621,893	5,912,213	-	(290,320)	105.2%	5,406,257
Leases-Commercial Aviation	7,863,830	7,863,830	7,808,309	-	55,521	99.3%	6,806,489
Investment Income	734,000	734,000	752,947	-	(18,947)	102.6%	583,932
Service Charges	1,719	1,719	-	-	1,719	0.0%	-
Miscellaneous & Ins. Proceed	67,738	6,067,738	1,712,025	-	4,355,714	28.2%	37,484
Operating Transfers-In	1,000,000	1,075,650	1,213,040	-	(137,390)	112.8%	2,199,369
TOTAL REVENUES	35,563,735	41,639,385	36,489,606	-	5,149,779	87.6%	33,751,114
EXPENSES							
Salaries & Benefits	13,500,118	13,520,528	13,326,127	-	194,401	98.6%	12,209,775
Materials, Supplies & Services	16,740,663	18,277,031	15,776,294	1,498,090	1,002,647	94.5%	14,609,414
Special Projects	954,200	7,535,339	4,054,225	2,644,655	836,459	88.9%	2,741,053
Transfer-Out	315,661	315,661	296,783	-	18,878	94.0%	530,326
Debt Service	1,556,263	1,556,263	1,556,263	-	0	100.0%	1,556,500
Capital Outlay Transfers	8,495,979	8,489,428	8,489,428	-	0	100.0%	4,028,237
Equipment	250,806	441,448	78,956	74,515	287,977	34.8%	167,659
Other	-	4,000	-	4,000	-	100.0%	-
Appropriated Reserve	131,556	131,556	-	-	131,556	0.0%	-
TOTAL EXPENSES	41,945,246	50,271,253	43,578,076	4,221,259	2,471,918	95.1%	35,842,965
Revenue Less Expense	(6,381,511)	(8,631,868)	(7,088,470)	(4,221,259)	2,677,861		(2,091,851)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

GOLF COURSE FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Fees & Card Sales	4,851,282	4,851,282	4,707,678	-	143,604	97.0%	4,587,041
Investment Income	174,000	174,000	195,848	-	(21,848)	112.6%	149,660
Rents & Concessions	242,550	242,550	241,829	-	721	99.7%	249,058
Miscellaneous	-	-	1,315	-	(1,315)	0.0%	5,727
TOTAL REVENUES	5,267,832	5,267,832	5,146,670	-	121,162	97.7%	4,991,486
EXPENSES							
Salaries & Benefits	119,176	119,389	128,135	-	(8,747)	107.3%	125,329
Materials, Supplies & Srvs.	3,952,760	3,954,721	3,639,711	-	315,011	92.0%	3,417,480
Special Projects	-	-	(99)	-	99	0.0%	-
Transfer-Out	-	600,000	600,000	-	-	100.0%	200,000
Capital Outlay Transfers	1,670,000	1,670,000	1,670,000	-	(0)	100.0%	600,000
TOTAL EXPENSES	5,741,937	6,344,110	6,037,747	-	306,363	95.2%	4,342,809
Revenue Less Expense	(474,105)	(1,076,278)	(891,076)	-	(185,201)		648,677

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

FACILITIES MANAGEMENT FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service Charges	3,211,405	3,211,405	3,211,405	-	(0)	100.0%	2,898,896
Work Orders - Bldg Maint.	5,068,194	5,068,194	4,971,187	-	97,007	98.1%	4,393,408
Miscellaneous & Ins. Proceed	5,500	5,500	172,972	-	(167,472)	3144.9%	594
TOTAL REVENUES	8,285,099	8,285,099	8,355,563	-	(70,465)	100.9%	7,292,897
EXPENSES							
Salaries & Benefits	4,319,283	4,335,413	3,804,839	-	530,574	87.8%	3,716,880
Materials, Supplies & Svcs.	2,946,651	3,615,209	3,054,644	113,608	446,956	87.6%	2,223,126
Special Projects	534,750	670,463	433,308	177,312	59,843	91.1%	462,777
Equipment	5,000	45,370	43,179	-	2,191	95.2%	12,268
Appropriated Reserve	39,000	39,000	-	-	39,000	0.0%	-
TOTAL EXPENSES	7,844,685	8,705,455	7,335,970	290,920	1,078,565	87.6%	6,415,051
Revenue Less Expense	440,414	(420,357)	1,019,593	(290,920)	(1,149,030)		877,846

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

FLEET REPLACEMENT FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Vehicle Rental Charges	6,462,197	6,456,407	6,449,543	-	6,864	99.9%	5,892,764
Investment Income	884,077	884,077	1,110,196	-	(226,119)	125.6%	770,429
Rents & Concessions	103,173	103,173	103,173	-	-	100.0%	103,173
Miscellaneous& Auction Proceed	68,000	68,000	274,108	-	(206,108)	403.1%	251,016
Operating Transfers-In	-	38,929	38,929	-	0	0.0%	7,660
TOTAL REVENUES	7,517,447	7,550,586	7,975,948	-	(425,362)	105.6%	7,025,042
EXPENSES							
Salaries & Benefits	233,427	234,065	206,582	-	27,483	88.3%	210,938
Materials, Supplies & Svcs.	67,178	106,586	82,188	-	24,398	77.1%	40,135
Special Projects	-	54,138	-	-	54,138	0.0%	-
Debt Service	624,562	606,371	606,371	-	(0)	100.0%	606,371
Capitalized Fixed Assets	4,300,026	11,039,718	1,681,475	2,026,855	7,331,388	33.6%	2,377,460
TOTAL EXPENSES	5,225,193	12,040,879	2,576,616	2,026,855	7,437,407	38.2%	3,284,142
Revenue Less Expense	2,292,254	(4,490,293)	5,399,332	(2,026,855)	(7,862,770)		3,740,900

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

FLEET MAINTENANCE FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Vehicle Maintenance Charges	4,042,561	4,044,561	4,026,900	-	17,660	99.6%	3,484,723
Reimbursements	5,000	5,000	5,000	-	(0)	100.0%	5,000
Miscellaneous	127,252	127,252	145,475	-	(18,223)	114.3%	132,958
TOTAL REVENUES	4,174,813	4,176,813	4,177,375	-	(562)	100.0%	3,622,681
EXPENSES							
Salaries & Benefits	1,850,256	1,855,530	1,793,945	-	61,584	96.7%	1,792,763
Materials, Supplies & Svcs.	2,089,501	2,249,851	2,117,702	55,877	76,272	96.6%	2,028,880
Special Projects	56,804	57,204	44,582	12,622	-	100.0%	62,028
Equipment	7,884	7,884	6,688	-	1,196	84.8%	3,165
Appropriated Reserve	19,000	19,000	-	-	19,000	0.0%	-
TOTAL EXPENSES	4,023,444	4,189,468	3,962,917	68,499	158,052	96.2%	3,886,836
Revenue Less Expense	151,369	(12,656)	214,458	(68,499)	(158,614)		(264,155)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

SELF INSURANCE TRUST FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Insurance Premiums	16,263,468	16,263,468	16,263,468	-	1	100.0%	13,089,146
Workers' Compensation Premiums	8,369,373	8,369,373	8,369,373	-	-	100.0%	6,500,780
OSH Charges	361,744	361,744	361,744	-	0	100.0%	361,744
Unemployment Insurance Premiums	191,912	191,912	191,912	-	0	100.0%	191,911
Investment Income	152,000	152,000	363,775	-	(211,775)	239.3%	206,664
Operating Transfers-In	75,825	75,825	75,825	-	-	100.0%	75,825
TOTAL REVENUES	25,414,322	25,514,322	25,626,108	-	(111,786)	100.4%	20,426,069
EXPENSES							
Salaries & Benefits	1,081,011	1,082,058	1,008,817	-	73,241	93.2%	1,047,409
Materials, Supplies & Services	23,702,665	23,904,949	20,644,071	398,554	2,862,325	88.0%	17,272,647
Special Projects	-	25,000	21,650	-	3,350	86.6%	2,057
Capital Outlay Transfers	409	-	-	-	-	0.0%	-
Equipment	-	-	5,146	-	(5,146)	0.0%	-
TOTAL EXPENSES	24,784,085	25,012,007	21,679,684	398,554	2,933,769	88.3%	18,322,113
Revenue Less Expense	630,237	502,315	3,946,424	(398,554)	(3,045,555)		2,103,957

The Self Insurance Trust Fund is an internal service fund of the City, which accounts for the cost of providing workers' compensation, property and liability insurance as well as unemployment insurance and certain self-insured employee benefits on a city-wide basis. Internal Service Funds charge other funds for the cost of providing their specific services.

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

INFORMATION TECHNOLOGY FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service charges	9,909,521	9,909,524	9,909,528	-	(4)	100.0%	8,765,407
Operating Transfers-In	692,803	692,803	652,860	-	39,943	94.2%	719,550
Miscellaneous	-	-	7,003	-	(7,003)	0.0%	-
TOTAL REVENUES	10,602,324	10,602,327	10,569,391	-	32,936	99.7%	9,484,957
EXPENSES							
Salaries & Benefits	5,978,120	5,981,069	5,737,122	-	243,947	95.9%	5,462,542
Materials, Supplies & Services	3,503,075	3,637,398	3,435,400	2,814	199,184	94.5%	2,860,936
Capital Outlay Transfers	257,586	257,586	257,586	-	(0)	100.0%	302,810
Equipment	197,440	197,440	136,297	9,681	51,463	73.9%	37,860
TOTAL EXPENSES	9,936,222	10,073,494	9,566,405	12,494	494,594	95.1%	8,664,148
Revenue Less Expense	666,102	528,833	1,002,985	(12,494)	(461,658)		820,809

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

WATERFRONT OPERATING FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Leases - Commercial	2,350,000	2,350,000	2,400,935	-	(50,935)	102.2%	2,244,346
Leases - Food Service	3,150,000	3,150,000	3,030,863	-	119,137	96.2%	3,773,982
Slip Rental Fees	6,442,630	6,442,630	6,553,705	-	(111,075)	101.7%	6,211,594
Visitors Fees	861,900	861,900	761,869	-	100,031	88.4%	779,815
Slip Transfer Fees	1,000,000	1,000,000	1,139,363	-	(139,363)	113.9%	942,450
Parking Revenue	4,499,350	4,499,350	4,529,975	-	(30,625)	100.7%	4,594,489
Wharf Parking	414,580	414,580	378,055	-	36,525	91.2%	369,335
Grants	-	-	70,717	-	(70,717)	0.0%	12,253
Other Fees & Charges	235,565	235,565	233,648	-	1,917	99.2%	247,798
Investment Income	556,000	556,000	557,868	-	(1,868)	100.3%	476,766
Rents & Concessions	466,000	466,000	464,369	-	1,632	99.6%	495,815
Miscellaneous	812,830	812,830	778,116	-	34,714	95.7%	720,746
TOTAL REVENUES	20,788,855	20,788,855	20,899,481	-	(110,626)	100.5%	20,897,022
EXPENSES							
Salaries & Benefits	9,517,459	9,490,432	9,427,078	-	63,354	99.3%	8,646,586
Materials, Supplies & Svcs.	8,166,920	8,362,061	7,855,829	347,229	159,003	98.1%	7,117,752
Special Projects	212,720	243,039	208,812	-	34,227	85.9%	241,128
Debt Service	2,029,369	2,029,369	2,029,369	-	0	100.0%	2,033,462
Capital Outlay Transfers	2,595,000	2,595,000	2,595,000	-	-	100.0%	2,275,000
Equipment	101,000	101,000	40,435	3,885	56,680	43.9%	104,096
Other	10,000	14,000	3,178	2,500	8,323	40.6%	2,513
Appropriated Reserve	100,000	-	-	-	-	#DIV/0!	-
TOTAL EXPENSES	22,732,468	22,834,901	22,159,701	353,613	321,587	98.6%	20,455,536
Revenue Less Expense	(1,943,613)	(2,046,046)	(1,260,220)	(353,613)	(432,213)		441,486

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

SANTA BARBARA CLEAN ENERGY FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service Charges	47,370,084	47,370,084	43,056,832	-	4,313,252	90.9%	46,907,396
Investment Income	443,000	443,000	549,892	-	(106,892)	124.1%	796,318
Rents & Concessions	30,133	30,133	30,140	-	(7)	100.0%	(0)
Fed Tax Crd. EV Vehicles	-	-	202,654	-	(202,654)	0.0%	125
TOTAL REVENUES	47,843,217	47,843,217	43,839,518	-	4,003,700	91.6%	47,703,840
EXPENSES							
Salaries & Benefits	1,911,876	1,829,398	1,685,370	-	144,027	92.1%	1,570,540
Materials, Supplies & Svcs.	46,077,671	47,767,893	37,743,102	3,931,610	6,093,182	87.2%	53,194,472
Special Projects	2,104,671	2,542,511	2,169,994	238,708	133,810	94.7%	1,644,184
Equipment	5,500	9,032	9,186	-	(154)	101.7%	1,887
Other	473,701	473,701	-	-	473,701	0.0%	120,183
TOTAL EXPENSES	50,573,418	52,622,535	41,607,651	4,170,317	6,844,566	87.0%	58,760,938
Revenue Less Expense	(2,730,201)	(4,779,318)	2,231,866	(4,170,317)	(2,840,867)		(11,057,098)

CITY OF SANTA BARBARA
Interim Statement of Revenues and Expenditures
For Twelve Months Ended June 30, 2026 (100.0% of Fiscal Year)

ENERGY AND CLIMATE MANAGEMENT FUND

	Adopted Budget	Revised Budget	YTD Actual	Encum-brances	Remaining Balance with Revised budget	Percent of Budget	Previous YTD
REVENUES							
Service charges	2,221,036	2,235,336	2,241,316	-	(5,980)	100.3%	2,162,857
Miscellaneous	67,750	80,182	82,900	-	(2,718)	103.4%	92,096
TOTAL REVENUES	2,288,786	2,315,518	2,324,216	-	(8,698)	100.4%	2,254,953
EXPENSES							
Salaries & Benefits	92,493	92,537	33,640	-	58,897	36.4%	80,674
Materials, Supplies & Svcs.	2,097,385	2,287,044	1,973,564	35,551	277,930	87.8%	2,000,247
Special Projects	123,500	352,493	128,017	53,067	171,409	51.4%	88,056
TOTAL EXPENSES	2,313,378	2,732,074	2,135,221	88,618	508,236	81.4%	2,168,976
Revenue Less Expense	(24,592)	(416,556)	188,996	(88,618)	(516,934)		85,976

Fiscal Year 2026 Interim Financial Statements for the Twelve Months Ended June 30, 2026 (100.0% of Year Elapsed)

General Fund Revenues

The General Fund is the City's primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund. The *Summary of Revenues, General Fund* table below reports preliminary General Fund revenues for the month ending June 30, 2026, in Fiscal Year (FY) 2026. For interim financial statement purposes, revenues are reported on a cash basis (i.e., when funds are received). All revenues below have unique collection cycles; therefore, they may vary from other revenues and result in fluctuations when comparing historical actuals. This table highlights the annual revised budget, projections, and actual collections for general tax revenues, franchise fees, and other fees/charges. At the end of the fourth quarter (Q4), tax revenues are $173.9 Million, 97.9% of the FY2026 budget. Current projections remain consistent with the revised budget, as additional expected revenues are anticipated to be received before the official close of Period 12. The City's major general tax revenue sources are outlined in greater detail in the following section.

Summary of Revenues General Fund Fiscal Year 2026
For the Twelve Months Ended June 30, 2026

Source of Revenue	Adopted Budget	Revised Budget	Year-to-Date Actual	**Projected Full-Year	% Variance Budget w/ Actual	Last Year-to Date FY2025	Variance Actual w/ FY2025
Property Tax	$53,581,500	$53,581,500	$53,607,483	$53,581,500	100%	$50,658,248	$2,949,235
Sales & Use Tax	$31,960,000	$31,960,000	$29,305,669	$32,184,937	92%	$29,301,467	$4,202
Measure C Sales Tax	$34,235,000	$34,257,500	$31,944,809	$34,257,500	93%	$31,549,966	$394,843
Measure I Sales Tax	$15,100,000	$15,100,000	$12,846,011	$15,100,000	85%	$0	$12,846,011
Transient Occupancy Tax	$29,561,000	$29,561,000	$32,204,782	$29,561,000	109%	$29,051,995	$3,152,788
Utility Users Tax	$8,200,000	$8,200,000	$9,525,955	$8,200,000	116%	$9,062,246	$463,709
Business License	$2,958,000	$2,958,000	$2,726,290	$2,958,000	92%	$2,729,185	($2,896)
Cannabis Excise Tax	$1,000,000	$1,000,000	$765,668	$1,000,000	77%	$1,085,687	($320,019)
Property Transfer Tax	$1,000,000	$1,000,00	$1,005,025	$1,000,000	101%	$913,156	$91,868
Total Taxes	$177,595,500	$177,618,000	$173,931,691	$177,842,937	97.9%	$154,351,950	$19,579,740
License & Permits	$239,725	$240,925	$132,053	$240,925	55%	$147,598	($15,545)
Fines & Forfeitures	$3,405,652	$3,405,652	$3,943,867	$3,406,134	116%	$2,875,607	$1,068,260
Franchise Fee	$6,500,000	$6,500,000	$6,337,339	$6,500,000	97%	$5,809,540	$527,798
Use of Money & Property	$4,112,716	$4,137,716	$4,025,136	$4,124,832	97%	$3,135,847	$889,289
Intergovernmental	$2,917,061	$2,928,398	$2,772,144	$4,252,334	95%	$3,431,149	($659,005)
Fee & Charges	$15,895,175	$16,456,315	$17,300,917	$16,901,981	105%	$15,964,753	$1,336,165
Miscellaneous	$32,233,565	$32,603,479	$30,509,679	$35,990,902	94%	$27,424,919	$3,084,759
Total Other	$65,303,894	$66,272,484	$65,021,135	$71,417,108	98%	$58,789,413	$6,231,722
Total Revenues	$242,899,394	$243,890,484	$238,952,826	$249,260,045	98%	$213,141,363	$25,811,462

**Projected Full-Year column projects only the general, non-departmental revenues and Franchise Fees. All other revenues assume the same as budget for this table. Departments will present more detailed projections during the Budget presentations in the upcoming months, and staff will provide more complete projections of all General Fund Revenues, as well.

Property Tax

In 1978, a State constitutional amendment (Article XIIIA) provided that the ad valorem real property tax rate be limited to 1.0% of market value and be levied only by the county and shared with all other jurisdictions. The County of Santa Barbara collects the property taxes and distributes them to taxing jurisdictions because of the taxing jurisdictions' assessed valuations, subject to adjustments for voter approved debt. Property taxes are formally due on November 1 and February 1 and become delinquent as of December 10 and April 10, respectively.

As of June 31, 2026, both installments of property tax revenue have been collected. Revenue for FY2026 is estimated at $53.6 Million. Current results are almost exactly in line with projections and are $2.9 Million higher than in the same period in the prior fiscal year. This increase is driven by continued growth in assessed real property valuations.

Sales, Transaction, and Use Taxes

Bradley-Burns 1.00% Tax: Tax revenue for Q4 FY2026 is $29.3 Million, which represents 92.0% of the budget. There is no change compared to FY2025. This line item was conservatively budgeted for FY2026, as a softening in sales tax growth was expected due to recent quarter-over-quarter results remaining relatively flat.

Measure C 1.00% for Capital: Voters approved a one-cent transaction and use tax increase in FY2018, which became effective April 1, 2018. Measure C tax revenue is $31.9 Million, 93.0% of the budget. It follows the same trend—a slight increase (1.6%) as last fiscal year with no noticeable changes. Funds collected under this category are primarily utilized to build, repair, and maintain City buildings and local streets. Major projects under Measure C include the construction of a new police station and renovation of Dwight Murphy Field Park, among many pavements, park, library, and other capital projects.

Measure I 0.50% for Essential Services: Voters approved a half-cent transaction and use tax on November 5, 2024, which became effective on April 1, 2025. Measure I tax revenue currently totals $12.8 Million, and additional receipts are anticipated before the close of Period 12 on August 31. Based on these expected revenues, staff project that collections will meet the revised budget target.

Transient Occupancy Tax

Transient Occupancy Tax (TOT) revenue is 109.0% of budget, totaling $32.2 Million. This includes an estimated $2.7 Million in Short-Term Rental (STR) and $1.0 Million in STR settlement revenue from the initiated enforcement program. Hotel occupancy reached 75.0% as of June 30, 2026, representing a 12.0% increase compared to the same period in 2025. This improvement is largely attributed to stronger seasonal demand, as favorable spring and summer weather encouraged more visitors—particularly those traveling from the Los Angeles region—to seek coastal destinations. In addition, despite rising room rates, Santa Barbara continued to attract tourists, indicating that higher pricing did not deter demand during this period. There is no change in projection at this point with the adopted budget. The City began the second round of 25 hotel TOT audits in November 2025. Most hotels complied with the audit, and the auditors have issued the audit reports. Staff will continue to follow up with all audited hotels to ensure back TOT and Tourism Business Improvement District (TBID) assessments are paid and audits are closed. A third round of audits for the remaining 20 hotels will commence in Fall of 2026.

Cannabis Excise Tax

Cannabis tax revenue is 77.0% of budget or $765.7K, a decrease by $320.0K from last year for the same period. The City completed five (5) cannabis business audits, resulting in no major findings. One (1) cannabis business audit was not completed due to ownership changes and efforts to reinitiate it where unsuccessful due to the ownership changes. Cannabis sales are down from prior years, resulting in the decline in cannabis tax revenue. The City Council approved a tax rate increase from 6.0% to 8.0% that takes effect at the beginning of FY2027.

Business (License) Tax

Business Tax Certificate revenues are due on the first day of the calendar year. 92.0% of projected revenue has been collected $2.7 Million, a slight decrease from Q4 FY2025. Projection reflects the adopted budget.

Other & Department Revenues

Other Revenues include fines, forfeitures, fees, intergovernmental revenues, interfund charges, and reimbursements. This category, which includes reimbursements, represents 27.0% of the revised budget, totaling $65.0 Million, and is primarily driven by interfund charges and indirect overhead allocations. Other and Department Revenue reflects a $6.2 Million increase compared to the same period last year.

License and Permits: Decreased significantly and reached 55.0% of budget or $132.0K.

Fines and Forfeitures: This revenue category experienced a significant positive shift, driven primarily by police fine collections, which have recovered as staffing levels returned to normal. With full staffing, enforcement activity increased, allowing officers to more effectively monitor streets and issue penalties for violations. As a result, fine revenue exceeded the revised budget by 18.0% for the year.

Use of Money and Property: Results were fully aligned with the adopted budget, and market conditions were highly favorable throughout the year, resulting in a 28.4% increase over the prior period.

Intergovernmental Revenue: This revenue category is composed of receipts from the Library, Fire Department, and other inter-departmental sources. The most significant change occurred within the Fire Department, where a reduction in AMR reimbursements for first-responder services lowered overall revenue. This decline was partially offset by increases in life-safety fees and building inspection revenues, which helped to recoup a portion of the shortfall. Result is $2.8 Million or a decrease of $659.0K compared with last fiscal year.

Fees and Service Charges: Of the $17.3 Million generated in this category, Community Development accounts for $9.5 Million, making it the dominant contributor to this revenue line. Building permit activity performed particularly well, with departmental revenues exceeding the revised budget by 21.3%, helping offset weaker performance in other divisions such as Parks & Recreation (P&R) and various citywide charge-for-service areas.

Revenues from departments are comprised of various categories in the *Summary of Revenues, General Fund* table above, but for transparency purposes these variances are broken out by department in the *Summary of Departmental Revenues, General Fund* table below.

Summary of Departmental Revenues General Fund Fiscal Year 2026 For the Twelve Months Ended June 30, 2026

Department	Adopted Budget	Revised Budget	Year-to-Date Actual	Projected Full-Year	% Variance Budget w/ Actual	Last Year-to-Date FY2025	Variance Actual w/ FY2025
Mayor & Council	$92,000	$92,000	$80,272	$92,000	87%	$87,774	($7,502)
City Attorney	$0	$0	$2,576	$0	0%	$0	$2,576
City Administrator	$833,835	$1,310,692	$1,013,404	$1,310,692	77%	$192,508	$820,896
Human Resources	$15,000	$15,000	$127	$15,000	1%	$6,111	($5,984)
Finance	$836,292	$836,292	$792,214	$686,292	95%	$821,542	($29,328)
General Government	**$1,777,127**	**$2,253,984**	**$1,888,592**	**$2,103,984**	**84%**	**$1,107,934**	**$780,658**
Police	$4,844,052	$4,855,389	$5,080,951	$5,080,951	105%	$3,087,022	$1,993,930
Fire	$6,474,291	$6,244,212	$6,178,903	$6,179,193	99%	$6,288,287	($109,384)
Public Safety	**$11,318,343**	**$11,099,601**	**$11,259,854**	**$11,260,144**	**101%**	**$9,375,308**	**$1,884,546**
Parks & Recreation	$8,709,576	$8,650,576	$8,590,029	$8,650,576	99%	$7,790,392	$799,637
Library	$993,883	$993,883	$958,448	$995,850	96%	$913,482	$44,966
Community Services	**$9,703,459**	**$9,644,459**	**$9,548,478**	**$9,646,426**	**99%**	**$8,703,874**	**$844,604**
Public Works	$12,164,021	$12,164,021	$11,320,645	$11,317,900	93%	$10,373,347	$947,298
Sustainability & Resiliency	$31,096	$31,096	$31,231	$31,096	100%	$66,426	($35,194)
Community Development	$7,815,150	$8,666,569	$9,598,943	$9,598,943	111%	$9,194,307	$404,637
Total	**$42,809,196**	**$43,859,729**	**$43,647,744**	**$43,958,493**	**100%**	**$38,821,196**	**$4,826,547**

General Government revenues total $2.3 Million, representing 5.1% of the overall budget, and are primarily driven by the City Administrator's Office, which contributes $1.3 Million, or 58.2% of its total budget. The recent restructuring of Downtown Parking reflects a broader organizational realignment led by the City Administrator aimed at modernizing downtown services, strengthening parking system finances, and improving interdepartmental coordination. As part of this restructuring, new revenue sources—such as Plaza Support, the Downtown Marketing contract, and Planning reimbursements—have been incorporated into this division. FY2026 General Government revenue projections were modestly reduced by $150.0K as part of the revised budget. Actual collections are underperforming, with 84.0% of expected revenue received by the end of Q4. However, projections indicate that adjustments may occur before the close of Period 12, potentially affecting the final revenue outcome.

Public Safety revenue represents 25.0% of total budget for General Fund Revenues. Actual is currently at $11.3 Million.

The Police Department (PD) actual revenue totals $5.1 Million, reflecting a 5.0% surplus relative to budget. This variance is driven largely by increased Parking Violation revenue, attributable to the restoration of full staffing within Parking Enforcement, which enabled more consistent monitoring and citation activity compared to the prior year. Additional contributing revenue sources include False Alarm fees, Special Event reimbursements, and Police Officer Standards and Training reimbursements. The PD's year-end projection has been updated to align with actuals, as all revenue sources have been fully recognized at the close of Q4.

The Fire Department concludes Q4 with $6.2 Million in revenue, tracking closely expectations at 99.0% of the revised budget. Revenue projections remain aligned with actuals for the fiscal year and are consistent with results recorded during the same period in the prior year.

Community Services revenue is led by P&R, totaling $8.6 Million, while the Library has collected 96.0% of its budget, or $958.5K. P&R revenue is generated through a mix of activities, programs, and facility operations. The Recreation Division ended Q4 at 98.0% of its revenue target, supported by expenditure reductions that offset lower Sports Program revenue caused by the Carrillo Gym closure, market saturation in pickleball, and reduced Youth Evolution Sports participation. The Administration Division reached 90.0% of its budgeted revenue, with the shortfall largely due to the Project Planner position operating at 0.75 FTE; savings in Salaries & Benefits helped balance the impact. The Parks Division exceeded its revenue target, achieving 104.0% of budget, aided by a one-time $94.0K FEMA reimbursement related to February 2024 storm costs.

The Library Department's actual revenue reached 96.0% of budget following receipt of the County Per Capita allocation outlined in the annual agreement for the Countywide Library System. Compared to FY2025, the department finished ahead by $44.9K.

Public Works' (PW) actual revenue totaled $11.3 Million, or 93.0% of budget, compared with $10.4 Million, or 108.0% of budget, at the end of FY2025. Revenues increased by approximately $954.0K year over year. Engineering work order revenues reached $9.4 Million, or 94.0% of budget, compared with $8.3 Million dollars in FY2025. Although actual revenues grew compared with last year, the percentage of budget achieved was lower due to vacancies across Engineering workgroups that reduced billable capacity. Land Development Engineering revenues totaled $1.8 Million, or 87.0% of budget, compared with $1.9 Million in FY2025. Actual revenues remained relatively stable year over year. Revenues were affected by lower permit fee collections.

Sustainability & Resilience (S&R) is performing in line with expectations, with 100.0% of budgeted revenue achieved and $31.2K recognized through Q4. Activities related to vector control and environmental cleanup were on track to meet year-end targets.

