

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
206	non-exempt	Account Assistant	1	\$20.92			\$21.56			\$21.56			\$22.21		
			2	\$22.02			\$22.69			\$22.69			\$23.38		
			3	\$23.18			\$23.88			\$23.88			\$24.61		
			4	\$24.40			\$25.14			\$25.14			\$25.90		
			5	\$25.68	\$4,451.20	\$53,414.40	\$26.46	\$4,586.40	\$55,036.80	\$26.46	\$4,586.40	\$55,036.80	\$27.26	\$4,725.07	\$56,700.80
204	non-exempt	Acct Spec	1	\$24.44			\$25.18			\$25.18			\$25.94		
			2	\$25.73			\$26.51			\$26.51			\$27.31		
			3	\$27.08			\$27.90			\$27.90			\$28.75		
			4	\$28.51			\$29.37			\$29.37			\$30.26		
			5	\$30.01	\$5,201.73	\$62,420.80	\$30.92	\$5,359.47	\$64,313.60	\$30.92	\$5,359.47	\$64,313.60	\$31.85	\$5,520.67	\$66,248.00
207	non-exempt	Acct Spec-Lead	1	\$26.15			\$26.96			\$26.96			\$27.77		
			2	\$27.53			\$28.38			\$28.38			\$29.23		
			3	\$28.98			\$29.87			\$29.87			\$30.77		
			4	\$30.51			\$31.44			\$31.44			\$32.39		
			5	\$32.12	\$5,567.47	\$66,809.60	\$33.09	\$5,735.60	\$68,827.20	\$33.09	\$5,735.60	\$68,827.20	\$34.09	\$5,908.93	\$70,907.20
294	non-exempt	Administrative Associate I	1	\$24.05			\$24.81			\$24.84			\$25.60		
			2	\$25.32			\$26.12			\$26.15			\$26.95		
			3	\$26.65			\$27.49			\$27.53			\$28.37		
			4	\$28.05			\$28.94			\$28.98			\$29.86		
			5	\$29.53	\$5,118.53	\$61,422.40	\$30.46	\$5,279.73	\$63,356.80	\$30.51	\$5,288.40	\$63,460.80	\$31.43	\$5,447.87	\$65,374.40
295	non-exempt	Administrative Associate II	1	\$26.14			\$26.97			\$27.00			\$27.82		
			2	\$27.52			\$28.39			\$28.42			\$29.28		
			3	\$28.97			\$29.88			\$29.92			\$30.82		
			4	\$30.49			\$31.45			\$31.49			\$32.44		
			5	\$32.09	\$5,562.27	\$66,747.20	\$33.10	\$5,737.33	\$68,848.00	\$33.15	\$5,746.00	\$68,952.00	\$34.15	\$5,919.33	\$71,032.00
296	non-exempt	Administrative Associate III	1	\$28.03			\$28.90			\$28.94			\$29.81		
			2	\$29.50			\$30.42			\$30.46			\$31.38		
			3	\$31.05			\$32.02			\$32.06			\$33.03		
			4	\$32.68			\$33.71			\$33.75			\$34.77		
			5	\$34.40	\$5,962.67	\$71,552.00	\$35.48	\$6,149.87	\$73,798.40	\$35.53	\$6,158.53	\$73,902.40	\$36.60	\$6,344.00	\$76,128.00
277	non-exempt	Animal Attendant	1	\$23.02			\$23.78			\$23.86			\$24.58		
			2	\$24.23			\$25.03			\$25.12			\$25.87		
			3	\$25.51			\$26.35			\$26.44			\$27.23		
			4	\$26.85			\$27.74			\$27.83			\$28.66		
			5	\$28.26	\$4,898.40	\$58,780.80	\$29.20	\$5,061.33	\$60,736.00	\$29.29	\$5,076.93	\$60,923.20	\$30.17	\$5,229.47	\$62,753.60
276	non-exempt	Animal Control Off	1	\$24.66			\$25.48			\$25.56			\$26.32		
			2	\$25.96			\$26.82			\$26.90			\$27.71		
			3	\$27.33			\$28.23			\$28.32			\$29.17		
			4	\$28.77			\$29.72			\$29.81			\$30.71		
			5	\$30.28	\$5,248.53	\$62,982.40	\$31.28	\$5,421.87	\$65,062.40	\$31.38	\$5,439.20	\$65,270.40	\$32.33	\$5,603.87	\$67,246.40
312	non-exempt	Animal Control Off - L	1	\$26.39			\$27.27			\$27.35			\$28.18		
			2	\$27.78			\$28.70			\$28.79			\$29.66		
			3	\$29.24			\$30.21			\$30.31			\$31.22		
			4	\$30.78			\$31.80			\$31.90			\$32.86		
			5	\$32.40	\$5,616.00	\$67,392.00	\$33.47	\$5,801.47	\$69,617.60	\$33.58	\$5,820.53	\$69,846.40	\$34.59	\$5,995.60	\$71,947.20
263	non-exempt	Animal Services Spec	1	\$24.32			\$25.13			\$25.20			\$25.97		
			2	\$25.60			\$26.45			\$26.53			\$27.34		
			3	\$26.95			\$27.84			\$27.93			\$28.78		
			4	\$28.37			\$29.31			\$29.40			\$30.29		
			5	\$29.86	\$5,175.73	\$62,108.80	\$30.85	\$5,347.33	\$64,168.00	\$30.95	\$5,364.67	\$64,376.00	\$31.88	\$5,525.87	\$66,310.40

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FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
275	non-exempt	Animal Services Spec II	1	\$26.82			\$27.71			\$27.80			\$28.63		
			2	\$28.23			\$29.17			\$29.26			\$30.14		
			3	\$29.72			\$30.70			\$30.80			\$31.73		
			4	\$31.28			\$32.32			\$32.42			\$33.40		
			5	\$32.93	\$5,707.87	\$68,494.40	\$34.02	\$5,896.80	\$70,761.60	\$34.13	\$5,915.87	\$70,990.40	\$35.16	\$6,094.40	\$73,132.80
244	non-exempt	Assoc Buyer	1	\$31.32			\$32.28			\$32.30			\$33.27		
			2	\$32.97			\$33.98			\$34.00			\$35.02		
			3	\$34.71			\$35.77			\$35.79			\$36.86		
			4	\$36.54			\$37.65			\$37.67			\$38.80		
			5	\$38.46	\$6,666.40	\$79,996.80	\$39.63	\$6,869.20	\$82,430.40	\$39.65	\$6,872.67	\$82,472.00	\$40.84	\$7,078.93	\$84,947.20
333	non-exempt	Assoc Engineer	1	\$38.75			\$40.10			\$40.29			\$41.50		
			2	\$40.79			\$42.21			\$42.41			\$43.68		
			3	\$42.94			\$44.43			\$44.64			\$45.98		
			4	\$45.20			\$46.77			\$46.99			\$48.40		
			5	\$47.58	\$8,247.20	\$98,966.40	\$49.23	\$8,533.20	\$102,398.40	\$49.46	\$8,573.07	\$102,876.80	\$50.95	\$8,831.33	\$105,976.00
353	non-exempt	Assoc Planner	1	\$35.94			\$37.28			\$37.55			\$38.68		
			2	\$37.83			\$39.24			\$39.53			\$40.72		
			3	\$39.82			\$41.31			\$41.61			\$42.86		
			4	\$41.92			\$43.48			\$43.80			\$45.12		
			5	\$44.13	\$7,649.20	\$91,790.40	\$45.77	\$7,933.47	\$95,201.60	\$46.10	\$7,990.67	\$95,888.00	\$47.49	\$8,231.60	\$98,779.20
247	non-exempt	Assoc Power Engr	1	\$41.25			\$42.69			\$42.89			\$44.18		
			2	\$43.42			\$44.94			\$45.15			\$46.50		
			3	\$45.71			\$47.30			\$47.53			\$48.95		
			4	\$48.12			\$49.79			\$50.03			\$51.53		
			5	\$50.65	\$8,779.33	\$105,352.00	\$52.41	\$9,084.40	\$109,012.80	\$52.66	\$9,127.73	\$109,532.80	\$54.24	\$9,401.60	\$112,819.20
269	non-exempt	Assoc Res Planner	1	\$39.78			\$40.97			\$40.97			\$42.20		
			2	\$41.87			\$43.13			\$43.13			\$44.42		
			3	\$44.07			\$45.40			\$45.40			\$46.76		
			4	\$46.39			\$47.79			\$47.79			\$49.22		
			5	\$48.83	\$8,463.87	\$101,566.40	\$50.30	\$8,718.67	\$104,624.00	\$50.30	\$8,718.67	\$104,624.00	\$51.81	\$8,980.40	\$107,764.80
330	non-exempt	Asst Engineer	1	\$35.10			\$36.32			\$36.49			\$37.59		
			2	\$36.95			\$38.23			\$38.41			\$39.57		
			3	\$38.89			\$40.24			\$40.43			\$41.65		
			4	\$40.94			\$42.36			\$42.56			\$43.84		
			5	\$43.09	\$7,468.93	\$89,627.20	\$44.59	\$7,728.93	\$92,747.20	\$44.80	\$7,765.33	\$93,184.00	\$46.15	\$7,999.33	\$95,992.00
256	non-exempt	Asst Power Engr	1	\$37.25			\$38.54			\$38.72			\$39.89		
			2	\$39.21			\$40.57			\$40.76			\$41.99		
			3	\$41.27			\$42.70			\$42.91			\$44.20		
			4	\$43.44			\$44.95			\$45.17			\$46.53		
			5	\$45.73	\$7,926.53	\$95,118.40	\$47.32	\$8,202.13	\$98,425.60	\$47.55	\$8,242.00	\$98,904.00	\$48.98	\$8,489.87	\$101,878.40
268	non-exempt	Asst Res Planner	1	\$35.91			\$36.98			\$36.98			\$38.10		
			2	\$37.80			\$38.93			\$38.93			\$40.11		
			3	\$39.79			\$40.98			\$40.98			\$42.22		
			4	\$41.88			\$43.14			\$43.14			\$44.44		
			5	\$44.08	\$7,640.53	\$91,686.40	\$45.41	\$7,871.07	\$94,452.80	\$45.41	\$7,871.07	\$94,452.80	\$46.78	\$8,108.53	\$97,302.40
299	non-exempt	Bldg Inspector	1	\$35.69			\$37.33			\$37.91			\$39.05		
			2	\$37.57			\$39.29			\$39.91			\$41.11		
			3	\$39.55			\$41.36			\$42.01			\$43.27		
			4	\$41.63			\$43.54			\$44.22			\$45.55		
			5	\$43.82	\$7,595.47	\$91,145.60	\$45.83	\$7,943.87	\$95,326.40	\$46.55	\$8,068.67	\$96,824.00	\$47.95	\$8,311.33	\$99,736.00

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				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
300	non-exempt	Bldg Inspector Spec	1	\$38.10			\$39.84			\$40.48			\$41.70		
			2	\$40.11			\$41.94			\$42.61			\$43.89		
			3	\$42.22			\$44.15			\$44.85			\$46.20		
			4	\$44.44			\$46.47			\$47.21			\$48.63		
			5	\$46.78	\$8,108.53	\$97,302.40	\$48.92	\$8,479.47	\$101,753.60	\$49.69	\$8,612.93	\$103,355.20	\$51.19	\$8,872.93	\$106,475.20
370	non-exempt	Bldg Serviceperson	1	\$21.10			\$21.98			\$22.24			\$22.90		
			2	\$22.21			\$23.14			\$23.41			\$24.10		
			3	\$23.38			\$24.36			\$24.64			\$25.37		
			4	\$24.61			\$25.64			\$25.94			\$26.71		
			5	\$25.91	\$4,491.07	\$53,892.80	\$26.99	\$4,678.27	\$56,139.20	\$27.30	\$4,732.00	\$56,784.00	\$28.12	\$4,874.13	\$58,489.60
371	non-exempt	Bldg Serviceperson-L	1	\$22.59			\$23.54			\$23.80			\$24.52		
			2	\$23.78			\$24.78			\$25.05			\$25.81		
			3	\$25.03			\$26.08			\$26.37			\$27.17		
			4	\$26.35			\$27.45			\$27.76			\$28.60		
			5	\$27.74	\$4,808.27	\$57,699.20	\$28.89	\$5,007.60	\$60,091.20	\$29.22	\$5,064.80	\$60,777.60	\$30.10	\$5,217.33	\$62,608.00
355	non-exempt	Bldg/Plg Technician	1	\$29.16			\$30.24			\$30.45			\$31.37		
			2	\$30.69			\$31.83			\$32.05			\$33.02		
			3	\$32.31			\$33.51			\$33.74			\$34.76		
			4	\$34.01			\$35.27			\$35.52			\$36.59		
			5	\$35.80	\$6,205.33	\$74,464.00	\$37.13	\$6,435.87	\$77,230.40	\$37.39	\$6,480.93	\$77,771.20	\$38.52	\$6,676.80	\$80,121.60
340	non-exempt	Business Analyst	1	\$48.82			\$51.62			\$53.04			\$54.63		
			2	\$51.39			\$54.34			\$55.83			\$57.51		
			3	\$54.09			\$57.20			\$58.77			\$60.54		
			4	\$56.94			\$60.21			\$61.86			\$63.73		
			5	\$59.94	\$10,389.60	\$124,675.20	\$63.38	\$10,985.87	\$131,830.40	\$65.12	\$11,287.47	\$135,449.60	\$67.08	\$11,627.20	\$139,526.40
3400	non-exempt	Business Analyst - S	1	\$48.82			\$51.62			\$53.04			\$54.63		
			2	\$51.39			\$54.34			\$55.83			\$57.51		
			3	\$54.09			\$57.20			\$58.77			\$60.54		
			4	\$56.94			\$60.21			\$61.86			\$63.73		
			5	\$59.94	\$10,389.60	\$124,675.20	\$63.38	\$10,985.87	\$131,830.40	\$65.12	\$11,287.47	\$135,449.60	\$67.08	\$11,627.20	\$139,526.40
212	non-exempt	Buyer	1	\$34.49			\$35.54			\$35.56			\$36.61		
			2	\$36.30			\$37.41			\$37.43			\$38.54		
			3	\$38.21			\$39.38			\$39.40			\$40.57		
			4	\$40.22			\$41.45			\$41.47			\$42.71		
			5	\$42.34	\$7,338.93	\$88,067.20	\$43.63	\$7,562.53	\$90,750.40	\$43.65	\$7,566.00	\$90,792.00	\$44.96	\$7,793.07	\$93,516.80
464	non-exempt	Cathodic Protection Tech Assistant	1	\$33.56			\$35.49			\$36.47			\$37.57		
			2	\$35.33			\$37.36			\$38.39			\$39.55		
			3	\$37.19			\$39.33			\$40.41			\$41.63		
			4	\$39.15			\$41.40			\$42.54			\$43.82		
			5	\$41.21	\$7,143.07	\$85,716.80	\$43.58	\$7,553.87	\$90,646.40	\$44.78	\$7,761.87	\$93,142.40	\$46.13	\$7,995.87	\$95,950.40
536	non-exempt	Cathodic Tech	1	\$41.21			\$43.59			\$44.77			\$46.12		
			2	\$43.38			\$45.88			\$47.13			\$48.55		
			3	\$45.66			\$48.29			\$49.61			\$51.10		
			4	\$48.06			\$50.83			\$52.22			\$53.79		
			5	\$50.59	\$8,768.93	\$105,227.20	\$53.50	\$9,273.33	\$111,280.00	\$54.97	\$9,528.13	\$114,337.60	\$56.62	\$9,814.13	\$117,769.60
208	non-exempt	CDBG Coordinator	1	\$38.43			\$39.85			\$40.15			\$41.34		
			2	\$40.45			\$41.95			\$42.26			\$43.52		
			3	\$42.58			\$44.16			\$44.48			\$45.81		
			4	\$44.82			\$46.48			\$46.82			\$48.22		
			5	\$47.18	\$8,177.87	\$98,134.40	\$48.93	\$8,481.20	\$101,774.40	\$49.28	\$8,541.87	\$102,502.40	\$50.76	\$8,798.40	\$105,580.80

