



City of Palo Alto

City Council Staff Report

(ID # 12156)

Report Type: Consent Calendar

Meeting Date: 5/3/2021

Summary Title: Adoption of Updated Salary Schedule for Water Gas Wastewater Inspectors

Title: Adoption of Updated Salary Schedule for Water Gas Wastewater Inspectors Represented by Service Employees International Union (SEIU) 521 in Compliance With Arbitration Award

From: City Manager

Lead Department: Human Resources

Recommendation

Staff recommends that Council adopt a revised salary schedule for Water-Gas-Wastewater Field Inspector Classification represented by SEIU local 521 in accordance with Arbitrator Nancy Hutt's decision dated January 28, 2021.

Discussion

On October 10, 2016 four City employees holding the classification of Inspector Field Services requested reevaluation of their job classification pursuant to a provision in Article VII, Section 5 of the MOA between the City of Palo Alto and SEIU local 521 that provides for reclassification of jobs when there are "significant permanent changes in job content or significant discrepancies between job content and classification description. This request was initially reviewed and denied by the City. On June 29, 2017 SEIU local 521 submitted a formal grievance appealing the decision. In cases of reclassification, appeals are moved directly to arbitration skipping the traditional steps of the grievance procedure.

Arbitrator Nancy Hutt was chosen by the parties after striking names of arbitrators from a list provided by State Mediation and Conciliation Services. Arbitrator Hutt conducted three days of hearings on July 21, 2018, October 23, 2018, and February 13, 2019. Arbitrator Hutt issued her first award related to this case on August 15, 2019. In Arbitrator Hutt's award dated August 15, 2019, the parties are directed to reclassify the four employees in question from Inspector Field Services job classification to a new Water-Gas-Wastewater specific inspection classification. The parties are directed to meet and confer in good faith over this new job classification and to negotiate an appropriate salary as the arbitrator did not feel enough evidence was presented to

make a salary determination at that time.

After 12 months of negotiations the parties reached mutual agreement over a new job classification however were unable to reach agreement over the appropriate salary for this position. Arbitrator Hutt retained jurisdiction over this matter for any future interpretation of her award. The parties requested Arbitrator Hutt review the proposals from both sides and provide a ruling on salary for the new classification.

On January 28, 2021 Arbitrator Hutt determined that a 10% salary increase shall be awarded to the new classification effective October 10, 2016, when the original reclassification request was submitted.

It is important to note that the City and SEIU 521 are parties to an existing Memorandum of Agreement which resolves contract disputes through final and binding arbitration. The decisions of selected arbitrators are not appealable.

Resource Impact

Arbitrator Hutt's award result in 55 months of back pay in wages to impacted employees. Each employee shall be eligible for roughly \$44,000 in base wages for a total of roughly \$180,000. All impacted employees are located within the Water-Gas-Wastewater divisions and these funds will be drawn from the specific fund their time is allocated. These funds have sufficient savings to support this request and no additional funding is required. The impacted positions will be reclassified as part of the FY 2022 budget process to the new job classification including amendments to the Table of Organization.

Attachments:

- Attachment A- SEIU Salary Schedule 2019 - 2021 03.15.2021 - 576 WGW UTL FLD INSPC
- Attachment B- SEIU Salary Schedule_updated on 03.15.2021 - 576 WGW UTL FLD INSPC
- Attachment C- Water Gas Wastewater JD Signed
- Attachment D- Arbitrator Hutt OPINION and AWARD 8.15.2019
- Attachment E- Arbitrator Hutt SUPPLEMENTAL AWARD 1.28.2021



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)			
			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		
			2	\$ 25.91			2	\$ 26.82			2	\$ 27.62		
			3	\$ 27.27			3	\$ 28.23			3	\$ 29.07		
			4	\$ 28.70			4	\$ 29.71			4	\$ 30.60		
			5	\$ 30.21	\$ 5,236	\$ 62,837	5	\$ 31.27	\$ 5,420	\$ 65,042	5	\$ 32.21	\$ 5,583	\$ 66,997
204	Non-Exempt	Acct Spec	1	\$ 28.76			1	\$ 29.78			1	\$ 30.67		
			2	\$ 30.27			2	\$ 31.34			2	\$ 32.28		
			3	\$ 31.86			3	\$ 32.98			3	\$ 33.97		
			4	\$ 33.53			4	\$ 34.71			4	\$ 35.75		
			5	\$ 35.29	\$ 6,117	\$ 73,403	5	\$ 36.53	\$ 6,332	\$ 75,982	5	\$ 37.63	\$ 6,523	\$ 78,270
207	Non-Exempt	Acct Spec-Lead	1	\$ 30.79			1	\$ 31.88			1	\$ 32.84		
			2	\$ 32.41			2	\$ 33.55			2	\$ 34.56		
			3	\$ 34.11			3	\$ 35.31			3	\$ 36.37		
			4	\$ 35.90			4	\$ 37.16			4	\$ 38.28		
			5	\$ 37.78	\$ 6,549	\$ 78,582	5	\$ 39.11	\$ 6,779	\$ 81,349	5	\$ 40.29	\$ 6,984	\$ 83,803
294	Non-Exempt	Administrative Associate I	1	\$ 26.53			1	\$ 27.44			1	\$ 28.29		
			2	\$ 27.92			2	\$ 28.88			2	\$ 29.77		
			3	\$ 29.38			3	\$ 30.40			3	\$ 31.33		
			4	\$ 30.92			4	\$ 32.00			4	\$ 32.97		
			5	\$ 32.54	\$ 5,640	\$ 67,683	5	\$ 33.68	\$ 5,838	\$ 70,054	5	\$ 34.70	\$ 6,015	\$ 72,176
295	Non-Exempt	Administrative Associate II	1	\$ 28.82			1	\$ 29.83			1	\$ 30.71		
			2	\$ 30.33			2	\$ 31.39			2	\$ 32.32		
			3	\$ 31.92			3	\$ 33.04			3	\$ 34.02		
			4	\$ 33.59			4	\$ 34.77			4	\$ 35.81		
			5	\$ 35.35	\$ 6,127	\$ 73,528	5	\$ 36.59	\$ 6,342	\$ 76,107	5	\$ 37.69	\$ 6,533	\$ 78,395
296	Non-Exempt	Administrative Associate III	1	\$ 30.87			1	\$ 31.95			1	\$ 32.92		
			2	\$ 32.49			2	\$ 33.63			2	\$ 34.65		
			3	\$ 34.20			3	\$ 35.40			3	\$ 36.47		
			4	\$ 36.00			4	\$ 37.26			4	\$ 38.38		
			5	\$ 37.89	\$ 6,568	\$ 78,811	5	\$ 39.22	\$ 6,798	\$ 81,578	5	\$ 40.40	\$ 7,003	\$ 84,032
276	Non-Exempt	Animal Control Off	1	\$ 27.27			1	\$ 28.24			1	\$ 29.08		
			2	\$ 28.70			2	\$ 29.72			2	\$ 30.61		
			3	\$ 30.21			3	\$ 31.28			3	\$ 32.22		
			4	\$ 31.80			4	\$ 32.92			4	\$ 33.91		
			5	\$ 33.47	\$ 5,801	\$ 69,618	5	\$ 34.65	\$ 6,006	\$ 72,072	5	\$ 35.69	\$ 6,186	\$ 74,235
312	Non-Exempt	Animal Control Off - L	1	\$ 29.18			1	\$ 30.21			1	\$ 31.13		
			2	\$ 30.71			2	\$ 31.79			2	\$ 32.76		
			3	\$ 32.32			3	\$ 33.46			3	\$ 34.48		
			4	\$ 34.02			4	\$ 35.22			4	\$ 36.29		
			5	\$ 35.81	\$ 6,207	\$ 74,485	5	\$ 37.07	\$ 6,425	\$ 77,106	5	\$ 38.19	\$ 6,620	\$ 79,435
263	Non-Exempt	Animal Services Spec	1	\$ 26.90			1	\$ 27.84			1	\$ 28.69		
			2	\$ 28.31			2	\$ 29.30			2	\$ 30.19		
			3	\$ 29.79			3	\$ 30.84			3	\$ 31.77		
			4	\$ 31.35			4	\$ 32.46			4	\$ 33.44		
			5	\$ 33.00	\$ 5,720	\$ 68,640	5	\$ 34.16	\$ 5,921	\$ 71,053	5	\$ 35.19	\$ 6,100	\$ 73,195
275	Non-Exempt	Animal Services Spec II	1	\$ 29.66			1	\$ 30.70			1	\$ 31.63		
			2	\$ 31.22			2	\$ 32.31			2	\$ 33.29		
			3	\$ 32.86			3	\$ 34.01			3	\$ 35.04		
			4	\$ 34.58			4	\$ 35.80			4	\$ 36.88		
			5	\$ 36.40	\$ 6,309	\$ 75,712	5	\$ 37.68	\$ 6,531	\$ 78,374	5	\$ 38.82	\$ 6,729	\$ 80,746



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
244	Non-Exempt	Assoc Buyer	1	\$ 34.84			1	\$ 36.07			1	\$ 37.16		
			2	\$ 36.67			2	\$ 37.96			2	\$ 39.11		
			3	\$ 38.60			3	\$ 39.95			3	\$ 41.16		
			4	\$ 40.63			4	\$ 42.05			4	\$ 43.32		
			5	\$ 42.76	\$ 7,412	\$ 88,941	5	\$ 44.26	\$ 7,672	\$ 92,061	5	\$ 45.59	\$ 7,902	\$ 94,827
333	Non-Exempt	Assoc Engineer	1	\$ 45.83			1	\$ 47.44			1	\$ 48.87		
			2	\$ 48.24			2	\$ 49.93			2	\$ 51.44		
			3	\$ 50.77			3	\$ 52.55			3	\$ 54.14		
			4	\$ 53.44			4	\$ 55.31			4	\$ 56.98		
			5	\$ 56.25	\$ 9,750	\$ 117,000	5	\$ 58.22	\$ 10,091	\$ 121,098	5	\$ 59.97	\$ 10,395	\$ 124,738
353	Non-Exempt	Assoc Planner	1	\$ 40.07			1	\$ 41.47			1	\$ 42.71		
			2	\$ 42.17			2	\$ 43.65			2	\$ 44.95		
			3	\$ 44.38			3	\$ 45.94			3	\$ 47.31		
			4	\$ 46.71			4	\$ 48.35			4	\$ 49.80		
			5	\$ 49.16	\$ 8,521	\$ 102,253	5	\$ 50.89	\$ 8,821	\$ 105,851	5	\$ 52.42	\$ 9,086	\$ 109,034
247	Non-Exempt	Assoc Power Engr	1	\$ 48.80			1	\$ 50.52			1	\$ 52.02		
			2	\$ 51.36			2	\$ 53.17			2	\$ 54.75		
			3	\$ 54.06			3	\$ 55.96			3	\$ 57.63		
			4	\$ 56.90			4	\$ 58.90			4	\$ 60.66		
			5	\$ 59.89	\$ 10,381	\$ 124,571	5	\$ 61.99	\$ 10,745	\$ 128,939	5	\$ 63.85	\$ 11,067	\$ 132,808
269	Non-Exempt	Assoc Res Planner	1	\$ 44.46			1	\$ 46.01			1	\$ 47.40		
			2	\$ 46.79			2	\$ 48.43			2	\$ 49.89		
			3	\$ 49.25			3	\$ 50.97			3	\$ 52.51		
			4	\$ 51.84			4	\$ 53.65			4	\$ 55.27		
			5	\$ 54.56	\$ 9,457	\$ 113,485	5	\$ 56.47	\$ 9,788	\$ 117,458	5	\$ 58.17	\$ 10,083	\$ 120,994
330	Non-Exempt	Asst Engineer	1	\$ 41.52			1	\$ 42.97			1	\$ 44.27		
			2	\$ 43.70			2	\$ 45.23			2	\$ 46.59		
			3	\$ 45.99			3	\$ 47.61			3	\$ 49.04		
			4	\$ 48.41			4	\$ 50.11			4	\$ 51.62		
			5	\$ 50.95	\$ 8,831	\$ 105,976	5	\$ 52.74	\$ 9,142	\$ 109,699	5	\$ 54.33	\$ 9,417	\$ 113,006
256	Non-Exempt	Asst Power Engr	1	\$ 44.07			1	\$ 45.62			1	\$ 46.98		
			2	\$ 46.38			2	\$ 48.02			2	\$ 49.45		
			3	\$ 48.82			3	\$ 50.54			3	\$ 52.05		
			4	\$ 51.38			4	\$ 53.19			4	\$ 54.78		
			5	\$ 54.08	\$ 9,374	\$ 112,486	5	\$ 55.98	\$ 9,703	\$ 116,438	5	\$ 57.66	\$ 9,994	\$ 119,933
268	Non-Exempt	Asst Res Planner	1	\$ 40.13			1	\$ 41.55			1	\$ 42.79		
			2	\$ 42.24			2	\$ 43.73			2	\$ 45.04		
			3	\$ 44.46			3	\$ 46.03			3	\$ 47.41		
			4	\$ 46.80			4	\$ 48.45			4	\$ 49.90		
			5	\$ 49.26	\$ 8,538	\$ 102,461	5	\$ 50.99	\$ 8,838	\$ 106,059	5	\$ 52.52	\$ 9,103	\$ 109,242
299	Non-Exempt	Bldg Inspector	1	\$ 40.44			1	\$ 41.86			1	\$ 43.13		
			2	\$ 42.56			2	\$ 44.06			2	\$ 45.39		
			3	\$ 44.80			3	\$ 46.37			3	\$ 47.77		
			4	\$ 47.15			4	\$ 48.81			4	\$ 50.28		
			5	\$ 49.63	\$ 8,603	\$ 103,230	5	\$ 51.37	\$ 8,904	\$ 106,850	5	\$ 52.92	\$ 9,173	\$ 110,074
300	Non-Exempt	Bldg Inspector Spec	1	\$ 43.18			1	\$ 44.69			1	\$ 46.03		
			2	\$ 45.45			2	\$ 47.04			2	\$ 48.45		
			3	\$ 47.84			3	\$ 49.51			3	\$ 51.00		
			4	\$ 50.35			4	\$ 52.11			4	\$ 53.68		
			5	\$ 52.99	\$ 9,185	\$ 110,219	5	\$ 54.85	\$ 9,507	\$ 114,088	5	\$ 56.50	\$ 9,793	\$ 117,520



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
370	Non-Exempt	Bldg Serviceperson	1	\$ 23.73			1	\$ 24.55			1	\$ 25.29		
			2	\$ 24.97			2	\$ 25.84			2	\$ 26.62		
			3	\$ 26.28			3	\$ 27.20			3	\$ 28.02		
			4	\$ 27.66			4	\$ 28.63			4	\$ 29.49		
			5	\$ 29.11	\$ 5,046	\$ 60,549	5	\$ 30.13	\$ 5,223	\$ 62,670	5	\$ 31.04	\$ 5,380	\$ 64,563
371	Non-Exempt	Bldg Serviceperson-L	1	\$ 25.40			1	\$ 26.29			1	\$ 27.08		
			2	\$ 26.73			2	\$ 27.67			2	\$ 28.50		
			3	\$ 28.13			3	\$ 29.12			3	\$ 30.00		
			4	\$ 29.61			4	\$ 30.65			4	\$ 31.57		
			5	\$ 31.16	\$ 5,401	\$ 64,813	5	\$ 32.26	\$ 5,592	\$ 67,101	5	\$ 33.23	\$ 5,760	\$ 69,118
355	Non-Exempt	Bldg/Plg Technician	1	\$ 32.49			1	\$ 33.63			1	\$ 34.65		
			2	\$ 34.20			2	\$ 35.39			2	\$ 36.47		
			3	\$ 35.99			3	\$ 37.25			3	\$ 38.38		
			4	\$ 37.88			4	\$ 39.21			4	\$ 40.39		
			5	\$ 39.87	\$ 6,911	\$ 82,930	5	\$ 41.27	\$ 7,153	\$ 85,842	5	\$ 42.51	\$ 7,368	\$ 88,421
340	Non-Exempt	Business Analyst	1	\$ 57.06			1	\$ 59.07			1	\$ 60.84		
			2	\$ 60.06			2	\$ 62.17			2	\$ 64.04		
			3	\$ 63.22			3	\$ 65.44			3	\$ 67.41		
			4	\$ 66.54			4	\$ 68.88			4	\$ 70.95		
			5	\$ 70.04	\$ 12,140	\$ 145,683	5	\$ 72.50	\$ 12,567	\$ 150,800	5	\$ 74.68	\$ 12,945	\$ 155,334
3400	Non-Exempt	Business Analyst - S	1	\$ 57.06			1	\$ 59.07			1	\$ 60.84		
			2	\$ 60.06			2	\$ 62.17			2	\$ 64.04		
			3	\$ 63.22			3	\$ 65.44			3	\$ 67.41		
			4	\$ 66.54			4	\$ 68.88			4	\$ 70.95		
			5	\$ 70.04	\$ 12,140	\$ 145,683	5	\$ 72.50	\$ 12,567	\$ 150,800	5	\$ 74.68	\$ 12,945	\$ 155,334
212	Non-Exempt	Buyer	1	\$ 38.37			1	\$ 39.71			1	\$ 40.90		
			2	\$ 40.38			2	\$ 41.80			2	\$ 43.05		
			3	\$ 42.50			3	\$ 43.99			3	\$ 45.31		
			4	\$ 44.73			4	\$ 46.30			4	\$ 47.69		
			5	\$ 47.08	\$ 8,161	\$ 97,926	5	\$ 48.73	\$ 8,447	\$ 101,358	5	\$ 50.20	\$ 8,701	\$ 104,416
464	Non-Exempt	Cathodic Protection Tech Assistant	1	\$ 39.17			1	\$ 40.55			1	\$ 41.77		
			2	\$ 41.23			2	\$ 42.68			2	\$ 43.96		
			3	\$ 43.39			3	\$ 44.92			3	\$ 46.27		
			4	\$ 45.67			4	\$ 47.28			4	\$ 48.70		
			5	\$ 48.07	\$ 8,332	\$ 99,986	5	\$ 49.76	\$ 8,625	\$ 103,501	5	\$ 51.26	\$ 8,885	\$ 106,621
536	Non-Exempt	Cathodic Tech	1	\$ 48.07			1	\$ 49.76			1	\$ 51.27		
			2	\$ 50.59			2	\$ 52.37			2	\$ 53.96		
			3	\$ 53.25			3	\$ 55.12			3	\$ 56.79		
			4	\$ 56.05			4	\$ 58.02			4	\$ 59.77		
			5	\$ 59.00	\$ 10,227	\$ 122,720	5	\$ 61.07	\$ 10,585	\$ 127,026	5	\$ 62.91	\$ 10,904	\$ 130,853
208	Non-Exempt	CDBG Coordinator	1	\$ 42.81			1	\$ 44.31			1	\$ 45.64		
			2	\$ 45.06			2	\$ 46.64			2	\$ 48.04		
			3	\$ 47.43			3	\$ 49.09			3	\$ 50.56		
			4	\$ 49.92			4	\$ 51.67			4	\$ 53.22		
			5	\$ 52.54	\$ 9,107	\$ 109,283	5	\$ 54.38	\$ 9,426	\$ 113,110	5	\$ 56.02	\$ 9,710	\$ 116,522
408	Non-Exempt	Cement Finisher	1	\$ 34.93			1	\$ 36.16			1	\$ 37.24		
			2	\$ 36.76			2	\$ 38.06			2	\$ 39.20		
			3	\$ 38.69			3	\$ 40.06			3	\$ 41.26		
			4	\$ 40.72			4	\$ 42.16			4	\$ 43.43		
			5	\$ 42.86	\$ 7,429	\$ 89,149	5	\$ 44.37	\$ 7,691	\$ 92,290	5	\$ 45.71	\$ 7,923	\$ 95,077



Service Employees International Union (SEIU) Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
409	Non-Exempt	Cement Finisher Lead	1	\$ 37.37			1	\$ 38.67			1	\$ 39.84		
			2	\$ 39.33			2	\$ 40.70			2	\$ 41.93		
			3	\$ 41.39			3	\$ 42.84			3	\$ 44.13		
			4	\$ 43.56			4	\$ 45.09			4	\$ 46.45		
			5	\$ 45.85	\$ 7,947	\$ 95,368	5	\$ 47.46	\$ 8,226	\$ 98,717	5	\$ 48.89	\$ 8,474	\$ 101,691
502	Non-Exempt	Chemist	1	\$ 38.90			1	\$ 40.26			1	\$ 41.48		
			2	\$ 40.94			2	\$ 42.37			2	\$ 43.66		
			3	\$ 43.09			3	\$ 44.60			3	\$ 45.95		
			4	\$ 45.35			4	\$ 46.94			4	\$ 48.36		
			5	\$ 47.73	\$ 8,273	\$ 99,278	5	\$ 49.41	\$ 8,564	\$ 102,773	5	\$ 50.90	\$ 8,823	\$ 105,872
239	Non-Exempt	Chf Inspec WGW	1	\$ 43.27			1	\$ 44.78			1	\$ 46.13		
			2	\$ 45.54			2	\$ 47.13			2	\$ 48.55		
			3	\$ 47.93			3	\$ 49.61			3	\$ 51.10		
			4	\$ 50.45			4	\$ 52.22			4	\$ 53.78		
			5	\$ 53.10	\$ 9,204	\$ 110,448	5	\$ 54.96	\$ 9,526	\$ 114,317	5	\$ 56.61	\$ 9,812	\$ 117,749
301	Non-Exempt	Code Enforcement Off	1	\$ 38.85			1	\$ 40.22			1	\$ 41.42		
			2	\$ 40.89			2	\$ 42.33			2	\$ 43.60		
			3	\$ 43.04			3	\$ 44.55			3	\$ 45.89		
			4	\$ 45.30			4	\$ 46.89			4	\$ 48.30		
			5	\$ 47.68	\$ 8,265	\$ 99,174	5	\$ 49.35	\$ 8,554	\$ 102,648	5	\$ 50.84	\$ 8,812	\$ 105,747
560	Non-Exempt	Code Enforcement Off - L	1	\$ 41.55			1	\$ 43.02			1	\$ 44.31		
			2	\$ 43.73			2	\$ 45.28			2	\$ 46.64		
			3	\$ 46.03			3	\$ 47.66			3	\$ 49.09		
			4	\$ 48.45			4	\$ 50.16			4	\$ 51.67		
			5	\$ 51.00	\$ 8,840	\$ 106,080	5	\$ 52.79	\$ 9,150	\$ 109,803	5	\$ 54.38	\$ 9,426	\$ 113,110
306	Non-Exempt	Comm Tech	1	\$ 39.80			1	\$ 41.20			1	\$ 42.43		
			2	\$ 41.89			2	\$ 43.36			2	\$ 44.66		
			3	\$ 44.09			3	\$ 45.64			3	\$ 47.01		
			4	\$ 46.41			4	\$ 48.04			4	\$ 49.48		
			5	\$ 48.85	\$ 8,467	\$ 101,608	5	\$ 50.56	\$ 8,764	\$ 105,165	5	\$ 52.08	\$ 9,027	\$ 108,326
702	Non-Exempt	Community Serv Offcr	1	\$ 29.67			1	\$ 30.72			1	\$ 31.65		
			2	\$ 31.23			2	\$ 32.33			2	\$ 33.31		
			3	\$ 32.87			3	\$ 34.03			3	\$ 35.06		
			4	\$ 34.60			4	\$ 35.82			4	\$ 36.90		
			5	\$ 36.42	\$ 6,313	\$ 75,754	5	\$ 37.70	\$ 6,535	\$ 78,416	5	\$ 38.84	\$ 6,732	\$ 80,787
320	Non-Exempt	Community Service Officer - Lead	1	\$ 31.74			1	\$ 32.86			1	\$ 33.84		
			2	\$ 33.41			2	\$ 34.58			2	\$ 35.62		
			3	\$ 35.16			3	\$ 36.40			3	\$ 37.49		
			4	\$ 37.01			4	\$ 38.31			4	\$ 39.46		
			5	\$ 38.95	\$ 6,751	\$ 81,016	5	\$ 40.32	\$ 6,989	\$ 83,866	5	\$ 41.53	\$ 7,199	\$ 86,382
341	Non-Exempt	Coor Trans Sys Mgmt	1	\$ 40.95			1	\$ 42.37			1	\$ 43.67		
			2	\$ 43.10			2	\$ 44.60			2	\$ 45.96		
			3	\$ 45.36			3	\$ 46.94			3	\$ 48.37		
			4	\$ 47.74			4	\$ 49.41			4	\$ 50.91		
			5	\$ 50.25	\$ 8,710	\$ 104,520	5	\$ 52.01	\$ 9,015	\$ 108,181	5	\$ 53.58	\$ 9,287	\$ 111,446
3410	Non-Exempt	Coor Trans Sys Mgmt - S	1	\$ 40.95			1	\$ 42.37			1	\$ 43.67		
			2	\$ 43.10			2	\$ 44.60			2	\$ 45.96		
			3	\$ 45.36			3	\$ 46.94			3	\$ 48.37		
			4	\$ 47.74			4	\$ 49.41			4	\$ 50.91		
			5	\$ 50.25	\$ 8,710	\$ 104,520	5	\$ 52.01	\$ 9,015	\$ 108,181	5	\$ 53.58	\$ 9,287	\$ 111,446



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
255	Non-Exempt	Coord Library Prog	1	\$ 37.16			1	\$ 38.45			1	\$ 39.61		
			2	\$ 39.11			2	\$ 40.47			2	\$ 41.69		
			3	\$ 41.16			3	\$ 42.60			3	\$ 43.88		
			4	\$ 43.32			4	\$ 44.84			4	\$ 46.18		
			5	\$ 45.59	\$ 7,902	\$ 94,827	5	\$ 47.19	\$ 8,180	\$ 98,155	5	\$ 48.61	\$ 8,426	\$ 101,109
342	Non-Exempt	Coord Pub Wks Proj	1	\$ 38.91			1	\$ 40.27			1	\$ 41.49		
			2	\$ 40.95			2	\$ 42.38			2	\$ 43.67		
			3	\$ 43.10			3	\$ 44.61			3	\$ 45.96		
			4	\$ 45.36			4	\$ 46.95			4	\$ 48.37		
			5	\$ 47.74	\$ 8,275	\$ 99,299	5	\$ 49.42	\$ 8,566	\$ 102,794	5	\$ 50.91	\$ 8,824	\$ 105,893
317	Non-Exempt	Coord Rec Prog	1	\$ 33.42			1	\$ 34.59			1	\$ 35.64		
			2	\$ 35.17			2	\$ 36.41			2	\$ 37.51		
			3	\$ 37.02			3	\$ 38.32			3	\$ 39.48		
			4	\$ 38.96			4	\$ 40.33			4	\$ 41.55		
			5	\$ 41.01	\$ 7,108	\$ 85,301	5	\$ 42.45	\$ 7,358	\$ 88,296	5	\$ 43.73	\$ 7,580	\$ 90,958
344	Non-Exempt	Coord Utility Proj	1	\$ 42.02			1	\$ 43.50			1	\$ 44.80		
			2	\$ 44.23			2	\$ 45.78			2	\$ 47.15		
			3	\$ 46.55			3	\$ 48.18			3	\$ 49.63		
			4	\$ 48.99			4	\$ 50.71			4	\$ 52.24		
			5	\$ 51.56	\$ 8,937	\$ 107,245	5	\$ 53.37	\$ 9,251	\$ 111,010	5	\$ 54.98	\$ 9,530	\$ 114,358
3440	Non-Exempt	Coord Utility Proj - S	1	\$ 42.02			1	\$ 43.50			1	\$ 44.80		
			2	\$ 44.23			2	\$ 45.78			2	\$ 47.15		
			3	\$ 46.55			3	\$ 48.18			3	\$ 49.63		
			4	\$ 48.99			4	\$ 50.71			4	\$ 52.24		
			5	\$ 51.56	\$ 8,937	\$ 107,245	5	\$ 53.37	\$ 9,251	\$ 111,010	5	\$ 54.98	\$ 9,530	\$ 114,358
242	Non-Exempt	Coord Zero Waste	1	\$ 37.35			1	\$ 38.65			1	\$ 39.82		
			2	\$ 39.31			2	\$ 40.68			2	\$ 41.91		
			3	\$ 41.37			3	\$ 42.82			3	\$ 44.11		
			4	\$ 43.54			4	\$ 45.07			4	\$ 46.43		
			5	\$ 45.83	\$ 7,944	\$ 95,326	5	\$ 47.44	\$ 8,223	\$ 98,675	5	\$ 48.87	\$ 8,471	\$ 101,650
205	Non-Exempt	Court Liaison Officer	1	\$ 38.62			1	\$ 39.97			1	\$ 41.18		
			2	\$ 40.65			2	\$ 42.07			2	\$ 43.34		
			3	\$ 42.78			3	\$ 44.28			3	\$ 45.62		
			4	\$ 45.03			4	\$ 46.61			4	\$ 48.02		
			5	\$ 47.40	\$ 8,216	\$ 98,592	5	\$ 49.06	\$ 8,504	\$ 102,045	5	\$ 50.54	\$ 8,760	\$ 105,123
214	Non-Exempt	Crime Analyst	1	\$ 38.62			1	\$ 39.97			1	\$ 41.18		
			2	\$ 40.65			2	\$ 42.07			2	\$ 43.34		
			3	\$ 42.78			3	\$ 44.28			3	\$ 45.62		
			4	\$ 45.03			4	\$ 46.61			4	\$ 48.02		
			5	\$ 47.40	\$ 8,216	\$ 98,592	5	\$ 49.06	\$ 8,504	\$ 102,045	5	\$ 50.54	\$ 8,760	\$ 105,123
415	Non-Exempt	Cust Srv Specialist-L	1	\$ 33.58			1	\$ 34.75			1	\$ 35.79		
			2	\$ 35.34			2	\$ 36.57			2	\$ 37.67		
			3	\$ 37.19			3	\$ 38.49			3	\$ 39.65		
			4	\$ 39.14			4	\$ 40.51			4	\$ 41.73		
			5	\$ 41.19	\$ 7,140	\$ 85,675	5	\$ 42.64	\$ 7,391	\$ 88,691	5	\$ 43.92	\$ 7,613	\$ 91,354
218	Non-Exempt	Cust Svc Represent	1	\$ 28.54			1	\$ 29.55			1	\$ 30.44		
			2	\$ 30.04			2	\$ 31.10			2	\$ 32.04		
			3	\$ 31.62			3	\$ 32.73			3	\$ 33.72		
			4	\$ 33.28			4	\$ 34.45			4	\$ 35.49		
			5	\$ 35.03	\$ 6,072	\$ 72,862	5	\$ 36.26	\$ 6,285	\$ 75,421	5	\$ 37.35	\$ 6,474	\$ 77,688



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
217	Non-Exempt	Cust Svc Spec	1	\$ 31.39			1	\$ 32.49			1	\$ 33.46		
			2	\$ 33.04			2	\$ 34.20			2	\$ 35.22		
			3	\$ 34.77			3	\$ 35.99			3	\$ 37.07		
			4	\$ 36.60			4	\$ 37.88			4	\$ 39.02		
			5	\$ 38.52	\$ 6,677	\$ 80,122	5	\$ 39.87	\$ 6,911	\$ 82,930	5	\$ 41.07	\$ 7,119	\$ 85,426
260	Non-Exempt	Desktop Technician	1	\$ 34.21			1	\$ 35.40			1	\$ 36.48		
			2	\$ 36.01			2	\$ 37.26			2	\$ 38.39		
			3	\$ 37.90			3	\$ 39.22			3	\$ 40.41		
			4	\$ 39.89			4	\$ 41.28			4	\$ 42.53		
			5	\$ 41.98	\$ 7,277	\$ 87,318	5	\$ 43.45	\$ 7,531	\$ 90,376	5	\$ 44.76	\$ 7,758	\$ 93,101
514	Non-Exempt	Development Project Coordinator I	1	\$ 31.07			1	\$ 32.16			1	\$ 33.13		
			2	\$ 32.70			2	\$ 33.85			2	\$ 34.87		
			3	\$ 34.42			3	\$ 35.63			3	\$ 36.70		
			4	\$ 36.23			4	\$ 37.50			4	\$ 38.63		
			5	\$ 38.13	\$ 6,609	\$ 79,310	5	\$ 39.47	\$ 6,841	\$ 82,098	5	\$ 40.66	\$ 7,048	\$ 84,573
515	Non-Exempt	Development Project Coordinator II	1	\$ 35.31			1	\$ 36.53			1	\$ 37.64		
			2	\$ 37.16			2	\$ 38.45			2	\$ 39.62		
			3	\$ 39.11			3	\$ 40.47			3	\$ 41.70		
			4	\$ 41.16			4	\$ 42.60			4	\$ 43.89		
			5	\$ 43.32	\$ 7,509	\$ 90,106	5	\$ 44.84	\$ 7,772	\$ 93,267	5	\$ 46.19	\$ 8,006	\$ 96,075
516	Non-Exempt	Development Project Coordinator III	1	\$ 38.94			1	\$ 40.30			1	\$ 41.52		
			2	\$ 40.98			2	\$ 42.42			2	\$ 43.70		
			3	\$ 43.13			3	\$ 44.65			3	\$ 45.99		
			4	\$ 45.40			4	\$ 46.99			4	\$ 48.41		
			5	\$ 47.78	\$ 8,282	\$ 99,382	5	\$ 49.46	\$ 8,573	\$ 102,877	5	\$ 50.95	\$ 8,831	\$ 105,976
533	Non-Exempt	Elec Asst I	1	\$ 33.39			1	\$ 34.55			1	\$ 35.59		
			2	\$ 35.14			2	\$ 36.36			2	\$ 37.46		
			3	\$ 36.98			3	\$ 38.27			3	\$ 39.43		
			4	\$ 38.92			4	\$ 40.28			4	\$ 41.50		
			5	\$ 40.96	\$ 7,100	\$ 85,197	5	\$ 42.40	\$ 7,349	\$ 88,192	5	\$ 43.68	\$ 7,571	\$ 90,854
267	Non-Exempt	Elec Undgd Inspec	1	\$ 42.04			1	\$ 43.51			1	\$ 44.83		
			2	\$ 44.25			2	\$ 45.80			2	\$ 47.18		
			3	\$ 46.57			3	\$ 48.21			3	\$ 49.66		
			4	\$ 49.02			4	\$ 50.74			4	\$ 52.27		
			5	\$ 51.60	\$ 8,944	\$ 107,328	5	\$ 53.41	\$ 9,258	\$ 111,093	5	\$ 55.02	\$ 9,537	\$ 114,442
345	Non-Exempt	Electric Project Engineer	1	\$ 58.47			1	\$ 60.51			1	\$ 62.32		
			2	\$ 61.54			2	\$ 63.69			2	\$ 65.60		
			3	\$ 64.77			3	\$ 67.04			3	\$ 69.05		
			4	\$ 68.17			4	\$ 70.56			4	\$ 72.68		
			5	\$ 71.75	\$ 12,437	\$ 149,240	5	\$ 74.27	\$ 12,873	\$ 154,482	5	\$ 76.50	\$ 13,260	\$ 159,120
3450	Non-Exempt	Electric Project Engineer - S	1	\$ 58.47			1	\$ 60.51			1	\$ 62.32		
			2	\$ 61.54			2	\$ 63.69			2	\$ 65.60		
			3	\$ 64.77			3	\$ 67.04			3	\$ 69.05		
			4	\$ 68.17			4	\$ 70.56			4	\$ 72.68		
			5	\$ 71.75	\$ 12,437	\$ 149,240	5	\$ 74.27	\$ 12,873	\$ 154,482	5	\$ 76.50	\$ 13,260	\$ 159,120
292	Non-Exempt	Electric Underground Inspector - Lead	1	\$ 44.96			1	\$ 46.55			1	\$ 47.94		
			2	\$ 47.32			2	\$ 48.99			2	\$ 50.46		
			3	\$ 49.81			3	\$ 51.56			3	\$ 53.11		
			4	\$ 52.43			4	\$ 54.27			4	\$ 55.90		
			5	\$ 55.18	\$ 9,565	\$ 114,774	5	\$ 57.12	\$ 9,901	\$ 118,810	5	\$ 58.84	\$ 10,199	\$ 122,387