Community Development (CD) continues to outperform expectations in Q4, generating $9.6 Million in revenue, or 111.0% of its budget. This reflects a favorable variance of $404.6K compared to the same period in the prior fiscal year. This total includes a one-time $750.0K budgetary item for third-party environmental review services. Only $136.1K of that amount was collected, and a portion of this revenue may be deferred due to remaining contract encumbrances. After accounting for these factors, revenues will effectively end the year approximately $1.25 Million above budget.

General Fund Expenditures

The *Summary of Departmental Expenditures, General Fund* table below summarizes General Fund expenditures through June 30, 2026. The Revised Budget column represents the adopted budget, appropriation carryovers from the prior year, and all supplemental appropriations approved by the City Council in the current year. The FY2026 adopted budget included several targeted reduction plans to assist with lowering City expenditures, including salary savings ($601.3K) partially allocated under the line-item *Non-Departmental* in the table below. As of June 30, 2026, 80.0% of the revised budget was used. Comparing this quarter's result with FY2025, Expenditure is $7.8 Million higher. It is a combination of increases across all departments, offset by a reduction of $10.0 Million in Expenditure for Measure C.

Summary of Departmental Expenditures General Fund Fiscal Year 2026 For the Twelve Months Ended June 30, 2026

Department	Adopted Budget	Revised Budget	Year-to-Date Actual	Projected Full-Year	% Variance Budget w/ Actual	Last Year-to-Date FY2025	Variance Actual w/ FY2025
Mayor & Council	$3,356,567	$3,586,676	$3,388,614	$3,571,676	94%	$3,592,005	($203,391)
City Attorney	$5,612,505	$5,917,873	$5,231,370	$5,933,898	88%	$5,010,033	$221,337
City Administrator	$8,593,758	$10,736,912	$8,220,819	$9,079,956	77%	$4,872,071	$3,348,748
Human Resources	$2,935,310	$3,098,361	$2,792,078	$3,098,361	90%	$2,661,235	$130,843
Finance	$8,314,325	$9,240,483	$8,271,421	$9,133,972	90%	$7,697,756	$573,665
General Government	$28,812,466	**$32,580,305**	**$27,904,303**	**$30,817,863**	**86%**	$23,833,099	$4,071,204
Police	$61,192,945	$62,373,553	$62,277,111	$62,373,553	100%	$56,249,072	$6,028,039
Fire	$42,380,676	$46,051,201	$44,281,987	$46,060,601	96%	$39,466,946	$4,815,041
Public Safety	$103,573,620	**$108,424,754**	**$106,559,098**	**$108,434,154**	**98%**	$95,716,018	$10,843,080
Parks & Recreation	$28,047,427	$28,291,409	$26,226,717	$28,281,655	93%	$24,591,632	$1,635,085
Library	$9,863,079	$9,876,726	$9,454,392	$9,261,391	96%	$8,175,478	$1,278,914
Community Services	$37,910,506	**$38,168,136**	**$35,681,109**	**$37,543,046**	**93%**	$32,767,110	$2,913,999
Public Works	$15,187,246	$15,234,893	$13,492,043	$13,492,043	89%	$13,408,933	$83,110
Sustainability & Resilience	$305,513	$500,506	$290,741	$291,741	58%	$593,616	($302,875)
Community Development	$15,969,396	$17,321,178	$15,794,060	$17,339,859	91%	$16,692,591	($898,531)
Measure C Sales Tax	$35,119,802	$78,790,477	$31,539,045	$31,539,045	40%	$42,665,568	($11,126,523)
Non-Departmental	$8,511,693	$7,205,936	$8,244,750	$8,661,890	87%	$6,054,587	$2,190,163
Total	$245,390,243	**$298,226,185**	**$239,505,149**	**$248,119,642**	**80%**	$231,731,521	$7,773,628

Encumbrances & Carryovers

The City uses encumbrances to manage expenditure commitments throughout the fiscal year and to support effective cash management. Encumbrances represent obligations for contracts not yet executed and purchase orders not yet fulfilled. These commitments reserve a portion of the applicable appropriations to ensure funds are available when the related goods or services are received. Encumbrances that remain open at year end are not recorded as expenditures or liabilities; instead, they are reported as restricted or committed fund balance within the governmental funds.

Carryover balances increased significantly during the pandemic, when many projects were placed on hold. For the current fiscal year, staff reviewed these outstanding transactions, reassessed project scopes, evaluated cost and market conditions, and streamlined the encumbrances to provide a more accurate assessment of anticipated expenditures.

Expenditure Analysis by General Fund

The General Fund's revised budget totals $298.2 Million, including $6.2 Million in carried-forward encumbrances, and is 80.0% expended ($239.5 Million) as of June 30, 2026.

The *Summary of Departmental Expenditures, General Fund* table above shows performance at department level. 36.3% of the total Revised budget, including Non-Departmental Expenditures, is appropriated to provide public safety services through PD and FD. Community Services comprises 13.0% of the total budget, which includes P&R and Library. General Government makes up 11.0% of appropriations which include Finance, City Administration, Mayor & City Council, City Attorney, Human Resources, and City Clerk Departments. The balance of 39.7% under other departments/services is allocated across Measure C, Community Development, and PW.

Summary of Expenditures by Type General Fund Fiscal Year 2026
For the Twelve Months Ended June 30, 2026

Expenditure Type	Adopted Budget	Revised Budget	Year-to-Date Actual	% Variance Budget w/ Actual	Projected Full-Year
Salaries	$100,341,567	102,389,924	97,189,431	95%	$100,283,555
Benefits	$59,755,944	61,400,545	59,298,754	97%	$60,846,052
Attrition Savings	($4,552,205)	(4,552,205)	-	0%	($4,477,205)
Salaries & Benefits	$155,545,306	**$159,238,263**	**$156,488,185**	**98%**	**$156,652,402**
Supplies & Services	$15,800,042	18,583,304	13,949,640	75%	$18,780,220
Allocated Costs	$23,796,620	24,009,514	24,009,518	100%	$24,009,874
Special Projects	$4,776,564	7,981,098	4,782,282	60%	$7,652,471
Supplies & Other	$44,373,226	**$50,573,916**	**$42,741,441**	**85%**	**$50,442,566**
Equipment	$1,277,431	1,543,953	1,230,965	80%	$1,512,115
Measure C Sales Tax	$35,119,802	78,790,477	31,539,045	40%	$31,539,045
Transfers	$8,566,977	7,961,360	7,493,358	94%	$ 7,961,359.60
Debt Service	$507,500	118,215	12,154	10%	$ 12,15400
Equipment & Capital	$45,471,710	**$88,414,005**	**$40,275,522**	**46%**	**$41,024,674**
Expenditure Reductions	$0	-	-	0%	$0
Total	$245,390,242	**$298,226,185**	**$239,505,149**	**80%**	**$248,119,642**

General Government actual spending totals $27.9 Million, representing 86.0% of the revised budget, or 91.0% when including encumbrances. All divisions are tracking within expected expenditure levels for the reporting period, with the exception of the City Administrator. This division experienced some staff restructuring as part of an effort to reduce. Compared to FY2025, the variance is primarily attributable to the City Administrator position vacancy during the prior fiscal year, which resulted in temporary personnel cost savings. With the position now filled, General Government spending has returned to normal budgeted levels. General Government expenditures are projected to close the fiscal year with a favorable variance of $4.7 Million below the revised budget.

The recent departmental reorganization—which added programs such as Housing & Homelessness and Community Vitality—is still in the implementation phase and may require additional time for full account realignment. Expenditure allocations are being updated to align with the appropriate departmental cost centers and chart-of-accounts structure. Aside from timing differences related to personnel, no significant budgetary concerns have been identified at this time.

Public Safety actual spending totals $106.6 Million, representing 98.0% of the revised budget and reflecting an increase of $10.8 Million compared to the same period last year. Payroll and benefits costs remain the primary drivers of Public Safety expenditures. Projections are at budget level for this end of fiscal year.

The Police Department's (PD) overall Q4 expenditures are aligned with the revised budget, totaling $62.3 Million, or 100.0%, with year-end spending projection, an increase for $6.0 Million with FY2025. Departmental Supplies and Services exceeded the budget by 1.67% with a total of $4.3 Million. Overall Department Expenditures remained under budget at 97.99%, totaling $62.4 Million. Departmental salaries met projections, concluding FY2026 at 98.62% with a total of $30.0 Million when Benefits ended FY2026 at 97.27%, or $22.5 Million.

The Fire Department's (FD) expenditure is 96.0% of its revised budget, totaling $44.3 Million, reflects an increase of $4.8 Million compared to Q4 FY2025, primarily due to higher payroll costs. Salary savings were achieved through an unfilled Fire Inspector III position in the Prevention Division. Sixteen personnel received ARFF Live Fire Certification training in Montana to meet Federal Aviation Administration standards for the increased index level at Santa Barbara Airport. Staffing levels remained steady during the first half of the year, resulting in recruitment efforts and an academy being delayed to FY2027. Funds allocated to these efforts, totaling $750.0K, will be carried over to the next fiscal year. FD kept its projected spending at revised budget of $46.1 Million.

Community Services has actual expenditures of $35.7 Million, or 93.0% of associated budget for Q4 FY2026, an increase of $2.9 Million from FY2025. Current expenditure projections remain aligned with revised budget allocations. Detailed variance analysis and budgetary assumptions are presented at the departmental level for P&R and Library Operations.

Parks & Recreation (P&R) Department expenses are primarily driven by cost-of-revenue activities. The Department achieved $392K in budgeted salary savings at fiscal year-end and realized an additional $477.0K in savings through frozen permanent vacancies and slower recruitment for hourly positions. By the end of Q4, P&R had spent 93.0% of its budget, totaling $26.2 Million. Projection reflects revised budget.

The Library Department includes administration for the Montecito Branch Library, operations for the Central and Eastside Libraries, the "On the Go" Library, and Adult Education services. By the end of Q4 FY2026, the Library had utilized $9.5 Million, or 96.0% of its annual budget, an increase for $1.3 Million with FY2025. Over $420.0K in Salary & Benefit savings are due to vacant leadership positions. In addition, the library relied on trust funds to pay for print collections for FY2026 and on grant and donor funds to pay for programming supplies and services for FY2026.

The Public Works (PW) Department incurred $13.5 Million in expenditures, utilizing 89.0% of its revised FY2026 budget. Projections are now set at actuals. Compared to FY2025 for the same period, PW experienced a slight increase of $83.1K. Salaries & Benefits ended FY2026 at 90.0% of budget, mainly due to position vacancies. PW Administration had limited use of hourly staff, and Supplies & Services remained below budget with continued monitoring of discretionary spending across FY2025 and FY2026. Engineering vacancies reduced Salaries & Benefits expenditures and affected the Division's Engineering work order revenue. FY2026 included 13 vacancies, with only three (3) positions filled by the end of the fiscal year.

The Sustainability & Resilience (S&R) Department is currently managing three (3) special projects—underground storage tank removal and remediation projects—in FY2026. The first project, an emergency project resulting from the discovery of old fuel tanks in the right-of-way outside of the old post office on Chapala, is complete. The second project, the Lot 12 remediation, is on target. Site work has been completed, and staff are working through the post-remedial groundwater monitoring phase. The third project involves the removal of storage tanks adjacent to Stearns Wharf and is still in the scoping phase. Staff expect to have a work plan shortly, with work anticipated to begin in summer 2026. By the end of Q4, S&R had expended 58.0% of its budget, totaling $290.7K, which is a reduction of $302.9K compared to FY2025 for the same period. Q4 projections are set at actuals for this end of fiscal year. Budget will be carried over to FY2027 as the projects move through their process toward completion.

The Community Development (CD) Department incurred $15.8 Million in General Fund expenditure, representing 91.0% of its budget. Total General Fund expenditures ended the year $1.5 Million below the revised budget. Savings were driven largely by lower-than-budgeted costs for third-party environmental review services, resulting in $614.0K in expenditure savings. Salary budget is 99.0% of actual or a saving for $969.0K with $200.0K attributed to normal attrition and the balance to delayed recruitments, policy choices and benefit cost assumptions that were higher than the actual year-end costs. CD required approximately $6.05 Million in General Fund subsidy in FY2026, which is $2.6 Million less than the revised budget of $8.65 Million. This favorable variance reduced the Citywide FY2026 revised General Fund operating deficit of $9.8 Million by 20.0%. Overall, CD is projected to finish the fiscal year at the revised budget.

Non-Departmental and Measure C expenditure include transfers from the General Fund to other funds and Fund 3010. Most transfers occurring are to the Measure C fund which supports various capital maintenance and improvement projects. Anticipated year-end attrition savings are also recorded here. At Q4, actual is 46.0% of the revised budget (reduced by savings). Staff revised the accounting treatment for Measure C revenues to be deposited directly into the Measure C fund, which eliminates the unnecessary transfers from the General Fund. However, for transparency, Fund 3010 holding on the expenditure line is displayed in this section of the General Fund table for expenditures. For the end of the fiscal year, 40.0% of the revised budget was spent. The Measure C revised budget includes the adopted budget along with prior-year encumbrances that will be carried over to future years if they are not spent in the current year. Actual spending will not reach the level of the revised budget due to these carryover amounts, which are only used as projects are completed.

General Fund expenditures are $239.5 Million at the end of Q4 or 80.0% of revised budget, an increase for $7.8 Million from Q4 FY2025.

General Fund Multi-Year Forecast

The City's budget process begins in October, seven (7) months prior to the first, budget public hearing. Staff prepared an initial financial forecast for the General Fund that extends for five (5) fiscal years to better understand the long-term impacts of the City's major taxes and other revenues, as well as known and reasonably anticipated expenditure increases. This robust forecasting process provides insight into identifying major trends, potential budget imbalances, and a reasonable assessment of General Fund reserves over time.

This multi-year forecast process is particularly important during the budget development process to understand major economic indicators and trends that will likely impact City and department-specific revenue sources. It has proven to be a critical planning tool to inform labor negotiations, public presentations, and guidance for developing the FY2026 budget.

Overall, the multi-year forecast assumes the recovery and continued, modest growth of all major General Fund revenue sources into the foreseeable future. The forecast also includes the Measure I sales tax revenue source that took effect during the last few months of FY2025. With nearly three quarters of the General Fund allocated to Salaries & Benefits, the forecast includes known increases in benefits and pension costs, which consume most of the anticipated revenue growth, as well as impacts due to high inflation on goods and services.

The forecast shows a growing projected deficit in FY2026 and FY2027 based on base budget assumptions. The primary driver of the deficit projections being larger than the adopted budget is due to lower growth in sales tax revenues as well as salary increases for public safety employees in recent labor negotiations being more than what was budgeted.

The forecast also shows operating deficits continuing into FY2028 and will continue to grow in future years. Ongoing budget-balancing solutions, including identifying additional revenue sources and controlling expenditure, will need to be implemented to balance the General Fund budget.

Late in 2024, the City entered into an agreement with NHA Advisors (NHA) to conduct a peer review of the General Fund multi-year forecast that staff prepare and maintain throughout the year. NHA has reviewed staff's model, the City's budget, financial statements, and other financial and budgeting resources to prepare an independent opinion regarding General Fund projections going forward. The review was completed in April 2025. The review indicated that staff projections are in line with NHA's projections and routinely employ best practices and procedures for developing and updating forecasts throughout the fiscal year. Staff will continue to refine and enhance the multi-year forecast accordingly.

The table below shows the General Fund revenue and expenditures, including reserve target goals, from FY2025 through FY2030, and **excludes** Measure C revenues and expenditures.

General Fund	FY2025 Actual Audited	FY2026 Projections	Recommended FY2027 Budget	FY2028 Forecast	FY2029 Forecast	FY2030 Forecast
Revenues	$185.3	$215.0	$222.4	$227.9	$232.6	$240.1
Expenditures	$195.3	$216.6	$225.7	$237.2	$246.9	$256.9
Surplus / (Deficit)	($10.1)	($1.6)	($3.4)	($9.3)	($14.3)	($16.8)

General Fund Reserves Projection

The General Fund has two (2) reserve targets, Disaster Reserves and Contingency Reserves, as required by City Council Resolution No. 23-124. The City Council reviewed the reserve policy on October 14, 2025, and decided not to change any components of the policy.

The Disaster Reserve is restricted to use in addressing the financial impacts of natural disasters, such as storms, floods, wildfires, droughts, tsunamis, earthquakes, and any other events that result in significant damage to City facilities and infrastructure, or a significant reduction of normal operating revenues. The amount of the required Disaster Reserve is calculated based on 15.0% of the most recently adopted fiscal year operating expenditure budget.

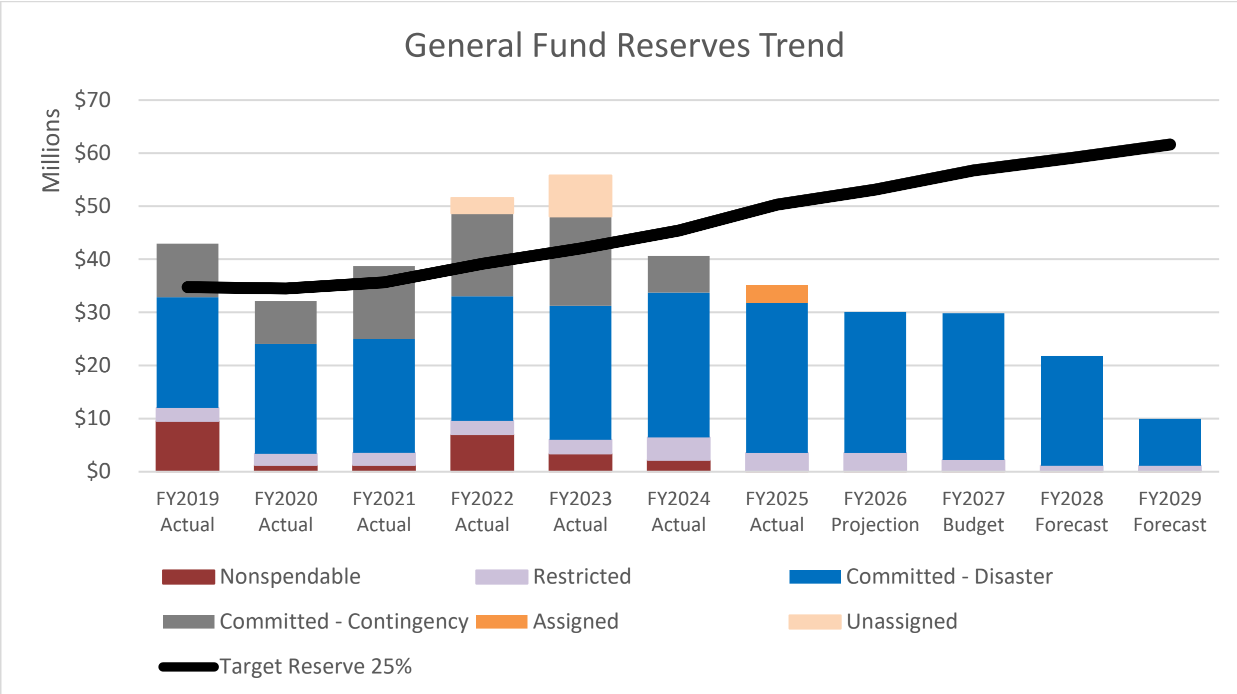
The purpose of the Contingency Reserve is to allow for the orderly implementation of a balancing strategy to address the fiscal impacts of unexpected events to minimize the impacts to the organization and community. The most common of these events would be an economic recession that results in a significant impact on key revenues such as sales, TOT, or property taxes. The Contingency Reserve is calculated based on 10.0% of the most recently adopted fiscal year operating budget expenditure.

Any use of the Disaster or Contingency reserves requires a majority vote of approval by the City Council. The FY2026 adopted budget required a strategic use of a small number of reserves to balance the budget. Reserves were largely replenished in FY2022 and held steady in FY2023; however, they declined in FY2024. The Self-Insurance Fund (SIF) is still underfunded based on the actuarial recommended level, which continues to present a burden on the General Fund.

Staff will continue to address the anticipated changes to reserves based on projections in future quarterly reports to the City Council. The FY2025 General Fund actuals and FY2026 projections show an operating deficit which will result in the use of reserves. The multi-year budget projection indicates operating deficits going forward. As required in prior budget cycles, staff will focus on rebalancing the budget through controlling expenditure and considering revenue increases.

Without any additional revenue or expenditure reductions in the General Fund, the FY2026 and FY2027 deficits will be larger, thus requiring additional reserves to be used to balance the budget. If no budget changes are made, all General Fund contingency reserves will be depleted by the end of FY2026, and all General Fund disaster reserves will be depleted by the middle of FY2028.

The following graph shows the General Fund reserves trend from FY2019 through a projection of FY2028.


General Fund Reserves Trend
Millions
$70
$60
$50
$40
$30
$20
$10
$0
FY2019 Actual
FY2020 Actual
FY2021 Actual
FY2022 Actual
FY2023 Actual
FY2024 Actual
FY2025 Actual
FY2026 Projection
FY2027 Budget
FY2028 Forecast
FY2029 Forecast
Nonspendable
Restricted
Committed - Disaster
Committed - Contingency
Assigned
Unassigned
Target Reserve 25%

Enterprise Operating Fund Revenues and Expenses

Unlike the General Fund, that relies primarily on taxes to fund programs and services, Enterprise Funds, also known as Proprietary Funds, are financed primarily with user fees and other non-tax revenues. The *Summary of Revenues & Expenses, Enterprise Funds* table below reports Enterprise Fund Revenues & Expenses through June 30, 2026, associated Annual Budget, projections, and prior-year actuals for this same 12-month period. Encumbrances as of June 30, 2026, are shown separately from expense actuals as the inclusion of encumbrances within actuals can distort trends. Proprietary funds of the City include the Water Fund, Wastewater Fund, Airport Fund, Waterfront Fund, Solid Waste Fund, Downtown Parking Fund, Clean Energy Fund, and Golf Fund.

Summary of Revenues and Expenses for Enterprise Funds
For the Twelve Months Ended June 30, 2026

Enterprise Funds	Adopted Budget	Revised Budget	Year-to-Date Actual	% Variance w/ Revised Budget	Encumbered	Projected Full Year	Last Year-to-Date FY2025	% Variance w/ FY2025
Solid Waste Fund Revenues	$42,990,702	$43,199,169	$43,318,163	100.3%	$0	$44,084,727	$40,408,515	7.2%
Expenses	$42,373,212	$45,085,622	$43,302,991	96.0%	$501,052	$43,843,780	$39,029,667	10.9%
Add/(Use) Reserves	$617,491	**($1,886,453)**	**$15,171**		**($501,053)**	**$240,947**	**$1,378,847**	
Water Fund Revenues	$86,755,946	$86,755,946	$85,989,212	99.1%	$0	$84,903,518	$80,009,483	7.5%
Expenses	$89,330,512	$92,249,277	$83,724,657	90.8%	$4,193,847	$84,081,056	$78,352,423	6.9%
Add/(Use) Reserves	($2,574,566)	**($5,493,331)**	**$2,264,555**		**($4,193,847)**	**$822,462**	**$1,657,060**	
Wastewater Fund Revenues	$34,492,415	$37,992,415	$37,895,023	99.7%	$0	$37,882,655	$32,034,376	18.3%
Expenses	$37,164,550	$38,477,225	$34,970,675	90.9%	$1,359,166	$35,071,304	$32,295,164	8.3%
Add/(Use) Reserves	($2,672,135)	**($484,810)**	**$2,924,347**		**($1,359,167)**	**$2,811,351**	**($260,789)**	
Downtown Parking Fund Revenues	$10,239,915	$10,292,475	$10,823,489	105.2%	$0	$10,292,475	$11,428,288	-5.3%
Expenses	$10,292,863	$10,490,559	$9,946,460	94.8%	$76,979	$10,490,559	$11,696,445	-15.0%
Add/(Use) Reserves	($52,948)	**($198,084)**	**$877,029**		**($76,979)**	**($198,084)**	**($268,158)**	
Clean Energy Fund Revenues	$47,843,217	$47,843,217	$43,839,518	91.6%	$0	$45,781,484	$47,703,840	100.0%
Expenses	$50,573,418	$52,622,535	$41,607,651	79.1%	$4,170,317	$43,126,166	$58,760,938	-29.2%
Add/(Use) Reserves	($2,730,201)	**($4,779,318)**	**$2,231,866**		**($4,170,317)**	**$2,655,319**	**($11,057,098)**	
Airport Fund Revenues	$35,563,735	$41,639,385	$36,489,606	87.6%	$0	$41,139,385	$33,751,114	8.1%
Expenses	$41,945,246	$50,271,253	$43,578,076	86.7%	$4,221,259	$50,271,253	$35,842,965	21.6%
Add/(Use) Reserves	($6,381,511)	**($8,631,868)**	**($7,088,470)**		**($4,221,259)**	**($9,131,868)**	**($2,091,851)**	
Golf Fund Revenues	$5,267,832	$5,267,832	$5,146,670	97.7%	$0	$5,267,832	$4,991,486	3.1%
Expenses	$5,741,937	$6,344,110	$6,037,747	95.2%	$0	$6,344,110	$4,342,809	39.0%
Add/(Use) Reserves	($474,105)	**($1,076,278)**	**($891,076)**			**($1,076,278)**	**$648,677**	
Waterfront Fund Revenues	$20,788,855	$20,788,855	$20,899,481	100.5%	$0	$20,788,855	$20,897,022	0.0%
Expenses	$22,732,468	$22,834,901	$22,159,701	97.0%	$353,613	$22,834,901	$20,455,536	8.3%
Add/(Use) Reserves	($1,943,612)	**($2,046,045)**	**($1,260,220)**		**($353,613)**	**($2,046,046)**	**$441,486**	

Solid Waste Fund

The Solid Waste Fund supports Trash & Recycling services and related programs. For Q4, revenues totaled $43.3 Million, representing 100.3% of the annual budget—right on target—and $2.9 Million higher than the same period last year. This growth, driven by increased waste-service subscriptions, prompted staff to revise revenue projections upward.

Expenses are at 96.0 % of budget, reflecting savings from vacant positions totaling $254.8K by yearend. The department increased its expenditure projection by $2.7 Million because staff and MarBorg underestimated the number of accounts choosing in-place hauler service. MarBorg collects an enhanced fee from the City for these accounts, and the full cost of this service is not reflected in the City's fee schedule. By the end of Q4, the fund generated an additional $15.2K in reserves, resulting in a profit compared to the revised budget projection of a $1.9 Million operating loss. This is a turnaround from FY2025, which ended with a $1.4 Million profit, noting that this service is revenue-generated and higher revenue results in higher fee payments to MarBorg.

Water Fund

The Water Fund supports the delivery of water services to City residents and portions of the County. As of Q4, revenues total $85.9 Million, or 99.1% of budget, representing a $5.9 Million increase compared to the same period last year. This growth is primarily due to rate increases.

For FY2026, rate revenue ended the year at $69.7 Million, which is below budget because of reduced demand associated with early winter rainstorms and impacts from the Montecito Water District (MWD) Water Supply Agreement. Under this agreement, MWD is billed monthly based on the adopted Desal budget, with a final reconciliation conducted at fiscal yearend. Because the City realized electrical and chemical savings from curtailing production at the Desalination Plant from February through the end of the fiscal year, the City anticipates issuing MWD a credit of $1.0 Million in FY26. Projection for rate revenue is now set at actual.

Expenses through Q4 are trending below the typical run rate, with $83.7 Million, or 90.8% of the revised budget. The Water Fund is projected to end the fiscal year at $84.1 Million, which is $8.2 Million below the revised budget. The variance is due to sufficient surface water supplies - Desal Plant production was curtailed from February through the end of FY2026 for maintenance, resulting in electrical and chemical cost savings. In addition, legal counsel needs were lower than budgeted and the purchase of groundwater well maintenance equipment was deferred to FY2027 to allow for additional research.

At Q4, the Water Resources Department reported a positive operating result of $2.3 Million, representing a $607.5K increase compared to the same period last year.

Wastewater Fund

The Wastewater Fund supports the provision of sewer services to City residents and portions of the County. FY2026 revenues total $37.9 Million, or 99.1% of the annual budget, an increase of $5.9 Million compared to FY2025, mostly due to rate increases. Interest income revenue was also stronger than expected because of favorable market conditions.

Expenditures through Q4 total $34.9 Million, or 90.9% of budget. Overall expenditure projections have been reduced by $2.7 Million with the revised budget. Savings in supplies and services were realized across multiple accounts due to favorable chemical bids, improved co-generation output resulting in lower electrical costs, and savings from unplanned engineering vacancies. Additional savings came from deferred projects, including the Wastewater Technology Approval Group pilot, which exceeded budget, and Phase II of the systemwide CCTV project to better align with other projects.

The Wastewater division added $2.9 Million to its operating reserve at the end of Q4, an increase for $3.2 Million compared with last year at the same period.

Downtown Parking Fund

The Downtown Parking Fund supports parking services in the City's downtown area, including administration, operations, maintenance, fee collection, capital improvements, construction, and related debt service. As of Q4, revenues total $10.8 Million, or 105.2% of budget, with a slight decrease of 5.3% compared to last year. Hourly parking revenue increased by 10.0%, or $642.0K exceeded budget by $312.0K. This reflects the impact of council-approved changes such as the Helena Parking Lot self-payment pilot, extended weekend late-night staffing hours, and increased downtown visitation and occupancy. The Helena Lot began generating revenue in November 2025 and has added $61.0K. Monthly parking revenue increased by $160.0K, or 10.0%, and is $240.0K above budget due to reduced permit costs for Lot 10-Ortega Garage. This increase reflects growth in the downtown employee base and ongoing permit marketing efforts, which is a positive trend as monthly permit rates for Lot 2 will be reduced in FY2027. FY2025 revenue from some school districts was received in Q1 of FY2026, adding an additional $61.0K for FY2026. Finally, The Parking Business Improvement Area (PBIA) assessment revenues are increasing, reflecting a notable improvement in collection efforts. PBIA is a self-assessment that is more than 50 years old and remains challenging to administer. Expenditures total $9.9 Million, or 94.8% of budget, reflecting a $1.7 Million decrease compared to the same period last year, primarily due to supplies and services, special projects and payroll cost.

