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TO: HONORABLE CITY COUNCIL

FROM: HUMAN RESOURCES DIRECTOR, RUMI PORTILLO

DATE: MARCH 14, 202

SUBJECT: AGENDA ITEM NUMBER 5

This memorandum provides the updated and finalized salary schedules for inclusion and approval as part of Agenda Item 5 scheduled on the March 14 Council Agenda. This ensures schedules are consolidated, correct, and complete. These salary schedules supersede and replace any prior versions for Agenda Item 5.



Palo Alto Fire Chiefs' Association (PAFCA)
Salary Schedule

<i>Non-Shift</i>	3/12/2022 (4% Increase)				
<i>Job Code</i>	<i>Classifications</i>	<i>Grade Codes</i>	<i>Hourly Rate</i>	<i>Approx Monthly Salary</i>	<i>Approx. Annual Salary</i>
018	Battalion Chief 40-hour workweek	28	\$101.81	\$17,647	\$211,765
015	Battalion Chief EMT 40-hour workweek	28E	\$104.59	\$18,129	\$217,547
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$104.59	\$18,129	\$217,547
<i>Shift</i>					
<i>Job Code</i>	<i>Classifications</i>	<i>Grade Codes</i>		<i>Approx Monthly Salary</i>	<i>Approx. Annual Salary</i>
116	Battalion Chief 56-hour workweek	030	\$69.29	\$16,814	\$201,772
016	Battalion Chief EMT 56-hour workweek	030E	\$71.18	\$17,273	\$207,276

<i>Non-Shift</i>	07/02/2022 (3% Increase)				
<i>Job Code</i>	<i>Classifications</i>	<i>Grade Codes</i>	<i>Hourly Rate</i>	<i>Approx Monthly Salary</i>	<i>Approx. Annual Salary</i>
018	Battalion Chief 40-hour workweek	28	\$104.87	\$18,177	\$218,130
015	Battalion Chief EMT 40-hour workweek	28E	\$107.73	\$18,673	\$224,078
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$107.73	\$18,673	\$224,078
<i>Shift</i>					
<i>Job Code</i>	<i>Classifications</i>	<i>Grade Codes</i>		<i>Approx Monthly Salary</i>	<i>Approx. Annual Salary</i>
116	Battalion Chief 56-hour workweek	030	\$71.37	\$17,319	\$207,829
016	Battalion Chief EMT 56-hour workweek	030E	\$73.32	\$17,792	\$213,508



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 03/12/2022 (4% Increase)				Effective 07/02/2022 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
601	Non-exempt	SH	FIRE APPARATUS OP	1	\$ 37.30			1	\$ 38.43		
				2	\$ 39.26			2	\$ 40.45		
				3	\$ 41.33			3	\$ 42.58		
				4	\$ 43.51			4	\$ 44.82		
				5	\$ 45.80	\$ 11,114	\$ 133,370	5	\$ 47.18	\$ 11,449	\$ 137,388
602	Non-exempt	SH	FIRE CAPTAIN	1	\$ 44.24			1	\$ 45.57		
				2	\$ 46.57			2	\$ 47.97		
				3	\$ 49.02			3	\$ 50.49		
				4	\$ 51.60			4	\$ 53.15		
				5	\$ 54.32	\$ 13,182	\$ 158,180	5	\$ 55.95	\$ 13,577	\$ 162,926
603	Non-exempt	SH	FIRE INSPECTOR	1	\$ 46.46			1	\$ 47.86		
				2	\$ 48.91			2	\$ 50.38		
				3	\$ 51.48			3	\$ 53.03		
				4	\$ 54.19			4	\$ 55.82		
				5	\$ 57.04	\$ 13,842	\$ 166,100	5	\$ 58.76	\$ 14,259	\$ 171,109
604	Non-exempt	SH	FIRE FIGHTER	1	\$ 34.89			1	\$ 35.93		
				2	\$ 36.73			2	\$ 37.82		
				3	\$ 38.66			3	\$ 39.81		
				4	\$ 40.69			4	\$ 41.91		
				5	\$ 42.83	\$ 10,393	\$ 124,721	5	\$ 44.12	\$ 10,706	\$ 128,477
606	Non-exempt	SH	OPER PARAMEDIC-12.5	1	\$ 41.96			1	\$ 43.23		
				2	\$ 44.17			2	\$ 45.51		
				3	\$ 46.49			3	\$ 47.90		
				4	\$ 48.94			4	\$ 50.42		
				5	\$ 51.52	\$ 12,502	\$ 150,026	5	\$ 53.07	\$ 12,878	\$ 154,540
608	Non-exempt	SH	CAPTAIN PARAMEDIC-12.5	1	\$ 49.78			1	\$ 51.28		
				2	\$ 52.40			2	\$ 53.98		
				3	\$ 55.16			3	\$ 56.82		
				4	\$ 58.06			4	\$ 59.81		
				5	\$ 61.12	\$ 14,832	\$ 177,981	5	\$ 62.96	\$ 15,278	\$ 183,340



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 03/12/2022 (4% Increase)				Effective 07/02/2022 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
610	Non-exempt	SH	INSPCTR PARAMDC-12.5	1	\$ 50.23			1	\$ 51.72		
				2	\$ 52.87			2	\$ 54.44		
				3	\$ 55.65			3	\$ 57.31		
				4	\$ 58.58			4	\$ 60.33		
				5	\$ 61.66	\$ 14,963	\$ 179,554	5	\$ 63.51	\$ 15,412	\$ 184,941
676	Non-exempt	SH	F FIGHTR PARAMEDC-12.5	1	\$ 39.24			1	\$ 40.42		
				2	\$ 41.31			2	\$ 42.55		
				3	\$ 43.48			3	\$ 44.79		
				4	\$ 45.77			4	\$ 47.15		
				5	\$ 48.18	\$ 11,692	\$ 140,300	5	\$ 49.63	\$ 12,044	\$ 144,523
677	Non-exempt	SH	HAZ MAT SPEC	1	\$ 47.81			1	\$ 49.26		
				2	\$ 50.33			2	\$ 51.85		
				3	\$ 52.98			3	\$ 54.58		
				4	\$ 55.77			4	\$ 57.45		
				5	\$ 58.70	\$ 14,245	\$ 170,934	5	\$ 60.47	\$ 14,674	\$ 176,089
678	Non-exempt	SH	HAZ MAT INSPECTOR	1	\$ 46.46			1	\$ 47.86		
				2	\$ 48.91			2	\$ 50.38		
				3	\$ 51.48			3	\$ 53.03		
				4	\$ 54.19			4	\$ 55.82		
				5	\$ 57.04	\$ 13,842	\$ 166,100	5	\$ 58.76	\$ 14,259	\$ 171,109
680	Non-exempt	SH	FIRE FIGHTER HAZ MAT	1	\$ 36.62			1	\$ 37.72		
				2	\$ 38.55			2	\$ 39.71		
				3	\$ 40.58			3	\$ 41.80		
				4	\$ 42.72			4	\$ 44.00		
				5	\$ 44.97	\$ 10,913	\$ 130,953	5	\$ 46.32	\$ 11,240	\$ 134,884
681	Non-exempt	SH	FIRE APPR OP HAZ MAT	1	\$ 39.16			1	\$ 40.34		
				2	\$ 41.22			2	\$ 42.46		
				3	\$ 43.39			3	\$ 44.69		
				4	\$ 45.67			4	\$ 47.04		
				5	\$ 48.07	\$ 11,665	\$ 139,980	5	\$ 49.52	\$ 12,017	\$ 144,202



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 03/12/2022 (4% Increase)				Effective 07/02/2022 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
682	Non-exempt	SH	FIRE CAPTAIN HAZ MAT	1	\$ 46.47			1	\$ 47.87		
				2	\$ 48.92			2	\$ 50.39		
				3	\$ 51.49			3	\$ 53.04		
				4	\$ 54.20			4	\$ 55.83		
				5	\$ 57.05	\$ 13,844	\$ 166,130	5	\$ 58.77	\$ 14,262	\$ 171,138
683	Non-exempt	SH	FIRE FIGHTER EMT	1	\$ 35.93			1	\$ 37.02		
				2	\$ 37.82			2	\$ 38.97		
				3	\$ 39.81			3	\$ 41.02		
				4	\$ 41.91			4	\$ 43.18		
				5	\$ 44.12	\$ 10,706	\$ 128,477	5	\$ 45.45	\$ 11,029	\$ 132,350
684	Non-exempt	SH	FIRE FGHTR HZ MT EMT	1	\$ 37.68			1	\$ 38.82		
				2	\$ 39.66			2	\$ 40.86		
				3	\$ 41.75			3	\$ 43.01		
				4	\$ 43.95			4	\$ 45.27		
				5	\$ 46.26	\$ 11,226	\$ 134,709	5	\$ 47.65	\$ 11,563	\$ 138,757
685	Non-exempt	SH	FIRE APPARATUS OP EMT	1	\$ 38.43			1	\$ 39.59		
				2	\$ 40.45			2	\$ 41.67		
				3	\$ 42.58			3	\$ 43.86		
				4	\$ 44.82			4	\$ 46.17		
				5	\$ 47.18	\$ 11,449	\$ 137,388	5	\$ 48.60	\$ 11,794	\$ 141,523
686	Non-exempt	SH	FIRE AP OP HZ MT EMT	1	\$ 40.29			1	\$ 41.50		
				2	\$ 42.41			2	\$ 43.68		
				3	\$ 44.64			3	\$ 45.98		
				4	\$ 46.99			4	\$ 48.40		
				5	\$ 49.46	\$ 12,002	\$ 144,028	5	\$ 50.95	\$ 12,364	\$ 148,366
687	Non-exempt	SH	FIRE CAPTAIN EMT	1	\$ 45.58			1	\$ 46.96		
				2	\$ 47.98			2	\$ 49.43		
				3	\$ 50.51			3	\$ 52.03		
				4	\$ 53.17			4	\$ 54.77		
				5	\$ 55.97	\$ 13,582	\$ 162,985	5	\$ 57.65	\$ 13,990	\$ 167,877



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 03/12/2022 (4% Increase)				Effective 07/02/2022 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
688	Non-exempt	SH	FIRE CAP HAZ MAT EMT	1	\$ 47.79			1	\$ 49.24		
				2	\$ 50.31			2	\$ 51.83		
				3	\$ 52.96			3	\$ 54.56		
				4	\$ 55.75			4	\$ 57.43		
				5	\$ 58.68	\$ 14,240	\$ 170,876	5	\$ 60.45	\$ 14,669	\$ 176,030
689	Non-exempt	SH	FIRE INSPECTOR EMT	1	\$ 47.88			1	\$ 49.31		
				2	\$ 50.40			2	\$ 51.91		
				3	\$ 53.05			3	\$ 54.64		
				4	\$ 55.84			4	\$ 57.52		
				5	\$ 58.78	\$ 14,264	\$ 171,167	5	\$ 60.55	\$ 14,693	\$ 176,322
691	Non-exempt	SH	F FGH PRDMD-12.5 EMT	1	\$ 40.31			1	\$ 41.52		
				2	\$ 42.43			2	\$ 43.70		
				3	\$ 44.66			3	\$ 46.00		
				4	\$ 47.01			4	\$ 48.42		
				5	\$ 49.48	\$ 12,007	\$ 144,086	5	\$ 50.97	\$ 12,369	\$ 148,425
693	Non-exempt	SH	OPR PRMDC-12.5 EMT	1	\$ 43.08			1	\$ 44.37		
				2	\$ 45.35			2	\$ 46.71		
				3	\$ 47.74			3	\$ 49.17		
				4	\$ 50.25			4	\$ 51.76		
				5	\$ 52.89	\$ 12,835	\$ 154,016	5	\$ 54.48	\$ 13,220	\$ 158,646
695	Non-exempt	SH	CAPT PRMDC-12.5 EMT	1	\$ 51.11			1	\$ 52.65		
				2	\$ 53.80			2	\$ 55.42		
				3	\$ 56.63			3	\$ 58.34		
				4	\$ 59.61			4	\$ 61.41		
				5	\$ 62.75	\$ 15,227	\$ 182,728	5	\$ 64.64	\$ 15,686	\$ 188,232
696	Non-exempt	SH	HAZ MAT SPEC EMT	1	\$ 49.26			1	\$ 50.74		
				2	\$ 51.85			2	\$ 53.41		
				3	\$ 54.58			3	\$ 56.22		
				4	\$ 57.45			4	\$ 59.18		
				5	\$ 60.47	\$ 14,674	\$ 176,089	5	\$ 62.29	\$ 15,116	\$ 181,388



International Fire Fighters Association

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				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
671	Non-exempt	SH	FIRE FGHTR EMT HAZ MT PARA	1	\$ 42.04			1	\$ 43.30		
				2	\$ 44.25			2	\$ 45.58		
				3	\$ 46.58			3	\$ 47.98		
				4	\$ 49.03			4	\$ 50.50		
				5	\$ 51.61	\$ 12,524	\$ 150,288	5	\$ 53.16	\$ 12,900	\$ 154,802
672	Non-exempt	SH	FIRE AP OP EMT HAZ MT PARA	1	\$ 44.94			1	\$ 46.29		
				2	\$ 47.30			2	\$ 48.73		
				3	\$ 49.79			3	\$ 51.29		
				4	\$ 52.41			4	\$ 53.99		
				5	\$ 55.17	\$ 13,388	\$ 160,655	5	\$ 56.83	\$ 13,791	\$ 165,489
661	Non-exempt	SH	FIRE CPT EMT HAZ MT PARA	1	\$ 53.33			1	\$ 54.94		
				2	\$ 56.14			2	\$ 57.83		
				3	\$ 59.09			3	\$ 60.87		
				4	\$ 62.20			4	\$ 64.07		
				5	\$ 65.47	\$ 15,887	\$ 190,649	5	\$ 67.44	\$ 16,365	\$ 196,385
634	Non-exempt	NS	FIRE APPARATUS OP	1	\$ 52.21			1	\$ 53.77		
				2	\$ 54.96			2	\$ 56.60		
				3	\$ 57.85			3	\$ 59.58		
				4	\$ 60.89			4	\$ 62.72		
				5	\$ 64.09	\$ 11,109	\$ 133,307	5	\$ 66.02	\$ 11,443	\$ 137,322
635	Non-exempt	NS	FIRE CAPTAIN	1	\$ 61.95			1	\$ 63.81		
				2	\$ 65.21			2	\$ 67.17		
				3	\$ 68.64			3	\$ 70.70		
				4	\$ 72.25			4	\$ 74.42		
				5	\$ 76.05	\$ 13,182	\$ 158,184	5	\$ 78.34	\$ 13,579	\$ 162,947
636	Non-exempt	NS	FIRE INSPECTOR	1	\$ 65.06			1	\$ 67.00		
				2	\$ 68.48			2	\$ 70.53		
				3	\$ 72.08			3	\$ 74.24		
				4	\$ 75.87			4	\$ 78.15		
				5	\$ 79.86	\$ 13,842	\$ 166,109	5	\$ 82.26	\$ 14,258	\$ 171,101



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 03/12/2022 (4% Increase)				Effective 07/02/2022 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
637	Non-exempt	NS	FIRE FIGHTER	1	\$ 48.83			1	\$ 50.29		
				2	\$ 51.40			2	\$ 52.94		
				3	\$ 54.10			3	\$ 55.73		
				4	\$ 56.95			4	\$ 58.66		
				5	\$ 59.95	\$ 10,391	\$ 124,696	5	\$ 61.75	\$ 10,703	\$ 128,440
638	Non-exempt	NS	OPER PARAMEDIC-12.5	1	\$ 58.72			1	\$ 60.48		
				2	\$ 61.81			2	\$ 63.66		
				3	\$ 65.06			3	\$ 67.01		
				4	\$ 68.48			4	\$ 70.54		
				5	\$ 72.08	\$ 12,494	\$ 149,926	5	\$ 74.25	\$ 12,870	\$ 154,440
639	Non-exempt	NS	CAPTAIN PARAMEDIC-12.5	1	\$ 69.69			1	\$ 71.77		
				2	\$ 73.36			2	\$ 75.55		
				3	\$ 77.22			3	\$ 79.53		
				4	\$ 81.28			4	\$ 83.72		
				5	\$ 85.56	\$ 14,830	\$ 177,965	5	\$ 88.13	\$ 15,276	\$ 183,310
641	Non-exempt	NS	INSPCTR PARAMDC-12.5	1	\$ 70.28			1	\$ 72.39		
				2	\$ 73.98			2	\$ 76.20		
				3	\$ 77.87			3	\$ 80.21		
				4	\$ 81.97			4	\$ 84.43		
				5	\$ 86.28	\$ 14,955	\$ 179,462	5	\$ 88.87	\$ 15,404	\$ 184,850
642	Non-exempt	NS	40-HR TRAINING CAPTAIN	1	\$ 65.06			1	\$ 67.00		
				2	\$ 68.48			2	\$ 70.53		
				3	\$ 72.08			3	\$ 74.24		
				4	\$ 75.87			4	\$ 78.15		
				5	\$ 79.86	\$ 13,842	\$ 166,109	5	\$ 82.26	\$ 14,258	\$ 171,101
643	Non-exempt	NS	40-HR TRAINING CAPTAIN EMT	1	\$ 66.99			1	\$ 69.01		
				2	\$ 70.52			2	\$ 72.64		
				3	\$ 74.23			3	\$ 76.46		
				4	\$ 78.14			4	\$ 80.48		
				5	\$ 82.25	\$ 14,257	\$ 171,080	5	\$ 84.72	\$ 14,685	\$ 176,218



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 03/12/2022 (4% Increase)				Effective 07/02/2022 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
644	Non-exempt	NS	F FIGHTR PARAMEDC-12.5	1	\$ 54.93			1	\$ 56.58		
				2	\$ 57.82			2	\$ 59.56		
				3	\$ 60.86			3	\$ 62.69		
				4	\$ 64.06			4	\$ 65.99		
				5	\$ 67.43	\$ 11,688	\$ 140,254	5	\$ 69.46	\$ 12,040	\$ 144,477
645	Non-exempt	NS	HAZ MAT SPEC	1	\$ 66.96			1	\$ 68.97		
				2	\$ 70.48			2	\$ 72.60		
				3	\$ 74.19			3	\$ 76.42		
				4	\$ 78.09			4	\$ 80.44		
				5	\$ 82.20	\$ 14,248	\$ 170,976	5	\$ 84.67	\$ 14,676	\$ 176,114
646	Non-exempt	NS	HAZ MAT INSPECTOR	1	\$ 65.06			1	\$ 67.00		
				2	\$ 68.48			2	\$ 70.53		
				3	\$ 72.08			3	\$ 74.24		
				4	\$ 75.87			4	\$ 78.15		
				5	\$ 79.86	\$ 13,842	\$ 166,109	5	\$ 82.26	\$ 14,258	\$ 171,101
647	Non-exempt	NS	FIRE FIGHTER HAZ MAT	1	\$ 51.27			1	\$ 52.81		
				2	\$ 53.97			2	\$ 55.59		
				3	\$ 56.81			3	\$ 58.52		
				4	\$ 59.80			4	\$ 61.60		
				5	\$ 62.95	\$ 10,911	\$ 130,936	5	\$ 64.84	\$ 11,239	\$ 134,867
650	Non-exempt	NS	FIRE APPR OP HAZ MAT	1	\$ 54.80			1	\$ 56.45		
				2	\$ 57.68			2	\$ 59.42		
				3	\$ 60.72			3	\$ 62.55		
				4	\$ 63.92			4	\$ 65.84		
				5	\$ 67.28	\$ 11,662	\$ 139,942	5	\$ 69.30	\$ 12,012	\$ 144,144
648	Non-exempt	NS	FIRE CAPTAIN HAZ MAT	1	\$ 65.06			1	\$ 67.00		
				2	\$ 68.48			2	\$ 70.53		
				3	\$ 72.08			3	\$ 74.24		
				4	\$ 75.87			4	\$ 78.15		
				5	\$ 79.86	\$ 13,842	\$ 166,109	5	\$ 82.26	\$ 14,258	\$ 171,101



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 03/12/2022 (4% Increase)				Effective 07/02/2022 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
649	Non-exempt	NS	FIRE FIGHTER EMT	1	\$ 50.29			1	\$ 51.81		
				2	\$ 52.94			2	\$ 54.54		
				3	\$ 55.73			3	\$ 57.41		
				4	\$ 58.66			4	\$ 60.43		
				5	\$ 61.75	\$ 10,703	\$ 128,440	5	\$ 63.61	\$ 11,026	\$ 132,309
651	Non-exempt	NS	FIRE FGHTR HZ MT EMT	1	\$ 52.74			1	\$ 54.33		
				2	\$ 55.52			2	\$ 57.19		
				3	\$ 58.44			3	\$ 60.20		
				4	\$ 61.52			4	\$ 63.37		
				5	\$ 64.76	\$ 11,225	\$ 134,701	5	\$ 66.71	\$ 11,563	\$ 138,757
652	Non-exempt	NS	FIRE APPARATUS OP EMT	1	\$ 53.76			1	\$ 55.39		
				2	\$ 56.59			2	\$ 58.30		
				3	\$ 59.57			3	\$ 61.37		
				4	\$ 62.71			4	\$ 64.60		
				5	\$ 66.01	\$ 11,442	\$ 137,301	5	\$ 68.00	\$ 11,787	\$ 141,440
653	Non-exempt	NS	FIRE AP OP HZ MT EMT	1	\$ 56.38			1	\$ 58.07		
				2	\$ 59.35			2	\$ 61.13		
				3	\$ 62.47			3	\$ 64.35		
				4	\$ 65.76			4	\$ 67.74		
				5	\$ 69.22	\$ 11,998	\$ 143,978	5	\$ 71.30	\$ 12,359	\$ 148,304
655	Non-exempt	NS	FIRE CAPTAIN EMT	1	\$ 63.81			1	\$ 65.74		
				2	\$ 67.17			2	\$ 69.20		
				3	\$ 70.71			3	\$ 72.84		
				4	\$ 74.43			4	\$ 76.67		
				5	\$ 78.35	\$ 13,581	\$ 162,968	5	\$ 80.71	\$ 13,990	\$ 167,877
654	Non-exempt	NS	FIRE CAP HAZ MAT EMT	1	\$ 66.88			1	\$ 68.88		
				2	\$ 70.40			2	\$ 72.50		
				3	\$ 74.10			3	\$ 76.32		
				4	\$ 78.00			4	\$ 80.34		
				5	\$ 82.10	\$ 14,231	\$ 170,768	5	\$ 84.57	\$ 14,659	\$ 175,906



International Fire Fighters Association

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				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
656	Non-exempt	NS	FIRE INSPECTOR EMT	1	\$ 66.99			1	\$ 69.01		
				2	\$ 70.52			2	\$ 72.64		
				3	\$ 74.23			3	\$ 76.46		
				4	\$ 78.14			4	\$ 80.48		
				5	\$ 82.25	\$ 14,257	\$ 171,080	5	\$ 84.72	\$ 14,685	\$ 176,218
657	Non-exempt	NS	F FGH PRDMD-12.5 EMT	1	\$ 56.41			1	\$ 58.09		
				2	\$ 59.38			2	\$ 61.15		
				3	\$ 62.50			3	\$ 64.37		
				4	\$ 65.79			4	\$ 67.76		
				5	\$ 69.25	\$ 12,003	\$ 144,040	5	\$ 71.33	\$ 12,364	\$ 148,366
658	Non-exempt	NS	OPR PRMDC-12.5 EMT	1	\$ 60.29			1	\$ 62.11		
				2	\$ 63.46			2	\$ 65.38		
				3	\$ 66.80			3	\$ 68.82		
				4	\$ 70.32			4	\$ 72.44		
				5	\$ 74.02	\$ 12,830	\$ 153,962	5	\$ 76.25	\$ 13,217	\$ 158,600
697	Non-exempt	NS	CAPT PRMDC-12.5 EMT	1	\$ 71.54			1	\$ 73.68		
				2	\$ 75.30			2	\$ 77.56		
				3	\$ 79.26			3	\$ 81.64		
				4	\$ 83.43			4	\$ 85.94		
				5	\$ 87.82	\$ 15,222	\$ 182,666	5	\$ 90.46	\$ 15,680	\$ 188,157
660	Non-exempt	NS	HAZ MAT INSPECTOR EMT	1	\$ 66.99			1	\$ 69.01		
				2	\$ 70.52			2	\$ 72.64		
				3	\$ 74.23			3	\$ 76.46		
				4	\$ 78.14			4	\$ 80.48		
				5	\$ 82.25	\$ 14,257	\$ 171,080	5	\$ 84.72	\$ 14,685	\$ 176,218
659	Non-exempt	NS	HAZ MAT SPEC EMT	1	\$ 68.95			1	\$ 71.02		
				2	\$ 72.58			2	\$ 74.76		
				3	\$ 76.40			3	\$ 78.69		
				4	\$ 80.42			4	\$ 82.83		
				5	\$ 84.65	\$ 14,673	\$ 176,072	5	\$ 87.19	\$ 15,113	\$ 181,355



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 03/12/2022 (4% Increase)				Effective 07/02/2022 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
673	Non-exempt	NS	FIRE FGHTR EMT HAZ MT PARA	1	\$ 58.81			1	\$ 60.58		
				2	\$ 61.91			2	\$ 63.77		
				3	\$ 65.17			3	\$ 67.13		
				4	\$ 68.60			4	\$ 70.66		
				5	\$ 72.21	\$ 12,516	\$ 150,197	5	\$ 74.38	\$ 12,893	\$ 154,710
674	Non-exempt	NS	FIRE AP OP EMT HAZ MT PARA	1	\$ 62.89			1	\$ 64.77		
				2	\$ 66.20			2	\$ 68.18		
				3	\$ 69.68			3	\$ 71.77		
				4	\$ 73.35			4	\$ 75.55		
				5	\$ 77.21	\$ 13,383	\$ 160,597	5	\$ 79.53	\$ 13,785	\$ 165,422
662	Non-exempt	NS	FIRE CPT EMT HAZ MT PARA	1	\$ 74.64			1	\$ 76.87		
				2	\$ 78.57			2	\$ 80.92		
				3	\$ 82.70			3	\$ 85.18		
				4	\$ 87.05			4	\$ 89.66		
				5	\$ 91.63	\$ 15,883	\$ 190,590	5	\$ 94.38	\$ 16,359	\$ 196,310



Limited Hourly Group Salary Schedule

Job Code	FLSA	Job Title	Step	Effective upon Council adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage)	Effective 7/1/2020	Effective 1/1/2022 (Min Wage)
910	Non-exempt	Administrative Specialist I	1	\$22.24	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58	\$24.58
			2	\$23.41	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87	\$25.87
			3	\$24.64	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23	\$27.23
			4	\$25.94	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66	\$28.66
			5	\$27.31	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17	\$30.17
913	Non-exempt	Administrative Specialist II	1	\$26.55	\$28.04	\$28.04	\$28.75	\$28.75	\$29.33	\$29.33
			2	\$27.95	\$29.52	\$29.52	\$30.26	\$30.26	\$30.87	\$30.87
			3	\$29.42	\$31.07	\$31.07	\$31.85	\$31.85	\$32.49	\$32.49
			4	\$30.97	\$32.70	\$32.70	\$33.53	\$33.53	\$34.20	\$34.20
			5	\$32.60	\$34.42	\$34.42	\$35.29	\$35.29	\$36.00	\$36.00
915	Non-exempt	Assistant Park Ranger	1	\$22.24	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58	\$24.58
			2	\$23.41	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87	\$25.87
			3	\$24.64	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23	\$27.23
			4	\$25.94	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66	\$28.66
			5	\$27.31	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17	\$30.17
916	Non-exempt	Building Service Person	1	\$20.54	\$21.70	\$21.70	\$22.24	\$22.24	\$22.69	\$22.69
			2	\$21.62	\$22.84	\$22.84	\$23.41	\$23.41	\$23.88	\$23.88
			3	\$22.76	\$24.04	\$24.04	\$24.64	\$24.64	\$25.14	\$25.14
			4	\$23.96	\$25.30	\$25.30	\$25.94	\$25.94	\$26.46	\$26.46
			5	\$25.22	\$26.63	\$26.63	\$27.30	\$27.30	\$27.85	\$27.85
917	Non-exempt	Clerical Assistant	1	\$18.01	\$19.03	\$19.03	\$19.50	\$19.50	\$19.90	\$19.90
			2	\$18.96	\$20.03	\$20.03	\$20.53	\$20.53	\$20.95	\$20.95
			3	\$19.96	\$21.08	\$21.08	\$21.61	\$21.61	\$22.05	\$22.05
			4	\$21.01	\$22.19	\$22.19	\$22.75	\$22.75	\$23.21	\$23.21
			5	\$22.12	\$23.36	\$23.36	\$23.95	\$23.95	\$24.43	\$24.43
918	Non-exempt	Custodial Aide	1	\$14.56	\$15.39	\$15.39	\$15.78	\$15.78	\$16.09	\$16.45
			2	\$15.33	\$16.20	\$16.20	\$16.61	\$16.61	\$16.94	\$17.31
			3	\$16.14	\$17.05	\$17.05	\$17.48	\$17.48	\$17.83	\$18.22
			4	\$16.99	\$17.95	\$17.95	\$18.40	\$18.40	\$18.77	\$19.18
			5	\$17.88	\$18.89	\$18.89	\$19.37	\$19.37	\$19.76	\$20.19
919	Non-exempt	Custodial Assistant	1	\$17.03	\$17.97	\$17.97	\$18.44	\$18.44	\$18.81	\$18.81
			2	\$17.93	\$18.92	\$18.92	\$19.41	\$19.41	\$19.80	\$19.80
			3	\$18.87	\$19.92	\$19.92	\$20.43	\$20.43	\$20.84	\$20.84
			4	\$19.86	\$20.97	\$20.97	\$21.50	\$21.50	\$21.94	\$21.94
			5	\$20.90	\$22.07	\$22.07	\$22.63	\$22.63	\$23.09	\$23.09
920	Non-exempt	House Manager	1	\$16.74	\$17.68	\$17.68	\$18.14	\$18.14	\$18.50	\$18.50
			2	\$17.62	\$18.61	\$18.61	\$19.09	\$19.09	\$19.47	\$19.47
			3	\$18.55	\$19.59	\$19.59	\$20.09	\$20.09	\$20.49	\$20.49
			4	\$19.53	\$20.62	\$20.62	\$21.15	\$21.15	\$21.57	\$21.57
			5	\$20.56	\$21.71	\$21.71	\$22.26	\$22.26	\$22.71	\$22.71
921	Non-exempt	Instructor Aide	1	\$13.50	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70	\$16.45
			2	\$14.20	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53	\$17.31
			3	\$14.94	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40	\$18.22
			4	\$15.72	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32	\$19.18
			5	\$16.54	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28	\$20.19
922	Non-exempt	Instructor I	1	\$21.02	\$22.21	\$22.21	\$22.76	\$22.76	\$23.22	\$23.22
			2	\$22.13	\$23.38	\$23.38	\$23.96	\$23.96	\$24.44	\$24.44
			3	\$23.29	\$24.61	\$24.61	\$25.22	\$25.22	\$25.73	\$25.73
			4	\$24.52	\$25.90	\$25.90	\$26.55	\$26.55	\$27.08	\$27.08
			5	\$25.81	\$27.26	\$27.26	\$27.95	\$27.95	\$28.51	\$28.51
923	Non-exempt	Instructor II	1	\$25.60	\$27.03	\$27.03	\$27.71	\$27.71	\$28.26	\$28.26
			2	\$26.95	\$28.45	\$28.45	\$29.17	\$29.17	\$29.75	\$29.75
			3	\$28.37	\$29.95	\$29.95	\$30.70	\$30.70	\$31.32	\$31.32
			4	\$29.86	\$31.53	\$31.53	\$32.32	\$32.32	\$32.97	\$32.97
			5	\$31.43	\$33.19	\$33.19	\$34.02	\$34.02	\$34.71	\$34.71
982	Non-exempt	Instructor III	1	\$29.46	\$31.12	\$31.12	\$31.89	\$31.89	\$32.54	\$32.54
			2	\$31.01	\$32.76	\$32.76	\$33.57	\$33.57	\$34.25	\$34.25
			3	\$32.64	\$34.48	\$34.48	\$35.34	\$35.34	\$36.05	\$36.05
			4	\$34.36	\$36.29	\$36.29	\$37.20	\$37.20	\$37.95	\$37.95
			5	\$36.17	\$38.20	\$38.20	\$39.16	\$39.16	\$39.95	\$39.95
924	Non-exempt	Librarian	1	\$27.03	\$28.56	\$28.56	\$29.26	\$29.26	\$29.86	\$29.86
			2	\$28.45	\$30.06	\$30.06	\$30.80	\$30.80	\$31.43	\$31.43
			3	\$29.95	\$31.64	\$31.64	\$32.42	\$32.42	\$33.08	\$33.08
			4	\$31.53	\$33.30	\$33.30	\$34.13	\$34.13	\$34.82	\$34.82
			5	\$33.19	\$35.05	\$35.05	\$35.93	\$35.93	\$36.65	\$36.65