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
527	Non-Exempt	Electrical Equipment Tech	1	\$ 42.97			1	\$ 44.48			1	\$ 45.81		
			2	\$ 45.23			2	\$ 46.82			2	\$ 48.22		
			3	\$ 47.61			3	\$ 49.28			3	\$ 50.75		
			4	\$ 50.11			4	\$ 51.87			4	\$ 53.42		
			5	\$ 52.74	\$ 9,142	\$ 109,699	5	\$ 54.59	\$ 9,462	\$ 113,547	5	\$ 56.23	\$ 9,747	\$ 116,958
530	Non-Exempt	Electrician	1	\$ 41.11			1	\$ 42.55			1	\$ 43.84		
			2	\$ 43.27			2	\$ 44.78			2	\$ 46.14		
			3	\$ 45.54			3	\$ 47.13			3	\$ 48.56		
			4	\$ 47.93			4	\$ 49.61			4	\$ 51.11		
			5	\$ 50.45	\$ 8,745	\$ 104,936	5	\$ 52.22	\$ 9,051	\$ 108,618	5	\$ 53.79	\$ 9,324	\$ 111,883
529	Non-Exempt	Electrician-Appren	1	\$ 38.92			1	\$ 40.28			1	\$ 41.50		
			2	\$ 40.96			2	\$ 42.39			2	\$ 43.68		
			3	\$ 43.11			3	\$ 44.62			3	\$ 45.97		
			4	\$ 45.37			4	\$ 46.96			4	\$ 48.38		
			5	\$ 47.75	\$ 8,277	\$ 99,320	5	\$ 49.43	\$ 8,568	\$ 102,814	5	\$ 50.92	\$ 8,826	\$ 105,914
535	Non-Exempt	Electrician-Lead	1	\$ 44.02			1	\$ 45.57			1	\$ 46.93		
			2	\$ 46.33			2	\$ 47.96			2	\$ 49.40		
			3	\$ 48.76			3	\$ 50.48			3	\$ 51.99		
			4	\$ 51.32			4	\$ 53.13			4	\$ 54.72		
			5	\$ 54.02	\$ 9,363	\$ 112,362	5	\$ 55.92	\$ 9,693	\$ 116,314	5	\$ 57.60	\$ 9,984	\$ 119,808
399	Non-Exempt	Emergency Med Svs Data Specialist	1	\$ 30.87			1	\$ 31.95			1	\$ 32.92		
			2	\$ 32.49			2	\$ 33.63			2	\$ 34.65		
			3	\$ 34.20			3	\$ 35.40			3	\$ 36.47		
			4	\$ 36.00			4	\$ 37.26			4	\$ 38.38		
			5	\$ 37.89	\$ 6,568	\$ 78,811	5	\$ 39.22	\$ 6,798	\$ 81,578	5	\$ 40.40	\$ 7,003	\$ 84,032
311	Non-Exempt	Eng Tech I	1	\$ 29.98			1	\$ 31.03			1	\$ 31.95		
			2	\$ 31.55			2	\$ 32.66			2	\$ 33.63		
			3	\$ 33.21			3	\$ 34.37			3	\$ 35.40		
			4	\$ 34.95			4	\$ 36.17			4	\$ 37.26		
			5	\$ 36.78	\$ 6,375	\$ 76,502	5	\$ 38.07	\$ 6,599	\$ 79,186	5	\$ 39.22	\$ 6,798	\$ 81,578
332	Non-Exempt	Engineer	1	\$ 51.63			1	\$ 53.43			1	\$ 55.05		
			2	\$ 54.34			2	\$ 56.24			2	\$ 57.94		
			3	\$ 57.19			3	\$ 59.20			3	\$ 60.98		
			4	\$ 60.20			4	\$ 62.31			4	\$ 64.18		
			5	\$ 63.36	\$ 10,982	\$ 131,789	5	\$ 65.58	\$ 11,367	\$ 136,406	5	\$ 67.55	\$ 11,709	\$ 140,504
323	Non-Exempt	Engr Tech II	1	\$ 32.43			1	\$ 33.58			1	\$ 34.58		
			2	\$ 34.13			2	\$ 35.34			2	\$ 36.39		
			3	\$ 35.92			3	\$ 37.19			3	\$ 38.30		
			4	\$ 37.81			4	\$ 39.14			4	\$ 40.31		
			5	\$ 39.79	\$ 6,897	\$ 82,763	5	\$ 41.19	\$ 7,140	\$ 85,675	5	\$ 42.43	\$ 7,355	\$ 88,254
319	Non-Exempt	Engr Tech III	1	\$ 36.21			1	\$ 37.48			1	\$ 38.61		
			2	\$ 38.11			2	\$ 39.45			2	\$ 40.64		
			3	\$ 40.11			3	\$ 41.52			3	\$ 42.77		
			4	\$ 42.22			4	\$ 43.70			4	\$ 45.02		
			5	\$ 44.44	\$ 7,703	\$ 92,435	5	\$ 46.00	\$ 7,973	\$ 95,680	5	\$ 47.38	\$ 8,213	\$ 98,550
257	Non-Exempt	Environmental Spec	1	\$ 42.58			1	\$ 44.08			1	\$ 45.41		
			2	\$ 44.82			2	\$ 46.39			2	\$ 47.79		
			3	\$ 47.17			3	\$ 48.83			3	\$ 50.30		
			4	\$ 49.65			4	\$ 51.39			4	\$ 52.94		
			5	\$ 52.26	\$ 9,058	\$ 108,701	5	\$ 54.09	\$ 9,376	\$ 112,507	5	\$ 55.72	\$ 9,658	\$ 115,898



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
211	Non-Exempt	Equip Maint Serv Per	1	\$ 26.03			1	\$ 26.94			1	\$ 27.76		
			2	\$ 27.40			2	\$ 28.35			2	\$ 29.22		
			3	\$ 28.84			3	\$ 29.84			3	\$ 30.75		
			4	\$ 30.35			4	\$ 31.41			4	\$ 32.36		
			5	\$ 31.94	\$ 5,536	\$ 66,435	5	\$ 33.06	\$ 5,730	\$ 68,765	5	\$ 34.06	\$ 5,904	\$ 70,845
396	Non-Exempt	Equip Operator	1	\$ 32.14			1	\$ 33.27			1	\$ 34.29		
			2	\$ 33.83			2	\$ 35.02			2	\$ 36.09		
			3	\$ 35.61			3	\$ 36.86			3	\$ 37.98		
			4	\$ 37.48			4	\$ 38.80			4	\$ 39.97		
			5	\$ 39.45	\$ 6,838	\$ 82,056	5	\$ 40.84	\$ 7,079	\$ 84,947	5	\$ 42.07	\$ 7,292	\$ 87,506
397	Non-Exempt	Equip Operator - Lead	1	\$ 34.39			1	\$ 35.60			1	\$ 36.67		
			2	\$ 36.20			2	\$ 37.47			2	\$ 38.60		
			3	\$ 38.10			3	\$ 39.44			3	\$ 40.63		
			4	\$ 40.10			4	\$ 41.51			4	\$ 42.76		
			5	\$ 42.21	\$ 7,316	\$ 87,797	5	\$ 43.69	\$ 7,573	\$ 90,875	5	\$ 45.01	\$ 7,802	\$ 93,621
250	Non-Exempt	Equip Parts Tech	1	\$ 27.92			1	\$ 28.88			1	\$ 29.77		
			2	\$ 29.38			2	\$ 30.40			2	\$ 31.33		
			3	\$ 30.92			3	\$ 32.00			3	\$ 32.97		
			4	\$ 32.54			4	\$ 33.68			4	\$ 34.70		
			5	\$ 34.25	\$ 5,937	\$ 71,240	5	\$ 35.45	\$ 6,145	\$ 73,736	5	\$ 36.52	\$ 6,330	\$ 75,962
203	Non-Exempt	Facilities Asst	1	\$ 26.79			1	\$ 27.74			1	\$ 28.58		
			2	\$ 28.20			2	\$ 29.20			2	\$ 30.08		
			3	\$ 29.68			3	\$ 30.73			3	\$ 31.66		
			4	\$ 31.24			4	\$ 32.34			4	\$ 33.32		
			5	\$ 32.88	\$ 5,699	\$ 68,390	5	\$ 34.04	\$ 5,900	\$ 70,803	5	\$ 35.07	\$ 6,079	\$ 72,946
374	Non-Exempt	Facilities Carpenter	1	\$ 34.93			1	\$ 36.16			1	\$ 37.24		
			2	\$ 36.76			2	\$ 38.06			2	\$ 39.20		
			3	\$ 38.69			3	\$ 40.06			3	\$ 41.26		
			4	\$ 40.72			4	\$ 42.16			4	\$ 43.43		
			5	\$ 42.86	\$ 7,429	\$ 89,149	5	\$ 44.37	\$ 7,691	\$ 92,290	5	\$ 45.71	\$ 7,923	\$ 95,077
375	Non-Exempt	Facilities Elect	1	\$ 34.07			1	\$ 35.27			1	\$ 36.33		
			2	\$ 35.86			2	\$ 37.12			2	\$ 38.24		
			3	\$ 37.74			3	\$ 39.07			3	\$ 40.25		
			4	\$ 39.72			4	\$ 41.12			4	\$ 42.36		
			5	\$ 41.81	\$ 7,247	\$ 86,965	5	\$ 43.28	\$ 7,502	\$ 90,022	5	\$ 44.58	\$ 7,727	\$ 92,726
373	Non-Exempt	Facilities Maint-L	1	\$ 45.12			1	\$ 46.70			1	\$ 48.09		
			2	\$ 47.49			2	\$ 49.15			2	\$ 50.62		
			3	\$ 49.98			3	\$ 51.73			3	\$ 53.28		
			4	\$ 52.61			4	\$ 54.45			4	\$ 56.08		
			5	\$ 55.37	\$ 9,597	\$ 115,170	5	\$ 57.31	\$ 9,934	\$ 119,205	5	\$ 59.03	\$ 10,232	\$ 122,782
377	Non-Exempt	Facilities Painter	1	\$ 34.93			1	\$ 36.16			1	\$ 37.24		
			2	\$ 36.76			2	\$ 38.06			2	\$ 39.20		
			3	\$ 38.69			3	\$ 40.06			3	\$ 41.26		
			4	\$ 40.72			4	\$ 42.16			4	\$ 43.43		
			5	\$ 42.86	\$ 7,429	\$ 89,149	5	\$ 44.37	\$ 7,691	\$ 92,290	5	\$ 45.71	\$ 7,923	\$ 95,077
376	Non-Exempt	Facilities Tech	1	\$ 36.31			1	\$ 37.58			1	\$ 38.72		
			2	\$ 38.22			2	\$ 39.55			2	\$ 40.75		
			3	\$ 40.23			3	\$ 41.63			3	\$ 42.89		
			4	\$ 42.34			4	\$ 43.82			4	\$ 45.14		
			5	\$ 44.56	\$ 7,724	\$ 92,685	5	\$ 46.12	\$ 7,994	\$ 95,930	5	\$ 47.51	\$ 8,235	\$ 98,821



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
462	Non-Exempt	Field Service Pers WGW	1	\$ 32.57			1	\$ 33.71			1	\$ 34.72		
			2	\$ 34.28			2	\$ 35.48			2	\$ 36.54		
			3	\$ 36.08			3	\$ 37.34			3	\$ 38.46		
			4	\$ 37.97			4	\$ 39.30			4	\$ 40.48		
			5	\$ 39.96	\$ 6,926	\$ 83,117	5	\$ 41.36	\$ 7,169	\$ 86,029	5	\$ 42.61	\$ 7,386	\$ 88,629
383	Non-Exempt	Fleet Svcs Coord	1	\$ 33.25			1	\$ 34.40			1	\$ 35.44		
			2	\$ 34.99			2	\$ 36.21			2	\$ 37.30		
			3	\$ 36.83			3	\$ 38.11			3	\$ 39.26		
			4	\$ 38.76			4	\$ 40.11			4	\$ 41.32		
			5	\$ 40.79	\$ 7,070	\$ 84,843	5	\$ 42.22	\$ 7,318	\$ 87,818	5	\$ 43.49	\$ 7,538	\$ 90,459
419	Non-Exempt	Assistant Gas Measurement and Control Technician	1	\$ 37.05			1	\$ 38.37			1	\$ 39.52		
			2	\$ 39.00			2	\$ 40.38			2	\$ 41.60		
			3	\$ 41.05			3	\$ 42.50			3	\$ 43.78		
			4	\$ 43.21			4	\$ 44.73			4	\$ 46.08		
			5	\$ 45.48	\$ 7,883	\$ 94,598	5	\$ 47.08	\$ 8,161	\$ 97,926	5	\$ 48.50	\$ 8,407	\$ 100,880
418	Non-Exempt	Gas Measurement and Control Technician	1	\$ 38.93			1	\$ 40.28			1	\$ 41.51		
			2	\$ 40.97			2	\$ 42.40			2	\$ 43.69		
			3	\$ 43.12			3	\$ 44.63			3	\$ 45.98		
			4	\$ 45.38			4	\$ 46.97			4	\$ 48.39		
			5	\$ 47.76	\$ 8,278	\$ 99,341	5	\$ 49.44	\$ 8,570	\$ 102,835	5	\$ 50.93	\$ 8,828	\$ 105,934
417	Non-Exempt	Assistant Gas and Water Measurement and Control Technician	1	\$ 38.93			1	\$ 40.28			1	\$ 41.51		
			2	\$ 40.97			2	\$ 42.40			2	\$ 43.69		
			3	\$ 43.12			3	\$ 44.63			3	\$ 45.98		
			4	\$ 45.38			4	\$ 46.97			4	\$ 48.39		
			5	\$ 47.76	\$ 8,278	\$ 99,341	5	\$ 49.44	\$ 8,570	\$ 102,835	5	\$ 50.93	\$ 8,828	\$ 105,934
416	Non-Exempt	Gas and Water Measurement and Control Technician	1	\$ 40.87			1	\$ 42.31			1	\$ 43.57		
			2	\$ 43.02			2	\$ 44.53			2	\$ 45.86		
			3	\$ 45.28			3	\$ 46.87			3	\$ 48.27		
			4	\$ 47.66			4	\$ 49.33			4	\$ 50.81		
			5	\$ 50.16	\$ 8,694	\$ 104,333	5	\$ 51.92	\$ 8,999	\$ 107,994	5	\$ 53.48	\$ 9,270	\$ 111,238
398	Non-Exempt	Geographic Inform Syst Specialist	1	\$ 47.90			1	\$ 49.59			1	\$ 51.09		
			2	\$ 50.42			2	\$ 52.19			2	\$ 53.77		
			3	\$ 53.07			3	\$ 54.93			3	\$ 56.59		
			4	\$ 55.86			4	\$ 57.82			4	\$ 59.56		
			5	\$ 58.80	\$ 10,192	\$ 122,304	5	\$ 60.86	\$ 10,549	\$ 126,589	5	\$ 62.69	\$ 10,866	\$ 130,395
390	Non-Exempt	Heavy Equip Oper	1	\$ 38.47			1	\$ 39.83			1	\$ 41.03		
			2	\$ 40.49			2	\$ 41.92			2	\$ 43.18		
			3	\$ 42.62			3	\$ 44.12			3	\$ 45.45		
			4	\$ 44.86			4	\$ 46.44			4	\$ 47.84		
			5	\$ 47.22	\$ 8,185	\$ 98,218	5	\$ 48.88	\$ 8,473	\$ 101,670	5	\$ 50.35	\$ 8,727	\$ 104,728
391	Non-Exempt	Heavy Equip Oper-L	1	\$ 41.16			1	\$ 42.59			1	\$ 43.87		
			2	\$ 43.32			2	\$ 44.83			2	\$ 46.17		
			3	\$ 45.59			3	\$ 47.18			3	\$ 48.60		
			4	\$ 47.98			4	\$ 49.66			4	\$ 51.15		
			5	\$ 50.50	\$ 8,753	\$ 105,040	5	\$ 52.27	\$ 9,060	\$ 108,722	5	\$ 53.84	\$ 9,332	\$ 111,987
571	Non-Exempt	Electric Heavy Equip Oper	1	\$ 39.92			1	\$ 41.33			1	\$ 42.56		
			2	\$ 42.02			2	\$ 43.50			2	\$ 44.80		
			3	\$ 44.23			3	\$ 45.78			3	\$ 47.15		
			4	\$ 46.55			4	\$ 48.18			4	\$ 49.63		
			5	\$ 48.99	\$ 8,492	\$ 101,899	5	\$ 50.71	\$ 8,790	\$ 105,477	5	\$ 52.24	\$ 9,055	\$ 108,659



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
572	Non-Exempt	WGW Heavy Equip Oper	1	\$ 38.73			1	\$ 40.09			1	\$ 41.29		
			2	\$ 40.76			2	\$ 42.19			2	\$ 43.46		
			3	\$ 42.90			3	\$ 44.41			3	\$ 45.74		
			4	\$ 45.15			4	\$ 46.74			4	\$ 48.14		
			5	\$ 47.52	\$ 8,237	\$ 98,842	5	\$ 49.19	\$ 8,526	\$ 102,315	5	\$ 50.67	\$ 8,783	\$ 105,394
389	Non-Exempt	HEO/Installer Repairer	1	\$ 40.35			1	\$ 41.77			1	\$ 43.02		
			2	\$ 42.47			2	\$ 43.96			2	\$ 45.28		
			3	\$ 44.70			3	\$ 46.27			3	\$ 47.66		
			4	\$ 47.05			4	\$ 48.70			4	\$ 50.16		
			5	\$ 49.52	\$ 8,583	\$ 103,002	5	\$ 51.26	\$ 8,885	\$ 106,621	5	\$ 52.80	\$ 9,152	\$ 109,824
508	Non-Exempt	Ind Waste Inspec	1	\$ 35.78			1	\$ 37.04			1	\$ 38.15		
			2	\$ 37.66			2	\$ 38.98			2	\$ 40.15		
			3	\$ 39.64			3	\$ 41.03			3	\$ 42.26		
			4	\$ 41.72			4	\$ 43.18			4	\$ 44.48		
			5	\$ 43.91	\$ 7,611	\$ 91,333	5	\$ 45.45	\$ 7,878	\$ 94,536	5	\$ 46.82	\$ 8,115	\$ 97,386
258	Non-Exempt	Ind Waste Invtgr	1	\$ 40.20			1	\$ 41.61			1	\$ 42.86		
			2	\$ 42.31			2	\$ 43.79			2	\$ 45.11		
			3	\$ 44.53			3	\$ 46.09			3	\$ 47.48		
			4	\$ 46.87			4	\$ 48.51			4	\$ 49.97		
			5	\$ 49.33	\$ 8,551	\$ 102,606	5	\$ 51.06	\$ 8,850	\$ 106,205	5	\$ 52.60	\$ 9,117	\$ 109,408
365	Non-Exempt	Industrial Waste Technician	1	\$ 32.30			1	\$ 33.44			1	\$ 34.45		
			2	\$ 34.00			2	\$ 35.19			2	\$ 36.26		
			3	\$ 35.78			3	\$ 37.04			3	\$ 38.16		
			4	\$ 37.66			4	\$ 38.98			4	\$ 40.16		
			5	\$ 39.64	\$ 6,871	\$ 82,451	5	\$ 41.03	\$ 7,112	\$ 85,342	5	\$ 42.27	\$ 7,327	\$ 87,922
227	Non-Exempt	Inspector, Field Svc	1	\$ 39.07			1	\$ 40.44			1	\$ 41.65		
			2	\$ 41.12			2	\$ 42.56			2	\$ 43.84		
			3	\$ 43.28			3	\$ 44.79			3	\$ 46.14		
			4	\$ 45.55			4	\$ 47.14			4	\$ 48.56		
			5	\$ 47.94	\$ 8,310	\$ 99,715	5	\$ 49.62	\$ 8,601	\$ 103,210	5	\$ 51.11	\$ 8,859	\$ 106,309
308	Non-Exempt	Instrum Elec	1	\$ 38.77			1	\$ 40.13			1	\$ 41.34		
			2	\$ 40.81			2	\$ 42.24			2	\$ 43.51		
			3	\$ 42.95			3	\$ 44.46			3	\$ 45.79		
			4	\$ 45.21			4	\$ 46.79			4	\$ 48.20		
			5	\$ 47.58	\$ 8,247	\$ 98,966	5	\$ 49.25	\$ 8,537	\$ 102,440	5	\$ 50.73	\$ 8,793	\$ 105,518
293	Non-Exempt	Educator	1	\$ 29.89			1	\$ 30.95			1	\$ 31.88		
			2	\$ 31.46			2	\$ 32.57			2	\$ 33.55		
			3	\$ 33.11			3	\$ 34.28			3	\$ 35.31		
			4	\$ 34.85			4	\$ 36.08			4	\$ 37.16		
			5	\$ 36.68	\$ 6,358	\$ 76,294	5	\$ 37.97	\$ 6,581	\$ 78,978	5	\$ 39.11	\$ 6,779	\$ 81,349
503	Non-Exempt	Laboratory Tech Wqc	1	\$ 34.80			1	\$ 36.02			1	\$ 37.10		
			2	\$ 36.63			2	\$ 37.91			2	\$ 39.05		
			3	\$ 38.55			3	\$ 39.90			3	\$ 41.10		
			4	\$ 40.57			4	\$ 41.99			4	\$ 43.26		
			5	\$ 42.70	\$ 7,401	\$ 88,816	5	\$ 44.20	\$ 7,661	\$ 91,936	5	\$ 45.53	\$ 7,892	\$ 94,702
413	Non-Exempt	Landfill Technician	1	\$ 39.48			1	\$ 40.86			1	\$ 42.09		
			2	\$ 41.55			2	\$ 43.01			2	\$ 44.30		
			3	\$ 43.73			3	\$ 45.27			3	\$ 46.63		
			4	\$ 46.03			4	\$ 47.65			4	\$ 49.08		
			5	\$ 48.45	\$ 8,398	\$ 100,776	5	\$ 50.15	\$ 8,693	\$ 104,312	5	\$ 51.66	\$ 8,954	\$ 107,453



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
254	Non-Exempt	Librarian	1	\$ 30.00			1	\$ 31.05			1	\$ 31.98		
			2	\$ 31.57			2	\$ 32.68			2	\$ 33.66		
			3	\$ 33.23			3	\$ 34.39			3	\$ 35.43		
			4	\$ 34.97			4	\$ 36.20			4	\$ 37.29		
			5	\$ 36.81	\$ 6,380	\$ 76,565	5	\$ 38.10	\$ 6,604	\$ 79,248	5	\$ 39.25	\$ 6,803	\$ 81,640
252	Non-Exempt	Library Associate	1	\$ 26.96			1	\$ 27.91			1	\$ 28.74		
			2	\$ 28.37			2	\$ 29.37			2	\$ 30.25		
			3	\$ 29.86			3	\$ 30.91			3	\$ 31.84		
			4	\$ 31.43			4	\$ 32.53			4	\$ 33.51		
			5	\$ 33.08	\$ 5,734	\$ 68,806	5	\$ 34.24	\$ 5,935	\$ 71,219	5	\$ 35.27	\$ 6,113	\$ 73,362
253	Non-Exempt	Library Specialist	1	\$ 25.50			1	\$ 26.41			1	\$ 27.20		
			2	\$ 26.84			2	\$ 27.79			2	\$ 28.63		
			3	\$ 28.25			3	\$ 29.25			3	\$ 30.13		
			4	\$ 29.73			4	\$ 30.78			4	\$ 31.71		
			5	\$ 31.29	\$ 5,424	\$ 65,083	5	\$ 32.39	\$ 5,614	\$ 67,371	5	\$ 33.37	\$ 5,784	\$ 69,410
541	Non-Exempt	Lineper/Cable Spl	1	\$ 57.84			1	\$ 59.86			1	\$ 61.67		
			2	\$ 60.88			2	\$ 63.01			2	\$ 64.91		
			3	\$ 64.08			3	\$ 66.32			3	\$ 68.32		
			4	\$ 67.45			4	\$ 69.81			4	\$ 71.91		
			5	\$ 70.99	\$ 12,305	\$ 147,659	5	\$ 73.48	\$ 12,737	\$ 152,838	5	\$ 75.69	\$ 13,120	\$ 157,435
542	Non-Exempt	Lineper/Cable Spl-L	1	\$ 61.91			1	\$ 64.06			1	\$ 65.99		
			2	\$ 65.16			2	\$ 67.43			2	\$ 69.46		
			3	\$ 68.58			3	\$ 70.97			3	\$ 73.11		
			4	\$ 72.18			4	\$ 74.70			4	\$ 76.95		
			5	\$ 75.97	\$ 13,168	\$ 158,018	5	\$ 78.63	\$ 13,629	\$ 163,550	5	\$ 80.99	\$ 14,038	\$ 168,459
531	Non-Exempt	Lineperson/Cable Spl-T	1	\$ 55.09			1	\$ 57.03			1	\$ 58.73		
			2	\$ 57.98			2	\$ 60.03			2	\$ 61.82		
			3	\$ 61.03			3	\$ 63.18			3	\$ 65.07		
			4	\$ 64.24			4	\$ 66.50			4	\$ 68.49		
			5	\$ 67.62	\$ 11,721	\$ 140,650	5	\$ 69.99	\$ 12,132	\$ 145,579	5	\$ 72.09	\$ 12,496	\$ 149,947
532	Non-Exempt	Lineperson/Cable Spl-TL	1	\$ 58.91			1	\$ 60.99			1	\$ 62.82		
			2	\$ 62.01			2	\$ 64.19			2	\$ 66.12		
			3	\$ 65.27			3	\$ 67.56			3	\$ 69.59		
			4	\$ 68.70			4	\$ 71.11			4	\$ 73.25		
			5	\$ 72.31	\$ 12,534	\$ 150,405	5	\$ 74.85	\$ 12,974	\$ 155,688	5	\$ 77.10	\$ 13,364	\$ 160,368
528	Non-Exempt	Lnper/Cbl Spl-Appren	1	\$ 49.69			1	\$ 51.44			1	\$ 52.98		
			2	\$ 52.30			2	\$ 54.14			2	\$ 55.76		
			3	\$ 55.05			3	\$ 56.98			3	\$ 58.69		
			4	\$ 57.94			4	\$ 59.97			4	\$ 61.77		
			5	\$ 60.98	\$ 10,570	\$ 126,838	5	\$ 63.12	\$ 10,941	\$ 131,290	5	\$ 65.02	\$ 11,270	\$ 135,242
213	Non-Exempt	Mailing Svcs Spec	1	\$ 22.57			1	\$ 23.36			1	\$ 24.06		
			2	\$ 23.75			2	\$ 24.58			2	\$ 25.32		
			3	\$ 25.00			3	\$ 25.87			3	\$ 26.65		
			4	\$ 26.31			4	\$ 27.23			4	\$ 28.05		
			5	\$ 27.69	\$ 4,800	\$ 57,595	5	\$ 28.66	\$ 4,968	\$ 59,613	5	\$ 29.52	\$ 5,117	\$ 61,402
291	Non-Exempt	Maintenance Mechanic-Welding	1	\$ 39.14			1	\$ 40.51			1	\$ 41.73		
			2	\$ 41.19			2	\$ 42.64			2	\$ 43.92		
			3	\$ 43.35			3	\$ 44.88			3	\$ 46.23		
			4	\$ 45.63			4	\$ 47.24			4	\$ 48.66		
			5	\$ 48.03	\$ 8,325	\$ 99,902	5	\$ 49.72	\$ 8,618	\$ 103,418	5	\$ 51.22	\$ 8,878	\$ 106,538



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)			
			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		
			2	\$ 35.32			2	\$ 36.55			2	\$ 37.65		
			3	\$ 37.17			3	\$ 38.47			3	\$ 39.63		
			4	\$ 39.12			4	\$ 40.49			4	\$ 41.71		
			5	\$ 41.17	\$ 7,136	\$ 85,634	5	\$ 42.62	\$ 7,387	\$ 88,650	5	\$ 43.90	\$ 7,609	\$ 91,312
3460	Non-Exempt	Management Assistant - S	1	\$ 33.56			1	\$ 34.73			1	\$ 35.77		
			2	\$ 35.32			2	\$ 36.55			2	\$ 37.65		
			3	\$ 37.17			3	\$ 38.47			3	\$ 39.63		
			4	\$ 39.12			4	\$ 40.49			4	\$ 41.71		
			5	\$ 41.17	\$ 7,136	\$ 85,634	5	\$ 42.62	\$ 7,387	\$ 88,650	5	\$ 43.90	\$ 7,609	\$ 91,312
216	Non-Exempt	Marketing Eng	1	\$ 51.63			1	\$ 53.43			1	\$ 55.05		
			2	\$ 54.34			2	\$ 56.24			2	\$ 57.94		
			3	\$ 57.19			3	\$ 59.20			3	\$ 60.98		
			4	\$ 60.20			4	\$ 62.31			4	\$ 64.18		
			5	\$ 63.36	\$ 10,982	\$ 131,789	5	\$ 65.58	\$ 11,367	\$ 136,406	5	\$ 67.55	\$ 11,709	\$ 140,504
241	Non-Exempt	Meter Reader	1	\$ 26.82			1	\$ 27.77			1	\$ 28.61		
			2	\$ 28.23			2	\$ 29.23			2	\$ 30.11		
			3	\$ 29.71			3	\$ 30.76			3	\$ 31.69		
			4	\$ 31.27			4	\$ 32.37			4	\$ 33.35		
			5	\$ 32.91	\$ 5,704	\$ 68,453	5	\$ 34.07	\$ 5,905	\$ 70,866	5	\$ 35.10	\$ 6,084	\$ 73,008
240	Non-Exempt	Meter Reader-Lead	1	\$ 28.70			1	\$ 29.71			1	\$ 30.61		
			2	\$ 30.21			2	\$ 31.27			2	\$ 32.22		
			3	\$ 31.79			3	\$ 32.91			3	\$ 33.91		
			4	\$ 33.46			4	\$ 34.64			4	\$ 35.69		
			5	\$ 35.22	\$ 6,105	\$ 73,258	5	\$ 36.46	\$ 6,320	\$ 75,837	5	\$ 37.56	\$ 6,510	\$ 78,125
369	Non-Exempt	Meter Shop Lead	1	\$ 33.22			1	\$ 34.39			1	\$ 35.41		
			2	\$ 34.96			2	\$ 36.19			2	\$ 37.27		
			3	\$ 36.80			3	\$ 38.09			3	\$ 39.23		
			4	\$ 38.73			4	\$ 40.09			4	\$ 41.29		
			5	\$ 40.76	\$ 7,065	\$ 84,781	5	\$ 42.19	\$ 7,313	\$ 87,755	5	\$ 43.46	\$ 7,533	\$ 90,397
552	Non-Exempt	Metering Technician	1	\$ 50.11			1	\$ 51.87			1	\$ 53.43		
			2	\$ 52.74			2	\$ 54.59			2	\$ 56.24		
			3	\$ 55.51			3	\$ 57.46			3	\$ 59.19		
			4	\$ 58.43			4	\$ 60.48			4	\$ 62.30		
			5	\$ 61.50	\$ 10,660	\$ 127,920	5	\$ 63.66	\$ 11,034	\$ 132,413	5	\$ 65.57	\$ 11,365	\$ 136,386
553	Non-Exempt	Metering Technician – Lead	1	\$ 53.62			1	\$ 55.51			1	\$ 57.19		
			2	\$ 56.44			2	\$ 58.43			2	\$ 60.19		
			3	\$ 59.41			3	\$ 61.50			3	\$ 63.35		
			4	\$ 62.53			4	\$ 64.73			4	\$ 66.68		
			5	\$ 65.82	\$ 11,409	\$ 136,906	5	\$ 68.13	\$ 11,809	\$ 141,710	5	\$ 70.18	\$ 12,165	\$ 145,974
384	Non-Exempt	Mobile Service Tech	1	\$ 38.73			1	\$ 40.09			1	\$ 41.29		
			2	\$ 40.76			2	\$ 42.19			2	\$ 43.46		
			3	\$ 42.90			3	\$ 44.41			3	\$ 45.74		
			4	\$ 45.15			4	\$ 46.74			4	\$ 48.14		
			5	\$ 47.52	\$ 8,237	\$ 98,842	5	\$ 49.19	\$ 8,526	\$ 102,315	5	\$ 50.67	\$ 8,783	\$ 105,394
381	Non-Exempt	Motor Equip Mech-L	1	\$ 39.46			1	\$ 40.85			1	\$ 42.07		
			2	\$ 41.53			2	\$ 42.99			2	\$ 44.28		
			3	\$ 43.71			3	\$ 45.25			3	\$ 46.61		
			4	\$ 46.01			4	\$ 47.63			4	\$ 49.06		
			5	\$ 48.43	\$ 8,395	\$ 100,734	5	\$ 50.13	\$ 8,689	\$ 104,270	5	\$ 51.64	\$ 8,951	\$ 107,411



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
286	Non-Exempt	Motor Equipment Mechanic I	1	\$ 34.17			1	\$ 35.36			1	\$ 36.44		
			2	\$ 35.96			2	\$ 37.22			2	\$ 38.35		
			3	\$ 37.85			3	\$ 39.17			3	\$ 40.36		
			4	\$ 39.84			4	\$ 41.23			4	\$ 42.48		
			5	\$ 41.93	\$ 7,268	\$ 87,214	5	\$ 43.40	\$ 7,523	\$ 90,272	5	\$ 44.71	\$ 7,750	\$ 92,997
287	Non-Exempt	Motor Equipment Mechanic II	1	\$ 36.88			1	\$ 38.19			1	\$ 39.33		
			2	\$ 38.82			2	\$ 40.19			2	\$ 41.40		
			3	\$ 40.86			3	\$ 42.30			3	\$ 43.57		
			4	\$ 43.01			4	\$ 44.52			4	\$ 45.86		
			5	\$ 45.27	\$ 7,847	\$ 94,162	5	\$ 46.86	\$ 8,122	\$ 97,469	5	\$ 48.27	\$ 8,367	\$ 100,402
230	Non-Exempt	Offset Equip Op	1	\$ 25.59			1	\$ 26.49			1	\$ 27.28		
			2	\$ 26.93			2	\$ 27.88			2	\$ 28.71		
			3	\$ 28.34			3	\$ 29.34			3	\$ 30.22		
			4	\$ 29.83			4	\$ 30.88			4	\$ 31.81		
			5	\$ 31.40	\$ 5,443	\$ 65,312	5	\$ 32.50	\$ 5,633	\$ 67,600	5	\$ 33.48	\$ 5,803	\$ 69,638
543	Non-Exempt	Overhead Underground Troubleman	1	\$ 60.76			1	\$ 62.89			1	\$ 64.78		
			2	\$ 63.95			2	\$ 66.19			2	\$ 68.18		
			3	\$ 67.31			3	\$ 69.67			3	\$ 71.76		
			4	\$ 70.85			4	\$ 73.33			4	\$ 75.53		
			5	\$ 74.57	\$ 12,925	\$ 155,106	5	\$ 77.18	\$ 13,378	\$ 160,534	5	\$ 79.50	\$ 13,780	\$ 165,360
452	Non-Exempt	Park Maint - Lead	1	\$ 32.93			1	\$ 34.10			1	\$ 35.13		
			2	\$ 34.66			2	\$ 35.89			2	\$ 36.97		
			3	\$ 36.48			3	\$ 37.77			3	\$ 38.91		
			4	\$ 38.40			4	\$ 39.75			4	\$ 40.95		
			5	\$ 40.42	\$ 7,006	\$ 84,074	5	\$ 41.84	\$ 7,252	\$ 87,027	5	\$ 43.10	\$ 7,471	\$ 89,648
451	Non-Exempt	Park Maint Person	1	\$ 28.42			1	\$ 29.43			1	\$ 30.32		
			2	\$ 29.91			2	\$ 30.97			2	\$ 31.91		
			3	\$ 31.48			3	\$ 32.59			3	\$ 33.58		
			4	\$ 33.13			4	\$ 34.30			4	\$ 35.34		
			5	\$ 34.87	\$ 6,044	\$ 72,530	5	\$ 36.10	\$ 6,257	\$ 75,088	5	\$ 37.19	\$ 6,446	\$ 77,355
281	Non-Exempt	Park Ranger	1	\$ 32.26			1	\$ 33.40			1	\$ 34.39		
			2	\$ 33.95			2	\$ 35.15			2	\$ 36.19		
			3	\$ 35.73			3	\$ 36.99			3	\$ 38.09		
			4	\$ 37.61			4	\$ 38.93			4	\$ 40.09		
			5	\$ 39.58	\$ 6,861	\$ 82,326	5	\$ 40.97	\$ 7,101	\$ 85,218	5	\$ 42.20	\$ 7,315	\$ 87,776
570	Non-Exempt	Parking Operations Lead	1	\$ 50.27			1	\$ 52.03			1	\$ 53.60		
			2	\$ 52.91			2	\$ 54.76			2	\$ 56.42		
			3	\$ 55.69			3	\$ 57.64			3	\$ 59.38		
			4	\$ 58.62			4	\$ 60.67			4	\$ 62.50		
			5	\$ 61.70	\$ 10,695	\$ 128,336	5	\$ 63.86	\$ 11,069	\$ 132,829	5	\$ 65.78	\$ 11,402	\$ 136,822
460	Non-Exempt	Parks/Golf Crew-Lead	1	\$ 30.92			1	\$ 32.00			1	\$ 32.96		
			2	\$ 32.54			2	\$ 33.68			2	\$ 34.69		
			3	\$ 34.25			3	\$ 35.45			3	\$ 36.51		
			4	\$ 36.05			4	\$ 37.31			4	\$ 38.43		
			5	\$ 37.94	\$ 6,576	\$ 78,915	5	\$ 39.27	\$ 6,807	\$ 81,682	5	\$ 40.45	\$ 7,011	\$ 84,136
348	Non-Exempt	Payroll Analyst	1	\$ 34.30			1	\$ 35.51			1	\$ 36.56		
			2	\$ 36.10			2	\$ 37.37			2	\$ 38.48		
			3	\$ 37.99			3	\$ 39.33			3	\$ 40.50		
			4	\$ 39.98			4	\$ 41.39			4	\$ 42.63		
			5	\$ 42.08	\$ 7,294	\$ 87,526	5	\$ 43.56	\$ 7,550	\$ 90,605	5	\$ 44.87	\$ 7,777	\$ 93,330



