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City of Palo Alto  
MEMORANDUM

**TO:** City Council

**DATE:** February 6, 2017

**SUBJECT:** FY 2017 Mid-Year Budget Report Recommended Revisions to the Service Employee International Union – Hourly and Limited Hourly Group Salary Schedules

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[City Manager Report #7656](#), presents the status of major financial activities as of December 31 of the current fiscal year as well as a limited number of salary schedule adjustments. This supplemental memorandum provides both revised recommendation language and an updated Attachment C, Exhibit 3, outlining both the Limited Hourly and SEIU Hourly salary schedules in order to comply with the City of Palo Alto's current minimum wage ordinance. Recommendation language for item two (2) is adjusted to read as follows:

2) Amend the Salary Schedules in Attachment C for:

- a) Management and Professional Employees group; (MGMT) to adjust the salary range of two position classifications;
- b) Service Employees International Union ("SEIU") to adjust the salary rate for one classification and change the title of one position classification; and
- c) Limited Hourly ("HRLY") to adjust the salary rate for seven classifications and add one new classification; and
- d) Service Employees International Union ("SEIU") Hourly Unit to adjust the salary rate for nine classifications.

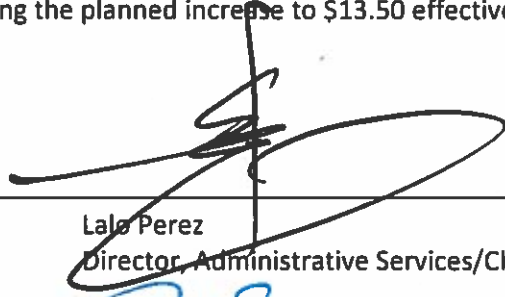
In September 26, 2016 the City Council approved amendments to the City's Minimum Wage ordinance which calls for a minimum wage of \$12.00 beginning January 1, 2017 ([City Manager Report #7283](#)). In order to comply with this, adjustments in the attached salary schedules:

- Adjust each first step (Step 1) or minimum grade of the impacted classifications to meet the minimum wage requirement and maintain spreads between classification structures receiving adjustments to ensure internal equity
- Adjust subsequent steps within the impacted classifications based on agreements with the Union or Compensation Plan

Overall, these revisions will adjust the pay rates of nine classifications in the SEIU-H and seven classifications in the HRLY group, impacting approximately 100 part-time employees.

No budgetary action is anticipated to be necessary as a result of these actions in the current fiscal year. The FY 2018 budget development will include assumptions to continue to ensure compliance with the minimum wage ordinance including the planned increase to \$13.50 effective January 1, 2018.

DEPARTMENT HEAD:



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Lalo Perez  
Director, Administrative Services/Chief Financial Officer

CITY MANAGER:



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James Keene  
City Manager

**Attachments:**

Attachment C, Exhibit 3: SEIU Hourly and Limited Hourly Salary Schedule

**SEIU Hourly  
Salary Schedule effective on 01/01/2017**

Job Code	FLSA	Job Title	Salary Effective upon MOA adoption		Salary Effective 07/01/2015		Salary Effective 01/01/2016		Salary Effective 07/01/2016		Salary Effective 1/1/2017			
			Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
9000	Non-exempt	Administrative Specialist I - H	Step 1	\$21.38	Step 1	\$21.80	Step 1	\$21.80	Step 1	\$22.24	Step 1	\$22.24	Step 1	\$22.24
			Step 2	\$22.50	Step 2	\$22.95	Step 2	\$22.95	Step 2	\$23.41	Step 2	\$23.41	Step 2	\$23.41
			Step 3	\$23.68	Step 3	\$24.16	Step 3	\$24.16	Step 3	\$24.64	Step 3	\$24.64	Step 3	\$24.64
			Step 4	\$24.93	Step 4	\$25.43	Step 4	\$25.43	Step 4	\$25.94	Step 4	\$25.94	Step 4	\$25.94
			Step 5	\$26.24	Step 5	\$26.77	Step 5	\$26.77	Step 5	\$27.31	Step 5	\$27.31	Step 5	\$27.31
9001	Non-exempt	Administrative Specialist II - H	Step 1	\$25.52	Step 1	\$26.03	Step 1	\$26.03	Step 1	\$26.55	Step 1	\$26.55	Step 1	\$26.55
			Step 2	\$26.86	Step 2	\$27.40	Step 2	\$27.40	Step 2	\$27.95	Step 2	\$27.95	Step 2	\$27.95
			Step 3	\$28.27	Step 3	\$28.84	Step 3	\$28.84	Step 3	\$29.42	Step 3	\$29.42	Step 3	\$29.42
			Step 4	\$29.76	Step 4	\$30.36	Step 4	\$30.36	Step 4	\$30.97	Step 4	\$30.97	Step 4	\$30.97
			Step 5	\$31.33	Step 5	\$31.96	Step 5	\$31.96	Step 5	\$32.60	Step 5	\$32.60	Step 5	\$32.60
9002	Non-exempt	Assistant Park Ranger - H	Step 1	\$21.38	Step 1	\$21.80	Step 1	\$21.80	Step 1	\$22.24	Step 1	\$22.24	Step 1	\$22.24
			Step 2	\$22.50	Step 2	\$22.95	Step 2	\$22.95	Step 2	\$23.41	Step 2	\$23.41	Step 2	\$23.41
			Step 3	\$23.68	Step 3	\$24.16	Step 3	\$24.16	Step 3	\$24.64	Step 3	\$24.64	Step 3	\$24.64
			Step 4	\$24.93	Step 4	\$25.43	Step 4	\$25.43	Step 4	\$25.94	Step 4	\$25.94	Step 4	\$25.94
			Step 5	\$26.24	Step 5	\$26.77	Step 5	\$26.77	Step 5	\$27.31	Step 5	\$27.31	Step 5	\$27.31
9003	Non-exempt	Building Service Person - H	Step 1	\$19.74	Step 1	\$20.13	Step 1	\$20.13	Step 1	\$20.54	Step 1	\$20.54	Step 1	\$20.54
			Step 2	\$20.78	Step 2	\$21.19	Step 2	\$21.19	Step 2	\$21.62	Step 2	\$21.62	Step 2	\$21.62
			Step 3	\$21.87	Step 3	\$22.31	Step 3	\$22.31	Step 3	\$22.76	Step 3	\$22.76	Step 3	\$22.76
			Step 4	\$23.02	Step 4	\$23.48	Step 4	\$23.48	Step 4	\$23.96	Step 4	\$23.96	Step 4	\$23.96
			Step 5	\$24.23	Step 5	\$24.72	Step 5	\$24.72	Step 5	\$25.22	Step 5	\$25.22	Step 5	\$25.22
9004	Non-exempt	Clerical Assistant - H	Step 1	\$17.31	Step 1	\$17.66	Step 1	\$17.66	Step 1	\$18.01	Step 1	\$18.01	Step 1	\$18.01
			Step 2	\$18.22	Step 2	\$18.59	Step 2	\$18.59	Step 2	\$18.96	Step 2	\$18.96	Step 2	\$18.96
			Step 3	\$19.18	Step 3	\$19.57	Step 3	\$19.57	Step 3	\$19.96	Step 3	\$19.96	Step 3	\$19.96
			Step 4	\$20.19	Step 4	\$20.60	Step 4	\$20.60	Step 4	\$21.01	Step 4	\$21.01	Step 4	\$21.01
			Step 5	\$21.25	Step 5	\$21.68	Step 5	\$21.68	Step 5	\$22.12	Step 5	\$22.12	Step 5	\$22.12