As of Q4, the Downtown Parking Fund reports a positive operating result of $877.0K, which is a notable improvement compared to the $268.2K loss recorded at the same point in the prior fiscal year. The projection is slightly lower than actual due to a small revenue adjustment that will be made before the closing of Period 12.

Clean Energy Fund

The Clean Energy Fund supports the procurement of clean and renewable electric energy for the Santa Barbara community. For Q4, revenues totaled $43.8 Million, or 91.6% of the annual budget, and are $3.8 Million lower than the same period in FY2025. Revenue projections have been revised downward by $4.0 Million. Southern California Edison (SCE) rate reductions in January—on which Santa Barbara Clean Energy (SBCE) rates are benchmarked—resulted in this shortfall.

Expenses through Q4 total $41.6 Million, or 79.1% of budget, which is a decrease of $17.2 Million compared to last year. Power supply costs are driven by the state energy market, and improved market conditions have allowed staff to secure power purchase agreements that resulted in significant Millions in savings relative to budget. Staff have also launched an Electric Vehicle (EV) charging initiative for multi-family residential buildings and continued rebate programs for EV purchases, EV charging, and home electrification. Customer program expenditures are fully spent.

At the end of Q4, the Clean Energy Fund reports an operating gain of $2.2 Million, which is a major turnaround compared to the revised budget forecast of a $4.8 Million loss and last year's loss of $11.0 Million.

Airport Fund

The Airport Fund accounts for the operation of the municipal airport and the administration of leases of airport property. The Airport closed Q4 FY2026 with an increase of $2.7 Million in revenue compared to FY2025. Although revenue improved year over year, it fell short of the revised budget by $5.1 Million. As a result, overall actual performance aligned with the original budget established for FY2026. FY2026 concluded with another record year for passenger activity. After reaching 1.487 Million passengers in FY2025, FY2026 ended slightly higher at 1.492 Million passengers. Passenger volumes were lower by 1.8% during the first half of the year, but activity recovered during the final four (4) months, finishing 3.54% above the same period last year. This increased activity contributed to a net annual increase of 0.34%. Airline market share for FY2026 was led by United Airlines, Southwest Airlines, and American Airlines. The variance from the revised budget is tied to commercial and industrial lease revenues, which reached 88.5% of the revised budget. This reduction is due to Winter Storms 2025, which affected the property where redevelopment work and repairs from flood damage had to be completed. As a result, there were rent suspensions, but the loss in revenue is expected to be recovered through insurance. Expenses were $7.7 Million higher than FY2025 due to the overall increase in special projects and the transfer for Capital Outlays. However, expenses were lower by $6.7 Million when compared to the revised budget, bringing total spending back in line with the original budget. Salaries & Benefits totaled $13.3 Million, representing 99.0% of the budget. Costs increased 14.7% over FY2025 due to filled vacancies, benefits, and overtime, including coverage for the Aviation Screening Program. Allocated Costs reached $4.6 Million. Supplies & Services totaled $11.4 Million. Special Projects amounted to $4.1 Million, or 50.7% of the budget, which includes $2.3 Million spent on storm damage repairs, most of which is expected to be recovered through insurance. Additional special project costs include $533.0K for the ongoing Parking Shuttle and $154.0K for Per-and Polyfluoroalkyl Substances (PFAS) testing. The remaining balance is reflected in Transfers, mainly driven by the Capital Outlay transfer of $8.5 Million.

The Airport ended the fiscal year with a loss of $7.2 Million, which is closer to the amount originally projected under the Adopted Budget rather than the revised budget. Reserve will be used to absorb the loss mainly driven by Capital Outlay transfers.

Golf Fund

The Golf Fund supports the full operation of the municipal golf course, encompassing administration, daily operations, maintenance, capital acquisition and construction, financing and related debt service, as well as billing and fee collection. Revenues reached 97.7% of budget and were $155.0K higher than FY2025. FY2026 Golf revenue finished 2.3% below budget even though golf rounds exceeded budget by 2.0%, or approximately 1,200 rounds. The variance in revenue resulted from a higher-than-budgeted number of rounds played by junior golfers, who pay discounted green fees, which lowered the average revenue per round. Although the increase in junior play reduced current-year revenue, it supports the long-term financial sustainability of the golf operation by building future full-paying adult golfers and strengthening the customer base. The Golf Fund offset the 2.3% revenue shortfall by reducing expenses. Expenses totaled $6.0 Million, coming in 4.8% under budget. Compared to FY2025, expenses increased by $1.7 Million, mainly due to the Capital Outlay Transfer, which increased by $1.0 Million, with the remaining difference reflected in allocated costs and Supplies & Services.

The final result for FY2026 is a loss of $8.9K, which is closer to the revised budget than the adopted budget.

Waterfront Fund

The Waterfront Fund supports operations at the Harbor and Stearns Wharf and is fully sustained through enterprise revenues, including lease income, slip fees, and parking fees. Revenues ended the fiscal year on target with a total of $20.9 Million, matching both FY2025 and the budget. The final result reflects a combination of variances that offset one another. The Property Management program finished 8.15% lower than last year at the same time, largely due to a significant decline in food service revenue. Marina Management revenue increased 6.06% over last year, primarily due to the annual increase in slip fees. Slip Permit Transfer fees rose 20.89% coinciding with a policy change requiring vessel insurance. Visitor Fees decreased 2.30%, and Live Aboard fees were down 3.32%. Investment interest earned on the Department's cash reserves closed the year up 14.49% compared to last year. This increase is mainly due to favorable market conditions and higher cash reserve balances.

The department ended FY2026 with a loss of $1.3 Million, which is a reduction of $785.8K when compared to the revised budget, but a decline relative to FY2025.

Interdepartmental Services Operating Fund Revenues and Expenses

The City has established internal service funds for centralized services that provide support across most or all funds and departments. These functions primarily include Fleet, Facilities, Risk Management, Creeks, and Information Technology. The interim quarterly reports typically do not discuss in detail major changes in the City's internal services departments and funds, as major changes typically do not occur during the year. For additional information, please see Attachment 1, *Interim Statement of Revenues and Expenditures* for additional details.

The Self-Insurance Fund (SIF)

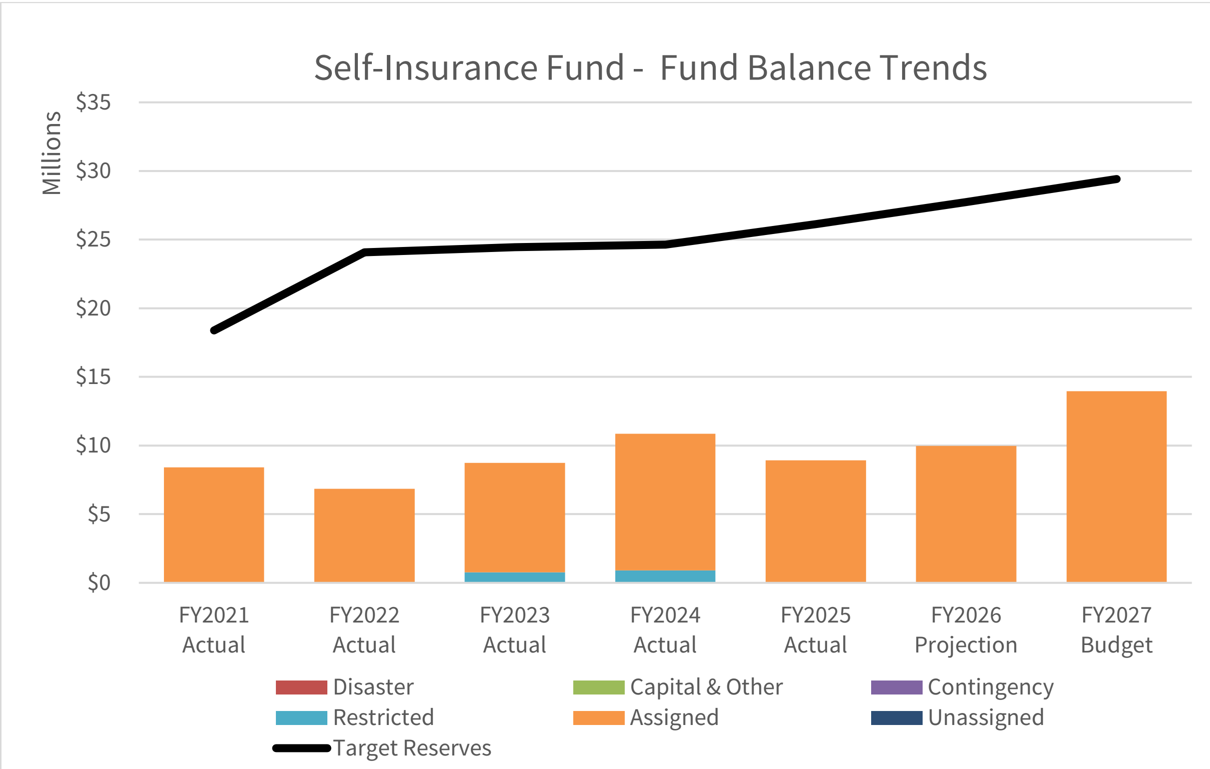
The City purchases insurance policies to cap its exposure to loss for specific hazards. The SIF accumulates revenues through an annual allocation from departments as an expenditure to each department. The SIF then funds the program's annual renewals for insurance coverage for claims that may arise and to cover Salaries & Benefits of staff administering the program.

The SIF continues to experience challenges in receiving adequate annual allocations to the funds from operating departments and not having adequate reserves in the fund to pay future claims. The cost to the City to retain existing property, excess general liability, and other insurance programs has increased substantially over the years. Liability coverage has become more expensive across the nation due to various substantial claims; notable claims related to law enforcement and droughts and wildfires in the Western United States and California included.

The adopted budget included additional allocations into the SIF to begin to increase reserves to achieve the actuarial recommended level over the next seven (7) years. The most current actuarial report recommended the SIF maintain a reserve balance of $26.1 Million by the end of FY2025 but recommends increasing the balance to $29.4 Million by the end of FY2027.

Staff presented an overview to the Finance Committee of major changes anticipated in the insurance industry budget considerations for FY2025. The presentation recommended substantial increases to allocations into the SIF from the operating departments to ensure the SIF can meet the ongoing premium and claim payments costs, and adequate reserves are achieved. The Finance Committee unanimously supported implementing a plan to gradually increase allocations to the SIF over the next seven (7) fiscal years to achieve target reserves at or near the actuarial recommended level. Staff built these allocation increases into the FY2025 budget.

The graph below, *Self-Insurance Fund, Actuarial Recommendation*, shows the actuarial recommended reserve, the actual/projected cash in the SIF over the past 12 years, and the gradual/substantial reduced reserve levels in recent years.



City of Santa Barbara
Fiscal Year 2026 Financial Statements Ending Jun 30, 2026
Schedule of Proposed Fourth Quarter Budget Adjustments

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
GENERAL FUND (Fund 1000)			
Increase in appropriations for Burke Williams Re: Mission LLC Federal Case	$ 100,000		$ (100,000)
Increase in estimated revenue for technology fees received in excess of technology related costs for the year transaferred to the Capital Fund to support future technology needs and upgrades CD Technology Upgrade.		$ 59,662	$ 59,662
Increase in estimated revenue for technology fees received in excess of technology related costs for the year transaferred to the Capital Fund to support future technology needs and upgrades CD Technology Maintenance.		$ 19,890	$ 19,890
Increase in appropriations for transfer out for expenditures for CD Technology Upgrade.	$ 79,552		$ (79,552)
Increase in estimated revenue for Central Library per the FY26 Agreement for Operation of a Countywide Library System.		$ 1,967	$ 1,967
Increase in appropriations for Central Library for book acquisitions per the FY26 Agreement for Operation of a Countywide Library System.	$ 1,967		$ (1,967)
Increase in estimated revenue for Transfer In for project PD Staff Time at SBA.		$ 380,612	$ 380,612
Increase in estimated revenue for collected Misc Revenue from Inclusionary Housing Fee.		$ 246,766	$ 246,766
Increase in appropriations for Transfer Out for all inclusionary housing in-lieu fees collected through 06/30/2026 that have not been previously transferred to the Local Housing Trust Fund.	$ 146,766		$ (146,766)
Total General Fund (1000)	**$ 328,285**	**$ 708,896**	**$ 380,611**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Local Housing Trust Fund (2160)			
Increase in estimated revenue for Transfer in for all inclusionary housing in-lieu fees collected through 06/30/2026 that have not been previously transferred to the Local Housing Trust Fund.		$ 146,766	$ 146,766
Total Local Housing Trust Fund (2160)	**$ -**	**$ 146,766**	**$ 146,766**
Traffic Safety Fund (2300)			
Increase in estimated revenue for FY26 adjustment of Traffic Safety.	$ -	$ 56,390	$ 56,390
Increase in appropriations for FY26 adjustment of Professional Services Contract for DUI Lab project.	$ 1,225		$ (1,225)
Increase in appropriations for transfer out for Traffic PD-Patrol Division.	$ 55,165		$ (55,165)
Total Traffic Safety Fund (2300)	**$ 56,390**	**$ 56,390**	**$ -**
Streets Operating Fund (2400)			
Increase in estimated revenue for transfer from the Water Resources Fund Water Distribution Program to the Streets Funds to cover costs of pavement patching for water main breaks.		$ 90,000	$ 90,000
Increase in estimated revenue for transfer from the S&R Fund Creeks Program to the Streets Fund to cover costs of storm drain CCTV inspection.		$ 1,160	$ 1,160
Increase in estimated revenue for Streets Funds from S&R grant funds for the installation of concrete pads for the B-cycle bike program.		$ 29,413	$ 29,413
Total Streets Operating Fund (2400)	**$ -**	**$ 120,573**	**$ 120,573**
County Library Fund (2500)			
Increase in estimated revenue for additional County Per Capita funds per the FY26 Agreement for Operation of a Countywide Library System.		$ 16,555	$ 16,555
Total County Library Fund (2500)	**$ -**	**$ 16,555**	**$ 16,555**
Creek Restore/Water Quality Imp Fund (2640)			
Increase in appropriations for transfer from the S&R Fund Creeks Program to the Streets Fund to cover costs of storm drain CCTV inspection.	$ 1,160	$ -	$ (1,160)
Total Creek Restore/Water Quality Imp Fund (2640)	**$ 1,160**	**$ -**	**$ (1,160)**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Police Miscellaneous Grants Fund (2830)			
Increase in estimated revenue to fund Office of Emergency Services for Homeland Security Grant-FY24.		**$ 9,324**	$ 9,324
Increase in appropriations for Equipments for Homeland Security Grant-FY24.	$ 15,501		$ (15,501)
Total Police Miscellaneous Grants Fund (2830)	**$ 15,501**	**$ 9,324**	**$ (6,177)**
Library Miscellaneous Grants Fund (2850)			
Increase in estimated revenues for Central Library from donations from the public to support the Library with procurement of programming and collection management supplies and services.		$ 19,768	$ 19,768
Increase in appropriations for Central Library from the public donations to support the Library with procurement of programming and collection management supplies and services.	$ 19,768		$ (19,768)
Increase in estimated revenues for Eastside Library from public donations to support the Library with procurement of programming and collection management supplies and services.		$ 3,352	$ 3,352
Increase in appropriations for Eastside Library from public donations to support the Library with procurement of programming and collection management supplies and services.	$ 3,352		$ (3,352)
Increase in estimated revenue from vending machine at the Eastside Library coordinated by the Library's Teen Advisory Board.		$ 467	$ 467
Increase in appropriations from vending machine at the Eastside Library coordinated by the Library's Teen Advisory Board for special supplies and expenses.	$ 467		$ (467)
Increase in estimated revenue for funds from the Santa Barbara Public Library Foundation to support the Library's Literacy, Lunch at the Library, Raices y Suenos and Library of the Go programs.		$ 180,000	$ 180,000
Increase in appropriations from the Santa Barbara Public Library Foundation to support special supplies and expenses for the Library's Literacy, Lunch at the Library, Raices y Suenos and Library of the Go programs.	$ 10,000		$ (10,000)
Increase in appropriations from the Santa Barbara Public Library Foundation to support the salaries for the Library's Literacy, Lunch at the Library, Raices y Suenos and Library of the Go programs.	$ 170,000		$ (170,000)
Increase in estimated revenue from the Santa Barbara Public Library Foundation to support the Library of the Go programs.		$ 25,000	$ 25,000
Increase in appropriations from the Santa Barbara Public Library Foundation to support special supplies and expenses for the Library of the Go programs.	$ 25,000		$ (25,000)
Increase in estimated revenue from the Santa Barbara Public Library Foundation to support the Paices y Suenos.		$ 15,000	$ 15,000
Increase in appropriations from the Santa Barbara Public Library Foundation to support the special supplies and expenses for Paices y Suenos.	$ 15,000		$ (15,000)
Decrease in appropriations to correct clerical errors for book acquisitions for project Della Jean Elden Trust.	$ (1,067)		$ 1,067
Increase in appropriations for trust funds to support print collection development in FY27 for project William Wagner 1988InterVivos Trust .	$ 20,000		$ (20,000)
Increase in appropriations for trust funds to support print collection development in FY27 for project Cooper Trust.	$ 20,000		$ (20,000)
Increase in estimated revenue for grant from the California State Library to support literacy services in FY27.		$ 68,102	$ 68,102
Increase in appropriations for grant from the California State Library to support literacy services in FY27.	$ 68,102		$ (68,102)
Increase in estimated revenue for Transfer In from Library Trust Fund where trust contributions are recorded, to fund costs that meet trust restrictions in Jane Ayres Trust.		$ 29,032	$ 29,032
Increase in estimated revenue for Transfer In from Library Trust Fund where trust contributions are recorded, to fund costs that meet trust restrictions in William Wagner 1988 InterVivos Trust.		$ 20,000	$ 20,000
Increase in estimated revenue for Transfer In from Library Trust Fund where trust contributions are recorded, to fund costs that meet trust restrictions in Knaupp Trust.		$ 80,000	$ 80,000
Increase in appropriations for Knaupp Trust to support print collection development in FY27.	$ 27,578		$ (27,578)

		Increase (Decrease) in Appropriations		Increase (Decrease) in Estimated Revenues		Addition to (Use of) Reserves
Increase in appropriations for Baum & Lansing Trust to support print collection development in FY27.	$	3,747			$	(3,747)
Increase in appropriations for hourly salaries for grant Lunch at the Library 2026	$	1,651			$	(1,651)
Decrease in appropriations for special supplues and expenses for grant Lunch at the Library 2026	$	(1,651)			$	1,651
Total Library Miscellaneous Grants Fund (2850)	**$**	**381,948**	**$**	**440,721**	**$**	**58,773**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Capital Outlay Fund (3000)			
Increase in estimated revenue for transfer in for CD Technology Upgrade to reflect the actual amount of Technology Fees received.		$ 79,552	$ 79,552
Total Capital Outlay Fund (3000)	**$ -**	**$ 79,552**	**$ 79,552**
Measure C Capital Fund (3010)			
Decrease appropriations for the Alice Keck Park Memorial Gardens project and reallocate the funds to the Franklin Neighborhood Parking Lot project to address the budget shortfall and to the Parks Restroom Renewal project to fund the Shoreline Park Restroom renovation.	$ (149,796)		$ 149,796
Increase in appropriations to eliminate the budget shortfall for the recently completed Franklin Neighborhood Center Parking Lot paving project.	$ 33,574		$ (33,574)
Increase in appropriations for the Parks Restroom Building Renewal project to fund the Shoreline Park Restroom renovation.	$ 116,222		$ (116,222)
Decrease in appropriations for the recently completed Plaza del Mar Lighting project and reallocate the funds to the Chase Palm Park Renovation project to fully fund the completed project.	$ (14,276)		$ 14,276
Increase in appropriations for the Chase Palm Park Renovation project to fully fund the recently completed project.	$ 11,522		$ (11,522)
Increase in appropriations for the Parks Restroom Building Renewal project to fund the Shoreline Park Restroom renovation.	$ 2,754		$ (2,754)
Total Measure C Capital Fund (3010)	**$ 0**	**$ -**	**$ (0)**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Water Operating Fund (5000)			
Increase in appropriations for transfer from the Water Resources Fund Water Distribution Program to the Streets Funds to cover costs of pavement patching for water main breaks.	$ 90,000		$ (90,000)
Total Water Operating Fund (5000)	**$ 90,000**	**$ -**	**$ (90,000)**
Wastewater Operating Fund (5100)			
Decrease in appropriations to correct double budget error from a contract that carried over from FY25 into FY26.	$ (650,000)		$ 650,000
Total Wastewater Operating Fund (5100)	**$ (650,000)**	**$ -**	**$ 650,000**
Downtown Parking Operating Fund (5300)			
Decrease in appropriations for transfer of unspent funds from Electric to cover hourly overtime & hourly benefits.	$ (13,176)		$ 13,176
Increase in appropriations for transfer of unspent funds from Electric to cover salaries-overtime.	$ 11,812		$ (11,812)
Increase in appropriations for transfer of unspent funds from Electric to cover benefits for retirement.	$ 1,364		$ (1,364)
Decrease in appropriations for transfer of unspent funds from Credit Card Fees to cover multiple expense accounts in Downtown Parking funds.	$ (54,085)		$ 54,085
Increase in appropriations for transfer of unspent funds from Credit Card Fees to cover Chemical & Landscape Supplies.	$ 623		$ (623)
Increase in appropriations for transfer of unspent funds from Credit Card Fees to cover Janitorial & Household Supplies.	$ 8,441		$ (8,441)
Increase in appropriations for transfer of unspent funds from Credit Card Fees to cover Minor Tools.	$ 2,173		$ (2,173)
Increase in appropriations for transfer of unspent funds from Credit Card Fees to cover Uninsured Litigation Costs.	$ 615		$ (615)
Increase in appropriations for transfer of unspent funds from Credit Card Fees to cover Special Supplies and Expense.	$ 2,646		$ (2,646)
Increase in appropriations for transfer of unspent funds from Credit Card Fees to cover Facilities Maintenance-Old Spanish Days.	$ 3,047		$ (3,047)
Increase in appropriations for transfer of unspent funds from Credit Card Fees to cover Trainings.	$ 1,209		$ (1,209)
Increase in appropriations for transfer of unspent funds from Credit Card Fees to cover Printing & Binding.	$ 2,693		$ (2,693)
Increase in appropriations for transfer of unspent funds from Credit Card Fees to cover Postage & Delivery.	$ 2,266		$ (2,266)
Increase in appropriations for transfer of unspent funds from Credit Card Fees to cover Water.	$ 30,370		$ (30,370)
Total Downtown Parking Operating Fund (5300)	**$ -**	**$ -**	**$ -**
Downtown Parking Capital Fund (5310)			
Decrease in appropriations for transfer of funds from Public Works Fund to City Admin Fund. Contracts have already been encumbered under the correct account.	$ (35,711)	$ -	$ 35,711
Increase in appropriations for transfer of funds from Public Works Fund to City Admin Fund. Contracts have already been encumbered under the correct account.	$ 35,711		$ (35,711)
Total Downtown Parking Capital Fund (5310)	**$ -**	**$ -**	**$ -**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
SB Clean Energy Fund (5500)			
Increase in appropriations to Transfer-Out from the SB Clean Energy Fund to Waterfront Operating Fund to cover a portion of the BEACON membership which is a regional joint powers authority with a focus on coastal erosion.	$ 31,780		$ (31,780)
Total SB Clean Energy Fund (5500)	**$ 31,780**	**$ -**	**$ (31,780)**
Golf Course Fund (5600)			
Increase in estimated revenue for year end true-up transfer out of capital for Player Course Improvement Golf Fund.		$ 2,246	$ 2,246
Increase in appropriations for year end true-up transfer out of capital for Player Course Improvement Golf Fund.	$ 2,246		$ (2,246)
Total Golf Course Fund (5600)	**$ 2,246**	**$ 2,246**	**$ -**
Golf Course Capital Fund (5610)			
Increase in estimated revenue for year end true-up transfer in of capital for Player Course Improvement Golf Fund.		$ 2,246	$ 2,246
Increase in appropriations for year end true-up transfer in of capital for Player Course Improvement Golf Fund.	$ 2,246		$ (2,246)
Total Golf Course Capital Fund (5610)	**$ 2,246**	**$ 2,246**	**$ -**
Airport Operating Fund (5700)			
Decrease in appropriations for salaries for Airport Support for Police Department.	$ (380,612)		$ 380,612
Increase in appropriations for Airport Security for Inner-City Contracted Services PD Staff Time at SBA.	$ 380,612		$ (380,612)
Increase in estimated revenues for reimbursements for FY26 storm damage mitigation that is subject to insurance coverage.		$ 730,000	$ 730,000
Increase in appropriations for special projects for FY26 storm damage mitigation that is subject to insurance coverage.	$ 730,000		$ (730,000)
Decrease in appropriations for additional engineering support to cover vacancy at the airport.	$ (95,644)		$ 95,644
Increase in appropriations for additional engineering support to cover vacancy at the airport.	$ 95,644		$ (95,644)
Total Airport Operating Fund (5700)	**$ 730,000**	**$ 730,000**	**$ -**
Airport Capital Fund (5710)			
Increase in estimated revenue for Transfer In of funds to close grant AIP 074-Drainage Master Plan with excess city contribution transferred to another project Airport Admin Building Improvement.		$ 38,588	$ 38,588
Increase in appropriations for Airport Fac Maintenance for Non-Building Improvements for project Airport Admin Buidling Improvement.	$ 38,588		$ (38,588)
Total Airport Capital Fund (5710)	**$ 38,588**	**$ 38,588**	**$ -**
Airport Grant Fund (5720)			
Increase in appropriations for Transfer Out of fund to close out grant project AIP 074-Drainage Master Plan with excess city contribution transferred to another project Airport Admin Buidling Improvements.	$ 38,588		$ (38,588)
Decrease in appropriations for Non-Building Improvements to close out grant project AIP 074-Drainage Master Plan with excess city contribution transferred to another project Airport Admin Buidling Improvements.	$ (38,588)		$ 38,588
Total Airport Grant Fund (5720)	**$ -**	**$ -**	**$ -**
Waterfront Operating Fund (5800)			
Increase in estimated revenue for Transfer-In from the SB Clean Energy Fund to Waterfront Operating Fund to cover a portion of the BEACON membership which is a regional joint powers authority with a focus on coastal erosion.		$ 31,780	$ 31,780
Total Waterfront Operating Fund (5800)	**$ -**	**$ 31,780**	**$ 31,780**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
INTERNAL SERVICE FUNDS			
Information Technology Fund (6200)			
Increase in appropriations for transfer of funds from IT Operating Surplus for the IT Capital Fund Website Content Management System (General Fund Savings strategy).	$ 130,000		$ (130,000)
Total Information Technology Fund (6200)	**$ 130,000**	**$ -**	**$ (130,000)**

	Increase (Decrease) in Appropriations	Increase (Decrease) in Estimated Revenues	Addition to (Use of) Reserves
Fleet Replacement Fund (6410)			
Decrease in appropriations to align the budget for Enterprise Fund vehicle replacements with anticipated actual costs, especially refelecting deferred vehicle replacements.	$ (1,000,000)		$ 1,000,000
Decrease in appropriations to align the budget for General Fund vehicle replacements with anticipated actual costs, especially refelecting deferred vehicle replacements.	$ (3,500,000)		$ 3,500,000
Increase in estimated revenue for receipt of federal tax credits for electric vehicles purchased in CY 2024 and 2025.		$ 171,148	$ 171,148
Total Fleet Replacement Fund (6410)	**$ (4,500,000)**	**$ 171,148**	**$ 4,671,148**
Library Gift Fund (7120)			
Increase in appropriations for Transfer Out from Library Trust Fund where trust contributions are recorded, to fund costs that meet trust restrictions in Jane Ayres Trust.	$ 29,032		$ (29,032)
Increase in appropriations for Transfer In from Library Trust Fund where trust contributions are recorded, to fund costs that meet trust restrictions in William Wagner 1988 InterVivos Trust.	$ 20,000		$ (20,000)
Increase in appropriations for Transfer In from Library Trust Fund where trust contributions are recorded, to fund costs that meet trust restrictions in Knaupp Trust.	$ 80,000		$ (80,000)
Total Library Gift Fund (7120)	**$ 129,032**	**$ -**	**$ (129,032)**
	$ (3,212,824)	**$ 2,408,020**	**$ 5,620,844**
Check	*$ (3,212,824)*	*$ 2,408,020*	*$ 5,620,844*
	$ -	$ -	$ -

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

SECTION 1. DEPARTMENT/DIVISION POSITIONS

The Council hereby authorizes the following positions in each of the Departments and/or Divisions as provided for in the 2027 fiscal year operating budget:

