

**CITY OF NATIONAL CITY  
CONFIDENTIAL SALARY SCHEDULE  
EFFECTIVE: JULY 8, 2025**

DESCRIPTION	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
Confidential Assistant (At-Will)	STEP A	27.71	2,216.67	4,802.79	57,633.47
	STEP B	29.10	2,327.76	5,043.48	60,521.76
	STEP C	30.55	2,443.94	5,295.19	63,542.34
	STEP D	32.08	2,566.05	5,559.77	66,717.25
	STEP E	38.47	3,077.54	6,668.00	80,016.00

EXECUTIVE ASSISTANT I	STEP A	27.77	2,221.43	4,813.09	57,757.05
	STEP B	29.16	2,332.50	5,053.74	60,644.91
	STEP C	30.61	2,449.12	5,306.43	63,677.15
	STEP D	32.14	2,571.58	5,571.75	66,861.01
	STEP E	33.75	2,700.16	5,850.34	70,204.06

EXECUTIVE ASSISTANT II	STEP A	31.61	2,529.08	5,479.68	65,756.11
	STEP B	33.19	2,655.54	5,753.66	69,043.91
	STEP C	34.85	2,788.31	6,041.34	72,496.11
	STEP D	36.60	2,927.73	6,343.41	76,120.91
	STEP E	38.43	3,074.11	6,660.58	79,926.96

EXECUTIVE ASSISTANT III	STEP A	33.87	2,709.46	5,870.50	70,445.96
	STEP B	35.56	2,844.93	6,164.02	73,968.25
	STEP C	37.34	2,987.18	6,472.22	77,666.67
	STEP D	39.21	3,136.54	6,795.83	81,550.00
	STEP E	41.17	3,293.37	7,135.63	85,627.50

EXECUTIVE ASSISTANT IV	STEP A	35.75	2,860.35	6,197.42	74,369.01
	STEP B	37.54	3,003.36	6,507.29	78,087.46
	STEP C	39.42	3,153.53	6,832.65	81,991.84
	STEP D	41.39	3,311.21	7,174.29	86,091.43
	STEP E	43.46	3,476.77	7,533.00	90,396.00

HUMAN RESOURCES TECHNICIAN	STEP A	32.08	2,566.38	5,560.49	66,725.86
	STEP B	33.68	2,694.70	5,838.51	70,062.15
	STEP C	35.37	2,829.43	6,130.44	73,565.26
	STEP D	37.14	2,970.90	6,436.96	77,243.52
	STEP E	38.99	3,119.45	6,758.81	81,105.70

INFORMATION TECHNOLOGY ANALYST	STEP A	45.82	3,665.90	7,942.78	95,313.37
	STEP B	48.11	3,849.19	8,339.92	100,079.04
	STEP C	50.52	4,041.65	8,756.92	105,082.99
	STEP D	53.05	4,243.74	9,194.76	110,337.14
	STEP E	55.70	4,455.92	9,654.50	115,854.00

INFORMATION TECHNOLOGY TECHNICIAN	STEP A	36.09	2,887.44	6,256.12	75,073.44
	STEP B	37.91	3,032.45	6,570.30	78,843.65
	STEP C	39.79	3,183.39	6,897.35	82,768.19
	STEP D	41.79	3,342.82	7,242.77	86,913.22

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DESCRIPTION	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
	STEP E	43.87	3,509.87	7,604.72	91,256.67

PAYROLL TECHNICIAN I	STEP A	28.92	2,313.58	5,012.76	60,153.11
	STEP B	30.37	2,429.26	5,263.40	63,160.76
	STEP C	31.88	2,550.72	5,526.57	66,318.80
	STEP D	33.48	2,678.26	5,802.90	69,634.74
	STEP E	35.15	2,812.17	6,093.04	73,116.48

PAYROLL TECHNICIAN II	STEP A	32.61	2,608.98	5,652.79	67,833.46
	STEP B	34.24	2,739.43	5,935.43	71,225.14
	STEP C	35.95	2,876.40	6,232.20	74,786.39
	STEP D	37.75	3,020.22	6,543.81	78,525.71
	STEP E	39.64	3,171.23	6,871.00	82,452.00

PASSPORT ACCEPTANCE AGENT	STEP A	25.20	2,016.35	4,368.76	52,425.15
	STEP B	26.46	2,117.17	4,587.20	55,046.41
	STEP C	27.79	2,223.03	4,816.56	57,798.73
	STEP D	29.18	2,334.18	5,057.39	60,688.67
	STEP E	30.64	2,450.89	5,310.26	63,723.10