Limited Hourly Group Salary Schedule

Job Code	FLSA	Job Title	Step	Effective upon Council adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage)	Effective 7/1/2020	Effective 1/1/2022 (Min Wage)
925	Non-exempt	Library Clerk	1	\$20.13	\$21.26	\$21.26	\$21.79	\$21.79	\$22.24	\$22.24
			2	\$21.19	\$22.38	\$22.38	\$22.94	\$22.94	\$23.41	\$23.41
			3	\$22.30	\$23.56	\$23.56	\$24.15	\$24.15	\$24.64	\$24.64
			4	\$23.47	\$24.80	\$24.80	\$25.42	\$25.42	\$25.94	\$25.94
			5	\$24.71	\$26.10	\$26.10	\$26.76	\$26.76	\$27.30	\$27.30
930	Non-exempt	Library Page	1	\$13.50	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70	\$16.45
			2	\$14.20	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53	\$17.31
			3	\$14.94	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40	\$18.22
			4	\$15.72	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32	\$19.18
			5	\$16.54	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28	\$20.19
935	Non-exempt	Maintenance Assistant	1	\$16.20	\$17.10	\$17.10	\$17.54	\$17.54	\$17.90	\$17.90
			2	\$17.05	\$18.00	\$18.00	\$18.46	\$18.46	\$18.84	\$18.84
			3	\$17.95	\$18.95	\$18.95	\$19.43	\$19.43	\$19.83	\$19.83
			4	\$18.89	\$19.95	\$19.95	\$20.45	\$20.45	\$20.87	\$20.87
			5	\$19.88	\$21.00	\$21.00	\$21.53	\$21.53	\$21.97	\$21.97
936	Non-exempt	Open Space Technician	1	\$16.20	\$17.10	\$17.10	\$17.54	\$17.54	\$17.90	\$17.90
			2	\$17.05	\$18.00	\$18.00	\$18.46	\$18.46	\$18.84	\$18.84
			3	\$17.95	\$18.95	\$18.95	\$19.43	\$19.43	\$19.83	\$19.83
			4	\$18.89	\$19.95	\$19.95	\$20.45	\$20.45	\$20.87	\$20.87
			5	\$19.88	\$21.00	\$21.00	\$21.53	\$21.53	\$21.97	\$21.97
937	Non-exempt	Print Shop Assistant	1	\$20.13	\$21.26	\$21.26	\$21.79	\$21.79	\$22.24	\$22.24
			2	\$21.19	\$22.38	\$22.38	\$22.94	\$22.94	\$23.41	\$23.41
			3	\$22.30	\$23.56	\$23.56	\$24.15	\$24.15	\$24.64	\$24.64
			4	\$23.47	\$24.80	\$24.80	\$25.42	\$25.42	\$25.94	\$25.94
			5	\$24.71	\$26.10	\$26.10	\$26.76	\$26.76	\$27.30	\$27.30
938	Non-exempt	Project Construction Inspector	1	\$29.12	\$30.76	\$30.76	\$31.52	\$31.52	\$32.17	\$32.17
			2	\$30.65	\$32.38	\$32.38	\$33.18	\$33.18	\$33.86	\$33.86
			3	\$32.26	\$34.08	\$34.08	\$34.93	\$34.93	\$35.64	\$35.64
			4	\$33.96	\$35.87	\$35.87	\$36.77	\$36.77	\$37.52	\$37.52
			5	\$35.75	\$37.76	\$37.76	\$38.71	\$38.71	\$39.49	\$39.49
939	Non-exempt	Project Specialist	1	\$22.24	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58	\$24.58
			2	\$23.41	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87	\$25.87
			3	\$24.64	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23	\$27.23
			4	\$25.94	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66	\$28.66
			5	\$27.31	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17	\$30.17
940	Non-exempt	Recreation Aide	1	\$13.50	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70	\$16.45
			2	\$14.20	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53	\$17.31
			3	\$14.94	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40	\$18.22
			4	\$15.72	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32	\$19.18
			5	\$16.54	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28	\$20.19
941	Non-exempt	Recreation Leader I	1	\$13.50	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70	\$16.45
			2	\$14.20	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53	\$17.31
			3	\$14.94	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40	\$18.22
			4	\$15.72	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32	\$19.18
			5	\$16.54	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28	\$20.19
942	Non-exempt	Recreation Leader II	1	\$14.92	\$15.77	\$16.45	\$16.79	\$17.06	\$17.40	\$18.22
			2	\$15.71	\$16.60	\$17.32	\$17.67	\$17.96	\$18.32	\$19.18
			3	\$16.54	\$17.47	\$18.23	\$18.60	\$18.90	\$19.28	\$20.19
			4	\$17.41	\$18.39	\$19.14	\$19.58	\$19.89	\$20.29	\$21.25
			5	\$18.33	\$19.36	\$20.10	\$20.61	\$20.94	\$21.36	\$22.36
943	Non-exempt	Recreation Leader III	1	\$16.99	\$17.94	\$18.14	\$18.51	\$18.90	\$19.29	\$20.18
			2	\$17.88	\$18.88	\$19.10	\$19.48	\$19.89	\$20.30	\$21.24
			3	\$18.82	\$19.87	\$20.10	\$20.50	\$20.94	\$21.37	\$22.36
			4	\$19.81	\$20.92	\$21.11	\$21.58	\$22.04	\$22.49	\$23.54
			5	\$20.85	\$22.02	\$22.16	\$22.72	\$23.20	\$23.67	\$24.77
948	Non-exempt	Stock Clerk	1	\$16.10	\$17.01	\$17.01	\$17.43	\$17.43	\$17.78	\$17.78
			2	\$16.95	\$17.91	\$17.91	\$18.35	\$18.35	\$18.72	\$18.72
			3	\$17.84	\$18.85	\$18.85	\$19.32	\$19.32	\$19.71	\$19.71
			4	\$18.78	\$19.84	\$19.84	\$20.34	\$20.34	\$20.75	\$20.75
			5	\$19.77	\$20.88	\$20.88	\$21.41	\$21.41	\$21.84	\$21.84
950	Non-exempt	Technical Specialist	1	\$18.01	\$19.03	\$19.03	\$19.50	\$19.50	\$19.90	\$19.90
			2	\$18.96	\$20.03	\$20.03	\$20.53	\$20.53	\$20.95	\$20.95
			3	\$19.96	\$21.08	\$21.08	\$21.61	\$21.61	\$22.05	\$22.05
			4	\$21.01	\$22.19	\$22.19	\$22.75	\$22.75	\$23.21	\$23.21
			5	\$22.12	\$23.36	\$23.36	\$23.95	\$23.95	\$24.43	\$24.43



Limited Hourly Group Salary Schedule

Job Code	FLSA	Job Title	Step	Effective upon Council adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage)	Effective 7/1/2020	Effective 1/1/2022 (Min Wage)
954	Non-exempt	Arts & Science Aide	1	\$13.50	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70	\$16.45
			2	\$14.20	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53	\$17.31
			3	\$14.94	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40	\$18.22
			4	\$15.72	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32	\$19.18
			5	\$16.54	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28	\$20.19
951	Non-exempt	Arts & Science Professional I	1	\$21.02	\$22.21	\$22.21	\$22.76	\$22.76	\$23.22	\$23.22
			2	\$22.13	\$23.38	\$23.38	\$23.96	\$23.96	\$24.44	\$24.44
			3	\$23.29	\$24.61	\$24.61	\$25.22	\$25.22	\$25.73	\$25.73
			4	\$24.52	\$25.90	\$25.90	\$26.55	\$26.55	\$27.08	\$27.08
			5	\$25.81	\$27.26	\$27.26	\$27.95	\$27.95	\$28.51	\$28.51
952	Non-exempt	Arts & Science Professional II	1	\$25.60	\$27.03	\$27.03	\$27.71	\$27.71	\$28.26	\$28.26
			2	\$26.95	\$28.45	\$28.45	\$29.17	\$29.17	\$29.75	\$29.75
			3	\$28.37	\$29.95	\$29.95	\$30.70	\$30.70	\$31.32	\$31.32
			4	\$29.86	\$31.53	\$31.53	\$32.32	\$32.32	\$32.97	\$32.97
			5	\$31.43	\$33.19	\$33.19	\$34.02	\$34.02	\$34.71	\$34.71
983	Non-exempt	Arts & Science Professional III	1	\$29.46	\$31.12	\$31.12	\$31.89	\$31.89	\$32.54	\$32.54
			2	\$31.01	\$32.76	\$32.76	\$33.57	\$33.57	\$34.25	\$34.25
			3	\$32.64	\$34.48	\$34.48	\$35.34	\$35.34	\$36.05	\$36.05
			4	\$34.36	\$36.29	\$36.29	\$37.20	\$37.20	\$37.95	\$37.95
			5	\$36.17	\$38.20	\$38.20	\$39.16	\$39.16	\$39.95	\$39.95
953	Non-exempt	Arts & Science Technician	1	\$14.92	\$15.77	\$15.77	\$16.17	\$16.17	\$16.50	\$16.50
			2	\$15.71	\$16.60	\$16.60	\$17.02	\$17.02	\$17.37	\$17.37
			3	\$16.54	\$17.47	\$17.47	\$17.92	\$17.92	\$18.28	\$18.28
			4	\$17.41	\$18.39	\$18.39	\$18.86	\$18.86	\$19.24	\$19.24
			5	\$18.33	\$19.36	\$19.36	\$19.85	\$19.85	\$20.25	\$20.25
955	Non-exempt	Zoological Assistant	1	\$22.24	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58	\$24.58
			2	\$23.41	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87	\$25.87
			3	\$24.64	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23	\$27.23
			4	\$25.94	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66	\$28.66
			5	\$27.31	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17	\$30.17
960	Non-exempt	Police Reserve I	1							
			2							
			3	\$27.53	\$49.20	\$49.20	\$50.43	\$50.43	\$51.44	\$52.47
			4							
			5							
961	Non-exempt	Police Reserve II	1							
			2							
			3	\$22.04	\$44.08	\$44.08	\$45.19	\$45.19	\$46.10	\$47.03
			4							
			5							
962	Non-exempt	Technician I	1	\$16.20	\$17.10	\$17.10	\$17.54	\$17.54	\$17.90	\$17.90
			2	\$17.05	\$18.00	\$18.00	\$18.46	\$18.46	\$18.84	\$18.84
			3	\$17.95	\$18.95	\$18.95	\$19.43	\$19.43	\$19.83	\$19.83
			4	\$18.89	\$19.95	\$19.95	\$20.45	\$20.45	\$20.87	\$20.87
			5	\$19.88	\$21.00	\$21.00	\$21.53	\$21.53	\$21.97	\$21.97
963	Non-exempt	Technician II	1	\$22.24	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58	\$24.58
			2	\$23.41	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87	\$25.87
			3	\$24.64	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23	\$27.23
			4	\$25.94	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66	\$28.66
			5	\$27.31	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17	\$30.17



Limited Hourly Group Salary Schedule

			Effective upon Council adoption		Effective 7/1/2018		Effective 1/1/2019 (Min Wage)		Effective 7/1/2019		Effective 1/1/2020 (Min Wage)		Effective 7/1/2020		Effective 7/1/2022 (Min Wage)	
Job Code	FLSA	Job Title	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
9035	Non-exempt	General Laborer	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23	\$ 16.45	\$ 66.23
9032	Non-exempt	Inspector	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23	\$ 16.45	\$ 66.23
9033	Non-exempt	Journey Level Laborer	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23	\$ 16.45	\$ 66.23
9034	Non-exempt	Staff Specialist	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23	\$ 16.45	\$ 66.23



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 3/12/2022 (4% Increase)

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
190	Non-Exempt	Accountant	690P	\$38.84	\$48.54	\$58.25	\$80,787	\$100,963	\$121,160
76	Exempt	Administrative Assistant	750P	\$31.94	\$39.92	\$47.91	\$66,435	\$83,034	\$99,653
115	Exempt	Assistant Chief Building Official	405M	\$51.88	\$64.84	\$77.81	\$107,910	\$134,867	\$161,845
132	Exempt	Assistant Chief of Police	100A	\$84.91	\$106.13	\$127.36	\$176,613	\$220,750	\$264,909
108	Exempt	Assistant City Attorney	165A	\$71.96	\$89.95	\$107.94	\$149,677	\$187,096	\$224,515
109	Exempt	Assistant City Clerk	630M	\$41.90	\$52.37	\$62.85	\$87,152	\$108,930	\$130,728
107	Exempt	Assistant City Manager	20E	\$88.19	\$110.23	\$132.28	\$183,435	\$229,278	\$275,142
73	Exempt	Assistant Director Administrative Services	120A	\$72.57	\$90.71	\$108.86	\$150,946	\$188,677	\$226,429
126	Exempt	Assistant Director Community Services	150A	\$69.47	\$86.83	\$104.20	\$144,498	\$180,606	\$216,736
1007	Exempt	Assistant Director Human Resources	155A	\$67.16	\$83.94	\$100.73	\$139,693	\$174,595	\$209,518
2001	Exempt	Assistant Director Library Services	160A	\$66.45	\$83.06	\$99.68	\$138,216	\$172,765	\$207,334
10	Exempt	Assistant Director Planning & Community Environment	130A	\$71.18	\$88.97	\$106.77	\$148,054	\$185,058	\$222,082
143	Exempt	Assistant Director Public Works	140A	\$70.36	\$87.94	\$105.53	\$146,349	\$182,915	\$219,502
168	Exempt	Assistant Fleet Manager	585M	\$44.04	\$55.04	\$66.05	\$91,603	\$114,483	\$137,384
102	Exempt	Assistant Manager WQCP	240D	\$56.87	\$71.08	\$85.30	\$118,290	\$147,846	\$177,424
30	Exempt	Assistant to the City Manager	390M	\$54.96	\$68.70	\$82.44	\$114,317	\$142,896	\$171,475
118	Exempt	Chief Building Official	290M	\$67.53	\$84.41	\$101.30	\$140,462	\$175,573	\$210,704
2008	Exempt	Chief Communications Officer	135A	\$70.80	\$88.49	\$106.19	\$147,264	\$184,059	\$220,875
112	Exempt	Chief Planning Official	220D	\$60.36	\$75.44	\$90.53	\$125,549	\$156,915	\$188,302
95	Exempt	Chief Procurement Officer	235D	\$57.09	\$71.36	\$85.64	\$118,747	\$148,429	\$178,131
82	Exempt	Chief Transportation Official	140A	\$70.36	\$87.94	\$105.53	\$146,349	\$182,915	\$219,502
96	Exempt	Claims Investigator	660P	\$38.90	\$48.62	\$58.35	\$80,912	\$101,130	\$121,368
24	Exempt	Communication Specialist	615M	\$42.13	\$52.66	\$63.20	\$87,630	\$109,533	\$131,456
89	Exempt	Contracts Administrator	585P	\$44.04	\$55.04	\$66.05	\$91,603	\$114,483	\$137,384
186	Non-Exempt	Coordinator Library Circulation	675M	\$37.09	\$46.36	\$55.64	\$77,147	\$96,429	\$115,731
191	Exempt	Deputy Chief/Fire Marshall	125A	\$71.72	\$89.65	\$107.58	\$149,178	\$186,472	\$223,766
11	Exempt	Deputy City Attorney	375M	\$56.34	\$70.42	\$84.51	\$117,187	\$146,474	\$175,781
71	Exempt	Deputy City Clerk	720M	\$33.56	\$41.95	\$50.34	\$69,805	\$87,256	\$104,707
55	Exempt	Deputy City Manager	115A	\$73.52	\$91.90	\$110.28	\$152,922	\$191,152	\$229,382
195	Exempt	Deputy Director Technical Services Division	200D	\$71.50	\$89.37	\$107.25	\$148,720	\$185,890	\$223,080
20	Exempt	Deputy Fire Chief	110A	\$74.72	\$93.40	\$112.08	\$155,418	\$194,272	\$233,126
81	Exempt	Director Administrative Services/Chief Financial Officer	50E	\$84.54	\$105.67	\$126.81	\$175,843	\$219,794	\$263,765
72	Exempt	Director Community Services	45E	\$85.20	\$106.49	\$127.79	\$177,216	\$221,499	\$265,803
1012	Exempt	Director Development Services	145A	\$74.80	\$93.49	\$112.19	\$155,584	\$194,459	\$233,355



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 3/12/2022 (4% Increase)

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
133	Exempt	Director Human Resources/Chief People Officer	55E	\$80.58	\$100.72	\$120.87	\$167,606	\$209,498	\$251,410
128	Exempt	Director Information Technology/Chief Information Officer	25E	\$88.04	\$110.05	\$132.06	\$183,123	\$228,904	\$274,685
131	Exempt	Director Libraries	60E	\$79.74	\$99.67	\$119.61	\$165,859	\$207,314	\$248,789
2028	Exempt	Director of Emergency Medical Services	215D	\$62.56	\$78.20	\$93.84	\$130,125	\$162,656	\$195,187
2005	Exempt	Director Office of Emergency Services	215D	\$62.56	\$78.20	\$93.84	\$130,125	\$162,656	\$195,187
49	Exempt	Director Office of Management and Budget	120A	\$72.57	\$90.71	\$108.86	\$150,946	\$188,677	\$226,429
134	Exempt	Director Planning & Community Environment	40E	\$85.39	\$106.73	\$128.08	\$177,611	\$221,998	\$266,406
135	Exempt	Director Public Works/City Engineer	30E	\$86.49	\$108.11	\$129.74	\$179,899	\$224,869	\$269,859
121	Exempt	Director Utilities	10E	\$110.83	\$138.53	\$166.24	\$230,526	\$288,142	\$345,779
2002	Exempt	Division Head Library Services	260D	\$53.95	\$67.43	\$80.92	\$112,216	\$140,254	\$168,314
172	Exempt	Division Manager Open Space, Parks & Golf	245D	\$56.10	\$70.12	\$84.15	\$116,688	\$145,850	\$175,032
TBD	Exempt	Division Manager Planning	220D	\$60.36	\$75.44	\$90.53	\$125,549	\$156,915	\$188,302
1005	Exempt	Executive Assistant to the City Manager	705M	\$36.13	\$45.16	\$54.20	\$75,150	\$93,933	\$112,736
139	Exempt	Fire Chief	35E	\$86.01	\$107.51	\$129.02	\$178,901	\$223,621	\$268,362
163	Exempt	Hearing Officer	480M	\$51.04	\$63.80	\$76.56	\$106,163	\$132,704	\$159,245
101	Exempt	Human Resources Representative	735P	\$32.74	\$40.92	\$49.11	\$68,099	\$85,114	\$102,149
90	Exempt	Landscape Architect Park Planner	510M	\$48.59	\$60.73	\$72.88	\$101,067	\$126,318	\$151,590
2015	Exempt	Legal Fellow	755P	\$41.77	\$52.21	\$62.66	\$86,882	\$108,597	\$130,333
171	Exempt	Management Analyst	585M	\$44.04	\$55.04	\$66.05	\$91,603	\$114,483	\$137,384
79	Exempt	Manager Accounting	235D	\$57.09	\$71.36	\$85.64	\$118,747	\$148,429	\$178,131
2007	Exempt	Manager Airport	210D	\$62.58	\$78.22	\$93.87	\$130,166	\$162,698	\$195,250
2023	Exempt	Manager Budget	360M	\$60.61	\$75.76	\$90.92	\$126,069	\$157,581	\$189,114
38	Exempt	Manager Communications	525M	\$47.40	\$59.24	\$71.09	\$98,592	\$123,219	\$147,867
154	Exempt	Manager Community Services	630M	\$41.90	\$52.37	\$62.85	\$87,152	\$108,930	\$130,728
169	Exempt	Manager Community Services Sr Program	585M	\$44.04	\$55.04	\$66.05	\$91,603	\$114,483	\$137,384
1013	Exempt	Manager Development Center	495M	\$49.80	\$62.25	\$74.70	\$103,584	\$129,480	\$155,376
63	Exempt	Manager Economic Development	220D	\$60.36	\$75.44	\$90.53	\$125,549	\$156,915	\$188,302
44	Exempt	Manager Employee Benefits	450M	\$51.57	\$64.46	\$77.36	\$107,266	\$134,077	\$160,909
45	Exempt	Manager Employee Relations & Training	235D	\$57.09	\$71.36	\$85.64	\$118,747	\$148,429	\$178,131
93	Exempt	Manager Environmental Control Program	419M	\$52.80	\$66.00	\$79.20	\$109,824	\$137,280	\$164,736
1116	Exempt	Manager Facilities	445M	\$52.35	\$65.43	\$78.52	\$108,888	\$136,094	\$163,322
2030	Exempt	Manager Finance	223D	\$59.95	\$74.93	\$89.92	\$124,696	\$155,854	\$187,034
127	Exempt	Manager Fleet	255D	\$52.88	\$66.10	\$79.32	\$109,990	\$137,488	\$164,986
2018	Exempt	Manager Human Services	540M	\$46.25	\$57.81	\$69.38	\$96,200	\$120,245	\$144,310



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 3/12/2022 (4% Increase)

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
32	Exempt	Manager Information Technology	230D	\$58.38	\$72.97	\$87.57	\$121,430	\$151,778	\$182,146
2006	Exempt	Manager Information Technology Security	230D	\$58.38	\$72.97	\$87.57	\$121,430	\$151,778	\$182,146
158	Exempt	Manager Laboratory Services	495M	\$49.80	\$62.25	\$74.70	\$103,584	\$129,480	\$155,376
78	Exempt	Manager Library Services	565M	\$43.47	\$54.33	\$65.20	\$90,418	\$113,006	\$135,616
92	Exempt	Manager Maintenance Operations	469M	\$48.78	\$60.97	\$73.17	\$101,462	\$126,818	\$152,194
26	Exempt	Manager Transportation Planning	345M	\$57.08	\$71.35	\$85.62	\$118,726	\$148,408	\$178,090
51	Exempt	Manager Planning	415M	\$52.88	\$66.09	\$79.31	\$109,990	\$137,467	\$164,965
103	Exempt	Manager Real Property	235D	\$57.09	\$71.36	\$85.64	\$118,747	\$148,429	\$178,131
2011	Exempt	Manager Revenue Collections	250D	\$53.63	\$67.03	\$80.44	\$111,550	\$139,422	\$167,315
160	Exempt	Manager Solid Waste	330M	\$57.76	\$72.19	\$86.63	\$120,141	\$150,155	\$180,190
57	Exempt	Manager Treasury, Debt & Investments	235D	\$57.09	\$71.36	\$85.64	\$118,747	\$148,429	\$178,131
86	Exempt	Manager Urban Forestry	436M	\$54.40	\$68.00	\$81.60	\$113,152	\$141,440	\$169,728
178	Exempt	Manager Water Quality Control Plant	205D	\$64.24	\$80.30	\$96.36	\$133,619	\$167,024	\$200,429
39	Exempt	Manager Watershed Protection	330M	\$57.76	\$72.19	\$86.63	\$120,141	\$150,155	\$180,190
1008	Exempt	Office of Emergency Services Coordinator	525M	\$47.40	\$59.24	\$71.09	\$98,592	\$123,219	\$147,867
2024	Exempt	Performance Auditor I	750P	\$31.94	\$39.92	\$47.91	\$66,435	\$83,034	\$99,653
100	Exempt	Performance Auditor II	585M	\$44.04	\$55.04	\$66.05	\$91,603	\$114,483	\$137,384
148	Exempt	Police Chief	15E	\$95.63	\$119.53	\$143.44	\$198,910	\$248,622	\$298,355
2021	Exempt	Chief Assistant City Attorney	101A	\$87.08	\$108.84	\$130.61	\$181,126	\$226,387	\$271,669
2016	Exempt	Principal Business Analyst	310M	\$60.85	\$76.06	\$91.28	\$126,568	\$158,205	\$189,862
2029	Exempt	Principal Planner	469M	\$49.17	\$61.46	\$73.76	\$102,274	\$127,837	\$153,421
2003	Exempt	Principal Management Analyst	360M	\$60.61	\$75.76	\$90.92	\$126,069	\$157,581	\$189,114
2009	Exempt	Project Manager	570M	\$44.32	\$55.40	\$66.48	\$92,186	\$115,232	\$138,278
2012	Exempt	Public Safety Communications Manager	495M	\$49.80	\$62.25	\$74.70	\$103,584	\$129,480	\$155,376
166	Exempt	Public Safety Program Manager	585M	\$44.04	\$55.04	\$66.05	\$91,603	\$114,483	\$137,384
117	Exempt	Senior Accountant	525M	\$47.40	\$59.24	\$71.09	\$98,592	\$123,219	\$147,867
2013	Exempt	Senior Business Analyst - M	420M	\$52.92	\$66.15	\$79.38	\$110,074	\$137,592	\$165,110
187	Exempt	Senior Engineer	300M	\$60.68	\$75.84	\$91.01	\$126,214	\$157,747	\$189,301
106	Exempt	Senior Executive Assistant	450M	\$51.57	\$64.46	\$77.36	\$107,266	\$134,077	\$160,909
157	Exempt	Senior Human Resources Administrator	545M	\$44.96	\$56.19	\$67.43	\$93,517	\$116,875	\$140,254
14	Exempt	Senior Management Analyst	465M	\$51.53	\$64.41	\$77.30	\$107,182	\$133,973	\$160,784
130	Exempt	Senior Performance Auditor	510M	\$48.59	\$60.73	\$72.88	\$101,067	\$126,318	\$151,590
53	Exempt	Senior Project Manager	300M	\$60.68	\$75.84	\$91.01	\$126,214	\$157,747	\$189,301
33	Exempt	Senior Technologist	420M	\$52.92	\$66.15	\$79.38	\$110,074	\$137,592	\$165,110



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 3/12/2022 (4% Increase)

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
155	Exempt	Superintendent Animal Services	540M	\$46.25	\$57.81	\$69.38	\$96,200	\$120,245	\$144,310
83	Exempt	Superintendent Community Services	480M	\$51.04	\$63.80	\$76.56	\$106,163	\$132,704	\$159,245
1117	Exempt	Superintendent Recreation	480M	\$51.04	\$63.80	\$76.56	\$106,163	\$132,704	\$159,245
2022	Exempt	Supervising Librarian	675M	\$37.23	\$46.53	\$55.84	\$77,438	\$96,782	\$116,147
161	Exempt	Supervisor Facilities Management	600M	\$43.04	\$53.80	\$64.56	\$89,523	\$111,904	\$134,285
113	Exempt	Supervisor Inspection and Surveying	540M	\$46.25	\$57.81	\$69.38	\$96,200	\$120,245	\$144,310
146	Exempt	Supervisor Warehouse	660M	\$38.90	\$48.62	\$58.35	\$80,912	\$101,130	\$121,368
181	Exempt	Supervisor Water Quality Control Operations	525M	\$47.40	\$59.24	\$71.09	\$98,592	\$123,219	\$147,867
2027	Exempt	Utilities Chief Operating Officer	60E	\$79.74	\$99.67	\$119.61	\$165,859	\$207,314	\$248,789
Confidential Classifications									
905	Non-Exempt	Human Resources Technician	830C	\$28.24	\$35.29	\$42.35	\$58,739	\$73,403	\$88,088
903	Non-Exempt	Legal Secretary-Confidential	820C	\$28.95	\$36.18	\$43.42	\$60,216	\$75,254	\$90,314
67	Exempt	Secretary to City Attorney	800C	\$34.40	\$42.99	\$51.59	\$71,552	\$89,419	\$107,307
1004	Non-Exempt	Senior Legal Secretary - Confidential	810C	\$31.94	\$39.92	\$47.91	\$66,435	\$83,034	\$99,653



Palo Alto Peace Officers' Association (PAPOA) Salary Schedule

Job Code	FLSA	Job Title	Effective 07/07/2018 (3% Increase)				Effective 07/06/2019 (3.45% Increase)				Effective 07/03/2021 (3% Increase)				Effective 03/12/2022 (4% Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
611	Non-exempt	Police Agent	1	\$ 50.73			1	\$ 52.49			1	\$ 54.06			1	\$ 56.23		
			2	\$ 53.40			2	\$ 55.25			2	\$ 56.91			2	\$ 59.19		
			3	\$ 56.21			3	\$ 58.16			3	\$ 59.91			3	\$ 62.31		
			4	\$ 59.17			4	\$ 61.22			4	\$ 63.06			4	\$ 65.59		
			5	\$ 62.28			5	\$ 64.44			5	\$ 66.38			5	\$ 69.04		
			6	\$ 65.56	\$ 11,363.73	\$ 136,365	6	\$ 67.83	\$ 11,757.20	\$ 141,086	6	\$ 69.87	\$ 12,110.80	\$ 145,330	6	\$ 72.67	\$ 12,596.13	\$ 151,154
612	Non-exempt	Police Agent/Inter	1	\$ 53.34			1	\$ 55.18			1	\$ 56.85			1	\$ 59.12		
			2	\$ 56.15			2	\$ 58.08			2	\$ 59.84			2	\$ 62.23		
			3	\$ 59.11			3	\$ 61.14			3	\$ 62.99			3	\$ 65.50		
			4	\$ 62.22			4	\$ 64.36			4	\$ 66.30			4	\$ 68.95		
			5	\$ 65.49			5	\$ 67.75			5	\$ 69.79			5	\$ 72.58		
			6	\$ 68.94	\$ 11,949.60	\$ 143,395	6	\$ 71.32	\$ 12,362.13	\$ 148,346	6	\$ 73.46	\$ 12,733.07	\$ 152,797	6	\$ 76.40	\$ 13,242.67	\$ 158,912
613	Non-exempt	Police Agent/Adv	1	\$ 54.48			1	\$ 56.36			1	\$ 58.05			1	\$ 60.38		
			2	\$ 57.35			2	\$ 59.33			2	\$ 61.11			2	\$ 63.56		
			3	\$ 60.37			3	\$ 62.45			3	\$ 64.33			3	\$ 66.91		
			4	\$ 63.55			4	\$ 65.74			4	\$ 67.72			4	\$ 70.43		
			5	\$ 66.89			5	\$ 69.20			5	\$ 71.28			5	\$ 74.14		
			6	\$ 70.41	\$ 12,204.40	\$ 146,453	6	\$ 72.84	\$ 12,625.60	\$ 151,507	6	\$ 75.03	\$ 13,005.20	\$ 156,062	6	\$ 78.04	\$ 13,526.93	\$ 162,323
614	Non-exempt	Police Agent-Bilingual	1	\$ 53.28			1	\$ 55.13			1	\$ 56.77			1	\$ 59.05		
			2	\$ 56.08			2	\$ 58.03			2	\$ 59.76			2	\$ 62.16		
			3	\$ 59.03			3	\$ 61.08			3	\$ 62.91			3	\$ 65.43		
			4	\$ 62.14			4	\$ 64.29			4	\$ 66.22			4	\$ 68.87		
			5	\$ 65.41			5	\$ 67.67			5	\$ 69.70			5	\$ 72.49		
			6	\$ 68.85	\$ 11,934.00	\$ 143,208	6	\$ 71.23	\$ 12,346.53	\$ 148,158	6	\$ 73.37	\$ 12,717.47	\$ 152,610	6	\$ 76.31	\$ 13,227.07	\$ 158,725
615	Non-exempt	Police Agent/Inter-Bilingual	1	\$ 56.04			1	\$ 57.97			1	\$ 59.71			1	\$ 62.11		
			2	\$ 58.99			2	\$ 61.02			2	\$ 62.85			2	\$ 65.38		
			3	\$ 62.09			3	\$ 64.23			3	\$ 66.16			3	\$ 68.82		
			4	\$ 65.36			4	\$ 67.61			4	\$ 69.64			4	\$ 72.44		
			5	\$ 68.80			5	\$ 71.17			5	\$ 73.31			5	\$ 76.25		
			6	\$ 72.42	\$ 12,552.80	\$ 150,634	6	\$ 74.92	\$ 12,986.13	\$ 155,834	6	\$ 77.17	\$ 13,376.13	\$ 160,514	6	\$ 80.26	\$ 13,911.73	\$ 166,941
616	Non-exempt	Police Agent/Adv-Bilingual	1	\$ 57.23			1	\$ 59.21			1	\$ 60.99			1	\$ 63.44		
			2	\$ 60.24			2	\$ 62.33			2	\$ 64.20			2	\$ 66.78		
			3	\$ 63.41			3	\$ 65.61			3	\$ 67.58			3	\$ 70.29		
			4	\$ 66.75			4	\$ 69.06			4	\$ 71.14			4	\$ 73.99		
			5	\$ 70.26			5	\$ 72.69			5	\$ 74.88			5	\$ 77.88		
			6	\$ 73.96	\$ 12,819.73	\$ 153,837	6	\$ 76.52	\$ 13,263.47	\$ 159,162	6	\$ 78.82	\$ 13,662.13	\$ 163,946	6	\$ 81.98	\$ 14,209.87	\$ 170,518
617	Non-exempt	Police Trainee-Bilingual	1	\$ 51.81			1	\$ 48.61			1	\$ 50.07			1	\$ 52.08		
			2	\$ 51.81			2	\$ 48.61			2	\$ 50.07			2	\$ 52.08		
			3	\$ 51.81			3	\$ 48.61			3	\$ 50.07			3	\$ 52.08		
			4	\$ 51.81			4	\$ 48.61			4	\$ 50.07			4	\$ 52.08		
			5	\$ 51.81			5	\$ 48.61			5	\$ 50.07			5	\$ 52.08		
			6	\$ 51.81	\$ 8,980.40	\$ 107,765	6	\$ 48.61	\$ 8,425.73	\$ 101,109	6	\$ 50.07	\$ 8,678.80	\$ 104,146	6	\$ 52.08	\$ 9,027.20	\$ 108,326
618	Non-exempt	Police Officer-Bilingual	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62			1	\$ 54.74		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39			2	\$ 57.62		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31			3	\$ 60.65		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38			4	\$ 63.84		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61			5	\$ 67.20		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461	6	\$ 70.74	\$ 12,261.60	\$ 147,139