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
3480	Non-Exempt	Payroll Analyst - S	1	\$ 34.30			1	\$ 35.51			1	\$ 36.56		
			2	\$ 36.10			2	\$ 37.37			2	\$ 38.48		
			3	\$ 37.99			3	\$ 39.33			3	\$ 40.50		
			4	\$ 39.98			4	\$ 41.39			4	\$ 42.63		
			5	\$ 42.08	\$ 7,294	\$ 87,526	5	\$ 43.56	\$ 7,550	\$ 90,605	5	\$ 44.87	\$ 7,777	\$ 93,330
352	Non-Exempt	Planner	1	\$ 42.81			1	\$ 44.31			1	\$ 45.64		
			2	\$ 45.06			2	\$ 46.64			2	\$ 48.04		
			3	\$ 47.43			3	\$ 49.09			3	\$ 50.56		
			4	\$ 49.92			4	\$ 51.67			4	\$ 53.22		
			5	\$ 52.54	\$ 9,107	\$ 109,283	5	\$ 54.38	\$ 9,426	\$ 113,110	5	\$ 56.02	\$ 9,710	\$ 116,522
347	Non-Exempt	Planning Arborist	1	\$ 47.31			1	\$ 48.97			1	\$ 50.44		
			2	\$ 49.79			2	\$ 51.54			2	\$ 53.09		
			3	\$ 52.41			3	\$ 54.25			3	\$ 55.88		
			4	\$ 55.16			4	\$ 57.10			4	\$ 58.82		
			5	\$ 58.06	\$ 10,064	\$ 120,765	5	\$ 60.10	\$ 10,417	\$ 125,008	5	\$ 61.91	\$ 10,731	\$ 128,773
3470	Non-Exempt	Planning Arborist - S	1	\$ 47.31			1	\$ 48.97			1	\$ 50.44		
			2	\$ 49.79			2	\$ 51.54			2	\$ 53.09		
			3	\$ 52.41			3	\$ 54.25			3	\$ 55.88		
			4	\$ 55.16			4	\$ 57.10			4	\$ 58.82		
			5	\$ 58.06	\$ 10,064	\$ 120,765	5	\$ 60.10	\$ 10,417	\$ 125,008	5	\$ 61.91	\$ 10,731	\$ 128,773
304	Non-Exempt	Plans Check Engr	1	\$ 50.14			1	\$ 51.89			1	\$ 53.45		
			2	\$ 52.77			2	\$ 54.62			2	\$ 56.26		
			3	\$ 55.54			3	\$ 57.49			3	\$ 59.22		
			4	\$ 58.46			4	\$ 60.51			4	\$ 62.33		
			5	\$ 61.53	\$ 10,665	\$ 127,982	5	\$ 63.69	\$ 11,040	\$ 132,475	5	\$ 65.61	\$ 11,372	\$ 136,469
513	Non-Exempt	Plans Examiner	1	\$ 41.04			1	\$ 42.49			1	\$ 43.76		
			2	\$ 43.20			2	\$ 44.72			2	\$ 46.06		
			3	\$ 45.47			3	\$ 47.07			3	\$ 48.48		
			4	\$ 47.86			4	\$ 49.54			4	\$ 51.03		
			5	\$ 50.37	\$ 8,731	\$ 104,770	5	\$ 52.14	\$ 9,038	\$ 108,451	5	\$ 53.71	\$ 9,310	\$ 111,717
517	Non-Exempt	Plant Mechanic	1	\$ 37.95			1	\$ 39.28			1	\$ 40.46		
			2	\$ 39.94			2	\$ 41.34			2	\$ 42.58		
			3	\$ 42.04			3	\$ 43.51			3	\$ 44.82		
			4	\$ 44.25			4	\$ 45.79			4	\$ 47.17		
			5	\$ 46.57	\$ 8,072	\$ 96,866	5	\$ 48.20	\$ 8,355	\$ 100,256	5	\$ 49.65	\$ 8,606	\$ 103,272
321	Non-Exempt	Police Records Specialist - Lead	1	\$ 30.73			1	\$ 31.80			1	\$ 32.76		
			2	\$ 32.34			2	\$ 33.47			2	\$ 34.48		
			3	\$ 34.04			3	\$ 35.23			3	\$ 36.29		
			4	\$ 35.83			4	\$ 37.08			4	\$ 38.20		
			5	\$ 37.71	\$ 6,536	\$ 78,437	5	\$ 39.03	\$ 6,765	\$ 81,182	5	\$ 40.21	\$ 6,970	\$ 83,637
313	Non-Exempt	Police Records Specialist I	1	\$ 27.29			1	\$ 28.26			1	\$ 29.11		
			2	\$ 28.72			2	\$ 29.74			2	\$ 30.64		
			3	\$ 30.23			3	\$ 31.30			3	\$ 32.25		
			4	\$ 31.82			4	\$ 32.94			4	\$ 33.94		
			5	\$ 33.49	\$ 5,805	\$ 69,659	5	\$ 34.67	\$ 6,009	\$ 72,114	5	\$ 35.72	\$ 6,191	\$ 74,298
314	Non-Exempt	Police Records Specialist II	1	\$ 28.71			1	\$ 29.73			1	\$ 30.63		
			2	\$ 30.22			2	\$ 31.29			2	\$ 32.24		
			3	\$ 31.81			3	\$ 32.93			3	\$ 33.93		
			4	\$ 33.48			4	\$ 34.66			4	\$ 35.71		
			5	\$ 35.24	\$ 6,108	\$ 73,299	5	\$ 36.48	\$ 6,323	\$ 75,878	5	\$ 37.58	\$ 6,514	\$ 78,166



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
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
			2	\$ 58.01			2	\$ 60.04			2	\$ 61.86		
			3	\$ 61.06			3	\$ 63.20			3	\$ 65.11		
			4	\$ 64.27			4	\$ 66.52			4	\$ 68.53		
			5	\$ 67.65			5	\$ 70.02			5	\$ 72.13		
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
			2	\$ 38.14			2	\$ 39.48			2	\$ 40.66		
			3	\$ 40.14			3	\$ 41.55			3	\$ 42.80		
			4	\$ 42.25			4	\$ 43.73			4	\$ 45.05		
			5	\$ 44.47			5	\$ 46.03			5	\$ 47.42		
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
			2	\$ 48.53			2	\$ 50.23			2	\$ 51.74		
			3	\$ 51.08			3	\$ 52.87			3	\$ 54.46		
			4	\$ 53.76			4	\$ 55.65			4	\$ 57.32		
			5	\$ 56.58			5	\$ 58.57			5	\$ 60.33		
265	Non-Exempt	Program Assistant	1	\$ 27.56	\$ 5,862	\$ 70,346	1	\$ 28.52	\$ 6,068	\$ 72,821	1	\$ 29.40	\$ 6,252	\$ 75,026
			2	\$ 29.01			2	\$ 30.02			2	\$ 30.94		
			3	\$ 30.53			3	\$ 31.60			3	\$ 32.56		
			4	\$ 32.13			4	\$ 33.26			4	\$ 34.27		
			5	\$ 33.82			5	\$ 35.01			5	\$ 36.07		
302	Non-Exempt	Program Assistant I	1	\$ 29.24	\$ 6,217	\$ 74,610	1	\$ 30.26	\$ 6,436	\$ 77,230	1	\$ 31.17	\$ 6,630	\$ 79,560
			2	\$ 30.77			2	\$ 31.85			2	\$ 32.81		
			3	\$ 32.38			3	\$ 33.52			3	\$ 34.53		
			4	\$ 34.08			4	\$ 35.28			4	\$ 36.34		
			5	\$ 35.87			5	\$ 37.13			5	\$ 38.25		
303	Non-Exempt	Program Assistant II	1	\$ 31.41	\$ 6,682	\$ 80,184	1	\$ 32.51	\$ 6,916	\$ 82,992	1	\$ 33.49	\$ 7,124	\$ 85,488
			2	\$ 33.06			2	\$ 34.22			2	\$ 35.25		
			3	\$ 34.80			3	\$ 36.02			3	\$ 37.10		
			4	\$ 36.63			4	\$ 37.91			4	\$ 39.05		
			5	\$ 38.55			5	\$ 39.90			5	\$ 41.10		
368	Non-Exempt	Program Coordinator	1	\$ 31.28	\$ 6,653	\$ 79,830	1	\$ 32.38	\$ 6,887	\$ 82,638	1	\$ 33.36	\$ 7,095	\$ 85,134
			2	\$ 32.92			2	\$ 34.08			2	\$ 35.11		
			3	\$ 34.65			3	\$ 35.87			3	\$ 36.95		
			4	\$ 36.47			4	\$ 37.75			4	\$ 38.89		
			5	\$ 38.38			5	\$ 39.73			5	\$ 40.93		
349	Non-Exempt	Project Engineer	1	\$ 55.57	\$ 11,820	\$ 141,835	1	\$ 57.51	\$ 12,234	\$ 146,806	1	\$ 59.23	\$ 12,601	\$ 151,216
			2	\$ 58.49			2	\$ 60.53			2	\$ 62.34		
			3	\$ 61.56			3	\$ 63.71			3	\$ 65.62		
			4	\$ 64.79			4	\$ 67.06			4	\$ 69.07		
			5	\$ 68.19			5	\$ 70.58			5	\$ 72.70		
3490	Non-Exempt	Project Engineer - S	1	\$ 55.57	\$ 11,820	\$ 141,835	1	\$ 57.51	\$ 12,234	\$ 146,806	1	\$ 59.23	\$ 12,601	\$ 151,216
			2	\$ 58.49			2	\$ 60.53			2	\$ 62.34		
			3	\$ 61.56			3	\$ 63.71			3	\$ 65.62		
			4	\$ 64.79			4	\$ 67.06			4	\$ 69.07		
			5	\$ 68.19			5	\$ 70.58			5	\$ 72.70		
209	Non-Exempt	Property Evid Tech	1	\$ 29.70	\$ 6,318	\$ 75,816	1	\$ 30.75	\$ 6,540	\$ 78,478	1	\$ 31.68	\$ 6,737	\$ 80,850
			2	\$ 31.26			2	\$ 32.36			2	\$ 33.34		
			3	\$ 32.90			3	\$ 34.06			3	\$ 35.09		
			4	\$ 34.63			4	\$ 35.85			4	\$ 36.93		
			5	\$ 36.45			5	\$ 37.73			5	\$ 38.87		



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
262	Non-Exempt	Resource Planner	1	\$ 52.74	\$ 11,220	\$ 134,638	1	\$ 54.58	\$ 11,613	\$ 139,360	1	\$ 56.23	\$ 11,962	\$ 143,541
			2	\$ 55.51			2	\$ 57.45			2	\$ 59.18		
			3	\$ 58.43			3	\$ 60.47			3	\$ 62.29		
			4	\$ 61.50			4	\$ 63.65			4	\$ 65.56		
			5	\$ 64.73			5	\$ 67.00			5	\$ 69.01		
366	Non-Exempt	Restoration Lead	1	\$ 41.44	\$ 8,819	\$ 105,830	1	\$ 42.90	\$ 9,129	\$ 109,554	1	\$ 44.19	\$ 9,405	\$ 112,861
			2	\$ 43.62			2	\$ 45.16			2	\$ 46.52		
			3	\$ 45.92			3	\$ 47.54			3	\$ 48.97		
			4	\$ 48.34			4	\$ 50.04			4	\$ 51.55		
			5	\$ 50.88			5	\$ 52.67			5	\$ 54.26		
554	Non-Exempt	SCADA Technologist	1	\$ 56.04	\$ 11,920	\$ 143,042	1	\$ 57.99	\$ 12,338	\$ 148,054	1	\$ 59.74	\$ 12,709	\$ 152,506
			2	\$ 58.98			2	\$ 61.04			2	\$ 62.88		
			3	\$ 62.08			3	\$ 64.25			3	\$ 66.18		
			4	\$ 65.34			4	\$ 67.63			4	\$ 69.66		
			5	\$ 68.77			5	\$ 71.18			5	\$ 73.32		
385	Non-Exempt	Senior Fleet Services Coordinator	1	\$ 38.19	\$ 8,122	\$ 97,469	1	\$ 39.53	\$ 8,408	\$ 100,901	1	\$ 40.72	\$ 8,661	\$ 103,938
			2	\$ 40.19			2	\$ 41.61			2	\$ 42.86		
			3	\$ 42.30			3	\$ 43.79			3	\$ 45.11		
			4	\$ 44.52			4	\$ 46.09			4	\$ 47.48		
			5	\$ 46.86			5	\$ 48.51			5	\$ 49.97		
461	Non-Exempt	Sprinkler Sys Repr	1	\$ 28.88	\$ 6,145	\$ 73,736	1	\$ 29.91	\$ 6,361	\$ 76,336	1	\$ 30.81	\$ 6,554	\$ 78,645
			2	\$ 30.40			2	\$ 31.48			2	\$ 32.43		
			3	\$ 32.00			3	\$ 33.13			3	\$ 34.13		
			4	\$ 33.68			4	\$ 34.87			4	\$ 35.92		
			5	\$ 35.45			5	\$ 36.70			5	\$ 37.81		
360	Non-Exempt	Sr Buyer	1	\$ 40.28	\$ 8,568	\$ 102,814	1	\$ 41.70	\$ 8,869	\$ 106,434	1	\$ 42.95	\$ 9,136	\$ 109,637
			2	\$ 42.39			2	\$ 43.89			2	\$ 45.21		
			3	\$ 44.62			3	\$ 46.19			3	\$ 47.58		
			4	\$ 46.96			4	\$ 48.62			4	\$ 50.08		
			5	\$ 49.43			5	\$ 51.17			5	\$ 52.71		
3600	Non-Exempt	Sr Buyer - S	1	\$ 40.28	\$ 8,568	\$ 102,814	1	\$ 41.70	\$ 8,869	\$ 106,434	1	\$ 42.95	\$ 9,136	\$ 109,637
			2	\$ 42.39			2	\$ 43.89			2	\$ 45.21		
			3	\$ 44.62			3	\$ 46.19			3	\$ 47.58		
			4	\$ 46.96			4	\$ 48.62			4	\$ 50.08		
			5	\$ 49.43			5	\$ 51.17			5	\$ 52.71		
224	Non-Exempt	Sr Chemist	1	\$ 43.21	\$ 9,192	\$ 110,302	1	\$ 44.73	\$ 9,514	\$ 114,171	1	\$ 46.07	\$ 9,800	\$ 117,603
			2	\$ 45.48			2	\$ 47.08			2	\$ 48.49		
			3	\$ 47.87			3	\$ 49.55			3	\$ 51.04		
			4	\$ 50.38			4	\$ 52.15			4	\$ 53.72		
			5	\$ 53.03			5	\$ 54.89			5	\$ 56.54		
544	Non-Exempt	Sr Industrial Waste Investigator	1	\$ 45.98	\$ 9,781	\$ 117,374	1	\$ 47.59	\$ 10,124	\$ 121,493	1	\$ 49.03	\$ 10,429	\$ 125,154
			2	\$ 48.39			2	\$ 50.09			2	\$ 51.61		
			3	\$ 50.93			3	\$ 52.72			3	\$ 54.32		
			4	\$ 53.61			4	\$ 55.49			4	\$ 57.17		
			5	\$ 56.43			5	\$ 58.41			5	\$ 60.17		
512	Non-Exempt	Sr Instrum Elect	1	\$ 42.35	\$ 9,006	\$ 108,077	1	\$ 43.83	\$ 9,322	\$ 111,862	1	\$ 45.13	\$ 9,603	\$ 115,232
			2	\$ 44.57			2	\$ 46.13			2	\$ 47.50		
			3	\$ 46.91			3	\$ 48.55			3	\$ 50.00		
			4	\$ 49.37			4	\$ 51.10			4	\$ 52.63		
			5	\$ 51.96			5	\$ 53.78			5	\$ 55.40		



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
251	Non-Exempt	Sr Librarian	1	\$ 34.06	\$ 7,245	\$ 86,944	1	\$ 35.26	\$ 7,500	\$ 90,002	1	\$ 36.32	\$ 7,725	\$ 92,706
			2	\$ 35.85			2	\$ 37.11			2	\$ 38.23		
			3	\$ 37.73			3	\$ 39.06			3	\$ 40.24		
			4	\$ 39.71			4	\$ 41.11			4	\$ 42.35		
			5	\$ 41.80			5	\$ 43.27			5	\$ 44.57		
504	Non-Exempt	Sr. Mech	1	\$ 41.63	\$ 8,856	\$ 106,267	1	\$ 43.09	\$ 9,166	\$ 109,990	1	\$ 44.39	\$ 9,441	\$ 113,298
			2	\$ 43.82			2	\$ 45.35			2	\$ 46.72		
			3	\$ 46.12			3	\$ 47.73			3	\$ 49.17		
			4	\$ 48.54			4	\$ 50.24			4	\$ 51.75		
			5	\$ 51.09			5	\$ 52.88			5	\$ 54.47		
361	Non-Exempt	Sr Mkt Analyst	1	\$ 48.39	\$ 10,296	\$ 123,552	1	\$ 50.09	\$ 10,657	\$ 127,878	1	\$ 51.61	\$ 10,977	\$ 131,726
			2	\$ 50.93			2	\$ 52.72			2	\$ 54.32		
			3	\$ 53.61			3	\$ 55.49			3	\$ 57.17		
			4	\$ 56.43			4	\$ 58.41			4	\$ 60.17		
			5	\$ 59.40			5	\$ 61.48			5	\$ 63.33		
3610	Non-Exempt	Sr Mkt Analyst - S	1	\$ 48.39	\$ 10,296	\$ 123,552	1	\$ 50.09	\$ 10,657	\$ 127,878	1	\$ 51.61	\$ 10,977	\$ 131,726
			2	\$ 50.93			2	\$ 52.72			2	\$ 54.32		
			3	\$ 53.61			3	\$ 55.49			3	\$ 57.17		
			4	\$ 56.43			4	\$ 58.41			4	\$ 60.17		
			5	\$ 59.40			5	\$ 61.48			5	\$ 63.33		
506	Non-Exempt	Sr Operator Wqc	1	\$ 43.30	\$ 9,209	\$ 110,510	1	\$ 44.81	\$ 9,532	\$ 114,379	1	\$ 46.15	\$ 9,818	\$ 117,811
			2	\$ 45.57			2	\$ 47.16			2	\$ 48.57		
			3	\$ 47.96			3	\$ 49.64			3	\$ 51.12		
			4	\$ 50.48			4	\$ 52.25			4	\$ 53.81		
			5	\$ 53.13			5	\$ 54.99			5	\$ 56.64		
318	Non-Exempt	Sr Planner	1	\$ 49.46	\$ 10,521	\$ 126,256	1	\$ 51.19	\$ 10,891	\$ 130,686	1	\$ 52.73	\$ 11,218	\$ 134,618
			2	\$ 52.06			2	\$ 53.88			2	\$ 55.50		
			3	\$ 54.79			3	\$ 56.71			3	\$ 58.42		
			4	\$ 57.67			4	\$ 59.69			4	\$ 61.49		
			5	\$ 60.70			5	\$ 62.83			5	\$ 64.72		
280	Non-Exempt	Sr Ranger	1	\$ 35.68	\$ 7,589	\$ 91,062	1	\$ 36.93	\$ 7,855	\$ 94,266	1	\$ 38.04	\$ 8,091	\$ 97,094
			2	\$ 37.55			2	\$ 38.87			2	\$ 40.04		
			3	\$ 39.52			3	\$ 40.91			3	\$ 42.14		
			4	\$ 41.60			4	\$ 43.06			4	\$ 44.35		
			5	\$ 43.78			5	\$ 45.32			5	\$ 46.68		
261	Non-Exempt	Sr Util Field Svc Rep	1	\$ 42.57	\$ 9,057	\$ 108,680	1	\$ 44.07	\$ 9,374	\$ 112,486	1	\$ 45.40	\$ 9,656	\$ 115,877
			2	\$ 44.81			2	\$ 46.38			2	\$ 47.78		
			3	\$ 47.16			3	\$ 48.82			3	\$ 50.29		
			4	\$ 49.64			4	\$ 51.38			4	\$ 52.93		
			5	\$ 52.25			5	\$ 54.08			5	\$ 55.71		
501	Non-Exempt	Sr Water Sys Oper	1	\$ 41.26	\$ 8,778	\$ 105,331	1	\$ 42.71	\$ 9,086	\$ 109,034	1	\$ 44.00	\$ 9,360	\$ 112,320
			2	\$ 43.43			2	\$ 44.95			2	\$ 46.31		
			3	\$ 45.71			3	\$ 47.31			3	\$ 48.74		
			4	\$ 48.11			4	\$ 49.80			4	\$ 51.30		
			5	\$ 50.64			5	\$ 52.42			5	\$ 54.00		
405	Non-Exempt	St Maint Asst	1	\$ 26.97	\$ 5,736	\$ 68,827	1	\$ 27.92	\$ 5,937	\$ 71,240	1	\$ 28.75	\$ 6,115	\$ 73,382
			2	\$ 28.38			2	\$ 29.38			2	\$ 30.26		
			3	\$ 29.87			3	\$ 30.92			3	\$ 31.85		
			4	\$ 31.44			4	\$ 32.54			4	\$ 33.52		
			5	\$ 33.09			5	\$ 34.25			5	\$ 35.28		



Service Employees International Union (SEIU) Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
392	Non-Exempt	St Sweeper Op	1	\$ 32.10	\$ 6,826	\$ 81,910	1	\$ 33.22	\$ 7,065	\$ 84,781	1	\$ 34.22	\$ 7,278	\$ 87,339
			2	\$ 33.78			2	\$ 34.96			2	\$ 36.02		
			3	\$ 35.55			3	\$ 36.80			3	\$ 37.91		
			4	\$ 37.42			4	\$ 38.73			4	\$ 39.90		
			5	\$ 39.38			5	\$ 40.76			5	\$ 41.99		
248	Non-Exempt	Storekeeper	1	\$ 29.21	\$ 6,212	\$ 74,547	1	\$ 30.23	\$ 6,431	\$ 77,168	1	\$ 31.15	\$ 6,625	\$ 79,498
			2	\$ 30.74			2	\$ 31.82			2	\$ 32.78		
			3	\$ 32.35			3	\$ 33.49			3	\$ 34.50		
			4	\$ 34.05			4	\$ 35.25			4	\$ 36.31		
			5	\$ 35.84			5	\$ 37.10			5	\$ 38.22		
288	Non-Exempt	Storekeeper-L	1	\$ 31.26	\$ 6,649	\$ 79,789	1	\$ 32.36	\$ 6,883	\$ 82,597	1	\$ 33.34	\$ 7,091	\$ 85,093
			2	\$ 32.90			2	\$ 34.06			2	\$ 35.09		
			3	\$ 34.63			3	\$ 35.85			3	\$ 36.93		
			4	\$ 36.45			4	\$ 37.73			4	\$ 38.87		
			5	\$ 38.36			5	\$ 39.71			5	\$ 40.91		
545	Non-Exempt	Street Light, Traffic Signal and Fiber – Apprentice	1	\$ 45.36	\$ 9,649	\$ 115,794	1	\$ 46.94	\$ 9,987	\$ 119,850	1	\$ 48.37	\$ 10,287	\$ 123,448
			2	\$ 47.74			2	\$ 49.41			2	\$ 50.91		
			3	\$ 50.25			3	\$ 52.01			3	\$ 53.58		
			4	\$ 52.89			4	\$ 54.74			4	\$ 56.39		
			5	\$ 55.67			5	\$ 57.62			5	\$ 59.35		
547	Non-Exempt	Street Light, Traffic Signal and Fiber – Lead	1	\$ 51.29	\$ 10,911	\$ 130,936	1	\$ 53.09	\$ 11,294	\$ 135,533	1	\$ 54.70	\$ 11,634	\$ 139,610
			2	\$ 53.98			2	\$ 55.88			2	\$ 57.57		
			3	\$ 56.82			3	\$ 58.82			3	\$ 60.59		
			4	\$ 59.81			4	\$ 61.91			4	\$ 63.77		
			5	\$ 62.95			5	\$ 65.16			5	\$ 67.12		
546	Non-Exempt	Street Light, Traffic Signal and Fiber Technician	1	\$ 47.92	\$ 10,195	\$ 122,346	1	\$ 49.60	\$ 10,553	\$ 126,630	1	\$ 51.10	\$ 10,870	\$ 130,437
			2	\$ 50.44			2	\$ 52.21			2	\$ 53.78		
			3	\$ 53.09			3	\$ 54.95			3	\$ 56.61		
			4	\$ 55.88			4	\$ 57.84			4	\$ 59.58		
			5	\$ 58.82			5	\$ 60.88			5	\$ 62.71		
549	Non-Exempt	Substation Electrician	1	\$ 52.30	\$ 11,125	\$ 133,494	1	\$ 54.13	\$ 11,515	\$ 138,174	1	\$ 55.75	\$ 11,861	\$ 142,334
			2	\$ 55.05			2	\$ 56.97			2	\$ 58.68		
			3	\$ 57.94			3	\$ 59.96			3	\$ 61.76		
			4	\$ 60.98			4	\$ 63.11			4	\$ 65.01		
			5	\$ 64.18			5	\$ 66.43			5	\$ 68.43		
548	Non-Exempt	Substation Electrician - Apprentice	1	\$ 49.50	\$ 10,530	\$ 126,360	1	\$ 51.24	\$ 10,899	\$ 130,790	1	\$ 52.78	\$ 11,227	\$ 134,722
			2	\$ 52.10			2	\$ 53.93			2	\$ 55.55		
			3	\$ 54.84			3	\$ 56.76			3	\$ 58.47		
			4	\$ 57.72			4	\$ 59.74			4	\$ 61.54		
			5	\$ 60.75			5	\$ 62.88			5	\$ 64.77		
550	Non-Exempt	Substation Electrician - Lead	1	\$ 55.95	\$ 11,903	\$ 142,834	1	\$ 57.92	\$ 12,321	\$ 147,846	1	\$ 59.66	\$ 12,691	\$ 152,298
			2	\$ 58.89			2	\$ 60.96			2	\$ 62.79		
			3	\$ 61.98			3	\$ 64.16			3	\$ 66.09		
			4	\$ 65.24			4	\$ 67.53			4	\$ 69.56		
			5	\$ 68.67			5	\$ 71.08			5	\$ 73.22		
326	Non-Exempt	Surveying Asst	1	\$ 36.34	\$ 7,729	\$ 92,747	1	\$ 37.62	\$ 8,001	\$ 96,013	1	\$ 38.76	\$ 8,242	\$ 98,904
			2	\$ 38.25			2	\$ 39.59			2	\$ 40.79		
			3	\$ 40.26			3	\$ 41.67			3	\$ 42.93		
			4	\$ 42.37			4	\$ 43.86			4	\$ 45.18		
			5	\$ 44.59			5	\$ 46.16			5	\$ 47.55		



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
325	Non-Exempt	Surveyor, Public Wks	1	\$ 39.53			1	\$ 40.92			1	\$ 42.16		
			2	\$ 41.61			2	\$ 43.07			2	\$ 44.37		
			3	\$ 43.80			3	\$ 45.33			3	\$ 46.70		
			4	\$ 46.10			4	\$ 47.71			4	\$ 49.15		
			5	\$ 48.52	\$ 8,410	\$ 100,922	5	\$ 50.22	\$ 8,705	\$ 104,458	5	\$ 51.73	\$ 8,967	\$ 107,598
362	Non-Exempt	Technologist	1	\$ 57.06			1	\$ 59.07			1	\$ 60.84		
			2	\$ 60.06			2	\$ 62.17			2	\$ 64.04		
			3	\$ 63.22			3	\$ 65.44			3	\$ 67.41		
			4	\$ 66.54			4	\$ 68.88			4	\$ 70.95		
			5	\$ 70.04	\$ 12,140	\$ 145,683	5	\$ 72.50	\$ 12,567	\$ 150,800	5	\$ 74.68	\$ 12,945	\$ 155,334
3620	Non-Exempt	Technologist - S	1	\$ 57.06			1	\$ 59.07			1	\$ 60.84		
			2	\$ 60.06			2	\$ 62.17			2	\$ 64.04		
			3	\$ 63.22			3	\$ 65.44			3	\$ 67.41		
			4	\$ 66.54			4	\$ 68.88			4	\$ 70.95		
			5	\$ 70.04	\$ 12,140	\$ 145,683	5	\$ 72.50	\$ 12,567	\$ 150,800	5	\$ 74.68	\$ 12,945	\$ 155,334
229	Non-Exempt	Theater Specialist	1	\$ 38.76			1	\$ 40.10			1	\$ 41.32		
			2	\$ 40.79			2	\$ 42.21			2	\$ 43.49		
			3	\$ 42.93			3	\$ 44.43			3	\$ 45.77		
			4	\$ 45.18			4	\$ 46.76			4	\$ 48.17		
			5	\$ 47.55	\$ 8,242	\$ 98,904	5	\$ 49.22	\$ 8,531	\$ 102,378	5	\$ 50.70	\$ 8,788	\$ 105,456
406	Non-Exempt	Traf Cont Maint I	1	\$ 31.56			1	\$ 32.67			1	\$ 33.64		
			2	\$ 33.22			2	\$ 34.38			2	\$ 35.41		
			3	\$ 34.96			3	\$ 36.18			3	\$ 37.27		
			4	\$ 36.79			4	\$ 38.08			4	\$ 39.23		
			5	\$ 38.72	\$ 6,711	\$ 80,538	5	\$ 40.08	\$ 6,947	\$ 83,366	5	\$ 41.29	\$ 7,157	\$ 85,883
412	Non-Exempt	Traf Cont Maint II	1	\$ 29.23			1	\$ 30.25			1	\$ 31.16		
			2	\$ 30.76			2	\$ 31.84			2	\$ 32.80		
			3	\$ 32.37			3	\$ 33.51			3	\$ 34.52		
			4	\$ 34.07			4	\$ 35.27			4	\$ 36.33		
			5	\$ 35.86	\$ 6,216	\$ 74,589	5	\$ 37.12	\$ 6,434	\$ 77,210	5	\$ 38.24	\$ 6,628	\$ 79,539
407	Non-Exempt	Traf Cont Maint-L	1	\$ 33.77			1	\$ 34.96			1	\$ 36.02		
			2	\$ 35.54			2	\$ 36.80			2	\$ 37.91		
			3	\$ 37.41			3	\$ 38.73			3	\$ 39.90		
			4	\$ 39.37			4	\$ 40.76			4	\$ 41.99		
			5	\$ 41.44	\$ 7,183	\$ 86,195	5	\$ 42.90	\$ 7,436	\$ 89,232	5	\$ 44.19	\$ 7,660	\$ 91,915
575	Non-Exempt	Traffic Engineering Lead	1	\$ 58.47			1	\$ 60.51			1	\$ 62.32		
			2	\$ 61.54			2	\$ 63.69			2	\$ 65.60		
			3	\$ 64.77			3	\$ 67.04			3	\$ 69.05		
			4	\$ 68.17			4	\$ 70.56			4	\$ 72.68		
			5	\$ 71.75	\$ 12,437	\$ 149,240	5	\$ 74.27	\$ 12,873	\$ 154,482	5	\$ 76.50	\$ 13,260	\$ 159,120
435	Non-Exempt	Tree Maint Asst	1	\$ 27.76			1	\$ 28.73			1	\$ 29.61		
			2	\$ 29.22			2	\$ 30.24			2	\$ 31.16		
			3	\$ 30.75			3	\$ 31.83			3	\$ 32.79		
			4	\$ 32.36			4	\$ 33.50			4	\$ 34.51		
			5	\$ 34.06	\$ 5,904	\$ 70,845	5	\$ 35.26	\$ 6,112	\$ 73,341	5	\$ 36.32	\$ 6,295	\$ 75,546
434	Non-Exempt	Tree Maintenance Specialist	1	\$ 32.39			1	\$ 33.53			1	\$ 34.54		
			2	\$ 34.09			2	\$ 35.29			2	\$ 36.35		
			3	\$ 35.88			3	\$ 37.14			3	\$ 38.26		
			4	\$ 37.76			4	\$ 39.09			4	\$ 40.27		
			5	\$ 39.74	\$ 6,888	\$ 82,659	5	\$ 41.14	\$ 7,131	\$ 85,571	5	\$ 42.38	\$ 7,346	\$ 88,150



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
430	Non-Exempt	Tree Trim/Ln Clr	1	\$ 31.90			1	\$ 33.01			1	\$ 34.00		
			2	\$ 33.57			2	\$ 34.74			2	\$ 35.78		
			3	\$ 35.33			3	\$ 36.56			3	\$ 37.66		
			4	\$ 37.18			4	\$ 38.48			4	\$ 39.64		
			5	\$ 39.13	\$ 6,783	\$ 81,390	5	\$ 40.50	\$ 7,020	\$ 84,240	5	\$ 41.72	\$ 7,231	\$ 86,778
431	Non-Exempt	Tree Trim/Ln Clr-L	1	\$ 34.11			1	\$ 35.31			1	\$ 36.36		
			2	\$ 35.90			2	\$ 37.16			2	\$ 38.27		
			3	\$ 37.78			3	\$ 39.11			3	\$ 40.28		
			4	\$ 39.76			4	\$ 41.16			4	\$ 42.39		
			5	\$ 41.85	\$ 7,254	\$ 87,048	5	\$ 43.32	\$ 7,509	\$ 90,106	5	\$ 44.62	\$ 7,734	\$ 92,810
432	Non-Exempt	Tree Trm/Ln Clr Asst	1	\$ 30.04			1	\$ 31.11			1	\$ 32.05		
			2	\$ 31.62			2	\$ 32.74			2	\$ 33.73		
			3	\$ 33.28			3	\$ 34.46			3	\$ 35.50		
			4	\$ 35.03			4	\$ 36.27			4	\$ 37.36		
			5	\$ 36.87	\$ 6,391	\$ 76,690	5	\$ 38.17	\$ 6,616	\$ 79,394	5	\$ 39.32	\$ 6,815	\$ 81,786
223	Non-Exempt	Util Acctg Tech	1	\$ 31.07			1	\$ 32.16			1	\$ 33.13		
			2	\$ 32.70			2	\$ 33.85			2	\$ 34.87		
			3	\$ 34.42			3	\$ 35.63			3	\$ 36.70		
			4	\$ 36.23			4	\$ 37.50			4	\$ 38.63		
			5	\$ 38.13	\$ 6,609	\$ 79,310	5	\$ 39.47	\$ 6,841	\$ 82,098	5	\$ 40.66	\$ 7,048	\$ 84,573
272	Non-Exempt	Util Comp Tech	1	\$ 57.84			1	\$ 59.86			1	\$ 61.67		
			2	\$ 60.88			2	\$ 63.01			2	\$ 64.91		
			3	\$ 64.08			3	\$ 66.32			3	\$ 68.32		
			4	\$ 67.45			4	\$ 69.81			4	\$ 71.91		
			5	\$ 70.99	\$ 12,305	\$ 147,659	5	\$ 73.48	\$ 12,737	\$ 152,838	5	\$ 75.69	\$ 13,120	\$ 157,435
273	Non-Exempt	Util Comp Tech-L	1	\$ 61.91			1	\$ 64.06			1	\$ 65.99		
			2	\$ 65.16			2	\$ 67.43			2	\$ 69.46		
			3	\$ 68.58			3	\$ 70.97			3	\$ 73.11		
			4	\$ 72.18			4	\$ 74.70			4	\$ 76.95		
			5	\$ 75.97	\$ 13,168	\$ 158,018	5	\$ 78.63	\$ 13,629	\$ 163,550	5	\$ 80.99	\$ 14,038	\$ 168,459
219	Non-Exempt	Util Credit/Col Spec	1	\$ 37.01			1	\$ 38.30			1	\$ 39.46		
			2	\$ 38.95			2	\$ 40.31			2	\$ 41.53		
			3	\$ 41.00			3	\$ 42.43			3	\$ 43.71		
			4	\$ 43.15			4	\$ 44.66			4	\$ 46.01		
			5	\$ 45.42	\$ 7,873	\$ 94,474	5	\$ 47.01	\$ 8,148	\$ 97,781	5	\$ 48.43	\$ 8,395	\$ 100,734
310	Non-Exempt	Util Engr Estimator	1	\$ 48.54			1	\$ 50.24			1	\$ 51.75		
			2	\$ 51.09			2	\$ 52.88			2	\$ 54.47		
			3	\$ 53.77			3	\$ 55.66			3	\$ 57.33		
			4	\$ 56.60			4	\$ 58.58			4	\$ 60.34		
			5	\$ 59.57	\$ 10,325	\$ 123,906	5	\$ 61.66	\$ 10,688	\$ 128,253	5	\$ 63.51	\$ 11,008	\$ 132,101
486	Non-Exempt	Util Fid Svcs Rep	1	\$ 39.81			1	\$ 41.22			1	\$ 42.45		
			2	\$ 41.90			2	\$ 43.38			2	\$ 44.68		
			3	\$ 44.10			3	\$ 45.66			3	\$ 47.03		
			4	\$ 46.42			4	\$ 48.06			4	\$ 49.50		
			5	\$ 48.86	\$ 8,469	\$ 101,629	5	\$ 50.58	\$ 8,767	\$ 105,206	5	\$ 52.10	\$ 9,031	\$ 108,368
480	Non-Exempt	Util Install/Rep	1	\$ 38.82			1	\$ 40.19			1	\$ 41.39		
			2	\$ 40.86			2	\$ 42.30			2	\$ 43.56		
			3	\$ 43.01			3	\$ 44.52			3	\$ 45.85		
			4	\$ 45.27			4	\$ 46.86			4	\$ 48.26		
			5	\$ 47.65	\$ 8,259	\$ 99,112	5	\$ 49.32	\$ 8,549	\$ 102,586	5	\$ 50.80	\$ 8,805	\$ 105,664



Service Employees International Union (SEIU) Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
481	Non-Exempt	Util Install/Rep Ast	1	\$ 32.92			1	\$ 34.08			1	\$ 35.11		
			2	\$ 34.65			2	\$ 35.87			2	\$ 36.95		
			3	\$ 36.47			3	\$ 37.75			3	\$ 38.89		
			4	\$ 38.38			4	\$ 39.73			4	\$ 40.93		
			5	\$ 40.40	\$ 7,003	\$ 84,032	5	\$ 41.82	\$ 7,249	\$ 86,986	5	\$ 43.08	\$ 7,467	\$ 89,606
479	Non-Exempt	Util Install/Rep-L	1	\$ 42.37			1	\$ 43.85			1	\$ 45.16		
			2	\$ 44.59			2	\$ 46.15			2	\$ 47.53		
			3	\$ 46.93			3	\$ 48.57			3	\$ 50.03		
			4	\$ 49.40			4	\$ 51.12			4	\$ 52.66		
			5	\$ 51.99	\$ 9,012	\$ 108,139	5	\$ 53.81	\$ 9,327	\$ 111,925	5	\$ 55.43	\$ 9,608	\$ 115,294
363	Non-Exempt	Util Key Acct Rep	1	\$ 44.11			1	\$ 45.66			1	\$ 47.04		
			2	\$ 46.43			2	\$ 48.06			2	\$ 49.51		
			3	\$ 48.87			3	\$ 50.58			3	\$ 52.11		
			4	\$ 51.44			4	\$ 53.24			4	\$ 54.85		
			5	\$ 54.14	\$ 9,384	\$ 112,611	5	\$ 56.04	\$ 9,714	\$ 116,563	5	\$ 57.73	\$ 10,007	\$ 120,078
3630	Non-Exempt	Util Key Acct Rep -S	1	\$ 44.11			1	\$ 45.66			1	\$ 47.04		
			2	\$ 46.43			2	\$ 48.06			2	\$ 49.51		
			3	\$ 48.87			3	\$ 50.58			3	\$ 52.11		
			4	\$ 51.44			4	\$ 53.24			4	\$ 54.85		
			5	\$ 54.14	\$ 9,384	\$ 112,611	5	\$ 56.04	\$ 9,714	\$ 116,563	5	\$ 57.73	\$ 10,007	\$ 120,078
271	Non-Exempt	Util Locator	1	\$ 38.38			1	\$ 39.71			1	\$ 40.91		
			2	\$ 40.39			2	\$ 41.80			2	\$ 43.06		
			3	\$ 42.51			3	\$ 44.00			3	\$ 45.32		
			4	\$ 44.74			4	\$ 46.31			4	\$ 47.70		
			5	\$ 47.09	\$ 8,162	\$ 97,947	5	\$ 48.74	\$ 8,448	\$ 101,379	5	\$ 50.21	\$ 8,703	\$ 104,437
215	Non-Exempt	Sustainability Programs Administrator	1	\$ 42.61			1	\$ 44.11			1	\$ 45.43		
			2	\$ 44.85			2	\$ 46.43			2	\$ 47.82		
			3	\$ 47.21			3	\$ 48.87			3	\$ 50.34		
			4	\$ 49.69			4	\$ 51.44			4	\$ 52.99		
			5	\$ 52.31	\$ 9,067	\$ 108,805	5	\$ 54.15	\$ 9,386	\$ 112,632	5	\$ 55.78	\$ 9,669	\$ 116,022
233	Non-Exempt	Util Rate Analyst	1	\$ 41.11			1	\$ 42.55			1	\$ 43.84		
			2	\$ 43.27			2	\$ 44.78			2	\$ 46.14		
			3	\$ 45.54			3	\$ 47.13			3	\$ 48.56		
			4	\$ 47.93			4	\$ 49.61			4	\$ 51.11		
			5	\$ 50.45	\$ 8,745	\$ 104,936	5	\$ 52.22	\$ 9,051	\$ 108,618	5	\$ 53.79	\$ 9,324	\$ 111,883
307	Non-Exempt	Util Syst Oper	1	\$ 64.77			1	\$ 67.04			1	\$ 69.05		
			2	\$ 68.17			2	\$ 70.56			2	\$ 72.68		
			3	\$ 71.75			3	\$ 74.27			3	\$ 76.50		
			4	\$ 75.52			4	\$ 78.17			4	\$ 80.52		
			5	\$ 79.49	\$ 13,778	\$ 165,339	5	\$ 82.28	\$ 14,262	\$ 171,142	5	\$ 84.75	\$ 14,690	\$ 176,280
322	Non-Exempt	Util Syst Oper in Training	1	\$ 61.53			1	\$ 63.68			1	\$ 65.59		
			2	\$ 64.76			2	\$ 67.03			2	\$ 69.04		
			3	\$ 68.16			3	\$ 70.55			3	\$ 72.67		
			4	\$ 71.74			4	\$ 74.26			4	\$ 76.49		
			5	\$ 75.51	\$ 13,088	\$ 157,061	5	\$ 78.16	\$ 13,548	\$ 162,573	5	\$ 80.51	\$ 13,955	\$ 167,461
284	Non-Exempt	Utilities Engineer Estimator Lead	1	\$ 51.93			1	\$ 53.76			1	\$ 55.37		
			2	\$ 54.66			2	\$ 56.58			2	\$ 58.28		
			3	\$ 57.53			3	\$ 59.55			3	\$ 61.34		
			4	\$ 60.55			4	\$ 62.68			4	\$ 64.56		
			5	\$ 63.73	\$ 11,047	\$ 132,558	5	\$ 65.97	\$ 11,435	\$ 137,218	5	\$ 67.95	\$ 11,778	\$ 141,336