AIRPORT DEPARTMENT

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	1	
Administrative Analyst I	1	
Administrative Analyst III	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Airport Business Development Supervisor	1	
Airport Business Manager	1	
Airport Director	1	
Airport Facilities Manager	1	
Airport Maintenance Coordinator	1	
Airport Maintenance Supervisor	1	
Airport Maintenance Worker II	3	
Airport Operations Manager	1	
Airport Operations Specialist	7	
Airport Operations Supervisor	3	
Airport Operations Technician	2	
Airport Patrol Supervisor	1	
Airport Police Officer	8	
Airport Police Officer II	4	
Airport Properties Manager	1	
Airport Security Aide	10	
Assistant Airport Director	1	
Custodial Supervisor	1	
Custodian	8	
Grounds Maintenance Crew Leader	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Grounds Maintenance Worker II	1	
Marketing Coordinator	1	
Marketing Supervisor	1	
Painter	2	
Principal Project Manager	1	
Property Management Specialist	2	
Senior Airport Maintenance Worker	4	
Senior Airport Operations Specialist	6	
Senior Airport Security Aide	1	
Senior Custodian	1	
AIRPORT DEPARTMENT TOTAL	82	0

CITY ADMINISTRATOR

Administration

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Specialist*	1	
Assistant City Administrator	1	
City Administrator/City Clerk/Treasurer	1	
City Clerk Services Manager	1	
City TV Production Specialist	1	
City TV Production Supervisor	1	
Communications Specialist II	1	
Community Engagement Officer/PIO	1	
Deputy City Clerk	3	
Executive Assistant - Mayor and Council*	1	
Office Manager	1	
Senior Assistant to the City Administrator	1	
ADMINISTRATION DIVISION TOTAL	14	0

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Housing and Community Vitality

Accounting Assistant	**1**	
Administrative Analyst II	1	
Administrative Analyst III	2	
Assistant Parking Coordinator		2.4
Deputy City Administrator	1	
Downtown Plaza & Parking Manager	1	
Electronics Technician II	1	
Facilities Maintenance Supervisor	1	
Housing & Human Services Manager	1	
Housing Program Specialist	1	
Maintenance Crew Leader	2	
Maintenance Worker II	6	
Parking Coordinator	3	
Parking Maintenance Coordinator	1	
Parking Resources Specialist	1	
Parking Supervisor	1	
Project Planner	1	
Public Works Manager	1	
Rental Housing Mediation Specialist	2	
Rental Housing Mediation Supervisor	1	
Rental Housing Programs Manager	1	
Senior Housing Programs Specialist	1	
Senior Maintenance Worker	1	
Sr Community Development Programs Specialist	1	
State Street Master Planner	1	
HOUSING AND COMMUNITY VITALITY DIVISION TOTAL	**33**	**2.4**
CITY ADMINISTRATOR DEPARTMENT TOTAL	**48**	**2.4**

CITY ATTORNEY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Assistant City Attorney II	1	
Assistant City Attorney III	2	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Assistant City Attorney IV	2	
Assistant City Attorney V	2	
Business Manager	1	
Chief Assistant City Attorney	1	
City Attorney	1	
City Attorney Investigator III*	1	
Deputy City Attorney	1	
Legal Administrative Assistant II*	3	
Litigation Paralegal III*	2	
Senior Legal Administrative Assistant*	1	
CITY ATTORNEY DEPARTMENT TOTAL	**18**	**0**

COMMUNITY DEVELOPMENT

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	1	
Administrative Analyst II	2	
Administrative Assistant	3	
Administrative Assistant*	1	
Administrative Specialist	2	
Administrative Supervisor	1	
Administrative/Clerical Supervisor	1	
Associate Planner	11	
Building and Safety Supervisor	3	
Building Inspector	3	
Building Permit Technician	4	
Chief Building Official	1	
City Planner	1	
Commission Secretary	3	
Community Development Business Manager	1	
Community Development Director	1	
Graphic Designer	1	
Planning Technician II	5	
Plans Examiner	2	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Principal Planner	1	
Project Planner	11	
Records Technician	1	
Senior Building Inspector/Specialty	6	
Senior Plan Check Engineer	1	
Senior Planner II	3	
Senior Plans Examiner	2	
COMMUNITY DEVELOPMENT DEPARTMENT TOTAL	**72**	**0**

FINANCE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accountant II	1	
Accounting Assistant	4	0.5
Accounting Coordinator	1	
Accounting Technician	2	
Accounting Technician*	2	
Administrative Analyst I	2	
Administrative Analyst III	1	
Administrative Analyst III*	1	
Administrative Specialist	2	
Assistant Finance Director	1	
Budget Manager	1	
Buyer II	1	
Controller	1	
Finance Analyst I	2	
Finance Analyst I*	1	
Finance Analyst II	1	
Finance Director	1	
Finance Supervisor	2	
General Services Manager	1	
Payroll and A/P Supervisor*	1	
Purchasing Supervisor	1	
Risk Analyst I	1	
Risk Analyst II*	2	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Risk Manager	1	
Senior Accountant	3	
Senior Buyer	1	
FINANCE DEPARTMENT TOTAL	**38**	**0.5**

FIRE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Assistant*	1	
Administrative Specialist	1	
Emergency Medical Services Manager	1	
Emergency Services Manager	1	
Fire Business Manager	1	
Fire Chief	1	
Office Specialist II	1	
Fire Captain	3	
Fire Engineer	6	
Fire Battalion Chief	4	
Fire Captain	25	
Fire Engineer	24	
Fire Operations Division Chief	1	
Firefighter	27	
Fire Inspector II	3	
Fire Inspector III	2	
Fire Battalion Chief / Fire Marshal	1	
Fire Public Education Coordinator	1	
Fire Services Specialist	2	
FIRE DEPARTMENT TOTAL	**106**	**0**

HUMAN RESOURCES

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Specialist*	1	
Administrative Specialist* (Delete by 6/30/2027)	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Human Resources Analyst II*	4	
Human Resources Director	1	
Human Resources Manager	2	
Human Resources Technician*	1	
Senior Human Resources Analyst*	2	
HUMAN RESOURCES DEPARTMENT TOTAL	**12**	**0**

INFORMATION TECHNOLOGY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst I	1	
Applications Administrator*	1	
Applications Analyst	3	
Applications Analyst*	1	
Electronics/Communications Supervisor	1	
Electronics/Communications Technician II	1	
Geographic Information Systems Analyst	2	
Geographic Information Systems Technician	3	
Information Technology Administrator	1	
Information Technology Director	1	
Information Technology Manager	1	
Information Technology Project Manager	1	
Information Technology Supervisor	4	
Information Technology Technician I	1	
Information Technology Technician II	3	
Network Analyst	4	
Senior Electronics/Communications Technician	2	
System Administrator	1	
Webmaster	1	
INFORMATION TECHNOLGOY DEPARTMENT TOTAL	**33**	**0**

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

LIBRARY

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst I	1	
Administrative Specialist		0.8
Department Systems Supervisor	1	
Librarian II	9	
Library Circulation Supervisor	2	
Library Director	1	
Library Services Manager	1	
Library Systems Analyst	1	
Library Systems Technician I	1	
Library Systems Technician II	1	
Library Technician	15	1.6
Marketing Coordinator	2	
Outreach Coordinator	2	
Outreach Coordinator (Delete by 6/30/2027)	1	
Senior Librarian	2	
Senior Library Technician	1	
Supervising Librarian	3	
LIBRARY DEPARTMENT TOTAL	**44**	**2.4**

MAYOR & CITY COUNCIL

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
City Councilmember	6	
Mayor	1	
MAYOR & COUNCIL DEPARTMENT TOTAL	**7**	**0**

PARKS & RECREATION

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst I	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst II	1	
Administrative Assistant	2	
Administrative Assistant*	1	
Administrative Specialist	4	
Aquatics Specialist	1	
Assistant Parks & Recreation Director	1	
Automotive/Equipment Technician	1	
Capital Projects Supervisor	1	
Custodian	1	
Equipment Operator	3	
Grounds Maintenance Crew Leader	4	
Grounds Maintenance Worker I	3	
Grounds Maintenance Worker II	8	
Irrigation Systems Technician	2	
Neighborhood & Outreach Services Coordinator II	1	
Office Specialist II	1	
Park Ranger	3	
Parks and Recreation Business Manager	1	
Parks and Recreation Director	1	
Parks Manager	1	
Parks Planning Manager	1	
Parks Superintendent	1	
Parks Supervisor	3	
Project Engineer II	1	
Project Planner	2	
Project Planner (Delete by 06/30/2027)	1	
Recreation Coordinator	9	
Recreation Programs Manager	2	
Recreation Specialist	1	
Recreation Supervisor I	2	
Senior Grounds Maintenance Worker	6	
Senior Maintenance Worker	1	
Senior Recreation Supervisor	3	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Senior Tree Trimmer	2	
Street Tree Supervisor	1	
Supervising Park Ranger	1	
Tree Care Specialist	1	
Tree Trimmer II	3	
Urban Forest Superintendent	1	
PARKS & RECREATION DEPARTMENT TOTAL	**84**	**0**

POLICE

Sworn Staff

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Assistant Police Chief	2	
Police Chief	1	
Police Commander	4	
Police Lieutenant	3	
Police Officer	112	
Police Sergeant	20	
TOTAL SWORN STAFF	**142**	**0**

Professional Staff

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst II	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Animal Control Officer	2	
Animal Control Officer II	1	
Identification Technician	1	
Information Technology Technician II	1	
Network Administrator	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Parking Enforcement Officer	10	
Parking Enforcement Officer (Delete by 6/30/2027)	3	
Parking Enforcement Officer II	2	
Police Administrative Manager	1	
Police Business Manager	1	
Police Crime Analyst	1	
Police Information Technology Manager	1	
Police Property/Evidence Technician	2	
Police Records Manager	1	
Police Records Specialist	12	
Police Records Supervisor	2	
Police Services Coordinator	5	
Police Services Specialist	1	
Police Technician	1	
Public Safety Communications Manager	1	
Public Safety Dispatch Supervisor	3	
Public Safety Dispatcher II	9	
Public Safety Dispatcher III	5	
Senior Network / Applications Analyst	2	
TOTAL PROFESSIONAL STAFF	**72**	
POLICE DEPARTMENT TOTAL	**214**	**0**

PUBLIC WORKS

Job Classification	**Full-Time Positions Authorized**	**Part-Time Positions Authorized**
Accounting Assistant	2	
Administrative Analyst I	1	
Administrative Analyst II	2	
Administrative Analyst III	1	
Administrative Assistant	5	
Administrative Assistant Unclassified (Delete by 6/30/28)	1	
Administrative Assistant*	1	
Administrative Specialist	2	
Administrative Supervisor	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Associate Transportation Planner	2	
Automotive Parts Specialist	1	
Automotive Service Writer	1	
Carpenter	2	
City Engineer	1	
Custodial Supervisor	1	
Custodian	7	1
Electrician	2	
Engineering Technician II	2	
Facilities Maintenance Supervisor	1	
Facilities Maintenance Worker II	1	
Facilities Manager	1	
Fleet Services Superintendent	1	
Fleet Services Technician I	3	
Fleet Services Technician II	4	
HVAC Technician	1	
Lead Equipment Technician	1	
Maintenance Supervisor II	1	
Outreach Coordinator	1	
Painter	2	
Planning Technician II	1	
Plumber	2	
Principal Architect	1	
Principal Engineer	4	
Principal Project Manager	1	
Principal Traffic Engineer	1	
Project Engineer II	22	
Project Planner	2	
Public Works Business Manager	1	
Public Works Director	1	
Public Works Inspector II	2	
Public Works Operations Manager	1	
Senior Custodian	3	
Senior Engineering Technician	4	
Senior Planner II	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Senior Project Engineer	4	
Senior Project Engineer Unclassified (Delete by 6/30/28)	1	
Senior Public Works Inspector	4	
Senior Real Property Agent	2	
Senior Streets Maintenance Worker	6	
Senior Traffic Signal Technician	1	
Senior Traffic Technician	1	
Streets Maintenance Coordinator	3	
Streets Maintenance Crew Leader	2	
Streets Maintenance Superintendent	1	
Streets Maintenance Worker II	16	
Supervising Engineer	9	
Supervising Transportation Engineer	1	
Supervising Transportation Planner	1	
Traffic Signal Technician II	2	
Traffic Technician II	1	
Vehicle Services Assistant	1	
Mail Services Specialist	1	
Welder/Fabricator	1	
PUBLIC WORKS DEPARTMENT TOTAL	**157**	**1**

SUSTAINABILITY & RESILIENCE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Administrative Analyst II	3	
Administrative Analyst III	3	
Administrative Assistant*	1	
Administrative Specialist	1	
Associate Planner	1	0.5
Associate Transportation Planner	1	
Business Manager	1	
Code Enforcement Officer	3	
Code Enforcement Officer II	1	
Community Engagement Manager	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Creeks Restoration/Clean Water Manager	1	
Creeks Supervisor	1	
Energy and Climate Program Manager	2	
Energy and Climate Specialist	1	
Environmental Services Manager	1	
Environmental Services Manager	1	
Environmental Services Specialist II	5	
Outreach Coordinator	2	
Project Planner	1	
Recycling Educator	1	
Sustainability Analyst II	1	
Sustainability and Resilience Director	1	
Water Quality Research Analyst	1	
SUSTAINABILITY & RESILIENCE DEPARTMENT TOTAL	**35**	**0.5**

WATER RESOURCES

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	2	0.8
Administrative Analyst II	4	
Administrative Assistant	1	
Administrative Specialist	1	
Control Systems Operator Specialist II	4	
Cross Connection Specialist	1	
Laboratory Analyst Coordinator	2	
Laboratory Analyst II	7	
Laboratory Supervisor	1	
Lead Water Meter Technician	1	
Principal Project Manager	1	
Public Works Business Manager	1	
Public Works Operations Assistant	2	
Reservoir & Dam Caretaker/Distribution Operator	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Senior Control Systems Operator Specialist	3	
Senior Cross Connection Specialist	1	
Senior Treatment Plant Technician	2	
Senior Wastewater Collection System Operator	5	
Senior Wastewater Collection System Outreach Program Coordinator	1	
Senior Wastewater Treatment Plant Operator	2	
Treatment Plant Technician	3	
Treatment Plant Technician Supervisor	1	
Warehouse Specialist	1	
Wastewater Collection System Lead Operator	1	
Wastewater Collection System Operator I	2	
Wastewater Collection System Operator II	5	
Wastewater Collection System Project Coordinator	4	
Wastewater Collection System Superintendent	1	
Wastewater Collection System Supervisor	1	
Wastewater Compliance Specialist	1	
Wastewater System Manager	1	
Wastewater Treatment Plant Chief Operator	1	
Wastewater Treatment Plant OIT	2	
Wastewater Treatment Plant Operator III	10	
Wastewater Treatment Superintendent	1	
Wastewater Treatment Supervisor	1	
Water Distribution Chief Operator	1	
Water Distribution Lead Operator Technician	2	
Water Distribution Operator Technician II	21	
Water Distribution Operator Technician OIT	5	
Water Distribution Project Coordinator	2	
Water Distribution Superintendent	1	
Water Distribution Supervisor	3	
Water Meter Technician II	3	
Water Quality Superintendent	1	
Water Resources Director	1	
Water Resources Specialist	3	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Water Service Superintendent	1	
Water Services Manager	1	
Water Services Supervisor	1	
Water System Manager	1	
Water Treatment Chief Operator	1	
Water Treatment Plant Operator III	9	
Water Treatment Superintendent	2	
Water Treatment Supervisor	1	
Water/Wastewater Maintenance Planner/Scheduler	6	
WATER RESOURCES DEPARTMENT TOTAL	**145**	**0.8**

WATERFRONT

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Accounting Assistant	1	
Administrative Analyst III	1	
Administrative Assistant*	1	
Administrative Specialist	1	
Administrative Supervisor	1	
Billing Supervisor	1	
Harbor Operations Assistant	2	
Harbor Operations Manager	1	
Harbor Patrol Officer	10	
Harbor Patrol Supervisor	1	
Heavy Equipment Technician	1	
Office Specialist II	2	
Parking Coordinator	2	
Senior Waterfront Maintenance Worker	2	
Waterfront Business Manager	1	
Waterfront Director/Harbormaster	1	
Waterfront Facilities Manager	1	
Waterfront Maintenance Coordinator	1	

POSITION SALARY CONTROL RESOLUTION

Effective: 09/19/2026
Revised: 09/15/2026

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
Waterfront Maintenance Crew Leader	2	
Waterfront Maintenance Superintendent	1	
Waterfront Maintenance Worker II	10	
Waterfront Parking Supervisor	1	
Waterfront Vessel Technician	1	
WATERFRONT DEPARTMENT TOTAL	**46**	**0**

CITY WIDE

Job Classification	Full-Time Positions Authorized	Part-Time Positions Authorized
CITY WIDE TOTAL	**1141**	**7.60**

NOTES

Delete by positions included in city wide total: 8

SECTION 2. CLASSIFICATIONS AND SALARY RANGES:

Effective: 09/19/2026
Revised: 09/15/2026

Council hereby authorizes the following classified and unclassified regular full-time and regular part-time classifications and positions; and the salary ranges therefore for the 2026 fiscal year. Changes to future salaries may be adopted by the City Council by Ordinance as part of a collective bargaining agreement or long-term salary plan.

LEGEND

FLSA-
N = Non-Exempt under provisions of Fair Labor Standards Act (FLSA)
E = Exempt under provisions of Fair Labor Standards Act (FLSA)
7 = 7K Exemption under provisions of Fair Labor Standards Act (FLSA)

SERVICE STATUS
A = Appointed Employees
C = Classified
U = Unclassified

CONFIDENTIAL
* = Classifications are designated as confidential and receive an additional 2.5%

UNIT-
01 = Executive Management
02 = Unrepresented Managers
03 = AFSCME Represented Managers
04 = Supervisors
05 = Confidential Supervisors
14 = General Unit
16 = Confidential
19 = Treatment & Patrol
21 = Police Chief
22 = Police Deputy Chief
23 = Police Management Association
24 = Police Sworn
29 = Police Non-Sworn
31 = Fire Chief
32 = Fire Operations Division Chief
33 = Fire Battalion Chiefs
34 = Fire Sworn
39 = Fire Non-Sworn

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
CONFIDENTIAL																			
Accounting Assistant*	N	U	16	6000	5,891.45	6,185.99	6,495.28	6,820.06	7,161.05	2,719.13	2,855.07	2,997.82	3,147.72	3,305.10	**33.9891**	35.6884	37.4728	39.3465	41.3138
Accounting Technician*	N	U	16	6004	6,192.72	6,502.30	6,827.47	7,168.83	7,527.30	2,858.18	3,001.06	3,151.14	3,308.69	3,474.14	**35.7272**	37.5133	39.3893	41.3586	43.4268
Administrative Analyst I*	N	U	16	6001	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Administrative Analyst II*	E	U	16	6003	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Administrative Analyst III*	E	U	16	6002	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Administrative Assistant*	N	U	16	6028	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Administrative Specialist*	N	U	16	6024	5,381.87	5,650.93	5,933.50	6,230.21	6,541.69	2,483.94	2,608.12	2,738.54	2,875.48	3,019.24	**31.0493**	32.6015	34.2318	35.9435	37.7405
Applications Administrator*	E	U	16	6019	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	**60.8607**	63.9037	67.0986	70.4540	73.9764
Applications Analyst*	E	U	16	6006	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
City Attorney Investigator I*	E	U	16	6026	8,943.00	9,390.14	9,859.68	10,352.64	10,870.32	4,127.54	4,333.91	4,550.62	4,778.14	5,017.07	**51.5942**	54.1739	56.8827	59.7268	62.7134
City Attorney Investigator II*	E	U	16	6036	10,216.09	10,726.91	11,263.24	11,826.40	12,417.67	4,715.12	4,950.88	5,198.42	5,458.34	5,731.23	**58.9390**	61.8860	64.9803	68.2293	71.6404
City Attorney Investigator III*	E	U	16	6037	11,067.66	11,621.05	12,202.13	12,812.22	13,452.75	5,108.15	5,363.56	5,631.75	5,913.33	6,208.96	**63.8519**	67.0445	70.3969	73.9166	77.6120
Executive Assistant - Mayor and Council*	N	U	16	6022	8,263.88	8,677.09	9,111.03	9,566.57	10,044.91	3,814.10	4,004.81	4,205.09	4,415.34	4,636.11	**47.6763**	50.0601	52.5636	55.1918	57.9514
Finance Analyst I*	E	U	16	6009	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Finance Analyst II*	E	U	16	6027	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Human Resources Analyst I*	E	U	16	6014	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Human Resources Analyst II*	E	U	16	6015	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Human Resources Assistant*	N	U	16	6016	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Human Resources Technician*	N	U	16	6017	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	**41.0818**	43.1358	45.2924	47.5573	49.9350
Law Clerk*	N	U	16	6008	6,623.72	6,954.89	7,302.62	7,667.79	8,051.18	3,057.10	3,209.95	3,370.44	3,538.98	3,715.93	**38.2137**	40.1244	42.1305	44.2372	46.4491
Law Practice Administrator*	E	U	16	6033	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Legal Administrative Assistant I*	N	U	16	6010	5,674.80	5,958.62	6,256.58	6,569.31	6,897.84	2,619.14	2,750.13	2,887.65	3,031.99	3,183.62	**32.7393**	34.3766	36.0956	37.8999	39.7952
Legal Administrative Assistant II*	N	U	16	6011	6,859.02	7,202.00	7,562.08	7,940.18	8,337.20	3,165.70	3,324.00	3,490.19	3,664.70	3,847.94	**39.5712**	41.5500	43.6274	45.8088	48.0993
Litigation Paralegal I*	N	U	16	6012	6,997.25	7,347.12	7,714.46	8,100.26	8,505.25	3,229.50	3,390.98	3,560.52	3,738.58	3,925.50	**40.3688**	42.3872	44.5065	46.7322	49.0687
Litigation Paralegal II*	N	U	16	6034	7,801.97	8,192.10	8,601.71	9,031.77	9,483.35	3,600.91	3,780.97	3,970.02	4,168.51	4,376.93	**45.0114**	47.2621	49.6252	52.1064	54.7116
Litigation Paralegal III*	N	U	16	6035	8,606.69	9,037.04	9,488.85	9,963.33	10,461.40	3,972.32	4,170.94	4,379.47	4,598.46	4,828.34	**49.6540**	52.1367	54.7434	57.4808	60.3543
Office Specialist II*	N	U	16	6013	4,707.04	4,942.36	5,189.45	5,448.93	5,721.34	2,172.48	2,281.09	2,395.13	2,514.89	2,640.62	**27.1560**	28.5136	29.9391	31.4361	33.0077
Principal Human Resources Analyst*	E	U	16	6032	11,324.11	11,934.22	12,544.35	13,154.42	13,764.53	5,226.51	5,508.10	5,789.70	6,071.27	6,352.86	**65.3314**	68.8512	72.3712	75.8909	79.4108
Risk Analyst I*	E	U	16	6020	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Risk Analyst II*	E	U	16	6021	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Risk Assistant*	N	U	16	6025	6,380.83	6,699.88	7,034.86	7,386.60	7,755.97	2,945.00	3,092.25	3,246.86	3,409.20	3,579.68	**36.8125**	38.6531	40.5858	42.6150	44.7460
Risk Technician*	N	U	16	6030	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	**41.0818**	43.1358	45.2924	47.5573	49.9350
Senior Human Resources Analyst*	E	U	16	6018	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Senior Legal Administrative Assistant*	E	U	16	6038	7,700.20	8,094.23	8,488.26	8,923.94	9,359.61	3,553.94	3,735.80	3,917.66	4,118.74	4,319.82	**44.4242**	46.6975	48.9707	51.4842	53.9977