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				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
408	non-exempt	Cement Finisher	1	\$30.11			\$31.85			\$32.75			\$33.73		
			2	\$31.69			\$33.53			\$34.47			\$35.50		
			3	\$33.36			\$35.29			\$36.28			\$37.37		
			4	\$35.12			\$37.15			\$38.19			\$39.34		
			5	\$36.97	\$6,408.13	\$76,897.60	\$39.11	\$6,779.07	\$81,348.80	\$40.20	\$6,968.00	\$83,616.00	\$41.41	\$7,177.73	\$86,132.80
409	non-exempt	Cement Finisher Lead	1	\$32.21			\$34.08			\$35.03			\$36.08		
			2	\$33.91			\$35.87			\$36.87			\$37.98		
			3	\$35.69			\$37.76			\$38.81			\$39.98		
			4	\$37.57			\$39.75			\$40.85			\$42.08		
			5	\$39.55	\$6,855.33	\$82,264.00	\$41.84	\$7,252.27	\$87,027.20	\$43.00	\$7,453.33	\$89,440.00	\$44.29	\$7,676.93	\$92,123.20
502	non-exempt	Chemist	1	\$35.11			\$36.20			\$36.21			\$37.30		
			2	\$36.96			\$38.10			\$38.12			\$39.26		
			3	\$38.90			\$40.10			\$40.13			\$41.33		
			4	\$40.95			\$42.21			\$42.24			\$43.51		
			5	\$43.10	\$7,470.67	\$89,648.00	\$44.43	\$7,701.20	\$92,414.40	\$44.46	\$7,706.40	\$92,476.80	\$45.80	\$7,938.67	\$95,264.00
239	non-exempt	Chf Inspec WGW	1	\$38.18			\$39.94			\$40.56			\$41.79		
			2	\$40.19			\$42.04			\$42.69			\$43.99		
			3	\$42.31			\$44.25			\$44.94			\$46.30		
			4	\$44.54			\$46.58			\$47.31			\$48.74		
			5	\$46.88	\$8,125.87	\$97,510.40	\$49.03	\$8,498.53	\$101,982.40	\$49.80	\$8,632.00	\$103,584.00	\$51.30	\$8,892.00	\$106,704.00
301	non-exempt	Code Enforcement Off	1	\$34.29			\$35.85			\$36.41			\$37.52		
			2	\$36.09			\$37.74			\$38.33			\$39.49		
			3	\$37.99			\$39.73			\$40.35			\$41.57		
			4	\$39.99			\$41.82			\$42.47			\$43.76		
			5	\$42.09	\$7,295.60	\$87,547.20	\$44.02	\$7,630.13	\$91,561.60	\$44.71	\$7,749.73	\$92,996.80	\$46.06	\$7,983.73	\$95,804.80
560	non-exempt	Code Enforcement Off - L	1	\$36.68			\$38.36			\$38.96			\$40.14		
			2	\$38.61			\$40.38			\$41.01			\$42.25		
			3	\$40.64			\$42.50			\$43.17			\$44.47		
			4	\$42.78			\$44.74			\$45.44			\$46.81		
			5	\$45.03	\$7,805.20	\$93,662.40	\$47.09	\$8,162.27	\$97,947.20	\$47.83	\$8,290.53	\$99,486.40	\$49.27	\$8,540.13	\$102,481.60
306	non-exempt	Comm Tech	1	\$35.92			\$36.99			\$36.99			\$38.11		
			2	\$37.81			\$38.94			\$38.94			\$40.12		
			3	\$39.80			\$40.99			\$40.99			\$42.23		
			4	\$41.89			\$43.15			\$43.15			\$44.45		
			5	\$44.09	\$7,642.27	\$91,707.20	\$45.42	\$7,872.80	\$94,473.60	\$45.42	\$7,872.80	\$94,473.60	\$46.79	\$8,110.27	\$97,323.20
702	non-exempt	Community Serv Offer	1	\$26.09			\$27.33			\$27.82			\$28.65		
			2	\$27.46			\$28.77			\$29.28			\$30.16		
			3	\$28.90			\$30.28			\$30.82			\$31.75		
			4	\$30.42			\$31.87			\$32.44			\$33.42		
			5	\$32.02	\$5,550.13	\$66,601.60	\$33.55	\$5,815.33	\$69,784.00	\$34.15	\$5,919.33	\$71,032.00	\$35.18	\$6,097.87	\$73,174.40
320	non-exempt	Community Service Officer - Lead	1	\$27.89			\$29.24			\$29.75			\$30.65		
			2	\$29.36			\$30.78			\$31.32			\$32.26		
			3	\$30.91			\$32.40			\$32.97			\$33.96		
			4	\$32.54			\$34.10			\$34.70			\$35.75		
			5	\$34.25	\$5,936.67	\$71,240.00	\$35.89	\$6,220.93	\$74,651.20	\$36.53	\$6,331.87	\$75,982.40	\$37.63	\$6,522.53	\$78,270.40
341	non-exempt	Coor Trans Sys Mgmt	1	\$36.60			\$38.04			\$38.38			\$39.54		
			2	\$38.53			\$40.04			\$40.40			\$41.62		
			3	\$40.56			\$42.15			\$42.53			\$43.81		
			4	\$42.69			\$44.37			\$44.77			\$46.12		
			5	\$44.94	\$7,789.60	\$93,475.20	\$46.70	\$8,094.67	\$97,136.00	\$47.13	\$8,169.20	\$98,030.40	\$48.55	\$8,415.33	\$100,984.00

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
3410	non-exempt	Coor Trans Sys Mgmt - S	1	\$36.60			\$38.04			\$38.38			\$39.54		
			2	\$38.53			\$40.04			\$40.40			\$41.62		
			3	\$40.56			\$42.15			\$42.53			\$43.81		
			4	\$42.69			\$44.37			\$44.77			\$46.12		
			5	\$44.94	\$7,789.60	\$93,475.20	\$46.70	\$8,094.67	\$97,136.00	\$47.13	\$8,169.20	\$98,030.40	\$48.55	\$8,415.33	\$100,984.00
255	non-exempt	Coord Library Prog	1	\$33.24			\$34.43			\$34.62			\$35.66		
			2	\$34.99			\$36.24			\$36.44			\$37.54		
			3	\$36.83			\$38.15			\$38.36			\$39.52		
			4	\$38.77			\$40.16			\$40.38			\$41.60		
			5	\$40.81	\$7,073.73	\$84,884.80	\$42.27	\$7,326.80	\$87,921.60	\$42.51	\$7,368.40	\$88,420.80	\$43.79	\$7,590.27	\$91,083.20
342	non-exempt	Coord Pub Wks Proj	1	\$34.78			\$36.14			\$36.46			\$37.56		
			2	\$36.61			\$38.04			\$38.38			\$39.54		
			3	\$38.54			\$40.04			\$40.40			\$41.62		
			4	\$40.57			\$42.15			\$42.53			\$43.81		
			5	\$42.70	\$7,401.33	\$88,816.00	\$44.37	\$7,690.80	\$92,289.60	\$44.77	\$7,760.13	\$93,121.60	\$46.12	\$7,994.13	\$95,929.60
317	non-exempt	Coord Rec Prog	1	\$29.88			\$31.04			\$31.32			\$32.27		
			2	\$31.45			\$32.67			\$32.97			\$33.97		
			3	\$33.10			\$34.39			\$34.71			\$35.76		
			4	\$34.84			\$36.20			\$36.54			\$37.64		
			5	\$36.67	\$6,356.13	\$76,273.60	\$38.11	\$6,605.73	\$79,268.80	\$38.46	\$6,666.40	\$79,996.80	\$39.62	\$6,867.47	\$82,409.60
344	non-exempt	Coord Utility Proj	1	\$37.55			\$39.02			\$39.38			\$40.57		
			2	\$39.53			\$41.07			\$41.45			\$42.70		
			3	\$41.61			\$43.23			\$43.63			\$44.95		
			4	\$43.80			\$45.51			\$45.93			\$47.32		
			5	\$46.11	\$7,992.40	\$95,908.80	\$47.91	\$8,304.40	\$99,652.80	\$48.35	\$8,380.67	\$100,568.00	\$49.81	\$8,633.73	\$103,604.80
3440	non-exempt	Coord Utility Proj - S	1	\$37.55			\$39.02			\$39.38			\$40.57		
			2	\$39.53			\$41.07			\$41.45			\$42.70		
			3	\$41.61			\$43.23			\$43.63			\$44.95		
			4	\$43.80			\$45.51			\$45.93			\$47.32		
			5	\$46.11	\$7,992.40	\$95,908.80	\$47.91	\$8,304.40	\$99,652.80	\$48.35	\$8,380.67	\$100,568.00	\$49.81	\$8,633.73	\$103,604.80
242	non-exempt	Coord Zero Waste	1	\$33.39			\$34.70			\$35.02			\$36.07		
			2	\$35.15			\$36.53			\$36.86			\$37.97		
			3	\$37.00			\$38.45			\$38.80			\$39.97		
			4	\$38.95			\$40.47			\$40.84			\$42.07		
			5	\$41.00	\$7,106.67	\$85,280.00	\$42.60	\$7,384.00	\$88,608.00	\$42.99	\$7,451.60	\$89,419.20	\$44.28	\$7,675.20	\$92,102.40
205	non-exempt	Court Liaison Officer	1	\$33.95			\$35.58			\$36.20			\$37.30		
			2	\$35.74			\$37.45			\$38.11			\$39.26		
			3	\$37.62			\$39.42			\$40.12			\$41.33		
			4	\$39.60			\$41.49			\$42.23			\$43.50		
			5	\$41.68	\$7,224.53	\$86,694.40	\$43.67	\$7,569.47	\$90,833.60	\$44.45	\$7,704.67	\$92,456.00	\$45.79	\$7,936.93	\$95,243.20
214	non-exempt	Crime Analyst	1	\$33.95			\$35.58			\$36.20			\$37.30		
			2	\$35.74			\$37.45			\$38.11			\$39.26		
			3	\$37.62			\$39.42			\$40.12			\$41.33		
			4	\$39.60			\$41.49			\$42.23			\$43.50		
			5	\$41.68	\$7,224.53	\$86,694.40	\$43.67	\$7,569.47	\$90,833.60	\$44.45	\$7,704.67	\$92,456.00	\$45.79	\$7,936.93	\$95,243.20
415	non-exempt	Cust Srv Specialist-L	1	\$30.55			\$31.47			\$31.47			\$32.40		
			2	\$32.16			\$33.13			\$33.13			\$34.11		
			3	\$33.85			\$34.87			\$34.87			\$35.91		
			4	\$35.63			\$36.70			\$36.70			\$37.80		
			5	\$37.50	\$6,500.00	\$78,000.00	\$38.63	\$6,695.87	\$80,350.40	\$38.63	\$6,695.87	\$80,350.40	\$39.79	\$6,896.93	\$82,763.20

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
218	non-exempt	Cust Svc Represent	1	\$25.98			\$26.76			\$26.76			\$27.56		
			2	\$27.35			\$28.17			\$28.17			\$29.01		
			3	\$28.79			\$29.65			\$29.65			\$30.54		
			4	\$30.30			\$31.21			\$31.21			\$32.15		
			5	\$31.89	\$5,527.60	\$66,331.20	\$32.85	\$5,694.00	\$68,328.00	\$32.85	\$5,694.00	\$68,328.00	\$33.84	\$5,865.60	\$70,387.20
217	non-exempt	Cust Svc Spec	1	\$28.56			\$29.41			\$29.41			\$30.31		
			2	\$30.06			\$30.96			\$30.96			\$31.90		
			3	\$31.64			\$32.59			\$32.59			\$33.58		
			4	\$33.31			\$34.31			\$34.31			\$35.35		
			5	\$35.06	\$6,077.07	\$72,924.80	\$36.12	\$6,260.80	\$75,129.60	\$36.12	\$6,260.80	\$75,129.60	\$37.21	\$6,449.73	\$77,396.80
260	non-exempt	Desktop Technician	1	\$31.13			\$32.06			\$32.06			\$33.03		
			2	\$32.77			\$33.75			\$33.75			\$34.77		
			3	\$34.49			\$35.53			\$35.53			\$36.60		
			4	\$36.31			\$37.40			\$37.40			\$38.53		
			5	\$38.22	\$6,624.80	\$79,497.60	\$39.37	\$6,824.13	\$81,889.60	\$39.37	\$6,824.13	\$81,889.60	\$40.56	\$7,030.40	\$84,364.80
514	non-exempt	Development Project Coordinator I	1	\$27.42			\$28.67			\$29.13			\$30.01		
			2	\$28.86			\$30.18			\$30.66			\$31.59		
			3	\$30.38			\$31.77			\$32.27			\$33.25		
			4	\$31.98			\$33.44			\$33.97			\$35.00		
			5	\$33.66	\$5,834.40	\$70,012.80	\$35.20	\$6,101.33	\$73,216.00	\$35.76	\$6,198.40	\$74,380.80	\$36.84	\$6,385.60	\$76,627.20
515	non-exempt	Development Project Coordinator II	1	\$31.15			\$32.59			\$33.10			\$34.09		
			2	\$32.79			\$34.30			\$34.84			\$35.88		
			3	\$34.52			\$36.10			\$36.67			\$37.77		
			4	\$36.34			\$38.00			\$38.60			\$39.76		
			5	\$38.25	\$6,630.00	\$79,560.00	\$40.00	\$6,933.33	\$83,200.00	\$40.63	\$7,042.53	\$84,510.40	\$41.85	\$7,254.00	\$87,048.00
516	non-exempt	Development Project Coordinator III	1	\$34.36			\$35.93			\$36.50			\$37.60		
			2	\$36.17			\$37.82			\$38.42			\$39.58		
			3	\$38.07			\$39.81			\$40.44			\$41.66		
			4	\$40.07			\$41.90			\$42.57			\$43.85		
			5	\$42.18	\$7,311.20	\$87,734.40	\$44.11	\$7,645.73	\$91,748.80	\$44.81	\$7,767.07	\$93,204.80	\$46.16	\$8,001.07	\$96,012.80
533	non-exempt	Elec Asst I	1	\$27.09			\$28.22			\$28.53			\$29.39		
			2	\$28.52			\$29.70			\$30.03			\$30.94		
			3	\$30.02			\$31.26			\$31.61			\$32.57		
			4	\$31.60			\$32.90			\$33.27			\$34.28		
			5	\$33.26	\$5,765.07	\$69,180.80	\$34.63	\$6,002.53	\$72,030.40	\$35.02	\$6,070.13	\$72,841.60	\$36.08	\$6,253.87	\$75,046.40
267	non-exempt	Elec Undgd Inspec	1	\$33.84			\$35.39			\$35.94			\$37.03		
			2	\$35.62			\$37.25			\$37.83			\$38.98		
			3	\$37.49			\$39.21			\$39.82			\$41.03		
			4	\$39.46			\$41.27			\$41.92			\$43.19		
			5	\$41.54	\$7,200.27	\$86,403.20	\$43.44	\$7,529.60	\$90,355.20	\$44.13	\$7,649.20	\$91,790.40	\$45.46	\$7,879.73	\$94,556.80
345	non-exempt	Electric Project Engineer	1	\$49.43			\$51.15			\$51.39			\$52.93		
			2	\$52.03			\$53.84			\$54.09			\$55.72		
			3	\$54.77			\$56.67			\$56.94			\$58.65		
			4	\$57.65			\$59.65			\$59.94			\$61.74		
			5	\$60.68	\$10,517.87	\$126,214.40	\$62.79	\$10,883.60	\$130,603.20	\$63.09	\$10,935.60	\$131,227.20	\$64.99	\$11,264.93	\$135,179.20
3450	non-exempt	Electric Project Engineer - S	1	\$49.43			\$51.15			\$51.39			\$52.93		
			2	\$52.03			\$53.84			\$54.09			\$55.72		
			3	\$54.77			\$56.67			\$56.94			\$58.65		
			4	\$57.65			\$59.65			\$59.94			\$61.74		
			5	\$60.68	\$10,517.87	\$126,214.40	\$62.79	\$10,883.60	\$130,603.20	\$63.09	\$10,935.60	\$131,227.20	\$64.99	\$11,264.93	\$135,179.20