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)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
290	Non-Exempt	Utl Install Repair Lead-Welding Cert	1	\$ 43.34	\$ 9,221	\$ 110,656	1	\$ 44.87	\$ 9,545	\$ 114,546	1	\$ 46.22	\$ 9,833	\$ 117,998
			2	\$ 45.62			2	\$ 47.23			2	\$ 48.65		
			3	\$ 48.02			3	\$ 49.71			3	\$ 51.21		
			4	\$ 50.54			4	\$ 52.32			4	\$ 53.90		
			5	\$ 53.20			5	\$ 55.07			5	\$ 56.73		
289	Non-Exempt	Utl Install Repair-Welding Cert	1	\$ 40.35	\$ 8,583	\$ 103,002	1	\$ 41.77	\$ 8,885	\$ 106,621	1	\$ 43.02	\$ 9,152	\$ 109,824
			2	\$ 42.47			2	\$ 43.96			2	\$ 45.28		
			3	\$ 44.70			3	\$ 46.27			3	\$ 47.66		
			4	\$ 47.05			4	\$ 48.70			4	\$ 50.16		
			5	\$ 49.52			5	\$ 51.26			5	\$ 52.80		
274	Non-Exempt	Volunteer Coord	1	\$ 32.89	\$ 6,996	\$ 83,949	1	\$ 34.05	\$ 7,242	\$ 86,902	1	\$ 35.07	\$ 7,460	\$ 89,523
			2	\$ 34.62			2	\$ 35.84			2	\$ 36.91		
			3	\$ 36.44			3	\$ 37.72			3	\$ 38.85		
			4	\$ 38.35			4	\$ 39.70			4	\$ 40.89		
			5	\$ 40.36			5	\$ 41.78			5	\$ 43.04		
482	Non-Exempt	Water Meter Rep Asst	1	\$ 27.29	\$ 5,805	\$ 69,659	1	\$ 28.26	\$ 6,009	\$ 72,114	1	\$ 29.11	\$ 6,191	\$ 74,298
			2	\$ 28.72			2	\$ 29.74			2	\$ 30.64		
			3	\$ 30.23			3	\$ 31.30			3	\$ 32.25		
			4	\$ 31.82			4	\$ 32.94			4	\$ 33.94		
			5	\$ 33.49			5	\$ 34.67			5	\$ 35.72		
484	Non-Exempt	Water Meter Repair	1	\$ 30.22	\$ 6,429	\$ 77,147	1	\$ 31.29	\$ 6,654	\$ 79,851	1	\$ 32.24	\$ 6,855	\$ 82,264
			2	\$ 31.81			2	\$ 32.93			2	\$ 33.93		
			3	\$ 33.48			3	\$ 34.66			3	\$ 35.71		
			4	\$ 35.24			4	\$ 36.48			4	\$ 37.58		
			5	\$ 37.09			5	\$ 38.39			5	\$ 39.55		
499	Non-Exempt	Water Sys Oper I	1	\$ 31.85	\$ 6,774	\$ 81,286	1	\$ 32.96	\$ 7,011	\$ 84,136	1	\$ 33.96	\$ 7,223	\$ 86,674
			2	\$ 33.52			2	\$ 34.69			2	\$ 35.74		
			3	\$ 35.28			3	\$ 36.51			3	\$ 37.62		
			4	\$ 37.13			4	\$ 38.43			4	\$ 39.59		
			5	\$ 39.08			5	\$ 40.45			5	\$ 41.67		
507	Non-Exempt	Water Sys Oper II	1	\$ 36.37	\$ 7,738	\$ 92,851	1	\$ 37.65	\$ 8,010	\$ 96,117	1	\$ 38.78	\$ 8,251	\$ 99,008
			2	\$ 38.28			2	\$ 39.63			2	\$ 40.82		
			3	\$ 40.29			3	\$ 41.71			3	\$ 42.96		
			4	\$ 42.41			4	\$ 43.90			4	\$ 45.22		
			5	\$ 44.64			5	\$ 46.21			5	\$ 47.60		
500	Non-Exempt	WQC Plt Oper I	1	\$ 33.41	\$ 7,107	\$ 85,280	1	\$ 34.58	\$ 7,356	\$ 88,275	1	\$ 35.63	\$ 7,578	\$ 90,938
			2	\$ 35.16			2	\$ 36.40			2	\$ 37.50		
			3	\$ 37.01			3	\$ 38.31			3	\$ 39.47		
			4	\$ 38.95			4	\$ 40.32			4	\$ 41.54		
			5	\$ 41.00			5	\$ 42.44			5	\$ 43.72		
509	Non-Exempt	WQC Plt Oper II	1	\$ 38.17	\$ 8,119	\$ 97,427	1	\$ 39.51	\$ 8,403	\$ 100,838	1	\$ 40.69	\$ 8,656	\$ 103,875
			2	\$ 40.17			2	\$ 41.58			2	\$ 42.83		
			3	\$ 42.28			3	\$ 43.76			3	\$ 45.08		
			4	\$ 44.50			4	\$ 46.06			4	\$ 47.45		
			5	\$ 46.84			5	\$ 48.48			5	\$ 49.94		
510	Non-Exempt	WQC Plt Oper Trn	1	\$ 29.43	\$ 6,257	\$ 75,088	1	\$ 30.46	\$ 6,477	\$ 77,730	1	\$ 31.38	\$ 6,673	\$ 80,080
			2	\$ 30.97			2	\$ 32.06			2	\$ 33.03		
			3	\$ 32.59			3	\$ 33.74			3	\$ 34.76		
			4	\$ 34.30			4	\$ 35.51			4	\$ 36.58		
			5	\$ 36.10			5	\$ 37.37			5	\$ 38.50		



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)			
			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		
			2	\$ 32.64			2	\$ 33.79			2	\$ 34.81		
			3	\$ 34.35			3	\$ 35.56			3	\$ 36.64		
			4	\$ 36.15			4	\$ 37.43			4	\$ 38.56		
			5	\$ 38.05	\$ 6,595	\$ 79,144	5	\$ 39.39	\$ 6,828	\$ 81,931	5	\$ 40.58	\$ 7,034	\$ 84,406
315	Non-Exempt	Public Safety Dispatcher - Lead	1	\$ 46.69			1	\$ 48.33			1	\$ 49.78		
			2	\$ 49.14			2	\$ 50.87			2	\$ 52.39		
			3	\$ 51.72			3	\$ 53.54			3	\$ 55.14		
			4	\$ 54.44			4	\$ 56.35			4	\$ 58.04		
			5	\$ 57.30	\$ 9,932	\$ 119,184	5	\$ 59.31	\$ 10,280	\$ 123,365	5	\$ 61.09	\$ 10,589	\$ 127,067
			6	\$ 58.74	Longevity Steps		6	\$ 60.80	Longevity Steps		6	\$ 62.62	Longevity Steps	
			7	\$ 60.21	Longevity Steps		7	\$ 62.32	Longevity Steps		7	\$ 64.19	Longevity Steps	
298	Non-Exempt	Public Safety Dispatcher I	1	\$ 39.52			1	\$ 40.90			1	\$ 42.13		
			2	\$ 41.59			2	\$ 43.05			2	\$ 44.34		
			3	\$ 43.77			3	\$ 45.31			3	\$ 46.67		
			4	\$ 46.07			4	\$ 47.69			4	\$ 49.12		
			5	\$ 48.49	\$ 8,405	\$ 100,859	5	\$ 50.19	\$ 8,700	\$ 104,395	5	\$ 51.70	\$ 8,961	\$ 107,536
			6	\$ 49.71	Longevity Steps		6	\$ 51.45	Longevity Steps		6	\$ 53.00	Longevity Steps	
			7	\$ 50.96	Longevity Steps		7	\$ 52.74	Longevity Steps		7	\$ 54.33	Longevity Steps	
316	Non-Exempt	Public Safety Dispatcher II	1	\$ 41.61			1	\$ 43.07			1	\$ 44.37		
			2	\$ 43.80			2	\$ 45.33			2	\$ 46.70		
			3	\$ 46.10			3	\$ 47.71			3	\$ 49.15		
			4	\$ 48.52			4	\$ 50.22			4	\$ 51.73		
			5	\$ 51.07	\$ 8,852	\$ 106,226	5	\$ 52.86	\$ 9,162	\$ 109,949	5	\$ 54.45	\$ 9,438	\$ 113,256
			6	\$ 52.35	Longevity Steps		6	\$ 54.19	Longevity Steps		6	\$ 55.82	Longevity Steps	
			7	\$ 53.66	Longevity Steps		7	\$ 55.55	Longevity Steps		7	\$ 57.22	Longevity Steps	
576	Non-Exempt	Inspector, WGW Utilities Field	1	\$ 42.97			1	\$ 44.49			1	\$ 45.82		
			2	\$ 45.23			2	\$ 46.83			2	\$ 48.23		
			3	\$ 47.61			3	\$ 49.29			3	\$ 50.77		
			4	\$ 50.12			4	\$ 51.88			4	\$ 53.44		
			5	\$ 52.76	\$ 9,145	\$ 109,741	5	\$ 54.61	\$ 9,466	\$ 113,589	5	\$ 56.25	\$ 9,750	\$ 117,000

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
206	non-exempt	Account Assistant	1	\$20.92			\$21.56			\$21.56			\$22.21			\$22.21		
			2	\$22.02			\$22.69			\$22.69			\$23.38			\$23.38		
			3	\$23.18			\$23.88			\$23.88			\$24.61			\$24.61		
			4	\$24.40			\$25.14			\$25.14			\$25.90			\$25.90		
			5	\$25.68	\$4,451.20	\$53,414.40	\$26.46	\$4,586.40	\$55,036.80	\$26.46	\$4,586.40	\$55,036.80	\$27.26	\$4,725.07	\$56,700.80	\$27.26	\$4,725.07	\$56,700.80
204	non-exempt	Acct Spec	1	\$24.44			\$25.18			\$25.18			\$25.94			\$25.94		
			2	\$25.73			\$26.51			\$26.51			\$27.31			\$27.31		
			3	\$27.08			\$27.90			\$27.90			\$28.75			\$28.75		
			4	\$28.51			\$29.37			\$29.37			\$30.26			\$30.26		
			5	\$30.01	\$5,201.73	\$62,420.80	\$30.92	\$5,359.47	\$64,313.60	\$30.92	\$5,359.47	\$64,313.60	\$31.85	\$5,520.67	\$66,248.00	\$31.85	\$5,520.67	\$66,248.00
207	non-exempt	Acct Spec-Lead	1	\$26.15			\$26.96			\$26.96			\$27.77			\$27.77		
			2	\$27.53			\$28.38			\$28.38			\$29.23			\$29.23		
			3	\$28.98			\$29.87			\$29.87			\$30.77			\$30.77		
			4	\$30.51			\$31.44			\$31.44			\$32.39			\$32.39		
			5	\$32.12	\$5,567.47	\$66,809.60	\$33.09	\$5,735.60	\$68,827.20	\$33.09	\$5,735.60	\$68,827.20	\$34.09	\$5,908.93	\$70,907.20	\$34.09	\$5,908.93	\$70,907.20
294	non-exempt	Administrative Associate I	1	\$24.05			\$24.81			\$24.81			\$25.60			\$25.60		
			2	\$25.32			\$26.12			\$26.12			\$26.95			\$26.95		
			3	\$26.65			\$27.49			\$27.53			\$28.37			\$28.37		
			4	\$28.05			\$28.94			\$28.98			\$29.86			\$29.86		
			5	\$29.53	\$5,118.53	\$61,422.40	\$30.46	\$5,279.73	\$63,356.80	\$30.51	\$5,288.40	\$63,460.80	\$31.43	\$5,447.87	\$65,374.40	\$31.43	\$5,447.87	\$65,374.40
295	non-exempt	Administrative Associate II	1	\$26.14			\$26.97			\$27.00			\$27.82			\$27.82		
			2	\$27.52			\$28.39			\$28.42			\$29.28			\$29.28		
			3	\$28.97			\$29.88			\$29.92			\$30.82			\$30.82		
			4	\$30.49			\$31.45			\$31.49			\$32.44			\$32.44		
			5	\$32.09	\$5,562.27	\$66,747.20	\$33.10	\$5,737.33	\$68,848.00	\$33.15	\$5,746.00	\$68,952.00	\$34.15	\$5,919.33	\$71,032.00	\$34.15	\$5,919.33	\$71,032.00
296	non-exempt	Administrative Associate III	1	\$28.03			\$28.90			\$28.94			\$29.81			\$29.81		
			2	\$29.50			\$30.42			\$30.46			\$31.38			\$31.38		
			3	\$31.05			\$32.02			\$32.06			\$33.03			\$33.03		
			4	\$32.68			\$33.71			\$33.75			\$34.77			\$34.77		
			5	\$34.40	\$5,962.67	\$71,552.00	\$35.48	\$6,149.87	\$73,798.40	\$35.53	\$6,158.53	\$73,902.40	\$36.60	\$6,344.00	\$76,128.00	\$36.60	\$6,344.00	\$76,128.00
277	non-exempt	Animal Attendant	1	\$23.02			\$23.78			\$23.86			\$24.58			\$24.58		
			2	\$24.23			\$25.03			\$25.12			\$25.87			\$25.87		
			3	\$25.51			\$26.35			\$26.44			\$27.23			\$27.23		
			4	\$26.85			\$27.74			\$27.83			\$28.66			\$28.66		
			5	\$28.26	\$4,898.40	\$58,780.80	\$29.20	\$5,061.33	\$60,736.00	\$29.29	\$5,076.93	\$60,923.20	\$30.17	\$5,229.47	\$62,753.60	\$30.17	\$5,229.47	\$62,753.60
276	non-exempt	Animal Control Off	1	\$24.66			\$25.48			\$25.56			\$26.32			\$26.32		
			2	\$25.96			\$26.82			\$26.90			\$27.71			\$27.71		
			3	\$27.33			\$28.23			\$28.32			\$29.17			\$29.17		
			4	\$28.77			\$29.72			\$29.81			\$30.71			\$30.71		
			5	\$30.28	\$5,248.53	\$62,982.40	\$31.28	\$5,421.87	\$65,062.40	\$31.38	\$5,439.20	\$65,270.40	\$32.33	\$5,603.87	\$67,246.40	\$32.33	\$5,603.87	\$67,246.40
312	non-exempt	Animal Control Off - L	1	\$26.39			\$27.27			\$27.35			\$28.18			\$28.18		
			2	\$27.78			\$28.70			\$28.79			\$29.66			\$29.66		
			3	\$29.24			\$30.21			\$30.31			\$31.22			\$31.22		
			4	\$30.78			\$31.80			\$31.90			\$32.86			\$32.86		
			5	\$32.40	\$5,616.00	\$67,392.00	\$33.47	\$5,801.47	\$69,617.60	\$33.58	\$5,820.53	\$69,846.40	\$34.59	\$5,995.60	\$71,947.20	\$34.59	\$5,995.60	\$71,947.20
263	non-exempt	Animal Services Spec	1	\$24.32			\$25.13			\$25.20			\$25.97			\$25.97		
			2	\$25.60			\$26.45			\$26.53			\$27.34			\$27.34		
			3	\$26.95			\$27.84			\$27.93			\$28.78			\$28.78		
			4	\$28.37			\$29.31			\$29.40			\$30.29			\$30.29		
			5	\$29.86	\$5,175.73	\$62,108.80	\$30.85	\$5,347.33	\$64,168.00	\$30.95	\$5,364.67	\$64,376.00	\$31.88	\$5,525.87	\$66,310.40	\$31.88	\$5,525.87	\$66,310.40
275	non-exempt	Animal Services Spec II	1	\$26.82			\$27.71			\$27.80			\$28.63			\$28.63		
			2	\$28.23			\$29.17			\$29.26			\$30.14			\$30.14		
			3	\$29.72			\$30.70			\$30.80			\$31.73			\$31.73		
			4	\$31.28			\$32.32			\$32.42			\$33.40			\$33.40		
			5	\$32.93	\$5,707.87	\$68,494.40	\$34.02	\$5,896.80	\$70,761.60	\$34.13	\$5,915.87	\$70,990.40	\$35.16	\$6,094.40	\$73,132.80	\$35.16	\$6,094.40	\$73,132.80
244	non-exempt	Assoc Buyer	1	\$31.32			\$32.28			\$32.30			\$33.27			\$33.27		
			2	\$32.97			\$33.98			\$34.00			\$35.02			\$35.02		
			3	\$34.71			\$35.77			\$35.79			\$36.86			\$36.86		
			4	\$36.54			\$37.65			\$37.67			\$38.80			\$38.80		
			5	\$38.46	\$6,666.40	\$79,996.80	\$39.63	\$6,869.20	\$82,430.40	\$39.65	\$6,872.67	\$82,472.00	\$40.84	\$7,078.93	\$84,947.20	\$40.84	\$7,078.93	\$84,947.20

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
333	non-exempt	Assoc Engineer	1	\$38.75			\$40.10			\$40.29			\$41.50			\$41.50		
			2	\$40.79			\$42.21			\$42.41			\$43.68			\$43.68		
			3	\$42.94			\$44.43			\$44.64			\$45.98			\$45.98		
			4	\$45.20			\$46.77			\$46.99			\$48.40			\$48.40		
			5	\$47.58	\$8,247.20	\$98,966.40	\$49.23	\$8,533.20	\$102,398.40	\$49.46	\$8,573.07	\$102,876.80	\$50.95	\$8,831.33	\$105,976.00	\$50.95	\$8,831.33	\$105,976.00
353	non-exempt	Assoc Planner	1	\$35.94			\$37.28			\$37.55			\$38.68			\$38.68		
			2	\$37.83			\$39.24			\$39.53			\$40.72			\$40.72		
			3	\$39.82			\$41.31			\$41.61			\$42.86			\$42.86		
			4	\$41.92			\$43.48			\$43.80			\$45.12			\$45.12		
			5	\$44.13	\$7,649.20	\$91,790.40	\$45.77	\$7,933.47	\$95,201.60	\$46.10	\$7,990.67	\$95,888.00	\$47.49	\$8,231.60	\$98,779.20	\$47.49	\$8,231.60	\$98,779.20
247	non-exempt	Assoc Power Engr	1	\$41.25			\$42.69			\$42.89			\$44.18			\$44.18		
			2	\$43.42			\$44.94			\$45.15			\$46.50			\$46.50		
			3	\$45.71			\$47.30			\$47.53			\$48.95			\$48.95		
			4	\$48.12			\$49.79			\$50.03			\$51.53			\$51.53		
			5	\$50.65	\$8,779.33	\$105,352.00	\$52.41	\$9,084.40	\$109,012.80	\$52.66	\$9,127.73	\$109,532.80	\$54.24	\$9,401.60	\$112,819.20	\$54.24	\$9,401.60	\$112,819.20
269	non-exempt	Assoc Res Planner	1	\$39.78			\$40.97			\$40.97			\$42.20			\$42.20		
			2	\$41.87			\$43.13			\$43.13			\$44.42			\$44.42		
			3	\$44.07			\$45.40			\$45.40			\$46.76			\$46.76		
			4	\$46.39			\$47.79			\$47.79			\$49.22			\$49.22		
			5	\$48.83	\$8,463.87	\$101,566.40	\$50.30	\$8,718.67	\$104,624.00	\$50.30	\$8,718.67	\$104,624.00	\$51.81	\$8,980.40	\$107,764.80	\$51.81	\$8,980.40	\$107,764.80
330	non-exempt	Asst Engineer	1	\$35.10			\$36.32			\$36.49			\$37.59			\$37.59		
			2	\$36.95			\$38.23			\$38.41			\$39.57			\$39.57		
			3	\$38.89			\$40.24			\$40.43			\$41.65			\$41.65		
			4	\$40.94			\$42.36			\$42.56			\$43.84			\$43.84		
			5	\$43.09	\$7,468.93	\$89,627.20	\$44.59	\$7,728.93	\$92,747.20	\$44.80	\$7,765.33	\$93,184.00	\$46.15	\$7,999.33	\$95,992.00	\$46.15	\$7,999.33	\$95,992.00
256	non-exempt	Asst Power Engr	1	\$37.25			\$38.54			\$38.72			\$39.89			\$39.89		
			2	\$39.21			\$40.57			\$40.76			\$41.99			\$41.99		
			3	\$41.27			\$42.70			\$42.91			\$44.20			\$44.20		
			4	\$43.44			\$44.95			\$45.17			\$46.53			\$46.53		
			5	\$45.73	\$7,926.53	\$95,118.40	\$47.32	\$8,202.13	\$98,425.60	\$47.55	\$8,242.00	\$98,904.00	\$48.98	\$8,489.87	\$101,878.40	\$48.98	\$8,489.87	\$101,878.40
268	non-exempt	Asst Res Planner	1	\$35.91			\$36.98			\$36.98			\$38.10			\$38.10		
			2	\$37.80			\$38.93			\$38.93			\$40.11			\$40.11		
			3	\$39.79			\$40.98			\$40.98			\$42.22			\$42.22		
			4	\$41.88			\$43.14			\$43.14			\$44.44			\$44.44		
			5	\$44.08	\$7,640.53	\$91,686.40	\$45.41	\$7,871.07	\$94,452.80	\$45.41	\$7,871.07	\$94,452.80	\$46.78	\$8,108.53	\$97,302.40	\$46.78	\$8,108.53	\$97,302.40
299	non-exempt	Bldg Inspector	1	\$35.69			\$37.33			\$37.91			\$39.05			\$39.05		
			2	\$37.57			\$39.29			\$39.91			\$41.11			\$41.11		
			3	\$39.55			\$41.36			\$42.01			\$43.27			\$43.27		
			4	\$41.63			\$43.54			\$44.22			\$45.55			\$45.55		
			5	\$43.82	\$7,595.47	\$91,145.60	\$45.83	\$7,943.87	\$95,326.40	\$46.55	\$8,068.67	\$96,824.00	\$47.95	\$8,311.33	\$99,736.00	\$47.95	\$8,311.33	\$99,736.00
300	non-exempt	Bldg Inspector Spec	1	\$38.10			\$39.84			\$40.48			\$41.70			\$41.70		
			2	\$40.11			\$41.94			\$42.61			\$43.89			\$43.89		
			3	\$42.22			\$44.15			\$44.85			\$46.20			\$46.20		
			4	\$44.44			\$46.47			\$47.21			\$48.63			\$48.63		
			5	\$46.78	\$8,108.53	\$97,302.40	\$48.92	\$8,479.47	\$101,753.60	\$49.69	\$8,612.93	\$103,355.20	\$51.19	\$8,872.93	\$106,475.20	\$51.19	\$8,872.93	\$106,475.20
370	non-exempt	Bldg Serviceperson	1	\$21.10			\$21.98			\$22.24			\$22.90			\$22.90		
			2	\$22.21			\$23.14			\$23.41			\$24.10			\$24.10		
			3	\$23.38			\$24.36			\$24.64			\$25.37			\$25.37		
			4	\$24.61			\$25.64			\$25.94			\$26.71			\$26.71		
			5	\$25.91	\$4,491.07	\$53,892.80	\$26.99	\$4,678.27	\$56,139.20	\$27.30	\$4,732.00	\$56,784.00	\$28.12	\$4,874.13	\$58,489.60	\$28.12	\$4,874.13	\$58,489.60
371	non-exempt	Bldg Serviceperson-L	1	\$22.59			\$23.54			\$23.80			\$24.52			\$24.52		
			2	\$23.78			\$24.78			\$25.05			\$25.81			\$25.81		
			3	\$25.03			\$26.08			\$26.37			\$27.17			\$27.17		
			4	\$26.35			\$27.45			\$27.76			\$28.60			\$28.60		
			5	\$27.74	\$4,808.27	\$57,699.20	\$28.89	\$5,007.60	\$60,091.20	\$29.22	\$5,064.80	\$60,777.60	\$30.10	\$5,217.33	\$62,608.00	\$30.10	\$5,217.33	\$62,608.00
355	non-exempt	Bldg/Plg Technician	1	\$29.16			\$30.24			\$30.45			\$31.37			\$31.37		
			2	\$30.69			\$31.83			\$32.05			\$33.02			\$33.02		
			3	\$32.31			\$33.51			\$33.74			\$34.76			\$34.76		
			4	\$34.01			\$35.27			\$35.52			\$36.59			\$36.59		
			5	\$35.80	\$6,205.33	\$74,464.00	\$37.13	\$6,435.87	\$77,230.40	\$37.39	\$6,480.93	\$77,771.20	\$38.52	\$6,676.80	\$80,121.60	\$38.52	\$6,676.80	\$80,121.60

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
340	non-exempt	Business Analyst	1	\$48.82			\$51.62			\$53.04			\$54.63			\$54.63		
			2	\$51.39			\$54.34			\$55.83			\$57.51			\$57.51		
			3	\$54.09			\$57.20			\$58.77			\$60.54			\$60.54		
			4	\$56.94			\$60.21			\$61.86			\$63.73			\$63.73		
			5	\$59.94	\$10,389.60	\$124,675.20	\$63.38	\$10,985.87	\$131,830.40	\$65.12	\$11,287.47	\$135,449.60	\$67.08	\$11,627.20	\$139,526.40	\$67.08	\$11,627.20	\$139,526.40
3400	non-exempt	Business Analyst - S	1	\$48.82			\$51.62			\$53.04			\$54.63			\$54.63		
			2	\$51.39			\$54.34			\$55.83			\$57.51			\$57.51		
			3	\$54.09			\$57.20			\$58.77			\$60.54			\$60.54		
			4	\$56.94			\$60.21			\$61.86			\$63.73			\$63.73		
			5	\$59.94	\$10,389.60	\$124,675.20	\$63.38	\$10,985.87	\$131,830.40	\$65.12	\$11,287.47	\$135,449.60	\$67.08	\$11,627.20	\$139,526.40	\$67.08	\$11,627.20	\$139,526.40
212	non-exempt	Buyer	1	\$34.49			\$35.54			\$35.56			\$36.61			\$36.61		
			2	\$36.30			\$37.41			\$37.43			\$38.54			\$38.54		
			3	\$38.21			\$39.38			\$39.40			\$40.57			\$40.57		
			4	\$40.22			\$41.45			\$41.47			\$42.71			\$42.71		
			5	\$42.34	\$7,338.93	\$88,067.20	\$43.63	\$7,562.53	\$90,750.40	\$43.65	\$7,566.00	\$90,792.00	\$44.96	\$7,793.07	\$93,516.80	\$44.96	\$7,793.07	\$93,516.80
464	non-exempt	Cathodic Protection Tech Asnt	1	\$33.56			\$35.49			\$36.47			\$37.57			\$37.57		
			2	\$35.33			\$37.36			\$38.39			\$39.55			\$39.55		
			3	\$37.19			\$39.33			\$40.41			\$41.63			\$41.63		
			4	\$39.15			\$41.40			\$42.54			\$43.82			\$43.82		
			5	\$41.21	\$7,143.07	\$85,716.80	\$43.58	\$7,553.87	\$90,646.40	\$44.78	\$7,761.87	\$93,142.40	\$46.13	\$7,995.87	\$95,950.40	\$46.13	\$7,995.87	\$95,950.40
536	non-exempt	Cathodic Tech	1	\$41.21			\$43.59			\$44.77			\$46.12			\$46.12		
			2	\$43.38			\$45.88			\$47.13			\$48.55			\$48.55		
			3	\$45.66			\$48.29			\$49.61			\$51.10			\$51.10		
			4	\$48.06			\$50.83			\$52.22			\$53.79			\$53.79		
			5	\$50.59	\$8,768.93	\$105,227.20	\$53.50	\$9,273.33	\$111,280.00	\$54.97	\$9,528.13	\$114,337.60	\$56.62	\$9,814.13	\$117,769.60	\$56.62	\$9,814.13	\$117,769.60
208	non-exempt	CDBG Coordinator	1	\$38.43			\$39.85			\$40.15			\$41.34			\$41.34		
			2	\$40.45			\$41.95			\$42.26			\$43.52			\$43.52		
			3	\$42.58			\$44.16			\$44.48			\$45.81			\$45.81		
			4	\$44.82			\$46.48			\$46.82			\$48.22			\$48.22		
			5	\$47.18	\$8,177.87	\$98,134.40	\$48.93	\$8,481.20	\$101,774.40	\$49.28	\$8,541.87	\$102,502.40	\$50.76	\$8,798.40	\$105,580.80	\$50.76	\$8,798.40	\$105,580.80
408	non-exempt	Cement Finisher	1	\$30.11			\$31.85			\$32.75			\$33.73			\$33.73		
			2	\$31.69			\$33.53			\$34.47			\$35.50			\$35.50		
			3	\$33.36			\$35.29			\$36.28			\$37.37			\$37.37		
			4	\$35.12			\$37.15			\$38.19			\$39.34			\$39.34		
			5	\$36.97	\$6,408.13	\$76,897.60	\$39.11	\$6,779.07	\$81,348.80	\$40.20	\$6,968.00	\$83,616.00	\$41.41	\$7,177.73	\$86,132.80	\$41.41	\$7,177.73	\$86,132.80
409	non-exempt	Cement Finisher Lead	1	\$32.21			\$34.08			\$35.03			\$36.08			\$36.08		
			2	\$33.91			\$35.87			\$36.87			\$37.98			\$37.98		
			3	\$35.69			\$37.76			\$38.81			\$39.98			\$39.98		
			4	\$37.57			\$39.75			\$40.85			\$42.08			\$42.08		
			5	\$39.55	\$6,855.33	\$82,264.00	\$41.84	\$7,252.27	\$87,027.20	\$43.00	\$7,453.33	\$89,440.00	\$44.29	\$7,676.93	\$92,123.20	\$44.29	\$7,676.93	\$92,123.20
502	non-exempt	Chemist	1	\$35.11			\$36.20			\$36.21			\$37.30			\$37.30		
			2	\$36.96			\$38.10			\$38.12			\$39.26			\$39.26		
			3	\$38.90			\$40.10			\$40.13			\$41.33			\$41.33		
			4	\$40.95			\$42.21			\$42.24			\$43.51			\$43.51		
			5	\$43.10	\$7,470.67	\$89,648.00	\$44.43	\$7,701.20	\$92,414.40	\$44.46	\$7,706.40	\$92,476.80	\$45.80	\$7,938.67	\$95,264.00	\$45.80	\$7,938.67	\$95,264.00
239	non-exempt	Chf Inspec WGW	1	\$38.18			\$39.94			\$41.79			\$41.79			\$41.79		
			2	\$40.19			\$42.04			\$42.69			\$43.99			\$43.99		
			3	\$42.31			\$44.25			\$44.94			\$46.30			\$46.30		
			4	\$44.54			\$46.58			\$47.31			\$48.74			\$48.74		
			5	\$46.88	\$8,125.87	\$97,510.40	\$49.03	\$8,498.53	\$101,982.40	\$49.80	\$8,632.00	\$103,584.00	\$51.30	\$8,892.00	\$106,704.00	\$51.30	\$8,892.00	\$106,704.00
301	non-exempt	Code Enforcement Off	1	\$34.29			\$35.85			\$36.41			\$37.52			\$37.52		
			2	\$36.09			\$37.74			\$38.33			\$39.49			\$39.49		
			3	\$37.99			\$39.73			\$40.35			\$41.57			\$41.57		
			4	\$39.99			\$41.82			\$42.47			\$43.76			\$43.76		
			5	\$42.09	\$7,295.60	\$87,547.20	\$44.02	\$7,630.13	\$91,561.60	\$44.71	\$7,749.73	\$92,996.80	\$46.06	\$7,983.73	\$95,804.80	\$46.06	\$7,983.73	\$95,804.80
560	non-exempt	Code Enforcement Off - L	1	\$36.68			\$38.36			\$38.96			\$40.14			\$40.14		
			2	\$38.61			\$40.38			\$41.01			\$42.25			\$42.25		
			3	\$40.64			\$42.50			\$43.17			\$44.47			\$44.47		
			4	\$42.78			\$44.74			\$45.44			\$46.81			\$46.81		
			5	\$45.03	\$7,805.20	\$93,662.40	\$47.09	\$8,162.27	\$97,947.20	\$47.83	\$8,290.53	\$99,486.40	\$49.27	\$8,540.13	\$102,481.60	\$49.27	\$8,540.13	\$102,481.60

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
306	non-exempt	Comm Tech	1	\$35.92			\$36.99			\$36.99			\$38.11			\$38.11		
			2	\$37.81			\$38.94			\$38.94			\$40.12			\$40.12		
			3	\$39.80			\$40.99			\$40.99			\$42.23			\$42.23		
			4	\$41.89			\$43.15			\$43.15			\$44.45			\$44.45		
			5	\$44.09	\$7,642.27	\$91,707.20	\$45.42	\$7,872.80	\$94,473.60	\$45.42	\$7,872.80	\$94,473.60	\$46.79	\$8,110.27	\$97,323.20	\$46.79	\$8,110.27	\$97,323.20
702	non-exempt	Community Serv Offcr	1	\$26.09			\$27.33			\$27.82			\$28.65			\$28.65		
			2	\$27.46			\$28.77			\$29.28			\$30.16			\$30.16		
			3	\$28.90			\$30.28			\$30.82			\$31.75			\$31.75		
			4	\$30.42			\$31.87			\$32.44			\$33.42			\$33.42		
			5	\$32.02	\$5,550.13	\$66,601.60	\$33.55	\$5,815.33	\$69,784.00	\$34.15	\$5,919.33	\$71,032.00	\$35.18	\$6,097.87	\$73,174.40	\$35.18	\$6,097.87	\$73,174.40
320	non-exempt	Community Service Officer - Lead	1	\$27.89			\$29.24			\$29.75			\$30.65			\$30.65		
			2	\$29.36			\$30.78			\$31.32			\$32.26			\$32.26		
			3	\$30.91			\$32.40			\$32.97			\$33.96			\$33.96		
			4	\$32.54			\$34.10			\$34.70			\$35.75			\$35.75		
			5	\$34.25	\$5,936.67	\$71,240.00	\$35.89	\$6,220.93	\$74,651.20	\$36.53	\$6,331.87	\$75,982.40	\$37.63	\$6,522.53	\$78,270.40	\$37.63	\$6,522.53	\$78,270.40
341	non-exempt	Coor Trans Sys Mgmt	1	\$36.60			\$38.04			\$38.38			\$39.54			\$39.54		
			2	\$38.53			\$40.04			\$40.40			\$41.62			\$41.62		
			3	\$40.56			\$42.15			\$42.53			\$43.81			\$43.81		
			4	\$42.69			\$44.37			\$44.77			\$46.12			\$46.12		
			5	\$44.94	\$7,789.60	\$93,475.20	\$46.70	\$8,094.67	\$97,136.00	\$47.13	\$8,169.20	\$98,030.40	\$48.55	\$8,415.33	\$100,984.00	\$48.55	\$8,415.33	\$100,984.00
3410	non-exempt	Coor Trans Sys Mgmt - S	1	\$36.60			\$38.04			\$38.38			\$39.54			\$39.54		
			2	\$38.53			\$40.04			\$40.40			\$41.62			\$41.62		
			3	\$40.56			\$42.15			\$42.53			\$43.81			\$43.81		
			4	\$42.69			\$44.37			\$44.77			\$46.12			\$46.12		
			5	\$44.94	\$7,789.60	\$93,475.20	\$46.70	\$8,094.67	\$97,136.00	\$47.13	\$8,169.20	\$98,030.40	\$48.55	\$8,415.33	\$100,984.00	\$48.55	\$8,415.33	\$100,984.00
255	non-exempt	Coord Library Prog	1	\$33.24			\$34.43			\$34.62			\$35.66			\$35.66		
			2	\$34.99			\$36.24			\$36.44			\$37.54			\$37.54		
			3	\$36.83			\$38.15			\$38.36			\$39.52			\$39.52		
			4	\$38.77			\$40.16			\$40.38			\$41.60			\$41.60		
			5	\$40.81	\$7,073.73	\$84,884.80	\$42.27	\$7,326.80	\$87,921.60	\$42.51	\$7,368.40	\$88,420.80	\$43.79	\$7,590.27	\$91,083.20	\$43.79	\$7,590.27	\$91,083.20
342	non-exempt	Coord Pub Wks Proj	1	\$34.78			\$36.14			\$36.46			\$37.56			\$37.56		
			2	\$36.61			\$38.04			\$38.38			\$39.54			\$39.54		
			3	\$38.54			\$40.04			\$40.40			\$41.62			\$41.62		
			4	\$40.57			\$42.15			\$42.53			\$43.81			\$43.81		
			5	\$42.70	\$7,401.33	\$88,816.00	\$44.37	\$7,690.80	\$92,289.60	\$44.77	\$7,760.13	\$93,121.60	\$46.12	\$7,994.13	\$95,929.60	\$46.12	\$7,994.13	\$95,929.60
317	non-exempt	Coord Rec Prog	1	\$29.88			\$31.04			\$31.32			\$32.27			\$32.27		
			2	\$31.45			\$32.67			\$32.97			\$33.97			\$33.97		
			3	\$33.10			\$34.39			\$34.71			\$35.76			\$35.76		
			4	\$34.84			\$36.20			\$36.54			\$37.64			\$37.64		
			5	\$36.67	\$6,356.13	\$76,273.60	\$38.11	\$6,605.73	\$79,268.80	\$38.46	\$6,666.40	\$79,996.80	\$39.62	\$6,867.47	\$82,409.60	\$39.62	\$6,867.47	\$82,409.60
344	non-exempt	Coord Utility Proj	1	\$37.55			\$39.02			\$39.38			\$40.57			\$40.57		
			2	\$39.53			\$41.07			\$41.45			\$42.70			\$42.70		
			3	\$41.61			\$43.23			\$43.63			\$44.95			\$44.95		
			4	\$43.80			\$45.51			\$45.93			\$47.32			\$47.32		
			5	\$46.11	\$7,992.40	\$95,908.80	\$47.91	\$8,304.40	\$99,652.80	\$48.35	\$8,380.67	\$100,568.00	\$49.81	\$8,633.73	\$103,604.80	\$49.81	\$8,633.73	\$103,604.80
3440	non-exempt	Coord Utility Proj - S	1	\$37.55			\$39.02			\$39.38			\$40.57			\$40.57		
			2	\$39.53			\$41.07			\$41.45			\$42.70			\$42.70		
			3	\$41.61			\$43.23			\$43.63			\$44.95			\$44.95		
			4	\$43.80			\$45.51			\$45.93			\$47.32			\$47.32		
			5	\$46.11	\$7,992.40	\$95,908.80	\$47.91	\$8,304.40	\$99,652.80	\$48.35	\$8,380.67	\$100,568.00	\$49.81	\$8,633.73	\$103,604.80	\$49.81	\$8,633.73	\$103,604.80
242	non-exempt	Coord Zero Waste	1	\$33.39			\$34.70			\$35.02			\$36.07			\$36.07		
			2	\$35.15			\$36.53			\$36.86			\$37.97			\$37.97		
			3	\$37.00			\$38.45			\$38.80			\$39.97			\$39.97		
			4	\$38.95			\$40.47			\$40.84			\$42.07			\$42.07		
			5	\$41.00	\$7,106.67	\$85,280.00	\$42.60	\$7,384.00	\$88,608.00	\$42.99	\$7,451.60	\$89,419.20	\$44.28	\$7,675.20	\$92,102.40	\$44.28	\$7,675.20	\$92,102.40
205	non-exempt	Court Liaison Officer	1	\$33.95			\$35.58			\$36.20			\$37.30			\$37.30		
			2	\$35.74			\$37.45			\$38.11			\$39.26			\$39.26		
			3	\$37.62			\$39.42			\$40.12			\$41.33			\$41.33		
			4	\$39.60			\$41.49			\$42.23			\$43.50			\$43.50		
			5	\$41.68	\$7,224.53	\$86,694.40	\$43.67	\$7,569.47	\$90,833.60	\$44.45	\$7,704.67	\$92,456.00	\$45.79	\$7,936.93	\$95,243.20	\$45.79	\$7,936.93	\$95,243.20