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly Step I	Monthly Step 2	Monthly Step 3	Monthly Step 4	Monthly Step 5	Biweekly Step I	Biweekly Step 2	Biweekly Step 3	Biweekly Step 4	Biweekly Step 5	Hourly Step I	Hourly Step 2	Hourly Step 3	Hourly Step 4	Hourly Step 5
GENERAL																			
Accountant I	E	C	14	1400	6,808.23	7,148.61	7,506.07	7,881.42	8,275.43	3,142.26	3,299.36	3,464.34	3,637.58	3,819.43	**39.2783**	41.2420	43.3042	45.4697	47.7429
Accountant II	E	C	14	1401	7,522.47	7,898.52	8,293.52	8,708.18	9,143.55	3,471.91	3,645.47	3,827.78	4,019.16	4,220.10	**43.3989**	45.5684	47.8472	50.2395	52.7513
Accounting Assistant	N	C	14	1402	5,891.45	6,185.99	6,495.28	6,820.06	7,161.05	2,719.13	2,855.07	2,997.82	3,147.72	3,305.10	**33.9891**	35.6884	37.4728	39.3465	41.3138
Accounting Coordinator	N	C	14	1404	6,808.23	7,148.61	7,506.07	7,881.42	8,275.43	3,142.26	3,299.36	3,464.34	3,637.58	3,819.43	**39.2783**	41.2420	43.3042	45.4697	47.7429
Accounting Technician	N	C	14	1405	6,192.72	6,502.30	6,827.47	7,168.83	7,527.30	2,858.18	3,001.06	3,151.14	3,308.69	3,474.14	**35.7272**	37.5133	39.3893	41.3586	43.4268
Administrative Analyst I	N	U	14	1406	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Administrative Analyst II	E	U	14	1408	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Administrative Analyst III	E	U	14	1407	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Administrative Assistant	N	U	14	1409	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Administrative Assistant Unclassified	N	U	14	1607	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	**39.8705**	41.8636	43.9574	46.1551	48.4629
Administrative Specialist	N	C	14	1531	5,381.87	5,650.93	5,933.50	6,230.21	6,541.69	2,483.94	2,608.12	2,738.54	2,875.48	3,019.24	**31.0493**	32.6015	34.2318	35.9435	37.7405
Adult Literacy Coordinator	N	C	14	1580	7,919.10	8,315.04	8,730.80	9,167.36	9,625.70	3,654.97	3,837.71	4,029.60	4,231.09	4,442.63	**45.6871**	47.9714	50.3700	52.8886	55.5329
Airport Maintenance Coordinator	N	C	14	1413	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	**38.3107**	40.2266	42.2379	44.3497	46.5672
Airport Maintenance Worker I	N	C	14	1410	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	**28.5447**	29.9718	31.4704	33.0436	34.6956
Airport Maintenance Worker II	N	C	14	1411	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Airport Operations Technician	N	C	14	1579	5,575.38	5,854.18	6,146.90	6,454.20	6,776.92	2,573.25	2,701.93	2,837.03	2,978.86	3,127.81	**32.1656**	33.7741	35.4629	37.2358	39.0976
Animal Control Officer	N	C	14	1416	5,857.69	6,150.60	6,458.16	6,781.08	7,120.14	2,703.55	2,838.74	2,980.69	3,129.73	3,286.22	**33.7944**	35.4842	37.2586	39.1216	41.0777
Animal Control Officer II	N	C	14	1417	6,472.20	6,795.84	7,135.59	7,492.38	7,866.95	2,987.17	3,136.54	3,293.35	3,458.02	3,630.90	**37.3396**	39.2068	41.1669	43.2253	45.3862
Applications Administrator	E	C	14	1596	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	**60.8607**	63.9037	67.0986	70.4540	73.9764
Applications Analyst	E	C	14	1595	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	**51.3096**	53.8750	56.5691	59.3976	62.3672
Aquatics Specialist	N	C	14	1601	5,803.94	6,094.10	6,398.84	6,718.79	7,054.62	2,678.74	2,812.66	2,953.31	3,100.98	3,255.98	**33.4843**	35.1582	36.9164	38.7622	40.6998
Assistant Parking Coordinator	N	C	14	1418	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,485.64	2,609.93	2,740.41	2,877.43	3,021.30	**31.0705**	32.6241	34.2551	35.9679	37.7662
Assistant Planner	E	C	14	1419	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	**45.6179**	47.8991	50.2940	52.8088	55.4492
Assistant Transportation Planner	E	C	14	1420	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	**45.6179**	47.8991	50.2940	52.8088	55.4492
Associate Planner	E	C	14	1422	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	**49.4076**	51.8781	54.4721	57.1956	60.0552
Associate Transportation Planner	E	C	14	1421	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	**49.4076**	51.8781	54.4721	57.1956	60.0552
Automotive/Equipment Technician	N	C	14	1578	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	**37.3674**	39.2361	41.1976	43.2576	45.4204
Automotive Parts Specialist	N	C	14	1427	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	**37.3674**	39.2361	41.1976	43.2576	45.4204
Automotive Service Writer	N	C	14	1428	7,522.47	7,898.52	8,293.52	8,708.18	9,143.55	3,471.91	3,645.47	3,827.78	4,019.16	4,220.10	**43.3989**	45.5684	47.8472	50.2395	52.7513
Building Inspector	N	C	14	1431	7,993.68	8,393.36	8,813.00	9,253.68	9,716.33	3,689.39	3,873.86	4,067.54	4,270.93	4,484.46	**46.1174**	48.4233	50.8442	53.3866	56.0558
Building Permit Technician	N	C	14	1432	6,547.88	6,875.33	7,219.07	7,579.98	7,959.03	3,022.10	3,173.23	3,331.88	3,498.45	3,673.40	**37.7763**	39.6654	41.6485	43.7306	45.9175
Buyer I	N	C	14	1433	6,500.07	6,825.07	7,166.38	7,524.68	7,900.90	3,000.03	3,150.03	3,307.56	3,472.93	3,646.57	**37.5004**	39.3754	41.3445	43.4116	45.5821
Buyer II	N	C	14	1575	7,222.30	7,583.44	7,962.63	8,360.76	8,778.75	3,333.37	3,500.05	3,675.06	3,858.81	4,051.73	**41.6671**	43.7506	45.9383	48.2351	50.6466
Carpenter	N	C	14	1434	6,650.50	6,983.08	7,332.22	7,698.82	8,083.75	3,069.46	3,222.96	3,384.10	3,553.30	3,730.96	**38.3683**	40.2870	42.3012	44.4162	46.6370
City TV Production Specialist	N	C	14	1463	8,031.44	8,432.99	8,854.63	9,297.34	9,762.18	3,706.82	3,892.15	4,086.75	4,291.08	4,505.62	**46.3353**	48.6519	51.0844	53.6385	56.3203
Code Enforcement Officer	N	C	14	1435	7,085.39	7,439.64	7,811.66	8,202.26	8,612.33	3,270.18	3,433.68	3,605.38	3,785.66	3,974.92	**40.8773**	42.9210	45.0672	47.3207	49.6865
Code Enforcement Officer II	N	C	14	1614	7,439.68	7,811.61	8,202.22	8,612.37	9,042.95	3,433.70	3,605.36	3,785.64	3,974.94	4,173.67	**42.9212**	45.0670	47.3205	49.6867	52.1709
Commission Secretary	N	C	14	1514	5,731.74	6,018.26	6,319.26	6,635.16	6,966.96	2,645.42	2,777.66	2,916.58	3,062.38	3,215.52	**33.0678**	34.7208	36.4572	38.2798	40.1940
Communications Specialist	E	C	14	1436	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	**37.9308**	39.8275	41.8187	43.9095	46.1052
Communications Specialist II	E	C	14	1621	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Community Development Programs Specialist	N	C	14	1437	7,750.95	8,138.48	8,545.44	8,972.73	9,421.32	3,577.36	3,756.22	3,944.05	4,141.26	4,348.30	**44.7170**	46.9527	49.3006	51.7657	54.3538
Community Education Liaison	E	C	14	1438	5,746.30	6,033.60	6,335.31	6,652.10	6,984.68	2,652.14	2,784.74	2,923.99	3,070.20	3,223.70	**33.1518**	34.8093	36.5499	38.3775	40.2963
Computer Training Coordinator	E	C	14	1443	8,727.88	9,164.24	9,622.49	10,103.60	10,608.76	4,028.25	4,229.65	4,441.15	4,663.20	4,896.35	**50.3531**	52.8706	55.5144	58.2900	61.2044
Creeks Outreach Coordinator	E	C	14	1444	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Custodian	N	C	14	1445	4,614.03	4,844.71	5,086.92	5,341.31	5,608.37	2,129.55	2,236.02	2,347.81	2,465.22	2,588.48	**26.6194**	27.9503	29.3476	30.8153	32.3560
Deputy City Clerk	N	C	14	1446	7,471.66	7,845.20	8,237.49	8,649.33	9,081.84	3,448.46	3,620.86	3,801.92	3,992.00	4,191.62	**43.1058**	45.2608	47.5240	49.9000	52.3952
Electrician	N	C	14	1447	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	**40.7351**	42.7717	44.9102	47.1558	49.5136
Electronics/Communications Technician I	N	C	14	1450	6,742.93	7,080.10	7,434.14	7,805.81	8,196.11	3,112.12	3,267.74	3,431.14	3,602.68	3,782.82	**38.9015**	40.8468	42.8893	45.0335	47.2852
Electronics/Communications Technician II	N	C	14	1451	7,413.25	7,783.88	8,173.06	8,581.69	9,010.84	3,421.50	3,592.56	3,772.18	3,960.78	4,158.85	**42.7688**	44.9070	47.1522	49.5098	51.9856
Electronics Technician I	N	C	14	1448	6,422.30	6,743.47	7,080.67	7,434.66	7,806.37	2,964.14	3,112.37	3,268.00	3,431.38	3,602.94	**37.0518**	38.9046	40.8500	42.8923	45.0367
Electronics Technician II	N	C	14	1449	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	**40.7351**	42.7717	44.9102	47.1558	49.5136
Energy and Climate Specialist	E	C	14	1593	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Engineering Technician I	N	C	14	1452	6,058.33	6,361.23	6,679.25	7,013.26	7,363.89	2,796.15	2,935.95	3,082.73	3,236.89	3,398.72	**34.9519**	36.6994	38.5341	40.4611	42.4840
Engineering Technician II	N	C	14	1453	6,660.49	6,993.52	7,343.16	7,710.34	8,095.84	3,074.07	3,227.78	3,389.15	3,558.62	3,736.54	**38.4259**	40.3472	42.3644	44.4828	46.7068
Environmental Services Specialist I	E	C	14	1541	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Environmental Services Specialist II	E	C	14	1542	9,321.76	9,787.85	10,277.26	10,791.13	11,330.67	4,302.35	4,517.47	4,743.35	4,980.52	5,229.54	53.7794	56.4684	59.2919	62.2565	65.3693
Equipment Operator	N	C	14	1455	5,500.28	5,775.29	6,064.05	6,367.27	6,685.62	2,538.59	2,665.52	2,798.79	2,938.74	3,085.67	31.7324	33.3190	34.9849	36.7342	38.5709
Facilities Maintenance Worker II	N	C	14	1573	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Finance Analyst I	E	U	14	1456	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Finance Analyst II	E	U	14	1457	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Fire Public Education Coordinator	E	C	14	1459	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	43.1829	45.3419	47.6091	49.9893	52.4889
Fire Services Specialist	N	C	14	1460	6,910.89	7,256.36	7,619.28	8,000.22	8,400.23	3,189.64	3,349.09	3,516.59	3,692.41	3,877.03	39.8705	41.8636	43.9574	46.1551	48.4629
Fire Warehouse Specialist	N	C	14	1458	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	30.6088	32.1396	33.7463	35.4335	37.2054
Fleet Services Technician Trainee	N	U	14	1591	5,829.29	6,120.79	6,426.81	6,748.17	7,085.56	2,690.44	2,824.98	2,966.22	3,114.54	3,270.26	33.6305	35.3122	37.0777	38.9318	40.8782
Fleet Services Technician I	N	C	14	1426	6,477.01	6,800.93	7,140.92	7,497.99	7,872.87	2,989.39	3,138.89	3,295.81	3,460.61	3,633.63	37.3674	39.2361	41.1976	43.2576	45.4204
Fleet Services Technician II	N	C	14	1468	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	41.2871	43.3515	45.5187	47.7949	50.1847
Geographic Information Systems Analyst	N	C	14	1606	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
Geographic Information Systems Coordinator	N	C	14	1423	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	62.0866	65.1910	68.4508	71.8732	75.4670
Geographic Information Systems Technician	N	C	14	1461	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,663.72	3,846.89	4,039.25	4,241.21	43.6156	45.7965	48.0861	50.4906	53.0151
Graphic Designer	N	C	14	1439	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	46.5373	48.8641	51.3076	53.8728	56.5664
Grounds Maintenance Crew Leader	N	C	14	1464	6,115.87	6,421.65	6,742.78	7,079.95	7,433.88	2,822.71	2,963.84	3,112.05	3,267.67	3,431.02	35.2839	37.0480	38.9006	40.8459	42.8878
Grounds Maintenance Worker I	N	C	14	1465	4,837.86	5,079.73	5,333.71	5,600.38	5,880.40	2,232.86	2,344.49	2,461.71	2,584.79	2,714.03	27.9107	29.3061	30.7714	32.3099	33.9254
Grounds Maintenance Worker II	N	C	14	1466	5,425.94	5,697.25	5,982.10	6,281.21	6,595.25	2,504.28	2,629.50	2,760.97	2,899.02	3,043.96	31.3035	32.8687	34.5121	36.2377	38.0495
Harbor Operations Assistant	N	C	14	1467	5,575.38	5,854.18	6,146.90	6,454.20	6,776.92	2,573.25	2,701.93	2,837.03	2,978.86	3,127.81	32.1656	33.7741	35.4629	37.2358	39.0976
Head Pool Lifeguard	N	C	14	1572	3,896.30	4,091.06	4,295.66	4,510.44	4,735.94	1,798.29	1,888.18	1,982.61	2,081.74	2,185.82	22.4786	23.6022	24.7826	26.0217	27.3227
Heavy Equipment Technician	N	C	14	1576	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	41.2871	43.3515	45.5187	47.7949	50.1847
Housing Programs Specialist	N	C	14	1469	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	49.4076	51.8781	54.4721	57.1956	60.0552
Housing Project Planner	E	C	14	1590	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	52.9806	55.6298	58.4112	61.3318	64.3988
HVAC Technician	N	C	14	1609	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	40.7351	42.7717	44.9102	47.1558	49.5136
Information Technology Administrator	E	C	14	1611	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	60.8602	63.9035	67.0986	70.4531	73.9759
Information Technology Project Manager	E	C	14	1603	10,761.68	11,299.77	11,864.80	12,458.03	13,080.95	4,966.93	5,215.28	5,476.06	5,749.86	6,037.36	62.0866	65.1910	68.4508	71.8732	75.4670
Information Technology Technician I	N	C	14	1440	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
Information Technology Technician II	N	C	14	1441	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37.5544	39.4319	41.4035	43.4737	45.6475
Irrigation Systems Technician	N	C	14	1471	6,146.44	6,453.85	6,776.53	7,115.33	7,471.12	2,836.82	2,978.70	3,127.63	3,284.00	3,448.21	35.4603	37.2338	39.0954	41.0500	43.1026
Lead Equipment Technician	N	C	14	1472	7,907.10	8,302.52	8,717.63	9,153.52	9,611.20	3,649.43	3,831.93	4,023.52	4,224.70	4,435.94	45.6179	47.8991	50.2940	52.8088	55.4492
Librarian I	E	C	14	1474	6,549.90	6,877.37	7,221.31	7,582.36	7,961.50	3,023.03	3,174.17	3,332.91	3,499.55	3,674.54	37.7879	39.6771	41.6614	43.7444	45.9317
Librarian II	E	C	14	1473	7,200.96	7,561.00	7,939.06	8,336.08	8,752.81	3,323.52	3,489.69	3,664.18	3,847.42	4,039.76	41.5440	43.6211	45.8022	48.0927	50.4970
Library Assistant I	N	C	14	1476	4,909.10	5,154.52	5,412.23	5,682.86	5,966.96	2,265.74	2,379.01	2,497.95	2,622.86	2,753.98	28.3217	29.7376	31.2244	32.7857	34.4248
Library Assistant II	N	C	14	1477	5,108.94	5,364.34	5,632.51	5,914.18	6,209.88	2,357.97	2,475.85	2,599.62	2,729.62	2,866.10	29.4746	30.9481	32.4953	34.1202	35.8262
Library Systems Analyst	E	C	14	1612	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
Library Systems Technician I	N	C	14	1479	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
Library Systems Technician II	N	C	14	1481	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37.5544	39.4319	41.4035	43.4737	45.6475
Library Technician	N	C	14	1480	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	31.4487	33.0215	34.6725	36.4057	38.2260
Library Technician Trainee	N	U	14	1610	4,905.98	5,151.36	5,408.91	5,679.29	5,963.27	2,264.30	2,377.55	2,496.42	2,621.21	2,752.28	28.3038	29.7194	31.2053	32.7651	34.4035
Library Technician - Unclassified	N	U	14	1594	5,451.12	5,723.73	6,009.90	6,310.33	6,625.84	2,515.90	2,641.72	2,773.80	2,912.46	3,058.08	31.4487	33.0215	34.6725	36.4057	38.2260
Litigation Paralegal I	N	U	14	1622	6,997.25	7,347.12	7,714.46	8,100.26	8,505.25	3,229.50	3,390.98	3,560.52	3,738.58	3,925.50	40.3688	42.3872	44.5065	46.7322	49.0687
Litigation Paralegal II	N	U	14	1623	7,801.97	8,192.10	8,601.71	9,031.77	9,483.35	3,600.91	3,780.97	3,970.02	4,168.51	4,376.93	45.0114	47.2621	49.6252	52.1064	54.7116
Litigation Paralegal III	N	U	14	1624	8,606.69	9,037.04	9,488.85	9,963.33	10,461.40	3,972.32	4,170.94	4,379.47	4,598.46	4,828.34	49.6540	52.1367	54.7434	57.4808	60.3543
Mail Services Specialist	N	C	14	1482	4,175.99	4,384.68	4,604.06	4,834.22	5,075.89	1,927.38	2,023.70	2,124.95	2,231.18	2,342.72	24.0922	25.2962	26.5619	27.8897	29.2840
Maintenance Coordinator	N	C	14	1483	6,412.68	6,733.37	7,070.03	7,423.50	7,794.67	2,959.70	3,107.71	3,263.09	3,426.23	3,597.54	36.9963	38.8464	40.7886	42.8279	44.9693
Maintenance Crew Leader	N	C	14	1484	6,412.94	6,733.65	7,070.31	7,423.80	7,795.02	2,959.82	3,107.84	3,263.22	3,426.37	3,597.70	36.9978	38.8480	40.7903	42.8296	44.9713
Maintenance Worker I	N	C	14	1485	4,614.03	4,844.71	5,086.92	5,341.31	5,608.37	2,129.55	2,236.02	2,347.81	2,465.22	2,588.48	26.6194	27.9503	29.3476	30.8153	32.3560
Maintenance Worker II	N	C	14	1486	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Marketing Coordinator	N	C	14	1487	8,066.46	8,469.78	8,893.32	9,337.94	9,804.84	3,722.98	3,909.13	4,104.61	4,309.82	4,525.31	46.5373	48.8641	51.3076	53.8728	56.5664
Neighborhood & Outreach Services Coordinator I	N	C	14	1488	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	37.9308	39.8275	41.8187	43.9095	46.1052
Neighborhood & Outreach Services Coordinator II	N	C	14	1489	7,156.44	7,514.26	7,889.92	8,284.45	8,698.69	3,302.97	3,468.12	3,641.50	3,823.59	4,014.78	41.2871	43.3515	45.5187	47.7949	50.1847
Network Administrator	E	C	14	1490	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	60.8602	63.9035	67.0986	70.4531	73.9759
Network Analyst	E	C	14	1442	8,893.67	9,338.33	9,805.32	10,295.59	10,810.32	4,104.77	4,310.00	4,525.53	4,751.81	4,989.38	51.3096	53.8750	56.5691	59.3976	62.3672
Office Specialist I	N	C	14	1491	4,281.40	4,495.44	4,720.26	4,956.25	5,204.03	1,976.03	2,074.82	2,178.58	2,287.50	2,401.86	24.7004	25.9353	27.2323	28.5937	30.0233
Office Specialist II	N	C	14	1492	4,707.04	4,942.36	5,189.45	5,448.93	5,721.34	2,172.48	2,281.09	2,395.13	2,514.89	2,640.62	27.1560	28.5136	29.9391	31.4361	33.0077
Outreach Coordinator	E	C	14	1493	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	43.1829	45.3419	47.6091	49.9893	52.4889

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Outreach Coordinator - Unclassified	E	U	14	1604	7,485.03	7,859.26	8,252.25	8,664.80	9,098.07	3,454.63	3,627.35	3,808.73	3,999.14	4,199.11	**43.1829**	45.3419	47.6091	49.9893	52.4889
Painter	N	C	14	1495	6,433.22	6,754.93	7,092.67	7,447.27	7,819.63	2,969.18	3,117.66	3,273.54	3,437.20	3,609.06	**37.1147**	38.9708	40.9193	42.9650	45.1132
Park Project Technician	N	C	14	1498	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475
Parking Coordinator	N	C	14	1496	6,876.52	7,220.33	7,581.36	7,960.42	8,358.39	3,173.78	3,332.46	3,499.09	3,674.04	3,857.72	**39.6723**	41.6557	43.7386	45.9255	48.2215
Parking Maintenance Coordinator	N	C	14	1592	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	**38.3107**	40.2266	42.2379	44.3497	46.5672
Parking Resources Specialist	N	C	14	1497	7,597.85	7,977.71	8,376.62	8,795.48	9,235.20	3,506.70	3,682.02	3,866.13	4,059.45	4,262.40	**43.8337**	46.0253	48.3266	50.7431	53.2800
Plan Check Engineer	E	C	14	1424	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,684.54	4,918.76	5,164.70	5,422.94	**55.7683**	58.5568	61.4845	64.5587	67.7868
Planning Technician I	N	C	14	1499	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	**37.9308**	39.8275	41.8187	43.9095	46.1052
Planning Technician II	N	C	14	1500	7,120.84	7,476.86	7,850.68	8,243.26	8,655.40	3,286.54	3,450.86	3,623.39	3,804.58	3,994.80	**41.0818**	43.1358	45.2924	47.5573	49.9350
Plans Examiner	E	C	14	1501	9,242.22	9,704.35	10,189.55	10,698.98	11,233.97	4,265.64	4,478.93	4,702.87	4,937.99	5,184.91	**53.3205**	55.9866	58.7859	61.7249	64.8114
Plumber	N	C	14	1502	6,818.46	7,159.34	7,517.36	7,893.23	8,287.89	3,146.98	3,304.31	3,469.55	3,643.03	3,825.18	**39.3372**	41.3039	43.3694	45.5379	47.8147
Pool Technician	N	C	14	1503	5,803.94	6,094.10	6,398.84	6,718.79	7,054.62	2,678.74	2,812.66	2,953.31	3,100.98	3,255.98	**33.4843**	35.1582	36.9164	38.7622	40.6998
Program Analyst	E	U	14	1600	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	**60.3162**	63.3322	66.4985	69.8235	73.3148
Project Engineer I	E	C	14	1505	9,411.89	9,882.51	10,376.64	10,895.50	11,440.28	4,343.95	4,561.16	4,789.22	5,028.69	5,280.13	**54.2994**	57.0145	59.8652	62.8586	66.0016
Project Engineer II	E	C	14	1506	10,347.44	10,864.79	11,408.06	11,978.42	12,577.37	4,775.74	5,014.52	5,265.26	5,528.50	5,804.94	**59.6967**	62.6815	65.8157	69.1063	72.5617
Project Planner	E	C	14	1507	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	**52.9806**	55.6298	58.4112	61.3318	64.3988
Project Planner Unclassified	E	U	14	1605	9,183.31	9,642.49	10,124.62	10,630.84	11,162.45	4,238.45	4,450.38	4,672.90	4,906.54	5,151.90	**52.9806**	55.6298	58.4112	61.3318	64.3988
Property Management Specialist	N	C	14	1508	7,373.82	7,742.50	8,129.68	8,536.13	8,962.92	3,403.30	3,573.46	3,752.16	3,939.75	4,136.73	**42.5413**	44.6683	46.9020	49.2469	51.7091
Public Works Inspector I	N	C	14	1509	6,962.58	7,310.70	7,676.20	8,060.00	8,463.09	3,213.50	3,374.17	3,542.86	3,720.00	3,906.04	**40.1688**	42.1771	44.2858	46.5000	48.8255
Public Works Inspector II	N	C	14	1510	7,887.23	8,281.56	8,695.64	9,130.42	9,586.94	3,640.26	3,822.26	4,013.37	4,214.04	4,424.74	**45.5032**	47.7783	50.1671	52.6755	55.3092
Public Works Operations Assistant	N	C	14	1571	5,385.55	5,654.85	5,937.56	6,234.43	6,546.15	2,485.64	2,609.93	2,740.41	2,877.43	3,021.30	**31.0705**	32.6241	34.2551	35.9679	37.7662
Real Property Agent	N	C	14	1511	8,521.37	8,947.47	9,394.84	9,864.55	10,357.77	3,932.94	4,129.60	4,336.08	4,552.87	4,780.51	**49.1618**	51.6200	54.2010	56.9109	59.7564
Records Technician	N	C	14	1512	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	**31.3820**	32.9508	34.5985	36.3286	38.1446
Recreation Coordinator	N	C	14	1515	6,423.69	6,744.81	7,082.12	7,436.20	7,808.00	2,964.78	3,112.99	3,268.67	3,432.09	3,603.69	**37.0597**	38.9124	40.8584	42.9011	45.0461
Recreation Program Leader	N	C	14	1517	4,545.45	4,772.76	5,011.44	5,261.99	5,525.07	2,097.90	2,202.81	2,312.97	2,428.61	2,550.03	**26.2237**	27.5351	28.9121	30.3576	31.8754
Recreation Specialist	N	C	14	1516	5,314.62	5,580.32	5,859.36	6,152.34	6,459.92	2,452.90	2,575.53	2,704.32	2,839.54	2,981.50	**30.6612**	32.1941	33.8040	35.4942	37.2687
Recycling Educator	N	C	14	1518	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	**37.5544**	39.4319	41.4035	43.4737	45.6475
Rental Housing Mediation Specialist	N	C	14	1519	7,050.16	7,402.66	7,772.79	8,161.44	8,569.49	3,253.92	3,416.61	3,587.44	3,766.82	3,955.15	**40.6740**	42.7076	44.8430	47.0853	49.4394
Risk Analyst I	E	U	14	6018	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	**48.6740**	51.1075	53.6630	56.3463	59.1633
Risk Analyst II	E	U	14	6019	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Senior Accountant	E	C	14	1520	8,693.01	9,127.71	9,584.14	10,063.34	10,566.49	4,012.16	4,212.79	4,423.45	4,644.62	4,876.84	**50.1520**	52.6599	55.2931	58.0578	60.9605
Senior Airport Maintenance Worker	N	C	14	1521	6,010.14	6,310.66	6,626.17	6,957.49	7,305.35	2,773.91	2,912.61	3,058.23	3,211.15	3,371.70	**34.6739**	36.4076	38.2279	40.1394	42.1463
Senior Building Inspector	N	C	14	1523	8,832.24	9,273.75	9,737.41	10,224.37	10,735.57	4,076.42	4,280.19	4,494.19	4,718.94	4,954.88	**50.9552**	53.5024	56.1774	58.9867	61.9360
Senior Building Inspector Specialty	N	C	14	1574	9,283.80	9,748.03	10,235.40	10,747.21	11,284.54	4,284.83	4,499.09	4,724.03	4,960.25	5,208.25	**53.5604**	56.2386	59.0504	62.0031	65.1031
Senior Buyer	N	C	14	1522	7,944.50	8,341.80	8,758.86	9,196.83	9,656.68	3,666.69	3,850.06	4,042.55	4,244.69	4,456.93	**45.8336**	48.1258	50.5319	53.0586	55.7116
Senior Commission Secretary	N	C	14	1513	6,333.02	6,649.63	6,982.11	7,331.18	7,697.78	2,922.93	3,069.06	3,222.51	3,383.62	3,552.82	**36.5366**	38.3632	40.2814	42.2953	44.4103
Senior Community Development Programs Specialist	N	C	14	1588	8,526.09	8,952.36	9,400.00	9,869.99	10,363.47	3,935.12	4,131.86	4,338.46	4,555.38	4,783.14	**49.1890**	51.6483	54.2308	56.9423	59.7893
Senior Custodian	N	C	14	1524	4,874.22	5,117.91	5,374.11	5,642.52	5,924.66	2,249.64	2,362.11	2,480.36	2,604.24	2,734.46	**28.1205**	29.5264	31.0045	32.5530	34.1808
Senior Electronics/Communications Technician	N	C	14	1525	7,949.35	8,346.82	8,764.17	9,202.42	9,662.55	3,668.93	3,852.38	4,045.00	4,247.27	4,459.64	**45.8616**	48.1548	50.5625	53.0909	55.7455
Senior Engineering Technician	N	C	14	1526	7,582.77	7,961.83	8,359.95	8,777.97	9,216.87	3,499.74	3,674.69	3,858.44	4,051.37	4,253.94	**43.7467**	45.9336	48.2305	50.6421	53.1743
Senior Grounds Maintenance Worker	N	C	14	1527	5,646.81	5,929.17	6,225.64	6,536.88	6,863.74	2,606.22	2,736.54	2,873.37	3,017.02	3,167.88	**32.5777**	34.2067	35.9171	37.7127	39.5985
Senior Housing Programs Specialist	N	C	14	1620	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	**55.6900**	58.4745	61.3981	64.4681	67.6917
Senior Library Technician	E	C	14	1528	5,963.14	6,261.26	6,574.40	6,903.11	7,248.28	2,752.22	2,889.81	3,034.34	3,186.05	3,345.36	**34.4028**	36.1226	37.9293	39.8256	41.8170
Senior Maintenance Worker	N	C	14	1529	6,100.99	6,405.99	6,726.31	7,062.60	7,415.68	2,815.84	2,956.61	3,104.45	3,259.66	3,422.62	**35.1980**	36.9576	38.8056	40.7458	42.7828
Senior Network/Applications Analyst	E	C	14	1504	9,599.76	10,079.77	10,583.71	11,112.94	11,668.56	4,430.66	4,652.20	4,884.79	5,129.05	5,385.49	**55.3832**	58.1525	61.0599	64.1131	67.3186
Senior Plan Check Engineer	E	C	14	1425	10,680.45	11,214.47	11,775.18	12,364.00	12,982.17	4,929.44	5,175.91	5,434.70	5,706.46	5,991.77	**61.6180**	64.6989	67.9338	71.3307	74.8971
Senior Plans Examiner	E	C	14	1530	9,666.50	10,149.84	10,657.31	11,190.18	11,749.70	4,461.46	4,684.54	4,918.76	5,164.70	5,422.94	**55.7683**	58.5568	61.4845	64.5587	67.7868
Senior Project Engineer	N	C	14	1602	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,989.81	6,289.30	**64.6780**	67.9119	71.3074	74.8726	78.6162
Senior Project Engineer Unclassified	N	U	14	1608	11,210.85	11,771.39	12,359.95	12,977.92	13,626.82	5,174.24	5,432.95	5,704.59	5,989.81	6,289.30	**64.6780**	67.9119	71.3074	74.8726	78.6162
Senior Property Management Specialist	N	C	14	1534	8,563.99	8,992.21	9,441.84	9,913.91	10,409.58	3,952.61	4,150.25	4,357.77	4,575.65	4,804.42	**49.4076**	51.8781	54.4721	57.1956	60.0552
Senior Public Works Inspector	N	C	14	1533	8,714.55	9,150.22	9,607.74	10,088.20	10,592.53	4,022.10	4,223.18	4,434.34	4,656.09	4,888.86	**50.2762**	52.7898	55.4292	58.2011	61.1108
Senior Real Property Agent	E	C	14	1535	9,798.45	10,288.37	10,802.81	11,342.91	11,910.12	4,522.36	4,748.48	4,985.91	5,235.19	5,496.98	**56.5295**	59.3560	62.3239	65.4399	68.7123
Senior Rental Housing Mediation Specialist	N	C	14	1536	8,526.09	8,952.36	9,400.00	9,869.99	10,363.47	3,935.12	4,131.86	4,338.46	4,555.38	4,783.14	**49.1890**	51.6483	54.2308	56.9423	59.7893
Senior Streets Maintenance Worker	N	C	14	1537	6,202.47	6,512.59	6,838.22	7,180.12	7,539.11	2,862.68	3,005.81	3,156.10	3,313.90	3,479.59	**35.7835**	37.5726	39.4512	41.4238	43.4949
Senior Traffic Signal Technician	N	C	14	1583	7,571.40	7,949.98	8,347.43	8,764.88	9,203.09	3,494.49	3,669.22	3,852.66	4,045.33	4,247.58	**43.6811**	45.8652	48.1583	50.5666	53.0948
Senior Traffic Technician	N	C	14	1538	7,410.72	7,781.24	8,170.28	8,578.83	9,007.77	3,420.33	3,591.34	3,770.90	3,959.46	4,157.43	**42.7541**	44.8917	47.1362	49.4932	51.9679