**SEIU Hourly  
Salary Schedule effective on 01/01/2017**

Job Code	FLSA	Job Title	Salary Effective upon MOA adoption		Salary Effective 07/01/2015		Salary Effective 01/01/2016		Salary Effective 07/01/2016		Salary Effective 1/1/2017			
			Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
9005	Non-exempt	Custodial Aide - H	Step 1	\$13.98	Step 1	\$14.27	Step 1	\$14.27	Step 1	\$14.56	Step 1	\$14.56	Step 1	\$14.56
			Step 2	\$14.72	Step 2	\$15.02	Step 2	\$15.02	Step 2	\$15.33	Step 2	\$15.33	Step 2	\$15.33
			Step 3	\$15.49	Step 3	\$15.81	Step 3	\$15.81	Step 3	\$16.14	Step 3	\$16.14	Step 3	\$16.14
			Step 4	\$16.31	Step 4	\$16.64	Step 4	\$16.64	Step 4	\$16.99	Step 4	\$16.99	Step 4	\$16.99
			Step 5	\$17.17	Step 5	\$17.52	Step 5	\$17.52	Step 5	\$17.88	Step 5	\$17.88	Step 5	\$17.88
9006	Non-exempt	Custodial Assistant - H	Step 1	\$16.36	Step 1	\$16.70	Step 1	\$16.70	Step 1	\$17.03	Step 1	\$17.03	Step 1	\$17.03
			Step 2	\$17.22	Step 2	\$17.58	Step 2	\$17.58	Step 2	\$17.93	Step 2	\$17.93	Step 2	\$17.93
			Step 3	\$18.13	Step 3	\$18.50	Step 3	\$18.50	Step 3	\$18.87	Step 3	\$18.87	Step 3	\$18.87
			Step 4	\$19.08	Step 4	\$19.47	Step 4	\$19.47	Step 4	\$19.86	Step 4	\$19.86	Step 4	\$19.86
			Step 5	\$20.08	Step 5	\$20.49	Step 5	\$20.49	Step 5	\$20.90	Step 5	\$20.90	Step 5	\$20.90
9007	Non-exempt	House Manager - H	Step 1	\$16.08	Step 1	\$16.41	Step 1	\$16.41	Step 1	\$16.74	Step 1	\$16.74	Step 1	\$16.74
			Step 2	\$16.93	Step 2	\$17.27	Step 2	\$17.27	Step 2	\$17.62	Step 2	\$17.62	Step 2	\$17.62
			Step 3	\$17.82	Step 3	\$18.18	Step 3	\$18.18	Step 3	\$18.55	Step 3	\$18.55	Step 3	\$18.55
			Step 4	\$18.76	Step 4	\$19.14	Step 4	\$19.14	Step 4	\$19.53	Step 4	\$19.53	Step 4	\$19.53
			Step 5	\$19.75	Step 5	\$20.15	Step 5	\$20.15	Step 5	\$20.56	Step 5	\$20.56	Step 5	\$20.56
9008	Non-exempt	Instructor Aide - H	Step 1	\$9.69	Step 1	\$9.89	Step 1	\$11.00	Step 1	\$11.24	Step 1	\$11.24	Step 1	\$12.00
			Step 2	\$10.20	Step 2	\$10.41	Step 2	\$11.58	Step 2	\$11.83	Step 2	\$11.83	Step 2	\$12.63
			Step 3	\$10.74	Step 3	\$10.96	Step 3	\$12.19	Step 3	\$12.45	Step 3	\$12.45	Step 3	\$13.29
			Step 4	\$11.31	Step 4	\$11.54	Step 4	\$12.83	Step 4	\$13.10	Step 4	\$13.10	Step 4	\$13.99
			Step 5	\$11.91	Step 5	\$12.15	Step 5	\$13.51	Step 5	\$13.79	Step 5	\$13.79	Step 5	\$14.73
9009	Non-exempt	Instructor I - H	Step 1	\$20.20	Step 1	\$20.62	Step 1	\$20.62	Step 1	\$21.02	Step 1	\$21.02	Step 1	\$21.02
			Step 2	\$21.26	Step 2	\$21.70	Step 2	\$21.70	Step 2	\$22.13	Step 2	\$22.13	Step 2	\$22.13
			Step 3	\$22.38	Step 3	\$22.84	Step 3	\$22.84	Step 3	\$23.29	Step 3	\$23.29	Step 3	\$23.29
			Step 4	\$23.56	Step 4	\$24.04	Step 4	\$24.04	Step 4	\$24.52	Step 4	\$24.52	Step 4	\$24.52
			Step 5	\$24.80	Step 5	\$25.30	Step 5	\$25.30	Step 5	\$25.81	Step 5	\$25.81	Step 5	\$25.81

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Salary Schedule effective on 01/01/2017**