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
214	non-exempt	Crime Analyst	1	\$33.95			\$35.58			\$36.20			\$37.30			\$37.30		
			2	\$35.74			\$37.45			\$38.11			\$39.26			\$39.26		
			3	\$37.62			\$39.42			\$40.12			\$41.33			\$41.33		
			4	\$39.60			\$41.49			\$42.23			\$43.50			\$43.50		
			5	\$41.68	\$7,224.53	\$86,694.40	\$43.67	\$7,569.47	\$90,833.60	\$44.45	\$7,704.67	\$92,456.00	\$45.79	\$7,936.93	\$95,243.20	\$45.79	\$7,936.93	\$95,243.20
415	non-exempt	Cust Srv Specialist-L	1	\$30.55			\$31.47			\$31.47			\$32.40			\$32.40		
			2	\$32.16			\$33.13			\$33.13			\$34.11			\$34.11		
			3	\$33.85			\$34.87			\$34.87			\$35.91			\$35.91		
			4	\$35.63			\$36.70			\$36.70			\$37.80			\$37.80		
			5	\$37.50	\$6,500.00	\$78,000.00	\$38.63	\$6,695.87	\$80,350.40	\$38.63	\$6,695.87	\$80,350.40	\$39.79	\$6,896.93	\$82,763.20	\$39.79	\$6,896.93	\$82,763.20
218	non-exempt	Cust Svc Represent	1	\$25.98			\$26.76			\$26.76			\$27.56			\$27.56		
			2	\$27.35			\$28.17			\$28.17			\$29.01			\$29.01		
			3	\$28.79			\$29.65			\$29.65			\$30.54			\$30.54		
			4	\$30.30			\$31.21			\$31.21			\$32.15			\$32.15		
			5	\$31.89	\$5,527.60	\$66,331.20	\$32.85	\$5,694.00	\$68,328.00	\$32.85	\$5,694.00	\$68,328.00	\$33.84	\$5,865.60	\$70,387.20	\$33.84	\$5,865.60	\$70,387.20
217	non-exempt	Cust Svc Spec	1	\$28.56			\$29.41			\$29.41			\$30.31			\$30.31		
			2	\$30.06			\$30.96			\$30.96			\$31.90			\$31.90		
			3	\$31.64			\$32.59			\$32.59			\$33.58			\$33.58		
			4	\$33.31			\$34.31			\$34.31			\$35.35			\$35.35		
			5	\$35.06	\$6,077.07	\$72,924.80	\$36.12	\$6,260.80	\$75,129.60	\$36.12	\$6,260.80	\$75,129.60	\$37.21	\$6,449.73	\$77,396.80	\$37.21	\$6,449.73	\$77,396.80
260	non-exempt	Desktop Technician	1	\$31.13			\$32.06			\$32.06			\$33.03			\$33.03		
			2	\$32.77			\$33.75			\$33.75			\$34.77			\$34.77		
			3	\$34.49			\$35.53			\$35.53			\$36.60			\$36.60		
			4	\$36.31			\$37.40			\$37.40			\$38.53			\$38.53		
			5	\$38.22	\$6,624.80	\$79,497.60	\$39.37	\$6,824.13	\$81,889.60	\$39.37	\$6,824.13	\$81,889.60	\$40.56	\$7,030.40	\$84,364.80	\$40.56	\$7,030.40	\$84,364.80
514	non-exempt	Development Project Coord I	1	\$27.42			\$28.67			\$29.13			\$30.01			\$30.01		
			2	\$28.86			\$30.18			\$30.66			\$31.59			\$31.59		
			3	\$30.38			\$31.77			\$32.27			\$33.25			\$33.25		
			4	\$31.98			\$33.44			\$33.97			\$35.00			\$35.00		
			5	\$33.66	\$5,834.40	\$70,012.80	\$35.20	\$6,101.33	\$73,216.00	\$35.76	\$6,198.40	\$74,380.80	\$36.84	\$6,385.60	\$76,627.20	\$36.84	\$6,385.60	\$76,627.20
515	non-exempt	Development Project Coord II	1	\$31.15			\$32.59			\$33.10			\$34.09			\$34.09		
			2	\$32.79			\$34.30			\$34.84			\$35.88			\$35.88		
			3	\$34.52			\$36.10			\$36.67			\$37.77			\$37.77		
			4	\$36.34			\$38.00			\$38.60			\$39.76			\$39.76		
			5	\$38.25	\$6,630.00	\$79,560.00	\$40.00	\$6,933.33	\$83,200.00	\$40.63	\$7,042.53	\$84,510.40	\$41.85	\$7,254.00	\$87,048.00	\$41.85	\$7,254.00	\$87,048.00
516	non-exempt	Development Project Coord III	1	\$34.36			\$35.93			\$36.50			\$37.60			\$37.60		
			2	\$36.17			\$37.82			\$38.42			\$39.58			\$39.58		
			3	\$38.07			\$39.81			\$40.44			\$41.66			\$41.66		
			4	\$40.07			\$41.90			\$42.57			\$43.85			\$43.85		
			5	\$42.18	\$7,311.20	\$87,734.40	\$44.11	\$7,645.73	\$91,748.80	\$44.81	\$7,767.07	\$93,204.80	\$46.16	\$8,001.07	\$96,012.80	\$46.16	\$8,001.07	\$96,012.80
533	non-exempt	Elec Asst I	1	\$27.09			\$28.22			\$28.53			\$29.39			\$29.39		
			2	\$28.52			\$29.70			\$30.03			\$30.94			\$30.94		
			3	\$30.02			\$31.26			\$31.61			\$32.57			\$32.57		
			4	\$31.60			\$32.90			\$33.27			\$34.28			\$34.28		
			5	\$33.26	\$5,765.07	\$69,180.80	\$34.63	\$6,002.53	\$72,030.40	\$35.02	\$6,070.13	\$72,841.60	\$36.08	\$6,253.87	\$75,046.40	\$36.08	\$6,253.87	\$75,046.40
267	non-exempt	Elec Undgd Inspec	1	\$33.84			\$35.39			\$35.94			\$37.03			\$37.03		
			2	\$35.62			\$37.25			\$37.83			\$38.98			\$38.98		
			3	\$37.49			\$39.21			\$39.82			\$41.03			\$41.03		
			4	\$39.46			\$41.27			\$41.92			\$43.19			\$43.19		
			5	\$41.54	\$7,200.27	\$86,403.20	\$43.44	\$7,529.60	\$90,355.20	\$44.13	\$7,649.20	\$91,790.40	\$45.46	\$7,879.73	\$94,556.80	\$45.46	\$7,879.73	\$94,556.80
345	non-exempt	Electric Project Engineer	1	\$49.43			\$51.15			\$51.39			\$52.93			\$52.93		
			2	\$52.03			\$53.84			\$54.09			\$55.72			\$55.72		
			3	\$54.77			\$56.67			\$56.94			\$58.65			\$58.65		
			4	\$57.65			\$59.65			\$59.94			\$61.74			\$61.74		
			5	\$60.68	\$10,517.87	\$126,214.40	\$62.79	\$10,883.60	\$130,603.20	\$63.09	\$10,935.60	\$131,227.20	\$64.99	\$11,264.93	\$135,179.20	\$64.99	\$11,264.93	\$135,179.20
3450	non-exempt	Electric Project Engineer - S	1	\$49.43			\$51.15			\$51.39			\$52.93			\$52.93		
			2	\$52.03			\$53.84			\$54.09			\$55.72			\$55.72		
			3	\$54.77			\$56.67			\$56.94			\$58.65			\$58.65		
			4	\$57.65			\$59.65			\$59.94			\$61.74			\$61.74		
			5	\$60.68	\$10,517.87	\$126,214.40	\$62.79	\$10,883.60	\$130,603.20	\$63.09	\$10,935.60	\$131,227.20	\$64.99	\$11,264.93	\$135,179.20	\$64.99	\$11,264.93	\$135,179.20

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
292	non-exempt	Electric Underground Inspct - Lead	1	\$36.20			\$37.84			\$38.44			\$39.60			\$39.60		
			2	\$38.10			\$39.83			\$40.46			\$41.68			\$41.68		
			3	\$40.10			\$41.93			\$42.59			\$43.87			\$43.87		
			4	\$42.21			\$44.14			\$44.83			\$46.18			\$46.18		
			5	\$44.43	\$7,701.20	\$92,414.40	\$46.46	\$8,053.07	\$96,636.80	\$47.19	\$8,179.60	\$98,155.20	\$48.61	\$8,425.73	\$101,108.80	\$48.61	\$8,425.73	\$101,108.80
527	non-exempt	Electrical Equipment Tech	1	\$34.61			\$36.19			\$36.74			\$37.84			\$37.84		
			2	\$36.43			\$38.09			\$38.67			\$39.83			\$39.83		
			3	\$38.35			\$40.09			\$40.71			\$41.93			\$41.93		
			4	\$40.37			\$42.20			\$42.85			\$44.14			\$44.14		
			5	\$42.49	\$7,364.93	\$88,379.20	\$44.42	\$7,699.47	\$92,393.60	\$45.10	\$7,817.33	\$93,808.00	\$46.46	\$8,053.07	\$96,636.80	\$46.46	\$8,053.07	\$96,636.80
530	non-exempt	Electrician	1	\$36.23			\$37.72			\$38.14			\$39.28			\$39.28		
			2	\$38.14			\$39.70			\$40.15			\$41.35			\$41.35		
			3	\$40.15			\$41.79			\$42.26			\$43.53			\$43.53		
			4	\$42.26			\$43.99			\$44.48			\$45.82			\$45.82		
			5	\$44.48	\$7,709.87	\$92,518.40	\$46.31	\$8,027.07	\$96,324.80	\$46.82	\$8,115.47	\$97,385.60	\$48.23	\$8,359.87	\$100,318.40	\$48.23	\$8,359.87	\$100,318.40
529	non-exempt	Electrician-Appren	1	\$34.30			\$35.70			\$36.10			\$37.18			\$37.18		
			2	\$36.10			\$37.58			\$38.00			\$39.14			\$39.14		
			3	\$38.00			\$39.56			\$40.00			\$41.20			\$41.20		
			4	\$40.00			\$41.64			\$42.10			\$43.37			\$43.37		
			5	\$42.10	\$7,297.33	\$87,568.00	\$43.83	\$7,597.20	\$91,166.40	\$44.32	\$7,682.13	\$92,185.60	\$45.65	\$7,912.67	\$94,952.00	\$45.65	\$7,912.67	\$94,952.00
535	non-exempt	Electrician-Lead	1	\$38.79			\$40.38			\$40.83			\$42.07			\$42.07		
			2	\$40.83			\$42.51			\$42.98			\$44.28			\$44.28		
			3	\$42.98			\$44.75			\$45.24			\$46.61			\$46.61		
			4	\$45.24			\$47.10			\$47.62			\$49.06			\$49.06		
			5	\$47.62	\$8,254.13	\$99,049.60	\$49.58	\$8,593.87	\$103,126.40	\$50.13	\$8,689.20	\$104,270.40	\$51.64	\$8,950.93	\$107,411.20	\$51.64	\$8,950.93	\$107,411.20
399	non-exempt	Emergency Med Svs Data Spc	1	\$28.03			\$28.90			\$29.84			\$29.81			\$29.81		
			2	\$29.50			\$30.42			\$30.46			\$31.38			\$31.38		
			3	\$31.05			\$32.02			\$32.06			\$33.03			\$33.03		
			4	\$32.68			\$33.71			\$33.75			\$34.77			\$34.77		
			5	\$34.40	\$5,962.67	\$71,552.00	\$35.48	\$6,149.87	\$73,798.40	\$35.53	\$6,158.53	\$73,902.40	\$36.60	\$6,344.00	\$76,128.00	\$36.60	\$6,344.00	\$76,128.00
311	non-exempt	Eng Tech I	1	\$26.50			\$27.69			\$28.09			\$28.94			\$28.94		
			2	\$27.89			\$29.15			\$29.57			\$30.46			\$30.46		
			3	\$29.36			\$30.68			\$31.13			\$32.06			\$32.06		
			4	\$30.90			\$32.29			\$32.77			\$33.75			\$33.75		
			5	\$32.53	\$5,638.53	\$67,662.40	\$33.99	\$5,891.60	\$70,699.20	\$34.49	\$5,978.27	\$71,739.20	\$35.53	\$6,158.53	\$73,902.40	\$35.53	\$6,158.53	\$73,902.40
332	non-exempt	Engineer	1	\$43.64			\$45.17			\$45.74			\$46.74			\$46.74		
			2	\$45.94			\$47.55			\$47.76			\$49.20			\$49.20		
			3	\$48.36			\$50.05			\$50.27			\$51.79			\$51.79		
			4	\$50.91			\$52.68			\$52.92			\$54.52			\$54.52		
			5	\$53.59	\$9,288.93	\$111,467.20	\$55.45	\$9,611.33	\$115,336.00	\$55.71	\$9,656.40	\$115,876.80	\$57.39	\$9,947.60	\$119,371.20	\$57.39	\$9,947.60	\$119,371.20
323	non-exempt	Engr Tech II	1	\$28.67			\$29.95			\$30.40			\$31.31			\$31.31		
			2	\$30.18			\$31.53			\$32.00			\$32.96			\$32.96		
			3	\$31.77			\$33.19			\$33.68			\$34.69			\$34.69		
			4	\$33.44			\$34.94			\$35.45			\$36.52			\$36.52		
			5	\$35.20	\$6,101.33	\$73,216.00	\$36.78	\$6,375.20	\$76,502.40	\$37.32	\$6,468.80	\$77,625.60	\$38.44	\$6,662.93	\$79,955.20	\$38.44	\$6,662.93	\$79,955.20
319	non-exempt	Engr Tech III	1	\$32.02			\$33.45			\$33.94			\$34.96			\$34.96		
			2	\$33.70			\$35.21			\$35.73			\$36.80			\$36.80		
			3	\$35.47			\$37.06			\$37.61			\$38.74			\$38.74		
			4	\$37.34			\$39.01			\$39.59			\$40.78			\$40.78		
			5	\$39.30	\$6,812.00	\$81,744.00	\$41.06	\$7,117.07	\$85,404.80	\$41.67	\$7,222.80	\$86,673.60	\$42.93	\$7,441.20	\$89,294.40	\$42.93	\$7,441.20	\$89,294.40
257	non-exempt	Environmental Spec	1	\$37.67			\$39.35			\$39.92			\$41.13			\$41.13		
			2	\$39.65			\$41.42			\$42.02			\$43.29			\$43.29		
			3	\$41.74			\$43.60			\$44.23			\$45.57			\$45.57		
			4	\$43.94			\$45.89			\$46.56			\$47.97			\$47.97		
			5	\$46.25	\$8,016.67	\$96,200.00	\$48.31	\$8,373.73	\$100,484.80	\$49.01	\$8,495.07	\$101,940.80	\$50.49	\$8,751.60	\$105,019.20	\$50.49	\$8,751.60	\$105,019.20
211	non-exempt	Equip Maint Serv Per	1	\$22.62			\$23.56			\$23.83			\$24.54			\$24.54		
			2	\$23.81			\$24.80			\$25.08			\$25.83			\$25.83		
			3	\$25.06			\$26.10			\$26.40			\$27.19			\$27.19		
			4	\$26.38			\$27.47			\$27.79			\$28.62			\$28.62		
			5	\$27.77	\$4,813.47	\$57,761.60	\$28.92	\$5,012.80	\$60,153.60	\$29.25	\$5,070.00	\$60,840.00	\$30.13	\$5,222.53	\$62,670.40	\$30.13	\$5,222.53	\$62,670.40

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
396	non-exempt	Equip Operator	1	\$27.81			\$29.37			\$30.13			\$31.04			\$31.04		
			2	\$29.27			\$30.92			\$31.72			\$32.67			\$32.67		
			3	\$30.81			\$32.55			\$33.39			\$34.39			\$34.39		
			4	\$32.43			\$34.26			\$35.15			\$36.20			\$36.20		
			5	\$34.14	\$5,917.60	\$71,011.20	\$36.06	\$6,250.40	\$75,004.80	\$37.00	\$6,413.33	\$76,960.00	\$38.11	\$6,605.73	\$79,268.80	\$38.11	\$6,605.73	\$79,268.80
397	non-exempt	Equip Operator - Lead	1	\$29.75			\$31.43			\$32.24			\$33.21			\$33.21		
			2	\$31.32			\$33.08			\$33.94			\$34.96			\$34.96		
			3	\$32.97			\$34.82			\$35.73			\$36.80			\$36.80		
			4	\$34.70			\$36.65			\$37.61			\$38.74			\$38.74		
			5	\$36.53	\$6,331.87	\$75,982.40	\$38.58	\$6,687.20	\$80,246.40	\$39.59	\$6,862.27	\$82,347.20	\$40.78	\$7,068.53	\$84,822.40	\$40.78	\$7,068.53	\$84,822.40
250	non-exempt	Equip Parts Tech	1	\$24.31			\$25.04			\$25.04			\$25.81			\$25.81		
			2	\$25.59			\$26.36			\$26.36			\$27.17			\$27.17		
			3	\$26.94			\$27.75			\$27.75			\$28.60			\$28.60		
			4	\$28.36			\$29.21			\$29.21			\$30.10			\$30.10		
			5	\$29.85	\$5,174.00	\$62,088.00	\$30.75	\$5,330.00	\$63,960.00	\$30.75	\$5,330.00	\$63,960.00	\$31.68	\$5,491.20	\$65,894.40	\$31.68	\$5,491.20	\$65,894.40
203	non-exempt	Facilities Asst	1	\$23.09			\$24.44			\$25.12			\$25.87			\$25.87		
			2	\$24.31			\$25.73			\$26.44			\$27.23			\$27.23		
			3	\$25.59			\$27.08			\$27.83			\$28.66			\$28.66		
			4	\$26.94			\$28.50			\$29.29			\$30.17			\$30.17		
			5	\$28.36	\$4,915.73	\$58,988.80	\$30.00	\$5,200.00	\$62,400.00	\$30.83	\$5,343.87	\$64,126.40	\$31.76	\$5,505.07	\$66,060.80	\$31.76	\$5,505.07	\$66,060.80
374	non-exempt	Facilities Carpenter	1	\$30.11			\$31.85			\$32.75			\$33.73			\$33.73		
			2	\$31.69			\$33.53			\$34.47			\$35.50			\$35.50		
			3	\$33.36			\$35.29			\$36.28			\$37.37			\$37.37		
			4	\$35.12			\$37.15			\$38.19			\$39.34			\$39.34		
			5	\$36.97	\$6,408.13	\$76,897.60	\$39.11	\$6,779.07	\$81,348.80	\$40.20	\$6,968.00	\$83,616.00	\$41.41	\$7,177.73	\$86,132.80	\$41.41	\$7,177.73	\$86,132.80
375	non-exempt	Facilities Elect	1	\$30.02			\$31.26			\$31.61			\$32.56			\$32.56		
			2	\$31.60			\$32.90			\$33.27			\$34.27			\$34.27		
			3	\$33.26			\$34.63			\$35.02			\$36.07			\$36.07		
			4	\$35.01			\$36.45			\$36.86			\$37.97			\$37.97		
			5	\$36.85	\$6,387.33	\$76,648.00	\$38.37	\$6,650.80	\$79,809.60	\$38.80	\$6,725.33	\$80,704.00	\$39.97	\$6,928.13	\$83,137.60	\$39.97	\$6,928.13	\$83,137.60
373	non-exempt	Facilities Maint-L	1	\$38.90			\$41.15			\$42.29			\$43.58			\$43.58		
			2	\$40.95			\$43.32			\$44.52			\$45.87			\$45.87		
			3	\$43.11			\$45.60			\$46.86			\$48.28			\$48.28		
			4	\$45.38			\$48.00			\$49.33			\$50.82			\$50.82		
			5	\$47.77	\$8,280.13	\$99,361.60	\$50.53	\$8,758.53	\$105,102.40	\$51.93	\$9,001.20	\$108,014.40	\$53.49	\$9,271.60	\$111,259.20	\$53.49	\$9,271.60	\$111,259.20
377	non-exempt	Facilities Painter	1	\$30.11			\$31.85			\$32.75			\$33.73			\$33.73		
			2	\$31.69			\$33.53			\$34.47			\$35.50			\$35.50		
			3	\$33.36			\$35.29			\$36.28			\$37.37			\$37.37		
			4	\$35.12			\$37.15			\$38.19			\$39.34			\$39.34		
			5	\$36.97	\$6,408.13	\$76,897.60	\$39.11	\$6,779.07	\$81,348.80	\$40.20	\$6,968.00	\$83,616.00	\$41.41	\$7,177.73	\$86,132.80	\$41.41	\$7,177.73	\$86,132.80
376	non-exempt	Facilities Tech	1	\$32.57			\$33.79			\$34.04			\$35.07			\$35.07		
			2	\$34.28			\$35.57			\$35.83			\$36.92			\$36.92		
			3	\$36.08			\$37.44			\$37.72			\$38.86			\$38.86		
			4	\$37.98			\$39.41			\$39.70			\$40.90			\$40.90		
			5	\$39.98	\$6,929.87	\$83,158.40	\$41.48			\$41.79			\$43.05	\$7,462.00	\$89,544.00	\$43.05	\$7,462.00	\$89,544.00
462	non-exempt	Field Service Pers WGW	1	\$27.89			\$29.51			\$30.31			\$31.23			\$31.23		
			2	\$29.36			\$31.06			\$31.91			\$32.87			\$32.87		
			3	\$30.91			\$32.69			\$33.59			\$34.60			\$34.60		
			4	\$32.54			\$34.41			\$35.36			\$36.42			\$36.42		
			5	\$34.25	\$5,936.67	\$71,240.00	\$36.22	\$6,278.13	\$75,337.60	\$37.22	\$6,451.47	\$77,417.60	\$38.34	\$6,645.60	\$79,747.20	\$38.34	\$6,645.60	\$79,747.20
383	non-exempt	Fleet Svcs Coord	1	\$28.97			\$29.84			\$29.84			\$30.73			\$30.73		
			2	\$30.49			\$31.41			\$31.41			\$32.35			\$32.35		
			3	\$32.09			\$33.06			\$33.06			\$34.05			\$34.05		
			4	\$33.78			\$34.80			\$34.80			\$35.84			\$35.84		
			5	\$35.56	\$6,163.73	\$73,964.80	\$36.63	\$6,349.20	\$76,190.40	\$36.63	\$6,349.20	\$76,190.40	\$37.73	\$6,539.87	\$78,478.40	\$37.73	\$6,539.87	\$78,478.40
419	non-exempt	Asnt Gas Measurement and Control Tech	1	\$30.39			\$32.14			\$34.50			\$35.55			\$35.55		
			2	\$31.99			\$33.83			\$36.32			\$37.42			\$37.42		
			3	\$33.67			\$35.61			\$38.23			\$39.39			\$39.39		
			4	\$35.44			\$37.48			\$40.24			\$41.46			\$41.46		
			5	\$37.31	\$6,467.07	\$77,604.80	\$39.45	\$6,838.00	\$82,056.00	\$42.36	\$7,146.53	\$85,758.40	\$43.64	\$7,564.27	\$90,771.20	\$43.64	\$7,564.27	\$90,771.20

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
418	non-exempt	Gas Measurement and Control Tech	1	\$31.91			\$33.74			\$36.24			\$37.33			\$37.33		
			2	\$33.59			\$35.52			\$38.15			\$39.29			\$39.29		
			3	\$35.36			\$37.39			\$40.16			\$41.36			\$41.36		
			4	\$37.22			\$39.36			\$42.27			\$43.54			\$43.54		
			5	\$39.18	\$6,791.20	\$81,494.40	\$41.43	\$7,181.20	\$86,174.40	\$44.49	\$7,505.33	\$90,064.00	\$45.83	\$7,943.87	\$95,326.40	\$45.83	\$7,943.87	\$95,326.40
417	non-exempt	Assistant Gas and Water Measurement and Control Tech	1	\$31.91			\$33.74			\$36.24			\$37.33			\$37.33		
			2	\$33.59			\$35.52			\$38.15			\$39.29			\$39.29		
			3	\$35.36			\$37.39			\$40.16			\$41.36			\$41.36		
			4	\$37.22			\$39.36			\$42.27			\$43.54			\$43.54		
			5	\$39.18	\$6,791.20	\$81,494.40	\$41.43	\$7,181.20	\$86,174.40	\$44.49	\$7,505.33	\$90,064.00	\$45.83	\$7,943.87	\$95,326.40	\$45.83	\$7,943.87	\$95,326.40
416	non-exempt	Gas and Water Measurement and Control Tech	1	\$30.39			\$32.14			\$38.05			\$39.20			\$39.20		
			2	\$31.99			\$33.83			\$40.05			\$41.26			\$41.26		
			3	\$33.67			\$35.61			\$42.16			\$43.43			\$43.43		
			4	\$35.44			\$37.48			\$44.38			\$45.72			\$45.72		
			5	\$37.31	\$6,467.07	\$77,604.80	\$39.45	\$6,838.00	\$82,056.00	\$46.72	\$8,098.13	\$97,177.60	\$48.13	\$8,342.53	\$100,110.40	\$48.13	\$8,342.53	\$100,110.40
420	non-exempt	Gas and Water Measurement and Control Technician Lead	1	\$30.39			\$32.14			\$40.72			\$41.94			\$41.94		
			2	\$31.99			\$33.83			\$42.86			\$44.15			\$44.15		
			3	\$33.67			\$35.61			\$45.12			\$46.47			\$46.47		
			4	\$35.44			\$37.48			\$47.49			\$48.92			\$48.92		
			5	\$37.31	\$6,467.07	\$77,604.80	\$39.45	\$6,838.00	\$82,056.00	\$49.99	\$8,664.93	\$103,979.20	\$51.50	\$8,926.67	\$107,120.00	\$51.50	\$8,926.67	\$107,120.00
398	non-exempt	Geographic Inform Syst Specialist	1	\$40.98			\$43.34			\$44.53			\$45.88			\$45.88		
			2	\$43.14			\$45.62			\$46.87			\$48.29			\$48.29		
			3	\$45.41			\$48.02			\$49.34			\$50.83			\$50.83		
			4	\$47.80			\$50.55			\$51.94			\$53.50			\$53.50		
			5	\$50.32	\$8,722.13	\$104,665.60	\$53.21	\$9,223.07	\$110,676.80	\$54.67	\$9,476.13	\$113,713.60	\$56.32	\$9,762.13	\$117,145.60	\$56.32	\$9,762.13	\$117,145.60
390	non-exempt	Heavy Equip Oper	1	\$31.49			\$33.26			\$34.13			\$35.15			\$35.15		
			2	\$33.15			\$35.01			\$35.93			\$37.00			\$37.00		
			3	\$34.89			\$36.85			\$37.82			\$38.95			\$38.95		
			4	\$36.73			\$38.79			\$39.81			\$41.00			\$41.00		
			5	\$38.66	\$6,701.07	\$80,412.80	\$40.83	\$7,077.20	\$84,926.40	\$41.90	\$7,262.67	\$87,152.00	\$43.16	\$7,481.07	\$89,772.80	\$43.16	\$7,481.07	\$89,772.80
391	non-exempt	Heavy Equip Oper-L	1	\$33.68			\$35.58			\$36.50			\$37.60			\$37.60		
			2	\$35.45			\$37.45			\$38.42			\$39.58			\$39.58		
			3	\$37.32			\$39.42			\$40.44			\$41.66			\$41.66		
			4	\$39.28			\$41.49			\$42.57			\$43.85			\$43.85		
			5	\$41.35	\$7,167.33	\$86,008.00	\$43.67	\$7,569.47	\$90,833.60	\$44.81	\$7,767.07	\$93,204.80	\$46.16	\$8,001.07	\$96,012.80	\$46.16	\$8,001.07	\$96,012.80
389	non-exempt	HEO/Installer Repairer	1	\$34.58			\$36.58			\$37.57			\$38.70			\$38.70		
			2	\$36.40			\$38.50			\$39.55			\$40.74			\$40.74		
			3	\$38.32			\$40.53			\$41.63			\$42.88			\$42.88		
			4	\$40.34			\$42.66			\$43.82			\$45.14			\$45.14		
			5	\$42.46	\$7,359.73	\$88,316.80	\$44.90	\$7,782.67	\$93,392.00	\$46.13	\$7,995.87	\$95,950.40	\$47.52	\$8,236.80	\$98,841.60	\$47.52	\$8,236.80	\$98,841.60
508	non-exempt	Ind Waste Inspec	1	\$31.65			\$33.06			\$33.54			\$34.56			\$34.56		
			2	\$33.32			\$34.80			\$35.30			\$36.38			\$36.38		
			3	\$35.07			\$36.63			\$37.16			\$38.29			\$38.29		
			4	\$36.92			\$38.56			\$39.12			\$40.30			\$40.30		
			5	\$38.86	\$6,735.73	\$80,828.80	\$40.59	\$7,035.60	\$84,427.20	\$41.18	\$7,137.87	\$85,654.40	\$42.42	\$7,352.80	\$88,233.60	\$42.42	\$7,352.80	\$88,233.60
258	non-exempt	Ind Waste Invgtgr	1	\$35.58			\$37.15			\$37.69			\$38.83			\$38.83		
			2	\$37.45			\$39.10			\$39.67			\$40.87			\$40.87		
			3	\$39.42			\$41.16			\$41.76			\$43.02			\$43.02		
			4	\$41.49			\$43.33			\$43.96			\$45.28			\$45.28		
			5	\$43.67	\$7,569.47	\$90,833.60	\$45.61	\$7,905.73	\$94,868.80	\$46.27	\$8,020.13	\$96,241.60	\$47.66	\$8,261.07	\$99,132.80	\$47.66	\$8,261.07	\$99,132.80
365	non-exempt	Industrial Waste Technician	1	\$28.58			\$29.85			\$30.27			\$31.19			\$31.19		
			2	\$30.08			\$31.42			\$31.86			\$32.83			\$32.83		
			3	\$31.66			\$33.07			\$33.54			\$34.56			\$34.56		
			4	\$33.33			\$34.81			\$35.31			\$36.38			\$36.38		
			5	\$35.08	\$6,080.53	\$72,966.40	\$36.64	\$6,350.93	\$76,211.20	\$37.17	\$6,442.80	\$77,313.60	\$38.29	\$6,636.93	\$79,643.20	\$38.29	\$6,636.93	\$79,643.20
227	non-exempt	Inspector, Field Svc	1	\$34.47			\$36.05			\$36.61			\$37.72			\$37.72		
			2	\$36.28			\$37.95			\$38.54			\$39.70			\$39.70		
			3	\$38.19			\$39.95			\$40.57			\$41.79			\$41.79		
			4	\$40.20			\$42.05			\$42.71			\$43.99			\$43.99		
			5	\$42.32	\$7,335.47	\$88,025.60	\$44.26	\$7,671.73	\$92,060.80	\$44.96	\$7,793.07	\$93,516.80	\$46.31	\$8,027.07	\$96,324.80	\$46.31	\$8,027.07	\$96,324.80

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
308	non-exempt	Instrum Elec	1	\$34.16			\$35.57			\$35.96			\$37.05			\$37.05		
			2	\$35.96			\$37.44			\$37.85			\$39.00			\$39.00		
			3	\$37.85			\$39.41			\$39.84			\$41.05			\$41.05		
			4	\$39.84			\$41.48			\$41.94			\$43.21			\$43.21		
			5	\$41.94	\$7,269.60	\$87,235.20	\$43.66	\$7,567.73	\$90,812.80	\$44.15	\$7,652.67	\$91,832.00	\$45.48	\$7,883.20	\$94,598.40	\$45.48	\$7,883.20	\$94,598.40
293	non-exempt	Junior Museum & Zoo Educator	1	\$26.71			\$27.76			\$28.02			\$28.86			\$28.86		
			2	\$28.12			\$29.22			\$29.49			\$30.38			\$30.38		
			3	\$29.60			\$30.76			\$31.04			\$31.98			\$31.98		
			4	\$31.16			\$32.38			\$32.67			\$33.66			\$33.66		
			5	\$32.80	\$5,685.33	\$68,224.00	\$34.08	\$5,907.20	\$70,886.40	\$34.39	\$5,960.93	\$71,531.20	\$35.43	\$6,141.20	\$73,694.40	\$35.43	\$6,141.20	\$73,694.40
503	non-exempt	Laboratory Tech Wqc	1	\$31.40			\$32.37			\$32.40			\$33.36			\$33.36		
			2	\$33.05			\$34.07			\$34.10			\$35.12			\$35.12		
			3	\$34.79			\$35.86			\$35.89			\$36.97			\$36.97		
			4	\$36.62			\$37.75			\$37.78			\$38.92			\$38.92		
			5	\$38.55	\$6,682.00	\$80,184.00	\$39.74	\$6,888.27	\$82,659.20	\$39.77	\$6,893.47	\$82,721.60	\$40.97	\$7,101.47	\$85,217.60	\$40.97	\$7,101.47	\$85,217.60
413	non-exempt	Landfill Technician	1	\$34.91			\$36.47			\$37.01			\$38.13			\$38.13		
			2	\$36.75			\$38.39			\$38.96			\$40.14			\$40.14		
			3	\$38.68			\$40.41			\$41.01			\$42.25			\$42.25		
			4	\$40.72			\$42.54			\$43.17			\$44.47			\$44.47		
			5	\$42.86	\$7,429.07	\$89,148.80	\$44.78	\$7,761.87	\$93,142.40	\$45.44	\$7,876.27	\$94,515.20	\$46.81	\$8,113.73	\$97,364.80	\$46.81	\$8,113.73	\$97,364.80
254	non-exempt	Librarian	1	\$26.84			\$27.86			\$27.96			\$28.79			\$28.79		
			2	\$28.25			\$29.26			\$29.43			\$30.31			\$30.31		
			3	\$29.74			\$30.80			\$30.98			\$31.91			\$31.91		
			4	\$31.30			\$32.42			\$32.61			\$33.59			\$33.59		
			5	\$32.95	\$5,711.33	\$68,536.00	\$34.13	\$5,915.87	\$70,990.40	\$34.33	\$5,950.53	\$71,406.40	\$35.36	\$6,129.07	\$73,548.80	\$35.36	\$6,129.07	\$73,548.80
252	non-exempt	Library Associate	1	\$24.52			\$25.27			\$25.27			\$26.03			\$26.03		
			2	\$25.81			\$26.60			\$26.60			\$27.40			\$27.40		
			3	\$27.17			\$28.00			\$28.00			\$28.84			\$28.84		
			4	\$28.60			\$29.47			\$29.47			\$30.36			\$30.36		
			5	\$30.11	\$5,219.07	\$62,628.80	\$31.02	\$5,376.80	\$64,521.60	\$31.02	\$5,376.80	\$64,521.60	\$31.96	\$5,539.73	\$66,476.80	\$31.96	\$5,539.73	\$66,476.80
253	non-exempt	Library Specialist	1	\$23.20			\$23.90			\$23.90			\$24.62			\$24.62		
			2	\$24.42			\$25.16			\$25.16			\$25.92			\$25.92		
			3	\$25.71			\$26.48			\$26.48			\$27.28			\$27.28		
			4	\$27.06			\$27.87			\$27.87			\$28.72			\$28.72		
			5	\$28.48	\$4,936.53	\$59,238.40	\$29.34	\$5,085.60	\$61,027.20	\$29.34	\$5,085.60	\$61,027.20	\$30.23	\$5,239.87	\$62,878.40	\$30.23	\$5,239.87	\$62,878.40
541	non-exempt	Lineper/Cable Spl	1	\$42.81			\$44.75			\$45.45			\$46.83			\$46.83		
			2	\$45.06			\$47.11			\$47.84			\$49.29			\$49.29		
			3	\$47.43			\$49.59			\$50.36			\$51.88			\$51.88		
			4	\$49.93			\$52.20			\$53.01			\$54.61			\$54.61		
			5	\$52.56	\$9,110.40	\$109,324.80	\$54.95	\$9,524.67	\$114,296.00	\$55.80	\$9,672.00	\$116,064.00	\$57.48	\$9,963.20	\$119,558.40	\$57.48	\$9,963.20	\$119,558.40
542	non-exempt	Lineper/Cable Spl-L	1	\$45.82			\$47.90			\$48.63			\$50.09			\$50.09		
			2	\$48.23			\$50.42			\$51.19			\$52.73			\$52.73		
			3	\$50.77			\$53.07			\$53.88			\$55.51			\$55.51		
			4	\$53.44			\$55.86			\$56.72			\$58.43			\$58.43		
			5	\$56.25	\$9,750.00	\$117,000.00	\$58.80	\$10,192.00	\$122,304.00	\$59.71	\$10,349.73	\$124,196.80	\$61.51	\$10,661.73	\$127,940.80	\$61.51	\$10,661.73	\$127,940.80
531	non-exempt	Lineperson/Cable Spl-T	1	\$40.78			\$42.63			\$43.29			\$44.59			\$44.59		
			2	\$42.93			\$44.87			\$45.57			\$46.94			\$46.94		
			3	\$45.19			\$47.23			\$47.97			\$49.41			\$49.41		
			4	\$47.57			\$49.72			\$50.49			\$52.01			\$52.01		
			5	\$50.07	\$8,678.80	\$104,145.60	\$52.34	\$9,072.27	\$108,867.20	\$53.15	\$9,212.67	\$110,552.00	\$54.75	\$9,490.00	\$113,880.00	\$54.75	\$9,490.00	\$113,880.00
532	non-exempt	Lineperson/Cable Spl-TL	1	\$43.61			\$45.59			\$46.30			\$47.69			\$47.69		
			2	\$45.91			\$47.99			\$48.74			\$50.20			\$50.20		
			3	\$48.33			\$50.52			\$51.30			\$52.84			\$52.84		
			4	\$50.87			\$53.18			\$54.00			\$55.62			\$55.62		
			5	\$53.55	\$9,282.00	\$111,384.00	\$55.98	\$9,703.20	\$116,438.40	\$56.84	\$9,852.27	\$118,227.20	\$58.55	\$10,148.67	\$121,784.00	\$58.55	\$10,148.67	\$121,784.00
528	non-exempt	Lnper/Cbl Spl-Appren	1	\$36.77			\$38.45			\$39.04			\$40.21			\$40.21		
			2	\$38.71			\$40.47			\$41.09			\$42.33			\$42.33		
			3	\$40.75			\$42.60			\$43.25			\$44.56			\$44.56		
			4	\$42.89			\$44.84			\$45.53			\$46.90			\$46.90		
			5	\$45.15	\$7,826.00	\$93,912.00	\$47.20	\$8,181.33	\$98,176.00	\$47.93	\$8,307.87	\$99,694.40	\$49.37	\$8,557.47	\$102,689.60	\$49.37	\$8,557.47	\$102,689.60