EXHIBIT 1

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Senior Tree Trimmer	N	C	14	1539	6,223.64	6,534.80	6,861.57	7,204.62	7,564.87	2,872.45	3,016.06	3,166.88	3,325.21	3,491.48	35.9056	37.7007	39.5860	41.5651	43.6435
Senior Waterfront Maintenance Worker	N	C	14	1540	6,010.14	6,310.66	6,626.17	6,957.49	7,305.35	2,773.91	2,912.61	3,058.23	3,211.15	3,371.70	34.6739	36.4076	38.2279	40.1394	42.1463
Stock Clerk	N	C	14	1543	4,801.85	5,041.92	5,293.99	5,558.69	5,836.68	2,216.24	2,327.04	2,443.38	2,565.55	2,693.85	27.7030	29.0880	30.5422	32.0694	33.6731
Streets Maintenance Coordinator	N	C	14	1544	6,853.04	7,195.74	7,555.51	7,933.27	8,329.95	3,162.94	3,321.11	3,487.16	3,661.51	3,844.59	39.5367	41.5139	43.5895	45.7689	48.0574
Streets Maintenance Crew Leader	N	C	14	1545	6,519.63	6,845.58	7,187.83	7,547.32	7,924.67	3,009.06	3,159.50	3,317.46	3,483.38	3,657.54	37.6132	39.4937	41.4682	43.5422	45.7193
Streets Maintenance Worker I	N	C	14	1546	4,849.98	5,092.49	5,347.12	5,614.51	5,895.20	2,238.45	2,350.38	2,467.90	2,591.31	2,720.86	27.9806	29.3798	30.8488	32.3914	34.0107
Streets Maintenance Worker II	N	C	14	1547	5,613.60	5,894.24	6,189.00	6,498.46	6,823.31	2,590.89	2,720.42	2,856.46	2,999.29	3,149.22	32.3861	34.0053	35.7057	37.4911	39.3652
Sustainability Analyst I	N	U	14	1615	8,436.83	8,858.63	9,301.59	9,766.68	10,254.96	3,893.92	4,088.60	4,293.04	4,507.70	4,733.06	48.6740	51.1075	53.6630	56.3463	59.1633
Sustainability Analyst II	E	U	14	1616	9,652.93	10,135.58	10,642.34	11,174.48	11,733.24	4,455.20	4,677.96	4,911.85	5,157.45	5,415.34	55.6900	58.4745	61.3981	64.4681	67.6917
Sustainability Analyst III	E	U	14	1617	10,454.82	10,977.59	11,526.41	12,102.74	12,707.89	4,825.30	5,066.58	5,319.88	5,585.88	5,865.18	60.3162	63.3322	66.4985	69.8235	73.3148
System Administrator	E	C	14	1577	10,549.20	11,076.65	11,630.43	12,212.03	12,822.57	4,868.86	5,112.30	5,367.89	5,636.32	5,918.11	60.8607	63.9037	67.0986	70.4540	73.9764
Traffic Signal Technician I	E	C	14	1581	6,422.30	6,743.47	7,080.67	7,434.66	7,806.37	2,964.14	3,112.37	3,268.00	3,431.38	3,602.94	37.0518	38.9046	40.8500	42.8923	45.0367
Traffic Signal Technician II	E	C	14	1582	7,060.76	7,413.77	7,784.44	8,173.66	8,582.36	3,258.81	3,421.74	3,592.82	3,772.46	3,961.09	40.7351	42.7717	44.9102	47.1558	49.5136
Traffic Technician I	N	C	14	1552	5,980.28	6,279.24	6,593.19	6,922.87	7,268.97	2,760.13	2,898.11	3,043.01	3,195.17	3,354.91	34.5016	36.2264	38.0376	39.9396	41.9364
Traffic Technician II	N	C	14	1553	6,574.66	6,903.43	7,248.58	7,610.98	7,991.58	3,034.46	3,186.20	3,345.50	3,512.76	3,688.42	37.9308	39.8275	41.8187	43.9095	46.1052
Tree Care Specialist	N	C	14	1555	5,604.78	5,885.01	6,179.27	6,488.21	6,812.65	2,586.82	2,716.16	2,851.97	2,994.56	3,144.30	32.3352	33.9520	35.6496	37.4320	39.3037
Tree Trimmer I	N	C	14	1557	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	28.5447	29.9718	31.4704	33.0436	34.6956
Tree Trimmer II	N	C	14	1556	5,549.12	5,826.60	6,117.95	6,423.84	6,745.05	2,561.13	2,689.20	2,823.67	2,964.85	3,113.10	32.0141	33.6150	35.2959	37.0606	38.9138
Vehicle Services Assistant	N	C	14	1558	4,898.62	5,143.54	5,400.68	5,670.77	5,954.26	2,260.90	2,373.94	2,492.62	2,617.28	2,748.12	28.2613	29.6743	31.1578	32.7160	34.3515
Warehouse Specialist	N	C	14	1559	5,305.52	5,570.87	5,849.35	6,141.81	6,448.93	2,448.70	2,571.17	2,699.70	2,834.68	2,976.43	30.6088	32.1396	33.7463	35.4335	37.2054
Water Conservation Coordinator	E	U	14	1599	9,417.01	9,898.87	10,380.74	10,913.59	11,446.44	4,346.31	4,568.71	4,791.11	5,037.04	5,282.97	54.3289	57.1089	59.8889	62.9630	66.0371
Water Quality Research Analyst	E	C	14	1589	9,652.93	10,135.56	10,642.34	11,174.45	11,733.24	4,455.20	4,677.95	4,911.85	5,157.44	5,415.34	55.6900	58.4744	61.3981	64.4680	67.6917
Water Resources Specialist	E	C	14	1560	8,311.55	8,727.12	9,163.40	9,621.65	10,102.71	3,836.10	4,027.90	4,229.26	4,440.76	4,662.79	47.9513	50.3487	52.8657	55.5095	58.2849
Water Resources Technician	N	C	14	1562	6,509.43	6,834.86	7,176.61	7,535.45	7,912.23	3,004.35	3,154.55	3,312.28	3,477.90	3,651.80	37.5544	39.4319	41.4035	43.4737	45.6475
Waterfront Maintenance Coordinator	N	C	14	1598	6,640.53	6,972.62	7,321.23	7,687.29	8,071.66	3,064.86	3,218.13	3,379.03	3,547.98	3,725.38	38.3107	40.2266	42.2379	44.3497	46.5672
Waterfront Maintenance Crew Leader	N	C	14	1564	6,317.44	6,633.32	6,964.95	7,313.28	7,678.97	2,915.74	3,061.53	3,214.59	3,375.36	3,544.14	36.4467	38.2691	40.1824	42.1920	44.3017
Waterfront Maintenance Worker I	N	C	14	1565	4,947.76	5,195.10	5,454.87	5,727.56	6,013.91	2,283.58	2,397.74	2,517.63	2,643.49	2,775.65	28.5447	29.9718	31.4704	33.0436	34.6956
Waterfront Maintenance Worker II	N	C	14	1566	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Waterfront Vessel Technician	N	C	14	1567	5,439.55	5,711.46	5,997.07	6,296.96	6,611.74	2,510.56	2,636.06	2,767.88	2,906.29	3,051.57	31.3820	32.9508	34.5985	36.3286	38.1446
Web Services Technician	E	C	14	1586	7,560.04	7,938.06	8,334.93	8,751.71	9,189.29	3,489.25	3,663.72	3,846.89	4,039.25	4,241.21	43.6156	45.7965	48.0861	50.4906	53.0151
Webmaster	E	C	14	1550	10,549.11	11,076.61	11,630.43	12,211.88	12,822.49	4,868.82	5,112.28	5,367.89	5,636.25	5,918.07	60.8602	63.9035	67.0986	70.4531	73.9759
Welder/Fabricator	N	C	14	1568	6,551.76	6,879.34	7,223.30	7,584.46	7,963.69	3,023.89	3,175.08	3,333.83	3,500.52	3,675.55	37.7986	39.6885	41.6729	43.7565	45.9444
FIRE																			
Fire Captain (56 Hour)	7	C	34	3400	10,981.38	11,530.46	12,107.01	12,712.33	13,347.97	5,068.33	5,321.75	5,587.85	5,867.23	6,160.60	45.2529	47.5156	49.8915	52.3860	55.0053
Fire Captain (40 Hour)	7	C	34	3405	10,981.38	11,530.46	12,106.97	12,712.35	13,347.97	5,068.33	5,321.75	5,587.83	5,867.24	6,160.60	63.3541	66.5219	69.8479	73.3405	77.0075
Fire Engineer (56 Hour)	7	C	34	3401	9,502.61	9,977.76	10,476.66	11,000.49	11,550.50	4,385.82	4,605.12	4,835.38	5,077.15	5,331.00	39.1591	41.1171	43.1731	45.3317	47.5982
Fire Engineer (40 Hour)	7	C	34	3402	9,502.61	9,977.78	10,476.68	11,000.51	11,550.52	4,385.82	4,605.13	4,835.39	5,077.16	5,331.01	54.8227	57.5641	60.4424	63.4645	66.6376
Fire Inspector I (40 Hour)	7	C	39	3901	8,388.64	8,808.15	9,248.53	9,710.94	10,196.46	3,871.68	4,065.30	4,268.55	4,481.97	4,706.06	48.3960	50.8162	53.3569	56.0246	58.8257
Fire Inspector II (40 Hour)	7	C	39	3902	9,502.61	9,977.78	10,476.68	11,000.51	11,550.52	4,385.82	4,605.13	4,835.39	5,077.16	5,331.01	54.8227	57.5641	60.4424	63.4645	66.6376
Fire Inspector III (40 Hour)	7	C	39	3903	10,981.38	11,530.46	12,106.97	12,712.35	13,347.97	5,068.33	5,321.75	5,587.83	5,867.24	6,160.60	63.3541	66.5219	69.8479	73.3405	77.0075
Firefighter (56 Hour)	7	C	34	3403	8,388.68	8,808.09	9,248.53	9,710.91	10,196.49	3,871.70	4,065.27	4,268.55	4,481.96	4,706.07	34.5687	36.2971	38.1120	40.0175	42.0185
Firefighter (40 Hour)	7	C	34	3404	8,388.64	8,808.15	9,248.53	9,710.94	10,196.46	3,871.68	4,065.30	4,268.55	4,481.97	4,706.06	48.3960	50.8162	53.3569	56.0246	58.8258
Firefighter - Entry	7	C	39	3904	7,549.77	7,927.29	8,323.64	8,739.81	9,176.83	3,484.51	3,658.75	3,841.68	4,033.76	4,235.46	43.5564	45.7344	48.0210	50.4220	52.9432
LEGAL/PROFESSIONAL ATTORNEY																			
Assistant City Attorney I	E	U	01	0103	12,472.05				15,159.93	5,756.33				6,996.89	71.9541				87.4611
Assistant City Attorney II	E	U	01	0104	13,849.23				16,833.79	6,391.95				7,769.44	79.8994				97.1180
Assistant City Attorney III	E	U	01	0105	16,084.45				19,550.79	7,423.59				9,023.44	92.7949				112.7930
Assistant City Attorney IV	E	U	01	0106	17,692.89				21,505.88	8,165.95				9,925.79	102.0744				124.0724
Assistant City Attorney V	E	U	01	0121	20,528.95				24,952.94	9,474.90				11,516.74	118.4363				143.9593
Chief Assistant City Attorney	E	U	01	0124	21,867.58				26,459.79	10,092.73				12,212.21	126.1591				152.6526
Deputy City Attorney	E	U	01	0110	10,370.34				12,605.23	4,786.31				5,817.80	59.8289				72.7225

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
MANAGEMENT UNREPRESENTED																			
Assistant Airport Director	E	U	02	0274	17,197.61				20,903.87	7,937.36				9,647.94	**99.2170**				120.5992
Assistant Finance Director	E	U	02	0204	15,039.22				18,272.67	6,941.18				8,433.54	**86.7648**				105.4193
Assistant Library Director	E	U	02	0253	14,620.56				17,771.46	6,747.95				8,202.21	**84.3494**				102.5276
Assistant Parks & Recreation Director	E	U	02	0205	14,561.52				17,699.65	6,720.70				8,169.07	**84.0088**				102.1134
Budget Manager	E	U	02	0207	12,023.07				14,614.12	5,549.11				6,744.98	**69.3639**				84.3122
Business Manager	E	U	02	0276	11,509.66				13,990.10	5,312.15				6,456.97	**66.4019**				80.7121
Fire Operations Division Chief	E	U	32	3200	20,416.96				24,816.89	9,423.21				11,453.95	**117.7901**				143.1744
Human Resources Manager	E	U	02	0223	13,750.01				16,713.28	6,346.16				7,713.82	**79.3270**				96.4228
Labor Relations Manager	E	U	02	0267	12,472.05				15,159.93	5,756.33				6,996.89	**71.9541**				87.4611
Office Manager	E	U	02	0275	11,177.96				13,586.89	5,159.06				6,270.87	**64.4882**				78.3859
Senior Assistant to the City Administrator	E	U	02	0248	12,698.44				15,435.05	5,860.82				7,123.87	**73.2602**				89.0484
MANAGEMENT/AFSCME																			
Airport Business Manager	E	U	03	0300	11,509.66				13,990.10	5,312.15				6,456.97	**66.4019**				80.7121
Airport Facilities Manager	E	U	03	0301	12,205.74				14,836.12	5,633.42				6,847.44	**70.4177**				85.5930
Airport Operations Manager	E	U	03	0302	12,590.78				15,304.16	5,811.13				7,063.46	**72.6391**				88.2933
Airport Properties Manager	E	U	03	0303	12,590.78				15,304.16	5,811.13				7,063.46	**72.6391**				88.2933
Assistant to the City Administrator	E	U	03	0304	11,625.08				14,130.35	5,365.42				6,521.70	**67.0677**				81.5213
Business Manager	E	U	03	0352	11,509.66				13,990.10	5,312.15				6,456.97	**66.4019**				80.7121
Chief Building Official	E	U	03	0305	14,690.30				17,856.26	6,780.14				8,241.35	**84.7518**				103.0169
City Clerk Services Manager	E	U	03	0306	12,780.54				15,534.91	5,898.71				7,169.96	**73.7339**				89.6245
City Engineer	E	U	03	0307	17,979.89				21,854.67	8,298.41				10,086.77	**103.7301**				126.0846
City Planner	E	U	03	0308	15,642.10				18,752.11	7,219.43				8,654.82	**90.2429**				108.1852
Community Development Business Manager	E	U	03	0309	11,509.66				13,990.10	5,312.15				6,456.97	**66.4019**				80.7121
Community Engagement Manager	E	U	03	0354	11,859.34				14,415.07	5,473.54				6,653.11	**68.4192**				83.1639
Community Engagement Officer/PIO	E	U	03	0310	11,509.66				13,990.10	5,312.15				6,456.97	**66.4019**				80.7121
Controller	E	U	03	0311	13,235.52				16,087.89	6,108.70				7,425.18	**76.3588**				92.8148
Creeks Restoration/Clean Water Manager	E	U	03	0312	14,379.60				17,478.50	6,636.74				8,067.00	**82.9592**				100.8375
Downtown Plaza & Parking Manager	E	U	03	0314	12,447.13				15,129.64	5,744.83				6,982.91	**71.8104**				87.2864
Emergency Medical Services Manager	E	U	03	0353	11,945.64				14,514.70	5,513.37				6,699.09	**68.9171**				83.7386
Emergency Services Manager	E	U	03	0316	10,721.34				13,031.87	4,948.31				6,014.71	**61.8539**				75.1839
Energy and Climate Program Manager	E	U	03	0317	12,023.09				14,614.15	5,549.12				6,744.99	**69.3640**				84.3124
Environmental Services Manager	E	U	03	0318	11,859.34				14,415.07	5,473.54				6,653.11	**68.4192**				83.1639
Facilities Manager	E	U	03	0319	12,339.02				14,998.14	5,694.93				6,922.22	**71.1866**				86.5277
Fire Business Manager	E	U	03	0320	11,509.66				13,990.10	5,312.15				6,456.97	**66.4019**				80.7121
General Services Manager	E	U	03	0322	12,179.55				14,804.36	5,621.33				6,832.78	**70.2666**				85.4097
Harbor Operations Manager	E	U	03	0323	12,910.04				15,692.30	5,958.48				7,242.60	**74.4810**				90.5325
Housing & Human Services Manager	E	U	03	0324	12,345.58				15,006.12	5,697.96				6,925.90	**71.2245**				86.5738
Information Technology Manager	E	U	03	0325	14,509.32				17,636.21	6,696.61				8,139.79	**83.7076**				101.7474
Library Services Manager	E	U	03	0326	11,170.36				13,577.68	5,155.55				6,266.62	**64.4444**				78.3328
Parks Manager	E	U	03	0327	12,630.87				15,352.94	5,829.63				7,085.97	**72.8704**				88.5746
Parks Planning Manager	E	U	03	0355	13,684.28				16,633.31	6,315.82				7,676.91	**78.9477**				95.9614
Parks & Recreation Business Manager	E	U	03	0328	11,859.34				14,415.07	5,473.54				6,653.11	**68.4192**				83.1639
Police Administrative Manager	E	U	03	0329	14,020.07				17,041.55	6,470.80				7,865.33	**80.8850**				98.3166
Police Business Manager	E	U	03	0330	11,509.66				13,990.10	5,312.15				6,456.97	**66.4019**				80.7121
Police Information Technology Manager	E	U	03	0331	12,140.61				14,757.06	5,603.36				6,810.95	**70.0420**				85.1369
Police Records Manager	E	U	03	0332	11,094.46				13,485.38	5,120.52				6,224.02	**64.0065**				77.8003
Principal Architect	E	U	03	0333	15,634.19				19,003.53	7,215.78				8,770.86	**90.1973**				109.6358
Principal Engineer	E	U	03	0334	15,634.19				19,003.53	7,215.78				8,770.86	**90.1973**				109.6358
Principal Planner	E	U	03	0335	12,345.58				15,006.12	5,697.96				6,925.90	**71.2245**				86.5738
Principal Project Manager	E	U	03	0336	16,799.42				20,419.88	7,753.58				9,424.56	**96.9198**				117.8070
Principal Traffic Engineer	E	U	03	0337	15,634.19				19,003.53	7,215.78				8,770.86	**90.1973**				109.6358
Public Safety Communications Manager	E	U	03	0338	12,570.70				15,279.92	5,801.86				7,052.27	**72.5233**				88.1534
Public Works Business Manager	E	U	03	0339	12,590.78				15,304.16	5,811.13				7,063.46	**72.6391**				88.2933

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Public Works Manager	E	U	03	0340	14,165.41				17,218.18	6,537.88				7,946.85	**81.7235**				99.3356
Public Works Operations Manager	E	U	03	0341	15,634.19				19,003.53	7,215.78				8,770.86	**90.1973**				109.6358
Recreation Programs Manager	E	U	03	0342	11,407.33				13,865.67	5,264.92				6,399.54	**65.8115**				79.9943
Rental Housing Programs Manager	E	U	03	0356	13,348.18				16,224.76	6,160.70				7,488.35	**77.0087**				93.6044
Risk Manager	E	U	03	0343	13,261.69				16,119.57	6,120.78				7,439.80	**76.5097**				92.9975
State Street Master Planner	E	U	03	0344	14,200.40				17,260.66	6,554.03				7,966.46	**81.9254**				99.5807
Wastewater System Manager	E	U	03	0350	16,799.29				20,419.64	7,753.52				9,424.45	**96.9190**				117.8056
Water Resources Manager	E	U	03	0351	17,980.06				21,854.99	8,298.49				10,086.92	**103.7311**				126.0865
Water Services Manager	E	U	03	0346	16,799.29				20,419.64	7,753.52				9,424.45	**96.9190**				117.8056
Water System Manager	E	U	03	0347	16,799.29				20,419.64	7,753.52				9,424.45	**96.9190**				117.8056
Waterfront Business Manager	E	U	03	0348	12,590.78				15,304.16	5,811.13				7,063.46	**72.6391**				88.2933
Waterfront Facilities Manager	E	U	03	0349	12,205.74				14,836.12	5,633.42				6,847.44	**70.4177**				85.5930
MANAGEMENT/APPOINTED																			
City Administrator/Clerk/Treasurer	E	U	01	0107	29,464.72				29,464.72	13,599.10				**13,599.10**	169.9887				169.9887
City Attorney	E	U	01	0108	23,477.98				28,408.36	10,835.99				**13,111.56**	135.4500				163.8945
MANAGEMENT/EXECUTIVE																			
Airport Director	E	U	01	0102	19,182.63				23,316.67	8,853.52				10,761.54	**110.6690**				134.5192
Assistant City Administrator	E	U	01	0101	22,152.13				26,926.10	10,224.06				12,427.43	**127.8008**				155.3429
Community Development Director	E	U	01	0109	18,219.98				22,146.54	8,409.22				10,221.48	**105.1152**				127.7685
Deputy City Administrator	E	U	01	0122	19,830.24				24,103.78	9,152.42				11,124.82	**114.4053**				139.0603
Finance Director	E	U	01	0111	18,039.56				21,927.23	8,325.95				10,120.26	**104.0744**				126.5033
Fire Chief	E	U	31	3100	22,460.36				27,300.76	10,366.32				12,600.35	**129.5790**				157.5044
Human Resources Director	E	U	01	0118	17,298.65				21,026.68	7,983.99				9,704.62	**99.7999**				121.3078
Information Technology Director	E	U	01	0119	17,474.21				21,240.05	8,065.02				9,803.10	**100.8128**				122.5388
Library Director	E	U	01	0112	17,436.68				21,194.44	8,047.70				9,782.05	**100.5962**				122.2756
Parks & Recreation Director	E	U	01	0113	17,474.21				21,240.05	8,065.02				9,803.10	**100.8128**				122.5388
Police Chief	E	U	21	2100	25,477.88				30,968.60	11,759.02				14,293.20	**146.9878**				178.6650
Public Works Director	E	U	01	0114	20,873.93				25,372.40	9,634.12				11,710.34	**120.4265**				146.3792
Sustainability & Resilience Director	E	U	01	0120	17,298.65				21,026.68	7,983.99				9,704.62	**99.7999**				121.3078
Water Resources Director	E	U	01	0123	20,873.93				25,372.40	9,634.12				11,710.34	**120.4265**				146.3792
Waterfront Director/Harbormaster	E	U	01	0115	19,182.63				23,316.67	8,853.52				10,761.54	**110.6690**				134.5192
MANAGEMENT/FIRE																			
Fire Battalion Chief	E	C	33	3300	14,991.38				18,222.19	6,919.10				8,410.24	**61.7777**				75.0914
Fire Battalion Chief 40 HR	E	C	33	3301	14,991.38				18,222.19	6,919.10				8,410.24	**86.4888**				105.1280
Fire Battalion Chief / Fire Marshal	E	C	33	3303	14,991.38				18,222.19	6,919.10				8,410.24	**86.4888**				105.1280
MANAGEMENT/POLICE																			
Assistant Police Chief	E	C	23	2303	21,455.16				26,078.89	9,902.38				12,036.41	**123.7798**				150.4551
Police Commander	E	C	23	2302	18,656.00				22,676.33	8,610.46				10,466.00	**107.6308**				130.8250
Police Lieutenant	E	C	23	2301	16,222.40				19,718.44	7,487.26				9,100.82	**93.5908**				113.7603
MAYOR/CITY COUNCIL																			
City Councilmember	E			0001					5,534.66					**2,554.46**					
Mayor	E			0002					6,918.34					**3,193.08**					
POLICE																			
Identification Technician	N	C	29	2901	7,884.96	8,279.22	8,693.17	9,127.84	9,584.21	3,639.21	3,821.18	4,012.23	4,212.85	4,423.48	**45.4901**	47.7647	50.1529	52.6606	55.2935
Parking Enforcement Officer	N	C	29	2902	5,500.06	5,775.06	6,063.79	6,367.05	6,685.38	2,538.49	2,665.41	2,798.67	2,938.64	3,085.56	**31.7311**	33.3176	34.9834	36.7330	38.5695
Parking Enforcement Officer II	N	C	29	2919	6,050.07	6,352.56	6,670.17	7,003.75	7,353.93	2,792.34	2,931.95	3,078.54	3,232.50	3,394.12	**34.9043**	36.6494	38.4817	40.4063	42.4265
Parking Enforcement Officer Unclassified	N	U	29	2918	5,500.06	5,775.06	6,063.79	6,367.05	6,685.38	2,538.49	2,665.41	2,798.67	2,938.64	3,085.56	**31.7311**	33.3176	34.9834	36.7330	38.5695
Police Crime Analyst	N	C	29	2907	8,901.25	9,346.29	9,813.64	10,304.34	10,819.49	4,108.27	4,313.67	4,529.37	4,755.85	4,993.61	**51.3534**	53.9209	56.6171	59.4481	62.4201
Police Officer Range A	7	C	24	2400	10,080.22	10,584.23	11,113.48	11,669.10	12,252.57	4,652.41	4,885.03	5,129.30	5,385.74	5,655.03	**58.1551**	61.0629	64.1162	67.3217	70.6879

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					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Police Officer Range B	7	C	24	2400	10,281.83	10,795.94	11,335.74	11,902.49	12,497.64	4,745.46	4,982.74	5,231.88	5,493.45	5,768.14	**59.3182**	62.2842	65.3985	68.6681	72.1017
Police Officer Range C	7	C	24	2400	10,483.42	11,007.60	11,558.00	12,135.87	12,742.67	4,838.50	5,080.43	5,334.46	5,601.17	5,881.23	**60.4813**	63.5054	66.6808	70.0146	73.5154
Police Officer Range D	7	C	24	2400	10,685.03	11,219.30	11,780.29	12,369.24	12,987.74	4,931.55	5,178.14	5,437.06	5,708.88	5,994.34	**61.6444**	64.7267	67.9632	71.3610	74.9292
Police Officer - Entry	7	C	29	2903	8,895.53	9,340.33	9,807.33	10,297.71	10,812.58	4,105.63	4,310.92	4,526.46	4,752.79	4,990.42	**51.3204**	53.8865	56.5807	59.4099	62.3802
Police Property/Evidence Assistant	N	C	29	2905	5,561.18	5,839.30	6,131.32	6,437.84	6,759.70	2,566.70	2,695.06	2,829.84	2,971.31	3,119.86	**32.0838**	33.6882	35.3730	37.1414	38.9983
Police Property/Evidence Technician	N	C	29	2906	6,556.20	6,884.02	7,228.20	7,589.62	7,969.09	3,025.94	3,177.24	3,336.09	3,502.90	3,678.04	**37.8242**	39.7155	41.7011	43.7863	45.9755
Police Range/Equipment Technician	N	C	29	2917	7,333.00	7,699.66	8,084.64	8,488.87	8,913.32	3,384.46	3,553.69	3,731.37	3,917.94	4,113.84	**42.3058**	44.4211	46.6421	48.9742	51.4230
Police Records Specialist	N	C	29	2904	5,461.99	5,735.08	6,021.80	6,322.90	6,639.04	2,520.92	2,646.96	2,779.29	2,918.26	3,064.17	**31.5115**	33.0870	34.7411	36.4782	38.3021
Police Records Supervisor	N	C	29	2914	6,556.20	6,884.02	7,228.20	7,589.62	7,969.09	3,025.94	3,177.24	3,336.09	3,502.90	3,678.04	**37.8242**	39.7155	41.7011	43.7863	45.9755
Police Sergeant	7	C	24	2401	12,999.85	13,649.83	14,332.35	15,048.95	15,801.44	5,999.93	6,299.92	6,614.93	6,945.67	7,292.97	**74.9991**	78.7490	82.6866	86.8209	91.1621
Police Services Coordinator	N	C	29	2916	5,787.64	6,076.98	6,380.88	6,699.90	7,034.86	2,671.22	2,804.76	2,945.02	3,092.26	3,246.86	**33.3903**	35.0595	36.8127	38.6533	40.5857
Police Services Specialist	N	C	29	2915	4,958.53	5,206.39	5,466.74	5,740.04	6,027.08	2,288.55	2,402.95	2,523.11	2,649.25	2,781.73	**28.6069**	30.0369	31.5389	33.1156	34.7716
Police Technician	N	C	29	2909	5,238.16	5,500.06	5,775.03	6,063.85	6,367.01	2,417.61	2,538.49	2,665.40	2,798.70	2,938.62	**30.2201**	31.7311	33.3175	34.9838	36.7328
Public Safety Dispatcher I	N	U	29	2910	6,240.26	6,552.20	6,879.86	7,223.84	7,585.00	2,880.12	3,024.09	3,175.32	3,334.08	3,500.77	**36.0015**	37.8011	39.6915	41.6760	43.7596
Public Safety Dispatcher II	N	C	29	2911	6,558.74	6,886.62	7,230.99	7,592.59	7,972.23	3,027.11	3,178.44	3,337.38	3,504.27	3,679.49	**37.8389**	39.7305	41.7172	43.8034	45.9936
Public Safety Dispatcher III	N	C	29	2912	7,247.35	7,609.79	7,990.26	8,389.72	8,809.23	3,344.93	3,512.21	3,687.81	3,872.18	4,065.80	**41.8116**	43.9026	46.0976	48.4022	50.8225
Public Safety Dispatch Supervisor	N	C	29	2913	8,841.39	9,283.41	9,747.62	10,234.99	10,746.73	4,080.64	4,284.65	4,498.90	4,723.84	4,960.03	**51.0080**	53.5581	56.2363	59.0480	62.0004
SUPERVISOR																			
Accounting Supervisor	E	U	04	4064	9,783.52				11,891.97	4,515.47				5,488.60	**56.4434**				68.6075
Administrative Supervisor	E	U	04	4001	7,947.57				9,660.26	3,668.11				4,458.58	**45.8514**				55.7322
Administrative/Clerical Supervisor	E	U	04	4000	6,553.00				7,965.21	3,024.46				3,676.25	**37.8058**				45.9531
Airport Business Development Supervisor	E	U	04	4067	8,540.83				10,381.43	3,941.92				4,791.43	**49.2740**				59.8929
Airport Maintenance Supervisor	E	U	04	4003	8,588.41				10,439.28	3,963.88				4,818.13	**49.5485**				60.2266
Airport Operations Supervisor	E	U	04	4004	8,488.85				10,318.27	3,917.93				4,762.28	**48.9741**				59.5285
Airport Patrol Supervisor	E	U	04	4005	11,463.51				13,933.92	5,290.85				6,431.04	**66.1356**				80.3880
Billing Supervisor	E	U	04	4008	7,610.68				9,250.80	3,512.62				4,269.60	**43.9078**				53.3700
Building and Safety Supervisor	E	U	04	4009	12,282.49				14,929.46	5,668.84				6,890.52	**70.8605**				86.1315
Capital Projects Supervisor	E	U	04	4073	11,899.38				14,463.76	5,492.02				6,675.58	**68.6502**				83.4447
City TV Production Supervisor	E	U	04	4022	9,236.39				11,226.89	4,262.95				5,181.64	**53.2869**				64.7705
Creeks Supervisor	E	U	04	4023	12,023.33				14,614.43	5,549.23				6,745.12	**69.3654**				84.3140
Custodial Supervisor	E	U	04	4014	6,174.00				7,504.55	2,849.54				3,463.64	**35.6193**				43.2955
Department Systems Supervisor	E	U	04	4077	11,179.63				13,588.86	5,159.83				6,271.78	**64.4979**				78.3973
Electronics/Communication Supervisor	E	U	04	4016	8,588.39				10,439.30	3,963.87				4,818.14	**49.5484**				60.2267
Environmental Services Supervisor	E	U	04	4017	10,071.12				12,241.49	4,648.21				5,649.92	**58.1026**				70.6240
Facilities Maintenance Superintendent	E	U	04	4018	10,316.93				12,540.28	4,761.66				5,787.82	**59.5207**				72.3478
Facilities Maintenance Supervisor	E	U	04	4019	8,119.76				9,869.64	3,747.58				4,555.22	**46.8447**				56.9402
Finance Supervisor	E	U	04	4020	9,783.52				11,891.97	4,515.47				5,488.60	**56.4434**				68.6075
Fleet Services Superintendent	E	U	04	4078	10,316.93				12,540.28	4,761.66				5,787.82	**59.5207**				72.3478
Fleet Services Supervisor	E	U	04	4007	8,542.80				10,383.82	3,942.83				4,792.53	**49.2854**				59.9066
Harbor Patrol Supervisor	E	U	04	4024	10,322.61				12,547.23	4,764.28				5,791.03	**59.5535**				72.3879
Information Technology Supervisor	E	U	04	4027	12,131.23				14,745.53	5,599.03				6,805.63	**69.9879**				85.0704
Laboratory Supervisor	E	U	04	4028	12,214.43				14,846.69	5,637.43				6,852.32	**70.4679**				85.6540
Library Circulation Supervisor	E	U	04	4029	6,268.73				7,619.67	2,893.26				3,516.77	**36.1657**				43.9596
Maintenance Supervisor I	E	U	04	4030	7,170.52				8,715.83	3,309.47				4,022.69	**41.3684**				50.2836
Maintenance Supervisor II	E	U	04	4031	7,883.24				9,582.13	3,638.42				4,422.52	**45.4803**				55.2815
Marketing Supervisor	E	U	04	4070	9,276.50				11,275.70	4,281.46				5,204.17	**53.5183**				65.0521
Neighborhood & Outreach Services Supervisor I	E	U	04	4032	7,434.29				9,036.43	3,431.21				4,170.66	**42.8901**				52.1333
Parking Supervisor	E	U	04	4034	8,448.22				10,268.92	3,899.18				4,739.50	**48.7397**				59.2437
Parking/TMP Superintendent	E	U	04	4035	10,217.37				12,419.29	4,715.71				5,731.98	**58.9464**				71.6498
Parks Superintendent	E	U	04	4068	8,321.06				10,114.28	3,840.49				4,668.13	**48.0061**				58.3516
Parks Supervisor	E	U	04	4033	7,204.38				8,756.97	3,325.10				4,041.68	**41.5638**				50.5210
Purchasing Supervisor	E	U	04	4036	9,136.23				11,105.16	4,216.72				5,125.46	**52.7090**				64.0682
Recreation Supervisor I	E	U	04	4037	7,957.43				9,672.33	3,672.66				4,464.15	**45.9083**				55.8019
Rental Housing Mediation Supervisor	E	U	04	4074	9,155.79				11,128.91	4,225.75				5,136.42	**52.8219**				64.2053
Senior Librarian	E	U	04	4038	8,607.78				10,462.77	3,972.82				4,828.97	**49.6602**				60.3621