Palo Alto Peace Officers' Association (PAPOA) Salary Schedule

Job Code	FLSA	Job Title	Effective 07/07/2018 (3% Increase)				Effective 07/06/2019 (3.45% Increase)				Effective 07/03/2021 (3% Increase)				Effective 03/12/2022 (4% Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
619	Non-exempt	Police Officer-Inter-Bilingual	1	\$ 51.84			1	\$ 53.63			1	\$ 55.24			1	\$ 57.46		
			2	\$ 54.57			2	\$ 56.45			2	\$ 58.15			2	\$ 60.48		
			3	\$ 57.44			3	\$ 59.42			3	\$ 61.21			3	\$ 63.66		
			4	\$ 60.46			4	\$ 62.55			4	\$ 64.43			4	\$ 67.01		
			5	\$ 63.64			5	\$ 65.84			5	\$ 67.82			5	\$ 70.54		
			6	\$ 66.99	\$ 11,611.60	\$ 139,339	6	\$ 69.31	\$ 12,013.73	\$ 144,165	6	\$ 71.39	\$ 12,374.27	\$ 148,491	6	\$ 74.25	\$ 12,870.00	\$ 154,440
620	Non-exempt	Police Trainee	1	\$ 49.37			1	\$ 46.32			1	\$ 47.71			1	\$ 49.62		
			2	\$ 49.37			2	\$ 46.32			2	\$ 47.71			2	\$ 49.62		
			3	\$ 49.37			3	\$ 46.32			3	\$ 47.71			3	\$ 49.62		
			4	\$ 49.37			4	\$ 46.32			4	\$ 47.71			4	\$ 49.62		
			5	\$ 49.37			5	\$ 46.32			5	\$ 47.71			5	\$ 49.62		
			6	\$ 49.37	\$ 8,557.47	\$ 102,690	6	\$ 46.32	\$ 8,028.80	\$ 96,346	6	\$ 47.71	\$ 8,269.73	\$ 99,237	6	\$ 49.62	\$ 8,600.80	\$ 103,210
621	Non-exempt	Police Officer	1	\$ 47.03			1	\$ 48.65			1	\$ 50.11			1	\$ 52.13		
			2	\$ 49.50			2	\$ 51.21			2	\$ 52.75			2	\$ 54.87		
			3	\$ 52.11			3	\$ 53.91			3	\$ 55.53			3	\$ 57.76		
			4	\$ 54.85			4	\$ 56.75			4	\$ 58.45			4	\$ 60.80		
			5	\$ 57.74			5	\$ 59.74			5	\$ 61.53			5	\$ 64.00		
			6	\$ 60.78	\$ 10,535.20	\$ 126,422	6	\$ 62.88	\$ 10,899.20	\$ 130,790	6	\$ 64.77	\$ 11,226.80	\$ 134,722	6	\$ 67.37	\$ 11,677.47	\$ 140,130
622	Non-exempt	Police Officer-Inter	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62			1	\$ 54.74		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39			2	\$ 57.62		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31			3	\$ 60.65		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38			4	\$ 63.84		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61			5	\$ 67.20		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461	6	\$ 70.74	\$ 12,261.60	\$ 147,139
623	Non-exempt	Police Officer-Adv	1	\$ 50.45			1	\$ 52.19			1	\$ 53.76			1	\$ 55.91		
			2	\$ 53.10			2	\$ 54.94			2	\$ 56.59			2	\$ 58.85		
			3	\$ 55.89			3	\$ 57.83			3	\$ 59.57			3	\$ 61.95		
			4	\$ 58.83			4	\$ 60.87			4	\$ 62.70			4	\$ 65.21		
			5	\$ 61.93			5	\$ 64.07			5	\$ 66.00			5	\$ 68.64		
			6	\$ 65.19	\$ 11,299.60	\$ 135,595	6	\$ 67.44	\$ 11,689.60	\$ 140,275	6	\$ 69.47	\$ 12,041.47	\$ 144,498	6	\$ 72.25	\$ 12,523.33	\$ 150,280
624	Non-exempt	Police Officer-Adv-Bilingual	1	\$ 52.98			1	\$ 54.82			1	\$ 56.46			1	\$ 58.74		
			2	\$ 55.77			2	\$ 57.70			2	\$ 59.43			2	\$ 61.83		
			3	\$ 58.71			3	\$ 60.74			3	\$ 62.56			3	\$ 65.08		
			4	\$ 61.80			4	\$ 63.94			4	\$ 65.85			4	\$ 68.50		
			5	\$ 65.05			5	\$ 67.30			5	\$ 69.32			5	\$ 72.10		
			6	\$ 68.47	\$ 11,868.13	\$ 142,418	6	\$ 70.84	\$ 12,278.93	\$ 147,347	6	\$ 72.97	\$ 12,648.13	\$ 151,778	6	\$ 75.89	\$ 13,154.27	\$ 157,851
625	Non-exempt	Police Off Training-Bilingual	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62			1	\$ 54.74		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39			2	\$ 57.62		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31			3	\$ 60.65		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38			4	\$ 63.84		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61			5	\$ 67.20		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461	6	\$ 70.74	\$ 12,261.60	\$ 147,139
626	Non-exempt	Police Sergeant-Bilingual	1	\$ 59.77			1	\$ 61.83			1	\$ 63.70			1	\$ 66.25		
			2	\$ 62.92			2	\$ 65.08			2	\$ 67.05			2	\$ 69.74		
			3	\$ 66.23			3	\$ 68.51			3	\$ 70.58			3	\$ 73.41		
			4	\$ 69.72			4	\$ 72.12			4	\$ 74.29			4	\$ 77.27		
			5	\$ 73.39			5	\$ 75.92			5	\$ 78.20			5	\$ 81.34		
			6	\$ 77.25	\$ 13,390.00	\$ 160,680	6	\$ 79.92	\$ 13,852.80	\$ 166,234	6	\$ 82.32	\$ 14,268.80	\$ 171,226	6	\$ 85.62	\$ 14,840.80	\$ 178,090



Palo Alto Peace Officers' Association (PAPOA) Salary Schedule

Job Code	FLSA	Job Title	Effective 07/07/2018 (3% Increase)				Effective 07/06/2019 (3.45% Increase)				Effective 07/03/2021 (3% Increase)				Effective 03/12/2022 (4% Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
627	Non-exempt	Police Off Training	1	\$ 47.03			1	\$ 48.65			1	\$ 50.11			1	\$ 52.13		
			2	\$ 49.50			2	\$ 51.21			2	\$ 52.75			2	\$ 54.87		
			3	\$ 52.11			3	\$ 53.91			3	\$ 55.53			3	\$ 57.76		
			4	\$ 54.85			4	\$ 56.75			4	\$ 58.45			4	\$ 60.80		
			5	\$ 57.74			5	\$ 59.74			5	\$ 61.53			5	\$ 64.00		
			6	\$ 60.78	\$ 10,535.20	\$ 126,422	6	\$ 62.88	\$ 10,899.20	\$ 130,790	6	\$ 64.77	\$ 11,226.80	\$ 134,722	6	\$ 67.37	\$ 11,677.47	\$ 140,130
628	Non-exempt	Police Sgt/Inter-Bilingual	1	\$ 62.89			1	\$ 65.08			1	\$ 67.02			1	\$ 69.71		
			2	\$ 66.20			2	\$ 68.50			2	\$ 70.55			2	\$ 73.38		
			3	\$ 69.68			3	\$ 72.10			3	\$ 74.26			3	\$ 77.24		
			4	\$ 73.35			4	\$ 75.89			4	\$ 78.17			4	\$ 81.30		
			5	\$ 77.21			5	\$ 79.88			5	\$ 82.28			5	\$ 85.58		
			6	\$ 81.27	\$ 14,086.80	\$ 169,042	6	\$ 84.08	\$ 14,573.87	\$ 174,886	6	\$ 86.61	\$ 15,012.40	\$ 180,149	6	\$ 90.08	\$ 15,613.87	\$ 187,366
629	Non-exempt	Police Sgt/Adv-Bilingual	1	\$ 64.31			1	\$ 66.53			1	\$ 68.51			1	\$ 71.27		
			2	\$ 67.69			2	\$ 70.03			2	\$ 72.12			2	\$ 75.02		
			3	\$ 71.25			3	\$ 73.72			3	\$ 75.92			3	\$ 78.97		
			4	\$ 75.00			4	\$ 77.60			4	\$ 79.92			4	\$ 83.13		
			5	\$ 78.95			5	\$ 81.68			5	\$ 84.13			5	\$ 87.50		
			6	\$ 83.11	\$ 14,405.73	\$ 172,869	6	\$ 85.98	\$ 14,903.20	\$ 178,838	6	\$ 88.56	\$ 15,350.40	\$ 184,205	6	\$ 92.11	\$ 15,965.73	\$ 191,589
631	Non-exempt	Police Sergeant	1	\$ 56.91			1	\$ 58.89			1	\$ 60.65			1	\$ 63.08		
			2	\$ 59.91			2	\$ 61.99			2	\$ 63.84			2	\$ 66.40		
			3	\$ 63.06			3	\$ 65.25			3	\$ 67.20			3	\$ 69.89		
			4	\$ 66.38			4	\$ 68.68			4	\$ 70.74			4	\$ 73.57		
			5	\$ 69.87			5	\$ 72.29			5	\$ 74.46			5	\$ 77.44		
			6	\$ 73.55	\$ 12,748.67	\$ 152,984	6	\$ 76.09	\$ 13,188.93	\$ 158,267	6	\$ 78.38	\$ 13,585.87	\$ 163,030	6	\$ 81.52	\$ 14,130.13	\$ 169,562
632	Non-exempt	Police Sgt/Inter	1	\$ 59.94			1	\$ 62.01			1	\$ 63.88			1	\$ 66.44		
			2	\$ 63.09			2	\$ 65.27			2	\$ 67.24			2	\$ 69.94		
			3	\$ 66.41			3	\$ 68.70			3	\$ 70.78			3	\$ 73.62		
			4	\$ 69.91			4	\$ 72.32			4	\$ 74.50			4	\$ 77.49		
			5	\$ 73.59			5	\$ 76.13			5	\$ 78.42			5	\$ 81.57		
			6	\$ 77.46	\$ 13,426.40	\$ 161,117	6	\$ 80.14	\$ 13,890.93	\$ 166,691	6	\$ 82.55	\$ 14,308.67	\$ 171,704	6	\$ 85.86	\$ 14,882.40	\$ 178,589
633	Non-exempt	Police Sgt/Adv	1	\$ 61.28			1	\$ 63.38			1	\$ 65.28			1	\$ 67.91		
			2	\$ 64.50			2	\$ 66.72			2	\$ 68.72			2	\$ 71.48		
			3	\$ 67.89			3	\$ 70.23			3	\$ 72.34			3	\$ 75.24		
			4	\$ 71.46			4	\$ 73.93			4	\$ 76.15			4	\$ 79.20		
			5	\$ 75.22			5	\$ 77.82			5	\$ 80.16			5	\$ 83.37		
			6	\$ 79.18	\$ 13,724.53	\$ 164,694	6	\$ 81.92	\$ 14,199.47	\$ 170,394	6	\$ 84.38	\$ 14,625.87	\$ 175,510	6	\$ 87.76	\$ 15,211.73	\$ 182,541



Palo Alto Police Managers' Association (PAPMA)
Salary Schedule

Effective 10/13/2018 : 4% Increase - LT and 1% Increase - CPT

Job Code	FLSA	Classification	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx Max Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 74.15	\$ 92.68	\$ 111.22	\$ 19,278	\$ 231,338
149	Exempt	Police Liet-Adv	086	\$ 66.24	\$ 82.80	\$ 99.36	\$ 17,222	\$ 206,669

Effective 07/16/2019 : 4% Increase

Job Code	FLSA	Classification	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx Max Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 77.12	\$ 96.39	\$ 115.67	\$ 20,049	\$ 240,594
149	Exempt	Police Liet-Adv	086	\$ 68.90	\$ 86.12	\$ 103.35	\$ 17,914	\$ 214,968

Effective 07/03/2021 : 4% Increase

Job Code	FLSA	Classification	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx Max Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 80.20	\$ 100.25	\$ 120.30	\$ 20,852	\$ 250,224
149	Exempt	Police Liet-Adv	086	\$ 71.66	\$ 89.57	\$ 107.49	\$ 18,632	\$ 223,579

Effective 03/12/2022 : 4% Increase

Job Code	FLSA	Classification	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx Max Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 83.41	\$ 104.26	\$ 125.12	\$ 21,687	\$ 260,250
149	Exempt	Police Liet-Adv	086	\$ 74.53	\$ 93.16	\$ 111.80	\$ 19,379	\$ 232,544



Service Employees International Union (SEIU) - Hourly Group Salary Schedule

Job Code	FLSA	Job Title	Step	Effective upon MOA adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage)	Effective 7/1/2020	Effective 01/01/2022 (Min Wage)
9000	Non-exempt	Administrative Specialist I – H	1	\$22.90	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58	\$24.58
			2	\$24.11	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87	\$25.87
			3	\$25.38	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23	\$27.23
			4	\$26.72	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66	\$28.66
			5	\$28.13	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17	\$30.17
9001	Non-exempt	Administrative Specialist II - H	1	\$27.35	\$28.04	\$28.04	\$28.75	\$28.75	\$29.33	\$29.33
			2	\$28.79	\$29.52	\$29.52	\$30.26	\$30.26	\$30.87	\$30.87
			3	\$30.31	\$31.07	\$31.07	\$31.85	\$31.85	\$32.49	\$32.49
			4	\$31.90	\$32.70	\$32.70	\$33.53	\$33.53	\$34.20	\$34.20
			5	\$33.58	\$34.42	\$34.42	\$35.29	\$35.29	\$36.00	\$36.00
9002	Non-exempt	Assistant Park Ranger - H	1	\$22.90	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58	\$24.58
			2	\$24.11	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87	\$25.87
			3	\$25.38	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23	\$27.23
			4	\$26.72	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66	\$28.66
			5	\$28.13	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17	\$30.17
9003	Non-exempt	Building Service Person - H	1	\$21.17	\$21.70	\$21.70	\$22.24	\$22.24	\$22.69	\$22.69
			2	\$22.28	\$22.84	\$22.84	\$23.41	\$23.41	\$23.88	\$23.88
			3	\$23.45	\$24.04	\$24.04	\$24.64	\$24.64	\$25.14	\$25.14
			4	\$24.68	\$25.30	\$25.30	\$25.94	\$25.94	\$26.46	\$26.46
			5	\$25.98	\$26.63	\$26.63	\$27.30	\$27.30	\$27.85	\$27.85
9004	Non-exempt	Clerical Assistant - H	1	\$18.56	\$19.03	\$19.03	\$19.50	\$19.50	\$19.90	\$19.90
			2	\$19.54	\$20.03	\$20.03	\$20.53	\$20.53	\$20.95	\$20.95
			3	\$20.57	\$21.08	\$21.08	\$21.61	\$21.61	\$22.05	\$22.05
			4	\$21.65	\$22.19	\$22.19	\$22.75	\$22.75	\$23.21	\$23.21
			5	\$22.79	\$23.36	\$23.36	\$23.95	\$23.95	\$24.43	\$24.43
9005	Non-exempt	Custodial Aide - H	1	\$15.01	\$15.39	\$15.39	\$15.78	\$15.78	\$16.09	\$16.45
			2	\$15.80	\$16.20	\$16.20	\$16.61	\$16.61	\$16.94	\$17.31
			3	\$16.63	\$17.05	\$17.05	\$17.48	\$17.48	\$17.83	\$18.22
			4	\$17.50	\$17.95	\$17.95	\$18.40	\$18.40	\$18.77	\$19.18
			5	\$18.42	\$18.89	\$18.89	\$19.37	\$19.37	\$19.76	\$20.19
9006	Non-exempt	Custodial Assistant - H	1	\$17.54	\$17.97	\$17.97	\$18.44	\$18.44	\$18.81	\$18.81
			2	\$18.46	\$18.92	\$18.92	\$19.41	\$19.41	\$19.80	\$19.80
			3	\$19.43	\$19.92	\$19.92	\$20.43	\$20.43	\$20.84	\$20.84
			4	\$20.45	\$20.97	\$20.97	\$21.50	\$21.50	\$21.94	\$21.94
			5	\$21.53	\$22.07	\$22.07	\$22.63	\$22.63	\$23.09	\$23.09
9007	Non-exempt	House Manager - H	1	\$17.24	\$17.68	\$17.68	\$18.14	\$18.14	\$18.50	\$18.50
			2	\$18.15	\$18.61	\$18.61	\$19.09	\$19.09	\$19.47	\$19.47
			3	\$19.11	\$19.59	\$19.59	\$20.09	\$20.09	\$20.49	\$20.49
			4	\$20.12	\$20.62	\$20.62	\$21.15	\$21.15	\$21.57	\$21.57
			5	\$21.18	\$21.71	\$21.71	\$22.26	\$22.26	\$22.71	\$22.71
9008	Non-exempt	Instructor Aide - H	1	\$13.88	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70	\$16.45
			2	\$14.61	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53	\$17.31
			3	\$15.38	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40	\$18.22
			4	\$16.19	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32	\$19.18
			5	\$17.04	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28	\$20.19
9009	Non-exempt	Instructor I - H	1	\$21.66	\$22.21	\$22.21	\$22.76	\$22.76	\$23.22	\$23.22
			2	\$22.80	\$23.38	\$23.38	\$23.96	\$23.96	\$24.44	\$24.44
			3	\$24.00	\$24.61	\$24.61	\$25.22	\$25.22	\$25.73	\$25.73
			4	\$25.26	\$25.90	\$25.90	\$26.55	\$26.55	\$27.08	\$27.08
			5	\$26.59	\$27.26	\$27.26	\$27.95	\$27.95	\$28.51	\$28.51
9010	Non-exempt	Instructor II - H	1	\$26.37	\$27.03	\$27.03	\$27.71	\$27.71	\$28.26	\$28.26
			2	\$27.76	\$28.45	\$28.45	\$29.17	\$29.17	\$29.75	\$29.75
			3	\$29.22	\$29.95	\$29.95	\$30.70	\$30.70	\$31.32	\$31.32
			4	\$30.76	\$31.53	\$31.53	\$32.32	\$32.32	\$32.97	\$32.97
			5	\$32.38	\$33.19	\$33.19	\$34.02	\$34.02	\$34.71	\$34.71
9036	Non-exempt	Instructor III-H	1	\$30.35	\$31.12	\$31.12	\$31.89	\$31.89	\$32.54	\$32.54
			2	\$31.95	\$32.76	\$32.76	\$33.57	\$33.57	\$34.25	\$34.25
			3	\$33.63	\$34.48	\$34.48	\$35.34	\$35.34	\$36.05	\$36.05
			4	\$35.40	\$36.29	\$36.29	\$37.20	\$37.20	\$37.95	\$37.95
			5	\$37.26	\$38.20	\$38.20	\$39.16	\$39.16	\$39.95	\$39.95



Service Employees International Union (SEIU) - Hourly Group Salary Schedule

Job Code	FLSA	Job Title	Step	Effective upon MOA adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage)	Effective 7/1/2020	Effective 01/01/2022 (Min Wage)
9011	Non-exempt	Librarian - H	1	\$27.85	\$28.56	\$28.56	\$29.26	\$29.26	\$29.86	\$29.86
			2	\$29.32	\$30.06	\$30.06	\$30.80	\$30.80	\$31.43	\$31.43
			3	\$30.86	\$31.64	\$31.64	\$32.42	\$32.42	\$33.08	\$33.08
			4	\$32.48	\$33.30	\$33.30	\$34.13	\$34.13	\$34.82	\$34.82
			5	\$34.19	\$35.05	\$35.05	\$35.93	\$35.93	\$36.65	\$36.65
9012	Non-exempt	Library Clerk - H	1	\$20.74	\$21.26	\$21.26	\$21.79	\$21.79	\$22.24	\$22.24
			2	\$21.83	\$22.38	\$22.38	\$22.94	\$22.94	\$23.41	\$23.41
			3	\$22.98	\$23.56	\$23.56	\$24.15	\$24.15	\$24.64	\$24.64
			4	\$24.19	\$24.80	\$24.80	\$25.42	\$25.42	\$25.94	\$25.94
			5	\$25.46	\$26.10	\$26.10	\$26.76	\$26.76	\$27.30	\$27.30
9013	Non-exempt	Library Page - H	1	\$13.88	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70	\$16.45
			2	\$14.61	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53	\$17.31
			3	\$15.38	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40	\$18.22
			4	\$16.19	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32	\$19.18
			5	\$17.04	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28	\$20.19
9014	Non-exempt	Maintenance Assistant - H	1	\$16.69	\$17.10	\$17.10	\$17.54	\$17.54	\$17.90	\$17.90
			2	\$17.57	\$18.00	\$18.00	\$18.46	\$18.46	\$18.84	\$18.84
			3	\$18.49	\$18.95	\$18.95	\$19.43	\$19.43	\$19.83	\$19.83
			4	\$19.46	\$19.95	\$19.95	\$20.45	\$20.45	\$20.87	\$20.87
			5	\$20.48	\$21.00	\$21.00	\$21.53	\$21.53	\$21.97	\$21.97
9015	Non-exempt	Open Space Technician - H	1	\$16.69	\$17.10	\$17.10	\$17.54	\$17.54	\$17.90	\$17.90
			2	\$17.57	\$18.00	\$18.00	\$18.46	\$18.46	\$18.84	\$18.84
			3	\$18.49	\$18.95	\$18.95	\$19.43	\$19.43	\$19.83	\$19.83
			4	\$19.46	\$19.95	\$19.95	\$20.45	\$20.45	\$20.87	\$20.87
			5	\$20.48	\$21.00	\$21.00	\$21.53	\$21.53	\$21.97	\$21.97
9016	Non-exempt	Print Shop Assistant - H	1	\$20.74	\$21.26	\$21.26	\$21.79	\$21.79	\$22.24	\$22.24
			2	\$21.83	\$22.38	\$22.38	\$22.94	\$22.94	\$23.41	\$23.41
			3	\$22.98	\$23.56	\$23.56	\$24.15	\$24.15	\$24.64	\$24.64
			4	\$24.19	\$24.80	\$24.80	\$25.42	\$25.42	\$25.94	\$25.94
			5	\$25.46	\$26.10	\$26.10	\$26.76	\$26.76	\$27.30	\$27.30
9017	Non-exempt	Project Construction Inspector - H	1	\$30.00	\$30.76	\$30.76	\$31.52	\$31.52	\$32.17	\$32.17
			2	\$31.58	\$32.38	\$32.38	\$33.18	\$33.18	\$33.86	\$33.86
			3	\$33.24	\$34.08	\$34.08	\$34.93	\$34.93	\$35.64	\$35.64
			4	\$34.99	\$35.87	\$35.87	\$36.77	\$36.77	\$37.52	\$37.52
			5	\$36.83	\$37.76	\$37.76	\$38.71	\$38.71	\$39.49	\$39.49
9018	Non-exempt	Project Specialist - H	1	\$22.90	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58	\$24.58
			2	\$24.11	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87	\$25.87
			3	\$25.38	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23	\$27.23
			4	\$26.72	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66	\$28.66
			5	\$28.13	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17	\$30.17
9019	Non-exempt	Recreation Aide - H	1	\$13.88	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70	\$16.45
			2	\$14.61	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53	\$17.31
			3	\$15.38	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40	\$18.22
			4	\$16.19	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32	\$19.18
			5	\$17.04	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28	\$20.19
9020	Non-exempt	Recreation Leader I - H	1	\$13.88	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70	\$16.45
			2	\$14.61	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53	\$17.31
			3	\$15.38	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40	\$18.22
			4	\$16.19	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32	\$19.18
			5	\$17.04	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28	\$20.19
9021	Non-exempt	Recreation Leader II - H	1	\$15.38	\$15.77	\$16.45	\$16.79	\$17.06	\$17.40	\$18.22
			2	\$16.19	\$16.60	\$17.32	\$17.67	\$17.96	\$18.32	\$19.18
			3	\$17.04	\$17.47	\$18.23	\$18.60	\$18.90	\$19.28	\$20.19
			4	\$17.94	\$18.39	\$19.14	\$19.58	\$19.89	\$20.29	\$21.25
			5	\$18.88	\$19.36	\$20.10	\$20.61	\$20.94	\$21.36	\$22.36
9022	Non-exempt	Recreation Leader III - H	1	\$17.50	\$17.94	\$18.14	\$18.51	\$18.90	\$19.29	\$20.18
			2	\$18.42	\$18.88	\$19.10	\$19.48	\$19.89	\$20.30	\$21.24
			3	\$19.39	\$19.87	\$20.10	\$20.50	\$20.94	\$21.37	\$22.36
			4	\$20.41	\$20.92	\$21.11	\$21.58	\$22.04	\$22.49	\$23.54
			5	\$21.48	\$22.02	\$22.16	\$22.72	\$23.20	\$23.67	\$24.77



Service Employees International Union (SEIU) - Hourly Group Salary Schedule

Job Code	FLSA	Job Title	Step	Effective upon MOA adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage)	Effective 7/1/2020	Effective 01/01/2022 (Min Wage)
9023	Non-exempt	Stock Clerk - H	1	\$16.59	\$17.01	\$17.01	\$17.43	\$17.43	\$17.78	\$17.78
			2	\$17.46	\$17.91	\$17.91	\$18.35	\$18.35	\$18.72	\$18.72
			3	\$18.38	\$18.85	\$18.85	\$19.32	\$19.32	\$19.71	\$19.71
			4	\$19.35	\$19.84	\$19.84	\$20.34	\$20.34	\$20.75	\$20.75
			5	\$20.37	\$20.88	\$20.88	\$21.41	\$21.41	\$21.84	\$21.84
9025	Non-exempt	Technical Specialist - H	1	\$18.56	\$19.03	\$19.03	\$19.50	\$19.50	\$19.90	\$19.90
			2	\$19.54	\$20.03	\$20.03	\$20.53	\$20.53	\$20.95	\$20.95
			3	\$20.57	\$21.08	\$21.08	\$21.61	\$21.61	\$22.05	\$22.05
			4	\$21.65	\$22.19	\$22.19	\$22.75	\$22.75	\$23.21	\$23.21
			5	\$22.79	\$23.36	\$23.36	\$23.95	\$23.95	\$24.43	\$24.43
9026	Non-exempt	Arts & Science Aide - H	1	\$13.88	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70	\$16.45
			2	\$14.61	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53	\$17.31
			3	\$15.38	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40	\$18.22
			4	\$16.19	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32	\$19.18
			5	\$17.04	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28	\$20.19
9027	Non-exempt	Arts & Science Professional I - H	1	\$21.66	\$22.21	\$22.21	\$22.76	\$22.76	\$23.22	\$23.22
			2	\$22.80	\$23.38	\$23.38	\$23.96	\$23.96	\$24.44	\$24.44
			3	\$24.00	\$24.61	\$24.61	\$25.22	\$25.22	\$25.73	\$25.73
			4	\$25.26	\$25.90	\$25.90	\$26.55	\$26.55	\$27.08	\$27.08
			5	\$26.59	\$27.26	\$27.26	\$27.95	\$27.95	\$28.51	\$28.51
9028	Non-exempt	Arts & Science Professional II - H	1	\$26.37	\$27.03	\$27.03	\$27.71	\$27.71	\$28.26	\$28.26
			2	\$27.76	\$28.45	\$28.45	\$29.17	\$29.17	\$29.75	\$29.75
			3	\$29.22	\$29.95	\$29.95	\$30.70	\$30.70	\$31.32	\$31.32
			4	\$30.76	\$31.53	\$31.53	\$32.32	\$32.32	\$32.97	\$32.97
			5	\$32.38	\$33.19	\$33.19	\$34.02	\$34.02	\$34.71	\$34.71
9037	Non-exempt	Arts & Science Professional III - H	1	\$30.35	\$31.12	\$31.12	\$31.89	\$31.89	\$32.54	\$32.54
			2	\$31.95	\$32.76	\$32.76	\$33.57	\$33.57	\$34.25	\$34.25
			3	\$33.63	\$34.48	\$34.48	\$35.34	\$35.34	\$36.05	\$36.05
			4	\$35.40	\$36.29	\$36.29	\$37.20	\$37.20	\$37.95	\$37.95
			5	\$37.26	\$38.20	\$38.20	\$39.16	\$39.16	\$39.95	\$39.95
9029	Non-exempt	Arts & Science Technician - H	1	\$15.38	\$15.77	\$15.77	\$16.17	\$16.17	\$16.50	\$16.50
			2	\$16.19	\$16.60	\$16.60	\$17.02	\$17.02	\$17.37	\$17.37
			3	\$17.04	\$17.47	\$17.47	\$17.92	\$17.92	\$18.28	\$18.28
			4	\$17.94	\$18.39	\$18.39	\$18.86	\$18.86	\$19.24	\$19.24
			5	\$18.88	\$19.36	\$19.36	\$19.85	\$19.85	\$20.25	\$20.25
9030	Non-exempt	Zoological Assistant - H	1	\$22.90	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58	\$24.58
			2	\$24.11	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87	\$25.87
			3	\$25.38	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23	\$27.23
			4	\$26.72	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66	\$28.66
			5	\$28.13	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17	\$30.17



Service Employees International Union (SEIU) - Hourly Group
Salary Schedule

			Effective upon MOA adoption		Effective 7/1/2018		Effective 1/1/2019 (Min Wage)		Effective 7/1/2019		Effective 1/1/2020 (Min Wage)		Effective 7/1/2020		Effective 01/01/2022 (Min Wage)	
Job Code	FLSA	Job Title	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
9035	Non-exempt	General Laborer - H	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23	\$ 16.45	\$ 66.23
9032	Non-exempt	Inspector - H	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23	\$ 16.45	\$ 66.23
9033	Non-exempt	Journey Level Laborer - H	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23	\$ 16.45	\$ 66.23
9034	Non-exempt	Staff Specialist - H	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23	\$ 16.45	\$ 66.23