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
213	non-exempt	Mailing Svcs Spec	1	\$20.48			\$21.12			\$21.16			\$21.78			\$21.78		
			2	\$21.56			\$22.23			\$22.27			\$22.93			\$22.93		
			3	\$22.69			\$23.40			\$23.44			\$24.14			\$24.14		
			4	\$23.88			\$24.63			\$24.67			\$25.41			\$25.41		
			5	\$25.14	\$4,357.60	\$52,291.20	\$25.93	\$4,494.53	\$53,934.40	\$25.97	\$4,501.47	\$54,017.60	\$26.75	\$4,636.67	\$55,640.00	\$26.75	\$4,636.67	\$55,640.00
291	non-exempt	Maintenance Mechanic-Welding	1	\$33.53			\$35.46			\$36.44			\$37.54			\$37.54		
			2	\$35.29			\$37.33			\$38.36			\$39.52			\$39.52		
			3	\$37.15			\$39.29			\$40.38			\$41.60			\$41.60		
			4	\$39.11			\$41.36			\$42.50			\$43.79			\$43.79		
			5	\$41.17	\$7,136.13	\$85,633.60	\$43.54	\$7,546.93	\$90,563.20	\$44.74	\$7,754.93	\$93,059.20	\$46.09	\$7,988.93	\$95,867.20	\$46.09	\$7,988.93	\$95,867.20
346	non-exempt	Management Assistant	1	\$30.44			\$31.40			\$31.45			\$32.40			\$32.40		
			2	\$32.04			\$33.05			\$33.11			\$34.10			\$34.10		
			3	\$33.73			\$34.79			\$34.85			\$35.89			\$35.89		
			4	\$35.50			\$36.62			\$36.68			\$37.78			\$37.78		
			5	\$37.37	\$6,477.47	\$77,729.60	\$38.55	\$6,682.00	\$80,184.00	\$38.61	\$6,692.40	\$80,308.80	\$39.77	\$6,893.47	\$82,721.60	\$39.77	\$6,893.47	\$82,721.60
3460	non-exempt	Management Assistant - S	1	\$30.44			\$31.40			\$31.45			\$32.40			\$32.40		
			2	\$32.04			\$33.05			\$33.11			\$34.10			\$34.10		
			3	\$33.73			\$34.79			\$34.85			\$35.89			\$35.89		
			4	\$35.50			\$36.62			\$36.68			\$37.78			\$37.78		
			5	\$37.37	\$6,477.47	\$77,729.60	\$38.55	\$6,682.00	\$80,184.00	\$38.61	\$6,692.40	\$80,308.80	\$39.77	\$6,893.47	\$82,721.60	\$39.77	\$6,893.47	\$82,721.60
216	non-exempt	Marketing Eng	1	\$43.64			\$45.17			\$45.37			\$46.74			\$46.74		
			2	\$45.94			\$47.55			\$47.76			\$49.20			\$49.20		
			3	\$48.36			\$50.05			\$50.27			\$51.79			\$51.79		
			4	\$50.91			\$52.68			\$52.92			\$54.52			\$54.52		
			5	\$53.59	\$9,288.93	\$111,467.20	\$55.45	\$9,611.33	\$115,336.00	\$55.71	\$9,656.40	\$115,876.80	\$57.39	\$9,947.60	\$119,371.20	\$57.39	\$9,947.60	\$119,371.20
241	non-exempt	Meter Reader	1	\$24.31			\$25.09			\$25.14			\$25.90			\$25.90		
			2	\$25.59			\$26.41			\$26.46			\$27.26			\$27.26		
			3	\$26.94			\$27.80			\$27.85			\$28.69			\$28.69		
			4	\$28.36			\$29.26			\$29.32			\$30.20			\$30.20		
			5	\$29.85	\$5,174.00	\$62,088.00	\$30.80	\$5,338.67	\$64,064.00	\$30.86	\$5,349.07	\$64,188.80	\$31.79	\$5,510.27	\$66,123.20	\$31.79	\$5,510.27	\$66,123.20
240	non-exempt	Meter Reader-Lead	1	\$26.01			\$26.84			\$26.89			\$27.71			\$27.71		
			2	\$27.38			\$28.25			\$28.31			\$29.17			\$29.17		
			3	\$28.82			\$29.74			\$29.80			\$30.70			\$30.70		
			4	\$30.34			\$31.31			\$31.37			\$32.32			\$32.32		
			5	\$31.94	\$5,536.27	\$66,435.20	\$32.96	\$5,713.07	\$68,556.80	\$33.02	\$5,723.47	\$68,681.60	\$34.02	\$5,896.80	\$70,761.60	\$34.02	\$5,896.80	\$70,761.60
369	non-exempt	Meter Shop Lead	1	\$29.29			\$30.64			\$31.14			\$32.07			\$32.07		
			2	\$30.83			\$32.25			\$32.78			\$33.76			\$33.76		
			3	\$32.45			\$33.95			\$34.50			\$35.54			\$35.54		
			4	\$34.16			\$35.74			\$36.32			\$37.41			\$37.41		
			5	\$35.96	\$6,233.07	\$74,796.80	\$37.62	\$6,520.80	\$78,249.60	\$38.23	\$6,626.53	\$79,518.40	\$39.38	\$6,825.87	\$81,910.40	\$39.38	\$6,825.87	\$81,910.40
552	non-exempt	Metering Technician	1	\$40.36			\$42.19			\$42.85			\$44.14			\$44.14		
			2	\$42.48			\$44.41			\$45.10			\$46.46			\$46.46		
			3	\$44.72			\$46.75			\$47.47			\$48.90			\$48.90		
			4	\$47.07			\$49.21			\$49.97			\$51.47			\$51.47		
			5	\$49.55	\$8,588.67	\$103,064.00	\$51.80	\$8,978.67	\$107,744.00	\$52.60	\$9,117.33	\$109,408.00	\$54.18	\$9,391.20	\$112,694.40	\$54.18	\$9,391.20	\$112,694.40
553	non-exempt	Metering Technician – Lead	1	\$43.20			\$45.16			\$45.87			\$47.23			\$47.23		
			2	\$45.47			\$47.54			\$48.28			\$49.72			\$49.72		
			3	\$47.86			\$50.04			\$50.82			\$52.34			\$52.34		
			4	\$50.38			\$52.67			\$53.49			\$55.09			\$55.09		
			5	\$53.03	\$9,191.87	\$110,302.40	\$55.44	\$9,609.60	\$115,315.20	\$56.30	\$9,758.67	\$117,104.00	\$57.99	\$10,051.60	\$120,619.20	\$57.99	\$10,051.60	\$120,619.20
384	non-exempt	Mobile Service Tech	1	\$34.41			\$35.44			\$35.44			\$36.52			\$36.52		
			2	\$36.22			\$37.31			\$37.31			\$38.44			\$38.44		
			3	\$38.13			\$39.27			\$39.27			\$40.46			\$40.46		
			4	\$40.14			\$41.34			\$41.34			\$42.59			\$42.59		
			5	\$42.25	\$7,323.33	\$87,880.00	\$43.52	\$7,543.47	\$90,521.60	\$43.52	\$7,543.47	\$90,521.60	\$44.83	\$7,770.53	\$93,246.40	\$44.83	\$7,770.53	\$93,246.40
381	non-exempt	Motor Equip Mech-L	1	\$35.06			\$36.11			\$36.11			\$37.21			\$37.21		
			2	\$36.91			\$38.01			\$38.01			\$39.17			\$39.17		
			3	\$38.85			\$40.01			\$40.01			\$41.23			\$41.23		
			4	\$40.89			\$42.12			\$42.12			\$43.40			\$43.40		
			5	\$43.04	\$7,460.27	\$89,523.20	\$44.34	\$7,685.60	\$92,227.20	\$44.34	\$7,685.60	\$92,227.20	\$45.68	\$7,917.87	\$95,014.40	\$45.68	\$7,917.87	\$95,014.40

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
286	non-exempt	Motor Equipment Mechanic I	1	\$30.36			\$31.27			\$31.27			\$32.21			\$32.21		
			2	\$31.96			\$32.92			\$32.92			\$33.91			\$33.91		
			3	\$33.64			\$34.65			\$34.65			\$35.69			\$35.69		
			4	\$35.41			\$36.47			\$36.47			\$37.57			\$37.57		
			5	\$37.27	\$6,460.13	\$77,521.60	\$38.39	\$6,654.27	\$79,851.20	\$38.39	\$6,654.27	\$79,851.20	\$39.55	\$6,855.33	\$82,264.00	\$39.55	\$6,855.33	\$82,264.00
287	non-exempt	Motor Equipment Mechanic II	1	\$32.78			\$33.76			\$33.76			\$34.78			\$34.78		
			2	\$34.50			\$35.54			\$35.54			\$36.61			\$36.61		
			3	\$36.32			\$37.41			\$37.41			\$38.54			\$38.54		
			4	\$38.23			\$39.38			\$39.38			\$40.57			\$40.57		
			5	\$40.24	\$6,974.93	\$83,699.20	\$41.45	\$7,184.67	\$86,216.00	\$41.45	\$7,184.67	\$86,216.00	\$42.70	\$7,401.33	\$88,816.00	\$42.70	\$7,401.33	\$88,816.00
230	non-exempt	Offset Equip Op	1	\$23.22			\$23.94			\$23.94			\$24.70			\$24.70		
			2	\$24.44			\$25.20			\$25.20			\$26.00			\$26.00		
			3	\$25.73			\$26.53			\$26.53			\$27.37			\$27.37		
			4	\$27.08			\$27.93			\$27.93			\$28.81			\$28.81		
			5	\$28.50	\$4,940.00	\$59,280.00	\$29.40	\$5,096.00	\$61,152.00	\$29.44	\$5,102.93	\$61,235.20	\$30.33	\$5,257.20	\$63,086.40	\$30.33	\$5,257.20	\$63,086.40
543	non-exempt	Overhead Underground Troublemaker	1	\$44.98			\$47.03			\$47.75			\$49.18			\$49.18		
			2	\$47.35			\$49.50			\$50.26			\$51.77			\$51.77		
			3	\$49.84			\$52.10			\$52.91			\$54.49			\$54.49		
			4	\$52.46			\$54.84			\$55.69			\$57.36			\$57.36		
			5	\$55.22	\$9,571.47	\$114,857.60	\$57.73	\$10,006.53	\$120,078.40	\$58.62	\$10,160.80	\$121,929.60	\$60.38	\$10,465.87	\$125,590.40	\$60.38	\$10,465.87	\$125,590.40
452	non-exempt	Park Maint - Lead	1	\$29.79			\$30.78			\$30.88			\$31.82			\$31.82		
			2	\$31.36			\$32.40			\$32.50			\$33.49			\$33.49		
			3	\$33.01			\$34.11			\$34.21			\$35.25			\$35.25		
			4	\$34.75			\$35.90			\$36.01			\$37.10			\$37.10		
			5	\$36.58	\$6,340.53	\$76,086.40	\$37.79	\$6,550.27	\$78,603.20	\$37.91	\$6,571.07	\$78,852.80	\$39.05	\$6,768.67	\$81,224.00	\$39.05	\$6,768.67	\$81,224.00
451	non-exempt	Park Maint Person	1	\$25.70			\$26.55			\$26.64			\$27.45			\$27.45		
			2	\$27.05			\$27.95			\$28.04			\$28.89			\$28.89		
			3	\$28.47			\$29.42			\$29.52			\$30.41			\$30.41		
			4	\$29.97			\$30.97			\$31.07			\$32.01			\$32.01		
			5	\$31.55	\$5,468.67	\$65,624.00	\$32.60	\$5,650.67	\$67,808.00	\$32.70	\$5,668.00	\$68,016.00	\$33.69	\$5,839.60	\$70,075.20	\$33.69	\$5,839.60	\$70,075.20
281	non-exempt	Park Ranger	1	\$28.79			\$29.66			\$29.66			\$30.55			\$30.55		
			2	\$30.30			\$31.22			\$31.22			\$32.16			\$32.16		
			3	\$31.89			\$32.86			\$32.86			\$33.85			\$33.85		
			4	\$33.57			\$34.59			\$34.59			\$35.63			\$35.63		
			5	\$35.34	\$6,125.60	\$73,507.20	\$36.41	\$6,311.07	\$75,732.80	\$36.41	\$6,311.07	\$75,732.80	\$37.51	\$6,501.73	\$78,020.80	\$37.51	\$6,501.73	\$78,020.80
570	non-exempt	Parking Operations Lead	1	\$44.20			\$46.31			\$47.14			\$48.55			\$48.55		
			2	\$46.53			\$48.75			\$49.62			\$51.11			\$51.11		
			3	\$48.98			\$51.32			\$52.23			\$53.80			\$53.80		
			4	\$51.56			\$54.02			\$54.98			\$56.63			\$56.63		
			5	\$54.27	\$9,406.80	\$112,881.60	\$56.86	\$9,855.73	\$118,268.80	\$57.87	\$10,030.80	\$120,369.60	\$59.61	\$10,332.40	\$123,988.80	\$59.61	\$10,332.40	\$123,988.80
460	non-exempt	Parks/Golf Crew-Lead	1	\$27.96			\$28.90			\$28.98			\$29.86			\$29.86		
			2	\$29.43			\$30.42			\$30.50			\$31.43			\$31.43		
			3	\$30.98			\$32.02			\$32.11			\$33.08			\$33.08		
			4	\$32.61			\$33.70			\$33.80			\$34.82			\$34.82		
			5	\$34.33	\$5,950.53	\$71,406.40	\$35.47	\$6,148.13	\$73,777.60	\$35.58	\$6,167.20	\$74,006.40	\$36.65	\$6,352.67	\$76,232.00	\$36.65	\$6,352.67	\$76,232.00
348	non-exempt	Payroll Analyst	1	\$29.15			\$30.03			\$30.03			\$30.93			\$30.93		
			2	\$30.68			\$31.61			\$31.61			\$32.56			\$32.56		
			3	\$32.29			\$33.27			\$33.27			\$34.27			\$34.27		
			4	\$33.99			\$35.02			\$35.02			\$36.07			\$36.07		
			5	\$35.78	\$6,201.87	\$74,422.40	\$36.86	\$6,389.07	\$76,668.80	\$36.86	\$6,389.07	\$76,668.80	\$37.97	\$6,581.47	\$78,977.60	\$37.97	\$6,581.47	\$78,977.60
3480	non-exempt	Payroll Analyst - S	1	\$29.15			\$30.03			\$30.03			\$30.93			\$30.93		
			2	\$30.68			\$31.61			\$31.61			\$32.56			\$32.56		
			3	\$32.29			\$33.27			\$33.27			\$34.27			\$34.27		
			4	\$33.99			\$35.02			\$35.02			\$36.07			\$36.07		
			5	\$35.78	\$6,201.87	\$74,422.40	\$36.86	\$6,389.07	\$76,668.80	\$36.86	\$6,389.07	\$76,668.80	\$37.97	\$6,581.47	\$78,977.60	\$37.97	\$6,581.47	\$78,977.60
352	non-exempt	Planner	1	\$38.43			\$39.85			\$40.15			\$41.34			\$41.34		
			2	\$40.45			\$41.95			\$42.26			\$43.52			\$43.52		
			3	\$42.58			\$44.16			\$44.48			\$45.81			\$45.81		
			4	\$44.82			\$46.48			\$46.82			\$48.22			\$48.22		
			5	\$47.18	\$8,177.87	\$98,134.40	\$48.93	\$8,481.20	\$101,774.40	\$49.28	\$8,541.87	\$102,502.40	\$50.76	\$8,798.40	\$105,580.80	\$50.76	\$8,798.40	\$105,580.80

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
347	non-exempt	Planning Arborist	1	\$41.76			\$43.66			\$44.35			\$45.70			\$45.70		
			2	\$43.96			\$45.96			\$46.68			\$48.10			\$48.10		
			3	\$46.27			\$48.38			\$49.14			\$50.63			\$50.63		
			4	\$48.70			\$50.93			\$51.73			\$53.29			\$53.29		
			5	\$51.26	\$8,885.07	\$106,620.80	\$53.61	\$9,292.40	\$111,508.80	\$54.45	\$9,438.00	\$113,256.00	\$56.09	\$9,722.27	\$116,667.20	\$56.09	\$9,722.27	\$116,667.20
3470	non-exempt	Planning Arborist - S	1	\$41.76			\$43.66			\$44.35			\$45.70			\$45.70		
			2	\$43.96			\$45.96			\$46.68			\$48.10			\$48.10		
			3	\$46.27			\$48.38			\$49.14			\$50.63			\$50.63		
			4	\$48.70			\$50.93			\$51.73			\$53.29			\$53.29		
			5	\$51.26	\$8,885.07	\$106,620.80	\$53.61	\$9,292.40	\$111,508.80	\$54.45	\$9,438.00	\$113,256.00	\$56.09	\$9,722.27	\$116,667.20	\$56.09	\$9,722.27	\$116,667.20
304	non-exempt	Plans Check Engr	1	\$42.38			\$43.85			\$44.07			\$45.39			\$45.39		
			2	\$44.61			\$46.16			\$46.39			\$47.78			\$47.78		
			3	\$46.96			\$48.59			\$48.83			\$50.29			\$50.29		
			4	\$49.43			\$51.15			\$51.40			\$52.94			\$52.94		
			5	\$52.03	\$9,018.53	\$108,222.40	\$53.84	\$9,332.27	\$111,987.20	\$54.10	\$9,377.33	\$112,528.00	\$55.73	\$9,659.87	\$115,918.40	\$55.73	\$9,659.87	\$115,918.40
513	non-exempt	Plans Examiner	1	\$36.22			\$37.88			\$38.48			\$39.63			\$39.63		
			2	\$38.13			\$39.87			\$40.51			\$41.72			\$41.72		
			3	\$40.14			\$41.97			\$42.64			\$43.92			\$43.92		
			4	\$42.25			\$44.18			\$44.88			\$46.23			\$46.23		
			5	\$44.47	\$7,708.13	\$92,497.60	\$46.51	\$8,061.73	\$96,740.80	\$47.24	\$8,188.27	\$98,259.20	\$48.66	\$8,434.40	\$101,212.80	\$48.66	\$8,434.40	\$101,212.80
517	non-exempt	Plant Mechanic	1	\$34.53			\$35.58			\$35.58			\$36.64			\$36.64		
			2	\$36.35			\$37.45			\$37.45			\$38.57			\$38.57		
			3	\$38.26			\$39.42			\$39.42			\$40.60			\$40.60		
			4	\$40.27			\$41.49			\$41.49			\$42.74			\$42.74		
			5	\$42.39	\$7,347.60	\$88,171.20	\$43.67	\$7,569.47	\$90,833.60	\$43.67	\$7,569.47	\$90,833.60	\$44.99	\$7,798.27	\$93,579.20	\$44.99	\$7,798.27	\$93,579.20
321	non-exempt	Police Records Specialist - Lead	1	\$27.00			\$28.29			\$28.79			\$29.68			\$29.68		
			2	\$28.42			\$29.78			\$30.31			\$31.24			\$31.24		
			3	\$29.92			\$31.35			\$31.91			\$32.88			\$32.88		
			4	\$31.49			\$33.00			\$33.59			\$34.61			\$34.61		
			5	\$33.15	\$5,746.00	\$68,952.00	\$34.74	\$6,021.60	\$72,259.20	\$35.36	\$6,129.07	\$73,548.80	\$36.43	\$6,314.53	\$75,774.40	\$36.43	\$6,314.53	\$75,774.40
313	non-exempt	Police Records Specialist I	1	\$23.98			\$25.13			\$25.57			\$26.34			\$26.34		
			2	\$25.24			\$26.45			\$26.92			\$27.73			\$27.73		
			3	\$26.57			\$27.84			\$28.34			\$29.19			\$29.19		
			4	\$27.97			\$29.31			\$29.83			\$30.73			\$30.73		
			5	\$29.44	\$5,102.93	\$61,235.20	\$30.85	\$5,347.33	\$64,168.00	\$31.40	\$5,442.67	\$65,312.00	\$32.35	\$5,607.33	\$67,288.00	\$32.35	\$5,607.33	\$67,288.00
314	non-exempt	Police Records Specialist II	1	\$25.23			\$26.45			\$26.91			\$27.72			\$27.72		
			2	\$26.56			\$27.84			\$28.33			\$29.18			\$29.18		
			3	\$27.96			\$29.30			\$29.82			\$30.72			\$30.72		
			4	\$29.43			\$30.84			\$31.39			\$32.34			\$32.34		
			5	\$30.98	\$5,369.87	\$64,438.40	\$32.46	\$5,626.40	\$67,516.80	\$33.04	\$5,726.93	\$68,723.20	\$34.04	\$5,900.27	\$70,803.20	\$34.04	\$5,900.27	\$70,803.20
246	non-exempt	Power Engr	1	\$46.60			\$48.22			\$48.45			\$49.91			\$49.91		
			2	\$49.05			\$50.76			\$51.00			\$52.54			\$52.54		
			3	\$51.63			\$53.43			\$53.68			\$55.30			\$55.30		
			4	\$54.35			\$56.24			\$56.51			\$58.21			\$58.21		
			5	\$57.21	\$9,916.40	\$118,996.80	\$59.20	\$10,261.33	\$123,136.00	\$59.48	\$10,309.87	\$123,718.40	\$61.27	\$10,620.13	\$127,441.60	\$61.27	\$10,620.13	\$127,441.60
270	non-exempt	Prod Arts/Sci Prog	1	\$32.39			\$33.66			\$33.97			\$34.99			\$34.99		
			2	\$34.09			\$35.43			\$35.76			\$36.83			\$36.83		
			3	\$35.88			\$37.29			\$37.64			\$38.77			\$38.77		
			4	\$37.77			\$39.25			\$39.62			\$40.81			\$40.81		
			5	\$39.76	\$6,891.73	\$82,700.80	\$41.32	\$7,162.13	\$85,945.60	\$41.70	\$7,228.00	\$86,736.00	\$42.96	\$7,446.40	\$89,356.80	\$42.96	\$7,446.40	\$89,356.80
232	non-exempt	Prog-Analyst	1	\$39.44			\$41.71			\$42.85			\$44.14			\$44.14		
			2	\$41.52			\$43.91			\$45.11			\$46.46			\$46.46		
			3	\$43.71			\$46.22			\$47.48			\$48.91			\$48.91		
			4	\$46.01			\$48.65			\$49.98			\$51.48			\$51.48		
			5	\$48.43	\$8,394.53	\$100,734.40	\$51.21	\$8,876.40	\$106,516.80	\$52.61	\$9,119.07	\$109,428.80	\$54.19	\$9,392.93	\$112,715.20	\$54.19	\$9,392.93	\$112,715.20
265	non-exempt	Program Assistant	1	\$25.00			\$25.79			\$25.82			\$26.62			\$26.62		
			2	\$26.32			\$27.15			\$27.18			\$28.02			\$28.02		
			3	\$27.70			\$28.58			\$28.61			\$29.49			\$29.49		
			4	\$29.16			\$30.08			\$30.12			\$31.04			\$31.04		
			5	\$30.69	\$5,319.60	\$63,835.20	\$31.66	\$5,487.73	\$65,852.80	\$31.71	\$5,496.40	\$65,956.80	\$32.67	\$5,662.80	\$67,953.60	\$32.67	\$5,662.80	\$67,953.60

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FY16/FY17 Salary Schedule

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
302	non-exempt	Program Assistant I	1	\$26.51			\$27.35			\$27.40			\$28.22			\$28.22		
			2	\$27.91			\$28.79			\$28.84			\$29.71			\$29.71		
			3	\$29.38			\$30.31			\$30.36			\$31.27			\$31.27		
			4	\$30.93			\$31.91			\$31.96			\$32.92			\$32.92		
			5	\$32.56	\$5,643.73	\$67,724.80	\$33.59	\$5,822.27	\$69,867.20	\$33.64	\$5,830.93	\$69,971.20	\$34.65	\$6,006.00	\$72,072.00	\$34.65	\$6,006.00	\$72,072.00
303	non-exempt	Program Assistant II	1	\$28.51			\$29.41			\$29.44			\$30.33			\$30.33		
			2	\$30.01			\$30.96			\$30.99			\$31.93			\$31.93		
			3	\$31.59			\$32.59			\$32.62			\$33.61			\$33.61		
			4	\$33.25			\$34.30			\$34.34			\$35.38			\$35.38		
			5	\$35.00	\$6,066.67	\$72,800.00	\$36.10	\$6,257.33	\$75,088.00	\$36.15	\$6,266.00	\$75,192.00	\$37.24	\$6,454.93	\$77,459.20	\$37.24	\$6,454.93	\$77,459.20
368	non-exempt	Program Coordinator	1	\$27.96			\$29.06			\$29.33			\$30.21			\$30.21		
			2	\$29.43			\$30.59			\$30.87			\$31.80			\$31.80		
			3	\$30.98			\$32.20			\$32.49			\$33.47			\$33.47		
			4	\$32.61			\$33.89			\$34.20			\$35.23			\$35.23		
			5	\$34.33	\$5,950.53	\$71,406.40	\$35.67	\$6,182.80	\$74,193.60	\$36.00	\$6,240.00	\$74,880.00	\$37.08	\$6,427.20	\$77,126.40	\$37.08	\$6,427.20	\$77,126.40
349	non-exempt	Project Engineer	1	\$46.99			\$48.62			\$48.83			\$50.30			\$50.30		
			2	\$49.46			\$51.18			\$51.40			\$52.95			\$52.95		
			3	\$52.06			\$53.87			\$54.11			\$55.74			\$55.74		
			4	\$54.80			\$56.70			\$56.96			\$58.67			\$58.67		
			5	\$57.68	\$9,997.87	\$119,974.40	\$59.68	\$10,344.53	\$124,134.40	\$59.96	\$10,393.07	\$124,716.80	\$61.76	\$10,705.07	\$128,460.80	\$61.76	\$10,705.07	\$128,460.80
3490	non-exempt	Project Engineer - S	1	\$46.99			\$48.62			\$48.83			\$50.30			\$50.30		
			2	\$49.46			\$51.18			\$51.40			\$52.95			\$52.95		
			3	\$52.06			\$53.87			\$54.11			\$55.74			\$55.74		
			4	\$54.80			\$56.70			\$56.96			\$58.67			\$58.67		
			5	\$57.68	\$9,997.87	\$119,974.40	\$59.68	\$10,344.53	\$124,134.40	\$59.96	\$10,393.07	\$124,716.80	\$61.76	\$10,705.07	\$128,460.80	\$61.76	\$10,705.07	\$128,460.80
209	non-exempt	Property Evid Tech	1	\$26.11			\$27.35			\$27.84			\$28.68			\$28.68		
			2	\$27.48			\$28.79			\$29.31			\$30.19			\$30.19		
			3	\$28.93			\$30.31			\$30.85			\$31.78			\$31.78		
			4	\$30.45			\$31.90			\$32.47			\$33.45			\$33.45		
			5	\$32.05	\$5,555.33	\$66,664.00	\$33.58	\$5,820.53	\$69,846.40	\$34.18	\$5,924.53	\$71,094.40	\$35.21	\$6,103.07	\$73,236.80	\$35.21	\$6,103.07	\$73,236.80
315	non-exempt	Public Safety Dispatcher - Lead	1	\$40.54			\$41.76			\$41.76			\$43.02			\$43.02		
			2	\$42.67			\$43.96			\$43.96			\$45.28			\$45.28		
			3	\$44.92			\$46.27			\$46.27			\$47.66			\$47.66		
			4	\$47.28			\$48.71			\$48.71			\$50.17			\$50.17		
			5	\$49.77	\$8,626.80	\$103,521.60	\$51.27	\$8,886.80	\$106,641.60	\$51.27	\$8,886.80	\$106,641.60	\$52.81	\$9,153.73	\$109,844.80	\$52.81	\$9,153.73	\$109,844.80
			6	\$51.02			\$52.56			\$52.56			\$54.14			\$54.14		
			7	\$52.29			\$53.86			\$53.86			\$55.48			\$55.48		
298	non-exempt	Public Safety Dispatcher I	1	\$34.30			\$35.33			\$35.33			\$36.40			\$36.40		
			2	\$36.10			\$37.19			\$37.19			\$38.32			\$38.32		
			3	\$38.00			\$39.15			\$39.15			\$40.34			\$40.34		
			4	\$40.00			\$41.21			\$41.21			\$42.46			\$42.46		
			5	\$42.11	\$7,299.07	\$87,588.80	\$43.38	\$7,519.20	\$90,230.40	\$43.38	\$7,519.20	\$90,230.40	\$44.69	\$7,746.27	\$92,955.20	\$44.69	\$7,746.27	\$92,955.20
			6	\$43.17			\$44.47			\$44.47			\$45.81			\$45.81		
			7	\$44.25			\$45.58			\$45.58			\$46.95			\$46.95		
316	non-exempt	Public Safety Dispatcher II	1	\$36.11			\$37.21			\$37.21			\$38.33			\$38.33		
			2	\$38.01			\$39.17			\$39.17			\$40.35			\$40.35		
			3	\$40.01			\$41.23			\$41.23			\$42.47			\$42.47		
			4	\$42.12			\$43.40			\$43.40			\$44.71			\$44.71		
			5	\$44.34	\$7,685.60	\$92,227.20	\$45.68	\$7,917.87	\$95,014.40	\$45.68	\$7,917.87	\$95,014.40	\$47.06	\$8,157.07	\$97,884.80	\$47.06	\$8,157.07	\$97,884.80
			6	\$45.44			\$46.81			\$46.81			\$48.22			\$48.22		
			7	\$46.58			\$47.98			\$47.98			\$49.42			\$49.42		
262	non-exempt	Resource Planner	1	\$47.19			\$48.61			\$48.61			\$50.07			\$50.07		
			2	\$49.67			\$51.17			\$51.17			\$52.71			\$52.71		
			3	\$52.28			\$53.86			\$53.86			\$55.48			\$55.48		
			4	\$55.03			\$56.69			\$56.69			\$58.40			\$58.40		
			5	\$57.93	\$10,041.20	\$120,494.40	\$59.67	\$10,342.80	\$124,113.60	\$59.67	\$10,342.80	\$124,113.60	\$61.47	\$10,654.80	\$127,857.60	\$61.47	\$10,654.80	\$127,857.60
366	non-exempt	Restoration Lead	1	\$33.71			\$35.60			\$36.55			\$37.64			\$37.64		
			2	\$35.48			\$37.47			\$38.47			\$39.62			\$39.62		
			3	\$37.35			\$39.44			\$40.49			\$41.71			\$41.71		
			4	\$39.32			\$41.52			\$42.62			\$43.90			\$43.90		
			5	\$41.39	\$7,174.27	\$86,091.20	\$43.71	\$7,576.40	\$90,916.80	\$44.86	\$7,775.73	\$93,308.80	\$46.21	\$8,009.73	\$96,116.80	\$46.21	\$8,009.73	\$96,116.80

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
554	non-exempt	SCADA Technologist	1	\$47.94			\$50.69			\$52.08			\$53.66			\$53.66		
			2	\$50.46			\$53.36			\$54.82			\$56.48			\$56.48		
			3	\$53.12			\$56.17			\$57.71			\$59.45			\$59.45		
			4	\$55.92			\$59.13			\$60.75			\$62.58			\$62.58		
			5	\$58.86	\$10,202.40	\$122,428.80	\$62.24	\$10,788.27	\$129,459.20	\$63.95	\$11,084.67	\$133,016.00	\$65.87	\$11,417.47	\$137,009.60	\$65.87	\$11,417.47	\$137,009.60
385	non-exempt	Senior Fleet Services Coordinator	1	\$33.27			\$34.27			\$34.27			\$35.29			\$35.29		
			2	\$35.02			\$36.07			\$36.07			\$37.15			\$37.15		
			3	\$36.86			\$37.97			\$37.97			\$39.11			\$39.11		
			4	\$38.80			\$39.97			\$39.97			\$41.17			\$41.17		
			5	\$40.84	\$7,078.93	\$84,947.20	\$42.07	\$7,292.13	\$87,505.60	\$42.07	\$7,292.13	\$87,505.60	\$43.34	\$7,512.27	\$90,147.20	\$43.34	\$7,512.27	\$90,147.20
461	non-exempt	Sprinkler Sys Repr	1	\$26.14			\$27.00			\$27.08			\$27.89			\$27.89		
			2	\$27.52			\$28.42			\$28.51			\$29.36			\$29.36		
			3	\$28.97			\$29.92			\$30.01			\$30.91			\$30.91		
			4	\$30.49			\$31.49			\$31.59			\$32.54			\$32.54		
			5	\$32.09	\$5,562.27	\$66,747.20	\$33.15	\$5,746.00	\$68,952.00	\$33.25	\$5,763.33	\$69,160.00	\$34.25	\$5,936.67	\$71,240.00	\$34.25	\$5,936.67	\$71,240.00
360	non-exempt	Sr Buyer	1	\$34.87			\$35.93			\$35.93			\$37.02			\$37.02		
			2	\$36.70			\$37.82			\$37.82			\$38.97			\$38.97		
			3	\$38.63			\$39.81			\$39.81			\$41.02			\$41.02		
			4	\$40.66			\$41.90			\$41.91			\$43.18			\$43.18		
			5	\$42.80	\$7,418.67	\$89,024.00	\$44.10	\$7,644.00	\$91,728.00	\$44.12	\$7,647.47	\$91,769.60	\$45.45	\$7,878.00	\$94,536.00	\$45.45	\$7,878.00	\$94,536.00
3600	non-exempt	Sr Buyer - S	1	\$34.87			\$35.93			\$35.93			\$37.02			\$37.02		
			2	\$36.70			\$37.82			\$37.82			\$38.97			\$38.97		
			3	\$38.63			\$39.81			\$39.81			\$41.02			\$41.02		
			4	\$40.66			\$41.90			\$41.91			\$43.18			\$43.18		
			5	\$42.80	\$7,418.67	\$89,024.00	\$44.10	\$7,644.00	\$91,728.00	\$44.12	\$7,647.47	\$91,769.60	\$45.45	\$7,878.00	\$94,536.00	\$45.45	\$7,878.00	\$94,536.00
224	non-exempt	Sr Chemist	1	\$39.02			\$40.20			\$40.23			\$41.45			\$41.45		
			2	\$41.07			\$42.32			\$42.35			\$43.63			\$43.63		
			3	\$43.23			\$44.55			\$44.58			\$45.93			\$45.93		
			4	\$45.50			\$46.89			\$46.93			\$48.35			\$48.35		
			5	\$47.89	\$8,300.93	\$99,611.20	\$49.36	\$8,555.73	\$102,668.80	\$49.40	\$8,562.67	\$102,752.00	\$50.89	\$8,820.93	\$105,851.20	\$50.89	\$8,820.93	\$105,851.20
544	non-exempt	Sr Industrial Waste Investigator	1	\$38.05			\$39.75			\$43.11			\$44.40			\$44.40		
			2	\$40.05			\$41.84			\$45.38			\$46.74			\$46.74		
			3	\$42.16			\$44.04			\$47.77			\$49.20			\$49.20		
			4	\$44.38			\$46.36			\$50.28			\$51.79			\$51.79		
			5	\$46.72	\$8,098.13	\$97,177.60	\$48.80	\$8,458.67	\$101,504.00	\$52.93	\$9,174.53	\$110,094.40	\$54.52	\$9,450.13	\$113,401.60	\$54.52	\$9,450.13	\$113,401.60
512	non-exempt	Sr Instrum Elect	1	\$37.31			\$38.85			\$39.27			\$40.46			\$40.46		
			2	\$39.27			\$40.89			\$41.34			\$42.59			\$42.59		
			3	\$41.34			\$43.04			\$43.52			\$44.83			\$44.83		
			4	\$43.52			\$45.31			\$45.81			\$47.19			\$47.19		
			5	\$45.81	\$7,940.40	\$95,284.80	\$47.69	\$8,266.27	\$99,195.20	\$48.22	\$8,358.13	\$100,297.60	\$49.67	\$8,609.47	\$103,313.60	\$49.67	\$8,609.47	\$103,313.60
251	non-exempt	Sr Librarian	1	\$30.48			\$31.57			\$31.75			\$32.70			\$32.70		
			2	\$32.08			\$33.23			\$33.42			\$34.42			\$34.42		
			3	\$33.77			\$34.98			\$35.18			\$36.23			\$36.23		
			4	\$35.55			\$36.82			\$37.03			\$38.14			\$38.14		
			5	\$37.42	\$6,486.13	\$77,833.60	\$38.76	\$6,718.40	\$80,620.80	\$38.98	\$6,756.53	\$81,078.40	\$40.15	\$6,959.33	\$83,512.00	\$40.15	\$6,959.33	\$83,512.00
504	non-exempt	Sr. Mech	1	\$37.13			\$38.24			\$39.03			\$40.20			\$40.20		
			2	\$39.08			\$40.25			\$41.08			\$42.32			\$42.32		
			3	\$41.14			\$42.37			\$43.24			\$44.55			\$44.55		
			4	\$43.30			\$44.60			\$45.52			\$46.89			\$46.89		
			5	\$45.58	\$7,900.53	\$94,806.40	\$46.95	\$8,138.00	\$97,656.00	\$47.92	\$8,306.13	\$99,673.60	\$49.36	\$8,555.73	\$102,668.80	\$49.36	\$8,555.73	\$102,668.80
361	non-exempt	Sr Mkt Analyst	1	\$43.30			\$44.60			\$44.60			\$45.94			\$45.94		
			2	\$45.58			\$46.95			\$46.95			\$48.36			\$48.36		
			3	\$47.98			\$49.42			\$49.42			\$50.91			\$50.91		
			4	\$50.50			\$52.02			\$52.02			\$53.59			\$53.59		
			5	\$53.16	\$9,214.40	\$110,572.80	\$54.76	\$9,491.73	\$113,900.80	\$54.76	\$9,491.73	\$113,900.80	\$56.41	\$9,777.73	\$117,332.80	\$56.41	\$9,777.73	\$117,332.80
3610	non-exempt	Sr Mkt Analyst - S	1	\$43.30			\$44.60			\$44.60			\$45.94			\$45.94		
			2	\$45.58			\$46.95			\$46.95			\$48.36			\$48.36		
			3	\$47.98			\$49.42			\$49.42			\$50.91			\$50.91		
			4	\$50.50			\$52.02			\$52.02			\$53.59			\$53.59		
			5	\$53.16	\$9,214.40	\$110,572.80	\$54.76	\$9,491.73	\$113,900.80	\$54.76	\$9,491.73	\$113,900.80	\$56.41	\$9,777.73	\$117,332.80	\$56.41	\$9,777.73	\$117,332.80