Job Code	FLSA	Job Title	Salary Effective upon MOA adoption		Salary Effective 07/01/2015		Salary Effective 01/01/2016		Salary Effective 07/01/2016		Salary Effective 1/1/2017	
			Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
9010	Non-exempt	Instructor II - H	Step 1	\$24.61	Step 1	\$25.10	Step 1	\$25.10	Step 1	\$25.60	Step 1	\$25.60
			Step 2	\$25.90	Step 2	\$26.42	Step 2	\$26.42	Step 2	\$26.95	Step 2	\$26.95
			Step 3	\$27.26	Step 3	\$27.81	Step 3	\$27.81	Step 3	\$28.37	Step 3	\$28.37
			Step 4	\$28.69	Step 4	\$29.27	Step 4	\$29.27	Step 4	\$29.86	Step 4	\$29.86
			Step 5	\$30.20	Step 5	\$30.81	Step 5	\$30.81	Step 5	\$31.43	Step 5	\$31.43
9036	Non-exempt	Instructor III-H	Step 1	\$28.31	Step 1	\$28.89	Step 1	\$28.89	Step 1	\$29.46	Step 1	\$29.46
			Step 2	\$29.80	Step 2	\$30.41	Step 2	\$30.41	Step 2	\$31.01	Step 2	\$31.01
			Step 3	\$31.37	Step 3	\$32.01	Step 3	\$32.01	Step 3	\$32.64	Step 3	\$32.64
			Step 4	\$33.02	Step 4	\$33.69	Step 4	\$33.69	Step 4	\$34.36	Step 4	\$34.36
			Step 5	\$34.76	Step 5	\$35.46	Step 5	\$35.46	Step 5	\$36.17	Step 5	\$36.17
9011	Non-exempt	Librarian - H	Step 1	\$25.98	Step 1	\$26.50	Step 1	\$26.50	Step 1	\$27.03	Step 1	\$27.03
			Step 2	\$27.35	Step 2	\$27.89	Step 2	\$27.89	Step 2	\$28.45	Step 2	\$28.45
			Step 3	\$28.79	Step 3	\$29.36	Step 3	\$29.36	Step 3	\$29.95	Step 3	\$29.95
			Step 4	\$30.30	Step 4	\$30.90	Step 4	\$30.90	Step 4	\$31.53	Step 4	\$31.53
			Step 5	\$31.89	Step 5	\$32.53	Step 5	\$32.53	Step 5	\$33.19	Step 5	\$33.19
9012	Non-exempt	Library Clerk - H	Step 1	\$19.33	Step 1	\$19.73	Step 1	\$19.73	Step 1	\$20.13	Step 1	\$20.13
			Step 2	\$20.35	Step 2	\$20.77	Step 2	\$20.77	Step 2	\$21.19	Step 2	\$21.19
			Step 3	\$21.42	Step 3	\$21.86	Step 3	\$21.86	Step 3	\$22.30	Step 3	\$22.30
			Step 4	\$22.55	Step 4	\$23.01	Step 4	\$23.01	Step 4	\$23.47	Step 4	\$23.47
			Step 5	\$23.74	Step 5	\$24.22	Step 5	\$24.22	Step 5	\$24.71	Step 5	\$24.71
9013	Non-exempt	Library Page - H	Step 1	\$11.85	Step 1	\$12.09	Step 1	\$12.09	Step 1	\$12.34	Step 1	\$12.34
			Step 2	\$12.47	Step 2	\$12.73	Step 2	\$12.73	Step 2	\$12.99	Step 2	\$12.99
			Step 3	\$13.13	Step 3	\$13.40	Step 3	\$13.40	Step 3	\$13.67	Step 3	\$13.67
			Step 4	\$13.82	Step 4	\$14.11	Step 4	\$14.11	Step 4	\$14.39	Step 4	\$14.39
			Step 5	\$14.55	Step 5	\$14.85	Step 5	\$14.85	Step 5	\$15.15	Step 5	\$15.15

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Salary Schedule effective on 01/01/2017**