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)				Effective 03/12/2022 (4% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
206	Non-Exempt	Acct Assistant	1	\$ 24.62			1	\$ 25.48			1	\$ 26.24			1	\$ 27.29		
			2	\$ 25.91			2	\$ 26.82			2	\$ 27.62			2	\$ 28.73		
			3	\$ 27.27			3	\$ 28.23			3	\$ 29.07			3	\$ 30.24		
			4	\$ 28.70			4	\$ 29.71			4	\$ 30.60			4	\$ 31.83		
			5	\$ 30.21	\$ 5,236	\$ 62,837	5	\$ 31.27	\$ 5,420	\$ 65,042	5	\$ 32.21	\$ 5,583	\$ 66,997	5	\$ 33.50	\$ 5,807	\$ 69,680
204	Non-Exempt	Acct Spec	1	\$ 28.76			1	\$ 29.78			1	\$ 30.67			1	\$ 31.87		
			2	\$ 30.27			2	\$ 31.34			2	\$ 32.28			2	\$ 33.55		
			3	\$ 31.86			3	\$ 32.98			3	\$ 33.97			3	\$ 35.32		
			4	\$ 33.53			4	\$ 34.71			4	\$ 35.75			4	\$ 37.18		
			5	\$ 35.29	\$ 6,117	\$ 73,403	5	\$ 36.53	\$ 6,332	\$ 75,982	5	\$ 37.63	\$ 6,523	\$ 78,270	5	\$ 39.14	\$ 6,784	\$ 81,411
207	Non-Exempt	Acct Spec-Lead	1	\$ 30.79			1	\$ 31.88			1	\$ 32.84			1	\$ 34.13		
			2	\$ 32.41			2	\$ 33.55			2	\$ 34.56			2	\$ 35.93		
			3	\$ 34.11			3	\$ 35.31			3	\$ 36.37			3	\$ 37.82		
			4	\$ 35.90			4	\$ 37.16			4	\$ 38.28			4	\$ 39.81		
			5	\$ 37.78	\$ 6,549	\$ 78,582	5	\$ 39.11	\$ 6,779	\$ 81,349	5	\$ 40.29	\$ 6,984	\$ 83,803	5	\$ 41.91	\$ 7,264	\$ 87,173
294	Non-Exempt	Administrative Associate I	1	\$ 26.53			1	\$ 27.44			1	\$ 28.29			1	\$ 29.40		
			2	\$ 27.92			2	\$ 28.88			2	\$ 29.77			2	\$ 30.95		
			3	\$ 29.38			3	\$ 30.40			3	\$ 31.33			3	\$ 32.58		
			4	\$ 30.92			4	\$ 32.00			4	\$ 32.97			4	\$ 34.29		
			5	\$ 32.54	\$ 5,640	\$ 67,683	5	\$ 33.68	\$ 5,838	\$ 70,054	5	\$ 34.70	\$ 6,015	\$ 72,176	5	\$ 36.09	\$ 6,256	\$ 75,067
295	Non-Exempt	Administrative Associate II	1	\$ 28.82			1	\$ 29.83			1	\$ 30.71			1	\$ 31.93		
			2	\$ 30.33			2	\$ 31.39			2	\$ 32.32			2	\$ 33.61		
			3	\$ 31.92			3	\$ 33.04			3	\$ 34.02			3	\$ 35.38		
			4	\$ 33.59			4	\$ 34.77			4	\$ 35.81			4	\$ 37.24		
			5	\$ 35.35	\$ 6,127	\$ 73,528	5	\$ 36.59	\$ 6,342	\$ 76,107	5	\$ 37.69	\$ 6,533	\$ 78,395	5	\$ 39.20	\$ 6,795	\$ 81,536
296	Non-Exempt	Administrative Associate III	1	\$ 30.87			1	\$ 31.95			1	\$ 32.92			1	\$ 34.22		
			2	\$ 32.49			2	\$ 33.63			2	\$ 34.65			2	\$ 36.02		
			3	\$ 34.20			3	\$ 35.40			3	\$ 36.47			3	\$ 37.92		
			4	\$ 36.00			4	\$ 37.26			4	\$ 38.38			4	\$ 39.92		
			5	\$ 37.89	\$ 6,568	\$ 78,811	5	\$ 39.22	\$ 6,798	\$ 81,578	5	\$ 40.40	\$ 7,003	\$ 84,032	5	\$ 42.02	\$ 7,283	\$ 87,402
276	Non-Exempt	Animal Control Off	1	\$ 27.27			1	\$ 28.24			1	\$ 29.08			1	\$ 30.24		
			2	\$ 28.70			2	\$ 29.72			2	\$ 30.61			2	\$ 31.83		
			3	\$ 30.21			3	\$ 31.28			3	\$ 32.22			3	\$ 33.50		
			4	\$ 31.80			4	\$ 32.92			4	\$ 33.91			4	\$ 35.26		
			5	\$ 33.47	\$ 5,801	\$ 69,618	5	\$ 34.65	\$ 6,006	\$ 72,072	5	\$ 35.69	\$ 6,186	\$ 74,235	5	\$ 37.12	\$ 6,434	\$ 77,210
312	Non-Exempt	Animal Control Off - L	1	\$ 29.18			1	\$ 30.21			1	\$ 31.13			1	\$ 32.35		
			2	\$ 30.71			2	\$ 31.79			2	\$ 32.76			2	\$ 34.05		
			3	\$ 32.32			3	\$ 33.46			3	\$ 34.48			3	\$ 35.84		
			4	\$ 34.02			4	\$ 35.22			4	\$ 36.29			4	\$ 37.73		
			5	\$ 35.81	\$ 6,207	\$ 74,485	5	\$ 37.07	\$ 6,425	\$ 77,106	5	\$ 38.19	\$ 6,620	\$ 79,435	5	\$ 39.72	\$ 6,885	\$ 82,618
263	Non-Exempt	Animal Services Spec	1	\$ 26.90			1	\$ 27.84			1	\$ 28.69			1	\$ 27.01		
			2	\$ 28.31			2	\$ 29.30			2	\$ 30.19			2	\$ 28.43		
			3	\$ 29.79			3	\$ 30.84			3	\$ 31.77			3	\$ 29.93		
			4	\$ 31.35			4	\$ 32.46			4	\$ 33.44			4	\$ 31.50		
			5	\$ 33.00	\$ 5,720	\$ 68,640	5	\$ 34.16	\$ 5,921	\$ 71,053	5	\$ 35.19	\$ 6,100	\$ 73,195	5	\$ 33.16	\$ 5,748	\$ 68,973
275	Non-Exempt	Animal Services Spec II	1	\$ 29.66			1	\$ 30.70			1	\$ 31.63			1	\$ 29.78		
			2	\$ 31.22			2	\$ 32.31			2	\$ 33.29			2	\$ 31.35		
			3	\$ 32.86			3	\$ 34.01			3	\$ 35.04			3	\$ 33.00		
			4	\$ 34.58			4	\$ 35.80			4	\$ 36.88			4	\$ 34.74		
			5	\$ 36.40	\$ 6,309	\$ 75,712	5	\$ 37.68	\$ 6,531	\$ 78,374	5	\$ 38.82	\$ 6,729	\$ 80,746	5	\$ 36.57	\$ 6,339	\$ 76,066
244	Non-Exempt	Assoc Buyer	1	\$ 34.84			1	\$ 36.07			1	\$ 37.16			1	\$ 38.63		
			2	\$ 36.67			2	\$ 37.96			2	\$ 39.11			2	\$ 40.66		
			3	\$ 38.60			3	\$ 39.95			3	\$ 41.16			3	\$ 42.80		
			4	\$ 40.63			4	\$ 42.05			4	\$ 43.32			4	\$ 45.05		
			5	\$ 42.76	\$ 7,412	\$ 88,941	5	\$ 44.26	\$ 7,672	\$ 92,061	5	\$ 45.59	\$ 7,902	\$ 94,827	5	\$ 47.42	\$ 8,219	\$ 98,634



Service Employees International Union (SEIU)

Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)				Effective 03/12/2022 (4% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
333	Non-Exempt	Assoc Engineer	1	\$ 45.83			1	\$ 47.44			1	\$ 48.87			1	\$ 50.81		
			2	\$ 48.24			2	\$ 49.93			2	\$ 51.44			2	\$ 53.48		
			3	\$ 50.77			3	\$ 52.55			3	\$ 54.14			3	\$ 56.29		
			4	\$ 53.44			4	\$ 55.31			4	\$ 56.98			4	\$ 59.25		
			5	\$ 56.25	\$ 9,750	\$ 117,000	5	\$ 58.22	\$ 10,091	\$ 121,098	5	\$ 59.97	\$ 10,395	\$ 124,738	5	\$ 62.37	\$ 10,811	\$ 129,730
353	Non-Exempt	Assoc Planner	1	\$ 40.07			1	\$ 41.47			1	\$ 42.71			1	\$ 44.40		
			2	\$ 42.17			2	\$ 43.65			2	\$ 44.95			2	\$ 46.74		
			3	\$ 44.38			3	\$ 45.94			3	\$ 47.31			3	\$ 49.20		
			4	\$ 46.71			4	\$ 48.35			4	\$ 49.80			4	\$ 51.79		
			5	\$ 49.16	\$ 8,521	\$ 102,253	5	\$ 50.89	\$ 8,821	\$ 105,851	5	\$ 52.42	\$ 9,086	\$ 109,034	5	\$ 54.52	\$ 9,450	\$ 113,402
247	Non-Exempt	Assoc Power Engr	1	\$ 48.80			1	\$ 50.52			1	\$ 52.02			1	\$ 54.09		
			2	\$ 51.36			2	\$ 53.17			2	\$ 54.75			2	\$ 56.94		
			3	\$ 54.06			3	\$ 55.96			3	\$ 57.63			3	\$ 59.94		
			4	\$ 56.90			4	\$ 58.90			4	\$ 60.66			4	\$ 63.09		
			5	\$ 59.89	\$ 10,381	\$ 124,571	5	\$ 61.99	\$ 10,745	\$ 128,939	5	\$ 63.85	\$ 11,067	\$ 132,808	5	\$ 66.41	\$ 11,511	\$ 138,133
269	Non-Exempt	Assoc Res Planner	1	\$ 44.46			1	\$ 46.01			1	\$ 47.40			1	\$ 49.29		
			2	\$ 46.79			2	\$ 48.43			2	\$ 49.89			2	\$ 51.88		
			3	\$ 49.25			3	\$ 50.97			3	\$ 52.51			3	\$ 54.61		
			4	\$ 51.84			4	\$ 53.65			4	\$ 55.27			4	\$ 57.48		
			5	\$ 54.56	\$ 9,457	\$ 113,485	5	\$ 56.47	\$ 9,788	\$ 117,458	5	\$ 58.17	\$ 10,083	\$ 120,994	5	\$ 60.50	\$ 10,487	\$ 125,840
330	Non-Exempt	Asst Engineer	1	\$ 41.52			1	\$ 42.97			1	\$ 44.27			1	\$ 46.03		
			2	\$ 43.70			2	\$ 45.23			2	\$ 46.59			2	\$ 48.45		
			3	\$ 45.99			3	\$ 47.61			3	\$ 49.04			3	\$ 51.00		
			4	\$ 48.41			4	\$ 50.11			4	\$ 51.62			4	\$ 53.68		
			5	\$ 50.95	\$ 8,831	\$ 105,976	5	\$ 52.74	\$ 9,142	\$ 109,699	5	\$ 54.33	\$ 9,417	\$ 113,006	5	\$ 56.51	\$ 9,795	\$ 117,541
256	Non-Exempt	Asst Power Engr	1	\$ 44.07			1	\$ 45.62			1	\$ 46.98			1	\$ 48.84		
			2	\$ 46.38			2	\$ 48.02			2	\$ 49.45			2	\$ 51.41		
			3	\$ 48.82			3	\$ 50.54			3	\$ 52.05			3	\$ 54.12		
			4	\$ 51.38			4	\$ 53.19			4	\$ 54.78			4	\$ 56.97		
			5	\$ 54.08	\$ 9,374	\$ 112,486	5	\$ 55.98	\$ 9,703	\$ 116,438	5	\$ 57.66	\$ 9,994	\$ 119,933	5	\$ 59.97	\$ 10,395	\$ 124,738
268	Non-Exempt	Asst Res Planner	1	\$ 40.13			1	\$ 41.55			1	\$ 42.79			1	\$ 44.50		
			2	\$ 42.24			2	\$ 43.73			2	\$ 45.04			2	\$ 46.84		
			3	\$ 44.46			3	\$ 46.03			3	\$ 47.41			3	\$ 49.31		
			4	\$ 46.80			4	\$ 48.45			4	\$ 49.90			4	\$ 51.90		
			5	\$ 49.26	\$ 8,538	\$ 102,461	5	\$ 50.99	\$ 8,838	\$ 106,059	5	\$ 52.52	\$ 9,103	\$ 109,242	5	\$ 54.63	\$ 9,469	\$ 113,630
299	Non-Exempt	Bldg Inspector	1	\$ 40.44			1	\$ 41.86			1	\$ 43.13			1	\$ 44.84		
			2	\$ 42.56			2	\$ 44.06			2	\$ 45.39			2	\$ 47.20		
			3	\$ 44.80			3	\$ 46.37			3	\$ 47.77			3	\$ 49.68		
			4	\$ 47.15			4	\$ 48.81			4	\$ 50.28			4	\$ 52.29		
			5	\$ 49.63	\$ 8,603	\$ 103,230	5	\$ 51.37	\$ 8,904	\$ 106,850	5	\$ 52.92	\$ 9,173	\$ 110,074	5	\$ 55.04	\$ 9,540	\$ 114,483
300	Non-Exempt	Bldg Inspector Spec	1	\$ 43.18			1	\$ 44.69			1	\$ 46.03			1	\$ 47.86		
			2	\$ 45.45			2	\$ 47.04			2	\$ 48.45			2	\$ 50.38		
			3	\$ 47.84			3	\$ 49.51			3	\$ 51.00			3	\$ 53.03		
			4	\$ 50.35			4	\$ 52.11			4	\$ 53.68			4	\$ 55.82		
			5	\$ 52.99	\$ 9,185	\$ 110,219	5	\$ 54.85	\$ 9,507	\$ 114,088	5	\$ 56.50	\$ 9,793	\$ 117,520	5	\$ 58.76	\$ 10,185	\$ 122,221
370	Non-Exempt	Bldg Serviceperson	1	\$ 23.73			1	\$ 24.55			1	\$ 25.29			1	\$ 26.31		
			2	\$ 24.97			2	\$ 25.84			2	\$ 26.62			2	\$ 27.69		
			3	\$ 26.28			3	\$ 27.20			3	\$ 28.02			3	\$ 29.15		
			4	\$ 27.66			4	\$ 28.63			4	\$ 29.49			4	\$ 30.68		
			5	\$ 29.11	\$ 5,046	\$ 60,549	5	\$ 30.13	\$ 5,223	\$ 62,670	5	\$ 31.04	\$ 5,380	\$ 64,563	5	\$ 32.29	\$ 5,597	\$ 67,163
371	Non-Exempt	Bldg Serviceperson-L	1	\$ 25.40			1	\$ 26.29			1	\$ 27.08			1	\$ 28.15		
			2	\$ 26.73			2	\$ 27.67			2	\$ 28.50			2	\$ 29.63		
			3	\$ 28.13			3	\$ 29.12			3	\$ 30.00			3	\$ 31.19		
			4	\$ 29.61			4	\$ 30.65			4	\$ 31.57			4	\$ 32.83		
			5	\$ 31.16	\$ 5,401	\$ 64,813	5	\$ 32.26	\$ 5,592	\$ 67,101	5	\$ 33.23	\$ 5,760	\$ 69,118	5	\$ 34.56	\$ 5,990	\$ 71,885



Service Employees International Union (SEIU)

Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)				Effective 03/12/2022 (4% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
355	Non-Exempt	Bldg/Plg Technician	1	\$ 32.49			1	\$ 33.63			1	\$ 34.65			1	\$ 36.01		
			2	\$ 34.20			2	\$ 35.39			2	\$ 36.47			2	\$ 37.91		
			3	\$ 35.99			3	\$ 37.25			3	\$ 38.38			3	\$ 39.91		
			4	\$ 37.88			4	\$ 39.21			4	\$ 40.39			4	\$ 42.01		
			5	\$ 39.87	\$ 6,911	\$ 82,930	5	\$ 41.27	\$ 7,153	\$ 85,842	5	\$ 42.51	\$ 7,368	\$ 88,421	5	\$ 44.22	\$ 7,665	\$ 91,978
340	Non-Exempt	Business Analyst	1	\$ 57.06			1	\$ 59.07			1	\$ 60.84			1	\$ 63.27		
			2	\$ 60.06			2	\$ 62.17			2	\$ 64.04			2	\$ 66.60		
			3	\$ 63.22			3	\$ 65.44			3	\$ 67.41			3	\$ 70.10		
			4	\$ 66.54			4	\$ 68.88			4	\$ 70.95			4	\$ 73.79		
			5	\$ 70.04	\$ 12,140	\$ 145,683	5	\$ 72.50	\$ 12,567	\$ 150,800	5	\$ 74.68	\$ 12,945	\$ 155,334	5	\$ 77.67	\$ 13,463	\$ 161,554
3400	Non-Exempt	Business Analyst - S	1	\$ 57.06			1	\$ 59.07			1	\$ 60.84			1	\$ 63.27		
			2	\$ 60.06			2	\$ 62.17			2	\$ 64.04			2	\$ 66.60		
			3	\$ 63.22			3	\$ 65.44			3	\$ 67.41			3	\$ 70.10		
			4	\$ 66.54			4	\$ 68.88			4	\$ 70.95			4	\$ 73.79		
			5	\$ 70.04	\$ 12,140	\$ 145,683	5	\$ 72.50	\$ 12,567	\$ 150,800	5	\$ 74.68	\$ 12,945	\$ 155,334	5	\$ 77.67	\$ 13,463	\$ 161,554
212	Non-Exempt	Buyer	1	\$ 38.37			1	\$ 39.71			1	\$ 40.90			1	\$ 42.52		
			2	\$ 40.38			2	\$ 41.80			2	\$ 43.05			2	\$ 44.76		
			3	\$ 42.50			3	\$ 43.99			3	\$ 45.31			3	\$ 47.12		
			4	\$ 44.73			4	\$ 46.30			4	\$ 47.69			4	\$ 49.60		
			5	\$ 47.08	\$ 8,161	\$ 97,926	5	\$ 48.73	\$ 8,447	\$ 101,358	5	\$ 50.20	\$ 8,701	\$ 104,416	5	\$ 52.21	\$ 9,050	\$ 108,597
464	Non-Exempt	Cathodic Protection Tech Assistant	1	\$ 39.17			1	\$ 40.55			1	\$ 41.77			1	\$ 43.42		
			2	\$ 41.23			2	\$ 42.68			2	\$ 43.96			2	\$ 45.71		
			3	\$ 43.39			3	\$ 44.92			3	\$ 46.27			3	\$ 48.12		
			4	\$ 45.67			4	\$ 47.28			4	\$ 48.70			4	\$ 50.65		
			5	\$ 48.07	\$ 8,332	\$ 99,986	5	\$ 49.76	\$ 8,625	\$ 103,501	5	\$ 51.26	\$ 8,885	\$ 106,621	5	\$ 53.32	\$ 9,242	\$ 110,906
536	Non-Exempt	Cathodic Tech	1	\$ 48.07			1	\$ 49.76			1	\$ 51.27			1	\$ 53.30		
			2	\$ 50.59			2	\$ 52.37			2	\$ 53.96			2	\$ 56.10		
			3	\$ 53.25			3	\$ 55.12			3	\$ 56.79			3	\$ 59.05		
			4	\$ 56.05			4	\$ 58.02			4	\$ 59.77			4	\$ 62.16		
			5	\$ 59.00	\$ 10,227	\$ 122,720	5	\$ 61.07	\$ 10,585	\$ 127,026	5	\$ 62.91	\$ 10,904	\$ 130,853	5	\$ 65.43	\$ 11,341	\$ 136,094
208	Non-Exempt	CDBG Coordinator	1	\$ 42.81			1	\$ 44.31			1	\$ 45.64			1	\$ 47.46		
			2	\$ 45.06			2	\$ 46.64			2	\$ 48.04			2	\$ 49.96		
			3	\$ 47.43			3	\$ 49.09			3	\$ 50.56			3	\$ 52.59		
			4	\$ 49.92			4	\$ 51.67			4	\$ 53.22			4	\$ 55.36		
			5	\$ 52.54	\$ 9,107	\$ 109,283	5	\$ 54.38	\$ 9,426	\$ 113,110	5	\$ 56.02	\$ 9,710	\$ 116,522	5	\$ 58.27	\$ 10,100	\$ 121,202
408	Non-Exempt	Cement Finisher	1	\$ 34.93			1	\$ 36.16			1	\$ 37.24			1	\$ 38.72		
			2	\$ 36.76			2	\$ 38.06			2	\$ 39.20			2	\$ 40.76		
			3	\$ 38.69			3	\$ 40.06			3	\$ 41.26			3	\$ 42.90		
			4	\$ 40.72			4	\$ 42.16			4	\$ 43.43			4	\$ 45.16		
			5	\$ 42.86	\$ 7,429	\$ 89,149	5	\$ 44.37	\$ 7,691	\$ 92,290	5	\$ 45.71	\$ 7,923	\$ 95,077	5	\$ 47.54	\$ 8,240	\$ 98,883
409	Non-Exempt	Cement Finisher Lead	1	\$ 37.37			1	\$ 38.67			1	\$ 39.84			1	\$ 41.42		
			2	\$ 39.33			2	\$ 40.70			2	\$ 41.93			2	\$ 43.60		
			3	\$ 41.39			3	\$ 42.84			3	\$ 44.13			3	\$ 45.89		
			4	\$ 43.56			4	\$ 45.09			4	\$ 46.45			4	\$ 48.31		
			5	\$ 45.85	\$ 7,947	\$ 95,368	5	\$ 47.46	\$ 8,226	\$ 98,717	5	\$ 48.89	\$ 8,474	\$ 101,691	5	\$ 50.85	\$ 8,814	\$ 105,768
502	Non-Exempt	Chemist	1	\$ 38.90			1	\$ 40.26			1	\$ 41.48			1	\$ 43.12		
			2	\$ 40.94			2	\$ 42.37			2	\$ 43.66			2	\$ 45.39		
			3	\$ 43.09			3	\$ 44.60			3	\$ 45.95			3	\$ 47.78		
			4	\$ 45.35			4	\$ 46.94			4	\$ 48.36			4	\$ 50.29		
			5	\$ 47.73	\$ 8,273	\$ 99,278	5	\$ 49.41	\$ 8,564	\$ 102,773	5	\$ 50.90	\$ 8,823	\$ 105,872	5	\$ 52.94	\$ 9,176	\$ 110,115
239	Non-Exempt	Chf Inspec WGW	1	\$ 43.27			1	\$ 44.78			1	\$ 46.13			1	\$ 47.96		
			2	\$ 45.54			2	\$ 47.13			2	\$ 48.55			2	\$ 50.48		
			3	\$ 47.93			3	\$ 49.61			3	\$ 51.10			3	\$ 53.14		
			4	\$ 50.45			4	\$ 52.22			4	\$ 53.78			4	\$ 55.94		
			5	\$ 53.10	\$ 9,204	\$ 110,448	5	\$ 54.96	\$ 9,526	\$ 114,317	5	\$ 56.61	\$ 9,812	\$ 117,749	5	\$ 58.88	\$ 10,206	\$ 122,470



Service Employees International Union (SEIU)

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
301	Non-Exempt	Code Enforcement Off	1	\$ 38.85			1	\$ 40.22			1	\$ 41.42			1	\$ 43.07		
			2	\$ 40.89			2	\$ 42.33			2	\$ 43.60			2	\$ 45.34		
			3	\$ 43.04			3	\$ 44.55			3	\$ 45.89			3	\$ 47.73		
			4	\$ 45.30			4	\$ 46.89			4	\$ 48.30			4	\$ 50.24		
			5	\$ 47.68	\$ 8,265	\$ 99,174	5	\$ 49.35	\$ 8,554	\$ 102,648	5	\$ 50.84	\$ 8,812	\$ 105,747	5	\$ 52.88	\$ 9,166	\$ 109,990
560	Non-Exempt	Code Enforcement Off - L	1	\$ 41.55			1	\$ 43.02			1	\$ 44.31			1	\$ 46.07		
			2	\$ 43.73			2	\$ 45.28			2	\$ 46.64			2	\$ 48.49		
			3	\$ 46.03			3	\$ 47.66			3	\$ 49.09			3	\$ 51.04		
			4	\$ 48.45			4	\$ 50.16			4	\$ 51.67			4	\$ 53.73		
			5	\$ 51.00	\$ 8,840	\$ 106,080	5	\$ 52.79	\$ 9,150	\$ 109,803	5	\$ 54.38	\$ 9,426	\$ 113,110	5	\$ 56.56	\$ 9,804	\$ 117,645
306	Non-Exempt	Comm Tech	1	\$ 39.80			1	\$ 41.20			1	\$ 42.43			1	\$ 44.13		
			2	\$ 41.89			2	\$ 43.36			2	\$ 44.66			2	\$ 46.45		
			3	\$ 44.09			3	\$ 45.64			3	\$ 47.01			3	\$ 48.89		
			4	\$ 46.41			4	\$ 48.04			4	\$ 49.48			4	\$ 51.46		
			5	\$ 48.85	\$ 8,467	\$ 101,608	5	\$ 50.56	\$ 8,764	\$ 105,165	5	\$ 52.08	\$ 9,027	\$ 108,326	5	\$ 54.17	\$ 9,389	\$ 112,674
702	Non-Exempt	Community Serv Offcr	1	\$ 29.67			1	\$ 30.72			1	\$ 31.65			1	\$ 32.91		
			2	\$ 31.23			2	\$ 32.33			2	\$ 33.31			2	\$ 34.64		
			3	\$ 32.87			3	\$ 34.03			3	\$ 35.06			3	\$ 36.46		
			4	\$ 34.60			4	\$ 35.82			4	\$ 36.90			4	\$ 38.38		
			5	\$ 36.42	\$ 6,313	\$ 75,754	5	\$ 37.70	\$ 6,535	\$ 78,416	5	\$ 38.84	\$ 6,732	\$ 80,787	5	\$ 40.40	\$ 7,003	\$ 84,032
320	Non-Exempt	Community Service Officer - Lead	1	\$ 31.74			1	\$ 32.86			1	\$ 33.84			1	\$ 35.19		
			2	\$ 33.41			2	\$ 34.58			2	\$ 35.62			2	\$ 37.04		
			3	\$ 35.16			3	\$ 36.40			3	\$ 37.49			3	\$ 38.99		
			4	\$ 37.01			4	\$ 38.31			4	\$ 39.46			4	\$ 41.04		
			5	\$ 38.95	\$ 6,751	\$ 81,016	5	\$ 40.32	\$ 6,989	\$ 83,866	5	\$ 41.53	\$ 7,199	\$ 86,382	5	\$ 43.20	\$ 7,488	\$ 89,856
341	Non-Exempt	Coor Trans Sys Mgmt	1	\$ 40.95			1	\$ 42.37			1	\$ 43.67			1	\$ 45.39		
			2	\$ 43.10			2	\$ 44.60			2	\$ 45.96			2	\$ 47.78		
			3	\$ 45.36			3	\$ 46.94			3	\$ 48.37			3	\$ 50.29		
			4	\$ 47.74			4	\$ 49.41			4	\$ 50.91			4	\$ 52.94		
			5	\$ 50.25	\$ 8,710	\$ 104,520	5	\$ 52.01	\$ 9,015	\$ 108,181	5	\$ 53.58	\$ 9,287	\$ 111,446	5	\$ 55.73	\$ 9,660	\$ 115,918
3410	Non-Exempt	Coor Trans Sys Mgmt - S	1	\$ 40.95			1	\$ 42.37			1	\$ 43.67			1	\$ 45.39		
			2	\$ 43.10			2	\$ 44.60			2	\$ 45.96			2	\$ 47.78		
			3	\$ 45.36			3	\$ 46.94			3	\$ 48.37			3	\$ 50.29		
			4	\$ 47.74			4	\$ 49.41			4	\$ 50.91			4	\$ 52.94		
			5	\$ 50.25	\$ 8,710	\$ 104,520	5	\$ 52.01	\$ 9,015	\$ 108,181	5	\$ 53.58	\$ 9,287	\$ 111,446	5	\$ 55.73	\$ 9,660	\$ 115,918
255	Non-Exempt	Coord Library Prog	1	\$ 37.16			1	\$ 38.45			1	\$ 39.61			1	\$ 41.18		
			2	\$ 39.11			2	\$ 40.47			2	\$ 41.69			2	\$ 43.35		
			3	\$ 41.16			3	\$ 42.60			3	\$ 43.88			3	\$ 45.63		
			4	\$ 43.32			4	\$ 44.84			4	\$ 46.18			4	\$ 48.03		
			5	\$ 45.59	\$ 7,902	\$ 94,827	5	\$ 47.19	\$ 8,180	\$ 98,155	5	\$ 48.61	\$ 8,426	\$ 101,109	5	\$ 50.56	\$ 8,764	\$ 105,165
342	Non-Exempt	Coord Pub Wks Proj	1	\$ 38.91			1	\$ 40.27			1	\$ 41.49			1	\$ 43.13		
			2	\$ 40.95			2	\$ 42.38			2	\$ 43.67			2	\$ 45.40		
			3	\$ 43.10			3	\$ 44.61			3	\$ 45.96			3	\$ 47.79		
			4	\$ 45.36			4	\$ 46.95			4	\$ 48.37			4	\$ 50.30		
			5	\$ 47.74	\$ 8,275	\$ 99,299	5	\$ 49.42	\$ 8,566	\$ 102,794	5	\$ 50.91	\$ 8,824	\$ 105,893	5	\$ 52.95	\$ 9,178	\$ 110,136
317	Non-Exempt	Coord Rec Prog	1	\$ 33.42			1	\$ 34.59			1	\$ 35.64			1	\$ 37.05		
			2	\$ 35.17			2	\$ 36.41			2	\$ 37.51			2	\$ 39.00		
			3	\$ 37.02			3	\$ 38.32			3	\$ 39.48			3	\$ 41.05		
			4	\$ 38.96			4	\$ 40.33			4	\$ 41.55			4	\$ 43.21		
			5	\$ 41.01	\$ 7,108	\$ 85,301	5	\$ 42.45	\$ 7,358	\$ 88,296	5	\$ 43.73	\$ 7,580	\$ 90,958	5	\$ 45.48	\$ 7,883	\$ 94,598
344	Non-Exempt	Coord Utility Proj	1	\$ 42.02			1	\$ 43.50			1	\$ 44.80			1	\$ 46.57		
			2	\$ 44.23			2	\$ 45.78			2	\$ 47.15			2	\$ 49.02		
			3	\$ 46.55			3	\$ 48.18			3	\$ 49.63			3	\$ 51.60		
			4	\$ 48.99			4	\$ 50.71			4	\$ 52.24			4	\$ 54.32		
			5	\$ 51.56	\$ 8,937	\$ 107,245	5	\$ 53.37	\$ 9,251	\$ 111,010	5	\$ 54.98	\$ 9,530	\$ 114,358	5	\$ 57.18	\$ 9,911	\$ 118,934