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
292	non-exempt	Electric Underground Inspector - Lead	1	\$36.20			\$37.84			\$38.44			\$39.60		
			2	\$38.10			\$39.83			\$40.46			\$41.68		
			3	\$40.10			\$41.93			\$42.59			\$43.87		
			4	\$42.21			\$44.14			\$44.83			\$46.18		
			5	\$44.43	\$7,701.20	\$92,414.40	\$46.46	\$8,053.07	\$96,636.80	\$47.19	\$8,179.60	\$98,155.20	\$48.61	\$8,425.73	\$101,108.80
530	non-exempt	Electrician	1	\$36.23			\$37.72			\$38.14			\$39.28		
			2	\$38.14			\$39.70			\$40.15			\$41.35		
			3	\$40.15			\$41.79			\$42.26			\$43.53		
			4	\$42.26			\$43.99			\$44.48			\$45.82		
			5	\$44.48	\$7,709.87	\$92,518.40	\$46.31	\$8,027.07	\$96,324.80	\$46.82	\$8,115.47	\$97,385.60	\$48.23	\$8,359.87	\$100,318.40
529	non-exempt	Electrician-Appren	1	\$34.30			\$35.70			\$36.10			\$37.18		
			2	\$36.10			\$37.58			\$38.00			\$39.14		
			3	\$38.00			\$39.56			\$40.00			\$41.20		
			4	\$40.00			\$41.64			\$42.10			\$43.37		
			5	\$42.10	\$7,297.33	\$87,568.00	\$43.83	\$7,597.20	\$91,166.40	\$44.32	\$7,682.13	\$92,185.60	\$45.65	\$7,912.67	\$94,952.00
535	non-exempt	Electrician-Lead	1	\$38.79			\$40.38			\$40.83			\$42.07		
			2	\$40.83			\$42.51			\$42.98			\$44.28		
			3	\$42.98			\$44.75			\$45.24			\$46.61		
			4	\$45.24			\$47.10			\$47.62			\$49.06		
			5	\$47.62	\$8,254.13	\$99,049.60	\$49.58	\$8,593.87	\$103,126.40	\$50.13	\$8,689.20	\$104,270.40	\$51.64	\$8,950.93	\$107,411.20
399	non-exempt	Emergency Med Svs Data Specialist	1	\$28.03			\$28.90			\$28.94			\$29.81		
			2	\$29.50			\$30.42			\$30.46			\$31.38		
			3	\$31.05			\$32.02			\$32.06			\$33.03		
			4	\$32.68			\$33.71			\$33.75			\$34.77		
			5	\$34.40	\$5,962.67	\$71,552.00	\$35.48	\$6,149.87	\$73,798.40	\$35.53	\$6,158.53	\$73,902.40	\$36.60	\$6,344.00	\$76,128.00
311	non-exempt	Eng Tech I	1	\$26.50			\$27.69			\$28.09			\$28.94		
			2	\$27.89			\$29.15			\$29.57			\$30.46		
			3	\$29.36			\$30.68			\$31.13			\$32.06		
			4	\$30.90			\$32.29			\$32.77			\$33.75		
			5	\$32.53	\$5,638.53	\$67,662.40	\$33.99	\$5,891.60	\$70,699.20	\$34.49	\$5,978.27	\$71,739.20	\$35.53	\$6,158.53	\$73,902.40
332	non-exempt	Engineer	1	\$43.64			\$45.17			\$45.37			\$46.74		
			2	\$45.94			\$47.55			\$47.76			\$49.20		
			3	\$48.36			\$50.05			\$50.27			\$51.79		
			4	\$50.91			\$52.68			\$52.92			\$54.52		
			5	\$53.59	\$9,288.93	\$111,467.20	\$55.45	\$9,611.33	\$115,336.00	\$55.71	\$9,656.40	\$115,876.80	\$57.39	\$9,947.60	\$119,371.20
323	non-exempt	Engr Tech II	1	\$28.67			\$29.95			\$30.40			\$31.31		
			2	\$30.18			\$31.53			\$32.00			\$32.96		
			3	\$31.77			\$33.19			\$33.68			\$34.69		
			4	\$33.44			\$34.94			\$35.45			\$36.52		
			5	\$35.20	\$6,101.33	\$73,216.00	\$36.78	\$6,375.20	\$76,502.40	\$37.32	\$6,468.80	\$77,625.60	\$38.44	\$6,662.93	\$79,955.20
319	non-exempt	Engr Tech III	1	\$32.02			\$33.45			\$33.94			\$34.96		
			2	\$33.70			\$35.21			\$35.73			\$36.80		
			3	\$35.47			\$37.06			\$37.61			\$38.74		
			4	\$37.34			\$39.01			\$39.59			\$40.78		
			5	\$39.30	\$6,812.00	\$81,744.00	\$41.06	\$7,117.07	\$85,404.80	\$41.67	\$7,222.80	\$86,673.60	\$42.93	\$7,441.20	\$89,294.40
257	non-exempt	Environmental Spec	1	\$37.67			\$39.35			\$39.92			\$41.13		
			2	\$39.65			\$41.42			\$42.02			\$43.29		
			3	\$41.74			\$43.60			\$44.23			\$45.57		
			4	\$43.94			\$45.89			\$46.56			\$47.97		
			5	\$46.25	\$8,016.67	\$96,200.00	\$48.31	\$8,373.73	\$100,484.80	\$49.01	\$8,495.07	\$101,940.80	\$50.49	\$8,751.60	\$105,019.20

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
211	non-exempt	Equip Maint Serv Per	1	\$22.62			\$23.56			\$23.83			\$24.54		
			2	\$23.81			\$24.80			\$25.08			\$25.83		
			3	\$25.06			\$26.10			\$26.40			\$27.19		
			4	\$26.38			\$27.47			\$27.79			\$28.62		
			5	\$27.77	\$4,813.47	\$57,761.60	\$28.92	\$5,012.80	\$60,153.60	\$29.25	\$5,070.00	\$60,840.00	\$30.13	\$5,222.53	\$62,670.40
396	non-exempt	Equip Operator	1	\$27.81			\$29.37			\$30.13			\$31.04		
			2	\$29.27			\$30.92			\$31.72			\$32.67		
			3	\$30.81			\$32.55			\$33.39			\$34.39		
			4	\$32.43			\$34.26			\$35.15			\$36.20		
			5	\$34.14	\$5,917.60	\$71,011.20	\$36.06	\$6,250.40	\$75,004.80	\$37.00	\$6,413.33	\$76,960.00	\$38.11	\$6,605.73	\$79,268.80
397	non-exempt	Equip Operator - Lead	1	\$29.75			\$31.43			\$32.24			\$33.21		
			2	\$31.32			\$33.08			\$33.94			\$34.96		
			3	\$32.97			\$34.82			\$35.73			\$36.80		
			4	\$34.70			\$36.65			\$37.61			\$38.74		
			5	\$36.53	\$6,331.87	\$75,982.40	\$38.58	\$6,687.20	\$80,246.40	\$39.59	\$6,862.27	\$82,347.20	\$40.78	\$7,068.53	\$84,822.40
250	non-exempt	Equip Parts Tech	1	\$24.31			\$25.04			\$25.04			\$25.81		
			2	\$25.59			\$26.36			\$26.36			\$27.17		
			3	\$26.94			\$27.75			\$27.75			\$28.60		
			4	\$28.36			\$29.21			\$29.21			\$30.10		
			5	\$29.85	\$5,174.00	\$62,088.00	\$30.75	\$5,330.00	\$63,960.00	\$30.75	\$5,330.00	\$63,960.00	\$31.68	\$5,491.20	\$65,894.40
203	non-exempt	Facilities Asst	1	\$23.09			\$24.44			\$25.12			\$25.87		
			2	\$24.31			\$25.73			\$26.44			\$27.23		
			3	\$25.59			\$27.08			\$27.83			\$28.66		
			4	\$26.94			\$28.50			\$29.29			\$30.17		
			5	\$28.36	\$4,915.73	\$58,988.80	\$30.00	\$5,200.00	\$62,400.00	\$30.83	\$5,343.87	\$64,126.40	\$31.76	\$5,505.07	\$66,060.80
374	non-exempt	Facilities Carpenter	1	\$30.11			\$31.85			\$32.75			\$33.73		
			2	\$31.69			\$33.53			\$34.47			\$35.50		
			3	\$33.36			\$35.29			\$36.28			\$37.37		
			4	\$35.12			\$37.15			\$38.19			\$39.34		
			5	\$36.97	\$6,408.13	\$76,897.60	\$39.11	\$6,779.07	\$81,348.80	\$40.20	\$6,968.00	\$83,616.00	\$41.41	\$7,177.73	\$86,132.80
375	non-exempt	Facilities Elect	1	\$30.02			\$31.26			\$31.61			\$32.56		
			2	\$31.60			\$32.90			\$33.27			\$34.27		
			3	\$33.26			\$34.63			\$35.02			\$36.07		
			4	\$35.01			\$36.45			\$36.86			\$37.97		
			5	\$36.85	\$6,387.33	\$76,648.00	\$38.37	\$6,650.80	\$79,809.60	\$38.80	\$6,725.33	\$80,704.00	\$39.97	\$6,928.13	\$83,137.60
373	non-exempt	Facilities Maint-L	1	\$38.90			\$41.15			\$42.29			\$43.58		
			2	\$40.95			\$43.32			\$44.52			\$45.87		
			3	\$43.11			\$45.60			\$46.86			\$48.28		
			4	\$45.38			\$48.00			\$49.33			\$50.82		
			5	\$47.77	\$8,280.13	\$99,361.60	\$50.53	\$8,758.53	\$105,102.40	\$51.93	\$9,001.20	\$108,014.40	\$53.49	\$9,271.60	\$111,259.20
377	non-exempt	Facilities Painter	1	\$30.11			\$31.85			\$32.75			\$33.73		
			2	\$31.69			\$33.53			\$34.47			\$35.50		
			3	\$33.36			\$35.29			\$36.28			\$37.37		
			4	\$35.12			\$37.15			\$38.19			\$39.34		
			5	\$36.97	\$6,408.13	\$76,897.60	\$39.11	\$6,779.07	\$81,348.80	\$40.20	\$6,968.00	\$83,616.00	\$41.41	\$7,177.73	\$86,132.80
376	non-exempt	Facilities Tech	1	\$30.11			\$31.85			\$32.75			\$33.73		
			2	\$31.69			\$33.53			\$34.47			\$35.50		
			3	\$33.36			\$35.29			\$36.28			\$37.37		
			4	\$35.12			\$37.15			\$38.19			\$39.34		
			5	\$36.97	\$6,408.13	\$76,897.60	\$39.11	\$6,779.07	\$81,348.80	\$40.20	\$6,968.00	\$83,616.00	\$41.41	\$7,177.73	\$86,132.80