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
506	non-exempt	Sr Operator Wqc	1	\$39.40			\$40.58			\$40.58			\$41.80			\$41.80		
			2	\$41.47			\$42.72			\$42.72			\$44.00			\$44.00		
			3	\$43.65			\$44.97			\$44.97			\$46.32			\$46.32		
			4	\$45.95			\$47.34			\$47.34			\$48.76			\$48.76		
			5	\$48.37	\$8,384.13	\$100,609.60	\$49.83	\$8,637.20	\$103,646.40	\$49.83	\$8,637.20	\$103,646.40	\$51.33	\$8,897.20	\$106,766.40	\$51.33	\$8,897.20	\$106,766.40
318	non-exempt	Sr Planner	1	\$44.39			\$46.05			\$46.37			\$47.76			\$47.76		
			2	\$46.73			\$48.47			\$48.81			\$50.27			\$50.27		
			3	\$49.19			\$51.02			\$51.38			\$52.92			\$52.92		
			4	\$51.78			\$53.70			\$54.08			\$55.71			\$55.71		
			5	\$54.51	\$9,448.40	\$113,380.80	\$56.53	\$9,798.53	\$117,582.40	\$56.93	\$9,867.87	\$118,414.40	\$58.64	\$10,164.27	\$121,971.20	\$58.64	\$10,164.27	\$121,971.20
280	non-exempt	Sr Ranger	1	\$31.85			\$32.81			\$32.81			\$33.80			\$33.80		
			2	\$33.53			\$34.54			\$34.54			\$35.58			\$35.58		
			3	\$35.29			\$36.36			\$36.36			\$37.45			\$37.45		
			4	\$37.15			\$38.27			\$38.27			\$39.42			\$39.42		
			5	\$39.10	\$6,777.33	\$81,328.00	\$40.28	\$6,981.87	\$83,782.40	\$40.28	\$6,981.87	\$83,782.40	\$41.49	\$7,191.60	\$86,299.20	\$41.49	\$7,191.60	\$86,299.20
261	non-exempt	Sr Util Field Svc Rep	1	\$36.49			\$38.58			\$39.64			\$40.84			\$40.84		
			2	\$38.41			\$40.61			\$41.73			\$42.99			\$42.99		
			3	\$40.43			\$42.75			\$43.93			\$45.25			\$45.25		
			4	\$42.56			\$45.00			\$46.24			\$47.63			\$47.63		
			5	\$44.80	\$7,765.33	\$93,184.00	\$47.37	\$8,210.80	\$98,529.60	\$48.67	\$8,436.13	\$101,233.60	\$50.14	\$8,690.93	\$104,291.20	\$50.14	\$8,690.93	\$104,291.20
501	non-exempt	Sr Water Sys Oper	1	\$37.55			\$38.68			\$38.68			\$39.84			\$39.84		
			2	\$39.53			\$40.72			\$40.72			\$41.94			\$41.94		
			3	\$41.61			\$42.86			\$42.86			\$44.15			\$44.15		
			4	\$43.80			\$45.12			\$45.12			\$46.47			\$46.47		
			5	\$46.10	\$7,990.67	\$95,888.00	\$47.49	\$8,231.60	\$98,779.20	\$47.49	\$8,231.60	\$98,779.20	\$48.92	\$8,479.47	\$101,753.60	\$48.92	\$8,479.47	\$101,753.60
405	non-exempt	St Maint Asst	1	\$23.72			\$24.84			\$25.28			\$26.04			\$26.04		
			2	\$24.97			\$26.15			\$26.61			\$27.41			\$27.41		
			3	\$26.28			\$27.53			\$28.01			\$28.85			\$28.85		
			4	\$27.66			\$28.98			\$29.48			\$30.37			\$30.37		
			5	\$29.12	\$5,047.47	\$60,569.60	\$30.50	\$5,286.67	\$63,440.00	\$31.03	\$5,378.53	\$64,542.40	\$31.97	\$5,541.47	\$66,497.60	\$31.97	\$5,541.47	\$66,497.60
392	non-exempt	St Sweeper Op	1	\$27.76			\$29.32			\$30.08			\$30.98			\$30.98		
			2	\$29.22			\$30.86			\$31.66			\$32.61			\$32.61		
			3	\$30.76			\$32.48			\$33.33			\$34.33			\$34.33		
			4	\$32.38			\$34.19			\$35.08			\$36.14			\$36.14		
			5	\$34.08	\$5,907.20	\$70,886.40	\$35.99	\$6,238.27	\$74,859.20	\$36.93	\$6,401.20	\$76,814.40	\$38.04	\$6,593.60	\$79,123.20	\$38.04	\$6,593.60	\$79,123.20
248	non-exempt	Storekeeper	1	\$25.45			\$26.21			\$26.21			\$27.00			\$27.00		
			2	\$26.79			\$27.59			\$27.59			\$28.42			\$28.42		
			3	\$28.20			\$29.04			\$29.04			\$29.92			\$29.92		
			4	\$29.68			\$30.57			\$30.57			\$31.49			\$31.49		
			5	\$31.24	\$5,414.93	\$64,979.20	\$32.18	\$5,577.87	\$66,934.40	\$32.18	\$5,577.87	\$66,934.40	\$33.15	\$5,746.00	\$68,952.00	\$33.15	\$5,746.00	\$68,952.00
288	non-exempt	Storekeeper-L	1	\$27.23			\$28.05			\$28.05			\$28.90			\$28.90		
			2	\$28.66			\$29.53			\$29.53			\$30.42			\$30.42		
			3	\$30.17			\$31.08			\$31.08			\$32.02			\$32.02		
			4	\$31.76			\$32.72			\$32.72			\$33.71			\$33.71		
			5	\$33.43	\$5,794.53	\$69,534.40	\$34.44	\$5,969.60	\$71,635.20	\$34.44	\$5,969.60	\$71,635.20	\$35.48	\$6,149.87	\$73,798.40	\$35.48	\$6,149.87	\$73,798.40
545	non-exempt	Street Light, Traffic Signal and Fiber – Apprentice	1	\$36.54			\$38.19			\$38.78			\$39.95			\$39.95		
			2	\$38.46			\$40.20			\$40.82			\$42.05			\$42.05		
			3	\$40.48			\$42.32			\$42.97			\$44.26			\$44.26		
			4	\$42.61			\$44.55			\$45.23			\$46.59			\$46.59		
			5	\$44.85	\$7,774.00	\$93,288.00	\$46.89	\$8,127.60	\$97,531.20	\$47.61	\$8,252.40	\$99,028.80	\$49.04	\$8,500.27	\$102,003.20	\$49.04	\$8,500.27	\$102,003.20
547	non-exempt	Street Light, Traffic Signal and Fiber – Lead	1	\$41.31			\$43.19			\$43.85			\$45.18			\$45.18		
			2	\$43.48			\$45.46			\$46.16			\$47.56			\$47.56		
			3	\$45.77			\$47.85			\$48.59			\$50.06			\$50.06		
			4	\$48.18			\$50.37			\$51.15			\$52.69			\$52.69		
			5	\$50.72	\$8,791.47	\$105,497.60	\$53.02	\$9,190.13	\$110,281.60	\$53.84	\$9,332.27	\$111,987.20	\$55.46	\$9,613.07	\$115,356.80	\$55.46	\$9,613.07	\$115,356.80
546	non-exempt	Street Light, Traffic Signal and Fiber Technician	1	\$38.61			\$40.36			\$40.97			\$42.21			\$42.21		
			2	\$40.64			\$42.48			\$43.13			\$44.43			\$44.43		
			3	\$42.78			\$44.72			\$45.40			\$46.77			\$46.77		
			4	\$45.03			\$47.07			\$47.79			\$49.23			\$49.23		
			5	\$47.40	\$8,216.00	\$98,592.00	\$49.55	\$8,588.67	\$103,064.00	\$50.31	\$8,720.40	\$104,644.80	\$51.82	\$8,982.13	\$107,785.60	\$51.82	\$8,982.13	\$107,785.60

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
549	non-exempt	Substation Electrician	1	\$42.11			\$44.03			\$44.71			\$46.05			\$46.05		
			2	\$44.33			\$46.35			\$47.06			\$48.47			\$48.47		
			3	\$46.66			\$48.79			\$49.54			\$51.02			\$51.02		
			4	\$49.12			\$51.36			\$52.15			\$53.71			\$53.71		
			5	\$51.71	\$8,963.07	\$107,556.80	\$54.06	\$9,370.40	\$112,444.80	\$54.89	\$9,514.27	\$114,171.20	\$56.54	\$9,800.27	\$117,603.20	\$56.54	\$9,800.27	\$117,603.20
548	non-exempt	Substation Electrician - Apprentice	1	\$39.87			\$41.68			\$42.32			\$43.60			\$43.60		
			2	\$41.97			\$43.87			\$44.55			\$45.89			\$45.89		
			3	\$44.18			\$46.18			\$46.89			\$48.30			\$48.30		
			4	\$46.50			\$48.61			\$49.36			\$50.84			\$50.84		
			5	\$48.95	\$8,484.67	\$101,816.00	\$51.17	\$8,869.47	\$106,433.60	\$51.96	\$9,006.40	\$108,076.80	\$53.52	\$9,276.80	\$111,321.60	\$53.52	\$9,276.80	\$111,321.60
550	non-exempt	Substation Electrician - Lead	1	\$45.06			\$47.11			\$47.83			\$49.29			\$49.29		
			2	\$47.43			\$49.59			\$50.35			\$51.88			\$51.88		
			3	\$49.93			\$52.20			\$53.00			\$54.61			\$54.61		
			4	\$52.56			\$54.95			\$55.79			\$57.48			\$57.48		
			5	\$55.33	\$9,590.53	\$115,086.40	\$57.84	\$10,025.60	\$120,307.20	\$58.73	\$10,179.87	\$122,158.40	\$60.50	\$10,486.67	\$125,840.00	\$60.50	\$10,486.67	\$125,840.00
326	non-exempt	Surveying Asst	1	\$32.06			\$33.53			\$34.06			\$35.09			\$35.09		
			2	\$33.75			\$35.29			\$35.85			\$36.94			\$36.94		
			3	\$35.53			\$37.15			\$37.74			\$38.88			\$38.88		
			4	\$37.40			\$39.11			\$39.73			\$40.93			\$40.93		
			5	\$39.37	\$6,824.13	\$81,889.60	\$41.17	\$7,136.13	\$85,633.60	\$41.82	\$7,248.80	\$86,985.60	\$43.08	\$7,467.20	\$89,606.40	\$43.08	\$7,467.20	\$89,606.40
325	non-exempt	Surveyor, Public Wks	1	\$34.89			\$36.48			\$37.07			\$38.18			\$38.18		
			2	\$36.73			\$38.40			\$39.02			\$40.19			\$40.19		
			3	\$38.66			\$40.42			\$41.07			\$42.30			\$42.30		
			4	\$40.69			\$42.55			\$43.23			\$44.53			\$44.53		
			5	\$42.83	\$7,423.87	\$89,086.40	\$44.79	\$7,763.60	\$93,163.20	\$45.50	\$7,886.67	\$94,640.00	\$46.87	\$8,124.13	\$97,489.60	\$46.87	\$8,124.13	\$97,489.60
362	non-exempt	Technologist	1	\$48.82			\$51.62			\$53.04			\$54.63			\$54.63		
			2	\$51.39			\$54.34			\$55.83			\$57.51			\$57.51		
			3	\$54.09			\$57.20			\$58.77			\$60.54			\$60.54		
			4	\$56.94			\$60.21			\$61.86			\$63.73			\$63.73		
			5	\$59.94	\$10,389.60	\$124,675.20	\$63.38	\$10,985.87	\$131,830.40	\$65.12	\$11,287.47	\$135,449.60	\$67.08	\$11,627.20	\$139,526.40	\$67.08	\$11,627.20	\$139,526.40
3620	non-exempt	Technologist - S	1	\$48.82			\$51.62			\$53.04			\$54.63			\$54.63		
			2	\$51.39			\$54.34			\$55.83			\$57.51			\$57.51		
			3	\$54.09			\$57.20			\$58.77			\$60.54			\$60.54		
			4	\$56.94			\$60.21			\$61.86			\$63.73			\$63.73		
			5	\$59.94	\$10,389.60	\$124,675.20	\$63.38	\$10,985.87	\$131,830.40	\$65.12	\$11,287.47	\$135,449.60	\$67.08	\$11,627.20	\$139,526.40	\$67.08	\$11,627.20	\$139,526.40
229	non-exempt	Theater Specialist	1	\$34.65			\$36.01			\$36.33			\$37.42			\$37.42		
			2	\$36.47			\$37.90			\$38.24			\$39.39			\$39.39		
			3	\$38.39			\$39.89			\$40.25			\$41.46			\$41.46		
			4	\$40.41			\$41.99			\$42.37			\$43.64			\$43.64		
			5	\$42.54	\$7,373.60	\$88,483.20	\$44.20	\$7,661.33	\$91,936.00	\$44.60	\$7,730.67	\$92,768.00	\$45.94	\$7,962.93	\$95,555.20	\$45.94	\$7,962.93	\$95,555.20
406	non-exempt	Traf Cont Maint I	1	\$27.76			\$29.08			\$29.58			\$30.47			\$30.47		
			2	\$29.22			\$30.61			\$31.14			\$32.07			\$32.07		
			3	\$30.76			\$32.22			\$32.78			\$33.76			\$33.76		
			4	\$32.38			\$33.92			\$34.50			\$35.54			\$35.54		
			5	\$34.08	\$5,907.20	\$70,886.40	\$35.70	\$6,188.00	\$74,256.00	\$36.32	\$6,295.47	\$75,545.60	\$37.41	\$6,484.40	\$77,812.80	\$37.41	\$6,484.40	\$77,812.80
412	non-exempt	Traf Cont Maint II	1	\$25.70			\$26.92			\$27.39			\$28.22			\$28.22		
			2	\$27.05			\$28.34			\$28.83			\$29.70			\$29.70		
			3	\$28.47			\$29.83			\$30.35			\$31.26			\$31.26		
			4	\$29.97			\$31.40			\$31.95			\$32.91			\$32.91		
			5	\$31.55	\$5,468.67	\$65,624.00	\$33.05	\$5,728.67	\$68,744.00	\$33.63	\$5,829.20	\$69,950.40	\$34.64	\$6,004.27	\$72,051.20	\$34.64	\$6,004.27	\$72,051.20
407	non-exempt	Traf Cont Maint-L	1	\$29.70			\$31.11			\$31.65			\$32.60			\$32.60		
			2	\$31.26			\$32.75			\$33.32			\$34.32			\$34.32		
			3	\$32.91			\$34.47			\$35.07			\$36.13			\$36.13		
			4	\$34.64			\$36.28			\$36.92			\$38.03			\$38.03		
			5	\$36.46	\$6,319.73	\$75,836.80	\$38.19	\$6,619.60	\$79,435.20	\$38.86	\$6,735.73	\$80,828.80	\$40.03	\$6,938.53	\$83,262.40	\$40.03	\$6,938.53	\$83,262.40
575	non-exempt	Traffic Engineering Lead	1	\$49.43			\$51.15			\$51.39			\$52.93			\$52.93		
			2	\$52.03			\$53.84			\$54.09			\$55.72			\$55.72		
			3	\$54.77			\$56.67			\$56.94			\$58.65			\$58.65		
			4	\$57.65			\$59.65			\$59.94			\$61.74			\$61.74		
			5	\$60.68	\$10,517.87	\$126,214.40	\$62.79	\$10,883.60	\$130,603.20	\$63.09	\$10,935.60	\$131,227.20	\$64.99	\$11,264.93	\$135,179.20	\$64.99	\$11,264.93	\$135,179.20

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
435	non-exempt	Tree Maint Asst	1	\$24.80			\$25.77			\$26.01			\$26.81			\$26.81		
			2	\$26.10			\$27.13			\$27.38			\$28.22			\$28.22		
			3	\$27.47			\$28.56			\$28.82			\$29.70			\$29.70		
			4	\$28.92			\$30.06			\$30.34			\$31.26			\$31.26		
			5	\$30.44	\$5,276.27	\$63,315.20	\$31.64	\$5,484.27	\$65,811.20	\$31.94	\$5,536.27	\$66,435.20	\$32.90	\$5,702.67	\$68,432.00	\$32.90	\$5,702.67	\$68,432.00
434	non-exempt	Tree Maintenance Specialist	1	\$28.93			\$30.07			\$30.36			\$31.27			\$31.27		
			2	\$30.45			\$31.65			\$31.96			\$32.92			\$32.92		
			3	\$32.05			\$33.32			\$33.64			\$34.65			\$34.65		
			4	\$33.74			\$35.07			\$35.41			\$36.47			\$36.47		
			5	\$35.52	\$6,156.80	\$73,881.60	\$36.92	\$6,399.47	\$76,793.60	\$37.27	\$6,460.13	\$77,521.60	\$38.39	\$6,654.27	\$79,851.20	\$38.39	\$6,654.27	\$79,851.20
430	non-exempt	Tree Trim/Ln Clr	1	\$28.48			\$29.60			\$29.89			\$30.78			\$30.78		
			2	\$29.98			\$31.16			\$31.46			\$32.40			\$32.40		
			3	\$31.56			\$32.80			\$33.12			\$34.11			\$34.11		
			4	\$33.22			\$34.53			\$34.86			\$35.91			\$35.91		
			5	\$34.97	\$6,061.47	\$72,737.60	\$36.35	\$6,300.67	\$75,608.00	\$36.69	\$6,359.60	\$76,315.20	\$37.80	\$6,552.00	\$78,624.00	\$37.80	\$6,552.00	\$78,624.00
431	non-exempt	Tree Trim/Ln Clr-L	1	\$30.46			\$31.67			\$31.98			\$32.94			\$32.94		
			2	\$32.06			\$33.34			\$33.66			\$34.67			\$34.67		
			3	\$33.75			\$35.09			\$35.43			\$36.49			\$36.49		
			4	\$35.53			\$36.94			\$37.29			\$38.41			\$38.41		
			5	\$37.40	\$6,482.67	\$77,792.00	\$38.88	\$6,739.20	\$80,870.40	\$39.25	\$6,803.33	\$81,640.00	\$40.43	\$7,007.87	\$84,094.40	\$40.43	\$7,007.87	\$84,094.40
432	non-exempt	Tree Trm/Ln Clr Asst	1	\$26.84			\$27.90			\$28.17			\$29.01			\$29.01		
			2	\$28.25			\$29.37			\$29.65			\$30.54			\$30.54		
			3	\$29.74			\$30.92			\$31.21			\$32.15			\$32.15		
			4	\$31.31			\$32.55			\$32.85			\$33.84			\$33.84		
			5	\$32.96	\$5,713.07	\$68,556.80	\$34.26	\$5,938.40	\$71,260.80	\$34.58	\$5,993.87	\$71,926.40	\$35.62	\$6,174.13	\$74,089.60	\$35.62	\$6,174.13	\$74,089.60
223	non-exempt	Util Acctg Tech	1	\$26.41			\$27.20			\$27.20			\$28.03			\$28.03		
			2	\$27.80			\$28.63			\$28.63			\$29.51			\$29.51		
			3	\$29.26			\$30.14			\$30.14			\$31.06			\$31.06		
			4	\$30.80			\$31.73			\$31.73			\$32.69			\$32.69		
			5	\$32.42	\$5,619.47	\$67,433.60	\$33.40	\$5,789.33	\$69,472.00	\$33.40	\$5,789.33	\$69,472.00	\$34.41	\$5,964.40	\$71,572.80	\$34.41	\$5,964.40	\$71,572.80
272	non-exempt	Util Comp Tech	1	\$41.31			\$43.19			\$45.45			\$46.83			\$46.83		
			2	\$43.48			\$45.46			\$47.84			\$49.29			\$49.29		
			3	\$45.77			\$47.85			\$50.36			\$51.88			\$51.88		
			4	\$48.18			\$50.37			\$53.01			\$54.61			\$54.61		
			5	\$50.72	\$8,791.47	\$105,497.60	\$53.02	\$9,190.13	\$110,281.60	\$55.80	\$9,672.00	\$116,064.00	\$57.48	\$9,963.20	\$119,558.40	\$57.48	\$9,963.20	\$119,558.40
273	non-exempt	Util Comp Tech-L	1	\$44.19			\$46.20			\$48.63			\$50.09			\$46.83		
			2	\$46.52			\$48.63			\$51.19			\$52.73			\$49.29		
			3	\$48.97			\$51.19			\$53.88			\$55.51			\$51.88		
			4	\$51.55			\$53.88			\$56.72			\$58.43			\$54.61		
			5	\$54.26	\$9,405.07	\$112,860.80	\$56.72	\$9,831.47	\$117,977.60	\$59.71	\$10,349.73	\$124,196.80	\$61.51	\$10,661.73	\$127,940.80	\$57.48	\$9,963.20	\$119,558.40
219	non-exempt	Util Credit/Col Spec	1	\$31.47			\$32.40			\$32.40			\$33.38			\$33.38		
			2	\$33.13			\$34.11			\$34.11			\$35.14			\$35.14		
			3	\$34.87			\$35.91			\$35.91			\$36.99			\$36.99		
			4	\$36.70			\$37.80			\$37.80			\$38.94			\$38.94		
			5	\$38.63	\$6,695.87	\$80,350.40	\$39.79	\$6,896.93	\$82,763.20	\$39.79	\$6,896.93	\$82,763.20	\$40.99	\$7,104.93	\$85,259.20	\$40.99	\$7,104.93	\$85,259.20
310	non-exempt	Util Engr Estimator	1	\$41.03			\$42.45			\$42.66			\$43.95			\$43.95		
			2	\$43.19			\$44.68			\$44.90			\$46.26			\$46.26		
			3	\$45.46			\$47.03			\$47.26			\$48.69			\$48.69		
			4	\$47.85			\$49.51			\$49.75			\$51.25			\$51.25		
			5	\$50.37	\$8,730.80	\$104,769.60	\$52.12	\$9,034.13	\$108,409.60	\$52.37	\$9,077.47	\$108,929.60	\$53.95	\$9,351.33	\$112,216.00	\$53.95	\$9,351.33	\$112,216.00
486	non-exempt	Util Fid Svcs Rep	1	\$34.12			\$36.09			\$37.08			\$38.19			\$38.19		
			2	\$35.92			\$37.99			\$39.03			\$40.20			\$40.20		
			3	\$37.81			\$39.99			\$41.08			\$42.32			\$42.32		
			4	\$39.80			\$42.09			\$43.24			\$44.55			\$44.55		
			5	\$41.89	\$7,260.93	\$87,131.20	\$44.30	\$7,678.67	\$92,144.00	\$45.52	\$7,890.13	\$94,681.60	\$46.89	\$8,127.60	\$97,531.20	\$46.89	\$8,127.60	\$97,531.20
480	non-exempt	Util Install/Rep	1	\$33.27			\$35.18			\$36.15			\$37.24			\$37.24		
			2	\$35.02			\$37.03			\$38.05			\$39.20			\$39.20		
			3	\$36.86			\$38.98			\$40.05			\$41.26			\$41.26		
			4	\$38.80			\$41.03			\$42.16			\$43.43			\$43.43		
			5	\$40.84	\$7,078.93	\$84,947.20	\$43.19	\$7,486.27	\$89,835.20	\$44.38	\$7,692.53	\$92,310.40	\$45.72	\$7,924.80	\$95,097.60	\$45.72	\$7,924.80	\$95,097.60

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
481	non-exempt	Util Install/Rep Ast	1	\$28.22			\$29.84			\$30.66			\$31.58			\$31.58		
			2	\$29.70			\$31.41			\$32.27			\$33.24			\$33.24		
			3	\$31.26			\$33.06			\$33.97			\$34.99			\$34.99		
			4	\$32.91			\$34.80			\$35.76			\$36.83			\$36.83		
			5	\$34.64	\$6,004.27	\$72,051.20	\$36.63	\$6,349.20	\$76,190.40	\$37.64	\$6,524.27	\$78,291.20	\$38.77	\$6,720.13	\$80,641.60	\$38.77	\$6,720.13	\$80,641.60
479	non-exempt	Util Install/Rep-L	1	\$36.31			\$38.39			\$39.44			\$40.64			\$40.64		
			2	\$38.22			\$40.41			\$41.52			\$42.78			\$42.78		
			3	\$40.23			\$42.54			\$43.71			\$45.03			\$45.03		
			4	\$42.35			\$44.78			\$46.01			\$47.40			\$47.40		
			5	\$44.58	\$7,727.20	\$92,726.40	\$47.14	\$8,170.93	\$98,051.20	\$48.43	\$8,394.53	\$100,734.40	\$49.89	\$8,647.60	\$103,771.20	\$49.89	\$8,647.60	\$103,771.20
363	non-exempt	Util Key Acct Rep	1	\$40.16			\$41.35			\$41.35			\$42.61			\$42.61		
			2	\$42.27			\$43.53			\$43.53			\$44.85			\$44.85		
			3	\$44.49			\$45.82			\$45.82			\$47.21			\$47.21		
			4	\$46.83			\$48.23			\$48.23			\$49.69			\$49.69		
			5	\$49.29	\$8,543.60	\$102,523.20	\$50.77	\$8,800.13	\$105,601.60	\$50.77	\$8,800.13	\$105,601.60	\$52.30	\$9,065.33	\$108,784.00	\$52.30	\$9,065.33	\$108,784.00
3630	non-exempt	Util Key Acct Rep -S	1	\$40.16			\$41.35			\$41.35			\$42.61			\$42.61		
			2	\$42.27			\$43.53			\$43.53			\$44.85			\$44.85		
			3	\$44.49			\$45.82			\$45.82			\$47.21			\$47.21		
			4	\$46.83			\$48.23			\$48.23			\$49.69			\$49.69		
			5	\$49.29	\$8,543.60	\$102,523.20	\$50.77	\$8,800.13	\$105,601.60	\$50.77	\$8,800.13	\$105,601.60	\$52.30	\$9,065.33	\$108,784.00	\$52.30	\$9,065.33	\$108,784.00
271	non-exempt	Util Locator	1	\$31.32			\$33.13			\$34.03			\$35.06			\$35.06		
			2	\$32.97			\$34.87			\$35.82			\$36.91			\$36.91		
			3	\$34.70			\$36.70			\$37.71			\$38.85			\$38.85		
			4	\$36.53			\$38.63			\$39.69			\$40.89			\$40.89		
			5	\$38.45	\$6,664.67	\$79,976.00	\$40.66	\$7,047.73	\$84,572.80	\$41.78	\$7,241.87	\$86,902.40	\$43.04	\$7,460.27	\$89,523.20	\$43.04	\$7,460.27	\$89,523.20
215	non-exempt	Util Marketing Program Admin Sustainability Programs Administrator* *Title and Rates as of 10/10/2018	1	\$38.15			\$39.29			\$39.29			\$40.48			\$40.48		
			2	\$40.16			\$41.36			\$41.36			\$42.61			\$42.61		
			3	\$42.27			\$43.54			\$43.54			\$44.85			\$44.85		
			4	\$44.49			\$45.83			\$45.83			\$47.21			\$47.21		
			5	\$46.83	\$8,117.20	\$97,406.40	\$48.24	\$8,361.60	\$100,339.20	\$48.24	\$8,361.60	\$100,339.20	\$49.69	\$8,612.93	\$103,355.20	\$49.69	\$8,612.93	\$103,355.20
233	non-exempt	Util Rate Analyst	1	\$36.77			\$37.88			\$37.88			\$39.02			\$39.02		
			2	\$38.71			\$39.87			\$39.87			\$41.07			\$41.07		
			3	\$40.75			\$41.97			\$41.97			\$43.23			\$43.23		
			4	\$42.89			\$44.18			\$44.18			\$45.51			\$45.51		
			5	\$45.15	\$7,826.00	\$93,912.00	\$46.51	\$8,061.73	\$96,740.80	\$46.51	\$8,061.73	\$96,740.80	\$47.91	\$8,304.40	\$99,652.80	\$47.91	\$8,304.40	\$99,652.80
307	non-exempt	Util Syst Oper	1	\$47.94			\$50.11			\$50.89			\$52.42			\$52.42		
			2	\$50.46			\$52.75			\$53.57			\$55.18			\$55.18		
			3	\$53.12			\$55.53			\$56.39			\$58.08			\$58.08		
			4	\$55.92			\$58.45			\$59.36			\$61.14			\$61.14		
			5	\$58.86	\$10,202.40	\$122,428.80	\$61.53	\$10,665.20	\$127,982.40	\$62.48	\$10,829.87	\$129,958.40	\$64.36	\$11,155.73	\$133,868.80	\$64.36	\$11,155.73	\$133,868.80
322	non-exempt	Util Syst Oper in Training	1	\$45.54			\$47.60			\$48.35			\$49.80			\$49.80		
			2	\$47.94			\$50.11			\$50.89			\$52.42			\$52.42		
			3	\$50.46			\$52.75			\$53.57			\$55.18			\$55.18		
			4	\$53.12			\$55.53			\$56.39			\$58.08			\$58.08		
			5	\$55.92	\$9,692.80	\$116,313.60	\$58.45	\$10,131.33	\$121,576.00	\$59.36	\$10,289.07	\$123,468.80	\$61.14	\$10,597.60	\$127,171.20	\$61.14	\$10,597.60	\$127,171.20
284	non-exempt	Utilities Engineer Estimator Lead	1	\$43.90			\$45.41			\$45.64			\$47.02			\$47.02		
			2	\$46.21			\$47.80			\$48.04			\$49.49			\$49.49		
			3	\$48.64			\$50.32			\$50.57			\$52.09			\$52.09		
			4	\$51.20			\$52.97			\$53.23			\$54.83			\$54.83		
			5	\$53.89	\$9,340.93	\$112,091.20	\$55.76	\$9,665.07	\$115,980.80	\$56.03	\$9,711.87	\$116,542.40	\$57.72	\$10,004.80	\$120,057.60	\$57.72	\$10,004.80	\$120,057.60
290	non-exempt	Util Install Repair Lead-Welding Cert	1	\$37.15			\$39.29			\$40.37			\$41.59			\$41.59		
			2	\$39.11			\$41.36			\$42.49			\$43.78			\$43.78		
			3	\$41.17			\$43.54			\$44.73			\$46.08			\$46.08		
			4	\$43.34			\$45.83			\$47.08			\$48.50			\$48.50		
			5	\$45.62	\$7,907.47	\$94,889.60	\$48.24	\$8,361.60	\$100,339.20	\$49.56	\$8,590.40	\$103,084.80	\$51.05	\$8,848.67	\$106,184.00	\$51.05	\$8,848.67	\$106,184.00
289	non-exempt	Util Install Repair-Welding Cert	1	\$34.58			\$36.58			\$37.57			\$38.70			\$38.70		
			2	\$36.40			\$38.50			\$39.55			\$40.74			\$40.74		
			3	\$38.32			\$40.53			\$41.63			\$42.88			\$42.88		
			4	\$40.34			\$42.66			\$43.82			\$45.14			\$45.14		
			5	\$42.46	\$7,359.73	\$88,316.80	\$44.90	\$7,782.67	\$93,392.00	\$46.13	\$7,995.87	\$95,950.40	\$47.52	\$8,236.80	\$98,841.60	\$47.52	\$8,236.80	\$98,841.60

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

Job Code	FLSA	Job Title	Steps	4/16/2016 (PP09:2016)			12/10/2016 (PP26:2016)			7/08/2017 (PP15:2017)			12/9/2017 (PP26:2017)			10/10/2018 (PP26:2017)		
				Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual	Rate	Approx. Monthly	Approx. Annual
278	non-exempt	Veterinarian Tech	1	\$25.18			\$26.03			\$26.12			\$26.90			\$26.90		
			2	\$26.51			\$27.40			\$27.49			\$28.32			\$28.32		
			3	\$27.91			\$28.84			\$28.94			\$29.81			\$29.81		
			4	\$29.38			\$30.36			\$30.46			\$31.38			\$31.38		
			5	\$30.93	\$5,361.20	\$64,334.40	\$31.96	\$5,539.73	\$66,476.80	\$32.06	\$5,557.07	\$66,684.80	\$33.03	\$5,725.20	\$68,702.40	\$33.03	\$5,725.20	\$68,702.40
274	non-exempt	Volunteer Coord	1	\$29.41			\$30.55			\$30.83			\$31.76			\$31.76		
			2	\$30.96			\$32.16			\$32.45			\$33.43			\$33.43		
			3	\$32.59			\$33.85			\$34.16			\$35.19			\$35.19		
			4	\$34.30			\$35.63			\$35.96			\$37.04			\$37.04		
			5	\$36.10	\$6,257.33	\$75,088.00	\$37.51	\$6,501.73	\$78,020.80	\$37.85	\$6,560.67	\$78,728.00	\$38.99	\$6,758.27	\$81,099.20	\$38.99	\$6,758.27	\$81,099.20
482	non-exempt	Water Meter Rep Asst	1	\$24.06			\$25.18			\$25.57			\$26.34			\$26.34		
			2	\$25.33			\$26.50			\$26.92			\$27.73			\$27.73		
			3	\$26.66			\$27.89			\$28.34			\$29.19			\$29.19		
			4	\$28.06			\$29.36			\$29.83			\$30.73			\$30.73		
			5	\$29.54	\$5,120.27	\$61,443.20	\$30.90	\$5,356.00	\$64,272.00	\$31.40	\$5,442.67	\$65,312.00	\$32.35	\$5,607.33	\$67,288.00	\$32.35	\$5,607.33	\$67,288.00
484	non-exempt	Water Meter Repair	1	\$26.65			\$27.88			\$28.33			\$29.18			\$29.18		
			2	\$28.05			\$29.35			\$29.82			\$30.72			\$30.72		
			3	\$29.53			\$30.89			\$31.39			\$32.34			\$32.34		
			4	\$31.08			\$32.52			\$33.04			\$34.04			\$34.04		
			5	\$32.72	\$5,671.47	\$68,057.60	\$34.23	\$5,933.20	\$71,198.40	\$34.78	\$6,028.53	\$72,342.40	\$35.83	\$6,210.53	\$74,526.40	\$35.83	\$6,210.53	\$74,526.40
499	non-exempt	Water Sys Oper I	1	\$28.98			\$29.86			\$29.86			\$30.75			\$30.75		
			2	\$30.50			\$31.43			\$31.43			\$32.37			\$32.37		
			3	\$32.11			\$33.08			\$33.08			\$34.07			\$34.07		
			4	\$33.80			\$34.82			\$34.82			\$35.86			\$35.86		
			5	\$35.58	\$6,167.20	\$74,006.40	\$36.65	\$6,352.67	\$76,232.00	\$36.65	\$6,352.67	\$76,232.00	\$37.75	\$6,543.33	\$78,520.00	\$37.75	\$6,543.33	\$78,520.00
507	non-exempt	Water Sys Oper II	1	\$33.12			\$34.11			\$34.11			\$35.12			\$35.12		
			2	\$34.86			\$35.90			\$35.90			\$36.97			\$36.97		
			3	\$36.69			\$37.79			\$37.79			\$38.92			\$38.92		
			4	\$38.62			\$39.78			\$39.78			\$40.97			\$40.97		
			5	\$40.65	\$7,046.00	\$84,552.00	\$41.87	\$7,257.47	\$87,089.60	\$41.87	\$7,257.47	\$87,089.60	\$43.13	\$7,475.87	\$89,710.40	\$43.13	\$7,475.87	\$89,710.40
500	non-exempt	WQC Pit Oper I	1	\$30.41			\$31.32			\$31.32			\$32.26			\$32.26		
			2	\$32.01			\$32.97			\$32.97			\$33.96			\$33.96		
			3	\$33.69			\$34.70			\$34.70			\$35.75			\$35.75		
			4	\$35.46			\$36.53			\$36.53			\$37.63			\$37.63		
			5	\$37.33	\$6,470.53	\$77,646.40	\$38.45	\$6,664.67	\$79,976.00	\$38.45	\$6,664.67	\$79,976.00	\$39.61	\$6,865.73	\$82,388.80	\$39.61	\$6,865.73	\$82,388.80
509	non-exempt	WQC Pit Oper II	1	\$34.74			\$35.78			\$35.78			\$36.86			\$36.86		
			2	\$36.57			\$37.66			\$37.66			\$38.80			\$38.80		
			3	\$38.49			\$39.64			\$39.64			\$40.84			\$40.84		
			4	\$40.52			\$41.73			\$41.73			\$42.99			\$42.99		
			5	\$42.65	\$7,392.67	\$88,712.00	\$43.93	\$7,614.53	\$91,374.40	\$43.93	\$7,614.53	\$91,374.40	\$45.25	\$7,843.33	\$94,120.00	\$45.25	\$7,843.33	\$94,120.00
510	non-exempt	WQC Pit Oper Trn	1	\$26.77			\$27.57			\$27.57			\$28.41			\$28.41		
			2	\$28.18			\$29.02			\$29.02			\$29.90			\$29.90		
			3	\$29.66			\$30.55			\$30.55			\$31.47			\$31.47		
			4	\$31.22			\$32.16			\$32.16			\$33.13			\$33.13		
			5	\$32.86	\$5,695.73	\$68,348.80	\$33.85	\$5,867.33	\$70,408.00	\$33.85	\$5,867.33	\$70,408.00	\$34.87	\$6,044.13	\$72,529.60	\$34.87	\$6,044.13	\$72,529.60
226	non-exempt	Wtr Mtr Crs Cn Tec	1	\$27.34			\$28.60			\$29.07			\$29.93			\$29.93		
			2	\$28.78			\$30.10			\$30.60			\$31.51			\$31.51		
			3	\$30.29			\$31.68			\$32.21			\$33.17			\$33.17		
			4	\$31.88			\$33.35			\$33.90			\$34.92			\$34.92		
			5	\$33.56	\$5,817.07	\$69,804.80	\$35.11	\$6,085.73	\$73,028.80	\$35.68	\$6,184.53	\$74,214.40	\$36.76	\$6,371.73	\$76,460.80	\$36.76	\$6,371.73	\$76,460.80
576	non-exempt	Inspector, WGW Utilities Field* *As of 10/10/2016	1	\$37.92			\$39.67			\$40.31			\$41.52			\$41.52		
			2	\$39.92			\$41.76			\$42.43			\$43.70			\$43.70		
			3	\$42.02			\$43.96			\$44.66			\$46.00			\$46.00		
			4	\$44.23			\$46.27			\$47.01			\$48.42			\$48.42		
			5	\$46.56	\$8,070.40	\$96,844.80	\$48.70	\$8,441.33	\$101,296.00	\$49.48	\$8,576.53	\$102,918.40	\$50.97	\$8,834.80	\$106,017.60	\$50.97	\$8,834.80	\$106,017.60

Class Title: Water-Gas-Wastewater Utilities Field Inspector Class Code:
Salary:

2/5/20
Ryan J. Kelly 2/5/20
Margaret Laker
Chapter Chair 2/5/20

DESCRIPTION:

Reports To: Utilities Supervisor and/or Senior Engineer, or appropriate management level classification.