Job Code	FLSA	Job Title	Salary Effective upon MOA adoption		Salary Effective 07/01/2015		Salary Effective 01/01/2016		Salary Effective 07/01/2016		Salary Effective 1/1/2017			
			Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
9014	Non-exempt	Maintenance Assistant - H	Step 1	\$15.56	Step 1	\$15.87	Step 1	\$15.87	Step 1	\$16.20	Step 1	\$16.20	Step 1	\$16.20
			Step 2	\$16.38	Step 2	\$16.71	Step 2	\$16.71	Step 2	\$17.05	Step 2	\$17.05	Step 2	\$17.05
			Step 3	\$17.24	Step 3	\$17.59	Step 3	\$17.59	Step 3	\$17.95	Step 3	\$17.95	Step 3	\$17.95
			Step 4	\$18.15	Step 4	\$18.52	Step 4	\$18.52	Step 4	\$18.89	Step 4	\$18.89	Step 4	\$18.89
			Step 5	\$19.10	Step 5	\$19.49	Step 5	\$19.49	Step 5	\$19.88	Step 5	\$19.88	Step 5	\$19.88
9015	Non-exempt	Open Space Technician - H	Step 1	\$15.56	Step 1	\$15.87	Step 1	\$15.87	Step 1	\$16.20	Step 1	\$16.20	Step 1	\$16.20
			Step 2	\$16.38	Step 2	\$16.71	Step 2	\$16.71	Step 2	\$17.05	Step 2	\$17.05	Step 2	\$17.05
			Step 3	\$17.24	Step 3	\$17.59	Step 3	\$17.59	Step 3	\$17.95	Step 3	\$17.95	Step 3	\$17.95
			Step 4	\$18.15	Step 4	\$18.52	Step 4	\$18.52	Step 4	\$18.89	Step 4	\$18.89	Step 4	\$18.89
			Step 5	\$19.10	Step 5	\$19.49	Step 5	\$19.49	Step 5	\$19.88	Step 5	\$19.88	Step 5	\$19.88
9016	Non-exempt	Print Shop Assistant - H	Step 1	\$19.33	Step 1	\$19.73	Step 1	\$19.73	Step 1	\$20.13	Step 1	\$20.13	Step 1	\$20.13
			Step 2	\$20.35	Step 2	\$20.77	Step 2	\$20.77	Step 2	\$21.19	Step 2	\$21.19	Step 2	\$21.19
			Step 3	\$21.42	Step 3	\$21.86	Step 3	\$21.86	Step 3	\$22.30	Step 3	\$22.30	Step 3	\$22.30
			Step 4	\$22.55	Step 4	\$23.01	Step 4	\$23.01	Step 4	\$23.47	Step 4	\$23.47	Step 4	\$23.47
			Step 5	\$23.74	Step 5	\$24.22	Step 5	\$24.22	Step 5	\$24.71	Step 5	\$24.71	Step 5	\$24.71
9017	Non-exempt	Project Construction Inspector - H	Step 1	\$27.98	Step 1	\$28.55	Step 1	\$28.55	Step 1	\$29.12	Step 1	\$29.12	Step 1	\$29.12
			Step 2	\$29.45	Step 2	\$30.05	Step 2	\$30.05	Step 2	\$30.65	Step 2	\$30.65	Step 2	\$30.65
			Step 3	\$31.00	Step 3	\$31.63	Step 3	\$31.63	Step 3	\$32.26	Step 3	\$32.26	Step 3	\$32.26
			Step 4	\$32.63	Step 4	\$33.29	Step 4	\$33.29	Step 4	\$33.96	Step 4	\$33.96	Step 4	\$33.96
			Step 5	\$34.35	Step 5	\$35.04	Step 5	\$35.04	Step 5	\$35.75	Step 5	\$35.75	Step 5	\$35.75
9018	Non-exempt	Project Specialist - H	Step 1	\$21.38	Step 1	\$21.80	Step 1	\$21.80	Step 1	\$22.24	Step 1	\$22.24	Step 1	\$22.24
			Step 2	\$22.50	Step 2	\$22.95	Step 2	\$22.95	Step 2	\$23.41	Step 2	\$23.41	Step 2	\$23.41
			Step 3	\$23.68	Step 3	\$24.16	Step 3	\$24.16	Step 3	\$24.64	Step 3	\$24.64	Step 3	\$24.64
			Step 4	\$24.93	Step 4	\$25.43	Step 4	\$25.43	Step 4	\$25.94	Step 4	\$25.94	Step 4	\$25.94
			Step 5	\$26.24	Step 5	\$26.77	Step 5	\$26.77	Step 5	\$27.31	Step 5	\$27.31	Step 5	\$27.31