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
462	non-exempt	Field Service Pers WGW	1	\$27.89			\$29.51			\$30.31			\$31.23		
			2	\$29.36			\$31.06			\$31.91			\$32.87		
			3	\$30.91			\$32.69			\$33.59			\$34.60		
			4	\$32.54			\$34.41			\$35.36			\$36.42		
			5	\$34.25	\$5,936.67	\$71,240.00	\$36.22	\$6,278.13	\$75,337.60	\$37.22	\$6,451.47	\$77,417.60	\$38.34	\$6,645.60	\$79,747.20
383	non-exempt	Fleet Svcs Coord	1	\$28.97			\$29.84			\$29.84			\$30.73		
			2	\$30.49			\$31.41			\$31.41			\$32.35		
			3	\$32.09			\$33.06			\$33.06			\$34.05		
			4	\$33.78			\$34.80			\$34.80			\$35.84		
			5	\$35.56	\$6,163.73	\$73,964.80	\$36.63	\$6,349.20	\$76,190.40	\$36.63	\$6,349.20	\$76,190.40	\$37.73	\$6,539.87	\$78,478.40
489	non-exempt	Gas System Tech	1	\$30.39			\$32.14			\$33.01			\$34.01		
			2	\$31.99			\$33.83			\$34.75			\$35.80		
			3	\$33.67			\$35.61			\$36.58			\$37.68		
			4	\$35.44			\$37.48			\$38.50			\$39.66		
			5	\$37.31	\$6,467.07	\$77,604.80	\$39.45	\$6,838.00	\$82,056.00	\$40.53	\$7,025.20	\$84,302.40	\$41.75	\$7,236.67	\$86,840.00
463	non-exempt	Gas System Tech II	1	\$31.91			\$33.74			\$34.68			\$35.72		
			2	\$33.59			\$35.52			\$36.50			\$37.60		
			3	\$35.36			\$37.39			\$38.42			\$39.58		
			4	\$37.22			\$39.36			\$40.44			\$41.66		
			5	\$39.18	\$6,791.20	\$81,494.40	\$41.43	\$7,181.20	\$86,174.40	\$42.57	\$7,378.80	\$88,545.60	\$43.85	\$7,600.67	\$91,208.00
398	non-exempt	Geographic Inform Syst Specialist	1	\$40.98			\$43.34			\$44.53			\$45.88		
			2	\$43.14			\$45.62			\$46.87			\$48.29		
			3	\$45.41			\$48.02			\$49.34			\$50.83		
			4	\$47.80			\$50.55			\$51.94			\$53.50		
			5	\$50.32	\$8,722.13	\$104,665.60	\$53.21	\$9,223.07	\$110,676.80	\$54.67	\$9,476.13	\$113,713.60	\$56.32	\$9,762.13	\$117,145.60
390	non-exempt	Heavy Equip Oper	1	\$31.49			\$33.26			\$34.13			\$35.15		
			2	\$33.15			\$35.01			\$35.93			\$37.00		
			3	\$34.89			\$36.85			\$37.82			\$38.95		
			4	\$36.73			\$38.79			\$39.81			\$41.00		
			5	\$38.66	\$6,701.07	\$80,412.80	\$40.83	\$7,077.20	\$84,926.40	\$41.90	\$7,262.67	\$87,152.00	\$43.16	\$7,481.07	\$89,772.80
391	non-exempt	Heavy Equip Oper-L	1	\$33.68			\$35.58			\$36.50			\$37.60		
			2	\$35.45			\$37.45			\$38.42			\$39.58		
			3	\$37.32			\$39.42			\$40.44			\$41.66		
			4	\$39.28			\$41.49			\$42.57			\$43.85		
			5	\$41.35	\$7,167.33	\$86,008.00	\$43.67	\$7,569.47	\$90,833.60	\$44.81	\$7,767.07	\$93,204.80	\$46.16	\$8,001.07	\$96,012.80
508	non-exempt	Ind Waste Inspec	1	\$31.65			\$33.06			\$33.54			\$34.56		
			2	\$33.32			\$34.80			\$35.30			\$36.38		
			3	\$35.07			\$36.63			\$37.16			\$38.29		
			4	\$36.92			\$38.56			\$39.12			\$40.30		
			5	\$38.86	\$6,735.73	\$80,828.80	\$40.59	\$7,035.60	\$84,427.20	\$41.18	\$7,137.87	\$85,654.40	\$42.42	\$7,352.80	\$88,233.60
258	non-exempt	Ind Waste Invtgr	1	\$35.58			\$37.15			\$37.69			\$38.83		
			2	\$37.45			\$39.10			\$39.67			\$40.87		
			3	\$39.42			\$41.16			\$41.76			\$43.02		
			4	\$41.49			\$43.33			\$43.96			\$45.28		
			5	\$43.67	\$7,569.47	\$90,833.60	\$45.61	\$7,905.73	\$94,868.80	\$46.27	\$8,020.13	\$96,241.60	\$47.66	\$8,261.07	\$99,132.80
365	non-exempt	Industrial Waste Technician	1	\$28.58			\$29.85			\$30.27			\$31.19		
			2	\$30.08			\$31.42			\$31.86			\$32.83		
			3	\$31.66			\$33.07			\$33.54			\$34.56		
			4	\$33.33			\$34.81			\$35.31			\$36.38		
			5	\$35.08	\$6,080.53	\$72,966.40	\$36.64	\$6,350.93	\$76,211.20	\$37.17	\$6,442.80	\$77,313.60	\$38.29	\$6,636.93	\$79,643.20

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
227	non-exempt	Inspector, Field Svc	1	\$34.47			\$36.05			\$36.61			\$37.72		
			2	\$36.28			\$37.95			\$38.54			\$39.70		
			3	\$38.19			\$39.95			\$40.57			\$41.79		
			4	\$40.20			\$42.05			\$42.71			\$43.99		
			5	\$42.32	\$7,335.47	\$88,025.60	\$44.26	\$7,671.73	\$92,060.80	\$44.96	\$7,793.07	\$93,516.80	\$46.31	\$8,027.07	\$96,324.80
308	non-exempt	Instrum Elec	1	\$34.16			\$35.57			\$35.96			\$37.05		
			2	\$35.96			\$37.44			\$37.85			\$39.00		
			3	\$37.85			\$39.41			\$39.84			\$41.05		
			4	\$39.84			\$41.48			\$41.94			\$43.21		
			5	\$41.94	\$7,269.60	\$87,235.20	\$43.66	\$7,567.73	\$90,812.80	\$44.15	\$7,652.67	\$91,832.00	\$45.48	\$7,883.20	\$94,598.40
293	non-exempt	Junior Museum & Zoo Educator	1	\$26.71			\$27.76			\$28.02			\$28.86		
			2	\$28.12			\$29.22			\$29.49			\$30.38		
			3	\$29.60			\$30.76			\$31.04			\$31.98		
			4	\$31.16			\$32.38			\$32.67			\$33.66		
			5	\$32.80	\$5,685.33	\$68,224.00	\$34.08	\$5,907.20	\$70,886.40	\$34.39	\$5,960.93	\$71,531.20	\$35.43	\$6,141.20	\$73,694.40
503	non-exempt	Laboratory Tech Wqc	1	\$31.40			\$32.37			\$32.40			\$33.36		
			2	\$33.05			\$34.07			\$34.10			\$35.12		
			3	\$34.79			\$35.86			\$35.89			\$36.97		
			4	\$36.62			\$37.75			\$37.78			\$38.92		
			5	\$38.55	\$6,682.00	\$80,184.00	\$39.74	\$6,888.27	\$82,659.20	\$39.77	\$6,893.47	\$82,721.60	\$40.97	\$7,101.47	\$85,217.60
413	non-exempt	Landfill Technician	1	\$34.91			\$36.47			\$37.01			\$38.13		
			2	\$36.75			\$38.39			\$38.96			\$40.14		
			3	\$38.68			\$40.41			\$41.01			\$42.25		
			4	\$40.72			\$42.54			\$43.17			\$44.47		
			5	\$42.86	\$7,429.07	\$89,148.80	\$44.78	\$7,761.87	\$93,142.40	\$45.44	\$7,876.27	\$94,515.20	\$46.81	\$8,113.73	\$97,364.80
254	non-exempt	Librarian	1	\$26.84			\$27.80			\$27.96			\$28.79		
			2	\$28.25			\$29.26			\$29.43			\$30.31		
			3	\$29.74			\$30.80			\$30.98			\$31.91		
			4	\$31.30			\$32.42			\$32.61			\$33.59		
			5	\$32.95	\$5,711.33	\$68,536.00	\$34.13	\$5,915.87	\$70,990.40	\$34.33	\$5,950.53	\$71,406.40	\$35.36	\$6,129.07	\$73,548.80
252	non-exempt	Library Associate	1	\$24.52			\$25.27			\$25.27			\$26.03		
			2	\$25.81			\$26.60			\$26.60			\$27.40		
			3	\$27.17			\$28.00			\$28.00			\$28.84		
			4	\$28.60			\$29.47			\$29.47			\$30.36		
			5	\$30.11	\$5,219.07	\$62,628.80	\$31.02	\$5,376.80	\$64,521.60	\$31.02	\$5,376.80	\$64,521.60	\$31.96	\$5,539.73	\$66,476.80
253	non-exempt	Library Specialist	1	\$23.20			\$23.90			\$23.90			\$24.62		
			2	\$24.42			\$25.16			\$25.16			\$25.92		
			3	\$25.71			\$26.48			\$26.48			\$27.28		
			4	\$27.06			\$27.87			\$27.87			\$28.72		
			5	\$28.48	\$4,936.53	\$59,238.40	\$29.34	\$5,085.60	\$61,027.20	\$29.34	\$5,085.60	\$61,027.20	\$30.23	\$5,239.87	\$62,878.40
541	non-exempt	Lineper/Cable Spl	1	\$42.81			\$44.75			\$45.45			\$46.83		
			2	\$45.06			\$47.11			\$47.84			\$49.29		
			3	\$47.43			\$49.59			\$50.36			\$51.88		
			4	\$49.93			\$52.20			\$53.01			\$54.61		
			5	\$52.56	\$9,110.40	\$109,324.80	\$54.95	\$9,524.67	\$114,296.00	\$55.80	\$9,672.00	\$116,064.00	\$57.48	\$9,963.20	\$119,558.40
542	non-exempt	Lineper/Cable Spl-L	1	\$45.82			\$47.90			\$48.63			\$50.09		
			2	\$48.23			\$50.42			\$51.19			\$52.73		
			3	\$50.77			\$53.07			\$53.88			\$55.51		
			4	\$53.44			\$55.86			\$56.72			\$58.43		
			5	\$56.25	\$9,750.00	\$117,000.00	\$58.80	\$10,192.00	\$122,304.00	\$59.71	\$10,349.73	\$124,196.80	\$61.51	\$10,661.73	\$127,940.80

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
531	non-exempt	Lineperson/Cable Spl-T	1	\$40.78			\$42.63			\$43.29			\$44.59		
			2	\$42.93			\$44.87			\$45.57			\$46.94		
			3	\$45.19			\$47.23			\$47.97			\$49.41		
			4	\$47.57			\$49.72			\$50.49			\$52.01		
			5	\$50.07	\$8,678.80	\$104,145.60	\$52.34	\$9,072.27	\$108,867.20	\$53.15	\$9,212.67	\$110,552.00	\$54.75	\$9,490.00	\$113,880.00
532	non-exempt	Lineperson/Cable Spl-TL	1	\$43.61			\$45.59			\$46.30			\$47.69		
			2	\$45.91			\$47.99			\$48.74			\$50.20		
			3	\$48.33			\$50.52			\$51.30			\$52.84		
			4	\$50.87			\$53.18			\$54.00			\$55.62		
			5	\$53.55	\$9,282.00	\$111,384.00	\$55.98	\$9,703.20	\$116,438.40	\$56.84	\$9,852.27	\$118,227.20	\$58.55	\$10,148.67	\$121,784.00
528	non-exempt	Lnper/Cbl Spl-Appren	1	\$36.77			\$38.45			\$39.04			\$40.21		
			2	\$38.71			\$40.47			\$41.09			\$42.33		
			3	\$40.75			\$42.60			\$43.25			\$44.56		
			4	\$42.89			\$44.84			\$45.53			\$46.90		
			5	\$45.15	\$7,826.00	\$93,912.00	\$47.20	\$8,181.33	\$98,176.00	\$47.93	\$8,307.87	\$99,694.40	\$49.37	\$8,557.47	\$102,689.60
213	non-exempt	Mailing Svcs Spec	1	\$20.48			\$21.12			\$21.16			\$21.78		
			2	\$21.56			\$22.23			\$22.27			\$22.93		
			3	\$22.69			\$23.40			\$23.44			\$24.14		
			4	\$23.88			\$24.63			\$24.67			\$25.41		
			5	\$25.14	\$4,357.60	\$52,291.20	\$25.93	\$4,494.53	\$53,934.40	\$25.97	\$4,501.47	\$54,017.60	\$26.75	\$4,636.67	\$55,640.00
291	non-exempt	Maintenance Mechanic-Welding	1	\$33.53			\$35.46			\$36.44			\$37.54		
			2	\$35.29			\$37.33			\$38.36			\$39.52		
			3	\$37.15			\$39.29			\$40.38			\$41.60		
			4	\$39.11			\$41.36			\$42.50			\$43.79		
			5	\$41.17	\$7,136.13	\$85,633.60	\$43.54	\$7,546.93	\$90,563.20	\$44.74	\$7,754.93	\$93,059.20	\$46.09	\$7,988.93	\$95,867.20
346	non-exempt	Management Assistant	1	\$30.44			\$31.40			\$31.45			\$32.40		
			2	\$32.04			\$33.05			\$33.11			\$34.10		
			3	\$33.73			\$34.79			\$34.85			\$35.89		
			4	\$35.50			\$36.62			\$36.68			\$37.78		
			5	\$37.37	\$6,477.47	\$77,729.60	\$38.55	\$6,682.00	\$80,184.00	\$38.61	\$6,692.40	\$80,308.80	\$39.77	\$6,893.47	\$82,721.60
3460	non-exempt	Management Assistant - S	1	\$30.44			\$31.40			\$31.45			\$32.40		
			2	\$32.04			\$33.05			\$33.11			\$34.10		
			3	\$33.73			\$34.79			\$34.85			\$35.89		
			4	\$35.50			\$36.62			\$36.68			\$37.78		
			5	\$37.37	\$6,477.47	\$77,729.60	\$38.55	\$6,682.00	\$80,184.00	\$38.61	\$6,692.40	\$80,308.80	\$39.77	\$6,893.47	\$82,721.60
216	non-exempt	Marketing Eng	1	\$43.64			\$45.17			\$45.37			\$46.74		
			2	\$45.94			\$47.55			\$47.76			\$49.20		
			3	\$48.36			\$50.05			\$50.27			\$51.79		
			4	\$50.91			\$52.68			\$52.92			\$54.52		
			5	\$53.59	\$9,288.93	\$111,467.20	\$55.45	\$9,611.33	\$115,336.00	\$55.71	\$9,656.40	\$115,876.80	\$57.39	\$9,947.60	\$119,371.20
241	non-exempt	Meter Reader	1	\$24.31			\$25.09			\$25.14			\$25.90		
			2	\$25.59			\$26.41			\$26.46			\$27.26		
			3	\$26.94			\$27.80			\$27.85			\$28.69		
			4	\$28.36			\$29.26			\$29.32			\$30.20		
			5	\$29.85	\$5,174.00	\$62,088.00	\$30.80	\$5,338.67	\$64,064.00	\$30.86	\$5,349.07	\$64,188.80	\$31.79	\$5,510.27	\$66,123.20
240	non-exempt	Meter Reader-Lead	1	\$26.01			\$26.84			\$26.89			\$27.71		
			2	\$27.38			\$28.25			\$28.31			\$29.17		
			3	\$28.82			\$29.74			\$29.80			\$30.70		
			4	\$30.34			\$31.31			\$31.37			\$32.32		
			5	\$31.94	\$5,536.27	\$66,435.20	\$32.96	\$5,713.07	\$68,556.80	\$33.02	\$5,723.47	\$68,681.60	\$34.02	\$5,896.80	\$70,761.60