RECORDS PROGRAM SPECIALIST	STEP A	30.44	2,434.80	5,275.41	63,304.92
	STEP B	31.96	2,556.54	5,539.18	66,470.16
	STEP C	33.55	2,684.37	5,816.14	69,793.67
	STEP D	35.23	2,818.59	6,106.95	73,283.35
	STEP E	36.99	2,959.52	6,412.29	76,947.52

RISK MANAGEMENT SPECIALIST	STEP A	31.60	2,528.00	5,477.33	65,728.00
	STEP B	33.18	2,654.40	5,751.20	69,014.40
	STEP C	34.84	2,787.12	6,038.76	72,465.12
	STEP D	36.58	2,926.48	6,340.70	76,088.38
	STEP E	38.41	3,072.80	6,657.73	79,892.80

SENIOR INFORMATION TECHNOLOGY ANALYST	STEP A	48.37	3,869.42	8,383.75	100,605.02
	STEP B	50.78	4,062.77	8,802.66	105,631.97
	STEP C	53.32	4,265.44	9,241.79	110,901.44
	STEP D	55.99	4,479.14	9,704.79	116,457.54
	STEP E	61.26	4,900.85	10,618.50	127,422.00

EXECUTIVE ASSISTANT II - Part time	STEP A	31.61			
	STEP B	33.19			
	STEP C	34.85			
	STEP D	36.60			
	STEP E	38.43			

**CITY OF NATIONAL CITY  
CONFIDENTIAL SALARY SCHEDULE  
EFFECTIVE: JULY 7, 2026**

DESCRIPTION	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
Confidential Assistant (At-Will)	STEP A	33.23	2,658.49	5,760.07	69,120.83
	STEP B	34.89	2,791.42	6,048.07	72,576.87
	STEP C	36.64	2,930.99	6,350.48	76,205.71
	STEP D	38.47	3,077.54	6,668.00	80,016.00
	STEP E	40.39	3,231.42	7,001.40	84,016.80

EXECUTIVE ASSISTANT I	STEP A	29.16	2,332.50	5,053.74	60,644.91
	STEP B	30.61	2,449.12	5,306.43	63,677.15
	STEP C	32.14	2,571.58	5,571.75	66,861.01
	STEP D	33.75	2,700.16	5,850.34	70,204.06
	STEP E	35.44	2,835.16	6,142.86	73,714.26

EXECUTIVE ASSISTANT II	STEP A	33.19	2,655.54	5,753.66	69,043.91
	STEP B	34.85	2,788.31	6,041.34	72,496.11
	STEP C	36.60	2,927.73	6,343.41	76,120.91
	STEP D	38.43	3,074.11	6,660.58	79,926.96
	STEP E	40.35	3,227.82	6,993.61	83,923.31

EXECUTIVE ASSISTANT III	STEP A	35.56	2,844.93	6,164.02	73,968.25
	STEP B	37.34	2,987.18	6,472.22	77,666.67
	STEP C	39.21	3,136.54	6,795.83	81,550.00
	STEP D	41.17	3,293.37	7,135.63	85,627.50
	STEP E	43.23	3,458.03	7,492.41	89,908.88

EXECUTIVE ASSISTANT IV	STEP A	37.54	3,003.36	6,507.29	78,087.46
	STEP B	39.42	3,153.53	6,832.65	81,991.84
	STEP C	41.39	3,311.21	7,174.29	86,091.43
	STEP D	43.46	3,476.77	7,533.00	90,396.00
	STEP E	45.63	3,650.61	7,909.65	94,915.80

HUMAN RESOURCES TECHNICIAN	STEP A	33.68	2,694.70	5,838.51	70,062.15
	STEP B	35.37	2,829.43	6,130.44	73,565.26
	STEP C	37.14	2,970.90	6,436.96	77,243.52
	STEP D	38.99	3,119.45	6,758.81	81,105.70
	STEP E	40.94	3,275.42	7,096.75	85,160.99

INFORMATION TECHNOLOGY ANALYST	STEP A	48.11	3,849.19	8,339.92	100,079.04
	STEP B	50.52	4,041.65	8,756.92	105,082.99
	STEP C	53.05	4,243.74	9,194.76	110,337.14
	STEP D	55.70	4,455.92	9,654.50	115,854.00
	STEP E	58.48	4,678.72	10,137.23	121,646.70

INFORMATION TECHNOLOGY TECHNICIAN	STEP A	37.90	3,031.96	6,569.25	78,830.94
	STEP B	39.79	3,183.56	6,897.71	82,772.49
	STEP C	41.78	3,342.74	7,242.59	86,911.12
	STEP D	43.87	3,509.87	7,604.72	91,256.67