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
3440	Non-Exempt	Coord Utility Proj - S	1	\$ 42.02			1	\$ 43.50			1	\$ 44.80			1	\$ 46.57		
			2	\$ 44.23			2	\$ 45.78			2	\$ 47.15			2	\$ 49.02		
			3	\$ 46.55			3	\$ 48.18			3	\$ 49.63			3	\$ 51.60		
			4	\$ 48.99			4	\$ 50.71			4	\$ 52.24			4	\$ 54.32		
			5	\$ 51.56	\$ 8,937	\$ 107,245	5	\$ 53.37	\$ 9,251	\$ 111,010	5	\$ 54.98	\$ 9,530	\$ 114,358	5	\$ 57.18	\$ 9,911	\$ 118,934
242	Non-Exempt	Coord Zero Waste	1	\$ 37.35			1	\$ 38.65			1	\$ 39.82			1	\$ 41.41		
			2	\$ 39.31			2	\$ 40.68			2	\$ 41.91			2	\$ 43.59		
			3	\$ 41.37			3	\$ 42.82			3	\$ 44.11			3	\$ 45.88		
			4	\$ 43.54			4	\$ 45.07			4	\$ 46.43			4	\$ 48.29		
			5	\$ 45.83	\$ 7,944	\$ 95,326	5	\$ 47.44	\$ 8,223	\$ 98,675	5	\$ 48.87	\$ 8,471	\$ 101,650	5	\$ 50.83	\$ 8,811	\$ 105,726
205	Non-Exempt	Court Liaison Officer	1	\$ 38.62			1	\$ 39.97			1	\$ 41.18			1	\$ 42.82		
			2	\$ 40.65			2	\$ 42.07			2	\$ 43.34			2	\$ 45.07		
			3	\$ 42.78			3	\$ 44.28			3	\$ 45.62			3	\$ 47.44		
			4	\$ 45.03			4	\$ 46.61			4	\$ 48.02			4	\$ 49.94		
			5	\$ 47.40	\$ 8,216	\$ 98,592	5	\$ 49.06	\$ 8,504	\$ 102,045	5	\$ 50.54	\$ 8,760	\$ 105,123	5	\$ 52.57	\$ 9,112	\$ 109,346
214	Non-Exempt	Crime Analyst	1	\$ 38.62			1	\$ 39.97			1	\$ 41.18			1	\$ 42.82		
			2	\$ 40.65			2	\$ 42.07			2	\$ 43.34			2	\$ 45.07		
			3	\$ 42.78			3	\$ 44.28			3	\$ 45.62			3	\$ 47.44		
			4	\$ 45.03			4	\$ 46.61			4	\$ 48.02			4	\$ 49.94		
			5	\$ 47.40	\$ 8,216	\$ 98,592	5	\$ 49.06	\$ 8,504	\$ 102,045	5	\$ 50.54	\$ 8,760	\$ 105,123	5	\$ 52.57	\$ 9,112	\$ 109,346
415	Non-Exempt	Cust Srv Specialist-L	1	\$ 33.58			1	\$ 34.75			1	\$ 35.79			1	\$ 37.21		
			2	\$ 35.34			2	\$ 36.57			2	\$ 37.67			2	\$ 39.17		
			3	\$ 37.19			3	\$ 38.49			3	\$ 39.65			3	\$ 41.23		
			4	\$ 39.14			4	\$ 40.51			4	\$ 41.73			4	\$ 43.40		
			5	\$ 41.19	\$ 7,140	\$ 85,675	5	\$ 42.64	\$ 7,391	\$ 88,691	5	\$ 43.92	\$ 7,613	\$ 91,354	5	\$ 45.68	\$ 7,918	\$ 95,014
218	Non-Exempt	Cust Svc Represent	1	\$ 28.54			1	\$ 29.55			1	\$ 30.44			1	\$ 31.64		
			2	\$ 30.04			2	\$ 31.10			2	\$ 32.04			2	\$ 33.31		
			3	\$ 31.62			3	\$ 32.73			3	\$ 33.72			3	\$ 35.06		
			4	\$ 33.28			4	\$ 34.45			4	\$ 35.49			4	\$ 36.91		
			5	\$ 35.03	\$ 6,072	\$ 72,862	5	\$ 36.26	\$ 6,285	\$ 75,421	5	\$ 37.35	\$ 6,474	\$ 77,688	5	\$ 38.85	\$ 6,734	\$ 80,808
217	Non-Exempt	Cust Svc Spec	1	\$ 31.39			1	\$ 32.49			1	\$ 33.46			1	\$ 34.79		
			2	\$ 33.04			2	\$ 34.20			2	\$ 35.22			2	\$ 36.62		
			3	\$ 34.77			3	\$ 35.99			3	\$ 37.07			3	\$ 38.55		
			4	\$ 36.60			4	\$ 37.88			4	\$ 39.02			4	\$ 40.58		
			5	\$ 38.52	\$ 6,677	\$ 80,122	5	\$ 39.87	\$ 6,911	\$ 82,930	5	\$ 41.07	\$ 7,119	\$ 85,426	5	\$ 42.72	\$ 7,405	\$ 88,858
260	Non-Exempt	Desktop Technician	1	\$ 34.21			1	\$ 35.40			1	\$ 36.48			1	\$ 37.92		
			2	\$ 36.01			2	\$ 37.26			2	\$ 38.39			2	\$ 39.92		
			3	\$ 37.90			3	\$ 39.22			3	\$ 40.41			3	\$ 42.02		
			4	\$ 39.89			4	\$ 41.28			4	\$ 42.53			4	\$ 44.23		
			5	\$ 41.98	\$ 7,277	\$ 87,318	5	\$ 43.45	\$ 7,531	\$ 90,376	5	\$ 44.76	\$ 7,758	\$ 93,101	5	\$ 46.56	\$ 8,070	\$ 96,845
514	Non-Exempt	Development Project Coordinator I	1	\$ 31.07			1	\$ 32.16			1	\$ 33.13			1	\$ 34.45		
			2	\$ 32.70			2	\$ 33.85			2	\$ 34.87			2	\$ 36.26		
			3	\$ 34.42			3	\$ 35.63			3	\$ 36.70			3	\$ 38.17		
			4	\$ 36.23			4	\$ 37.50			4	\$ 38.63			4	\$ 40.18		
			5	\$ 38.13	\$ 6,609	\$ 79,310	5	\$ 39.47	\$ 6,841	\$ 82,098	5	\$ 40.66	\$ 7,048	\$ 84,573	5	\$ 42.29	\$ 7,330	\$ 87,963
515	Non-Exempt	Development Project Coordinator II	1	\$ 35.31			1	\$ 36.53			1	\$ 37.64			1	\$ 39.13		
			2	\$ 37.16			2	\$ 38.45			2	\$ 39.62			2	\$ 41.19		
			3	\$ 39.11			3	\$ 40.47			3	\$ 41.70			3	\$ 43.36		
			4	\$ 41.16			4	\$ 42.60			4	\$ 43.89			4	\$ 45.64		
			5	\$ 43.32	\$ 7,509	\$ 90,106	5	\$ 44.84	\$ 7,772	\$ 93,267	5	\$ 46.19	\$ 8,006	\$ 96,075	5	\$ 48.04	\$ 8,327	\$ 99,923
516	Non-Exempt	Development Project Coordinator III	1	\$ 38.94			1	\$ 40.30			1	\$ 41.52			1	\$ 43.16		
			2	\$ 40.98			2	\$ 42.42			2	\$ 43.70			2	\$ 45.43		
			3	\$ 43.13			3	\$ 44.65			3	\$ 45.99			3	\$ 47.82		
			4	\$ 45.40			4	\$ 46.99			4	\$ 48.41			4	\$ 50.34		
			5	\$ 47.78	\$ 8,282	\$ 99,382	5	\$ 49.46	\$ 8,573	\$ 102,877	5	\$ 50.95	\$ 8,831	\$ 105,976	5	\$ 52.99	\$ 9,185	\$ 110,219



Service Employees International Union (SEIU)

Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
533	Non-Exempt	Elec Asst I	1	\$ 33.39			1	\$ 34.55			1	\$ 35.59			1	\$ 37.00		
			2	\$ 35.14			2	\$ 36.36			2	\$ 37.46			2	\$ 38.95		
			3	\$ 36.98			3	\$ 38.27			3	\$ 39.43			3	\$ 41.00		
			4	\$ 38.92			4	\$ 40.28			4	\$ 41.50			4	\$ 43.16		
			5	\$ 40.96	\$ 7,100	\$ 85,197	5	\$ 42.40	\$ 7,349	\$ 88,192	5	\$ 43.68	\$ 7,571	\$ 90,854	5	\$ 45.43	\$ 7,875	\$ 94,494
267	Non-Exempt	Elec Undgd Inspec	1	\$ 42.04			1	\$ 43.51			1	\$ 44.83			1	\$ 46.62		
			2	\$ 44.25			2	\$ 45.80			2	\$ 47.18			2	\$ 49.07		
			3	\$ 46.57			3	\$ 48.21			3	\$ 49.66			3	\$ 51.65		
			4	\$ 49.02			4	\$ 50.74			4	\$ 52.27			4	\$ 54.37		
			5	\$ 51.60	\$ 8,944	\$ 107,328	5	\$ 53.41	\$ 9,258	\$ 111,093	5	\$ 55.02	\$ 9,537	\$ 114,442	5	\$ 57.23	\$ 9,920	\$ 119,038
345	Non-Exempt	Electric Project Engineer	1	\$ 58.47			1	\$ 60.51			1	\$ 62.32			1	\$ 64.80		
			2	\$ 61.54			2	\$ 63.69			2	\$ 65.60			2	\$ 68.21		
			3	\$ 64.77			3	\$ 67.04			3	\$ 69.05			3	\$ 71.80		
			4	\$ 68.17			4	\$ 70.56			4	\$ 72.68			4	\$ 75.58		
			5	\$ 71.75	\$ 12,437	\$ 149,240	5	\$ 74.27	\$ 12,873	\$ 154,482	5	\$ 76.50	\$ 13,260	\$ 159,120	5	\$ 79.56	\$ 13,790	\$ 165,485
3450	Non-Exempt	Electric Project Engineer - S	1	\$ 58.47			1	\$ 60.51			1	\$ 62.32			1	\$ 64.80		
			2	\$ 61.54			2	\$ 63.69			2	\$ 65.60			2	\$ 68.21		
			3	\$ 64.77			3	\$ 67.04			3	\$ 69.05			3	\$ 71.80		
			4	\$ 68.17			4	\$ 70.56			4	\$ 72.68			4	\$ 75.58		
			5	\$ 71.75	\$ 12,437	\$ 149,240	5	\$ 74.27	\$ 12,873	\$ 154,482	5	\$ 76.50	\$ 13,260	\$ 159,120	5	\$ 79.56	\$ 13,790	\$ 165,485
292	Non-Exempt	Electric Underground Inspector - Lead	1	\$ 44.96			1	\$ 46.55			1	\$ 47.94			1	\$ 49.85		
			2	\$ 47.32			2	\$ 48.99			2	\$ 50.46			2	\$ 52.47		
			3	\$ 49.81			3	\$ 51.56			3	\$ 53.11			3	\$ 55.23		
			4	\$ 52.43			4	\$ 54.27			4	\$ 55.90			4	\$ 58.14		
			5	\$ 55.18	\$ 9,565	\$ 114,774	5	\$ 57.12	\$ 9,901	\$ 118,810	5	\$ 58.84	\$ 10,199	\$ 122,387	5	\$ 61.20	\$ 10,608	\$ 127,296
527	Non-Exempt	Electrical Equipment Tech	1	\$ 42.97			1	\$ 44.48			1	\$ 45.81			1	\$ 47.63		
			2	\$ 45.23			2	\$ 46.82			2	\$ 48.22			2	\$ 50.14		
			3	\$ 47.61			3	\$ 49.28			3	\$ 50.75			3	\$ 52.78		
			4	\$ 50.11			4	\$ 51.87			4	\$ 53.42			4	\$ 55.56		
			5	\$ 52.74	\$ 9,142	\$ 109,699	5	\$ 54.59	\$ 9,462	\$ 113,547	5	\$ 56.23	\$ 9,747	\$ 116,958	5	\$ 58.48	\$ 10,137	\$ 121,638
530	Non-Exempt	Electrician	1	\$ 41.11			1	\$ 42.55			1	\$ 43.84			1	\$ 45.57		
			2	\$ 43.27			2	\$ 44.78			2	\$ 46.14			2	\$ 47.97		
			3	\$ 45.54			3	\$ 47.13			3	\$ 48.56			3	\$ 50.49		
			4	\$ 47.93			4	\$ 49.61			4	\$ 51.11			4	\$ 53.15		
			5	\$ 50.45	\$ 8,745	\$ 104,936	5	\$ 52.22	\$ 9,051	\$ 108,618	5	\$ 53.79	\$ 9,324	\$ 111,883	5	\$ 55.95	\$ 9,698	\$ 116,376
529	Non-Exempt	Electrician-Appren	1	\$ 38.92			1	\$ 40.28			1	\$ 41.50			1	\$ 43.13		
			2	\$ 40.96			2	\$ 42.39			2	\$ 43.68			2	\$ 45.40		
			3	\$ 43.11			3	\$ 44.62			3	\$ 45.97			3	\$ 47.79		
			4	\$ 45.37			4	\$ 46.96			4	\$ 48.38			4	\$ 50.31		
			5	\$ 47.75	\$ 8,277	\$ 99,320	5	\$ 49.43	\$ 8,568	\$ 102,814	5	\$ 50.92	\$ 8,826	\$ 105,914	5	\$ 52.96	\$ 9,180	\$ 110,157
535	Non-Exempt	Electrician-Lead	1	\$ 44.02			1	\$ 45.57			1	\$ 46.93			1	\$ 48.79		
			2	\$ 46.33			2	\$ 47.96			2	\$ 49.40			2	\$ 51.36		
			3	\$ 48.76			3	\$ 50.48			3	\$ 51.99			3	\$ 54.06		
			4	\$ 51.32			4	\$ 53.13			4	\$ 54.72			4	\$ 56.91		
			5	\$ 54.02	\$ 9,363	\$ 112,362	5	\$ 55.92	\$ 9,693	\$ 116,314	5	\$ 57.60	\$ 9,984	\$ 119,808	5	\$ 59.91	\$ 10,384	\$ 124,613
399	Non-Exempt	Emergency Med Svs Data Specialist	1	\$ 30.87			1	\$ 31.95			1	\$ 32.92			1	\$ 34.22		
			2	\$ 32.49			2	\$ 33.63			2	\$ 34.65			2	\$ 36.02		
			3	\$ 34.20			3	\$ 35.40			3	\$ 36.47			3	\$ 37.92		
			4	\$ 36.00			4	\$ 37.26			4	\$ 38.38			4	\$ 39.92		
			5	\$ 37.89	\$ 6,568	\$ 78,811	5	\$ 39.22	\$ 6,798	\$ 81,578	5	\$ 40.40	\$ 7,003	\$ 84,032	5	\$ 42.02	\$ 7,283	\$ 87,402
311	Non-Exempt	Eng Tech I	1	\$ 29.98			1	\$ 31.03			1	\$ 31.95			1	\$ 33.22		
			2	\$ 31.55			2	\$ 32.66			2	\$ 33.63			2	\$ 34.97		
			3	\$ 33.21			3	\$ 34.37			3	\$ 35.40			3	\$ 36.81		
			4	\$ 34.95			4	\$ 36.17			4	\$ 37.26			4	\$ 38.75		
			5	\$ 36.78	\$ 6,375	\$ 76,502	5	\$ 38.07	\$ 6,599	\$ 79,186	5	\$ 39.22	\$ 6,798	\$ 81,578	5	\$ 40.79	\$ 7,070	\$ 84,843



Service Employees International Union (SEIU)

Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
332	Non-Exempt	Engineer	1	\$ 51.63			1	\$ 53.43			1	\$ 55.05			1	\$ 57.23		
			2	\$ 54.34			2	\$ 56.24			2	\$ 57.94			2	\$ 60.24		
			3	\$ 57.19			3	\$ 59.20			3	\$ 60.98			3	\$ 63.41		
			4	\$ 60.20			4	\$ 62.31			4	\$ 64.18			4	\$ 66.75		
			5	\$ 63.36	\$ 10,982	\$ 131,789	5	\$ 65.58	\$ 11,367	\$ 136,406	5	\$ 67.55	\$ 11,709	\$ 140,504	5	\$ 70.26	\$ 12,178	\$ 146,141
323	Non-Exempt	Engr Tech II	1	\$ 32.43			1	\$ 33.58			1	\$ 34.58			1	\$ 35.94		
			2	\$ 34.13			2	\$ 35.34			2	\$ 36.39			2	\$ 37.83		
			3	\$ 35.92			3	\$ 37.19			3	\$ 38.30			3	\$ 39.82		
			4	\$ 37.81			4	\$ 39.14			4	\$ 40.31			4	\$ 41.92		
			5	\$ 39.79	\$ 6,897	\$ 82,763	5	\$ 41.19	\$ 7,140	\$ 85,675	5	\$ 42.43	\$ 7,355	\$ 88,254	5	\$ 44.13	\$ 7,649	\$ 91,790
319	Non-Exempt	Engr Tech III	1	\$ 36.21			1	\$ 37.48			1	\$ 38.61			1	\$ 40.15		
			2	\$ 38.11			2	\$ 39.45			2	\$ 40.64			2	\$ 42.26		
			3	\$ 40.11			3	\$ 41.52			3	\$ 42.77			3	\$ 44.48		
			4	\$ 42.22			4	\$ 43.70			4	\$ 45.02			4	\$ 46.82		
			5	\$ 44.44	\$ 7,703	\$ 92,435	5	\$ 46.00	\$ 7,973	\$ 95,680	5	\$ 47.38	\$ 8,213	\$ 98,550	5	\$ 49.28	\$ 8,542	\$ 102,502
257	Non-Exempt	Environmental Spec	1	\$ 42.58			1	\$ 44.08			1	\$ 45.41			1	\$ 47.21		
			2	\$ 44.82			2	\$ 46.39			2	\$ 47.79			2	\$ 49.69		
			3	\$ 47.17			3	\$ 48.83			3	\$ 50.30			3	\$ 52.30		
			4	\$ 49.65			4	\$ 51.39			4	\$ 52.94			4	\$ 55.05		
			5	\$ 52.26	\$ 9,058	\$ 108,701	5	\$ 54.09	\$ 9,376	\$ 112,507	5	\$ 55.72	\$ 9,658	\$ 115,898	5	\$ 57.95	\$ 10,045	\$ 120,536
211	Non-Exempt	Equip Maint Serv Per	1	\$ 26.03			1	\$ 26.94			1	\$ 27.76			1	\$ 28.86		
			2	\$ 27.40			2	\$ 28.35			2	\$ 29.22			2	\$ 30.38		
			3	\$ 28.84			3	\$ 29.84			3	\$ 30.75			3	\$ 31.98		
			4	\$ 30.35			4	\$ 31.41			4	\$ 32.36			4	\$ 33.66		
			5	\$ 31.94	\$ 5,536	\$ 66,435	5	\$ 33.06	\$ 5,730	\$ 68,765	5	\$ 34.06	\$ 5,904	\$ 70,845	5	\$ 35.43	\$ 6,141	\$ 73,694
396	Non-Exempt	Equip Operator	1	\$ 32.14			1	\$ 33.27			1	\$ 34.29			1	\$ 35.64		
			2	\$ 33.83			2	\$ 35.02			2	\$ 36.09			2	\$ 37.52		
			3	\$ 35.61			3	\$ 36.86			3	\$ 37.98			3	\$ 39.49		
			4	\$ 37.48			4	\$ 38.80			4	\$ 39.97			4	\$ 41.57		
			5	\$ 39.45	\$ 6,838	\$ 82,056	5	\$ 40.84	\$ 7,079	\$ 84,947	5	\$ 42.07	\$ 7,292	\$ 87,506	5	\$ 43.76	\$ 7,585	\$ 91,021
397	Non-Exempt	Equip Operator - Lead	1	\$ 34.39			1	\$ 35.60			1	\$ 36.67			1	\$ 38.14		
			2	\$ 36.20			2	\$ 37.47			2	\$ 38.60			2	\$ 40.15		
			3	\$ 38.10			3	\$ 39.44			3	\$ 40.63			3	\$ 42.26		
			4	\$ 40.10			4	\$ 41.51			4	\$ 42.76			4	\$ 44.48		
			5	\$ 42.21	\$ 7,316	\$ 87,797	5	\$ 43.69	\$ 7,573	\$ 90,875	5	\$ 45.01	\$ 7,802	\$ 93,621	5	\$ 46.82	\$ 8,115	\$ 97,386
250	Non-Exempt	Equip Parts Tech	1	\$ 27.92			1	\$ 28.88			1	\$ 29.77			1	\$ 30.95		
			2	\$ 29.38			2	\$ 30.40			2	\$ 31.33			2	\$ 32.58		
			3	\$ 30.92			3	\$ 32.00			3	\$ 32.97			3	\$ 34.29		
			4	\$ 32.54			4	\$ 33.68			4	\$ 34.70			4	\$ 36.09		
			5	\$ 34.25	\$ 5,937	\$ 71,240	5	\$ 35.45	\$ 6,145	\$ 73,736	5	\$ 36.52	\$ 6,330	\$ 75,962	5	\$ 37.99	\$ 6,585	\$ 79,019
203	Non-Exempt	Facilities Asst	1	\$ 26.79			1	\$ 27.74			1	\$ 28.58			1	\$ 29.72		
			2	\$ 28.20			2	\$ 29.20			2	\$ 30.08			2	\$ 31.28		
			3	\$ 29.68			3	\$ 30.73			3	\$ 31.66			3	\$ 32.93		
			4	\$ 31.24			4	\$ 32.34			4	\$ 33.32			4	\$ 34.66		
			5	\$ 32.88	\$ 5,699	\$ 68,390	5	\$ 34.04	\$ 5,900	\$ 70,803	5	\$ 35.07	\$ 6,079	\$ 72,946	5	\$ 36.48	\$ 6,323	\$ 75,878
374	Non-Exempt	Facilities Carpenter	1	\$ 34.93			1	\$ 37.58			1	\$ 38.72			1	\$ 40.25		
			2	\$ 36.76			2	\$ 39.55			2	\$ 40.75			2	\$ 42.37		
			3	\$ 38.69			3	\$ 41.63			3	\$ 42.89			3	\$ 44.60		
			4	\$ 40.72			4	\$ 43.82			4	\$ 45.14			4	\$ 46.95		
			5	\$ 42.86	\$ 7,429	\$ 89,149	5	\$ 46.12	\$ 7,994	\$ 95,930	5	\$ 47.51	\$ 8,235	\$ 98,821	5	\$ 49.42	\$ 8,566	\$ 102,794
375	Non-Exempt	Facilities Elect	1	\$ 34.07			1	\$ 35.27			1	\$ 36.33			1	\$ 37.77		
			2	\$ 35.86			2	\$ 37.12			2	\$ 38.24			2	\$ 39.76		
			3	\$ 37.74			3	\$ 39.07			3	\$ 40.25			3	\$ 41.85		
			4	\$ 39.72			4	\$ 41.12			4	\$ 42.36			4	\$ 44.05		
			5	\$ 41.81	\$ 7,247	\$ 86,965	5	\$ 43.28	\$ 7,502	\$ 90,022	5	\$ 44.58	\$ 7,727	\$ 92,726	5	\$ 46.37	\$ 8,037	\$ 96,450



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
373	Non-Exempt	Facilities Maint-L	1	\$ 45.12			1	\$ 46.70			1	\$ 48.09			1	\$ 50.01		
			2	\$ 47.49			2	\$ 49.15			2	\$ 50.62			2	\$ 52.64		
			3	\$ 49.98			3	\$ 51.73			3	\$ 53.28			3	\$ 55.41		
			4	\$ 52.61			4	\$ 54.45			4	\$ 56.08			4	\$ 58.33		
			5	\$ 55.37	\$ 9,597	\$ 115,170	5	\$ 57.31	\$ 9,934	\$ 119,205	5	\$ 59.03	\$ 10,232	\$ 122,782	5	\$ 61.40	\$ 10,643	\$ 127,712
377	Non-Exempt	Facilities Painter	1	\$ 34.93			1	\$ 36.16			1	\$ 37.24			1	\$ 38.72		
			2	\$ 36.76			2	\$ 38.06			2	\$ 39.20			2	\$ 40.76		
			3	\$ 38.69			3	\$ 40.06			3	\$ 41.26			3	\$ 42.90		
			4	\$ 40.72			4	\$ 42.16			4	\$ 43.43			4	\$ 45.16		
			5	\$ 42.86	\$ 7,429	\$ 89,149	5	\$ 44.37	\$ 7,691	\$ 92,290	5	\$ 45.71	\$ 7,923	\$ 95,077	5	\$ 47.54	\$ 8,240	\$ 98,883
376	Non-Exempt	Facilities Tech	1	\$ 36.31			1	\$ 37.58			1	\$ 38.72			1	\$ 40.25		
			2	\$ 38.22			2	\$ 39.55			2	\$ 40.75			2	\$ 42.37		
			3	\$ 40.23			3	\$ 41.63			3	\$ 42.89			3	\$ 44.60		
			4	\$ 42.34			4	\$ 43.82			4	\$ 45.14			4	\$ 46.95		
			5	\$ 44.56	\$ 7,724	\$ 92,685	5	\$ 46.12	\$ 7,994	\$ 95,930	5	\$ 47.51	\$ 8,235	\$ 98,821	5	\$ 49.42	\$ 8,566	\$ 102,794
462	Non-Exempt	Field Service Pers WGW	1	\$ 32.57			1	\$ 33.71			1	\$ 34.72			1	\$ 36.10		
			2	\$ 34.28			2	\$ 35.48			2	\$ 36.54			2	\$ 38.00		
			3	\$ 36.08			3	\$ 37.34			3	\$ 38.46			3	\$ 40.00		
			4	\$ 37.97			4	\$ 39.30			4	\$ 40.48			4	\$ 42.10		
			5	\$ 39.96	\$ 6,926	\$ 83,117	5	\$ 41.36	\$ 7,169	\$ 86,029	5	\$ 42.61	\$ 7,386	\$ 88,629	5	\$ 44.32	\$ 7,682	\$ 92,186
383	Non-Exempt	Fleet Svcs Coord	1	\$ 33.25			1	\$ 34.40			1	\$ 35.44			1	\$ 36.84		
			2	\$ 34.99			2	\$ 36.21			2	\$ 37.30			2	\$ 38.78		
			3	\$ 36.83			3	\$ 38.11			3	\$ 39.26			3	\$ 40.82		
			4	\$ 38.76			4	\$ 40.11			4	\$ 41.32			4	\$ 42.97		
			5	\$ 40.79	\$ 7,070	\$ 84,843	5	\$ 42.22	\$ 7,318	\$ 87,818	5	\$ 43.49	\$ 7,538	\$ 90,459	5	\$ 45.23	\$ 7,840	\$ 94,078
419	Non-Exempt	Assistant Gas Measurement and Control Technician	1	\$ 37.05			1	\$ 38.37			1	\$ 39.52			1	\$ 41.08		
			2	\$ 39.00			2	\$ 40.38			2	\$ 41.60			2	\$ 43.24		
			3	\$ 41.05			3	\$ 42.50			3	\$ 43.78			3	\$ 45.52		
			4	\$ 43.21			4	\$ 44.73			4	\$ 46.08			4	\$ 47.92		
			5	\$ 45.48	\$ 7,883	\$ 94,598	5	\$ 47.08	\$ 8,161	\$ 97,926	5	\$ 48.50	\$ 8,407	\$ 100,880	5	\$ 50.44	\$ 8,743	\$ 104,915
418	Non-Exempt	Gas Measurement and Control Technician	1	\$ 38.93			1	\$ 40.28			1	\$ 41.51			1	\$ 43.14		
			2	\$ 40.97			2	\$ 42.40			2	\$ 43.69			2	\$ 45.41		
			3	\$ 43.12			3	\$ 44.63			3	\$ 45.98			3	\$ 47.80		
			4	\$ 45.38			4	\$ 46.97			4	\$ 48.39			4	\$ 50.32		
			5	\$ 47.76	\$ 8,278	\$ 99,341	5	\$ 49.44	\$ 8,570	\$ 102,835	5	\$ 50.93	\$ 8,828	\$ 105,934	5	\$ 52.97	\$ 9,181	\$ 110,178
417	Non-Exempt	Assistant Gas and Water Measurement and Control Technician	1	\$ 38.93			1	\$ 40.28			1	\$ 41.51			1	\$ 43.14		
			2	\$ 40.97			2	\$ 42.40			2	\$ 43.69			2	\$ 45.41		
			3	\$ 43.12			3	\$ 44.63			3	\$ 45.98			3	\$ 47.80		
			4	\$ 45.38			4	\$ 46.97			4	\$ 48.39			4	\$ 50.32		
			5	\$ 47.76	\$ 8,278	\$ 99,341	5	\$ 49.44	\$ 8,570	\$ 102,835	5	\$ 50.93	\$ 8,828	\$ 105,934	5	\$ 52.97	\$ 9,181	\$ 110,178
416	Non-Exempt	Gas and Water Measurement and Control Technician	1	\$ 40.87			1	\$ 42.31			1	\$ 43.57			1	\$ 45.31		
			2	\$ 43.02			2	\$ 44.53			2	\$ 45.86			2	\$ 47.69		
			3	\$ 45.28			3	\$ 46.87			3	\$ 48.27			3	\$ 50.20		
			4	\$ 47.66			4	\$ 49.33			4	\$ 50.81			4	\$ 52.84		
			5	\$ 50.16	\$ 8,694	\$ 104,333	5	\$ 51.92	\$ 8,999	\$ 107,994	5	\$ 53.48	\$ 9,270	\$ 111,238	5	\$ 55.62	\$ 9,641	\$ 115,690
398	Non-Exempt	Geographic Inform Syst Specialist	1	\$ 47.90			1	\$ 49.59			1	\$ 51.09			1	\$ 53.11		
			2	\$ 50.42			2	\$ 52.19			2	\$ 53.77			2	\$ 55.90		
			3	\$ 53.07			3	\$ 54.93			3	\$ 56.59			3	\$ 58.84		
			4	\$ 55.86			4	\$ 57.82			4	\$ 59.56			4	\$ 61.94		
			5	\$ 58.80	\$ 10,192	\$ 122,304	5	\$ 60.86	\$ 10,549	\$ 126,589	5	\$ 62.69	\$ 10,866	\$ 130,395	5	\$ 65.20	\$ 11,301	\$ 135,616
390	Non-Exempt	Heavy Equip Oper	1	\$ 38.47			1	\$ 39.83			1	\$ 41.03			1	\$ 42.66		
			2	\$ 40.49			2	\$ 41.92			2	\$ 43.18			2	\$ 44.90		
			3	\$ 42.62			3	\$ 44.12			3	\$ 45.45			3	\$ 47.26		
			4	\$ 44.86			4	\$ 46.44			4	\$ 47.84			4	\$ 49.75		
			5	\$ 47.22	\$ 8,185	\$ 98,218	5	\$ 48.88	\$ 8,473	\$ 101,670	5	\$ 50.35	\$ 8,727	\$ 104,728	5	\$ 52.37	\$ 9,077	\$ 108,930