Supervises: Non-supervisory position

Purpose of Classification

Under direction, assists the Utilities Water-Gas-Wastewater Engineering and Operations Divisions as assigned in performing work in materials testing and technical inspection of the construction, alteration, maintenance and repair of projects to ensure construction is in compliance with the approved plans and specifications. Exercises independent judgement while inspecting utilities projects and coordinates inspections with other departments and outside testing laboratories as required.

Distinguishing Characteristics

Water-Gas-Wastewater Utilities Field Inspector is a classification found in the Engineering and Operations Divisions of the Utilities Department and is assigned as an inspector on Utility work including capital improvement projects, commercial and residential development projects, and Operations installations, repair and maintenance projects. The Water-Gas-Wastewater Utilities Field Inspector position is a step towards a supervisory position in Water-Gas-Wastewater Utility Operations.

ESSENTIAL DUTIES

Essential and other important responsibilities and duties may include, but are not limited to, the following:

- Inspects and monitors activities of City crews and/or contractors to ensure that work done is in compliance with project plans, specifications and Utility Standards.
- Monitors project schedule and reports if work is not progressing per approved project schedule.
- Reviews plans, contracts, utility standards, project submittals, and specifications for conformance to established standards for Utility projects.
- Provides inspections for capital and maintenance work generated by the Water-Gas-Wastewater Operations and Engineering Division.
- Inspects and monitors City, State, County, Special Districts, and private utility projects under construction that impact City utility facilities.
- Consults with public and private engineers, contractors and sub-dividers regarding construction projects.
- Assists in the tabulation of quantity of work completed, verifies Contractor's "Daily Extra Work Reports", and assists in review of Change Orders.
- Reports contractor's conformance/non-conformance to applicable safety regulations as well as City and State standard specifications in a timely manner.
- Assists in developing Utility specifications and standards
- Recommends changes to work orders and Contract Field Orders.
- Approves minor field contract changes.
- Serves as a liaison with employees and external organizations; represents the City at a variety of meetings, public events, training sessions, on committees, and/or other related events.
- Coordinates with inter-department and external testing laboratories as required.
- Communicating construction issues effectively with Contractors, Engineering and Operations staff.
- Maintains complete project files and records including the preparation of Daily Reports, record drawings, as-builts, and all other documentation as required.
- Provide technical guidance and training to staff when requested.

Related Functions:

- Assists in coordinating materials testing.
- Establishes and maintains working relations with City Departments, contractors, property owners and the general public.
- Participates in surveying and locating of utilities when required.
- Performs related duties and responsibilities as required
- Provides safety inspections for Utilities, identifies and reacts to abnormal operating conditions (AOC) and monitors and coordinates all repairs.
- May be assigned as fusion qualification tester.

MINIMUM QUALIFICATIONS:

The WGW Inspector position requires the sufficient education, training and/or work experience to demonstrate the following knowledge skills and abilities, which would typically be acquired through:

- Two years of college in Engineering or Construction related field and three years' experience in utility construction, or
- High school graduate or GED; and five years experience in utility construction.
- When assigned to Utilities Water-Gas-Wastewater Operations only: Within 1 year of appointment, incumbent will be required to obtain Certified Nuclear Gauge Operator & Radiation Safety Officer Certification for soils and materials testing. Certification must be maintained annually by successfully completing a field test.
- Within 6 months of appointment and maintained thereafter, incumbent will be trained and required to pass all Operator Qualification requirements prior to inspecting natural gas utility work.
- Other City, State, or Federal required certification or training

Special Requirements:

- Possession of a valid California Driver's License.
- Ability to pass DOT drug and alcohol testing.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Knowledge of principles, practices, techniques, and terminology of inspection and civil engineering
- Knowledge of water, gas, and wastewater: distribution systems, materials, installation and abandonment methods, and testing.
- Knowledge of public works restoration standards.
- Knowledge of surveying and construction methods, materials testing and equipment.
- Ability to determine quality, materials, and workmanship through inspection, and to determine compliance with specifications.
- Ability to maintain effective public relations with City crews, property owners, contractors, and other individuals and groups in the community.
- Ability to write and prepare clear and concise field reports and record drawings for as-builts.
- Ability to analyze situations and take the proper action.
- Knowledge of bidding procedures and unit bid pricing.
- Knowledge of utility installations and facilities.
- Ability to understand engineering or landscape specifications and plans, inspect work in progress, and perform final inspection.
- Ability to analyze and interpret data.
- Ability to maintain physical condition appropriate to the performance of assigned duties and responsibilities which may include walking, standing or sitting for extended periods of time and

- operating assigned equipment.
- Ability to communicate with others and to assimilate and understand information, in a manner consistent with the essential job functions.
- Ability to operate assigned equipment.
- Ability to make sound decisions in a manner consistent with the essential job functions.
- Ability to direct contractor for cross bore performance and completion.
- Ability to assume the role of incident commander in an emergency situations until relieved.
- Incumbents will be trained while in the classification in the following areas including but not limited to:
 - Disinfection of Public Water Supply Training
 - Competent Person Training (Trench and Excavation).
 - Confined Space Training
 - Locating Equipment Training
 - Asbestos Cement Pipe Hazard Training
 - Hazardous Spill Training
 - Pipe Fusion Training
 - Fusion Inspector Training

WORKING CONDITIONS / PHYSICAL REQUIREMENTS:

Work in office and construction inspection site environments; exposure to dust and noise, hazardous conditions; some climbing, stooping, light lifting and inspecting in confined areas.
JD227

The City of Palo Alto is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodation to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

CLASS SPEC TITLE 6:

CLASS SPEC TITLE 7:

OPINION and AWARD

IN ARBITRATION PROCEEDINGS PURSUANT TO THE
AGREEMENT BETWEEN THE PARTIES

In the Matter of Controversy:

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521

Union

And

CITY OF PALO ALTO

Employer.

Re: Lynn Krug on behalf of all Affected Field Inspectors - Reclassification

Arbitrator Nancy Hutt

APPEARANCES

For the Union:

KERIANNE R. STEELE
WEINBERG, ROGER & ROSENFELD
1001 Marina Village Parkway, Suite 200
Alameda, California 94501

For the Employer:

TIMOTHY SHIMIZU
DEPUTY CITY ATTORNEY
CITY OF PALO ALTO
250 Hamilton Avenue
Palo Alto, California 94301

Award Date: August 15, 2019

INTRODUCTION

This case involves a grievance filed by the SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521 (hereinafter the Union) against the CITY OF PALO ALTO (hereinafter City) under provisions of the Collective Bargaining Agreement. The undersigned Arbitrator was selected by the parties to resolve the contractual dispute. Lyn Krug, Grievant, requested reevaluation of her job pursuant to Article VII, Section 5, of the Dec. 1, 2015 – Dec. 31, 2018 Memorandum of Agreement (MOA). A grievance was submitted on June 29, 2017 on behalf of Krug and all affected employees in the classification. As the matter was not resolved, it proceeded to arbitration. A hearing was held in Palo Alto by Arbitrator Nancy Hutt over three days on July 31, 2018; October 23, 2018; and February 13, 2019.

The parties had the opportunity to examine and cross-examine witnesses under oath, introduce relevant exhibits and argue the issues in dispute. A court reporter attended the hearing and subsequently prepared a verbatim transcript. Both parties submitted the matter with closing briefs. The decision of the Arbitrator is hereby issued.

BACKGROUND

On October 10, 2016, Grievant Linda Krug (“Grievant”), employed by the City of Palo Alto requested reevaluation of her job classification pursuant to a provision in Article VII, Section 5 of the MOA that provides for reclassification of jobs when there are “significant permanent changes in job content or significant discrepancies between job content and classification description.” Krug was employed in the classification of “Inspector Field Services” (“Inspector”).¹

¹ This decision refers to the classification of Field Service Inspector, as assigned to three distinct departments, by the assigned department (*i.e.*, Utilities Inspector, Public Works Inspector, and Parks Inspector).

Employees in this classification are assigned across three departments (Utilities, Public Works and Parks). Krug is an inspector in the Utilities Department, along with three other employees who are affected by the reclassification request.²

Reclassification

Krug requested on October 10, 2016 a reevaluation so that the classification of Field Services Inspector assigned to the Utilities Department would become a new classification separate from inspectors assigned to the Public Works and Parks Departments. Krug asserted that inspectors assigned to the Utilities Department are required to possess significantly greater knowledge, skills, and abilities than those set forth in the classification description for Field Services Inspectors. Krug further asserts that inspectors in Utilities are required to perform additional and more complex duties than those set forth in the classification description for Field Services Inspectors. As evidence of the discrepancies, Krug additionally asserts that Utilities Inspectors perform additional and more complex duties than inspectors in the Public Works and Parks Departments.

As such, the Union seeks reclassification of Utilities Inspectors into a separate classification from the classification of Inspector Field Services, along with a concomitant increase in salary that aligns with the actual content of the Utilities Inspectors' jobs. The asserted disparity between the job content and classification description is a product, in part, of the fact that Palo Alto is the only city in the State of California that independently operates seven of its own distinct public utilities, making it a singularly unique municipality and municipal employer. (*See* Tr. Vol. III at 144:1-5.)

Utilities inspectors are directly responsible for three utilities during construction projects:

² Grievants Lynn Krug, Robert Justus, Andre Rodriguez, and Michael Haynes – the four affected employees – each provided believable testimony during the hearing of this matter.

water, gas, and wastewater. While inspectors do not have primary responsibility for the remaining four utilities, they are required to have basic working knowledge of them.

In response to Krug's request for reevaluation the City conducted an investigation and analysis through Human Resources representative Irene Silipin. Silipin investigated the request by interviewing Krug for two hours, shadowing Krug in the field for a few hours, interviewing Krug's supervisor for an hour, and interviewing a former inspector, a department manager, the supervisor from Public Works, Denis Huegle, and the supervisor from Parks.³ Silipin additionally analyzed the inspector positions across all three departments, considering "the difficulty of work, responsibility of the employee, supervision required, supervision of others, minimum requirements, knowledge and experience necessary, and conditions under which the work is performed." (Ex. 3 at 32-33.)

The Union was advised on June 16, 2017 the reclassification request was denied. Silipin concluded that reclassification was not justified: "Human Resources is not recommending approval of this reclassification request on the basis that there are no 'significant discrepancies between job content and classification description' . . ." (Ex. 3 at 32-33.) Silipin determined that "there [were] not enough distinctions to separate the Utilities group from the other two groups." (Tr. Vol. III at 59:13-17.) Silipin characterized the interviews with supervisors from each of the three departments in similar terms, finding that the supervisor's descriptions of the job content of the inspectors in Utilities aligned with the classification description, with the exception of "just terminology updates" that the City is amenable to making. (Tr. Vol. III at 59:13-17.)

Conversely, the Union, responsible for water, gas and waste water lines, identifies several duties of Utilities inspectors that are additional and more complex than those included in the

³ The name of the supervisor from the Parks Department is absent from the record in this matter.

classification description and that require additional training and skills to perform: producing accurate as-built drawings; negotiating and approving contract modifications; advising inspectors in Public Works and Parks Departments; certifying contractors in particular techniques; and advising senior engineers. The inspectors are also responsible for the transfer of potable water and must know the state regulations for transporting potable water and to protect it from contamination.

Salary

During the pendency of this arbitration, the City obtained a salary survey of comparable classifications used by other employers in the market. Nicholas Raisch, Employee Relations and Training Manager, commissioned a survey in 2018 from Ralph Anderson. (Tr. Vol. III at 96:1-7.) The survey included 19 employers: the 12 municipalities enumerated by the MOA; four municipalities added by the City because they operate their own utilities (Roseville, Burbank, and Anaheim (electric) and Long Beach (gas)); and three special districts requested by the Union (Santa Clara Valley Water District, East Bay MUD, and Alameda County Water District).

The salary survey determined that the median maximum salary of comparable classifications in the 16 municipalities (not including the special districts) is approximately 1.3% above that paid by the City of Palo Alto. When the special districts are added to the calculation, the disparity becomes 2.21%. Raisch does not find that the 1.3% or 2.21% disparities between median maximum salaries warrants a salary increase. (Tr. Vol. III, at 119:9-19.) Raisch does not believe that recruitment needs warrant an increase either, as the salary of the job classification is already a \$103.00 monthly increase over the Journey Installer/Repairer position, which is the position that was previously held by a number of incumbents in the inspector position.⁴ In addition,

⁴ The Inspector Field Services classification is not formally part of a series. (Tr. Vol. III at 139:14-16.) Utilities inspector Michael Haynes testified that he had involvement in the creation of the Inspector Field Services

one classification has had an intermittent vacancy, but others have stayed filled. (Tr. Vol. III at 119:20-120:18.) Silipin conceded that the Inspector Field Services positions was considered by the City as “hard-to-fill,” although the City has not conducted any formal analysis to determine why. (Tr. Vol. III at 84:16-25.)

Raisch conceded that if recruitment pools were insufficient, all of these factors in combination could support an increase in salary for inspectors, but one more modest than the 15% proposed by the Union. (Tr. Vol. III at 120:19-121:4.) The Union’s 12.66% and 15% proposed salary increases derive from two distinct sources. 12.66% reflects the difference in salary of Utilities Inspector Haynes at the time of his selection for the inspector position, seven years ago. (Ex. No. 25.) The 15% proposal derives from testimony from Krug regarding a position opening at PG&E that she saw advertised at \$53.00 per hour. (Tr. Vol. I at 163:20-164:2.)

The Union is critical of the City’s salary survey, citing factual inaccuracies, wide-ranging variables in classification descriptions from other employers, and the fact that none of the 12 cities set forth in the MOA operate their own utilities (and the job classifications therefore do not include duties specific to those of the City’s inspectors in Utilities). (Union Br. at 17-18.) The Union urges comparison to the percent salary increase Michael Haynes received at the time he became an inspector; to employer PG&E (not included in the salary survey); and to the three special districts included in the survey, as the inspector classifications of those employers align more closely with the actual content of the Utilities inspectors’ jobs. (Union Br. at 17.)

classification, which was intended as a “promotion” from the Installer/Repairer positions and other positions. (Tr. Vol. III at 149:22-150:8.) Substantial testimony at hearing established that employees historically considered the inspector position a promotion. (Tr. Vol. I at 149:5-24; 200:19-201:5; Vol. II at 121:18-25; 168:4-24.) Employee Relations and Training Manager, Raisch, in analyzing the compensation for the Inspector Field Services classification, testified that he considers relevant to the analysis the actual job progression from the Inspector/Repairer position to the Inspector Field Services position, notwithstanding that the position is not part of a formal job series. (Tr. Vol. III at 123:3-18.)

Relevant MOA Provisions

ARTICLE VII - PAY RATES AND PRACTICES

Section 5 - Reclassification Requests.

(a) An employee or his/her representative may request in writing a re-evaluation of his/her job based on significant permanent changes in job content or significant discrepancies between job content and classification description.

(b) If the employee or Union disagrees with the accuracy of the description of duties resulting from the study conducted pursuant to subsection (a) of this Section or with the wage range or steps assigned by the City as a result of the study, the employee or Union may, within ten (10) City business days of delivery of notice of such determination, appeal such decision under step IV of Article XIX, Grievance Procedure.

(c) In a dispute under Section 4(a) or section 5(b) above, the arbitrator shall render his or her decision on the appropriate wage range or steps within twenty-one (21) days after the initial hearing date. The same time line will be observed for disputes over the accuracy of the revised classification description. The parties will notify the arbitrator of this deadline at the time of the arbitrator's selection.

In reaching a decision on wage range and steps under Section 4(a) or 5(b) above, the arbitrator shall base his or her award on the factors traditionally taken into account in the establishment of compensation. When deciding a dispute over the accuracy of the revised classification description under section 5(b) above, the arbitrator shall identify the modifications of the pre-existing classification necessary to accurately reflect the permanent changes, if any, that have been implemented. Upon receipt of the arbitrator's award, the City shall implement the revised classification and wage range or steps as provided in the award except as provided under subsection 5(c) of this section below. Notwithstanding an arbitrator's award pursuant to any appeal process, the City retains the right to forego implementing the changes and the proposed changes shall revert to the status quo as it existed before those changes in duties occurred or were proposed.

Section 7 - Total Compensation and Survey Database.

Management and the Union have agreed to a compensation survey database structure which identifies specific benchmark classifications for job families, classifications within the job families of each benchmark classification, survey agencies and survey classification matches.

Survey Cities include:

Alameda	Hayward	San Mateo
Berkeley	Mountain View	Santa Clara
Daly City	Redwood City	S. San Francisco
Fremont	San Jose	Sunnyvale

If the employer list will not permit the production of a survey report that includes data from at least four (4) employers that employ employees in a classification comparable to the classification surveyed by the City, neither party is precluded from bringing forward information on other employers in the relevant recruitment area that employ workers in a comparable classification so that data from at least five (5) surveyed employers will be included in the study, if feasible. Such employer may include any public or private employer.

The database is intended to provide one source of information concerning how the compensation paid to employees in bargaining unit job classifications compares to that paid by other employers. The City will update the survey database and send the Union a copy six weeks before expiration of this agreement. This survey will be considered in connection with special adjustment proposals in successor agreement negotiations. By agreeing to a survey database, neither Union nor Management is under obligation to propose or agree to special adjustments.

STIPULATED ISSUE

Whether, pursuant to Article VII, Section 5 of the Memorandum of Agreement between the City of Palo Alto and SEIU Local 521, is a reclassification justified as to the Grievants in this case, and, if so, what shall the appropriate remedy be?

THE POSITIONS OF THE PARTIES

Union

The Union argues that Utilities Inspectors have a high degree of responsibility for water, gas, and wastewater during construction projects, and, as a result, they perform duties that are not performed by inspectors in Public Works and Parks and that are not specified in the classification description. Because these duties require additional training and skills to perform, the Utilities Inspectors are performing jobs that are more complex than those of Public Works and Parks Inspectors, and these discrepancies warrant a new classification and increase in salary for Utilities Inspectors.

The Union also points to the historical de facto treatment of the Field Services Inspector classification as a promotion from the Installer/Repairer classification, and notes that the two classifications' rates of pay have not kept pace. Some inspectors who came to that position from Installer/Repairer would be earning a higher salary at present if they had remained in the Installer/Repairer position. The City has had difficulty retaining employees in one classification and considers the classification "hard-to-fill," but has not evaluated why that is so.

Finally, the Union asserts that the City Human Resources Representative who conducted the job reevaluation, Irene Silipin, did not conduct an adequate investigation. Silipin demonstrated a lack of understanding of Krug's request and the City unreasonably denied the request.

The Union requests the grievance be sustained and provide the remedy that follows:

1. Order the City to reclassify the grievants into a newly created position, as outlined in Union Exhibit 5; and
2. Order the City to immediately grant the grievants a 15% salary increase; or, in the alternative, a salary increase that the arbitrator deems just and proper in light of the internal and external comparisons the Union has presented as evidence. In either case,

the salary increase should be retroactive to October 16, 2016, the date that Krug first petitioned for reclassification.

Employer

The Employer argues that the Union failed to establish any significant changes or discrepancies between job content and the classification description, and that the classification did not have significant discrepancies between Utilities and the other two departments. The Employer also argues that the Union failed to offer sufficient evidence in support of its request for a 15% increase in salary.

With respect to the classification request, the City contends that Human Resources representative, Irene Silipin, conducted a comprehensive investigation and analysis of the request that was broad in scope, including multiple interviews across all three departments and shadowing an employee in the field. Silipin's interviews with supervisors from all three departments where Field Services Inspectors are assigned yielded similar information: that the Field Services Inspector classification description was appropriately aligned with the job content of Field Services Inspectors working across the Public Works, Parks, and Utilities Departments, with the exception of "minor" differences. Silipin's investigation determined there were no significant discrepancies between job content for Utilities Inspectors and the Field Services Inspector classification description.

The City's analysis of the proposed classification descriptions offered by Grievant Krug and later by the Union provides the foundation for its assertion that the Union has not established that there are new or changed duties not reflected in the current classification description.

The City renews several evidentiary objections offered at hearing, to wit: The City objects to testimony offered by Lynn Krug and the three other Grievants regarding the job content of

inspectors in the Public Works and Parks Departments and regarding relative comparisons of the job content across all three departments. The City additionally asserts that because the Union did not offer testimony of any inspectors assigned to the Public Works and Parks Departments, and because the Union offered no witness assigned to the Parks Department, the Union is unable to substantiate its claims.

With regard to the request for a salary increase, the City argues that the Union's proposed 15% salary increase is not supported by any evidence, emphasizing that the Union, pursuant to the terms of the MOA, could have offered evidence of comparable employers in the market, but did not. The MOA requires the benchmarking of the identified 12 comparator cities, although the MOA states that a salary survey is but one factor to be considered regarding compensation. The Union's proposed 15% salary increase is not based on comparison to any of the 12 specified comparator cities or any other employer's workplace. The salary survey demonstrates that the City of Palo Alto Field Services Inspectors' salary closely matches those of the peer cities and utility districts included in the survey. The median salary of classifications in the 16 cities is 1.31% higher than the City of Palo Alto. When the three utility districts are added, for a total of 19 employers, the median salary is 2.21% higher.

Finally, the City asserts that the Union's offer of comparative evidence within the City of Palo Alto regarding the current salary for the classification of Field Services Inspector is not relevant to the matter, particularly as the salaries are a product of prior negotiation between the City and Union.

The City requests the grievance be denied and dismissed.

DISCUSSION

The Union bears the burden of proving by a preponderance of the evidence that the City of Palo Alto's denial of the reclassification request for Utilities Inspectors and an increase in salary for a newly created job classification of inspector in the Utilities department is justified pursuant to Article VII, Section 5 (b) of the MOA. The Union has satisfied this burden.

Analysis of the City's denial of the reclassification request begins with the terms of the MOA, which state that an employee or representative may request a reevaluation of their job where there are:

1. "[S]ignificant permanent changes in job content;" or
2. "[S]ignificant discrepancies between job content and classification description."

(MOA Art. VII, Sec. 5(a).)

The Union established significant discrepancies between the Utilities Inspector job content and the description of the Field Services Inspector classification, such that reclassification of the Utilities Inspector separate from the Field Services Inspector position is warranted. As above, the record supports that utility inspectors have additional training, produce accurate as-built drawings, negotiating and approving contract modifications, advising inspectors in Public Works and Parks Departments; certifying contractors in particular techniques; and advising senior engineers. The inspectors are also responsible for the transfer of potable water. The Inspectors must know the state regulations for transporting potable water and to protect it from contamination. In particular, the Union established that the Utilities Inspector classification requires significantly greater knowledge, skills, and abilities than set forth in the Field Services Inspector classification description, and that inspectors in Utilities are required to perform additional and more complex duties than those set forth in the classification description for Field Services Inspectors.

First, the Union established significant discrepancies between the requisite knowledge, skills, and abilities required for the Utilities Inspector position, as compared to the Field Services Inspector classification description. The City's hiring practices amplify the discrepancies. The Field Services Inspector classification description requires knowledge, skills, and abilities equivalent to a minimum of 2 years of relevant experience and 2 years of relevant college-level education, or 4 years of relevant experience in the absence of college-level education. (Ex. No. 4 at 2.) The Union asserts that Utilities Inspectors for the City of Palo Alto are expected to, and do, possess significantly more and unique experience and qualifications in utilities construction than required by the classification description. (Union Br. at 2.)

As examples, Grievants Krug and Andre Rodriguez had 13 and 15 years of experience in utilities construction, respectively, when they were hired into the classification. The City's preference for highly experienced employees in this classification in the Utilities Department is similarly reflected in the 2018 job posting for a vacancy – issued while this matter was pending – in which the minimum educational and experiential qualifications remain the same, but the posting states that an “ideal” candidate has “over 10 years” of experience. (Ex. No. 24 at 1.)

In addition, substantial testimony from inspectors in Utilities established that employees are required both to participate in continuing education and to obtain and maintain many certifications, both for their own knowledge and application, as well as for evaluating the work of contractors. (Tr. Vol. I at 109:18-110:10.) The Field Services Inspector classification description sets forth a requirement for only one certification for inspectors in Utilities, albeit one that requires annual re-testing (and it includes two for Parks and none for Public Works). (Ex. No. 4 at 2.) Supervisor of Public Works Inspectors, Denis Huegle, testified regarding the duties and skills that are required of inspectors in Public Works. Huegle testified that, other than flagging and traffic

control, Public Works Inspectors are not required to maintain certifications, nor are they required to undertake any training. (Tr. Vol. II at 179:25-180:11.)⁵

Second, the Union established significant discrepancies between the job content for Utilities Inspectors and the Field Services Inspector classification description.

Utility Inspectors testified about the City's requirement that inspectors in Utilities be responsible for preparing "as-builts," or pencil-and-paper drawings of completed utilities construction that precisely record the location and details of the actual installation, including any deviation from the plans. (Tr. Vol. I at 85:9-23.) Production of the drawings is a significant responsibility, as the drawings record the location of underground utilities. (Tr. Vol. I at 56:11-57:5.) Testimony established that inspectors assigned to Public Works do not produce such drawings and instead require contractors to produce the drawings themselves. (Tr. Vol. II at 187:6-10.)

Utilities Inspectors are responsible for advising other departments' inspectors about underground utility lines, including whether a line is "live" or "dead," or what kind of utility a line is – knowledge that Public Works inspectors are apparently not required to possess. (Tr. Vol. II at 25:19-25, 26:10-15.) Utilities inspectors also advise engineers who seek consult from inspectors in Utilities. (Tr. Vol. II at 23:16-24:9, 64:20-65:12, 139:5-18.)

The classification description states that inspectors are responsible for recommending extra work requests from contractors for approval. Utilities Inspectors, as the individuals on the ground,

⁵ Huegle, as a supervisor in the Public Works Department, has sufficient knowledge to offer testimony about the job content of inspectors assigned to that Department. The City interposed several evidentiary objections at hearing, based on lack of foundation, to testimony by Krug and the other three grievants about the content or requirements of the inspector classification in the Public Works and Parks Departments. The City's objections are well-taken. Krug and the three grievants properly offer testimony about matters relating to the job content in these other departments if they have personal knowledge. However, testimony that speculates about job content or offers relative comparisons of the job content of inspectors in the other two departments may not be admitted where it lacks foundation. This Decision and Award relies in no manner on testimony of the four grievants that lacks foundation.

are functionally making the determinations about approval of these requests. Utilities Inspectors must review the requests, verify that conditions support the request, negotiate details, and approve the requests. Krug cannot recall any instance in which her recommendation was not followed by the City. (Tr. Vol. I at 79:13-80:20.)

Utilities Inspectors are designated Incident Commanders for the City in response to a gas emergency. (Tr. Vol. II at 51:22-53:8.) Their role as incident commanders is not reflected in the Field Services Inspector classification description. The Public Works supervisor was wholly unfamiliar with the concept of Incident Commanders. (Tr. Vol. II at 189:5-14.) Additionally, while Utilities Inspectors need some fundamental knowledge about the work of the Public Works and Parks Inspectors, and while they consult and advise those inspectors, the same is not true of Public Works and Park inspectors vis-à-vis Utilities. (Tr. Vol. I at 62:15-63:6.)

Although Silipin asserted that all Field Services Inspectors are interchangeable, with reasonable training or field experience,” (Ex. 3 at 32), she also admitted that has not been the case historically, as Public Works and Parks Inspectors have never been used to backfill vacant Utilities Inspector positions. (Tr. Vol. III at 82:17-83:1.) Importantly, the City produced no witness to rebut the testimony of the Utilities Inspectors or any other Union-offered witness.

Finally, the Union asserts that Silipin failed to conduct an adequate reevaluation of the Utilities inspector position, citing several considerations: Silipin shadowed Krug on the job on a day that Krug advised Silipin did not adequately reflect Krug’s job content. (Tr. Vol. I at 33:18-34:19.) Silipin interviewed Krug for two hours and recognized that she needed more time with Krug, but did not recall Krug for an interview or interview other Utilities Inspectors, and she interviewed Krug’s supervisor for one hour and is unable to articulate what “minor” differences he identified between the City’s expectations for Krug (not the classification description) and

Krug's performance. (Ex. No. 3; Tr. Vol. III at 50:17-51:14.) Silipin oversimplified the nature of the duties of the inspector positions in the various departments, presenting them as disingenuously similar while glossing over or not enumerating fully the additional and distinct duties or job content of the Utilities Inspectors. The report additionally contains factual inaccuracies about the classification description itself. (Ex. 3 at 33.)

Perhaps most telling, Silipin asserts that "duties have not been changed or been added to the Field Services Inspectors assigned to Utilities," but that "the job description was outdated and no longer reflected the correct scope of work to complete the essential functions of the job." (Tr. Vol. I at 61:8-18.) Putting aside the likely inconsistency inherent in those statements, Silipin's characterization that the classification description "no longer reflected the correct scope of work," supports the Union's assertions that Utilities Inspectors' job content includes significant discrepancies with the classification description.

While it is neither appropriate or necessary to update a classification description every time there are changes, for example, in technology or work method, *City of Palo Alto v. SEIU Local 521 (Maintenance Mechanics)*, p.11 (Nov. 5, 2015, Roose, Arb.), the discrepancies between the job content of the Field Services Inspectors assigned to the Utilities Department, however, are much more substantial and go directly to the scope of work and the essential functions of the position.

The Union has satisfied its burden to establish a violation of the MOA by the City's denial of Krug's reclassification request. In particular, the Union established that the Utilities Inspector classification requires significantly greater knowledge, skills, and abilities than set forth in the Field Services Inspector classification description, and that inspectors in Utilities are required to perform additional and more complex duties than those set forth in the classification description

for Field Services Inspectors.

The evidence to support a salary increase are the comparison charts produced by the Union. The Union spreadsheet of the relevant salary growing disparity schedules with the percentage of average increases is a more comprehensive version of the relevant salary growing disparity. In particular, the chart demonstrates a percent increase by position, particularly from 2012 through present. The tables and the testimony establish that in 2012 almost every other position included in the chart received a 12% salary increase. The various installer repair positions received a 12% raise, while the Field Services Inspectors received approximately 4%. [A few other positions received a 7% salary increase.] However, the record is void of any evidence from the City to explain the disproportion of the pay raise between the Installer Repair position (4%) and the Field Services Inspector position (12%). As such, the Union has substantiated that the City's failure to award inspectors in the Utilities Department a salary increase concomitant with reclassification violated the terms of the MOA.⁶

AWARD

1. The City violated the MOA with SEIU Local 521 in denying Lynn Krug's October 10, 2016 request for reclassification of her job classification as Inspector Field Services as assigned to the Utilities Department.
2. The City violated the MOA with SEIU Local 521 in failing to award a salary increase concomitant with reclassification to Lynn Krug and all affected employees in the job classification

⁶ The Union failed to substantiate a 15% salary increase based on the PG&E's advertisement for a same or similar position at \$53.00 per hour.

of Inspector Field Services as assigned to the Utilities Department.

3. The City shall create a new classification that includes Field Services Inspectors assigned to the Utilities Department. The parties are ORDERED to meet and confer to create a description for the new classification.

4. The City shall establish a base pay level for the new classification for Field Services Inspectors assigned to the Utilities Department that is higher than the base pay of the classification of Field Services Inspectors and that takes into consideration the increased knowledge, skills, and abilities required for inspectors assigned to the Utilities Department as well as the additional and more complex duties that are included in the job content for inspectors in the Utilities Department.

5. The parties are ORDERED to meet and confer to establish a base pay level for the new classification. The record was not sufficient for me to establish an appropriate base pay level or a percentage increase in pay.

6. The City shall make whole Grievant Krug and the three affected employees in the classification of Field Services Inspector as assigned to the Utilities department following the June 29, 2017 grievance filed by the Union.

7. The Arbitrator retains jurisdiction of this matter for the purposes of implementation of the remedy ordered herein for 90 days.

Nancy Hutt
Nancy Hutt, Arbitrator

DATED: August 15, 2019
San Francisco, CA

SUPPLEMENTAL AWARD

IN ARBITRATION PROCEEDINGS PURSUANT TO THE
AGREEMENT BETWEEN THE PARTIES

In the Matter of Controversy:

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521

Union,

And

CITY OF PALO ALTO

Employer.

Re: Lynn Krug on behalf of all Affected Field Inspectors – Reclassification

Arbitrator Nancy Hutt

APPEARANCES

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For the Employer:

Gina M. Roccanova
Attorney for Respondent
City Of Palo Alto

Award Date: January 28, 2021

BACKGROUND

On August 15, 2019 I issued an Opinion & Award holding the City of Palo Alto's denial of the reclassification request for Utilities Inspectors and an increase in salary for a newly created job classification of Inspector in the Utilities Department is justified pursuant to Article VII. Section 5 (b) of the Memorandum of Agreement.

As ordered in the Award, the parties created a new job classification and description of the duties and responsibilities for Field Services Inspectors assigned to Utilities. However, the parties were not successful reaching an agreement on the base pay – salary adjustment for the new classification. Having retained jurisdiction, the City and Union reached out to me and requested assistance in the establishment of a base pay level for the new classification that is higher than the base pay of the classification of Field Services Inspectors.

During a conference call the parties were directed to provide argument in letter form to substantiate their final offers. An agreement was reached during the call that the parties would solely utilize the official record to demonstrate their respective offers.

The Union requests the Arbitrator to order a prospective 12.5% base wage increase for the newly-created Water-Gas-Wastewater Utilities Field Inspector classification, effective immediately; and, a retroactive increase in the same amount for Grievants dating back to October 10, 2016.

The City requests the Arbitrator increase the current Inspector Field Services salary by 8.4% to a new top step salary of \$53.81 for the newly created WGW inspector classification. This would be retroactive to October 10, 2016.

OPINION

The Union and City previously surveyed the market of comparable communities to determine representative rates of pay to support their compensation offers. The Inspector Field Services position in the City of Palo Alto is responsible for water, gas and

wastewater utilities, while the comparable communities with a like position are responsible for two utilities. These studies or compilation of information generally determine the market value of a job, along with salary ranges. Following review of relevant exhibits, pertinent testimony in the transcripts and written arguments, I have determined the base pay for the position of Inspector Field Services shall increase by 10% retroactive to October 10, 2016.

SUPPLEMENTAL AWARD¹

A 10% increase in the base pay for the position of Inspector Field Services is warranted and appropriate. As agreed by the parties, the 10% increase in pay shall be retroactive to October 10, 2016. The retroactive pay shall be provided Grievants within 30 days of receipt of this Award. I retain jurisdiction for 90 days.

Nancy Hutt

Nancy Hutt, Arbitrator

San Francisco, CA

¹ In reaching these findings and conclusions, all arguments and evidence, specifically those not mentioned in the text of this award, have been considered.