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Senior Planner I	E	U	04	4039	10,560.81				12,836.76	4,874.22				5,924.66	**60.9278**				74.0582
Senior Planner II	E	U	04	4040	11,089.04				13,478.79	5,118.02				6,220.98	**63.9753**				77.7623
Senior Recreation Supervisor	E	U	04	4041	8,565.03				10,410.86	3,953.09				4,805.01	**49.4136**				60.0626
Street Tree Supervisor	E	U	04	4042	7,204.38				8,756.97	3,325.10				4,041.68	**41.5638**				50.5210
Streets Maintenance Superintendent	E	U	04	4076	10,316.93				12,540.28	4,761.66				5,787.82	**59.5207**				72.3478
Supervising Engineer	E	U	04	4043	12,892.43				15,670.85	5,950.35				7,232.70	**74.3794**				90.4087
Supervising Librarian	E	U	04	4044	8,620.69				10,478.46	3,978.78				4,836.21	**49.7348**				60.4526
Supervising Park Ranger	E	U	04	4075	8,300.80				10,089.65	3,831.14				4,656.76	**47.8893**				58.2095
Supervising Transportation Engineer	E	U	04	4047	12,281.43				14,928.20	5,668.35				6,889.94	**70.8544**				86.1242
Supervising Transportation Planner	E	U	04	4046	10,561.11				12,837.13	4,874.36				5,924.83	**60.9295**				74.0604
Treatment Plant Technician Supervisor	E	U	04	4049	12,214.43				14,846.69	5,637.43				6,852.32	**70.4679**				85.6540
Urban Forest Superintendent	E	U	04	4050	10,560.98				12,836.94	4,874.30				5,924.74	**60.9288**				74.0592
Wastewater Collection System Superintendent	E	U	04	4053	14,046.22				17,073.31	6,482.87				7,879.99	**81.0359**				98.4999
Wastewater Collection System Supervisor	E	U	04	4052	10,943.86				13,302.34	5,051.01				6,139.54	**63.1376**				76.7443
Wastewater Treatment Superintendent	E	U	04	4054	14,046.22				17,073.31	6,482.87				7,879.99	**81.0359**				98.4999
Wastewater Treatment Supervisor	E	U	04	4055	12,214.43				14,846.69	5,637.43				6,852.32	**70.4679**				85.6540
Water Distribution Superintendent	E	U	04	4059	14,046.22				17,073.31	6,482.87				7,879.99	**81.0359**				98.4999
Water Distribution Supervisor	E	U	04	4060	12,214.43				14,846.69	5,637.43				6,852.32	**70.4679**				85.6540
Water Quality Superintendent	E	U	04	4069	14,046.22				17,073.31	6,482.87				7,879.99	**81.0359**				98.4999
Water Service Superintendent	E	U	04	4072	14,046.22				17,073.31	6,482.87				7,879.99	**81.0359**				98.4999
Water Services Supervisor	E	U	04	4071	10,621.43				12,910.47	4,902.20				5,958.68	**61.2775**				74.4835
Water Treatment Superintendent	E	U	04	4057	14,046.22				17,073.31	6,482.87				7,879.99	**81.0359**				98.4999
Water Treatment Supervisor	E	U	04	4058	12,214.43				14,846.69	5,637.43				6,852.32	**70.4679**				85.6540
Waterfront Maintenance Superintendent	E	U	04	4062	9,065.72				11,019.49	4,184.18				5,085.92	**52.3023**				63.5740
Waterfront Parking Supervisor	E	U	04	4061	8,277.43				10,061.26	3,820.35				4,643.66	**47.7544**				58.0458
SUPERVISOR/CONFIDENTIAL																			
Administrator's Office Supervisor*	E	U	05	5000	8,719.77				10,599.01	4,024.51				4,891.85	**50.3064**				61.1481
Payroll and A/P Supervisor*	E	U	05	5005	9,783.52				11,891.97	4,515.47				5,488.60	**56.4434**				68.6075
TREATMENT AND PATROL																			
Airport Operations Specialist	N	C	19	1900	6,622.37	6,953.53	7,301.15	7,666.23	8,049.56	3,056.48	3,209.32	3,369.76	3,538.26	3,715.18	**38.2060**	40.1165	42.1220	44.2282	46.4397
Airport Operations Specialist Trainee	N	U	19	1962	5,297.91	5,562.87	5,840.94	6,132.97	6,439.66	2,445.19	2,567.48	2,695.82	2,830.60	2,972.15	**30.5649**	32.0935	33.6977	35.3825	37.1519
Airport Police Officer	N	C	19	1964	9,468.90	9,942.27	10,439.48	10,961.38	11,509.44	4,370.26	4,588.74	4,818.22	5,059.10	5,312.05	**54.6282**	57.3593	60.2277	63.2388	66.4006
Airport Police Officer II	N	C	19	1965	10,365.51	10,883.80	11,427.98	11,999.26	12,599.32	4,784.08	5,023.29	5,274.45	5,538.12	5,815.07	**59.8010**	62.7911	65.9306	69.2265	72.6884
Airport Police Officer - Entry	N	C	19	1966	9,018.01	9,468.83	9,942.34	10,439.43	10,961.38	4,162.16	4,370.23	4,588.77	4,818.20	5,059.10	**52.0270**	54.6279	57.3596	60.2275	63.2387
Airport Police Officer - Trainee	N	U	19	1967	7,515.00	7,890.70	8,285.29	8,699.51	9,134.49	3,468.46	3,641.86	3,823.98	4,015.16	4,215.92	**43.3558**	45.5233	47.7997	50.1895	52.6990
Airport Security Aide	N	C	19	1968	4,216.14	4,426.85	4,648.32	4,880.70	5,124.71	1,945.91	2,043.16	2,145.38	2,252.63	2,365.25	**24.3239**	25.5395	26.8173	28.1579	29.5656
Control Systems Operator Specialist I	N	C	19	1904	8,732.79	9,169.42	9,627.91	10,109.26	10,614.72	4,030.52	4,232.04	4,443.65	4,665.81	4,899.10	**50.3815**	52.9005	55.5456	58.3226	61.2387
Control Systems Operator Specialist II	N	C	19	1905	9,700.30	10,185.33	10,694.60	11,229.36	11,790.76	4,477.06	4,700.92	4,935.97	5,182.78	5,441.89	**55.9632**	58.7615	61.6996	64.7847	68.0236
Cross Connection Specialist	N	C	19	1939	9,275.67	9,739.41	10,226.36	10,737.74	11,274.62	4,281.08	4,495.11	4,719.86	4,955.88	5,203.67	**53.5135**	56.1889	58.9982	61.9485	65.0459
Harbor Patrol Officer	N	C	19	1906	8,976.18	9,424.98	9,896.25	10,391.05	10,910.62	4,142.85	4,349.99	4,567.50	4,795.87	5,035.67	**51.7856**	54.3749	57.0938	59.9484	62.9459
Harbor Patrol Officer - Entry	N	C	19	1907	8,056.79	8,459.64	8,882.55	9,326.68	9,792.99	3,718.52	3,904.45	4,099.64	4,304.62	4,519.84	**46.4815**	48.8056	51.2455	53.8078	56.4980
Laboratory Analyst Coordinator	N	C	19	1911	9,387.95	9,857.34	10,350.21	10,867.70	11,411.10	4,332.90	4,549.54	4,777.02	5,015.86	5,266.66	**54.1613**	56.8693	59.7128	62.6983	65.8333
Laboratory Analyst I	N	C	19	1909	7,729.09	8,115.62	8,521.46	8,947.47	9,394.84	3,567.27	3,745.67	3,932.98	4,129.60	4,336.08	**44.5909**	46.8209	49.1622	51.6200	54.2010
Laboratory Analyst II	N	C	19	1910	8,577.27	9,006.12	9,456.48	9,929.27	10,425.78	3,958.74	4,156.67	4,364.53	4,582.74	4,811.90	**49.4843**	51.9584	54.5566	57.2842	60.1487
Lead Park Ranger	N	C	19	1955	7,939.92	8,336.86	8,753.75	9,191.41	9,650.98	3,664.58	3,847.78	4,040.19	4,242.19	4,454.30	**45.8072**	48.0972	50.5024	53.0274	55.6787
Lead Water Meter Technician	N	C	19	1963	9,235.83	9,697.68	10,182.58	10,691.68	11,226.28	4,262.69	4,475.85	4,699.65	4,934.62	5,181.36	**53.2836**	55.9481	58.7456	61.6827	64.7670
Meter Reader/Water Distribution OIT	N	C	19	1913	5,122.72	5,378.84	5,647.85	5,930.21	6,226.70	2,364.33	2,482.54	2,606.70	2,737.02	2,873.86	**29.5541**	31.0318	32.5837	34.2127	35.9232
Park Ranger	N	C	19	1914	7,218.08	7,578.96	7,957.97	8,355.84	8,773.57	3,331.42	3,497.98	3,672.91	3,856.54	4,049.34	**41.6428**	43.7247	45.9114	48.2067	50.6168
Reclamation Specialist	N	C	19	1924	5,949.13	6,246.59	6,558.89	6,886.84	7,231.25	2,745.75	2,883.04	3,027.18	3,178.54	3,337.50	**34.3219**	36.0380	37.8398	39.7317	41.7187
Reservoir & Dam Caretaker/Distribution Operator	N	C	19	1915	8,413.15	8,833.80	9,275.46	9,739.30	10,226.23	3,882.99	4,077.14	4,280.98	4,495.06	4,719.80	**48.5374**	50.9642	53.5123	56.1882	58.9975
Senior Airport Operations Specialist	N	C	19	1916	7,381.66	7,750.73	8,138.30	8,545.20	8,972.38	3,406.92	3,577.26	3,756.14	3,943.94	4,141.10	**42.5865**	44.7157	46.9517	49.2993	51.7638
Senior Airport Security Aide	N	C	19	1969	4,637.69	4,869.67	5,113.10	5,368.76	5,637.19	2,140.47	2,247.54	2,359.89	2,477.89	2,601.78	**26.7559**	28.0942	29.4986	30.9736	32.5223
Senior Control Systems Operator Specialist	N	C	19	1917	10,620.70	11,151.77	11,709.40	12,294.84	12,909.54	4,901.86	5,146.97	5,404.34	5,674.54	5,958.25	**61.2732**	64.3371	67.5542	70.9318	74.4781
Senior Cross Connection Specialist	E	C	19	1959	10,053.03	10,555.68	11,083.35	11,637.67	12,219.52	4,639.86	4,871.85	5,115.39	5,371.23	5,639.78	**57.9983**	60.8981	63.9424	67.1404	70.4972

EXHIBIT 1

Classification Title	FLSA	Service Status	Unit	Job Class	Monthly					Biweekly					Hourly				
					Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5	Step I	Step 2	Step 3	Step 4	Step 5
Senior Treatment Plant Technician	N	C	19	1918	9,374.45	9,843.21	10,335.37	10,852.14	11,394.67	4,326.67	4,543.02	4,770.17	5,008.68	5,259.08	**54.0834**	56.7878	59.6271	62.6085	65.7385
Senior Wastewater Collection System Operator	N	C	19	1919	8,275.15	8,688.98	9,123.42	9,579.55	10,058.58	3,819.30	4,010.30	4,210.81	4,421.33	4,642.42	**47.7413**	50.1287	52.6351	55.2666	58.0302
Senior Wastewater Collection System Outreach Program Coordinator	N	C	19	1958	10,053.33	10,556.02	11,083.76	11,638.01	12,219.91	4,640.00	4,872.01	5,115.58	5,371.39	5,639.96	**58.0000**	60.9001	63.9448	67.1424	70.4995
Senior Wastewater Treatment Plant Operator	N	C	19	1921	10,027.31	10,528.66	11,055.07	11,607.83	12,188.24	4,627.99	4,859.38	5,102.34	5,357.46	5,625.34	**57.8499**	60.7423	63.7793	66.9683	70.3168
Senior Water Distribution Operator	N	C	19	1920	6,634.55	6,966.29	7,314.54	7,680.29	8,064.36	3,062.10	3,215.21	3,375.94	3,544.75	3,722.01	**38.2762**	40.1901	42.1993	44.3094	46.5251
Treatment Plant Technician	N	C	19	1923	8,151.74	8,559.33	8,987.31	9,436.70	9,908.51	3,762.34	3,950.46	4,147.99	4,355.40	4,573.16	**47.0292**	49.3807	51.8499	54.4425	57.1645
Wastewater Collection System Lead Operator	N	C	19	1927	9,516.39	9,992.21	10,491.74	11,016.40	11,567.14	4,392.18	4,611.79	4,842.34	5,084.49	5,338.68	**54.9022**	57.6474	60.5292	63.5561	66.7335
Wastewater Collection System Operator I	N	C	19	1925	6,577.59	6,906.49	7,251.79	7,614.40	7,995.15	3,035.81	3,187.61	3,346.98	3,514.34	3,690.07	**37.9476**	39.8451	41.8373	43.9293	46.1259
Wastewater Collection System Operator II	N	C	19	1926	7,719.96	8,105.89	8,511.30	8,936.85	9,383.68	3,563.06	3,741.18	3,928.29	4,124.70	4,330.93	**44.5383**	46.7648	49.1036	51.5588	54.1366
Wastewater Collection System Operator Technician I	N	C	19	1929	6,705.44	7,040.69	7,392.80	7,762.37	8,150.52	3,094.82	3,249.55	3,412.06	3,582.63	3,761.78	**38.6852**	40.6194	42.6507	44.7829	47.0222
Wastewater Collection System Project Coordinator	N	C	19	1954	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.71	**52.8556**	55.4984	58.2733	61.1870	64.2464
Wastewater Compliance Specialist	N	C	19	1953	9,161.47	9,619.55	10,100.52	10,605.53	11,135.87	4,228.37	4,439.79	4,661.78	4,894.86	5,139.63	**52.8546**	55.4974	58.2722	61.1858	64.2454
Wastewater Treatment Plant Chief Operator	N	C	19	1932	10,555.09	11,082.85	11,636.97	12,218.83	12,829.70	4,871.58	5,115.16	5,370.91	5,639.46	5,921.40	**60.8948**	63.9395	67.1364	70.4932	74.0175
Wastewater Treatment Plant OIT	N	U	19	1931	6,577.89	6,906.73	7,252.09	7,614.73	7,995.48	3,035.95	3,187.72	3,347.12	3,514.49	3,690.22	**37.9494**	39.8465	41.8390	43.9311	46.1277
Wastewater Treatment Plant Operator I	N	C	19	1933	7,861.17	8,254.20	8,666.95	9,100.28	9,555.30	3,628.23	3,809.63	4,000.13	4,200.13	4,410.14	**45.3529**	47.6204	50.0016	52.5016	55.1268
Wastewater Treatment Plant Operator II	N	C	19	1934	8,275.09	8,688.90	9,123.36	9,579.48	10,058.49	3,819.27	4,010.26	4,210.78	4,421.30	4,642.38	**47.7409**	50.1283	52.6347	55.2663	58.0298
Wastewater Treatment Plant Operator III	N	C	19	1935	9,182.85	9,642.06	10,124.08	10,630.23	11,161.76	4,238.24	4,450.18	4,672.65	4,906.26	5,151.58	**52.9780**	55.6272	58.4081	61.3283	64.3948
Water Distribution Chief Operator	N	C	19	1957	10,555.63	11,083.45	11,637.67	12,219.52	12,830.44	4,871.83	5,115.44	5,371.23	5,639.78	5,921.74	**60.8979**	63.9430	67.1404	70.4973	74.0217
Water Distribution Equipment Operator	N	C	19	1930	6,906.77	7,252.09	7,614.71	7,995.48	8,395.25	3,187.74	3,347.12	3,514.48	3,690.22	3,874.73	**39.8468**	41.8390	43.9310	46.1278	48.4341
Water Distribution Lead Operator	N	C	19	1937	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	**42.0810**	44.1849	46.3940	48.7139	51.1496
Water Distribution Lead Operator Technician	N	C	19	1938	9,717.07	10,202.92	10,713.11	11,248.77	11,811.15	4,484.80	4,709.04	4,944.51	5,191.74	5,451.30	**56.0600**	58.8630	61.8064	64.8967	68.1413
Water Distribution OIT	N	U	19	1941	4,896.82	5,141.63	5,398.71	5,668.65	5,952.05	2,260.07	2,373.06	2,491.71	2,616.30	2,747.10	**28.2509**	29.6633	31.1464	32.7037	34.3388
Water Distribution Operator I	N	C	19	1945	5,436.32	5,708.13	5,993.54	6,293.19	6,607.84	2,509.07	2,634.52	2,766.25	2,904.55	3,049.77	**31.3634**	32.9315	34.5781	36.3069	38.1221
Water Distribution Operator II	N	C	19	1947	6,034.71	6,336.46	6,653.27	6,985.90	7,335.19	2,785.25	2,924.52	3,070.74	3,224.26	3,385.47	**34.8156**	36.5565	38.3842	40.3032	42.3184
Water Distribution Operator Technician OIT	N	U	19	1936	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	**37.9504**	39.8480	41.8407	43.9322	46.1288
Water Distribution Operator Technician I	N	C	19	1948	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	**46.3340**	48.6506	51.0834	53.6374	56.3193
Water Distribution Operator Technician II	N	C	19	1949	8,834.02	9,275.63	9,739.47	10,226.49	10,737.78	4,077.24	4,281.06	4,495.14	4,719.92	4,955.90	**50.9655**	53.5133	56.1893	58.9990	61.9488
Water Distribution Operator/Emergency Services	N	C	19	1950	7,294.04	7,658.71	8,041.63	8,443.74	8,865.94	3,366.48	3,534.79	3,711.52	3,897.11	4,091.97	**42.0810**	44.1849	46.3940	48.7139	51.1496
Water Distribution Project Coordinator	N	C	19	1956	9,161.64	9,619.72	10,100.70	10,605.75	11,136.04	4,228.45	4,439.87	4,661.86	4,894.96	5,139.71	**52.8556**	55.4984	58.2733	61.1870	64.2464
Water Meter Technician I	N	C	19	1960	6,578.07	6,906.99	7,252.40	7,614.92	7,995.65	3,036.03	3,187.84	3,347.26	3,514.58	3,690.30	**37.9504**	39.8480	41.8407	43.9322	46.1288
Water Meter Technician II	N	C	19	1961	8,031.23	8,432.78	8,854.45	9,297.15	9,762.00	3,706.72	3,892.05	4,086.67	4,290.99	4,505.54	**46.3340**	48.6506	51.0834	53.6374	56.3193
Water Treatment Chief Operator	N	C	19	1940	10,555.61	11,083.45	11,637.64	12,219.52	12,830.44	4,871.82	5,115.44	5,371.22	5,639.78	5,921.74	**60.8978**	63.9430	67.1403	70.4973	74.0217
Water Treatment Plant OIT	N	U	19	1942	6,578.11	6,906.88	7,252.31	7,614.92	7,995.65	3,036.05	3,187.79	3,347.22	3,514.58	3,690.30	**37.9506**	39.8474	41.8403	43.9322	46.1287
Water Treatment Plant Operator II	N	C	19	1944	8,275.13	8,688.90	9,123.36	9,579.51	10,058.49	3,819.29	4,010.26	4,210.78	4,421.31	4,642.38	**47.7411**	50.1282	52.6347	55.2664	58.0297
Water Treatment Plant Operator III	N	C	19	1946	9,182.40	9,641.56	10,123.64	10,629.78	11,161.28	4,238.03	4,449.95	4,672.45	4,906.05	5,151.36	**52.9754**	55.6244	58.4056	61.3256	64.3920
Water/Wastewater Maintenance Planner/Scheduler	N	C	19	1951	10,052.84	10,555.46	11,083.19	11,637.43	12,219.20	4,639.77	4,871.75	5,115.32	5,371.12	5,639.63	**57.9971**	60.8969	63.9415	67.1390	70.4954

Revisions:

Resolution 2026-063 = Mayor & Council salary adjustment, effective 04/04/2026; CAR 06/30/2026

Resolution 2026-072 = Police Management Association salary adjustment, effective 07/11/2026; CAR 07/28/2026

Resolution 2026-072 = Firefighters Association salary adjustment, effective 07/11/2026; CAR 07/28/2026

Resolution TBD = Council Agenda Report 09/15/2026, effective 09/19/2026

Subsection 2(a). The salaries of employees holding classifications or positions which are reclassified downward or for which the salary is adjusted as a result of salary surveys or other studies conducted by the City may be "Y" rated. When "Y" rated, the employee's salary shall be maintained at its current salary level until the salary applicable to the appropriate step in the employee's assigned classification is increased to equal the employee's current salary level. Thereafter, the employee's salary shall no longer be "Y" rated. As used herein, the term "current salary level" shall mean the salary which the employee was receiving at the time the salary for his assigned classification was reduced.

Subsection 2(b). As provided by Municipal Code Section 3.04.161, regular part-time employees working in the classifications contained herein shall serve in the unclassified service. Regular part-time employees shall be paid on an hourly basis the salaries provided herein for the appropriate classification.

Subsection 2(c). Any employee designated as "Confidential" by the City Administrator shall be paid an increase in pay equal to two and one-half percent (2½%) for the applicable step and range.

Subsection 2(d). Managers and Professional Attorneys will receive salary and benefits as established by resolution, ordinance, and administrative procedure, and as reflected in the Management and Performance Compensation Plan, the Professional Attorney's Performance and Compensation Plan, the Police Managers' Association (PMA) MOU/Agreement, and the Fire Managers' Association (FMA) MOU/Agreement .

Subsection 2(e). Any employee designated by the City Administrator as an Administrative Fire Captain, working forty (40) hours a week, shall be paid an increase in pay equal to three percent (3.0%) in order to maintain a salary approximately equal to a fifty-six (56) hours per week Fire Captain.

Subsection 2(f): Salary ranges for non-management positions shall have 5 steps. Appointments shall be made at Step 1 in the salary range, except as may be provided by ordinance or authorized by the City Administrator based on extraordinary qualifications. All step increases shall be based upon the equivalent of one year of satisfactory performance at the lower step in the appropriate range.

Subsection 2(g): The City Administrator may appoint a professional attorney or management employee to a salary anywhere between the minimum and maximum of the salary range.

Subsection 2(h): Employees may serve in an hourly assignment in the classifications listed herein as provided under Santa Barbara Municipal Code Section 3.04.160. All such appointments shall be made at Step 1 in the salary range, except as may be provided by ordinance or authorized by the City Administrator based on extraordinary qualifications. In the alternative, the City Administrator may authorize the creation of limited or temporary hourly classifications. Such limited or temporary ("L/T") hourly classifications shall be paid an hourly rate of not less than the applicable state or federal minimum wage and not greater than $150.00 per hour, or such greater amount as may be provided by ordinance. The official salary schedules for such limited or temporary hourly classifications shall be made publicly available on the City's web site.