**SEIU Hourly  
Salary Schedule effective on 01/01/2017**

Job Code	FLSA	Job Title	Salary Effective upon MOA adoption		Salary Effective 07/01/2015		Salary Effective 01/01/2016		Salary Effective 07/01/2016		Salary Effective 1/1/2017	
			Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
9019	Non-exempt	Recreation Aide - H	Step 1	\$9.69	Step 1	\$9.89	Step 1	\$11.00	Step 1	\$11.24	Step 1	\$12.00
			Step 2	\$10.20	Step 2	\$10.41	Step 2	\$11.58	Step 2	\$11.83	Step 2	\$12.63
			Step 3	\$10.74	Step 3	\$10.96	Step 3	\$12.19	Step 3	\$12.45	Step 3	\$13.29
			Step 4	\$11.31	Step 4	\$11.54	Step 4	\$12.83	Step 4	\$13.10	Step 4	\$13.99
			Step 5	\$11.91	Step 5	\$12.15	Step 5	\$13.51	Step 5	\$13.79	Step 5	\$14.73
9020	Non-exempt	Recreation Leader I - H	Step 1	\$9.69	Step 1	\$9.89	Step 1	\$11.00	Step 1	\$11.24	Step 1	\$12.00
			Step 2	\$10.20	Step 2	\$10.41	Step 2	\$11.58	Step 2	\$11.83	Step 2	\$12.63
			Step 3	\$10.74	Step 3	\$10.96	Step 3	\$12.19	Step 3	\$12.45	Step 3	\$13.29
			Step 4	\$11.31	Step 4	\$11.54	Step 4	\$12.83	Step 4	\$13.10	Step 4	\$13.99
			Step 5	\$11.91	Step 5	\$12.15	Step 5	\$13.51	Step 5	\$13.79	Step 5	\$14.73
9021	Non-exempt	Recreation Leader II - H	Step 1	\$13.12	Step 1	\$13.39	Step 1	\$13.39	Step 1	\$13.64	Step 1	\$13.64
			Step 2	\$13.81	Step 2	\$14.09	Step 2	\$14.09	Step 2	\$14.36	Step 2	\$14.36
			Step 3	\$14.54	Step 3	\$14.83	Step 3	\$14.83	Step 3	\$15.12	Step 3	\$15.12
			Step 4	\$15.30	Step 4	\$15.61	Step 4	\$15.61	Step 4	\$15.92	Step 4	\$15.92
			Step 5	\$16.10	Step 5	\$16.43	Step 5	\$16.43	Step 5	\$16.76	Step 5	\$16.76
9022	Non-exempt	Recreation Leader III - H	Step 1	\$16.32	Step 1	\$16.65	Step 1	\$16.65	Step 1	\$16.99	Step 1	\$16.99
			Step 2	\$17.18	Step 2	\$17.53	Step 2	\$17.53	Step 2	\$17.88	Step 2	\$17.88
			Step 3	\$18.08	Step 3	\$18.45	Step 3	\$18.45	Step 3	\$18.82	Step 3	\$18.82
			Step 4	\$19.03	Step 4	\$19.42	Step 4	\$19.42	Step 4	\$19.81	Step 4	\$19.81
			Step 5	\$20.03	Step 5	\$20.44	Step 5	\$20.44	Step 5	\$20.85	Step 5	\$20.85
9023	Non-exempt	Stock Clerk - H	Step 1	\$15.48	Step 1	\$15.79	Step 1	\$15.79	Step 1	\$16.10	Step 1	\$16.10
			Step 2	\$16.29	Step 2	\$16.62	Step 2	\$16.62	Step 2	\$16.95	Step 2	\$16.95
			Step 3	\$17.15	Step 3	\$17.49	Step 3	\$17.49	Step 3	\$17.84	Step 3	\$17.84
			Step 4	\$18.05	Step 4	\$18.41	Step 4	\$18.41	Step 4	\$18.78	Step 4	\$18.78
			Step 5	\$19.00	Step 5	\$19.38	Step 5	\$19.38	Step 5	\$19.77	Step 5	\$19.77