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)				Effective 03/12/2022 (4% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
391	Non-Exempt	Heavy Equip Oper-L	1	\$ 41.16			1	\$ 42.59			1	\$ 43.87			1	\$ 45.61		
			2	\$ 43.32			2	\$ 44.83			2	\$ 46.17			2	\$ 48.01		
			3	\$ 45.59			3	\$ 47.18			3	\$ 48.60			3	\$ 50.54		
			4	\$ 47.98			4	\$ 49.66			4	\$ 51.15			4	\$ 53.20		
			5	\$ 50.50	\$ 8,753	\$ 105,040	5	\$ 52.27	\$ 9,060	\$ 108,722	5	\$ 53.84	\$ 9,332	\$ 111,987	5	\$ 56.00	\$ 9,707	\$ 116,480
571	Non-Exempt	Electric Heavy Equip Oper	1	\$ 39.92			1	\$ 41.33			1	\$ 42.56			1	\$ 44.25		
			2	\$ 42.02			2	\$ 43.50			2	\$ 44.80			2	\$ 46.58		
			3	\$ 44.23			3	\$ 45.78			3	\$ 47.15			3	\$ 49.03		
			4	\$ 46.55			4	\$ 48.18			4	\$ 49.63			4	\$ 51.61		
			5	\$ 48.99	\$ 8,492	\$ 101,899	5	\$ 50.71	\$ 8,790	\$ 105,477	5	\$ 52.24	\$ 9,055	\$ 108,659	5	\$ 54.33	\$ 9,417	\$ 113,006
572	Non-Exempt	WGW Heavy Equip Oper	1	\$ 38.73			1	\$ 40.09			1	\$ 41.29			1	\$ 42.93		
			2	\$ 40.76			2	\$ 42.19			2	\$ 43.46			2	\$ 45.19		
			3	\$ 42.90			3	\$ 44.41			3	\$ 45.74			3	\$ 47.57		
			4	\$ 45.15			4	\$ 46.74			4	\$ 48.14			4	\$ 50.07		
			5	\$ 47.52	\$ 8,237	\$ 98,842	5	\$ 49.19	\$ 8,526	\$ 102,315	5	\$ 50.67	\$ 8,783	\$ 105,394	5	\$ 52.70	\$ 9,135	\$ 109,616
389	Non-Exempt	HEO/Installer Repairer	1	\$ 40.35			1	\$ 41.77			1	\$ 43.02			1	\$ 44.73		
			2	\$ 42.47			2	\$ 43.96			2	\$ 45.28			2	\$ 47.08		
			3	\$ 44.70			3	\$ 46.27			3	\$ 47.66			3	\$ 49.56		
			4	\$ 47.05			4	\$ 48.70			4	\$ 50.16			4	\$ 52.17		
			5	\$ 49.52	\$ 8,583	\$ 103,002	5	\$ 51.26	\$ 8,885	\$ 106,621	5	\$ 52.80	\$ 9,152	\$ 109,824	5	\$ 54.92	\$ 9,519	\$ 114,234
508	Non-Exempt	Ind Waste Inspec	1	\$ 35.78			1	\$ 37.04			1	\$ 38.15			1	\$ 39.67		
			2	\$ 37.66			2	\$ 38.98			2	\$ 40.15			2	\$ 41.76		
			3	\$ 39.64			3	\$ 41.03			3	\$ 42.26			3	\$ 43.96		
			4	\$ 41.72			4	\$ 43.18			4	\$ 44.48			4	\$ 46.27		
			5	\$ 43.91	\$ 7,611	\$ 91,333	5	\$ 45.45	\$ 7,878	\$ 94,536	5	\$ 46.82	\$ 8,115	\$ 97,386	5	\$ 48.70	\$ 8,441	\$ 101,296
258	Non-Exempt	Ind Waste Invtgr	1	\$ 40.20			1	\$ 41.61			1	\$ 42.86			1	\$ 44.56		
			2	\$ 42.31			2	\$ 43.79			2	\$ 45.11			2	\$ 46.90		
			3	\$ 44.53			3	\$ 46.09			3	\$ 47.48			3	\$ 49.37		
			4	\$ 46.87			4	\$ 48.51			4	\$ 49.97			4	\$ 51.97		
			5	\$ 49.33	\$ 8,551	\$ 102,606	5	\$ 51.06	\$ 8,850	\$ 106,205	5	\$ 52.60	\$ 9,117	\$ 109,408	5	\$ 54.71	\$ 9,483	\$ 113,797
365	Non-Exempt	Industrial Waste Technician	1	\$ 32.30			1	\$ 33.44			1	\$ 34.45			1	\$ 35.82		
			2	\$ 34.00			2	\$ 35.19			2	\$ 36.26			2	\$ 37.70		
			3	\$ 35.78			3	\$ 37.04			3	\$ 38.16			3	\$ 39.68		
			4	\$ 37.66			4	\$ 38.98			4	\$ 40.16			4	\$ 41.77		
			5	\$ 39.64	\$ 6,871	\$ 82,451	5	\$ 41.03	\$ 7,112	\$ 85,342	5	\$ 42.27	\$ 7,327	\$ 87,922	5	\$ 43.97	\$ 7,621	\$ 91,458
227	Non-Exempt	Inspector, Field Svc	1	\$ 39.07			1	\$ 40.44			1	\$ 41.65			1	\$ 43.30		
			2	\$ 41.12			2	\$ 42.56			2	\$ 43.84			2	\$ 45.58		
			3	\$ 43.28			3	\$ 44.79			3	\$ 46.14			3	\$ 47.98		
			4	\$ 45.55			4	\$ 47.14			4	\$ 48.56			4	\$ 50.50		
			5	\$ 47.94	\$ 8,310	\$ 99,715	5	\$ 49.62	\$ 8,601	\$ 103,210	5	\$ 51.11	\$ 8,859	\$ 106,309	5	\$ 53.16	\$ 9,214	\$ 110,573
308	Non-Exempt	Instrum Elec	1	\$ 38.77			1	\$ 40.13			1	\$ 41.34			1	\$ 42.97		
			2	\$ 40.81			2	\$ 42.24			2	\$ 43.51			2	\$ 45.23		
			3	\$ 42.95			3	\$ 44.46			3	\$ 45.79			3	\$ 47.61		
			4	\$ 45.21			4	\$ 46.79			4	\$ 48.20			4	\$ 50.12		
			5	\$ 47.58	\$ 8,247	\$ 98,966	5	\$ 49.25	\$ 8,537	\$ 102,440	5	\$ 50.73	\$ 8,793	\$ 105,518	5	\$ 52.76	\$ 9,145	\$ 109,741
293	Non-Exempt	Educator	1	\$ 29.89			1	\$ 30.95			1	\$ 31.88			1	\$ 33.14		
			2	\$ 31.46			2	\$ 32.57			2	\$ 33.55			2	\$ 34.88		
			3	\$ 33.11			3	\$ 34.28			3	\$ 35.31			3	\$ 36.72		
			4	\$ 34.85			4	\$ 36.08			4	\$ 37.16			4	\$ 38.65		
			5	\$ 36.68	\$ 6,358	\$ 76,294	5	\$ 37.97	\$ 6,581	\$ 78,978	5	\$ 39.11	\$ 6,779	\$ 81,349	5	\$ 40.68	\$ 7,051	\$ 84,614
503	Non-Exempt	Laboratory Tech Wqc	1	\$ 34.80			1	\$ 36.02			1	\$ 37.10			1	\$ 38.57		
			2	\$ 36.63			2	\$ 37.91			2	\$ 39.05			2	\$ 40.60		
			3	\$ 38.55			3	\$ 39.90			3	\$ 41.10			3	\$ 42.74		
			4	\$ 40.57			4	\$ 41.99			4	\$ 43.26			4	\$ 44.99		
			5	\$ 42.70	\$ 7,401	\$ 88,816	5	\$ 44.20	\$ 7,661	\$ 91,936	5	\$ 45.53	\$ 7,892	\$ 94,702	5	\$ 47.36	\$ 8,209	\$ 98,509



Service Employees International Union (SEIU) Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
413	Non-Exempt	Landfill Technician	1	\$ 39.48			1	\$ 40.86			1	\$ 42.09			1	\$ 43.77		
			2	\$ 41.55			2	\$ 43.01			2	\$ 44.30			2	\$ 46.07		
			3	\$ 43.73			3	\$ 45.27			3	\$ 46.63			3	\$ 48.49		
			4	\$ 46.03			4	\$ 47.65			4	\$ 49.08			4	\$ 51.04		
			5	\$ 48.45	\$ 8,398	\$ 100,776	5	\$ 50.15	\$ 8,693	\$ 104,312	5	\$ 51.66	\$ 8,954	\$ 107,453	5	\$ 53.73	\$ 9,313	\$ 111,758
254	Non-Exempt	Librarian	1	\$ 30.00			1	\$ 31.05			1	\$ 31.98			1	\$ 33.25		
			2	\$ 31.57			2	\$ 32.68			2	\$ 33.66			2	\$ 35.00		
			3	\$ 33.23			3	\$ 34.39			3	\$ 35.43			3	\$ 36.84		
			4	\$ 34.97			4	\$ 36.20			4	\$ 37.29			4	\$ 38.78		
			5	\$ 36.81	\$ 6,380	\$ 76,565	5	\$ 38.10	\$ 6,604	\$ 79,248	5	\$ 39.25	\$ 6,803	\$ 81,640	5	\$ 40.82	\$ 7,075	\$ 84,906
252	Non-Exempt	Library Associate	1	\$ 26.96			1	\$ 27.91			1	\$ 28.74			1	\$ 29.89		
			2	\$ 28.37			2	\$ 29.37			2	\$ 30.25			2	\$ 31.46		
			3	\$ 29.86			3	\$ 30.91			3	\$ 31.84			3	\$ 33.12		
			4	\$ 31.43			4	\$ 32.53			4	\$ 33.51			4	\$ 34.86		
			5	\$ 33.08	\$ 5,734	\$ 68,806	5	\$ 34.24	\$ 5,935	\$ 71,219	5	\$ 35.27	\$ 6,113	\$ 73,362	5	\$ 36.69	\$ 6,360	\$ 76,315
253	Non-Exempt	Library Specialist	1	\$ 25.50			1	\$ 26.41			1	\$ 27.20			1	\$ 28.26		
			2	\$ 26.84			2	\$ 27.79			2	\$ 28.63			2	\$ 29.75		
			3	\$ 28.25			3	\$ 29.25			3	\$ 30.13			3	\$ 31.32		
			4	\$ 29.73			4	\$ 30.78			4	\$ 31.71			4	\$ 32.97		
			5	\$ 31.29	\$ 5,424	\$ 65,083	5	\$ 32.39	\$ 5,614	\$ 67,371	5	\$ 33.37	\$ 5,784	\$ 69,410	5	\$ 34.71	\$ 6,016	\$ 72,197
541	Non-Exempt	Lineper/Cable Spl	1	\$ 57.84			1	\$ 59.86			1	\$ 61.67			1	\$ 64.12		
			2	\$ 60.88			2	\$ 63.01			2	\$ 64.91			2	\$ 67.49		
			3	\$ 64.08			3	\$ 66.32			3	\$ 68.32			3	\$ 71.04		
			4	\$ 67.45			4	\$ 69.81			4	\$ 71.91			4	\$ 74.78		
			5	\$ 70.99	\$ 12,305	\$ 147,659	5	\$ 73.48	\$ 12,737	\$ 152,838	5	\$ 75.69	\$ 13,120	\$ 157,435	5	\$ 78.72	\$ 13,645	\$ 163,738
542	Non-Exempt	Lineper/Cable Spl-L	1	\$ 61.91			1	\$ 64.06			1	\$ 65.99			1	\$ 68.61		
			2	\$ 65.16			2	\$ 67.43			2	\$ 69.46			2	\$ 72.22		
			3	\$ 68.58			3	\$ 70.97			3	\$ 73.11			3	\$ 76.02		
			4	\$ 72.18			4	\$ 74.70			4	\$ 76.95			4	\$ 80.02		
			5	\$ 75.97	\$ 13,168	\$ 158,018	5	\$ 78.63	\$ 13,629	\$ 163,550	5	\$ 80.99	\$ 14,038	\$ 168,459	5	\$ 84.23	\$ 14,600	\$ 175,198
531	Non-Exempt	Lineperson/Cable Spl-T	1	\$ 55.09			1	\$ 57.03			1	\$ 58.73			1	\$ 61.08		
			2	\$ 57.98			2	\$ 60.03			2	\$ 61.82			2	\$ 64.29		
			3	\$ 61.03			3	\$ 63.18			3	\$ 65.07			3	\$ 67.67		
			4	\$ 64.24			4	\$ 66.50			4	\$ 68.49			4	\$ 71.23		
			5	\$ 67.62	\$ 11,721	\$ 140,650	5	\$ 69.99	\$ 12,132	\$ 145,579	5	\$ 72.09	\$ 12,496	\$ 149,947	5	\$ 74.98	\$ 12,997	\$ 155,958
532	Non-Exempt	Lineperson/Cable Spl-TL	1	\$ 58.91			1	\$ 60.99			1	\$ 62.82			1	\$ 65.31		
			2	\$ 62.01			2	\$ 64.19			2	\$ 66.12			2	\$ 68.75		
			3	\$ 65.27			3	\$ 67.56			3	\$ 69.59			3	\$ 72.37		
			4	\$ 68.70			4	\$ 71.11			4	\$ 73.25			4	\$ 76.18		
			5	\$ 72.31	\$ 12,534	\$ 150,405	5	\$ 74.85	\$ 12,974	\$ 155,688	5	\$ 77.10	\$ 13,364	\$ 160,368	5	\$ 80.19	\$ 13,900	\$ 166,795
528	Non-Exempt	Lnper/Cbl Spl-Appren	1	\$ 49.69			1	\$ 51.44			1	\$ 52.98			1	\$ 55.09		
			2	\$ 52.30			2	\$ 54.14			2	\$ 55.76			2	\$ 57.99		
			3	\$ 55.05			3	\$ 56.98			3	\$ 58.69			3	\$ 61.04		
			4	\$ 57.94			4	\$ 59.97			4	\$ 61.77			4	\$ 64.25		
			5	\$ 60.98	\$ 10,570	\$ 126,838	5	\$ 63.12	\$ 10,941	\$ 131,290	5	\$ 65.02	\$ 11,270	\$ 135,242	5	\$ 67.63	\$ 11,723	\$ 140,670
213	Non-Exempt	Mailing Svcs Spec	1	\$ 22.57			1	\$ 23.36			1	\$ 24.06			1	\$ 25.00		
			2	\$ 23.75			2	\$ 24.58			2	\$ 25.32			2	\$ 26.32		
			3	\$ 25.00			3	\$ 25.87			3	\$ 26.65			3	\$ 27.71		
			4	\$ 26.31			4	\$ 27.23			4	\$ 28.05			4	\$ 29.17		
			5	\$ 27.69	\$ 4,800	\$ 57,595	5	\$ 28.66	\$ 4,968	\$ 59,613	5	\$ 29.52	\$ 5,117	\$ 61,402	5	\$ 30.71	\$ 5,323	\$ 63,877
291	Non-Exempt	Maintenance Mechanic-Welding	1	\$ 39.14			1	\$ 40.51			1	\$ 41.73			1	\$ 43.40		
			2	\$ 41.19			2	\$ 42.64			2	\$ 43.92			2	\$ 45.68		
			3	\$ 43.35			3	\$ 44.88			3	\$ 46.23			3	\$ 48.08		
			4	\$ 45.63			4	\$ 47.24			4	\$ 48.66			4	\$ 50.61		
			5	\$ 48.03	\$ 8,325	\$ 99,902	5	\$ 49.72	\$ 8,618	\$ 103,418	5	\$ 51.22	\$ 8,878	\$ 106,538	5	\$ 53.27	\$ 9,233	\$ 110,802



Service Employees International Union (SEIU)

Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
346	Non-Exempt	Management Assistant	1	\$ 33.56			1	\$ 34.73			1	\$ 35.77			1	\$ 37.19		
			2	\$ 35.32			2	\$ 36.55			2	\$ 37.65			2	\$ 39.15		
			3	\$ 37.17			3	\$ 38.47			3	\$ 39.63			3	\$ 41.21		
			4	\$ 39.12			4	\$ 40.49			4	\$ 41.71			4	\$ 43.38		
			5	\$ 41.17	\$ 7,136	\$ 85,634	5	\$ 42.62	\$ 7,387	\$ 88,650	5	\$ 43.90	\$ 7,609	\$ 91,312	5	\$ 45.66	\$ 7,914	\$ 94,973
3460	Non-Exempt	Management Assistant - S	1	\$ 33.56			1	\$ 34.73			1	\$ 35.77			1	\$ 37.19		
			2	\$ 35.32			2	\$ 36.55			2	\$ 37.65			2	\$ 39.15		
			3	\$ 37.17			3	\$ 38.47			3	\$ 39.63			3	\$ 41.21		
			4	\$ 39.12			4	\$ 40.49			4	\$ 41.71			4	\$ 43.38		
			5	\$ 41.17	\$ 7,136	\$ 85,634	5	\$ 42.62	\$ 7,387	\$ 88,650	5	\$ 43.90	\$ 7,609	\$ 91,312	5	\$ 45.66	\$ 7,914	\$ 94,973
216	Non-Exempt	Marketing Eng	1	\$ 51.63			1	\$ 53.43			1	\$ 55.05			1	\$ 57.23		
			2	\$ 54.34			2	\$ 56.24			2	\$ 57.94			2	\$ 60.24		
			3	\$ 57.19			3	\$ 59.20			3	\$ 60.98			3	\$ 63.41		
			4	\$ 60.20			4	\$ 62.31			4	\$ 64.18			4	\$ 66.75		
			5	\$ 63.36	\$ 10,982	\$ 131,789	5	\$ 65.58	\$ 11,367	\$ 136,406	5	\$ 67.55	\$ 11,709	\$ 140,504	5	\$ 70.26	\$ 12,178	\$ 146,141
241	Non-Exempt	Meter Reader	1	\$ 26.82			1	\$ 27.77			1	\$ 28.61			1	\$ 29.74		
			2	\$ 28.23			2	\$ 29.23			2	\$ 30.11			2	\$ 31.30		
			3	\$ 29.71			3	\$ 30.76			3	\$ 31.69			3	\$ 32.95		
			4	\$ 31.27			4	\$ 32.37			4	\$ 33.35			4	\$ 34.68		
			5	\$ 32.91	\$ 5,704	\$ 68,453	5	\$ 34.07	\$ 5,905	\$ 70,866	5	\$ 35.10	\$ 6,084	\$ 73,008	5	\$ 36.51	\$ 6,328	\$ 75,941
240	Non-Exempt	Meter Reader-Lead	1	\$ 28.70			1	\$ 29.71			1	\$ 30.61			1	\$ 31.83		
			2	\$ 30.21			2	\$ 31.27			2	\$ 32.22			2	\$ 33.50		
			3	\$ 31.79			3	\$ 32.91			3	\$ 33.91			3	\$ 35.26		
			4	\$ 33.46			4	\$ 34.64			4	\$ 35.69			4	\$ 37.12		
			5	\$ 35.22	\$ 6,105	\$ 73,258	5	\$ 36.46	\$ 6,320	\$ 75,837	5	\$ 37.56	\$ 6,510	\$ 78,125	5	\$ 39.07	\$ 6,772	\$ 81,266
369	Non-Exempt	Meter Shop Lead	1	\$ 33.22			1	\$ 34.39			1	\$ 35.41			1	\$ 36.81		
			2	\$ 34.96			2	\$ 36.19			2	\$ 37.27			2	\$ 38.75		
			3	\$ 36.80			3	\$ 38.09			3	\$ 39.23			3	\$ 40.79		
			4	\$ 38.73			4	\$ 40.09			4	\$ 41.29			4	\$ 42.94		
			5	\$ 40.76	\$ 7,065	\$ 84,781	5	\$ 42.19	\$ 7,313	\$ 87,755	5	\$ 43.46	\$ 7,533	\$ 90,397	5	\$ 45.20	\$ 7,835	\$ 94,016
552	Non-Exempt	Metering Technician	1	\$ 50.11			1	\$ 51.87			1	\$ 53.43			1	\$ 55.55		
			2	\$ 52.74			2	\$ 54.59			2	\$ 56.24			2	\$ 58.47		
			3	\$ 55.51			3	\$ 57.46			3	\$ 59.19			3	\$ 61.55		
			4	\$ 58.43			4	\$ 60.48			4	\$ 62.30			4	\$ 64.79		
			5	\$ 61.50	\$ 10,660	\$ 127,920	5	\$ 63.66	\$ 11,034	\$ 132,413	5	\$ 65.57	\$ 11,365	\$ 136,386	5	\$ 68.20	\$ 11,821	\$ 141,856
553	Non-Exempt	Metering Technician – Lead	1	\$ 53.62			1	\$ 55.51			1	\$ 57.19			1	\$ 59.45		
			2	\$ 56.44			2	\$ 58.43			2	\$ 60.19			2	\$ 62.58		
			3	\$ 59.41			3	\$ 61.50			3	\$ 63.35			3	\$ 65.87		
			4	\$ 62.53			4	\$ 64.73			4	\$ 66.68			4	\$ 69.34		
			5	\$ 65.82	\$ 11,409	\$ 136,906	5	\$ 68.13	\$ 11,809	\$ 141,710	5	\$ 70.18	\$ 12,165	\$ 145,974	5	\$ 72.99	\$ 12,652	\$ 151,819
384	Non-Exempt	Mobile Service Tech	1	\$ 38.73			1	\$ 40.09			1	\$ 41.29			1	\$ 42.93		
			2	\$ 40.76			2	\$ 42.19			2	\$ 43.46			2	\$ 45.19		
			3	\$ 42.90			3	\$ 44.41			3	\$ 45.74			3	\$ 47.57		
			4	\$ 45.15			4	\$ 46.74			4	\$ 48.14			4	\$ 50.07		
			5	\$ 47.52	\$ 8,237	\$ 98,842	5	\$ 49.19	\$ 8,526	\$ 102,315	5	\$ 50.67	\$ 8,783	\$ 105,394	5	\$ 52.70	\$ 9,135	\$ 109,616
381	Non-Exempt	Motor Equip Mech-L	1	\$ 39.46			1	\$ 40.85			1	\$ 42.07			1	\$ 43.75		
			2	\$ 41.53			2	\$ 42.99			2	\$ 44.28			2	\$ 46.05		
			3	\$ 43.71			3	\$ 45.25			3	\$ 46.61			3	\$ 48.47		
			4	\$ 46.01			4	\$ 47.63			4	\$ 49.06			4	\$ 51.02		
			5	\$ 48.43	\$ 8,395	\$ 100,734	5	\$ 50.13	\$ 8,689	\$ 104,270	5	\$ 51.64	\$ 8,951	\$ 107,411	5	\$ 53.71	\$ 9,310	\$ 111,717
286	Non-Exempt	Motor Equipment Mechanic I	1	\$ 34.17			1	\$ 35.36			1	\$ 36.44			1	\$ 37.88		
			2	\$ 35.96			2	\$ 37.22			2	\$ 38.35			2	\$ 39.87		
			3	\$ 37.85			3	\$ 39.17			3	\$ 40.36			3	\$ 41.97		
			4	\$ 39.84			4	\$ 41.23			4	\$ 42.48			4	\$ 44.18		
			5	\$ 41.93	\$ 7,268	\$ 87,214	5	\$ 43.40	\$ 7,523	\$ 90,272	5	\$ 44.71	\$ 7,750	\$ 92,997	5	\$ 46.50	\$ 8,060	\$ 96,720



Service Employees International Union (SEIU)

Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
287	Non-Exempt	Motor Equipment Mechanic II	1	\$ 36.88			1	\$ 38.19			1	\$ 39.33			1	\$ 40.90		
			2	\$ 38.82			2	\$ 40.19			2	\$ 41.40			2	\$ 43.05		
			3	\$ 40.86			3	\$ 42.30			3	\$ 43.57			3	\$ 45.32		
			4	\$ 43.01			4	\$ 44.52			4	\$ 45.86			4	\$ 47.70		
			5	\$ 45.27	\$ 7,847	\$ 94,162	5	\$ 46.86	\$ 8,122	\$ 97,469	5	\$ 48.27	\$ 8,367	\$ 100,402	5	\$ 50.21	\$ 8,703	\$ 104,437
230	Non-Exempt	Offset Equip Op	1	\$ 25.59			1	\$ 26.49			1	\$ 27.28			1	\$ 28.37		
			2	\$ 26.93			2	\$ 27.88			2	\$ 28.71			2	\$ 29.86		
			3	\$ 28.34			3	\$ 29.34			3	\$ 30.22			3	\$ 31.43		
			4	\$ 29.83			4	\$ 30.88			4	\$ 31.81			4	\$ 33.08		
			5	\$ 31.40	\$ 5,443	\$ 65,312	5	\$ 32.50	\$ 5,633	\$ 67,600	5	\$ 33.48	\$ 5,803	\$ 69,638	5	\$ 34.82	\$ 6,035	\$ 72,426
543	Non-Exempt	Overhead Underground Troublemans	1	\$ 60.76			1	\$ 62.89			1	\$ 64.78			1	\$ 67.35		
			2	\$ 63.95			2	\$ 66.19			2	\$ 68.18			2	\$ 70.89		
			3	\$ 67.31			3	\$ 69.67			3	\$ 71.76			3	\$ 74.62		
			4	\$ 70.85			4	\$ 73.33			4	\$ 75.53			4	\$ 78.55		
			5	\$ 74.57	\$ 12,925	\$ 155,106	5	\$ 77.18	\$ 13,378	\$ 160,534	5	\$ 79.50	\$ 13,780	\$ 165,360	5	\$ 82.68	\$ 14,331	\$ 171,974
452	Non-Exempt	Park Maint - Lead	1	\$ 32.93			1	\$ 34.10			1	\$ 35.13			1	\$ 36.52		
			2	\$ 34.66			2	\$ 35.89			2	\$ 36.97			2	\$ 38.44		
			3	\$ 36.48			3	\$ 37.77			3	\$ 38.91			3	\$ 40.46		
			4	\$ 38.40			4	\$ 39.75			4	\$ 40.95			4	\$ 42.59		
			5	\$ 40.42	\$ 7,006	\$ 84,074	5	\$ 41.84	\$ 7,252	\$ 87,027	5	\$ 43.10	\$ 7,471	\$ 89,648	5	\$ 44.83	\$ 7,771	\$ 93,246
451	Non-Exempt	Park Maint Person	1	\$ 28.42			1	\$ 29.43			1	\$ 30.32			1	\$ 31.50		
			2	\$ 29.91			2	\$ 30.97			2	\$ 31.91			2	\$ 33.16		
			3	\$ 31.48			3	\$ 32.59			3	\$ 33.58			3	\$ 34.91		
			4	\$ 33.13			4	\$ 34.30			4	\$ 35.34			4	\$ 36.75		
			5	\$ 34.87	\$ 6,044	\$ 72,530	5	\$ 36.10	\$ 6,257	\$ 75,088	5	\$ 37.19	\$ 6,446	\$ 77,355	5	\$ 38.68	\$ 6,705	\$ 80,454
281	Non-Exempt	Park Ranger	1	\$ 32.26			1	\$ 33.40			1	\$ 34.39			1	\$ 35.76		
			2	\$ 33.95			2	\$ 35.15			2	\$ 36.19			2	\$ 37.64		
			3	\$ 35.73			3	\$ 36.99			3	\$ 38.09			3	\$ 39.62		
			4	\$ 37.61			4	\$ 38.93			4	\$ 40.09			4	\$ 41.70		
			5	\$ 39.58	\$ 6,861	\$ 82,326	5	\$ 40.97	\$ 7,101	\$ 85,218	5	\$ 42.20	\$ 7,315	\$ 87,776	5	\$ 43.89	\$ 7,608	\$ 91,291
570	Non-Exempt	Parking Operations Lead	1	\$ 50.27			1	\$ 52.03			1	\$ 53.60			1	\$ 55.73		
			2	\$ 52.91			2	\$ 54.76			2	\$ 56.42			2	\$ 58.66		
			3	\$ 55.69			3	\$ 57.64			3	\$ 59.38			3	\$ 61.75		
			4	\$ 58.62			4	\$ 60.67			4	\$ 62.50			4	\$ 65.00		
			5	\$ 61.70	\$ 10,695	\$ 128,336	5	\$ 63.86	\$ 11,069	\$ 132,829	5	\$ 65.78	\$ 11,402	\$ 136,822	5	\$ 68.42	\$ 11,859	\$ 142,314
460	Non-Exempt	Parks/Golf Crew-Lead	1	\$ 30.92			1	\$ 32.00			1	\$ 32.96			1	\$ 34.27		
			2	\$ 32.54			2	\$ 33.68			2	\$ 34.69			2	\$ 36.07		
			3	\$ 34.25			3	\$ 35.45			3	\$ 36.51			3	\$ 37.97		
			4	\$ 36.05			4	\$ 37.31			4	\$ 38.43			4	\$ 39.97		
			5	\$ 37.94	\$ 6,576	\$ 78,915	5	\$ 39.27	\$ 6,807	\$ 81,682	5	\$ 40.45	\$ 7,011	\$ 84,136	5	\$ 42.07	\$ 7,292	\$ 87,506
348	Non-Exempt	Payroll Analyst	1	\$ 34.30			1	\$ 35.51			1	\$ 36.56			1	\$ 38.01		
			2	\$ 36.10			2	\$ 37.37			2	\$ 38.48			2	\$ 40.01		
			3	\$ 37.99			3	\$ 39.33			3	\$ 40.50			3	\$ 42.12		
			4	\$ 39.98			4	\$ 41.39			4	\$ 42.63			4	\$ 44.34		
			5	\$ 42.08	\$ 7,294	\$ 87,526	5	\$ 43.56	\$ 7,550	\$ 90,605	5	\$ 44.87	\$ 7,777	\$ 93,330	5	\$ 46.67	\$ 8,089	\$ 97,074
3480	Non-Exempt	Payroll Analyst - S	1	\$ 34.30			1	\$ 35.51			1	\$ 36.56			1	\$ 38.01		
			2	\$ 36.10			2	\$ 37.37			2	\$ 38.48			2	\$ 40.01		
			3	\$ 37.99			3	\$ 39.33			3	\$ 40.50			3	\$ 42.12		
			4	\$ 39.98			4	\$ 41.39			4	\$ 42.63			4	\$ 44.34		
			5	\$ 42.08	\$ 7,294	\$ 87,526	5	\$ 43.56	\$ 7,550	\$ 90,605	5	\$ 44.87	\$ 7,777	\$ 93,330	5	\$ 46.67	\$ 8,089	\$ 97,074
352	Non-Exempt	Planner	1	\$ 42.81			1	\$ 44.31			1	\$ 45.64			1	\$ 47.46		
			2	\$ 45.06			2	\$ 46.64			2	\$ 48.04			2	\$ 49.96		
			3	\$ 47.43			3	\$ 49.09			3	\$ 50.56			3	\$ 52.59		
			4	\$ 49.92			4	\$ 51.67			4	\$ 53.22			4	\$ 55.36		
			5	\$ 52.54	\$ 9,107	\$ 109,283	5	\$ 54.38	\$ 9,426	\$ 113,110	5	\$ 56.02	\$ 9,710	\$ 116,522	5	\$ 58.27	\$ 10,100	\$ 121,202



Service Employees International Union (SEIU)

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
347	Non-Exempt	Planning Arborist	1	\$ 47.31	\$ 10,064	\$ 120,765	1	\$ 48.97	\$ 10,417	\$ 125,008	1	\$ 50.44	\$ 10,731	\$ 128,773	1	\$ 52.44	\$ 11,161	\$ 133,931
			2	\$ 49.79			2	\$ 51.54			2	\$ 53.09			2	\$ 55.20		
			3	\$ 52.41			3	\$ 54.25			3	\$ 55.88			3	\$ 58.11		
			4	\$ 55.16			4	\$ 57.10			4	\$ 58.82			4	\$ 61.17		
			5	\$ 58.06			5	\$ 60.10			5	\$ 61.91			5	\$ 64.39		
3470	Non-Exempt	Planning Arborist - S	1	\$ 47.31	\$ 10,064	\$ 120,765	1	\$ 48.97	\$ 10,417	\$ 125,008	1	\$ 50.44	\$ 10,731	\$ 128,773	1	\$ 52.44	\$ 11,161	\$ 133,931
			2	\$ 49.79			2	\$ 51.54			2	\$ 53.09			2	\$ 55.20		
			3	\$ 52.41			3	\$ 54.25			3	\$ 55.88			3	\$ 58.11		
			4	\$ 55.16			4	\$ 57.10			4	\$ 58.82			4	\$ 61.17		
			5	\$ 58.06			5	\$ 60.10			5	\$ 61.91			5	\$ 64.39		
304	Non-Exempt	Plans Check Engr	1	\$ 50.14	\$ 10,665	\$ 127,982	1	\$ 51.89	\$ 11,040	\$ 132,475	1	\$ 53.45	\$ 11,372	\$ 136,469	1	\$ 55.58	\$ 11,828	\$ 141,939
			2	\$ 52.77			2	\$ 54.62			2	\$ 56.26			2	\$ 58.51		
			3	\$ 55.54			3	\$ 57.49			3	\$ 59.22			3	\$ 61.59		
			4	\$ 58.46			4	\$ 60.51			4	\$ 62.33			4	\$ 64.83		
			5	\$ 61.53			5	\$ 63.69			5	\$ 65.61			5	\$ 68.24		
513	Non-Exempt	Plans Examiner	1	\$ 41.04	\$ 8,731	\$ 104,770	1	\$ 42.49	\$ 9,038	\$ 108,451	1	\$ 43.76	\$ 9,310	\$ 111,717	1	\$ 45.51	\$ 9,682	\$ 116,189
			2	\$ 43.20			2	\$ 44.72			2	\$ 46.06			2	\$ 47.90		
			3	\$ 45.47			3	\$ 47.07			3	\$ 48.48			3	\$ 50.42		
			4	\$ 47.86			4	\$ 49.54			4	\$ 51.03			4	\$ 53.07		
			5	\$ 50.37			5	\$ 52.14			5	\$ 53.71			5	\$ 55.86		
517	Non-Exempt	Plant Mechanic	1	\$ 37.95	\$ 8,072	\$ 96,866	1	\$ 39.28	\$ 8,355	\$ 100,256	1	\$ 40.46	\$ 8,606	\$ 103,272	1	\$ 42.07	\$ 8,951	\$ 107,411
			2	\$ 39.94			2	\$ 41.34			2	\$ 42.58			2	\$ 44.28		
			3	\$ 42.04			3	\$ 43.51			3	\$ 44.82			3	\$ 46.61		
			4	\$ 44.25			4	\$ 45.79			4	\$ 47.17			4	\$ 49.06		
			5	\$ 46.57			5	\$ 48.20			5	\$ 49.65			5	\$ 51.64		
321	Non-Exempt	Police Records Specialist - Lead	1	\$ 30.73	\$ 6,536	\$ 78,437	1	\$ 31.80	\$ 6,765	\$ 81,182	1	\$ 32.76	\$ 6,970	\$ 83,637	1	\$ 34.06	\$ 7,249	\$ 86,986
			2	\$ 32.34			2	\$ 33.47			2	\$ 34.48			2	\$ 35.85		
			3	\$ 34.04			3	\$ 35.23			3	\$ 36.29			3	\$ 37.74		
			4	\$ 35.83			4	\$ 37.08			4	\$ 38.20			4	\$ 39.73		
			5	\$ 37.71			5	\$ 39.03			5	\$ 40.21			5	\$ 41.82		
313	Non-Exempt	Police Records Specialist I	1	\$ 27.29	\$ 5,805	\$ 69,659	1	\$ 28.26	\$ 6,009	\$ 72,114	1	\$ 29.11	\$ 6,191	\$ 74,298	1	\$ 30.26	\$ 6,439	\$ 77,272
			2	\$ 28.72			2	\$ 29.74			2	\$ 30.64			2	\$ 31.85		
			3	\$ 30.23			3	\$ 31.30			3	\$ 32.25			3	\$ 33.53		
			4	\$ 31.82			4	\$ 32.94			4	\$ 33.94			4	\$ 35.29		
			5	\$ 33.49			5	\$ 34.67			5	\$ 35.72			5	\$ 37.15		
314	Non-Exempt	Police Records Specialist II	1	\$ 28.71	\$ 6,108	\$ 73,299	1	\$ 29.73	\$ 6,323	\$ 75,878	1	\$ 30.63	\$ 6,514	\$ 78,166	1	\$ 31.84	\$ 6,776	\$ 81,307
			2	\$ 30.22			2	\$ 31.29			2	\$ 32.24			2	\$ 33.52		
			3	\$ 31.81			3	\$ 32.93			3	\$ 33.93			3	\$ 35.28		
			4	\$ 33.48			4	\$ 34.66			4	\$ 35.71			4	\$ 37.14		
			5	\$ 35.24			5	\$ 36.48			5	\$ 37.58			5	\$ 39.09		
246	Non-Exempt	Power Engr	1	\$ 55.11	\$ 11,726	\$ 140,712	1	\$ 57.04	\$ 12,137	\$ 145,642	1	\$ 58.77	\$ 12,503	\$ 150,030	1	\$ 61.10	\$ 13,003	\$ 156,042
			2	\$ 58.01			2	\$ 60.04			2	\$ 61.86			2	\$ 64.32		
			3	\$ 61.06			3	\$ 63.20			3	\$ 65.11			3	\$ 67.71		
			4	\$ 64.27			4	\$ 66.52			4	\$ 68.53			4	\$ 71.27		
			5	\$ 67.65			5	\$ 70.02			5	\$ 72.13			5	\$ 75.02		
270	Non-Exempt	Prod Arts/Sci Prog	1	\$ 36.24	\$ 7,708	\$ 92,498	1	\$ 37.51	\$ 7,979	\$ 95,742	1	\$ 38.63	\$ 8,219	\$ 98,634	1	\$ 40.17	\$ 8,549	\$ 102,586
			2	\$ 38.14			2	\$ 39.48			2	\$ 40.66			2	\$ 42.28		
			3	\$ 40.14			3	\$ 41.55			3	\$ 42.80			3	\$ 44.51		
			4	\$ 42.25			4	\$ 43.73			4	\$ 45.05			4	\$ 46.85		
			5	\$ 44.47			5	\$ 46.03			5	\$ 47.42			5	\$ 49.32		
232	Non-Exempt	Prog-Analyst	1	\$ 46.11	\$ 9,807	\$ 117,686	1	\$ 47.72	\$ 10,152	\$ 121,826	1	\$ 49.16	\$ 10,457	\$ 125,486	1	\$ 51.11	\$ 10,877	\$ 130,520
			2	\$ 48.53			2	\$ 50.23			2	\$ 51.74			2	\$ 53.80		
			3	\$ 51.08			3	\$ 52.87			3	\$ 54.46			3	\$ 56.63		
			4	\$ 53.76			4	\$ 55.65			4	\$ 57.32			4	\$ 59.61		
			5	\$ 56.58			5	\$ 58.57			5	\$ 60.33			5	\$ 62.75		