Hourly Rate Classes

Effective: 09/19/2026
Revised: 09/15/2026

Hourly Assignments to Regular Classes

01 Management

B/U 17	B/U 18	Title	Hourly Rate
7332	N/A	Assistant City Attorney IV	$102.0744 - $124.0724
7334	N/A	Assistant City Attorney III	$92.7949 - $112.7930
7456	N/A	Assistant City Attorney V	$118.4363 - $143.9593
7335	N/A	Deputy City Attorney	$59.8289 - $72.7225

03 Management

B/U 17	B/U 18	Title	Hourly Rate
7446	N/A	Airport Operations Manager	$72.6391 - $88.2933
7449	N/A	Airport Properties Manager	$72.6391 - $88.2933
7336	N/A	Creeks Restoration/Clean Water Manager	$82.9592 - $100.8375
7337	N/A	Library Services Manager	$64.4444 - $78.3328
7340	N/A	Parks and Recreation Business Manager	$68.4192 - $83.1639
7447	N/A	Principal Project Manager	$96.9198 - $117.8070

04 Supervisors

B/U 17	B/U 18	Title	Hourly Rate
7454	N/A	Accounting Supervisor	$56.4434 - $68.6075
7448	N/A	Airport Patrol Supervisor	$66.1356 - $80.3880
7342	N/A	Custodial Supervisor	$35.6193 - $43.2955
7343	N/A	Facilities Maintenance Supervisor	$46.8447 - $56.9402
7344	N/A	Parking/TMP Superintendent	$58.9464 - $71.6498
7345	N/A	Parks Supervisor	$41.5638 - $50.5210
7346	N/A	Senior Librarian	$49.6602 - $60.3621
7347	N/A	Water Treatment Superintendent	$81.0359 - $98.4999

14 General

B/U 17	B/U 18	Title	Hourly Rate
7013	8008	Accountant II	$43.3989
7074	8062	Accounting Assistant	$33.9891
7103	8090	Accounting Coordinator	$39.2783
7003	8001	Accounting Technician	$35.7272
7000	N/A	Administrative Analyst I	$48.6740
7001	N/A	Administrative Analyst II	$55.6900

Hourly Rate Classes

Effective: 09/19/2026
Revised: 09/15/2026

B/U 17	B/U 18	Title	Hourly Rate
7002	8000	Administrative Assistant	$39.8705
7065	8053	Administrative Specialist	$31.0493
7004	8002	Assistant Parking Coordinator	$31.0705
7007	8004	Assistant Planner	$45.6179
7010	N/A	Assistant Transportation Planner	$45.6179
7008	8005	Associate Planner	$49.4076
7009	8301	Associate Transportation Planner	$49.4076
7062	8050	Automotive/Equipment Tech	$37.3674
7012	8007	Automotive Service Writer	$43.3989
7015	8010	Building Inspector	$46.1174
7387	8307	Building Permit Tech	$37.7763
7016	8011	Buyer II	$41.6671
7017	8012	Carpenter	$38.3683
7040	8032	City TV Production Specialist	$46.3353
7018	8013	Code Enforcement Officer	$40.8773
7079	8067	Commission Secretary	$33.0678
7020	N/A	Communications Specialist	$37.9308
7019	8014	Community Development Programs Specialist	$44.7170
7026	8020	Computer Training Coordinator	$50.3531
7027	8021	Creeks Outreach Coordinator	$43.1829
7025	8019	Custodian	$26.6194
7389	8308	Deputy City Clerk	$43.1058
7028	8022	Electrician	$40.7351
7029	8023	Electronics/Communications Technician I	$38.9015
7031	8025	Engineering Technician I	$34.9519
7032	8026	Engineering Technician II	$38.4259
7386	N/A	Environmental Services Specialist II	$53.7794
7030	8024	Equipment Operator	$31.7324
7036	8029	Fire Public Education Coordinator	$43.1829
7414	8323	Fleet Services Technician I	$37.3674
7415	8324	Fleet Services Technician II	$41.2871
7037	8030	Geographic Information Systems Technician	$43.6156
7457	8359	Geographic Information Systems Analyst	$51.3096
7021	8015	Graphic Designer	$46.5373
7043	8035	Grounds Maintenance Crew Leader	$35.2839
7044	8036	Grounds Maintenance Worker I	$27.9107
7045	8037	Grounds Maintenance Worker II	$31.3035

Hourly Rate Classes

Effective: 09/19/2026
Revised: 09/15/2026

B/U 17	B/U 18	Title	Hourly Rate
7046	8038	Heavy Equipment Tech	$41.2871
7047	8039	Housing Programs Specialist	$49.4076
7411	8322	Housing Project Planner	$52.9806
7048	N/A	Human Resources Analyst II	$55.6900
7416	8325	Human Resources Technician	$41.0818
7023	8017	Information Technology Technician I	$34.5016
7024	8018	Information Technology Technician II	$37.5544
7049	N/A	Law Clerk	$38.2137
7465	8368	Lead Equipment Technician	$45.6179
7050	N/A	Legal Administrative Assistant I	$32.7393
7051	N/A	Legal Administrative Assistant II	$39.5712
7052	8040	Librarian I	$37.7879
7053	8041	Librarian II	$41.5440
7054	8042	Library Assistant I	$28.3217
7055	8043	Library Assistant II	$29.4746
7057	8045	Library Systems Technician I	$34.5016
7056	8044	Library Technician	$31.4487
7005	N/A	Litigation Paralegal	$40.3688
7058	8046	Mail Services Specialist	$24.0922
7061	8049	Maintenance Crew Leader	$36.9978
7059	8047	Maintenance Worker I	$26.6194
7060	8048	Maintenance Worker II	$31.3820
7417	8326	Marketing Coordinator	$46.5373
7022	8016	Network Analyst	$51.3096
7063	8051	Office Specialist I	$24.7004
7064	8052	Office Specialist II	$27.1560
7067	8055	Outreach Coordinator	$43.1829
7066	8054	Painter	$37.1147
7068	8056	Parking Coordinator	$39.6723
7072	8060	Planning Technician I	$37.9308
7071	8059	Planning Technician II	$41.0818
7073	8061	Plumber	$39.3372
7070	8058	Project Engineer I	$54.2994
7075	8063	Project Engineer II	$59.6967
7077	8065	Project Planner	$52.9806
7078	8066	Public Works Inspector I	$40.1688
7397	8310	Real Property Agent	$49.1618

Hourly Rate Classes

Effective: 09/19/2026
Revised: 09/15/2026

B/U 17	B/U 18	Title	Hourly Rate
7080	8068	Records Technician	$31.3820
7382	8306	Recreation Coordinator	$37.0597
7082	8070	Recreation Program Leader	$26.2237
7083	8071	Recreation Specialist	$30.6612
7081	8069	Recycling Educator	$37.5544
7084	8072	Rental Housing Mediation Specialist	$40.6740
7085	N/A	Risk Analyst II	$55.6900
7091	8078	Senior Commission Secretary	$36.5366
7086	8073	Senior Custodian	$28.1205
7035	8028	Senior Electronics/Communications Technician	$45.8616
7033	8027	Senior Engineering Technician	$43.7467
7087	8074	Senior Grounds Maintenance Worker	$32.5777
7088	8075	Senior Library Technician	$34.4028
7089	8076	Senior Maintenance Worker	$35.1980
7076	8064	Senior Network/Applications Analyst	$55.3832
7455	8358	Senior Plan Check Engineer	$61.6180
7380	8303	Senior Plans Examiner	$55.7683
7090	8077	Senior Real Property Agent	$56.5295
7092	8079	Stock Clerk	$27.7030
7096	8083	Traffic Technician I	$34.5016
7097	8084	Traffic Technician II	$37.9308
7098	8085	Tree Trimmer I	$28.5447
7099	8086	Tree Trimmer II	$32.0141
7101	8088	Vehicle Services Assistant	$28.2613
7104	8091	Water Resources Specialist	$47.9513
7379	8304	Water Resources Technician	$37.5544
7102	8089	Welder/Fabricator	$37.7986

19 Treatment & Patrol

B/U 17	B/U 18	Title	Hourly Rate
7006	8003	Airport Operations Specialist	$38.2060
7462	8366	Airport Police Officer	$54.6282
7463	8367	Airport Police Officer II	$59.8010
7352	8287	Harbor Patrol Officer	$51.7856
7011	8006	Airport Security Aide	$24.3239
7354	8289	Lab Analyst I	$44.5909
7069	8057	Park Ranger	$41.6428

Hourly Rate Classes

Effective: 09/19/2026
Revised: 09/15/2026

7356	8291	Treatment Plant Technician	$47.0292
7349	8284	Wastewater Treatment Plant OIT	$37.9494
7350	8285	Wastewater Treatment Plant Operator III	$52.9780
7351	8286	Water Distribution Operator Technician II	$50.9655
7458	8360	Water Meter Technician II	$46.3340
7355	8290	Water Treatment Plant OIT	$37.9506
7353	8288	Water Treatment Plant Operator II	$47.7411
7450	8354	Water Treatment Plant Operator III	$52.9754

21 Police Chief

B/U 17	B/U 18	Title	Hourly Rate
7390	N/A	Police Chief	$127.2939 - $154.7269

23 Police Management

B/U 17	B/U 18	Title	Hourly Rate
7357	N/A	Police Lieutenant	$93.5908 - $113.7603
7466	N/A	Assistant Police Chief	$123.7798 - $150.4551

24 Police Sworn

B/U 17	B/U 18	Title	Hourly Rate
7359	N/A	Police Officer	$58.1551
7361	N/A	Police Officer- Entry	$51.3204

29 Police Non-Sworn

B/U 17	B/U 18	Title	Hourly Rate
7464	N/A	Administrative Polygraph Examiner	$106.4333
7227	N/A	Background Investigator	$54.2151
7388	N/A	EMD Dispatcher	$48.2933
7395	N/A	Identification Technician	$45.4901
7360	N/A	Parking Enforcement Officer	$31.7311
7358	N/A	Public Safety Dispatcher II	$37.8389
7362	N/A	Police Property/Evidence Assistant	$32.0838
7391	N/A	Police Property/Evidence Technician	$37.8242
7363	N/A	Police Records Specialist	$31.5115
7364	N/A	Police Technician	$30.2201

Hourly Rate Classes

Effective: 09/19/2026
Revised: 09/15/2026

39 Fire Non-Sworn

B/U 17	B/U 18	Title	Hourly Rate
7432	N/A	Fire Inspector II	$54.8227

Hourly Rate Schedule (Limited Term)

B/U 17	B/U 18	Title	Hourly Rate
7461	8363	Administrative Investigator	$70.97
7220	N/A	Airport Marketing Assistant	$19.25
7219	8205	Airport Operations Intern	$18.17
7394	8309	Airport Services Coordinator	$37.97
7221	8206	Airport Traffic Aide	$18.17
7218	8204	Alternative Transportation Planner	$46.86
7396	N/A	ARCON Instructor	$55.50
7225	N/A	Assistant PAL Coordinator I	$18.17
7222	N/A	Assistant PAL Coordinator II	$21.33
7224	8207	Assistant Park Planner	$27.45
7223	N/A	Assistant to Council I	$18.17
7270	N/A	Assistant to Council II	$18.64
7271	N/A	Assistant to Council III	$21.33
7226	8208	Automotive Parts Aide	$22.44
7145	8132	Beach Lifeguard I	$25.57
7146	8133	Beach Lifeguard II	$26.85
7147	8134	Beach Lifeguard III	$28.19
7228	8209	Cannoneer	$26.20
7229	N/A	CAO Special Projects Manager	$66.85
7240	N/A	CAO Intern	$18.17
7243	N/A	City Council Intern	$18.17
7425	8334	City Programs Intern I	$18.63
7426	8335	City Programs Intern II	$21.10
7427	8336	City Programs Intern III	$23.58
7428	8337	City Programs Intern IV	$24.82
7429	8338	City Programs Intern V	$27.30
7430	8339	City Programs Intern VI	$28.55
7431	8340	City Programs Intern VII	$31.04
7253	8222	City TV Production Aid Lead	$20.87
7251	8220	City TV Production Aide I	$18.17
7252	8221	City TV Production Aide II	$19.98

Hourly Rate Classes

Effective: 09/19/2026
Revised: 09/15/2026

B/U 17	B/U 18	Title	Hourly Rate
7250	8219	City TV Production Intern	$18.17
7135	8122	Clerical Assistant	$18.17
7234	8211	Commercial Driver Trainer	$31.83
7217	N/A	Community Services Liaison	$20.48
7384	N/A	Community Services Officer	$27.26
7235	8212	Creeks Resources Technician	$31.21
7236	8213	Database Specialist	$24.45
7237	N/A	Development Manager	$39.84
7238	N/A	Dispatch Training Coordinator	$53.05
7239	8214	Diver	$26.20
7399	8311	Downtown Ambassador I	$21.58
7400	8312	Downtown Ambassador II	$24.56
7451	8355	Downtown Ambassador III	$28.22
7413	N/A	Elections Advisor	$125.90
7412	N/A	Elections Assistant	$29.98
7392	N/A	EMD Auditor	$60.90
7275	N/A	EMS Nurse Educator	$96.88
7245	8215	Extension Aide	$21.18
7246	N/A	Facilities Project Manager	$43.48
7436	8344	Facility Monitor I - Weekday	$24.29
7437	8345	Facility Monitor II - Weekday	$25.51
7438	8346	Facility Monitor III - Weekday	$26.78
7381	N/A	Financial Systems Analyst	$61.16
7247	8216	Fire Public Education Assistant	$19.04
7231	N/A	Fire Service Mutual Aide Specialist I	$44.69
7232	N/A	Fire Service Mutual Aide Specialist II	$61.64
7230	N/A	Fire Special Projects Manager	$57.94
7248	8217	GIS Mapping Technician	$22.44
7249	8218	Golf Course Maintenance Worker	$18.17
7254	8223	Grounds Maintenance Assistant I	$23.10
7255	8224	Grounds Maintenance Assistant II	$25.00
7306	8260	Harbor Patrol Crew I	$18.17
7307	8261	Harbor Patrol Crew II	$18.90
7308	8262	Harbor Patrol Crew III	$19.84
7309	8263	Harbor Patrol Crew IV	$20.78
7310	8264	Harbor Patrol Crew V	$21.73
7311	8265	Harbor Patrol Crew VI	$22.66

Hourly Rate Classes

Effective: 09/19/2026
Revised: 09/15/2026

B/U 17	B/U 18	Title	Hourly Rate
7312	8266	Harbor Patrol Crew VII	$23.61
7313	8267	Harbor Patrol Crew VIII	$24.53
7314	8268	Harbor Patrol Crew IX	$25.47
7315	8269	Harbor Patrol Crew X	$26.43
7316	8270	Harbor Patrol Crew XI	$27.34
7187	8174	Head Beach Lifeguard I	$32.32
7188	8175	Head Beach Lifeguard II	$33.95
7189	8176	Head Beach Lifeguard III	$35.64
7296	N/A	Human Resources Specialist	$31.36
7433	8341	Inclusion Specialist I	$25.99
7434	8342	Inclusion Specialist II	$27.29
7435	8343	Inclusion Specialist III	$28.65
7383	8305	Information Systems Intern	$18.17
7256	N/A	Internal Affairs Investigator	$49.05
7105	8092	Job Apprentice I	$18.17
7151	8138	Junior Lifeguard Instructor I	$25.57
7152	8139	Junior Lifeguard Instructor II	$26.85
7153	8140	Junior Lifeguard Instructor III	$28.19
7192	8179	Junior Lifeguard Program Director I	$32.32
7193	8180	Junior Lifeguard Program Director II	$33.95
7194	8181	Junior Lifeguard Program Director III	$35.64
7257	8225	Library Building Monitor	$24.94
7280	8243	Library Volunteer Coordinator	$22.44
7262	8230	Lot Operator	$18.71
7265	8234	Management Intern	$18.17
7274	8239	Management Intern IV	$19.98
7268	8236	Marketing Assistant I	$18.17
7269	8237	Marketing Assistant II	$24.66
7272	N/A	Mayor's Aide	$29.24
7330	8302	Meter Reader	$27.08
7279	8242	Page	$18.17
7281	N/A	Parking Citation Admin Review Officer	$51.25
7402	8313	Parking Coordinator Aide I	$20.48
7403	8314	Parking Coordinator Aide II	$22.81
7404	8315	Parking Coordinator Aide III	$25.16
7418	8327	Parking Lead I	$19.31
7419	8328	Parking Lead II	$19.88

Hourly Rate Classes

Effective: 09/19/2026
Revised: 09/15/2026

B/U 17	B/U 18	Title	Hourly Rate
7423	8332	Parking Monitor I	$18.71
7424	8333	Parking Monitor II	$19.31
7288	N/A	Parks Project Manager	$57.40
7442	8350	Park Ranger Assistant III	$22.39
7282	8244	Planning Intern I	$18.68
7283	8245	Planning Intern II	$21.80
7284	N/A	Police Cadet I	$21.05
7285	N/A	Police Cadet II	$22.81
7401	N/A	Police Project Manager	$55.50
7124	8111	Pool Lifeguard	$25.57
7125	8112	Pool Lifeguard II	$26.85
7126	8113	Pool Lifeguard III	$28.19
7289	8364	Project Manager I	$51.95
7290	8365	Project Manager II	$66.49
7291	8248	Public Information Assistant	$18.17
7119	8106	Recreation Assistant I	$18.17
7120	8107	Recreation Assistant II	$18.26
7121	8108	Recreation Assistant III	$19.17
7162	8149	Recreation Leader I	$24.29
7163	8150	Recreation Leader II	$25.51
7164	8151	Recreation Leader III	$26.78
7172	8159	Recreation Program Director I	$29.39
7173	8160	Recreation Program Director II	$30.86
7174	8161	Recreation Program Director III	$32.40
7376	8298	Recreation Therapist/Nurse I	$32.99
7377	8299	Recreation Therapist/Nurse II	$58.77
7292	8249	Rental Mediation Aide I	$18.17
7293	8250	Rental Mediation Aide II	$25.34
7294	8251	Rental Mediation Aide III	$29.36
7393	N/A	Restorative Court Liaison	$27.54
7295	N/A	Restorative Outreach Specialist	$25.31
7297	8252	School Crossing Guard I	$22.71
7298	8253	School Crossing Guard II	$23.86
7167	8154	Senior Pool Lifeguard I	$28.63
7168	8155	Senior Pool Lifeguard II	$30.06
7169	8156	Senior Pool Lifeguard III	$31.56
7398	N/A	SNAP Officer	$27.26

Hourly Rate Classes

Effective: 09/19/2026
Revised: 09/15/2026

B/U 17	B/U 18	Title	Hourly Rate
7453	8357	Special Investigator I	$65.35
7460	8362	Special Investigator II	$67.96
7299	8254	Standby Diver	$19.94
7140	8127	Swim Instructor I	$26.58
7141	8128	Swim Instructor II	$27.91
7459	8361	Swim Instructor III	$29.31
7301	8256	Traffic Counter	$18.17
7303	N/A	Traffic Engineer	$91.93
7304	8258	Utility Worker I	$24.07
7305	8259	Utility Worker II	$26.98
7405	8316	Waterfront Facilities Aide I	$21.65
7406	8317	Waterfront Facilities Aide II	$22.26
7407	8318	Waterfront Facilities Aide III	$22.89
7408	8319	Waterfront Facilities Aide IV	$23.49
7420	8329	Waterfront Parking Lot Operator I	$18.17
7421	8330	Waterfront Parking Lot Operator II	$18.74
7422	8331	Waterfront Parking Lot Operator III	$19.34
7328	8282	Web Technician	$31.21

Revisions

Effective 7/11/2026 – Police Management Association Salary Adjustment

Effective 7/11/2026 – Firefighters Association Salary Adjustment

Effective 9/19/2026 – Assistant City Attorney V Salary Adjustment

Effective 9/19/2026 – 4% Salary Adjustment for Limited Term Classifications

CITY OF SANTA BARBARA

Agenda Item No. 2

Finance Committee Agenda Report

Agenda Date: September 15, 2026

To: Finance Committee

From: City Administrator’s Office

Subject: Authorize the City Administrator to Execute a Loan for the Development of Land by the Housing Authority of Santa Barbara Related to the Parma Court Project

Recommendation:

That Finance Committee recommend that Council:

A. Introduce and subsequently adopt, by reading of title only, an Ordinance of the Council of the City of Santa Barbara Approving a 30-year Loan Agreement with the Housing Authority of the City of Santa Barbara in the Amount of $1,000,000 for Development of the Real Property Located at 915 East Montecito Street to Be Used for Permanent Affordable Housing, to be Secured by a Deed of Trust and a 90-Year Affordability Control Covenant Imposed on Real Property and Authorizing the Deputy City Administrator to Execute Such Agreements, Subject to Approval as to Form by the City Attorney, as Necessary; and

B. Approve the allocation of available expenditure appropriations in the Fiscal Year 2027 HOME Investment Partnerships Program Fund in the amount of $1,000,000 to fund the requested property development loan.

Discussion

The Housing Authority and the Santa Barbara Unified School District are collaboratively proposing a project at 915 East Montecito Street. The project will be developed on land owned by the District and is intended to serve as much needed housing for District employees. The project is focused specifically on family housing and is intended to cater to a variety of low-income families, including designated units for 30% of area median income (AMI), 50% of AMI, and 60% of AMI households.

The proposed development will be a new three- and four-story apartment building with a total of 30 units. The building will have a mix of 10 one-bedroom apartments, 12 two-bedroom apartments, 8 three-bedroom apartments, and a community space for the residents. One of the two-bedroom units will be reserved for an onsite manager. It is anticipated that this development will also be project-based with Section 8 Housing Choice Vouchers to provide stable rental assistance to all residents of the property.

City Loan

If approved, the proposed $1,000,000 City loan will have a 30-year term at a three percent simple interest rate. Payments on the loan will be due on a residual-receipts basis, meaning no payments will be due unless the net income of the project, after payment of necessary operating expenses and debt service, is sufficient to support such payments.

As a condition of the City's financing, loans for multifamily rental housing projects require tenant income and rent restrictions imposed through an affordability covenant for 90 years; therefore, if this loan is approved, the City will record a covenant to restrict the project to Lower-Income households (60 percent AMI and below) for a total of 90 years, which will expire in 2116.

Staff recommends the proposed loan as the project advances the City's goals as outlined in the City's General Plan 2023–2031 Housing Element, specifically Goal 2 – Prioritize Affordable Housing, Policy 2.1, Prioritize Affordable Housing and Community Priority Projects, which states, "Prioritize production of deed-restricted affordable housing and nonresidential community priority projects with broad community benefits over all other land uses and housing types." Additionally, this project qualifies as an eligible use of HOME Investment Partnerships Program (HOME) funding.

Budget/Financial Information

Funding for the proposed $1,000,000 City loan will come from HOME Entitlement and Program Income funds reserved from prior years: $353,543.70 from Program Year (PY) 2024; $507,453.03 from PY 2025; and $139,003.27 from PY 2026, totaling $1,000,000. Leveraging the PY 2024 HOME Entitlement Program Income alongside other program-year funds enables a substantial impact for this important development project.

There are sufficient expenditure appropriations available in the Fiscal Year 2027 HOME Fund budget to support the recommended $1,000,000 loan to the Housing Authority of the City of Santa Barbara.

A copy of the loan agreement, covenant, and deed of trust may be requested from the City Administrator's - Office of Housing and Community Vitality for public review by emailing cpaine@santabarbaraca.gov.

Attachments

1. Housing Authority of Santa Barbara Request Letter
2. Draft Ordinance

Prepared by: Caroline Paine, Housing and Homeless Services Manager

Submitted by: Alelia Parenteau, Acting Deputy City Administrator

Approved by: Kelly McAdoo, City Administrator

HOUSING AUTHORITY
OF THE CITY OF SANTA BARBARA
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June 22, 2026

Ms. Caroline Paine
Housing and Homeless Services Manager
City of Santa Barbara
630 Garden Street
Santa Barbara, CA 93101

RE: HOME FUNDING REQUEST FOR DEVELOPMENT OF PARMA COURT, 915 E. MONTECITO STREET, SANTA BARBARA

Dear Carrie:

The Housing Authority requests that the City of Santa Barbara consider providing $1,000,000 or more in HOME funds residual receipts financing toward the development cost of Parma Court, which will be a Low-Income Housing Tax Credit development serving low-income families. The proposed development will be a new three- and four-story apartment building with a total of 30 units. The building will have a mix of 10 one-bedroom apartments, 12 two-bedroom apartments and 8 three-bedroom apartments, along with community space for the residents. One of the two-bedroom units will be reserved for an onsite manager. It is anticipated that this development will also be project-based with Section 8 Housing Choice Vouchers to provide stable rental assistance to all residents of the property.

This project is the first collaboration between the Housing Authority and the Santa Barbara Unified School District, will be developed on land owned by the District and is intended to serve as much needed housing for District employees. It was the desire of District management that this first project be focused on family housing. The project is intended to cater to a variety of low income families, including designated units for 30% of area median income (AMI), 50% of AMI and 60% of AMI households. As such, the target households and rents should mesh well with the federal HOME funding program.

We are requesting this funding in order to help fill the gap in our projected funding structure. Ever-rising development costs make the development of any low income housing an ongoing challenge.

Development Timeline:

Following is an estimated timeline for this project:

- <u>Today</u> – The development is fully entitled through the City (i.e. discretionary approvals and project design approval) and has just received second round plan check comments.

- <u>February/March 2027</u> - We would apply for the Low-Income Housing Tax Credits with the State in their first funding round of the year.

- <u>June/July 2027</u> - LIHTC Funding awards

- September 2027 - Close on Tax Credit Funding and other sources including the City funding
- September 2027 – Begin Construction (20-month construction period)
- May 2029 – Completion of Construction and Full Occupancy

This property was the former Parma School. The prior school buildings still stand on the property (a consulting archeologist report has confirmed that the existing buildings are not architecturally historically significant) but the property has been vacant for over a decade. With no plans to utilize the site for educational purposes but an excellent infill urban location, this site quickly rose to the top of the review of potential development sites within the School portfolio. The District will retain ownership of the land and sign a long term ground lease to the tax credit partnership owner so that the existing buildings can be demolished and new housing can be built and operated.

The site is a 0.66 acre parcel located on Montecito Street, a short distance east of Milpas Street and across the street from a popular Trader Joe's grocery store. This is a vibrant and well-located area of Santa Barbara's "eastside", with substantial retail and service amenities. It has excellent transportation access to the bus system along Milpas Street, with the 101 Freeway on-ramp located approximately half a mile to the southeast.

As we prepare for the tax credit application, we need to make sure we line up our additional financing sources. This request is focused on available HOME funding. We anticipate that we will also apply at a future time for additional City money via the Local Housing Trust Fund or other sources. Table 1 below depicts our preliminary Sources and Uses for the project. As you can see, total project costs are estimated to be $34.7 million with total construction costs estimated to be $28.5 million. This is an educated working number for now but will be made more precise in the coming months through the construction bid process. We are able to balance these uses with the Housing Authority deferring a portion of its developer fee, an estimated $19.5 million in tax credit equity, the requested $1.0 million in HOME financing plus the remaining to-be-determined sources of additional soft money gap financing of $4.7 million. These numbers assume that we will be able to place Project-Based Vouchers on all of the low income units; the gap will be even larger without the vouchers.

Table 1: Parma Court - Sources and Uses

Permanent Sources:		Amount	Per Unit	Per SF
Hard Debt	Permanent Loan	$ 9,038,227	$ 301,274	$ 142
Soft Debt	Gap	$ 4,661,155	$ 155,372	$ 73
	City of Santa Barbara HOME funds	$ 1,000,000	$ 33,333	$ 16
Other	Deferred Developer Fee	$ 500,000	$ 16,667	$ 8
Equity	LIHTC Equity	$ 19,470,742	$ 649,025	$ 306
Total Sources of Funds		**$ 34,670,124**	**$ 1,155,671**	**$ 545**
Uses:				
	Land Cost	$ -	-	$ -
	Direct Construction Costs	$ 27,138,213	$ 904,607	$ 426
	Hard Costs Contingency	$ 1,356,911	$ 45,230	$ 21
	Soft Costs	$ 3,500,000	$ 116,667	$ 55
	Soft Costs Contingency	$ 175,000	5,833	$ 3
	Developer Fee	$ 2,500,000	$ 83,333	$ 39
	Indirect Costs	$ 6,175,000	$ 205,833	$ 97
Total Uses of Funds		**$ 34,670,124**	**$ 1,155,671**	**$ 545**

This shows permanent sources. A construction loan will be arranged to finance the interim construction of the development.

We are extremely proud and excited to be able to deliver this first project with the School District and additional needed affordable housing to low-income households, which will also help to achieve the goals under the approved and certified Housing Element.

I am sure you will have further questions so please let us know what additional information you will need.

Thank you for your consideration of this funding request.

Sincerely,

Rob Fredericks
Executive Director/CEO

Attachments: Development Proforma
Exhibits (map, rendering, site and floor plans)

cc: Anthony Valdez
Dale Fathe-Aazam

Ordinance No.

AN ORDINANCE OF THE COUNCIL OF THE CITY OF SANTA BARBARA APPROVING A 30-YEAR LOAN AGREEMENT WITH THE HOUSING AUTHORITY OF THE CITY OF SANTA BARBARA IN THE AMOUNT OF $1,000,000 FOR DEVELOPMENT OF THE REAL PROPERTY LOCATED AT 915 EAST MONTECITO STREET TO BE USED FOR PERMANENT AFFORDABLE HOUSING, TO BE SECURED BY A DEED OF TRUST AND A 90-YEAR AFFORDABILITY CONTROL COVENANT IMPOSED ON REAL PROPERTY AND AUTHORIZING THE DEPUTY CITY ADMINISTRATOR TO EXECUTE SUCH AGREEMENTS, SUBJECT TO APPROVAL AS TO FORM BY THE CITY ATTORNEY, AS NECESSARY

WHEREAS, SANTA BARBARA SCHOOL DISTRICT (“Owner”) has entered into a long-term ground lease with PARMA COURT, L.P. (“Borrower”) of the real property located at 915 E Montecito in the City of Santa Barbara (“Property”); and

WHEREAS, by minute action on _________, 2026, the City Council introduced an Ordinance to approve a 30-year loan in the amount of One Million Dollars ($1,000,000), from the HOME Investment Partnerships Program funds (“City Loan”), secured by a Deed of Trust and a Ninety-Year Affordability Control Covenant; and

WHEREAS, Parma Court, L.P. received approval from the City’s Planning Commission on _________, 2026 for its plan to demolish the existing structures of the former Lawrence M. Parma School site, and construct a new multi-family residential development with _____ units affordable to Lower-Income families with a tenant preference given to Santa Barbara School District employees as an occupancy requirement in accordance with the Teacher Housing Act of 2016, codified in Health and Safety Code section 53570 et seq. and one manager’s unit (Project); and

WHEREAS, in exchange for the City Loan, Borrower and City agree to record an Affordability Control Covenant Imposed on Leasehold Estate (“Covenant”) restricting the rental of the Property to permanent affordable housing for a total of ninety (90) years to comply with the City’s Affordable Housing Policies and Procedures; and

WHEREAS, the City Loan is secured by the Deed of Trust recorded in the office of the County Recorder on ___________, 2026, as Instrument No. _____________ of official records for the purpose of securing Borrower’s obligations under the City Loan; and

WHEREAS, Borrower agrees to comply with Covenant recorded in the office of the County Recorder on ____________, 2026, as Instrument No. _____________ of official records.

THE CITY COUNCIL OF THE CITY OF SANTA BARBARA DOES ORDAIN AS FOLLOWS:

In accordance with the provisions of Section 521 of the Charter of the City of Santa Barbara, an Ordinance of the Council of the City of Santa Barbara approving the City Loan, the Deed of Trust and Covenant and authorizing approval by resolution of subsequent minor amendments to the agreements that do not extend their term, is hereby approved.