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
369	non-exempt	Meter Shop Lead	1	\$29.29			\$30.64			\$31.14			\$32.07		
			2	\$30.83			\$32.25			\$32.78			\$33.76		
			3	\$32.45			\$33.95			\$34.50			\$35.54		
			4	\$34.16			\$35.74			\$36.32			\$37.41		
			5	\$35.96	\$6,233.07	\$74,796.80	\$37.62	\$6,520.80	\$78,249.60	\$38.23	\$6,626.53	\$79,518.40	\$39.38	\$6,825.87	\$81,910.40
552	non-exempt	Metering Technician	1	\$40.36			\$42.19			\$42.85			\$44.14		
			2	\$42.48			\$44.41			\$45.10			\$46.46		
			3	\$44.72			\$46.75			\$47.47			\$48.90		
			4	\$47.07			\$49.21			\$49.97			\$51.47		
			5	\$49.55	\$8,588.67	\$103,064.00	\$51.80	\$8,978.67	\$107,744.00	\$52.60	\$9,117.33	\$109,408.00	\$54.18	\$9,391.20	\$112,694.40
553	non-exempt	Metering Technician – Lead	1	\$43.20			\$45.16			\$45.87			\$47.23		
			2	\$45.47			\$47.54			\$48.28			\$49.72		
			3	\$47.86			\$50.04			\$50.82			\$52.34		
			4	\$50.38			\$52.67			\$53.49			\$55.09		
			5	\$53.03	\$9,191.87	\$110,302.40	\$55.44	\$9,609.60	\$115,315.20	\$56.30	\$9,758.67	\$117,104.00	\$57.99	\$10,051.60	\$120,619.20
384	non-exempt	Mobile Service Tech	1	\$34.41			\$35.44			\$35.44			\$36.52		
			2	\$36.22			\$37.31			\$37.31			\$38.44		
			3	\$38.13			\$39.27			\$39.27			\$40.46		
			4	\$40.14			\$41.34			\$41.34			\$42.59		
			5	\$42.25	\$7,323.33	\$87,880.00	\$43.52	\$7,543.47	\$90,521.60	\$43.52	\$7,543.47	\$90,521.60	\$44.83	\$7,770.53	\$93,246.40
381	non-exempt	Motor Equip Mech-L	1	\$35.06			\$36.11			\$36.11			\$37.21		
			2	\$36.91			\$38.01			\$38.01			\$39.17		
			3	\$38.85			\$40.01			\$40.01			\$41.23		
			4	\$40.89			\$42.12			\$42.12			\$43.40		
			5	\$43.04	\$7,460.27	\$89,523.20	\$44.34	\$7,685.60	\$92,227.20	\$44.34	\$7,685.60	\$92,227.20	\$45.68	\$7,917.87	\$95,014.40
286	non-exempt	Motor Equipment Mechanic I	1	\$30.36			\$31.27			\$31.27			\$32.21		
			2	\$31.96			\$32.92			\$32.92			\$33.91		
			3	\$33.64			\$34.65			\$34.65			\$35.69		
			4	\$35.41			\$36.47			\$36.47			\$37.57		
			5	\$37.27	\$6,460.13	\$77,521.60	\$38.39	\$6,654.27	\$79,851.20	\$38.39	\$6,654.27	\$79,851.20	\$39.55	\$6,855.33	\$82,264.00
287	non-exempt	Motor Equipment Mechanic II	1	\$32.78			\$33.76			\$33.76			\$34.78		
			2	\$34.50			\$35.54			\$35.54			\$36.61		
			3	\$36.32			\$37.41			\$37.41			\$38.54		
			4	\$38.23			\$39.38			\$39.38			\$40.57		
			5	\$40.24	\$6,974.93	\$83,699.20	\$41.45	\$7,184.67	\$86,216.00	\$41.45	\$7,184.67	\$86,216.00	\$42.70	\$7,401.33	\$88,816.00
230	non-exempt	Offset Equip Op	1	\$23.22			\$23.94			\$23.98			\$24.70		
			2	\$24.44			\$25.20			\$25.24			\$26.00		
			3	\$25.73			\$26.53			\$26.57			\$27.37		
			4	\$27.08			\$27.93			\$27.97			\$28.81		
			5	\$28.50	\$4,940.00	\$59,280.00	\$29.40	\$5,096.00	\$61,152.00	\$29.44	\$5,102.93	\$61,235.20	\$30.33	\$5,257.20	\$63,086.40
543	non-exempt	Overhead Underground Troublemans	1	\$44.98			\$47.03			\$47.75			\$49.18		
			2	\$47.35			\$49.50			\$50.26			\$51.77		
			3	\$49.84			\$52.10			\$52.91			\$54.49		
			4	\$52.46			\$54.84			\$55.69			\$57.36		
			5	\$55.22	\$9,571.47	\$114,857.60	\$57.73	\$10,006.53	\$120,078.40	\$58.62	\$10,160.80	\$121,929.60	\$60.38	\$10,465.87	\$125,590.40
452	non-exempt	Park Maint - Lead	1	\$29.79			\$30.78			\$30.88			\$31.82		
			2	\$31.36			\$32.40			\$32.50			\$33.49		
			3	\$33.01			\$34.11			\$34.21			\$35.25		
			4	\$34.75			\$35.90			\$36.01			\$37.10		
			5	\$36.58	\$6,340.53	\$76,086.40	\$37.79	\$6,550.27	\$78,603.20	\$37.91	\$6,571.07	\$78,852.80	\$39.05	\$6,768.67	\$81,224.00

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
451	non-exempt	Park Maint Person	1	\$25.70			\$26.55			\$26.64			\$27.45		
			2	\$27.05			\$27.95			\$28.04			\$28.89		
			3	\$28.47			\$29.42			\$29.52			\$30.41		
			4	\$29.97			\$30.97			\$31.07			\$32.01		
			5	\$31.55	\$5,468.67	\$65,624.00	\$32.60	\$5,650.67	\$67,808.00	\$32.70	\$5,668.00	\$68,016.00	\$33.69	\$5,839.60	\$70,075.20
281	non-exempt	Park Ranger	1	\$28.79			\$29.66			\$29.66			\$30.55		
			2	\$30.30			\$31.22			\$31.22			\$32.16		
			3	\$31.89			\$32.86			\$32.86			\$33.85		
			4	\$33.57			\$34.59			\$34.59			\$35.63		
			5	\$35.34	\$6,125.60	\$73,507.20	\$36.41	\$6,311.07	\$75,732.80	\$36.41	\$6,311.07	\$75,732.80	\$37.51	\$6,501.73	\$78,020.80
570	non-exempt	Parking Operations Lead	1	\$44.20			\$46.31			\$47.14			\$48.55		
			2	\$46.53			\$48.75			\$49.62			\$51.11		
			3	\$48.98			\$51.32			\$52.23			\$53.80		
			4	\$51.56			\$54.02			\$54.98			\$56.63		
			5	\$54.27	\$9,406.80	\$112,881.60	\$56.86	\$9,855.73	\$118,268.80	\$57.87	\$10,030.80	\$120,369.60	\$59.61	\$10,332.40	\$123,988.80
460	non-exempt	Parks/Golf Crew-Lead	1	\$27.96			\$28.90			\$28.98			\$29.86		
			2	\$29.43			\$30.42			\$30.50			\$31.43		
			3	\$30.98			\$32.02			\$32.11			\$33.08		
			4	\$32.61			\$33.70			\$33.80			\$34.82		
			5	\$34.33	\$5,950.53	\$71,406.40	\$35.47	\$6,148.13	\$73,777.60	\$35.58	\$6,167.20	\$74,006.40	\$36.65	\$6,352.67	\$76,232.00
348	non-exempt	Payroll Analyst	1	\$29.15			\$30.03			\$30.03			\$30.93		
			2	\$30.68			\$31.61			\$31.61			\$32.56		
			3	\$32.29			\$33.27			\$33.27			\$34.27		
			4	\$33.99			\$35.02			\$35.02			\$36.07		
			5	\$35.78	\$6,201.87	\$74,422.40	\$36.86	\$6,389.07	\$76,668.80	\$36.86	\$6,389.07	\$76,668.80	\$37.97	\$6,581.47	\$78,977.60
3480	non-exempt	Payroll Analyst - S	1	29.15			\$30.03			\$30.03			\$30.93		
			2	30.68			\$31.61			\$31.61			\$32.56		
			3	32.29			\$33.27			\$33.27			\$34.27		
			4	33.99			\$35.02			\$35.02			\$36.07		
			5	35.78	\$6,201.87	\$74,422.40	\$36.86	\$6,389.07	\$76,668.80	\$36.86	\$6,389.07	\$76,668.80	\$37.97	\$6,581.47	\$78,977.60
352	non-exempt	Planner	1	\$38.43			\$39.85			\$40.15			\$41.34		
			2	\$40.45			\$41.95			\$42.26			\$43.52		
			3	\$42.58			\$44.16			\$44.48			\$45.81		
			4	\$44.82			\$46.48			\$46.82			\$48.22		
			5	\$47.18	\$8,177.87	\$98,134.40	\$48.93	\$8,481.20	\$101,774.40	\$49.28	\$8,541.87	\$102,502.40	\$50.76	\$8,798.40	\$105,580.80
347	non-exempt	Planning Arborist	1	\$41.76			\$43.66			\$44.35			\$45.70		
			2	\$43.96			\$45.96			\$46.68			\$48.10		
			3	\$46.27			\$48.38			\$49.14			\$50.63		
			4	\$48.70			\$50.93			\$51.73			\$53.29		
			5	\$51.26	\$8,885.07	\$106,620.80	\$53.61	\$9,292.40	\$111,508.80	\$54.45	\$9,438.00	\$113,256.00	\$56.09	\$9,722.27	\$116,667.20
3470	non-exempt	Planning Arborist - S	1	\$41.76			\$43.66			\$44.35			\$45.70		
			2	\$43.96			\$45.96			\$46.68			\$48.10		
			3	\$46.27			\$48.38			\$49.14			\$50.63		
			4	\$48.70			\$50.93			\$51.73			\$53.29		
			5	\$51.26	\$8,885.07	\$106,620.80	\$53.61	\$9,292.40	\$111,508.80	\$54.45	\$9,438.00	\$113,256.00	\$56.09	\$9,722.27	\$116,667.20
304	non-exempt	Plans Check Engr	1	\$42.38			\$43.85			\$44.07			\$45.39		
			2	\$44.61			\$46.16			\$46.39			\$47.78		
			3	\$46.96			\$48.59			\$48.83			\$50.29		
			4	\$49.43			\$51.15			\$51.40			\$52.94		
			5	\$52.03	\$9,018.53	\$108,222.40	\$53.84	\$9,332.27	\$111,987.20	\$54.10	\$9,377.33	\$112,528.00	\$55.73	\$9,659.87	\$115,918.40

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
513	non-exempt	Plans Examiner	1	\$36.22			\$37.88			\$38.48			\$39.63		
			2	\$38.13			\$39.87			\$40.51			\$41.72		
			3	\$40.14			\$41.97			\$42.64			\$43.92		
			4	\$42.25			\$44.18			\$44.88			\$46.23		
			5	\$44.47	\$7,708.13	\$92,497.60	\$46.51	\$8,061.73	\$96,740.80	\$47.24	\$8,188.27	\$98,259.20	\$48.66	\$8,434.40	\$101,212.80
517	non-exempt	Plant Mechanic	1	\$34.53			\$35.58			\$35.58			\$36.64		
			2	\$36.35			\$37.45			\$37.45			\$38.57		
			3	\$38.26			\$39.42			\$39.42			\$40.60		
			4	\$40.27			\$41.49			\$41.49			\$42.74		
			5	\$42.39	\$7,347.60	\$88,171.20	\$43.67	\$7,569.47	\$90,833.60	\$43.67	\$7,569.47	\$90,833.60	\$44.99	\$7,798.27	\$93,579.20
321	non-exempt	Police Records Specialist - Lead	1	\$27.00			\$28.29			\$28.79			\$29.68		
			2	\$28.42			\$29.78			\$30.31			\$31.24		
			3	\$29.92			\$31.35			\$31.91			\$32.88		
			4	\$31.49			\$33.00			\$33.59			\$34.61		
			5	\$33.15	\$5,746.00	\$68,952.00	\$34.74	\$6,021.60	\$72,259.20	\$35.36	\$6,129.07	\$73,548.80	\$36.43	\$6,314.53	\$75,774.40
313	non-exempt	Police Records Specialist I	1	\$23.98			\$25.13			\$25.57			\$26.34		
			2	\$25.24			\$26.45			\$26.92			\$27.73		
			3	\$26.57			\$27.84			\$28.34			\$29.19		
			4	\$27.97			\$29.31			\$29.83			\$30.73		
			5	\$29.44	\$5,102.93	\$61,235.20	\$30.85	\$5,347.33	\$64,168.00	\$31.40	\$5,442.67	\$65,312.00	\$32.35	\$5,607.33	\$67,288.00
314	non-exempt	Police Records Specialist II	1	\$25.23			\$26.45			\$26.91			\$27.72		
			2	\$26.56			\$27.84			\$28.33			\$29.18		
			3	\$27.96			\$29.30			\$29.82			\$30.72		
			4	\$29.43			\$30.84			\$31.39			\$32.34		
			5	\$30.98	\$5,369.87	\$64,438.40	\$32.46	\$5,626.40	\$67,516.80	\$33.04	\$5,726.93	\$68,723.20	\$34.04	\$5,900.27	\$70,803.20
246	non-exempt	Power Engr	1	\$46.60			\$48.22			\$48.45			\$49.91		
			2	\$49.05			\$50.76			\$51.00			\$52.54		
			3	\$51.63			\$53.43			\$53.68			\$55.30		
			4	\$54.35			\$56.24			\$56.51			\$58.21		
			5	\$57.21	\$9,916.40	\$118,996.80	\$59.20	\$10,261.33	\$123,136.00	\$59.48	\$10,309.87	\$123,718.40	\$61.27	\$10,620.13	\$127,441.60
270	non-exempt	Prod Arts/Sci Prog	1	\$32.39			\$33.66			\$33.97			\$34.99		
			2	\$34.09			\$35.43			\$35.76			\$36.83		
			3	\$35.88			\$37.29			\$37.64			\$38.77		
			4	\$37.77			\$39.25			\$39.62			\$40.81		
			5	\$39.76	\$6,891.73	\$82,700.80	\$41.32	\$7,162.13	\$85,945.60	\$41.70	\$7,228.00	\$86,736.00	\$42.96	\$7,446.40	\$89,356.80
232	non-exempt	Prog-Analyst	1	\$39.44			\$41.71			\$42.85			\$44.14		
			2	\$41.52			\$43.91			\$45.11			\$46.46		
			3	\$43.71			\$46.22			\$47.48			\$48.91		
			4	\$46.01			\$48.65			\$49.98			\$51.48		
			5	\$48.43	\$8,394.53	\$100,734.40	\$51.21	\$8,876.40	\$106,516.80	\$52.61	\$9,119.07	\$109,428.80	\$54.19	\$9,392.93	\$112,715.20
265	non-exempt	Program Assistant	1	\$25.00			\$25.79			\$25.82			\$26.62		
			2	\$26.32			\$27.15			\$27.18			\$28.02		
			3	\$27.70			\$28.58			\$28.61			\$29.49		
			4	\$29.16			\$30.08			\$30.12			\$31.04		
			5	\$30.69	\$5,319.60	\$63,835.20	\$31.66	\$5,487.73	\$65,852.80	\$31.71	\$5,496.40	\$65,956.80	\$32.67	\$5,662.80	\$67,953.60
302	non-exempt	Program Assistant I	1	\$26.51			\$27.35			\$27.40			\$28.22		
			2	\$27.91			\$28.79			\$28.84			\$29.71		
			3	\$29.38			\$30.31			\$30.36			\$31.27		
			4	\$30.93			\$31.91			\$31.96			\$32.92		
			5	\$32.56	\$5,643.73	\$67,724.80	\$33.59	\$5,822.27	\$69,867.20	\$33.64	\$5,830.93	\$69,971.20	\$34.65	\$6,006.00	\$72,072.00