**SEIU Hourly  
Salary Schedule effective on 01/01/2017**

Job Code	FLSA	Job Title	Salary Effective upon MOA adoption		Salary Effective 07/01/2015		Salary Effective 01/01/2016		Salary Effective 07/01/2016		Salary Effective 1/1/2017	
			Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
9024	Non-exempt	Swim Instructor/Life Guard - H	Step 1	\$11.06	Step 1	\$11.29	Step 1	\$11.29	Step 1	\$11.50	Step 1	\$12.30
			Step 2	\$11.64	Step 2	\$11.88	Step 2	\$11.88	Step 2	\$12.11	Step 2	\$12.95
			Step 3	\$12.25	Step 3	\$12.50	Step 3	\$12.50	Step 3	\$12.75	Step 3	\$13.63
			Step 4	\$12.89	Step 4	\$13.16	Step 4	\$13.16	Step 4	\$13.42	Step 4	\$14.35
			Step 5	\$13.57	Step 5	\$13.85	Step 5	\$13.85	Step 5	\$14.13	Step 5	\$15.10
9025	Non-exempt	Technical Specialist - H	Step 1	\$17.31	Step 1	\$17.66	Step 1	\$17.66	Step 1	\$18.01	Step 1	\$18.01
			Step 2	\$18.22	Step 2	\$18.59	Step 2	\$18.59	Step 2	\$18.96	Step 2	\$18.96
			Step 3	\$19.18	Step 3	\$19.57	Step 3	\$19.57	Step 3	\$19.96	Step 3	\$19.96
			Step 4	\$20.19	Step 4	\$20.60	Step 4	\$20.60	Step 4	\$21.01	Step 4	\$21.01
			Step 5	\$21.25	Step 5	\$21.68	Step 5	\$21.68	Step 5	\$22.12	Step 5	\$22.12
9026	Non-exempt	Arts & Science Aide - H	Step 1	\$9.47	Step 1	\$9.66	Step 1	\$11.00	Step 1	\$11.24	Step 1	\$12.00
			Step 2	\$9.97	Step 2	\$10.17	Step 2	\$11.58	Step 2	\$11.83	Step 2	\$12.63
			Step 3	\$10.49	Step 3	\$10.71	Step 3	\$12.19	Step 3	\$12.45	Step 3	\$13.29
			Step 4	\$11.04	Step 4	\$11.27	Step 4	\$12.83	Step 4	\$13.10	Step 4	\$13.99
			Step 5	\$11.62	Step 5	\$11.86	Step 5	\$13.51	Step 5	\$13.79	Step 5	\$14.73
9027	Non-exempt	Arts & Science Professional I - H	Step 1	\$20.20	Step 1	\$20.62	Step 1	\$20.62	Step 1	\$21.02	Step 1	\$21.02
			Step 2	\$21.26	Step 2	\$21.70	Step 2	\$21.70	Step 2	\$22.13	Step 2	\$22.13
			Step 3	\$22.38	Step 3	\$22.84	Step 3	\$22.84	Step 3	\$23.29	Step 3	\$23.29
			Step 4	\$23.56	Step 4	\$24.04	Step 4	\$24.04	Step 4	\$24.52	Step 4	\$24.52
			Step 5	\$24.80	Step 5	\$25.30	Step 5	\$25.30	Step 5	\$25.81	Step 5	\$25.81
9028	Non-exempt	Arts & Science Professional II - H	Step 1	\$24.61	Step 1	\$25.10	Step 1	\$25.10	Step 1	\$25.60	Step 1	\$25.60
			Step 2	\$25.90	Step 2	\$26.42	Step 2	\$26.42	Step 2	\$26.95	Step 2	\$26.95
			Step 3	\$27.26	Step 3	\$27.81	Step 3	\$27.81	Step 3	\$28.37	Step 3	\$28.37
			Step 4	\$28.69	Step 4	\$29.27	Step 4	\$29.27	Step 4	\$29.86	Step 4	\$29.86
			Step 5	\$30.20	Step 5	\$30.81	Step 5	\$30.81	Step 5	\$31.43	Step 5	\$31.43