5% SALARY INCREASE

**CITY OF NATIONAL CITY  
CONFIDENTIAL SALARY SCHEDULE  
EFFECTIVE: JULY 7, 2026**

DESCRIPTION	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
	STEP E	46.07	3,685.37	7,984.96	95,819.51
PAYROLL TECHNICIAN I	STEP A	30.37	2,429.26	5,263.40	63,160.76
	STEP B	31.88	2,550.72	5,526.57	66,318.80
	STEP C	33.48	2,678.26	5,802.90	69,634.74
	STEP D	35.15	2,812.17	6,093.04	73,116.48
	STEP E	36.91	2,952.78	6,397.69	76,772.30
PAYROLL TECHNICIAN II	STEP A	34.24	2,739.43	5,935.43	71,225.14
	STEP B	35.95	2,876.40	6,232.20	74,786.39
	STEP C	37.75	3,020.22	6,543.81	78,525.71
	STEP D	39.64	3,171.23	6,871.00	82,452.00
	STEP E	41.62	3,329.79	7,214.55	86,574.60
PASSPORT ACCEPTANCE AGENT	STEP A	26.46	2,117.17	4,587.20	55,046.41
	STEP B	27.79	2,223.03	4,816.56	57,798.73
	STEP C	29.18	2,334.18	5,057.39	60,688.67
	STEP D	30.64	2,450.89	5,310.26	63,723.10
	STEP E	32.17	2,573.43	5,575.77	66,909.26
RECORDS PROGRAM SPECIALIST	STEP A	31.96	2,556.54	5,539.18	66,470.16
	STEP B	33.55	2,684.37	5,816.14	69,793.67
	STEP C	35.23	2,818.59	6,106.95	73,283.35
	STEP D	36.99	2,959.52	6,412.29	76,947.52
	STEP E	38.84	3,107.50	6,732.91	80,794.90
RISK MANAGEMENT SPECIALIST	STEP A	33.18	2,654.40	5,751.20	69,014.40
	STEP B	34.84	2,787.12	6,038.76	72,465.12
	STEP C	36.58	2,926.48	6,340.70	76,088.38
	STEP D	38.41	3,072.80	6,657.73	79,892.80
	STEP E	40.33	3,226.44	6,990.62	83,887.44
SENIOR INFORMATION TECHNOLOGY ANALYST	STEP A	52.92	4,233.54	9,172.66	110,071.91
	STEP B	55.57	4,445.21	9,631.29	115,575.51
	STEP C	58.34	4,667.47	10,112.86	121,354.29
	STEP D	61.26	4,900.85	10,618.50	127,422.00
	STEP E	64.32	5,145.89	11,149.43	133,793.10
EXECUTIVE ASSISTANT II - Part time	STEP A	33.19			
	STEP B	34.85			
	STEP C	36.60			
	STEP D	38.43			
	STEP E	40.35			

5% SALARY INCREASE

**CITY OF NATIONAL CITY  
CONFIDENTIAL SALARY SCHEDULE  
EFFECTIVE: JULY 6 , 2027**

DESCRIPTION	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
Confidential Assistant (At-Will)	STEP A	34.89	2,791.42	6,048.07	72,576.87
	STEP B	36.64	2,930.99	6,350.48	76,205.71
	STEP C	38.47	3,077.54	6,668.00	80,016.00
	STEP D	40.39	3,231.42	7,001.40	84,016.80
	STEP E	42.41	3,392.99	7,351.47	88,217.64

EXECUTIVE ASSISTANT I	STEP A	30.61	2,449.12	5,306.43	63,677.15
	STEP B	32.14	2,571.58	5,571.75	66,861.01
	STEP C	33.75	2,700.16	5,850.34	70,204.06
	STEP D	35.44	2,835.16	6,142.86	73,714.26
	STEP E	37.21	2,976.92	6,450.00	77,399.98

EXECUTIVE ASSISTANT II	STEP A	34.85	2,788.31	6,041.34	72,496.11
	STEP B	36.60	2,927.73	6,343.41	76,120.91
	STEP C	38.43	3,074.11	6,660.58	79,926.96
	STEP D	40.35	3,227.82	6,993.61	83,923.31
	STEP E	42.37	3,389.21	7,343.29	88,119.47