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
303	non-exempt	Program Assistant II	1	\$28.51			\$29.41			\$29.44			\$30.33		
			2	\$30.01			\$30.96			\$30.99			\$31.93		
			3	\$31.59			\$32.59			\$32.62			\$33.61		
			4	\$33.25			\$34.30			\$34.34			\$35.38		
			5	\$35.00	\$6,066.67	\$72,800.00	\$36.10	\$6,257.33	\$75,088.00	\$36.15	\$6,266.00	\$75,192.00	\$37.24	\$6,454.93	\$77,459.20
368	non-exempt	Program Coordinator	1	\$27.96			\$29.06			\$29.33			\$30.21		
			2	\$29.43			\$30.59			\$30.87			\$31.80		
			3	\$30.98			\$32.20			\$32.49			\$33.47		
			4	\$32.61			\$33.89			\$34.20			\$35.23		
			5	\$34.33	\$5,950.53	\$71,406.40	\$35.67	\$6,182.80	\$74,193.60	\$36.00	\$6,240.00	\$74,880.00	\$37.08	\$6,427.20	\$77,126.40
349	non-exempt	Project Engineer	1	\$46.99			\$48.62			\$48.83			\$50.30		
			2	\$49.46			\$51.18			\$51.40			\$52.95		
			3	\$52.06			\$53.87			\$54.11			\$55.74		
			4	\$54.80			\$56.70			\$56.96			\$58.67		
			5	\$57.68	\$9,997.87	\$119,974.40	\$59.68	\$10,344.53	\$124,134.40	\$59.96	\$10,393.07	\$124,716.80	\$61.76	\$10,705.07	\$128,460.80
3490	non-exempt	Project Engineer - S	1	\$46.99			\$48.62			\$48.83			\$50.30		
			2	\$49.46			\$51.18			\$51.40			\$52.95		
			3	\$52.06			\$53.87			\$54.11			\$55.74		
			4	\$54.80			\$56.70			\$56.96			\$58.67		
			5	\$57.68	\$9,997.87	\$119,974.40	\$59.68	\$10,344.53	\$124,134.40	\$59.96	\$10,393.07	\$124,716.80	\$61.76	\$10,705.07	\$128,460.80
209	non-exempt	Property Evid Tech	1	\$26.11			\$27.35			\$27.84			\$28.68		
			2	\$27.48			\$28.79			\$29.31			\$30.19		
			3	\$28.93			\$30.31			\$30.85			\$31.78		
			4	\$30.45			\$31.90			\$32.47			\$33.45		
			5	\$32.05	\$5,555.33	\$66,664.00	\$33.58	\$5,820.53	\$69,846.40	\$34.18	\$5,924.53	\$71,094.40	\$35.21	\$6,103.07	\$73,236.80
315	non-exempt	Public Safety Dispatcher - Lead	1	\$40.54			\$41.76			\$41.76			\$43.02		
			2	\$42.67			\$43.96			\$43.96			\$45.28		
			3	\$44.92			\$46.27			\$46.27			\$47.66		
			4	\$47.28			\$48.71			\$48.71			\$50.17		
			5	\$49.77	\$8,626.80	\$103,521.60	\$51.27	\$8,886.80	\$106,641.60	\$51.27	\$8,886.80	\$106,641.60	\$52.81	\$9,153.73	\$109,844.80
			6	\$51.02			\$52.56			\$52.56			\$54.14		
			7	\$52.29			\$53.86			\$53.86			\$55.48		
298	non-exempt	Public Safety Dispatcher I	1	\$34.30			\$35.33			\$35.33			\$36.40		
			2	\$36.10			\$37.19			\$37.19			\$38.32		
			3	\$38.00			\$39.15			\$39.15			\$40.34		
			4	\$40.00			\$41.21			\$41.21			\$42.46		
			5	\$42.11	\$7,299.07	\$87,588.80	\$43.38	\$7,519.20	\$90,230.40	\$43.38	\$7,519.20	\$90,230.40	\$44.69	\$7,746.27	\$92,955.20
			6	\$43.17			\$44.47			\$44.47			\$45.81		
			7	\$44.25			\$45.58			\$45.58			\$46.95		
316	non-exempt	Public Safety Dispatcher II	1	\$36.11			\$37.21			\$37.21			\$38.33		
			2	\$38.01			\$39.17			\$39.17			\$40.35		
			3	\$40.01			\$41.23			\$41.23			\$42.47		
			4	\$42.12			\$43.40			\$43.40			\$44.71		
			5	\$44.34	\$7,685.60	\$92,227.20	\$45.68	\$7,917.87	\$95,014.40	\$45.68	\$7,917.87	\$95,014.40	\$47.06	\$8,157.07	\$97,884.80
			6	\$45.44			\$46.81			\$46.81			\$48.22		
			7	\$46.58			\$47.98			\$47.98			\$49.42		
262	non-exempt	Resource Planner	1	\$47.19			\$48.61			\$48.61			\$50.07		
			2	\$49.67			\$51.17			\$51.17			\$52.71		
			3	\$52.28			\$53.86			\$53.86			\$55.48		
			4	\$55.03			\$56.69			\$56.69			\$58.40		
			5	\$57.93	\$10,041.20	\$120,494.40	\$59.67	\$10,342.80	\$124,113.60	\$59.67	\$10,342.80	\$124,113.60	\$61.47	\$10,654.80	\$127,857.60

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
366	non-exempt	Restoration Lead	1	\$33.39			\$34.98			\$35.60			\$36.67		
			2	\$35.15			\$36.82			\$37.47			\$38.60		
			3	\$37.00			\$38.76			\$39.44			\$40.63		
			4	\$38.95			\$40.80			\$41.52			\$42.77		
			5	\$41.00	\$7,106.67	\$85,280.00	\$42.95	\$7,444.67	\$89,336.00	\$43.70	\$7,574.67	\$90,896.00	\$45.02	\$7,803.47	\$93,641.60
554	non-exempt	SCADA Technologist	1	\$47.94			\$50.69			\$52.08			\$53.66		
			2	\$50.46			\$53.36			\$54.82			\$56.48		
			3	\$53.12			\$56.17			\$57.71			\$59.45		
			4	\$55.92			\$59.13			\$60.75			\$62.58		
			5	\$58.86	\$10,202.40	\$122,428.80	\$62.24	\$10,788.27	\$129,459.20	\$63.95	\$11,084.67	\$133,016.00	\$65.87	\$11,417.47	\$137,009.60
385	non-exempt	Senior Fleet Services Coordinator	1	\$33.27			\$34.27			\$34.27			\$35.29		
			2	\$35.02			\$36.07			\$36.07			\$37.15		
			3	\$36.86			\$37.97			\$37.97			\$39.11		
			4	\$38.80			\$39.97			\$39.97			\$41.17		
			5	\$40.84	\$7,078.93	\$84,947.20	\$42.07	\$7,292.13	\$87,505.60	\$42.07	\$7,292.13	\$87,505.60	\$43.34	\$7,512.27	\$90,147.20
461	non-exempt	Sprinkler Sys Repr	1	\$26.14			\$27.00			\$27.08			\$27.89		
			2	\$27.52			\$28.42			\$28.51			\$29.36		
			3	\$28.97			\$29.92			\$30.01			\$30.91		
			4	\$30.49			\$31.49			\$31.59			\$32.54		
			5	\$32.09	\$5,562.27	\$66,747.20	\$33.15	\$5,746.00	\$68,952.00	\$33.25	\$5,763.33	\$69,160.00	\$34.25	\$5,936.67	\$71,240.00
360	non-exempt	Sr Buyer	1	\$34.87			\$35.93			\$35.93			\$37.02		
			2	\$36.70			\$37.82			\$37.82			\$38.97		
			3	\$38.63			\$39.81			\$39.81			\$41.02		
			4	\$40.66			\$41.90			\$41.91			\$43.18		
			5	\$42.80	\$7,418.67	\$89,024.00	\$44.10	\$7,644.00	\$91,728.00	\$44.12	\$7,647.47	\$91,769.60	\$45.45	\$7,878.00	\$94,536.00
3600	non-exempt	Sr Buyer - S	1	\$34.87			\$35.93			\$35.93			\$37.02		
			2	\$36.70			\$37.82			\$37.82			\$38.97		
			3	\$38.63			\$39.81			\$39.81			\$41.02		
			4	\$40.66			\$41.90			\$41.91			\$43.18		
			5	\$42.80	\$7,418.67	\$89,024.00	\$44.10	\$7,644.00	\$91,728.00	\$44.12	\$7,647.47	\$91,769.60	\$45.45	\$7,878.00	\$94,536.00
224	non-exempt	Sr Chemist	1	\$39.02			\$40.20			\$40.23			\$41.45		
			2	\$41.07			\$42.32			\$42.35			\$43.63		
			3	\$43.23			\$44.55			\$44.58			\$45.93		
			4	\$45.50			\$46.89			\$46.93			\$48.35		
			5	\$47.89	\$8,300.93	\$99,611.20	\$49.36	\$8,555.73	\$102,668.80	\$49.40	\$8,562.67	\$102,752.00	\$50.89	\$8,820.93	\$105,851.20
544	non-exempt	Sr Industrial Waste Investigator	1	\$38.05			\$39.75			\$40.33			\$41.53		
			2	\$40.05			\$41.84			\$42.45			\$43.72		
			3	\$42.16			\$44.04			\$44.68			\$46.02		
			4	\$44.38			\$46.36			\$47.03			\$48.44		
			5	\$46.72	\$8,098.13	\$97,177.60	\$48.80	\$8,458.67	\$101,504.00	\$49.50	\$8,580.00	\$102,960.00	\$50.99	\$8,838.27	\$106,059.20
512	non-exempt	Sr Instrum Elect	1	\$37.31			\$38.85			\$39.27			\$40.46		
			2	\$39.27			\$40.89			\$41.34			\$42.59		
			3	\$41.34			\$43.04			\$43.52			\$44.83		
			4	\$43.52			\$45.31			\$45.81			\$47.19		
			5	\$45.81	\$7,940.40	\$95,284.80	\$47.69	\$8,266.27	\$99,195.20	\$48.22	\$8,358.13	\$100,297.60	\$49.67	\$8,609.47	\$103,313.60
251	non-exempt	Sr Librarian	1	\$30.48			\$31.57			\$31.75			\$32.70		
			2	\$32.08			\$33.23			\$33.42			\$34.42		
			3	\$33.77			\$34.98			\$35.18			\$36.23		
			4	\$35.55			\$36.82			\$37.03			\$38.14		
			5	\$37.42	\$6,486.13	\$77,833.60	\$38.76	\$6,718.40	\$80,620.80	\$38.98	\$6,756.53	\$81,078.40	\$40.15	\$6,959.33	\$83,512.00

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
504	non-exempt	Sr Mech	1	\$37.13			\$38.24			\$38.24			\$39.39		
			2	\$39.08			\$40.25			\$40.25			\$41.46		
			3	\$41.14			\$42.37			\$42.37			\$43.64		
			4	\$43.30			\$44.60			\$44.60			\$45.94		
			5	\$45.58	\$7,900.53	\$94,806.40	\$46.95	\$8,138.00	\$97,656.00	\$46.95	\$8,138.00	\$97,656.00	\$48.36	\$8,382.40	\$100,588.80
361	non-exempt	Sr Mkt Analyst	1	\$43.30			\$44.60			\$44.60			\$45.94		
			2	\$45.58			\$46.95			\$46.95			\$48.36		
			3	\$47.98			\$49.42			\$49.42			\$50.91		
			4	\$50.50			\$52.02			\$52.02			\$53.59		
			5	\$53.16	\$9,214.40	\$110,572.80	\$54.76	\$9,491.73	\$113,900.80	\$54.76	\$9,491.73	\$113,900.80	\$56.41	\$9,777.73	\$117,332.80
3610	non-exempt	Sr Mkt Analyst - S	1	\$43.30			\$44.60			\$44.60			\$45.94		
			2	\$45.58			\$46.95			\$46.95			\$48.36		
			3	\$47.98			\$49.42			\$49.42			\$50.91		
			4	\$50.50			\$52.02			\$52.02			\$53.59		
			5	\$53.16	\$9,214.40	\$110,572.80	\$54.76	\$9,491.73	\$113,900.80	\$54.76	\$9,491.73	\$113,900.80	\$56.41	\$9,777.73	\$117,332.80
506	non-exempt	Sr Operator Wqc	1	\$39.40			\$40.58			\$40.58			\$41.80		
			2	\$41.47			\$42.72			\$42.72			\$44.00		
			3	\$43.65			\$44.97			\$44.97			\$46.32		
			4	\$45.95			\$47.34			\$47.34			\$48.76		
			5	\$48.37	\$8,384.13	\$100,609.60	\$49.83	\$8,637.20	\$103,646.40	\$49.83	\$8,637.20	\$103,646.40	\$51.33	\$8,897.20	\$106,766.40
318	non-exempt	Sr Planner	1	\$44.39			\$46.05			\$46.37			\$47.76		
			2	\$46.73			\$48.47			\$48.81			\$50.27		
			3	\$49.19			\$51.02			\$51.38			\$52.92		
			4	\$51.78			\$53.70			\$54.08			\$55.71		
			5	\$54.51	\$9,448.40	\$113,380.80	\$56.53	\$9,798.53	\$117,582.40	\$56.93	\$9,867.87	\$118,414.40	\$58.64	\$10,164.27	\$121,971.20
280	non-exempt	Sr Ranger	1	\$31.85			\$32.81			\$32.81			\$33.80		
			2	\$33.53			\$34.54			\$34.54			\$35.58		
			3	\$35.29			\$36.36			\$36.36			\$37.45		
			4	\$37.15			\$38.27			\$38.27			\$39.42		
			5	\$39.10	\$6,777.33	\$81,328.00	\$40.28	\$6,981.87	\$83,782.40	\$40.28	\$6,981.87	\$83,782.40	\$41.49	\$7,191.60	\$86,299.20
261	non-exempt	Sr Util Field Svc Rep	1	\$36.49			\$38.58			\$39.64			\$40.84		
			2	\$38.41			\$40.61			\$41.73			\$42.99		
			3	\$40.43			\$42.75			\$43.93			\$45.25		
			4	\$42.56			\$45.00			\$46.24			\$47.63		
			5	\$44.80	\$7,765.33	\$93,184.00	\$47.37	\$8,210.80	\$98,529.60	\$48.67	\$8,436.13	\$101,233.60	\$50.14	\$8,690.93	\$104,291.20
501	non-exempt	Sr Water Sys Oper	1	\$37.55			\$38.68			\$38.68			\$39.84		
			2	\$39.53			\$40.72			\$40.72			\$41.94		
			3	\$41.61			\$42.86			\$42.86			\$44.15		
			4	\$43.80			\$45.12			\$45.12			\$46.47		
			5	\$46.10	\$7,990.67	\$95,888.00	\$47.49	\$8,231.60	\$98,779.20	\$47.49	\$8,231.60	\$98,779.20	\$48.92	\$8,479.47	\$101,753.60
405	non-exempt	St Maint Asst	1	\$23.72			\$24.84			\$25.28			\$26.04		
			2	\$24.97			\$26.15			\$26.61			\$27.41		
			3	\$26.28			\$27.53			\$28.01			\$28.85		
			4	\$27.66			\$28.98			\$29.48			\$30.37		
			5	\$29.12	\$5,047.47	\$60,569.60	\$30.50	\$5,286.67	\$63,440.00	\$31.03	\$5,378.53	\$64,542.40	\$31.97	\$5,541.47	\$66,497.60
392	non-exempt	St Sweeper Op	1	\$27.76			\$29.32			\$30.08			\$30.98		
			2	\$29.22			\$30.86			\$31.66			\$32.61		
			3	\$30.76			\$32.48			\$33.33			\$34.33		
			4	\$32.38			\$34.19			\$35.08			\$36.14		
			5	\$34.08	\$5,907.20	\$70,886.40	\$35.99	\$6,238.27	\$74,859.20	\$36.93	\$6,401.20	\$76,814.40	\$38.04	\$6,593.60	\$79,123.20