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
265	Non-Exempt	Program Assistant	1	\$ 27.56			1	\$ 28.52			1	\$ 29.40			1	\$ 30.56		
			2	\$ 29.01			2	\$ 30.02			2	\$ 30.94			2	\$ 32.17		
			3	\$ 30.53			3	\$ 31.60			3	\$ 32.56			3	\$ 33.86		
			4	\$ 32.13			4	\$ 33.26			4	\$ 34.27			4	\$ 35.64		
			5	\$ 33.82	\$ 5,862	\$ 70,346	5	\$ 35.01	\$ 6,068	\$ 72,821	5	\$ 36.07	\$ 6,252	\$ 75,026	5	\$ 37.52	\$ 6,503	\$ 78,042
302	Non-Exempt	Program Assistant I	1	\$ 29.24			1	\$ 30.26			1	\$ 31.17			1	\$ 32.40		
			2	\$ 30.77			2	\$ 31.85			2	\$ 32.81			2	\$ 34.11		
			3	\$ 32.38			3	\$ 33.52			3	\$ 34.53			3	\$ 35.90		
			4	\$ 34.08			4	\$ 35.28			4	\$ 36.34			4	\$ 37.79		
			5	\$ 35.87	\$ 6,217	\$ 74,610	5	\$ 37.13	\$ 6,436	\$ 77,230	5	\$ 38.25	\$ 6,630	\$ 79,560	5	\$ 39.78	\$ 6,895	\$ 82,742
303	Non-Exempt	Program Assistant II	1	\$ 31.41			1	\$ 32.51			1	\$ 33.49			1	\$ 34.82		
			2	\$ 33.06			2	\$ 34.22			2	\$ 35.25			2	\$ 36.65		
			3	\$ 34.80			3	\$ 36.02			3	\$ 37.10			3	\$ 38.58		
			4	\$ 36.63			4	\$ 37.91			4	\$ 39.05			4	\$ 40.61		
			5	\$ 38.55	\$ 6,682	\$ 80,184	5	\$ 39.90	\$ 6,916	\$ 82,992	5	\$ 41.10	\$ 7,124	\$ 85,488	5	\$ 42.75	\$ 7,410	\$ 88,920
368	Non-Exempt	Program Coordinator	1	\$ 31.28			1	\$ 32.38			1	\$ 33.36			1	\$ 34.68		
			2	\$ 32.92			2	\$ 34.08			2	\$ 35.11			2	\$ 36.50		
			3	\$ 34.65			3	\$ 35.87			3	\$ 36.95			3	\$ 38.42		
			4	\$ 36.47			4	\$ 37.75			4	\$ 38.89			4	\$ 40.44		
			5	\$ 38.38	\$ 6,653	\$ 79,830	5	\$ 39.73	\$ 6,887	\$ 82,638	5	\$ 40.93	\$ 7,095	\$ 85,134	5	\$ 42.57	\$ 7,379	\$ 88,546
349	Non-Exempt	Project Engineer	1	\$ 55.57			1	\$ 57.51			1	\$ 59.23			1	\$ 61.59		
			2	\$ 58.49			2	\$ 60.53			2	\$ 62.34			2	\$ 64.83		
			3	\$ 61.56			3	\$ 63.71			3	\$ 65.62			3	\$ 68.24		
			4	\$ 64.79			4	\$ 67.06			4	\$ 69.07			4	\$ 71.83		
			5	\$ 68.19	\$ 11,820	\$ 141,835	5	\$ 70.58	\$ 12,234	\$ 146,806	5	\$ 72.70	\$ 12,601	\$ 151,216	5	\$ 75.61	\$ 13,106	\$ 157,269
3490	Non-Exempt	Project Engineer - S	1	\$ 55.57			1	\$ 57.51			1	\$ 59.23			1	\$ 61.59		
			2	\$ 58.49			2	\$ 60.53			2	\$ 62.34			2	\$ 64.83		
			3	\$ 61.56			3	\$ 63.71			3	\$ 65.62			3	\$ 68.24		
			4	\$ 64.79			4	\$ 67.06			4	\$ 69.07			4	\$ 71.83		
			5	\$ 68.19	\$ 11,820	\$ 141,835	5	\$ 70.58	\$ 12,234	\$ 146,806	5	\$ 72.70	\$ 12,601	\$ 151,216	5	\$ 75.61	\$ 13,106	\$ 157,269
209	Non-Exempt	Property Evid Tech	1	\$ 29.70			1	\$ 30.75			1	\$ 31.68			1	\$ 32.94		
			2	\$ 31.26			2	\$ 32.36			2	\$ 33.34			2	\$ 34.67		
			3	\$ 32.90			3	\$ 34.06			3	\$ 35.09			3	\$ 36.49		
			4	\$ 34.63			4	\$ 35.85			4	\$ 36.93			4	\$ 38.41		
			5	\$ 36.45	\$ 6,318	\$ 75,816	5	\$ 37.73	\$ 6,540	\$ 78,478	5	\$ 38.87	\$ 6,737	\$ 80,850	5	\$ 40.43	\$ 7,008	\$ 84,094
262	Non-Exempt	Resource Planner	1	\$ 52.74			1	\$ 54.58			1	\$ 56.23			1	\$ 58.46		
			2	\$ 55.51			2	\$ 57.45			2	\$ 59.18			2	\$ 61.54		
			3	\$ 58.43			3	\$ 60.47			3	\$ 62.29			3	\$ 64.78		
			4	\$ 61.50			4	\$ 63.65			4	\$ 65.56			4	\$ 68.19		
			5	\$ 64.73	\$ 11,220	\$ 134,638	5	\$ 67.00	\$ 11,613	\$ 139,360	5	\$ 69.01	\$ 11,962	\$ 143,541	5	\$ 71.78	\$ 12,442	\$ 149,302
366	Non-Exempt	Restoration Lead	1	\$ 41.44			1	\$ 42.90			1	\$ 44.19			1	\$ 45.97		
			2	\$ 43.62			2	\$ 45.16			2	\$ 46.52			2	\$ 48.39		
			3	\$ 45.92			3	\$ 47.54			3	\$ 48.97			3	\$ 50.94		
			4	\$ 48.34			4	\$ 50.04			4	\$ 51.55			4	\$ 53.62		
			5	\$ 50.88	\$ 8,819	\$ 105,830	5	\$ 52.67	\$ 9,129	\$ 109,554	5	\$ 54.26	\$ 9,405	\$ 112,861	5	\$ 56.44	\$ 9,783	\$ 117,395
554	Non-Exempt	SCADA Technologist	1	\$ 56.04			1	\$ 57.99			1	\$ 59.74			1	\$ 62.12		
			2	\$ 58.98			2	\$ 61.04			2	\$ 62.88			2	\$ 65.39		
			3	\$ 62.08			3	\$ 64.25			3	\$ 66.18			3	\$ 68.83		
			4	\$ 65.34			4	\$ 67.63			4	\$ 69.66			4	\$ 72.45		
			5	\$ 68.77	\$ 11,920	\$ 143,042	5	\$ 71.18	\$ 12,338	\$ 148,054	5	\$ 73.32	\$ 12,709	\$ 152,506	5	\$ 76.26	\$ 13,218	\$ 158,621
385	Non-Exempt	Senior Fleet Services Coordinator	1	\$ 38.19			1	\$ 39.53			1	\$ 40.72			1	\$ 42.33		
			2	\$ 40.19			2	\$ 41.61			2	\$ 42.86			2	\$ 44.56		
			3	\$ 42.30			3	\$ 43.79			3	\$ 45.11			3	\$ 46.90		
			4	\$ 44.52			4	\$ 46.09			4	\$ 47.48			4	\$ 49.37		
			5	\$ 46.86	\$ 8,122	\$ 97,469	5	\$ 48.51	\$ 8,408	\$ 100,901	5	\$ 49.97	\$ 8,661	\$ 103,938	5	\$ 51.97	\$ 9,008	\$ 108,098



Service Employees International Union (SEIU)

Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)				Effective 03/12/2022 (4% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
461	Non-Exempt	Sprinkler Sys Repr	1	\$ 28.88			1	\$ 29.91			1	\$ 30.81			1	\$ 32.03		
			2	\$ 30.40			2	\$ 31.48			2	\$ 32.43			2	\$ 33.72		
			3	\$ 32.00			3	\$ 33.13			3	\$ 34.13			3	\$ 35.49		
			4	\$ 33.68			4	\$ 34.87			4	\$ 35.92			4	\$ 37.36		
			5	\$ 35.45	\$ 6,145	\$ 73,736	5	\$ 36.70	\$ 6,361	\$ 76,336	5	\$ 37.81	\$ 6,554	\$ 78,645	5	\$ 39.33	\$ 6,817	\$ 81,806
360	Non-Exempt	Sr Buyer	1	\$ 40.28			1	\$ 41.70			1	\$ 42.95			1	\$ 44.66		
			2	\$ 42.39			2	\$ 43.89			2	\$ 45.21			2	\$ 47.01		
			3	\$ 44.62			3	\$ 46.19			3	\$ 47.58			3	\$ 49.48		
			4	\$ 46.96			4	\$ 48.62			4	\$ 50.08			4	\$ 52.08		
			5	\$ 49.43	\$ 8,568	\$ 102,814	5	\$ 51.17	\$ 8,869	\$ 106,434	5	\$ 52.71	\$ 9,136	\$ 109,637	5	\$ 54.82	\$ 9,502	\$ 114,026
3600	Non-Exempt	Sr Buyer - S	1	\$ 40.28			1	\$ 41.70			1	\$ 42.95			1	\$ 44.66		
			2	\$ 42.39			2	\$ 43.89			2	\$ 45.21			2	\$ 47.01		
			3	\$ 44.62			3	\$ 46.19			3	\$ 47.58			3	\$ 49.48		
			4	\$ 46.96			4	\$ 48.62			4	\$ 50.08			4	\$ 52.08		
			5	\$ 49.43	\$ 8,568	\$ 102,814	5	\$ 51.17	\$ 8,869	\$ 106,434	5	\$ 52.71	\$ 9,136	\$ 109,637	5	\$ 54.82	\$ 9,502	\$ 114,026
224	Non-Exempt	Sr Chemist	1	\$ 43.21			1	\$ 44.73			1	\$ 46.07			1	\$ 47.91		
			2	\$ 45.48			2	\$ 47.08			2	\$ 48.49			2	\$ 50.43		
			3	\$ 47.87			3	\$ 49.55			3	\$ 51.04			3	\$ 53.08		
			4	\$ 50.38			4	\$ 52.15			4	\$ 53.72			4	\$ 55.87		
			5	\$ 53.03	\$ 9,192	\$ 110,302	5	\$ 54.89	\$ 9,514	\$ 114,171	5	\$ 56.54	\$ 9,800	\$ 117,603	5	\$ 58.81	\$ 10,194	\$ 122,325
544	Non-Exempt	Sr Industrial Waste Investigator	1	\$ 45.98			1	\$ 47.59			1	\$ 49.03			1	\$ 50.98		
			2	\$ 48.39			2	\$ 50.09			2	\$ 51.61			2	\$ 53.66		
			3	\$ 50.93			3	\$ 52.72			3	\$ 54.32			3	\$ 56.48		
			4	\$ 53.61			4	\$ 55.49			4	\$ 57.17			4	\$ 59.45		
			5	\$ 56.43	\$ 9,781	\$ 117,374	5	\$ 58.41	\$ 10,124	\$ 121,493	5	\$ 60.17	\$ 10,429	\$ 125,154	5	\$ 62.58	\$ 10,847	\$ 130,166
512	Non-Exempt	Sr Instrum Elect	1	\$ 42.35			1	\$ 43.83			1	\$ 45.13			1	\$ 46.93		
			2	\$ 44.57			2	\$ 46.13			2	\$ 47.50			2	\$ 49.40		
			3	\$ 46.91			3	\$ 48.55			3	\$ 50.00			3	\$ 52.00		
			4	\$ 49.37			4	\$ 51.10			4	\$ 52.63			4	\$ 54.74		
			5	\$ 51.96	\$ 9,006	\$ 108,077	5	\$ 53.78	\$ 9,322	\$ 111,862	5	\$ 55.40	\$ 9,603	\$ 115,232	5	\$ 57.62	\$ 9,987	\$ 119,850
251	Non-Exempt	Sr Librarian	1	\$ 34.06			1	\$ 35.26			1	\$ 36.32			1	\$ 37.76		
			2	\$ 35.85			2	\$ 37.11			2	\$ 38.23			2	\$ 39.75		
			3	\$ 37.73			3	\$ 39.06			3	\$ 40.24			3	\$ 41.84		
			4	\$ 39.71			4	\$ 41.11			4	\$ 42.35			4	\$ 44.04		
			5	\$ 41.80	\$ 7,245	\$ 86,944	5	\$ 43.27	\$ 7,500	\$ 90,002	5	\$ 44.57	\$ 7,725	\$ 92,706	5	\$ 46.36	\$ 8,036	\$ 96,429
504	Non-Exempt	Sr. Mech	1	\$ 41.63			1	\$ 43.09			1	\$ 44.39			1	\$ 46.14		
			2	\$ 43.82			2	\$ 45.35			2	\$ 46.72			2	\$ 48.57		
			3	\$ 46.12			3	\$ 47.73			3	\$ 49.17			3	\$ 51.13		
			4	\$ 48.54			4	\$ 50.24			4	\$ 51.75			4	\$ 53.82		
			5	\$ 51.09	\$ 8,856	\$ 106,267	5	\$ 52.88	\$ 9,166	\$ 109,990	5	\$ 54.47	\$ 9,441	\$ 113,298	5	\$ 56.65	\$ 9,819	\$ 117,832
361	Non-Exempt	Sr Mkt Analyst	1	\$ 48.39			1	\$ 50.09			1	\$ 51.61			1	\$ 53.66		
			2	\$ 50.93			2	\$ 52.72			2	\$ 54.32			2	\$ 56.48		
			3	\$ 53.61			3	\$ 55.49			3	\$ 57.17			3	\$ 59.45		
			4	\$ 56.43			4	\$ 58.41			4	\$ 60.17			4	\$ 62.58		
			5	\$ 59.40	\$ 10,296	\$ 123,552	5	\$ 61.48	\$ 10,657	\$ 127,878	5	\$ 63.33	\$ 10,977	\$ 131,726	5	\$ 65.87	\$ 11,417	\$ 137,010
3610	Non-Exempt	Sr Mkt Analyst - S	1	\$ 48.39			1	\$ 50.09			1	\$ 51.61			1	\$ 53.66		
			2	\$ 50.93			2	\$ 52.72			2	\$ 54.32			2	\$ 56.48		
			3	\$ 53.61			3	\$ 55.49			3	\$ 57.17			3	\$ 59.45		
			4	\$ 56.43			4	\$ 58.41			4	\$ 60.17			4	\$ 62.58		
			5	\$ 59.40	\$ 10,296	\$ 123,552	5	\$ 61.48	\$ 10,657	\$ 127,878	5	\$ 63.33	\$ 10,977	\$ 131,726	5	\$ 65.87	\$ 11,417	\$ 137,010
506	Non-Exempt	Sr Operator Wqc	1	\$ 43.30			1	\$ 44.81			1	\$ 46.15			1	\$ 47.98		
			2	\$ 45.57			2	\$ 47.16			2	\$ 48.57			2	\$ 50.50		
			3	\$ 47.96			3	\$ 49.64			3	\$ 51.12			3	\$ 53.16		
			4	\$ 50.48			4	\$ 52.25			4	\$ 53.81			4	\$ 55.96		
			5	\$ 53.13	\$ 9,209	\$ 110,510	5	\$ 54.99	\$ 9,532	\$ 114,379	5	\$ 56.64	\$ 9,818	\$ 117,811	5	\$ 58.91	\$ 10,211	\$ 122,533



Service Employees International Union (SEIU)

Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
318	Non-Exempt	Sr Planner	1	\$ 49.46			1	\$ 51.19			1	\$ 52.73			1	\$ 54.82		
			2	\$ 52.06			2	\$ 53.88			2	\$ 55.50			2	\$ 57.70		
			3	\$ 54.79			3	\$ 56.71			3	\$ 58.42			3	\$ 60.74		
			4	\$ 57.67			4	\$ 59.69			4	\$ 61.49			4	\$ 63.94		
			5	\$ 60.70	\$ 10,521	\$ 126,256	5	\$ 62.83	\$ 10,891	\$ 130,686	5	\$ 64.72	\$ 11,218	\$ 134,618	5	\$ 67.31	\$ 11,667	\$ 140,005
280	Non-Exempt	Sr Ranger	1	\$ 35.68			1	\$ 36.93			1	\$ 38.04			1	\$ 39.54		
			2	\$ 37.55			2	\$ 38.87			2	\$ 40.04			2	\$ 41.62		
			3	\$ 39.52			3	\$ 40.91			3	\$ 42.14			3	\$ 43.81		
			4	\$ 41.60			4	\$ 43.06			4	\$ 44.35			4	\$ 46.12		
			5	\$ 43.78	\$ 7,589	\$ 91,062	5	\$ 45.32	\$ 7,855	\$ 94,266	5	\$ 46.68	\$ 8,091	\$ 97,094	5	\$ 48.55	\$ 8,415	\$ 100,984
261	Non-Exempt	Sr Util Field Svc Rep	1	\$ 42.57			1	\$ 44.07			1	\$ 45.40			1	\$ 47.20		
			2	\$ 44.81			2	\$ 46.38			2	\$ 47.78			2	\$ 49.68		
			3	\$ 47.16			3	\$ 48.82			3	\$ 50.29			3	\$ 52.29		
			4	\$ 49.64			4	\$ 51.38			4	\$ 52.93			4	\$ 55.04		
			5	\$ 52.25	\$ 9,057	\$ 108,680	5	\$ 54.08	\$ 9,374	\$ 112,486	5	\$ 55.71	\$ 9,656	\$ 115,877	5	\$ 57.94	\$ 10,043	\$ 120,515
501	Non-Exempt	Sr Water Sys Oper	1	\$ 41.26			1	\$ 42.71			1	\$ 44.00			1	\$ 45.74		
			2	\$ 43.43			2	\$ 44.95			2	\$ 46.31			2	\$ 48.15		
			3	\$ 45.71			3	\$ 47.31			3	\$ 48.74			3	\$ 50.68		
			4	\$ 48.11			4	\$ 49.80			4	\$ 51.30			4	\$ 53.35		
			5	\$ 50.64	\$ 8,778	\$ 105,331	5	\$ 52.42	\$ 9,086	\$ 109,034	5	\$ 54.00	\$ 9,360	\$ 112,320	5	\$ 56.16	\$ 9,734	\$ 116,813
405	Non-Exempt	St Maint Asst	1	\$ 26.97			1	\$ 27.92			1	\$ 28.75			1	\$ 29.90		
			2	\$ 28.38			2	\$ 29.38			2	\$ 30.26			2	\$ 31.47		
			3	\$ 29.87			3	\$ 30.92			3	\$ 31.85			3	\$ 33.13		
			4	\$ 31.44			4	\$ 32.54			4	\$ 33.52			4	\$ 34.87		
			5	\$ 33.09	\$ 5,736	\$ 68,827	5	\$ 34.25	\$ 5,937	\$ 71,240	5	\$ 35.28	\$ 6,115	\$ 73,382	5	\$ 36.70	\$ 6,361	\$ 76,336
392	Non-Exempt	St Sweeper Op	1	\$ 32.10			1	\$ 33.22			1	\$ 34.22			1	\$ 35.58		
			2	\$ 33.78			2	\$ 34.96			2	\$ 36.02			2	\$ 37.45		
			3	\$ 35.55			3	\$ 36.80			3	\$ 37.91			3	\$ 39.42		
			4	\$ 37.42			4	\$ 38.73			4	\$ 39.90			4	\$ 41.49		
			5	\$ 39.38	\$ 6,826	\$ 81,910	5	\$ 40.76	\$ 7,065	\$ 84,781	5	\$ 41.99	\$ 7,278	\$ 87,339	5	\$ 43.67	\$ 7,569	\$ 90,834
248	Non-Exempt	Storekeeper	1	\$ 29.21			1	\$ 30.23			1	\$ 31.15			1	\$ 32.38		
			2	\$ 30.74			2	\$ 31.82			2	\$ 32.78			2	\$ 34.08		
			3	\$ 32.35			3	\$ 33.49			3	\$ 34.50			3	\$ 35.87		
			4	\$ 34.05			4	\$ 35.25			4	\$ 36.31			4	\$ 37.76		
			5	\$ 35.84	\$ 6,212	\$ 74,547	5	\$ 37.10	\$ 6,431	\$ 77,168	5	\$ 38.22	\$ 6,625	\$ 79,498	5	\$ 39.75	\$ 6,890	\$ 82,680
288	Non-Exempt	Storekeeper-L	1	\$ 31.26			1	\$ 32.36			1	\$ 33.34			1	\$ 34.66		
			2	\$ 32.90			2	\$ 34.06			2	\$ 35.09			2	\$ 36.48		
			3	\$ 34.63			3	\$ 35.85			3	\$ 36.93			3	\$ 38.40		
			4	\$ 36.45			4	\$ 37.73			4	\$ 38.87			4	\$ 40.42		
			5	\$ 38.36	\$ 6,649	\$ 79,789	5	\$ 39.71	\$ 6,883	\$ 82,597	5	\$ 40.91	\$ 7,091	\$ 85,093	5	\$ 42.55	\$ 7,375	\$ 88,504
545	Non-Exempt	Street Light, Traffic Signal and Fiber – Apprentice	1	\$ 45.36			1	\$ 46.94			1	\$ 48.37			1	\$ 50.27		
			2	\$ 47.74			2	\$ 49.41			2	\$ 50.91			2	\$ 52.92		
			3	\$ 50.25			3	\$ 52.01			3	\$ 53.58			3	\$ 55.71		
			4	\$ 52.89			4	\$ 54.74			4	\$ 56.39			4	\$ 58.64		
			5	\$ 55.67	\$ 9,649	\$ 115,794	5	\$ 57.62	\$ 9,987	\$ 119,850	5	\$ 59.35	\$ 10,287	\$ 123,448	5	\$ 61.73	\$ 10,700	\$ 128,398
547	Non-Exempt	Street Light, Traffic Signal and Fiber – Lead	1	\$ 51.29			1	\$ 53.09			1	\$ 54.70			1	\$ 56.86		
			2	\$ 53.98			2	\$ 55.88			2	\$ 57.57			2	\$ 59.85		
			3	\$ 56.82			3	\$ 58.82			3	\$ 60.59			3	\$ 63.00		
			4	\$ 59.81			4	\$ 61.91			4	\$ 63.77			4	\$ 66.32		
			5	\$ 62.95	\$ 10,911	\$ 130,936	5	\$ 65.16	\$ 11,294	\$ 135,533	5	\$ 67.12	\$ 11,634	\$ 139,610	5	\$ 69.81	\$ 12,100	\$ 145,205
546	Non-Exempt	Street Light, Traffic Signal and Fiber Technician	1	\$ 47.92			1	\$ 49.60			1	\$ 51.10			1	\$ 53.12		
			2	\$ 50.44			2	\$ 52.21			2	\$ 53.78			2	\$ 55.92		
			3	\$ 53.09			3	\$ 54.95			3	\$ 56.61			3	\$ 58.86		
			4	\$ 55.88			4	\$ 57.84			4	\$ 59.58			4	\$ 61.96		
			5	\$ 58.82	\$ 10,195	\$ 122,346	5	\$ 60.88	\$ 10,553	\$ 126,630	5	\$ 62.71	\$ 10,870	\$ 130,437	5	\$ 65.22	\$ 11,305	\$ 135,658



Service Employees International Union (SEIU)

Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
549	Non-Exempt	Substation Electrician	1	\$ 52.30			1	\$ 54.13			1	\$ 55.75			1	\$ 57.97		
			2	\$ 55.05			2	\$ 56.97			2	\$ 58.68			2	\$ 61.02		
			3	\$ 57.94			3	\$ 59.96			3	\$ 61.76			3	\$ 64.23		
			4	\$ 60.98			4	\$ 63.11			4	\$ 65.01			4	\$ 67.61		
			5	\$ 64.18	\$ 11,125	\$ 133,494	5	\$ 66.43	\$ 11,515	\$ 138,174	5	\$ 68.43	\$ 11,861	\$ 142,334	5	\$ 71.17	\$ 12,336	\$ 148,034
548	Non-Exempt	Substation Electrician - Apprentice	1	\$ 49.50			1	\$ 51.24			1	\$ 52.78			1	\$ 54.87		
			2	\$ 52.10			2	\$ 53.93			2	\$ 55.55			2	\$ 57.76		
			3	\$ 54.84			3	\$ 56.76			3	\$ 58.47			3	\$ 60.80		
			4	\$ 57.72			4	\$ 59.74			4	\$ 61.54			4	\$ 64.00		
			5	\$ 60.75	\$ 10,530	\$ 126,360	5	\$ 62.88	\$ 10,899	\$ 130,790	5	\$ 64.77	\$ 11,227	\$ 134,722	5	\$ 67.37	\$ 11,677	\$ 140,130
550	Non-Exempt	Substation Electrician - Lead	1	\$ 55.95			1	\$ 57.92			1	\$ 59.66			1	\$ 62.02		
			2	\$ 58.89			2	\$ 60.96			2	\$ 62.79			2	\$ 65.28		
			3	\$ 61.98			3	\$ 64.16			3	\$ 66.09			3	\$ 68.72		
			4	\$ 65.24			4	\$ 67.53			4	\$ 69.56			4	\$ 72.34		
			5	\$ 68.67	\$ 11,903	\$ 142,834	5	\$ 71.08	\$ 12,321	\$ 147,846	5	\$ 73.22	\$ 12,691	\$ 152,298	5	\$ 76.15	\$ 13,199	\$ 158,392
326	Non-Exempt	Surveying Asst	1	\$ 36.34			1	\$ 37.62			1	\$ 38.76			1	\$ 40.29		
			2	\$ 38.25			2	\$ 39.59			2	\$ 40.79			2	\$ 42.41		
			3	\$ 40.26			3	\$ 41.67			3	\$ 42.93			3	\$ 44.64		
			4	\$ 42.37			4	\$ 43.86			4	\$ 45.18			4	\$ 46.99		
			5	\$ 44.59	\$ 7,729	\$ 92,747	5	\$ 46.16	\$ 8,001	\$ 96,013	5	\$ 47.55	\$ 8,242	\$ 98,904	5	\$ 49.46	\$ 8,573	\$ 102,877
325	Non-Exempt	Surveyor, Public Wks	1	\$ 39.53			1	\$ 40.92			1	\$ 42.16			1	\$ 43.81		
			2	\$ 41.61			2	\$ 43.07			2	\$ 44.37			2	\$ 46.12		
			3	\$ 43.80			3	\$ 45.33			3	\$ 46.70			3	\$ 48.55		
			4	\$ 46.10			4	\$ 47.71			4	\$ 49.15			4	\$ 51.11		
			5	\$ 48.52	\$ 8,410	\$ 100,922	5	\$ 50.22	\$ 8,705	\$ 104,458	5	\$ 51.73	\$ 8,967	\$ 107,598	5	\$ 53.80	\$ 9,325	\$ 111,904
362	Non-Exempt	Technologist	1	\$ 57.06			1	\$ 59.07			1	\$ 60.84			1	\$ 63.27		
			2	\$ 60.06			2	\$ 62.17			2	\$ 64.04			2	\$ 66.60		
			3	\$ 63.22			3	\$ 65.44			3	\$ 67.41			3	\$ 70.10		
			4	\$ 66.54			4	\$ 68.88			4	\$ 70.95			4	\$ 73.79		
			5	\$ 70.04	\$ 12,140	\$ 145,683	5	\$ 72.50	\$ 12,567	\$ 150,800	5	\$ 74.68	\$ 12,945	\$ 155,334	5	\$ 77.67	\$ 13,463	\$ 161,554
3620	Non-Exempt	Technologist - S	1	\$ 57.06			1	\$ 59.07			1	\$ 60.84			1	\$ 63.27		
			2	\$ 60.06			2	\$ 62.17			2	\$ 64.04			2	\$ 66.60		
			3	\$ 63.22			3	\$ 65.44			3	\$ 67.41			3	\$ 70.10		
			4	\$ 66.54			4	\$ 68.88			4	\$ 70.95			4	\$ 73.79		
			5	\$ 70.04	\$ 12,140	\$ 145,683	5	\$ 72.50	\$ 12,567	\$ 150,800	5	\$ 74.68	\$ 12,945	\$ 155,334	5	\$ 77.67	\$ 13,463	\$ 161,554
229	Non-Exempt	Theater Specialist	1	\$ 38.76			1	\$ 40.10			1	\$ 41.32			1	\$ 42.95		
			2	\$ 40.79			2	\$ 42.21			2	\$ 43.49			2	\$ 45.21		
			3	\$ 42.93			3	\$ 44.43			3	\$ 45.77			3	\$ 47.59		
			4	\$ 45.18			4	\$ 46.76			4	\$ 48.17			4	\$ 50.09		
			5	\$ 47.55	\$ 8,242	\$ 98,904	5	\$ 49.22	\$ 8,531	\$ 102,378	5	\$ 50.70	\$ 8,788	\$ 105,456	5	\$ 52.73	\$ 9,140	\$ 109,678
406	Non-Exempt	Traf Cont Maint I	1	\$ 31.56			1	\$ 32.67			1	\$ 33.64			1	\$ 34.98		
			2	\$ 33.22			2	\$ 34.38			2	\$ 35.41			2	\$ 36.82		
			3	\$ 34.96			3	\$ 36.18			3	\$ 37.27			3	\$ 38.76		
			4	\$ 36.79			4	\$ 38.08			4	\$ 39.23			4	\$ 40.80		
			5	\$ 38.72	\$ 6,711	\$ 80,538	5	\$ 40.08	\$ 6,947	\$ 83,366	5	\$ 41.29	\$ 7,157	\$ 85,883	5	\$ 42.95	\$ 7,445	\$ 89,336
412	Non-Exempt	Traf Cont Maint li	1	\$ 29.23			1	\$ 30.25			1	\$ 31.16			1	\$ 32.40		
			2	\$ 30.76			2	\$ 31.84			2	\$ 32.80			2	\$ 34.10		
			3	\$ 32.37			3	\$ 33.51			3	\$ 34.52			3	\$ 35.89		
			4	\$ 34.07			4	\$ 35.27			4	\$ 36.33			4	\$ 37.78		
			5	\$ 35.86	\$ 6,216	\$ 74,589	5	\$ 37.12	\$ 6,434	\$ 77,210	5	\$ 38.24	\$ 6,628	\$ 79,539	5	\$ 39.77	\$ 6,893	\$ 82,722
407	Non-Exempt	Traf Cont Maint-L	1	\$ 33.77			1	\$ 34.96			1	\$ 36.02			1	\$ 37.44		
			2	\$ 35.54			2	\$ 36.80			2	\$ 37.91			2	\$ 39.41		
			3	\$ 37.41			3	\$ 38.73			3	\$ 39.90			3	\$ 41.48		
			4	\$ 39.37			4	\$ 40.76			4	\$ 41.99			4	\$ 43.66		
			5	\$ 41.44	\$ 7,183	\$ 86,195	5	\$ 42.90	\$ 7,436	\$ 89,232	5	\$ 44.19	\$ 7,660	\$ 91,915	5	\$ 45.96	\$ 7,966	\$ 95,597