EXECUTIVE ASSISTANT III	STEP A	37.34	2,987.18	6,472.22	77,666.67
	STEP B	39.21	3,136.54	6,795.83	81,550.00
	STEP C	41.17	3,293.37	7,135.63	85,627.50
	STEP D	43.23	3,458.03	7,492.41	89,908.88
	STEP E	45.39	3,630.94	7,867.03	94,404.32

EXECUTIVE ASSISTANT IV	STEP A	39.42	3,153.53	6,832.65	81,991.84
	STEP B	41.39	3,311.21	7,174.29	86,091.43
	STEP C	43.46	3,476.77	7,533.00	90,396.00
	STEP D	45.63	3,650.61	7,909.65	94,915.80
	STEP E	47.91	3,833.14	8,305.13	99,661.59

HUMAN RESOURCES TECHNICIAN	STEP A	35.37	2,829.43	6,130.44	73,565.26
	STEP B	37.14	2,970.90	6,436.96	77,243.52
	STEP C	38.99	3,119.45	6,758.81	81,105.70
	STEP D	40.94	3,275.42	7,096.75	85,160.99
	STEP E	42.99	3,439.19	7,451.59	89,419.03

INFORMATION TECHNOLOGY ANALYST	STEP A	50.52	4,041.65	8,756.92	105,082.99
	STEP B	53.05	4,243.74	9,194.76	110,337.14
	STEP C	55.70	4,455.92	9,654.50	115,854.00
	STEP D	58.48	4,678.72	10,137.23	121,646.70
	STEP E	61.41	4,912.66	10,644.09	127,729.04

INFORMATION TECHNOLOGY TECHNICIAN	STEP A	36.09	3,183.56	6,897.71	82,772.49
	STEP B	37.91	3,342.74	7,242.59	86,911.12
	STEP C	39.79	3,509.87	7,604.72	91,256.67
	STEP D	41.79	3,685.37	7,984.96	95,819.51

5% SALARY INCREASE

**CITY OF NATIONAL CITY  
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DESCRIPTION	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUAL
	STEP E	43.87	3,869.63	8,384.21	100,610.48

PAYROLL TECHNICIAN I	STEP A	31.88	2,550.72	5,526.57	66,318.80
	STEP B	33.48	2,678.26	5,802.90	69,634.74
	STEP C	35.15	2,812.17	6,093.04	73,116.48
	STEP D	36.91	2,952.78	6,397.69	76,772.30
	STEP E	38.76	3,100.42	6,717.58	80,610.92

PAYROLL TECHNICIAN II	STEP A	35.95	2,876.40	6,232.20	74,786.39
	STEP B	37.75	3,020.22	6,543.81	78,525.71
	STEP C	39.64	3,171.23	6,871.00	82,452.00
	STEP D	41.62	3,329.79	7,214.55	86,574.60
	STEP E	43.70	3,496.28	7,575.28	90,903.33

PASSPORT ACCEPTANCE AGENT	STEP A	22.98	2,223.03	4,816.56	57,798.73
	STEP B	24.14	2,334.18	5,057.39	60,688.67
	STEP C	25.34	2,450.89	5,310.26	63,723.10
	STEP D	26.61	2,573.43	5,575.77	66,909.26
	STEP E	27.95	2,702.10	5,854.56	70,254.72

RECORDS PROGRAM SPECIALIST	STEP A	33.55	2,684.37	5,816.14	69,793.67
	STEP B	35.23	2,818.59	6,106.95	73,283.35
	STEP C	36.99	2,959.52	6,412.29	76,947.52
	STEP D	38.84	3,107.50	6,732.91	80,794.90
	STEP E	40.79	3,262.87	7,069.55	84,834.64

RISK MANAGEMENT SPECIALIST	STEP A	34.84	2,787.12	6,038.76	72,465.12
	STEP B	36.58	2,926.48	6,340.70	76,088.38
	STEP C	38.41	3,072.80	6,657.73	79,892.80
	STEP D	40.33	3,226.44	6,990.62	83,887.44
	STEP E	42.35	3,387.76	7,340.15	88,081.81

SENIOR INFORMATION TECHNOLOGY ANALYST	STEP A	48.37	4,445.21	9,631.29	115,575.51
	STEP B	50.78	4,667.47	10,112.86	121,354.29
	STEP C	53.32	4,900.85	10,618.50	127,422.00
	STEP D	55.99	5,145.89	11,149.43	133,793.10
	STEP E	58.79	5,403.18	11,706.90	140,482.76

EXECUTIVE ASSISTANT II - Part time	STEP A	34.85			
	STEP B	36.60			
	STEP C	38.43			
	STEP D	40.35			
	STEP E	42.37			

5% SALARY INCREASE