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
248	non-exempt	Storekeeper	1	\$25.45			\$26.21			\$26.21			\$27.00		
			2	\$26.79			\$27.59			\$27.59			\$28.42		
			3	\$28.20			\$29.04			\$29.04			\$29.92		
			4	\$29.68			\$30.57			\$30.57			\$31.49		
			5	\$31.24	\$5,414.93	\$64,979.20	\$32.18	\$5,577.87	\$66,934.40	\$32.18	\$5,577.87	\$66,934.40	\$33.15	\$5,746.00	\$68,952.00
288	non-exempt	Storekeeper-L	1	\$27.23			\$28.05			\$28.05			\$28.90		
			2	\$28.66			\$29.53			\$29.53			\$30.42		
			3	\$30.17			\$31.08			\$31.08			\$32.02		
			4	\$31.76			\$32.72			\$32.72			\$33.71		
			5	\$33.43	\$5,794.53	\$69,534.40	\$34.44	\$5,969.60	\$71,635.20	\$34.44	\$5,969.60	\$71,635.20	\$35.48	\$6,149.87	\$73,798.40
545	non-exempt	Street Light, Traffic Signal and Fiber – Apprentice	1	\$36.54			\$38.19			\$38.78			\$39.95		
			2	\$38.46			\$40.20			\$40.82			\$42.05		
			3	\$40.48			\$42.32			\$42.97			\$44.26		
			4	\$42.61			\$44.55			\$45.23			\$46.59		
			5	\$44.85	\$7,774.00	\$93,288.00	\$46.89	\$8,127.60	\$97,531.20	\$47.61	\$8,252.40	\$99,028.80	\$49.04	\$8,500.27	\$102,003.20
547	non-exempt	Street Light, Traffic Signal and Fiber – Lead	1	\$41.31			\$43.19			\$43.85			\$45.18		
			2	\$43.48			\$45.46			\$46.16			\$47.56		
			3	\$45.77			\$47.85			\$48.59			\$50.06		
			4	\$48.18			\$50.37			\$51.15			\$52.69		
			5	\$50.72	\$8,791.47	\$105,497.60	\$53.02	\$9,190.13	\$110,281.60	\$53.84	\$9,332.27	\$111,987.20	\$55.46	\$9,613.07	\$115,356.80
546	non-exempt	Street Light, Traffic Signal and Fiber Technician	1	\$38.61			\$40.36			\$40.97			\$42.21		
			2	\$40.64			\$42.48			\$43.13			\$44.43		
			3	\$42.78			\$44.72			\$45.40			\$46.77		
			4	\$45.03			\$47.07			\$47.79			\$49.23		
			5	\$47.40	\$8,216.00	\$98,592.00	\$49.55	\$8,588.67	\$103,064.00	\$50.31	\$8,720.40	\$104,644.80	\$51.82	\$8,982.13	\$107,785.60
549	non-exempt	Substation Electrician	1	\$42.11			\$44.03			\$44.71			\$46.05		
			2	\$44.33			\$46.35			\$47.06			\$48.47		
			3	\$46.66			\$48.79			\$49.54			\$51.02		
			4	\$49.12			\$51.36			\$52.15			\$53.71		
			5	\$51.71	\$8,963.07	\$107,556.80	\$54.06	\$9,370.40	\$112,444.80	\$54.89	\$9,514.27	\$114,171.20	\$56.54	\$9,800.27	\$117,603.20
548	non-exempt	Substation Electrician - Apprentice	1	\$39.87			\$41.68			\$42.32			\$43.60		
			2	\$41.97			\$43.87			\$44.55			\$45.89		
			3	\$44.18			\$46.18			\$46.89			\$48.30		
			4	\$46.50			\$48.61			\$49.36			\$50.84		
			5	\$48.95	\$8,484.67	\$101,816.00	\$51.17	\$8,869.47	\$106,433.60	\$51.96	\$9,006.40	\$108,076.80	\$53.52	\$9,276.80	\$111,321.60
550	non-exempt	Substation Electrician - Lead	1	\$45.06			\$47.11			\$47.83			\$49.29		
			2	\$47.43			\$49.59			\$50.35			\$51.88		
			3	\$49.93			\$52.20			\$53.00			\$54.61		
			4	\$52.56			\$54.95			\$55.79			\$57.48		
			5	\$55.33	\$9,590.53	\$115,086.40	\$57.84	\$10,025.60	\$120,307.20	\$58.73	\$10,179.87	\$122,158.40	\$60.50	\$10,486.67	\$125,840.00
326	non-exempt	Surveying Asst	1	\$32.06			\$33.53			\$34.06			\$35.09		
			2	\$33.75			\$35.29			\$35.85			\$36.94		
			3	\$35.53			\$37.15			\$37.74			\$38.88		
			4	\$37.40			\$39.11			\$39.73			\$40.93		
			5	\$39.37	\$6,824.13	\$81,889.60	\$41.17	\$7,136.13	\$85,633.60	\$41.82	\$7,248.80	\$86,985.60	\$43.08	\$7,467.20	\$89,606.40
325	non-exempt	Surveyor, Public Wks	1	\$34.89			\$36.48			\$37.07			\$38.18		
			2	\$36.73			\$38.40			\$39.02			\$40.19		
			3	\$38.66			\$40.42			\$41.07			\$42.30		
			4	\$40.69			\$42.55			\$43.23			\$44.53		
			5	\$42.83	\$7,423.87	\$89,086.40	\$44.79	\$7,763.60	\$93,163.20	\$45.50	\$7,886.67	\$94,640.00	\$46.87	\$8,124.13	\$97,489.60

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
362	non-exempt	Technologist	1	\$48.82			\$51.62			\$53.04			\$54.63		
			2	\$51.39			\$54.34			\$55.83			\$57.51		
			3	\$54.09			\$57.20			\$58.77			\$60.54		
			4	\$56.94			\$60.21			\$61.86			\$63.73		
			5	\$59.94	\$10,389.60	\$124,675.20	\$63.38	\$10,985.87	\$131,830.40	\$65.12	\$11,287.47	\$135,449.60	\$67.08	\$11,627.20	\$139,526.40
3620	non-exempt	Technologist - S	1	\$48.82			\$51.62			\$53.04			\$54.63		
			2	\$51.39			\$54.34			\$55.83			\$57.51		
			3	\$54.09			\$57.20			\$58.77			\$60.54		
			4	\$56.94			\$60.21			\$61.86			\$63.73		
			5	\$59.94	\$10,389.60	\$124,675.20	\$63.38	\$10,985.87	\$131,830.40	\$65.12	\$11,287.47	\$135,449.60	\$67.08	\$11,627.20	\$139,526.40
229	non-exempt	Theater Specialist	1	\$34.65			\$36.01			\$36.33			\$37.42		
			2	\$36.47			\$37.90			\$38.24			\$39.39		
			3	\$38.39			\$39.89			\$40.25			\$41.46		
			4	\$40.41			\$41.99			\$42.37			\$43.64		
			5	\$42.54	\$7,373.60	\$88,483.20	\$44.20	\$7,661.33	\$91,936.00	\$44.60	\$7,730.67	\$92,768.00	\$45.94	\$7,962.93	\$95,555.20
406	non-exempt	Traf Cont Maint I	1	\$27.76			\$29.08			\$29.58			\$30.47		
			2	\$29.22			\$30.61			\$31.14			\$32.07		
			3	\$30.76			\$32.22			\$32.78			\$33.76		
			4	\$32.38			\$33.92			\$34.50			\$35.54		
			5	\$34.08	\$5,907.20	\$70,886.40	\$35.70	\$6,188.00	\$74,256.00	\$36.32	\$6,295.47	\$75,545.60	\$37.41	\$6,484.40	\$77,812.80
412	non-exempt	Traf Cont Maint li	1	\$25.70			\$26.92			\$27.39			\$28.22		
			2	\$27.05			\$28.34			\$28.83			\$29.70		
			3	\$28.47			\$29.83			\$30.35			\$31.26		
			4	\$29.97			\$31.40			\$31.95			\$32.91		
			5	\$31.55	\$5,468.67	\$65,624.00	\$33.05	\$5,728.67	\$68,744.00	\$33.63	\$5,829.20	\$69,950.40	\$34.64	\$6,004.27	\$72,051.20
407	non-exempt	Traf Cont Maint-L	1	\$29.70			\$31.11			\$31.65			\$32.60		
			2	\$31.26			\$32.75			\$33.32			\$34.32		
			3	\$32.91			\$34.47			\$35.07			\$36.13		
			4	\$34.64			\$36.28			\$36.92			\$38.03		
			5	\$36.46	\$6,319.73	\$75,836.80	\$38.19	\$6,619.60	\$79,435.20	\$38.86	\$6,735.73	\$80,828.80	\$40.03	\$6,938.53	\$83,262.40
575	non-exempt	Traffic Engineering Lead	1	\$49.43			\$51.15			\$51.39			\$52.93		
			2	\$52.03			\$53.84			\$54.09			\$55.72		
			3	\$54.77			\$56.67			\$56.94			\$58.65		
			4	\$57.65			\$59.65			\$59.94			\$61.74		
			5	\$60.68	\$10,517.87	\$126,214.40	\$62.79	\$10,883.60	\$130,603.20	\$63.09	\$10,935.60	\$131,227.20	\$64.99	\$11,264.93	\$135,179.20
435	non-exempt	Tree Maint Asst	1	\$24.80			\$25.77			\$26.01			\$26.81		
			2	\$26.10			\$27.13			\$27.38			\$28.22		
			3	\$27.47			\$28.56			\$28.82			\$29.70		
			4	\$28.92			\$30.06			\$30.34			\$31.26		
			5	\$30.44	\$5,276.27	\$63,315.20	\$31.64	\$5,484.27	\$65,811.20	\$31.94	\$5,536.27	\$66,435.20	\$32.90	\$5,702.67	\$68,432.00
434	non-exempt	Tree Maintenance Specialist	1	\$28.93			\$30.07			\$30.36			\$31.27		
			2	\$30.45			\$31.65			\$31.96			\$32.92		
			3	\$32.05			\$33.32			\$33.64			\$34.65		
			4	\$33.74			\$35.07			\$35.41			\$36.47		
			5	\$35.52	\$6,156.80	\$73,881.60	\$36.92	\$6,399.47	\$76,793.60	\$37.27	\$6,460.13	\$77,521.60	\$38.39	\$6,654.27	\$79,851.20
430	non-exempt	Tree Trim/Ln Clr	1	\$28.48			\$29.60			\$29.89			\$30.78		
			2	\$29.98			\$31.16			\$31.46			\$32.40		
			3	\$31.56			\$32.80			\$33.12			\$34.11		
			4	\$33.22			\$34.53			\$34.86			\$35.91		
			5	\$34.97	\$6,061.47	\$72,737.60	\$36.35	\$6,300.67	\$75,608.00	\$36.69	\$6,359.60	\$76,315.20	\$37.80	\$6,552.00	\$78,624.00