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
575	Non-Exempt	Traffic Engineering Lead	1	\$ 58.47			1	\$ 60.51			1	\$ 62.32			1	\$ 64.80		
			2	\$ 61.54			2	\$ 63.69			2	\$ 65.60			2	\$ 68.21		
			3	\$ 64.77			3	\$ 67.04			3	\$ 69.05			3	\$ 71.80		
			4	\$ 68.17			4	\$ 70.56			4	\$ 72.68			4	\$ 75.58		
			5	\$ 71.75	\$ 12,437	\$ 149,240	5	\$ 74.27	\$ 12,873	\$ 154,482	5	\$ 76.50	\$ 13,260	\$ 159,120	5	\$ 79.56	\$ 13,790	\$ 165,485
435	Non-Exempt	Tree Maint Asst	1	\$ 27.76			1	\$ 28.73			1	\$ 29.61			1	\$ 30.78		
			2	\$ 29.22			2	\$ 30.24			2	\$ 31.16			2	\$ 32.40		
			3	\$ 30.75			3	\$ 31.83			3	\$ 32.79			3	\$ 34.10		
			4	\$ 32.36			4	\$ 33.50			4	\$ 34.51			4	\$ 35.89		
			5	\$ 34.06	\$ 5,904	\$ 70,845	5	\$ 35.26	\$ 6,112	\$ 73,341	5	\$ 36.32	\$ 6,295	\$ 75,546	5	\$ 37.78	\$ 6,549	\$ 78,582
434	Non-Exempt	Tree Maintenance Specialist	1	\$ 32.39			1	\$ 33.53			1	\$ 34.54			1	\$ 35.91		
			2	\$ 34.09			2	\$ 35.29			2	\$ 36.35			2	\$ 37.80		
			3	\$ 35.88			3	\$ 37.14			3	\$ 38.26			3	\$ 39.79		
			4	\$ 37.76			4	\$ 39.09			4	\$ 40.27			4	\$ 41.88		
			5	\$ 39.74	\$ 6,888	\$ 82,659	5	\$ 41.14	\$ 7,131	\$ 85,571	5	\$ 42.38	\$ 7,346	\$ 88,150	5	\$ 44.08	\$ 7,641	\$ 91,686
430	Non-Exempt	Tree Trim/Ln Clr	1	\$ 31.90			1	\$ 33.01			1	\$ 34.00			1	\$ 35.34		
			2	\$ 33.57			2	\$ 34.74			2	\$ 35.78			2	\$ 37.20		
			3	\$ 35.33			3	\$ 36.56			3	\$ 37.66			3	\$ 39.16		
			4	\$ 37.18			4	\$ 38.48			4	\$ 39.64			4	\$ 41.22		
			5	\$ 39.13	\$ 6,783	\$ 81,390	5	\$ 40.50	\$ 7,020	\$ 84,240	5	\$ 41.72	\$ 7,231	\$ 86,778	5	\$ 43.39	\$ 7,521	\$ 90,251
431	Non-Exempt	Tree Trim/Ln Clr-L	1	\$ 34.11			1	\$ 35.31			1	\$ 36.36			1	\$ 37.81		
			2	\$ 35.90			2	\$ 37.16			2	\$ 38.27			2	\$ 39.80		
			3	\$ 37.78			3	\$ 39.11			3	\$ 40.28			3	\$ 41.89		
			4	\$ 39.76			4	\$ 41.16			4	\$ 42.39			4	\$ 44.09		
			5	\$ 41.85	\$ 7,254	\$ 87,048	5	\$ 43.32	\$ 7,509	\$ 90,106	5	\$ 44.62	\$ 7,734	\$ 92,810	5	\$ 46.41	\$ 8,044	\$ 96,533
432	Non-Exempt	Tree Trm/Ln Clr Asst	1	\$ 30.04			1	\$ 31.11			1	\$ 32.05			1	\$ 33.32		
			2	\$ 31.62			2	\$ 32.74			2	\$ 33.73			2	\$ 35.07		
			3	\$ 33.28			3	\$ 34.46			3	\$ 35.50			3	\$ 36.92		
			4	\$ 35.03			4	\$ 36.27			4	\$ 37.36			4	\$ 38.86		
			5	\$ 36.87	\$ 6,391	\$ 76,690	5	\$ 38.17	\$ 6,616	\$ 79,394	5	\$ 39.32	\$ 6,815	\$ 81,786	5	\$ 40.90	\$ 7,089	\$ 85,072
223	Non-Exempt	Util Acctg Tech	1	\$ 31.07			1	\$ 32.16			1	\$ 33.13			1	\$ 34.45		
			2	\$ 32.70			2	\$ 33.85			2	\$ 34.87			2	\$ 36.26		
			3	\$ 34.42			3	\$ 35.63			3	\$ 36.70			3	\$ 38.17		
			4	\$ 36.23			4	\$ 37.50			4	\$ 38.63			4	\$ 40.18		
			5	\$ 38.13	\$ 6,609	\$ 79,310	5	\$ 39.47	\$ 6,841	\$ 82,098	5	\$ 40.66	\$ 7,048	\$ 84,573	5	\$ 42.29	\$ 7,330	\$ 87,963
272	Non-Exempt	Util Comp Tech	1	\$ 57.84			1	\$ 59.86			1	\$ 61.67			1	\$ 64.12		
			2	\$ 60.88			2	\$ 63.01			2	\$ 64.91			2	\$ 67.49		
			3	\$ 64.08			3	\$ 66.32			3	\$ 68.32			3	\$ 71.04		
			4	\$ 67.45			4	\$ 69.81			4	\$ 71.91			4	\$ 74.78		
			5	\$ 70.99	\$ 12,305	\$ 147,659	5	\$ 73.48	\$ 12,737	\$ 152,838	5	\$ 75.69	\$ 13,120	\$ 157,435	5	\$ 78.72	\$ 13,645	\$ 163,738
273	Non-Exempt	Util Comp Tech-L	1	\$ 61.91			1	\$ 64.06			1	\$ 65.99			1	\$ 68.61		
			2	\$ 65.16			2	\$ 67.43			2	\$ 69.46			2	\$ 72.22		
			3	\$ 68.58			3	\$ 70.97			3	\$ 73.11			3	\$ 76.02		
			4	\$ 72.18			4	\$ 74.70			4	\$ 76.95			4	\$ 80.02		
			5	\$ 75.97	\$ 13,168	\$ 158,018	5	\$ 78.63	\$ 13,629	\$ 163,550	5	\$ 80.99	\$ 14,038	\$ 168,459	5	\$ 84.23	\$ 14,600	\$ 175,198
219	Non-Exempt	Util Credit/Col Spec	1	\$ 37.01			1	\$ 38.30			1	\$ 39.46			1	\$ 41.03		
			2	\$ 38.95			2	\$ 40.31			2	\$ 41.53			2	\$ 43.19		
			3	\$ 41.00			3	\$ 42.43			3	\$ 43.71			3	\$ 45.46		
			4	\$ 43.15			4	\$ 44.66			4	\$ 46.01			4	\$ 47.85		
			5	\$ 45.42	\$ 7,873	\$ 94,474	5	\$ 47.01	\$ 8,148	\$ 97,781	5	\$ 48.43	\$ 8,395	\$ 100,734	5	\$ 50.37	\$ 8,731	\$ 104,770
310	Non-Exempt	Util Engr Estimator	1	\$ 48.54			1	\$ 50.24			1	\$ 51.75			1	\$ 53.81		
			2	\$ 51.09			2	\$ 52.88			2	\$ 54.47			2	\$ 56.64		
			3	\$ 53.77			3	\$ 55.66			3	\$ 57.33			3	\$ 59.62		
			4	\$ 56.60			4	\$ 58.58			4	\$ 60.34			4	\$ 62.76		
			5	\$ 59.57	\$ 10,325	\$ 123,906	5	\$ 61.66	\$ 10,688	\$ 128,253	5	\$ 63.51	\$ 11,008	\$ 132,101	5	\$ 66.06	\$ 11,450	\$ 137,405



Service Employees International Union (SEIU)

Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
486	Non-Exempt	Util Fld Svcs Rep	1	\$ 39.81			1	\$ 41.22			1	\$ 42.45			1	\$ 44.14		
			2	\$ 41.90			2	\$ 43.38			2	\$ 44.68			2	\$ 46.46		
			3	\$ 44.10			3	\$ 45.66			3	\$ 47.03			3	\$ 48.91		
			4	\$ 46.42			4	\$ 48.06			4	\$ 49.50			4	\$ 51.48		
			5	\$ 48.86	\$ 8,469	\$ 101,629	5	\$ 50.58	\$ 8,767	\$ 105,206	5	\$ 52.10	\$ 9,031	\$ 108,368	5	\$ 54.19	\$ 9,393	\$ 112,715
480	Non-Exempt	Util Install/Rep	1	\$ 38.82			1	\$ 40.19			1	\$ 41.39			1	\$ 43.04		
			2	\$ 40.86			2	\$ 42.30			2	\$ 43.56			2	\$ 45.31		
			3	\$ 43.01			3	\$ 44.52			3	\$ 45.85			3	\$ 47.69		
			4	\$ 45.27			4	\$ 46.86			4	\$ 48.26			4	\$ 50.20		
			5	\$ 47.65	\$ 8,259	\$ 99,112	5	\$ 49.32	\$ 8,549	\$ 102,586	5	\$ 50.80	\$ 8,805	\$ 105,664	5	\$ 52.84	\$ 9,159	\$ 109,907
481	Non-Exempt	Util Install/Rep Ast	1	\$ 32.92			1	\$ 34.08			1	\$ 35.11			1	\$ 36.50		
			2	\$ 34.65			2	\$ 35.87			2	\$ 36.95			2	\$ 38.42		
			3	\$ 36.47			3	\$ 37.75			3	\$ 38.89			3	\$ 40.44		
			4	\$ 38.38			4	\$ 39.73			4	\$ 40.93			4	\$ 42.57		
			5	\$ 40.40	\$ 7,003	\$ 84,032	5	\$ 41.82	\$ 7,249	\$ 86,986	5	\$ 43.08	\$ 7,467	\$ 89,606	5	\$ 44.81	\$ 7,767	\$ 93,205
479	Non-Exempt	Util Install/Rep-L	1	\$ 42.37			1	\$ 43.85			1	\$ 45.16			1	\$ 46.96		
			2	\$ 44.59			2	\$ 46.15			2	\$ 47.53			2	\$ 49.43		
			3	\$ 46.93			3	\$ 48.57			3	\$ 50.03			3	\$ 52.03		
			4	\$ 49.40			4	\$ 51.12			4	\$ 52.66			4	\$ 54.77		
			5	\$ 51.99	\$ 9,012	\$ 108,139	5	\$ 53.81	\$ 9,327	\$ 111,925	5	\$ 55.43	\$ 9,608	\$ 115,294	5	\$ 57.65	\$ 9,993	\$ 119,912
363	Non-Exempt	Util Key Acct Rep	1	\$ 44.11			1	\$ 45.66			1	\$ 47.04			1	\$ 48.91		
			2	\$ 46.43			2	\$ 48.06			2	\$ 49.51			2	\$ 51.48		
			3	\$ 48.87			3	\$ 50.58			3	\$ 52.11			3	\$ 54.19		
			4	\$ 51.44			4	\$ 53.24			4	\$ 54.85			4	\$ 57.04		
			5	\$ 54.14	\$ 9,384	\$ 112,611	5	\$ 56.04	\$ 9,714	\$ 116,563	5	\$ 57.73	\$ 10,007	\$ 120,078	5	\$ 60.04	\$ 10,407	\$ 124,883
3630	Non-Exempt	Util Key Acct Rep -S	1	\$ 44.11			1	\$ 45.66			1	\$ 47.04			1	\$ 48.91		
			2	\$ 46.43			2	\$ 48.06			2	\$ 49.51			2	\$ 51.48		
			3	\$ 48.87			3	\$ 50.58			3	\$ 52.11			3	\$ 54.19		
			4	\$ 51.44			4	\$ 53.24			4	\$ 54.85			4	\$ 57.04		
			5	\$ 54.14	\$ 9,384	\$ 112,611	5	\$ 56.04	\$ 9,714	\$ 116,563	5	\$ 57.73	\$ 10,007	\$ 120,078	5	\$ 60.04	\$ 10,407	\$ 124,883
271	Non-Exempt	Util Locator	1	\$ 38.38			1	\$ 39.71			1	\$ 40.91			1	\$ 42.53		
			2	\$ 40.39			2	\$ 41.80			2	\$ 43.06			2	\$ 44.77		
			3	\$ 42.51			3	\$ 44.00			3	\$ 45.32			3	\$ 47.13		
			4	\$ 44.74			4	\$ 46.31			4	\$ 47.70			4	\$ 49.61		
			5	\$ 47.09	\$ 8,162	\$ 97,947	5	\$ 48.74	\$ 8,448	\$ 101,379	5	\$ 50.21	\$ 8,703	\$ 104,437	5	\$ 52.22	\$ 9,051	\$ 108,618
215	Non-Exempt	Sustainability Programs Administrator	1	\$ 42.61			1	\$ 44.11			1	\$ 45.43			1	\$ 47.25		
			2	\$ 44.85			2	\$ 46.43			2	\$ 47.82			2	\$ 49.74		
			3	\$ 47.21			3	\$ 48.87			3	\$ 50.34			3	\$ 52.36		
			4	\$ 49.69			4	\$ 51.44			4	\$ 52.99			4	\$ 55.12		
			5	\$ 52.31	\$ 9,067	\$ 108,805	5	\$ 54.15	\$ 9,386	\$ 112,632	5	\$ 55.78	\$ 9,669	\$ 116,022	5	\$ 58.02	\$ 10,057	\$ 120,682
233	Non-Exempt	Util Rate Analyst	1	\$ 41.11			1	\$ 42.55			1	\$ 43.84			1	\$ 45.57		
			2	\$ 43.27			2	\$ 44.78			2	\$ 46.14			2	\$ 47.97		
			3	\$ 45.54			3	\$ 47.13			3	\$ 48.56			3	\$ 50.49		
			4	\$ 47.93			4	\$ 49.61			4	\$ 51.11			4	\$ 53.15		
			5	\$ 50.45	\$ 8,745	\$ 104,936	5	\$ 52.22	\$ 9,051	\$ 108,618	5	\$ 53.79	\$ 9,324	\$ 111,883	5	\$ 55.95	\$ 9,698	\$ 116,376
307	Non-Exempt	Util Syst Oper	1	\$ 64.77			1	\$ 67.04			1	\$ 69.05			1	\$ 71.78		
			2	\$ 68.17			2	\$ 70.56			2	\$ 72.68			2	\$ 75.56		
			3	\$ 71.75			3	\$ 74.27			3	\$ 76.50			3	\$ 79.54		
			4	\$ 75.52			4	\$ 78.17			4	\$ 80.52			4	\$ 83.73		
			5	\$ 79.49	\$ 13,778	\$ 165,339	5	\$ 82.28	\$ 14,262	\$ 171,142	5	\$ 84.75	\$ 14,690	\$ 176,280	5	\$ 88.14	\$ 15,278	\$ 183,331
322	Non-Exempt	Util Syst Oper in Training	1	\$ 61.53			1	\$ 63.68			1	\$ 65.59			1	\$ 68.20		
			2	\$ 64.76			2	\$ 67.03			2	\$ 69.04			2	\$ 71.79		
			3	\$ 68.16			3	\$ 70.55			3	\$ 72.67			3	\$ 75.57		
			4	\$ 71.74			4	\$ 74.26			4	\$ 76.49			4	\$ 79.55		
			5	\$ 75.51	\$ 13,088	\$ 157,061	5	\$ 78.16	\$ 13,548	\$ 162,573	5	\$ 80.51	\$ 13,955	\$ 167,461	5	\$ 83.74	\$ 14,515	\$ 174,179



Service Employees International Union (SEIU)

Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
284	Non-Exempt	Utilities Engineer Estimator Lead	1	\$ 51.93			1	\$ 53.76			1	\$ 55.37			1	\$ 57.56		
			2	\$ 54.66			2	\$ 56.58			2	\$ 58.28			2	\$ 60.59		
			3	\$ 57.53			3	\$ 59.55			3	\$ 61.34			3	\$ 63.78		
			4	\$ 60.55			4	\$ 62.68			4	\$ 64.56			4	\$ 67.14		
			5	\$ 63.73	\$ 11,047	\$ 132,558	5	\$ 65.97	\$ 11,435	\$ 137,218	5	\$ 67.95	\$ 11,778	\$ 141,336	5	\$ 70.67	\$ 12,249	\$ 146,994
290	Non-Exempt	Utl Install Repair Lead-Welding Cert	1	\$ 43.34			1	\$ 44.87			1	\$ 46.22			1	\$ 48.06		
			2	\$ 45.62			2	\$ 47.23			2	\$ 48.65			2	\$ 50.59		
			3	\$ 48.02			3	\$ 49.71			3	\$ 51.21			3	\$ 53.25		
			4	\$ 50.54			4	\$ 52.32			4	\$ 53.90			4	\$ 56.05		
			5	\$ 53.20	\$ 9,221	\$ 110,656	5	\$ 55.07	\$ 9,545	\$ 114,546	5	\$ 56.73	\$ 9,833	\$ 117,998	5	\$ 59.00	\$ 10,227	\$ 122,720
289	Non-Exempt	Utl Install Repair-Welding Cert	1	\$ 40.35			1	\$ 41.77			1	\$ 43.02			1	\$ 44.73		
			2	\$ 42.47			2	\$ 43.96			2	\$ 45.28			2	\$ 47.08		
			3	\$ 44.70			3	\$ 46.27			3	\$ 47.66			3	\$ 49.56		
			4	\$ 47.05			4	\$ 48.70			4	\$ 50.16			4	\$ 52.17		
			5	\$ 49.52	\$ 8,583	\$ 103,002	5	\$ 51.26	\$ 8,885	\$ 106,621	5	\$ 52.80	\$ 9,152	\$ 109,824	5	\$ 54.92	\$ 9,519	\$ 114,234
274	Non-Exempt	Volunteer Coord	1	\$ 32.89			1	\$ 34.05			1	\$ 35.07			1	\$ 36.46		
			2	\$ 34.62			2	\$ 35.84			2	\$ 36.91			2	\$ 38.38		
			3	\$ 36.44			3	\$ 37.72			3	\$ 38.85			3	\$ 40.40		
			4	\$ 38.35			4	\$ 39.70			4	\$ 40.89			4	\$ 42.53		
			5	\$ 40.36	\$ 6,996	\$ 83,949	5	\$ 41.78	\$ 7,242	\$ 86,902	5	\$ 43.04	\$ 7,460	\$ 89,523	5	\$ 44.77	\$ 7,760	\$ 93,122
482	Non-Exempt	Water Meter Rep Asst	1	\$ 27.29			1	\$ 28.26			1	\$ 29.11			1	\$ 30.26		
			2	\$ 28.72			2	\$ 29.74			2	\$ 30.64			2	\$ 31.85		
			3	\$ 30.23			3	\$ 31.30			3	\$ 32.25			3	\$ 33.53		
			4	\$ 31.82			4	\$ 32.94			4	\$ 33.94			4	\$ 35.29		
			5	\$ 33.49	\$ 5,805	\$ 69,659	5	\$ 34.67	\$ 6,009	\$ 72,114	5	\$ 35.72	\$ 6,191	\$ 74,298	5	\$ 37.15	\$ 6,439	\$ 77,272
484	Non-Exempt	Water Meter Repair	1	\$ 30.22			1	\$ 31.29			1	\$ 32.24			1	\$ 33.51		
			2	\$ 31.81			2	\$ 32.93			2	\$ 33.93			2	\$ 35.27		
			3	\$ 33.48			3	\$ 34.66			3	\$ 35.71			3	\$ 37.13		
			4	\$ 35.24			4	\$ 36.48			4	\$ 37.58			4	\$ 39.08		
			5	\$ 37.09	\$ 6,429	\$ 77,147	5	\$ 38.39	\$ 6,654	\$ 79,851	5	\$ 39.55	\$ 6,855	\$ 82,264	5	\$ 41.14	\$ 7,131	\$ 85,571
499	Non-Exempt	Water Sys Oper I	1	\$ 31.85			1	\$ 32.96			1	\$ 33.96			1	\$ 35.29		
			2	\$ 33.52			2	\$ 34.69			2	\$ 35.74			2	\$ 37.15		
			3	\$ 35.28			3	\$ 36.51			3	\$ 37.62			3	\$ 39.11		
			4	\$ 37.13			4	\$ 38.43			4	\$ 39.59			4	\$ 41.17		
			5	\$ 39.08	\$ 6,774	\$ 81,286	5	\$ 40.45	\$ 7,011	\$ 84,136	5	\$ 41.67	\$ 7,223	\$ 86,674	5	\$ 43.34	\$ 7,512	\$ 90,147
507	Non-Exempt	Water Sys Oper II	1	\$ 36.37			1	\$ 37.65			1	\$ 38.78			1	\$ 40.33		
			2	\$ 38.28			2	\$ 39.63			2	\$ 40.82			2	\$ 42.45		
			3	\$ 40.29			3	\$ 41.71			3	\$ 42.96			3	\$ 44.68		
			4	\$ 42.41			4	\$ 43.90			4	\$ 45.22			4	\$ 47.03		
			5	\$ 44.64	\$ 7,738	\$ 92,851	5	\$ 46.21	\$ 8,010	\$ 96,117	5	\$ 47.60	\$ 8,251	\$ 99,008	5	\$ 49.51	\$ 8,582	\$ 102,981
500	Non-Exempt	WQC Plt Oper I	1	\$ 33.41			1	\$ 34.58			1	\$ 35.63			1	\$ 37.04		
			2	\$ 35.16			2	\$ 36.40			2	\$ 37.50			2	\$ 38.99		
			3	\$ 37.01			3	\$ 38.31			3	\$ 39.47			3	\$ 41.04		
			4	\$ 38.95			4	\$ 40.32			4	\$ 41.54			4	\$ 43.20		
			5	\$ 41.00	\$ 7,107	\$ 85,280	5	\$ 42.44	\$ 7,356	\$ 88,275	5	\$ 43.72	\$ 7,578	\$ 90,938	5	\$ 45.47	\$ 7,881	\$ 94,578
509	Non-Exempt	WQC Plt Oper II	1	\$ 38.17			1	\$ 39.51			1	\$ 40.69			1	\$ 42.30		
			2	\$ 40.17			2	\$ 41.58			2	\$ 42.83			2	\$ 44.53		
			3	\$ 42.28			3	\$ 43.76			3	\$ 45.08			3	\$ 46.87		
			4	\$ 44.50			4	\$ 46.06			4	\$ 47.45			4	\$ 49.34		
			5	\$ 46.84	\$ 8,119	\$ 97,427	5	\$ 48.48	\$ 8,403	\$ 100,838	5	\$ 49.94	\$ 8,656	\$ 103,875	5	\$ 51.94	\$ 9,003	\$ 108,035
510	Non-Exempt	WQC Plt Oper Trn	1	\$ 29.43			1	\$ 30.46			1	\$ 31.38			1	\$ 32.61		
			2	\$ 30.97			2	\$ 32.06			2	\$ 33.03			2	\$ 34.33		
			3	\$ 32.59			3	\$ 33.74			3	\$ 34.76			3	\$ 36.14		
			4	\$ 34.30			4	\$ 35.51			4	\$ 36.58			4	\$ 38.04		
			5	\$ 36.10	\$ 6,257	\$ 75,088	5	\$ 37.37	\$ 6,477	\$ 77,730	5	\$ 38.50	\$ 6,673	\$ 80,080	5	\$ 40.04	\$ 6,940	\$ 83,283



Service Employees International Union (SEIU)

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
226	Non-Exempt	Wtr Mtr Crs Cn Tec	1	\$ 31.01			1	\$ 32.11			1	\$ 33.07			1	\$ 34.39		
			2	\$ 32.64			2	\$ 33.79			2	\$ 34.81			2	\$ 36.20		
			3	\$ 34.35			3	\$ 35.56			3	\$ 36.64			3	\$ 38.10		
			4	\$ 36.15			4	\$ 37.43			4	\$ 38.56			4	\$ 40.10		
			5	\$ 38.05	\$ 6,595	\$ 79,144	5	\$ 39.39	\$ 6,828	\$ 81,931	5	\$ 40.58	\$ 7,034	\$ 84,406	5	\$ 42.21	\$ 7,316	\$ 87,797
315	Non-Exempt	Public Safety Dispatcher - Lead	1	\$ 46.69			1	\$ 48.33			1	\$ 49.78			1	\$ 51.75		
			2	\$ 49.14			2	\$ 50.87			2	\$ 52.39			2	\$ 54.47		
			3	\$ 51.72			3	\$ 53.54			3	\$ 55.14			3	\$ 57.34		
			4	\$ 54.44			4	\$ 56.35			4	\$ 58.04			4	\$ 60.36		
			5	\$ 57.30	\$ 9,932	\$ 119,184	5	\$ 59.31	\$ 10,280	\$ 123,365	5	\$ 61.09	\$ 10,589	\$ 127,067	5	\$ 63.54	\$ 11,014	\$ 132,163
			6	\$ 58.74	Longevity Steps		6	\$ 60.80	Longevity Steps		6	\$ 62.62	Longevity Steps		6	\$ 65.13	Longevity Steps	
			7	\$ 60.21			7	\$ 62.32			7	\$ 64.19			7	\$ 66.76		
298	Non-Exempt	Public Safety Dispatcher I	1	\$ 39.52			1	\$ 40.90			1	\$ 42.13			1	\$ 43.80		
			2	\$ 41.59			2	\$ 43.05			2	\$ 44.34			2	\$ 46.10		
			3	\$ 43.77			3	\$ 45.31			3	\$ 46.67			3	\$ 48.53		
			4	\$ 46.07			4	\$ 47.69			4	\$ 49.12			4	\$ 51.08		
			5	\$ 48.49	\$ 8,405	\$ 100,859	5	\$ 50.19	\$ 8,700	\$ 104,395	5	\$ 51.70	\$ 8,961	\$ 107,536	5	\$ 53.77	\$ 9,320	\$ 111,842
			6	\$ 49.71	Longevity Steps		6	\$ 51.45	Longevity Steps		6	\$ 53.00	Longevity Steps		6	\$ 55.12	Longevity Steps	
			7	\$ 50.96			7	\$ 52.74			7	\$ 54.33			7	\$ 56.50		
316	Non-Exempt	Public Safety Dispatcher II	1	\$ 41.61			1	\$ 43.07			1	\$ 44.37			1	\$ 46.12		
			2	\$ 43.80			2	\$ 45.33			2	\$ 46.70			2	\$ 48.55		
			3	\$ 46.10			3	\$ 47.71			3	\$ 49.15			3	\$ 51.11		
			4	\$ 48.52			4	\$ 50.22			4	\$ 51.73			4	\$ 53.80		
			5	\$ 51.07	\$ 8,852	\$ 106,226	5	\$ 52.86	\$ 9,162	\$ 109,949	5	\$ 54.45	\$ 9,438	\$ 113,256	5	\$ 56.63	\$ 9,816	\$ 117,790
			6	\$ 52.35	Longevity Steps		6	\$ 54.19	Longevity Steps		6	\$ 55.82	Longevity Steps		6	\$ 58.05	Longevity Steps	
			7	\$ 53.66			7	\$ 55.55			7	\$ 57.22			7	\$ 59.51		
576	Non-Exempt	Inspector, WGW Utilities Field	1	\$ 42.97			1	\$ 44.49			1	\$ 45.82			1	\$ 47.65		
			2	\$ 45.23			2	\$ 46.83			2	\$ 48.23			2	\$ 50.16		
			3	\$ 47.61			3	\$ 49.29			3	\$ 50.77			3	\$ 52.80		
			4	\$ 50.12			4	\$ 51.88			4	\$ 53.44			4	\$ 55.58		
			5	\$ 52.76	\$ 9,145	\$ 109,741	5	\$ 54.61	\$ 9,466	\$ 113,589	5	\$ 56.25	\$ 9,750	\$ 117,000	5	\$ 58.50	\$ 10,140	\$ 121,680

City of Palo Alto
Utilities Management and Professional Association of Palo Alto (UMPAPA) Salary Schedule

Job Code	Classifications	Grade Codes	Effective 3.12.2022			
			Min Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx. Max Annual Salary
2076	Utilities Administrative Assistant	0700	\$35.94	\$47.91	\$8,304	\$99,653
1002	Assistant Director, Utilites Customer Support Services	0230	\$85.89	\$114.51	\$19,848	\$238,181
TBD	Assistant Director, Electric and Fiber Utilities Utilities	0190	\$97.85	\$130.46	\$22,613	\$271,357
1003	Assistant Director, WGW Utilities	0190	\$97.85	\$130.46	\$22,613	\$271,357
6	Assistant Director Utilities - Operations	0210	\$90.75	\$120.99	\$20,972	\$251,659
65	Assistant Director, Utilities Resource Management	0200	\$95.52	\$127.36	\$22,076	\$264,909
84	Manager, Utilities Public Communications	0380	\$61.71	\$82.27	\$14,260	\$171,122
129	Engineering Manager, Electric and Fiber Utilities	0231	\$85.89	\$114.52	\$19,850	\$238,202
120	Engineering Manager, Water, Gas & Wastewater (WGW) Utilities	0231	\$85.89	\$114.52	\$19,850	\$238,202
2025	Manager, Utilities Strategic Business Services	0240	\$80.84	\$107.78	\$18,682	\$224,182
179	Manager, Utilities Customer Service	0360	\$65.56	\$87.41	\$15,151	\$181,813
185	Operations Manager, Electric and Fiber Utilities	0270	\$79.66	\$106.21	\$18,410	\$220,917
1114	Manager, Utilities Credit & Collection	0360	\$65.56	\$87.41	\$15,151	\$181,813
156	Operations Manager, WGW Utilities	0270	\$79.66	\$106.21	\$18,410	\$220,917
150	Manager, Utilities Program Services	0350	\$65.64	\$87.51	\$15,168	\$182,021
48	Manager, Fiber Optic Utility	0350	\$65.64	\$87.51	\$15,168	\$182,021
2020	Utilities Principal Business Analyst	0330	\$68.46	\$91.28	\$15,822	\$189,862
13	Utilities Senior Business Analyst	0340	\$59.54	\$79.38	\$13,759	\$165,110
188	Principal Engineer, Electric and Fiber Utilities	0291	\$74.70	\$99.60	\$17,264	\$207,168
2187	Principal Engineer, WGW Utilities	0291	\$74.70	\$99.60	\$17,264	\$207,168
2014	Utilities Senior Management Analyst	0350	\$57.98	\$77.30	\$13,399	\$160,784
64	Senior Planner, Utilities Resources	0271	\$72.92	\$97.22	\$16,851	\$202,218
27	Supervising Project Engineer, Electric and Fiber Utilities	0341	\$67.23	\$89.63	\$15,536	\$186,430
28	Supervising Project Engineer	0341	\$67.23	\$89.63	\$15,536	\$186,430
1011	Manager, Utilities Compliance	0291	\$74.70	\$99.60	\$17,264	\$207,168
114	Operations Supervisor, WGW Utilities	0680	\$69.27	\$92.36	\$16,009	\$192,109
TBD	Operations Supervisor, Electric and Fiber Utilities	0680	\$69.27	\$92.36	\$16,009	\$192,109
2017	Utilities Safety Officer	0390	\$57.98	\$77.30	\$13,399	\$160,784