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
431	non-exempt	Tree Trim/Ln Clr-L	1	\$30.46			\$31.67			\$31.98			\$32.94		
			2	\$32.06			\$33.34			\$33.66			\$34.67		
			3	\$33.75			\$35.09			\$35.43			\$36.49		
			4	\$35.53			\$36.94			\$37.29			\$38.41		
			5	\$37.40	\$6,482.67	\$77,792.00	\$38.88	\$6,739.20	\$80,870.40	\$39.25	\$6,803.33	\$81,640.00	\$40.43	\$7,007.87	\$84,094.40
432	non-exempt	Tree Trm/Ln Clr Asst	1	\$26.84			\$27.90			\$28.17			\$29.01		
			2	\$28.25			\$29.37			\$29.65			\$30.54		
			3	\$29.74			\$30.92			\$31.21			\$32.15		
			4	\$31.31			\$32.55			\$32.85			\$33.84		
			5	\$32.96	\$5,713.07	\$68,556.80	\$34.26	\$5,938.40	\$71,260.80	\$34.58	\$5,993.87	\$71,926.40	\$35.62	\$6,174.13	\$74,089.60
223	non-exempt	Util Acctg Tech	1	\$26.41			\$27.20			\$27.20			\$28.03		
			2	\$27.80			\$28.63			\$28.63			\$29.51		
			3	\$29.26			\$30.14			\$30.14			\$31.06		
			4	\$30.80			\$31.73			\$31.73			\$32.69		
			5	\$32.42	\$5,619.47	\$67,433.60	\$33.40	\$5,789.33	\$69,472.00	\$33.40	\$5,789.33	\$69,472.00	\$34.41	\$5,964.40	\$71,572.80
272	non-exempt	Util Comp Tech	1	\$41.31			\$43.19			\$43.85			\$45.18		
			2	\$43.48			\$45.46			\$46.16			\$47.56		
			3	\$45.77			\$47.85			\$48.59			\$50.06		
			4	\$48.18			\$50.37			\$51.15			\$52.69		
			5	\$50.72	\$8,791.47	\$105,497.60	\$53.02	\$9,190.13	\$110,281.60	\$53.84	\$9,332.27	\$111,987.20	\$55.46	\$9,613.07	\$115,356.80
273	non-exempt	Util Comp Tech-L	1	\$44.19			\$46.20			\$46.90			\$48.31		
			2	\$46.52			\$48.63			\$49.37			\$50.85		
			3	\$48.97			\$51.19			\$51.97			\$53.53		
			4	\$51.55			\$53.88			\$54.71			\$56.35		
			5	\$54.26	\$9,405.07	\$112,860.80	\$56.72	\$9,831.47	\$117,977.60	\$57.59	\$9,982.27	\$119,787.20	\$59.32	\$10,282.13	\$123,385.60
219	non-exempt	Util Credit/Col Spec	1	\$31.47			\$32.40			\$32.40			\$33.38		
			2	\$33.13			\$34.11			\$34.11			\$35.14		
			3	\$34.87			\$35.91			\$35.91			\$36.99		
			4	\$36.70			\$37.80			\$37.80			\$38.94		
			5	\$38.63	\$6,695.87	\$80,350.40	\$39.79	\$6,896.93	\$82,763.20	\$39.79	\$6,896.93	\$82,763.20	\$40.99	\$7,104.93	\$85,259.20
310	non-exempt	Util Engr Estimator	1	\$41.03			\$42.45			\$42.66			\$43.95		
			2	\$43.19			\$44.68			\$44.90			\$46.26		
			3	\$45.46			\$47.03			\$47.26			\$48.69		
			4	\$47.85			\$49.51			\$49.75			\$51.25		
			5	\$50.37	\$8,730.80	\$104,769.60	\$52.12	\$9,034.13	\$108,409.60	\$52.37	\$9,077.47	\$108,929.60	\$53.95	\$9,351.33	\$112,216.00
486	non-exempt	Util Fld Svcs Rep	1	\$34.12			\$36.09			\$37.08			\$38.19		
			2	\$35.92			\$37.99			\$39.03			\$40.20		
			3	\$37.81			\$39.99			\$41.08			\$42.32		
			4	\$39.80			\$42.09			\$43.24			\$44.55		
			5	\$41.89	\$7,260.93	\$87,131.20	\$44.30	\$7,678.67	\$92,144.00	\$45.52	\$7,890.13	\$94,681.60	\$46.89	\$8,127.60	\$97,531.20
480	non-exempt	Util Install/Rep	1	\$33.27			\$35.18			\$36.15			\$37.24		
			2	\$35.02			\$37.03			\$38.05			\$39.20		
			3	\$36.86			\$38.98			\$40.05			\$41.26		
			4	\$38.80			\$41.03			\$42.16			\$43.43		
			5	\$40.84	\$7,078.93	\$84,947.20	\$43.19	\$7,486.27	\$89,835.20	\$44.38	\$7,692.53	\$92,310.40	\$45.72	\$7,924.80	\$95,097.60
481	non-exempt	Util Install/Rep Ast	1	\$28.22			\$29.84			\$30.66			\$31.58		
			2	\$29.70			\$31.41			\$32.27			\$33.24		
			3	\$31.26			\$33.06			\$33.97			\$34.99		
			4	\$32.91			\$34.80			\$35.76			\$36.83		
			5	\$34.64	\$6,004.27	\$72,051.20	\$36.63	\$6,349.20	\$76,190.40	\$37.64	\$6,524.27	\$78,291.20	\$38.77	\$6,720.13	\$80,641.60

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
479	non-exempt	Util Install/Rep-L	1	\$36.31			\$38.39			\$39.44			\$40.64		
			2	\$38.22			\$40.41			\$41.52			\$42.78		
			3	\$40.23			\$42.54			\$43.71			\$45.03		
			4	\$42.35			\$44.78			\$46.01			\$47.40		
			5	\$44.58	\$7,727.20	\$92,726.40	\$47.14	\$8,170.93	\$98,051.20	\$48.43	\$8,394.53	\$100,734.40	\$49.89	\$8,647.60	\$103,771.20
363	non-exempt	Util Key Acct Rep	1	\$40.16			\$41.35			\$41.35			\$42.61		
			2	\$42.27			\$43.53			\$43.53			\$44.85		
			3	\$44.49			\$45.82			\$45.82			\$47.21		
			4	\$46.83			\$48.23			\$48.23			\$49.69		
			5	\$49.29	\$8,543.60	\$102,523.20	\$50.77	\$8,800.13	\$105,601.60	\$50.77	\$8,800.13	\$105,601.60	\$52.30	\$9,065.33	\$108,784.00
3630	non-exempt	Util Key Acct Rep -S	1	\$40.16			\$41.35			\$41.35			\$42.61		
			2	\$42.27			\$43.53			\$43.53			\$44.85		
			3	\$44.49			\$45.82			\$45.82			\$47.21		
			4	\$46.83			\$48.23			\$48.23			\$49.69		
			5	\$49.29	\$8,543.60	\$102,523.20	\$50.77	\$8,800.13	\$105,601.60	\$50.77	\$8,800.13	\$105,601.60	\$52.30	\$9,065.33	\$108,784.00
271	non-exempt	Util Locator	1	\$31.32			\$33.13			\$34.03			\$35.06		
			2	\$32.97			\$34.87			\$35.82			\$36.91		
			3	\$34.70			\$36.70			\$37.71			\$38.85		
			4	\$36.53			\$38.63			\$39.69			\$40.89		
			5	\$38.45	\$6,664.67	\$79,976.00	\$40.66	\$7,047.73	\$84,572.80	\$41.78	\$7,241.87	\$86,902.40	\$43.04	\$7,460.27	\$89,523.20
215	non-exempt	Util Marketing Program Admin	1	\$38.15			\$39.29			\$39.29			\$40.48		
			2	\$40.16			\$41.36			\$41.36			\$42.61		
			3	\$42.27			\$43.54			\$43.54			\$44.85		
			4	\$44.49			\$45.83			\$45.83			\$47.21		
			5	\$46.83	\$8,117.20	\$97,406.40	\$48.24	\$8,361.60	\$100,339.20	\$48.24	\$8,361.60	\$100,339.20	\$49.69	\$8,612.93	\$103,355.20
233	non-exempt	Util Rate Analyst	1	\$36.77			\$37.88			\$37.88			\$39.02		
			2	\$38.71			\$39.87			\$39.87			\$41.07		
			3	\$40.75			\$41.97			\$41.97			\$43.23		
			4	\$42.89			\$44.18			\$44.18			\$45.51		
			5	\$45.15	\$7,826.00	\$93,912.00	\$46.51	\$8,061.73	\$96,740.80	\$46.51	\$8,061.73	\$96,740.80	\$47.91	\$8,304.40	\$99,652.80
307	non-exempt	Util Syst Oper	1	\$47.94			\$50.11			\$50.89			\$52.42		
			2	\$50.46			\$52.75			\$53.57			\$55.18		
			3	\$53.12			\$55.53			\$56.39			\$58.08		
			4	\$55.92			\$58.45			\$59.36			\$61.14		
			5	\$58.86	\$10,202.40	\$122,428.80	\$61.53	\$10,665.20	\$127,982.40	\$62.48	\$10,829.87	\$129,958.40	\$64.36	\$11,155.73	\$133,868.80
284	non-exempt	Utilities Engineer Estimator Lead	1	\$43.90			\$45.41			\$45.64			\$47.02		
			2	\$46.21			\$47.80			\$48.04			\$49.49		
			3	\$48.64			\$50.32			\$50.57			\$52.09		
			4	\$51.20			\$52.97			\$53.23			\$54.83		
			5	\$53.89	\$9,340.93	\$112,091.20	\$55.76	\$9,665.07	\$115,980.80	\$56.03	\$9,711.87	\$116,542.40	\$57.72	\$10,004.80	\$120,057.60
290	non-exempt	Util Install Repair Lead-Welding Cert	1	\$37.15			\$39.29			\$40.37			\$41.59		
			2	\$39.11			\$41.36			\$42.49			\$43.78		
			3	\$41.17			\$43.54			\$44.73			\$46.08		
			4	\$43.34			\$45.83			\$47.08			\$48.50		
			5	\$45.62	\$7,907.47	\$94,889.60	\$48.24	\$8,361.60	\$100,339.20	\$49.56	\$8,590.40	\$103,084.80	\$51.05	\$8,848.67	\$106,184.00
289	non-exempt	Util Install Repair-Welding Cert	1	\$34.58			\$36.58			\$37.57			\$38.70		
			2	\$36.40			\$38.50			\$39.55			\$40.74		
			3	\$38.32			\$40.53			\$41.63			\$42.88		
			4	\$40.34			\$42.66			\$43.82			\$45.14		
			5	\$42.46	\$7,359.73	\$88,316.80	\$44.90	\$7,782.67	\$93,392.00	\$46.13	\$7,995.87	\$95,950.40	\$47.52	\$8,236.80	\$98,841.60

Appendix A -2
To MOA Between City of Palo Alto and SEIU
FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	Salary Effective 4/16/2016 (PP09:2016)			Salary Effective 12/10/2016 (PP26:2016)			Salary Effective 7/08/2017 (PP15:2017)			Salary Effective 12/9/2017 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
278	non-exempt	Veterinarian Tech	1	\$25.18			\$26.03			\$26.12			\$26.90		
			2	\$26.51			\$27.40			\$27.49			\$28.32		
			3	\$27.91			\$28.84			\$28.94			\$29.81		
			4	\$29.38			\$30.36			\$30.46			\$31.38		
			5	\$30.93	\$5,361.20	\$64,334.40	\$31.96	\$5,539.73	\$66,476.80	\$32.06	\$5,557.07	\$66,684.80	\$33.03	\$5,725.20	\$68,702.40
274	non-exempt	Volunteer Coord	1	\$29.41			\$30.55			\$30.83			\$31.76		
			2	\$30.96			\$32.16			\$32.45			\$33.43		
			3	\$32.59			\$33.85			\$34.16			\$35.19		
			4	\$34.30			\$35.63			\$35.96			\$37.04		
			5	\$36.10	\$6,257.33	\$75,088.00	\$37.51	\$6,501.73	\$78,020.80	\$37.85	\$6,560.67	\$78,728.00	\$38.99	\$6,758.27	\$81,099.20
482	non-exempt	Water Meter Rep Asst	1	\$24.06			\$25.18			\$25.57			\$26.34		
			2	\$25.33			\$26.50			\$26.92			\$27.73		
			3	\$26.66			\$27.89			\$28.34			\$29.19		
			4	\$28.06			\$29.36			\$29.83			\$30.73		
			5	\$29.54	\$5,120.27	\$61,443.20	\$30.90	\$5,356.00	\$64,272.00	\$31.40	\$5,442.67	\$65,312.00	\$32.35	\$5,607.33	\$67,288.00
484	non-exempt	Water Meter Repair	1	\$26.65			\$27.88			\$28.33			\$29.18		
			2	\$28.05			\$29.35			\$29.82			\$30.72		
			3	\$29.53			\$30.89			\$31.39			\$32.34		
			4	\$31.08			\$32.52			\$33.04			\$34.04		
			5	\$32.72	\$5,671.47	\$68,057.60	\$34.23	\$5,933.20	\$71,198.40	\$34.78	\$6,028.53	\$72,342.40	\$35.83	\$6,210.53	\$74,526.40
499	non-exempt	Water Sys Oper I	1	\$28.98			\$29.86			\$29.86			\$30.75		
			2	\$30.50			\$31.43			\$31.43			\$32.37		
			3	\$32.11			\$33.08			\$33.08			\$34.07		
			4	\$33.80			\$34.82			\$34.82			\$35.86		
			5	\$35.58	\$6,167.20	\$74,006.40	\$36.65	\$6,352.67	\$76,232.00	\$36.65	\$6,352.67	\$76,232.00	\$37.75	\$6,543.33	\$78,520.00
507	non-exempt	Water Sys Oper II	1	\$33.12			\$34.11			\$34.11			\$35.12		
			2	\$34.86			\$35.90			\$35.90			\$36.97		
			3	\$36.69			\$37.79			\$37.79			\$38.92		
			4	\$38.62			\$39.78			\$39.78			\$40.97		
			5	\$40.65	\$7,046.00	\$84,552.00	\$41.87	\$7,257.47	\$87,089.60	\$41.87	\$7,257.47	\$87,089.60	\$43.13	\$7,475.87	\$89,710.40
500	non-exempt	WQC Plt Oper I	1	\$30.41			\$31.32			\$31.32			\$32.26		
			2	\$32.01			\$32.97			\$32.97			\$33.96		
			3	\$33.69			\$34.70			\$34.70			\$35.75		
			4	\$35.46			\$36.53			\$36.53			\$37.63		
			5	\$37.33	\$6,470.53	\$77,646.40	\$38.45	\$6,664.67	\$79,976.00	\$38.45	\$6,664.67	\$79,976.00	\$39.61	\$6,865.73	\$82,388.80
509	non-exempt	WQC Plt Oper II	1	\$34.74			\$35.78			\$35.78			\$36.86		
			2	\$36.57			\$37.66			\$37.66			\$38.80		
			3	\$38.49			\$39.64			\$39.64			\$40.84		
			4	\$40.52			\$41.73			\$41.73			\$42.99		
			5	\$42.65	\$7,392.67	\$88,712.00	\$43.93	\$7,614.53	\$91,374.40	\$43.93	\$7,614.53	\$91,374.40	\$45.25	\$7,843.33	\$94,120.00
510	non-exempt	WQC Plt Oper Trn	1	\$26.77			\$27.57			\$27.57			\$28.41		
			2	\$28.18			\$29.02			\$29.02			\$29.90		
			3	\$29.66			\$30.55			\$30.55			\$31.47		
			4	\$31.22			\$32.16			\$32.16			\$33.13		
			5	\$32.86	\$5,695.73	\$68,348.80	\$33.85	\$5,867.33	\$70,408.00	\$33.85	\$5,867.33	\$70,408.00	\$34.87	\$6,044.13	\$72,529.60
226	non-exempt	Wtr Mtr Crs Cn Tec	1	\$27.34			\$28.60			\$29.07			\$29.93		
			2	\$28.78			\$30.10			\$30.60			\$31.51		
			3	\$30.29			\$31.68			\$32.21			\$33.17		
			4	\$31.88			\$33.35			\$33.90			\$34.92		
			5	\$33.56	\$5,817.07	\$69,804.80	\$35.11	\$6,085.73	\$73,028.80	\$35.68	\$6,184.53	\$74,214.40	\$36.76	\$6,371.73	\$76,460.80