**SEIU Hourly  
Salary Schedule effective on 01/01/2017**

Job Code	FLSA	Job Title	Salary Effective upon MOA adoption		Salary Effective 07/01/2015		Salary Effective 01/01/2016		Salary Effective 07/01/2016		Salary Effective 1/1/2017	
			Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
9037	Non-exempt	Arts & Science Professional III - H	Step 1	\$28.31	Step 1	\$28.89	Step 1	\$28.89	Step 1	\$29.46	Step 1	\$29.46
			Step 2	\$29.80	Step 2	\$30.41	Step 2	\$30.41	Step 2	\$31.01	Step 2	\$31.01
			Step 3	\$31.37	Step 3	\$32.01	Step 3	\$32.01	Step 3	\$32.64	Step 3	\$32.64
			Step 4	\$33.02	Step 4	\$33.69	Step 4	\$33.69	Step 4	\$34.36	Step 4	\$34.36
			Step 5	\$34.76	Step 5	\$35.46	Step 5	\$35.46	Step 5	\$36.17	Step 5	\$36.17
9029	Non-exempt	Arts & Science Technician - H	Step 1	\$14.35	Step 1	\$14.64	Step 1	\$14.64	Step 1	\$14.92	Step 1	\$14.92
			Step 2	\$15.10	Step 2	\$15.41	Step 2	\$15.41	Step 2	\$15.71	Step 2	\$15.71
			Step 3	\$15.89	Step 3	\$16.22	Step 3	\$16.22	Step 3	\$16.54	Step 3	\$16.54
			Step 4	\$16.73	Step 4	\$17.07	Step 4	\$17.07	Step 4	\$17.41	Step 4	\$17.41
			Step 5	\$17.61	Step 5	\$17.97	Step 5	\$17.97	Step 5	\$18.33	Step 5	\$18.33
9030	Non-exempt	Zoological Assistant - H	Step 1	\$21.38	Step 1	\$21.80	Step 1	\$21.80	Step 1	\$22.24	Step 1	\$22.24
			Step 2	\$22.50	Step 2	\$22.95	Step 2	\$22.95	Step 2	\$23.41	Step 2	\$23.41
			Step 3	\$23.68	Step 3	\$24.16	Step 3	\$24.16	Step 3	\$24.64	Step 3	\$24.64
			Step 4	\$24.93	Step 4	\$25.43	Step 4	\$25.43	Step 4	\$25.94	Step 4	\$25.94
			Step 5	\$26.24	Step 5	\$26.77	Step 5	\$26.77	Step 5	\$27.31	Step 5	\$27.31
9035	Non-exempt	General Laborer - H	Min	\$10.00	Min	\$10.00	Min	\$11.00	Min	\$11.00	Min	\$12.00
			Max	TBD	Max	TBD	Max	\$60.00	Max	\$60.00	Max	\$60.00
9032	Non-exempt	Inspector - H	Min	\$10.00	Min	\$10.00	Min	\$11.00	Min	\$11.00	Min	\$12.00
			Max	TBD	Max	TBD	Max	\$60.00	Max	\$60.00	Max	\$60.00
9033	Non-exempt	Journey Level Laborer - H	Min	\$10.00	Min	\$10.00	Min	\$11.00	Min	\$11.00	Min	\$12.00
			Max	TBD	Max	TBD	Max	\$80.00	Max	\$80.00	Max	\$80.00
9034	Non-exempt	Staff Specialist - H	Min	\$10.00	Min	\$10.00	Min	\$11.00	Min	\$11.00	Min	\$12.00
			Max	TBD	Max	TBD	Max	\$80.00	Max	\$80.00	Max	\$80.00

Limited Hourly 2014-2017 Salary Schedule  
effective 01-01-2017

Job Code	FLSA	Job Title	Pay scale level	Amount	Salary Effective 1st PP following Council Approval		Salary Effective 07/01/2015		Salary Effective 01/01/2016		Salary Effective 07/01/2016		Salary Effective 07/01/2017		
					Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps
910	Non-exempt	Administrative Specialist I	Step 1	\$20.52	\$21.38	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80	\$22.24	\$22.24	Step 1	\$22.24
			Step 2	\$21.72	\$22.50	\$22.95	\$22.95	\$22.95	\$22.95	\$22.95	\$22.95	\$23.41	\$23.41	Step 2	\$23.41
			Step 3	\$22.98	\$23.68	\$24.16	\$24.16	\$24.16	\$24.16	\$24.16	\$24.16	\$24.64	\$24.64	Step 3	\$24.64
			Step 4	\$24.30	\$24.93	\$25.43	\$25.43	\$25.43	\$25.43	\$25.43	\$25.43	\$25.94	\$25.94	Step 4	\$25.94
			Step 5	\$25.72	\$26.24	\$26.77	\$26.77	\$26.77	\$26.77	\$26.77	\$26.77	\$27.31	\$27.31	Step 5	\$27.31
913	Non-exempt	Administrative Specialist II	Step 1	\$24.51	\$25.52	\$26.03	\$26.03	\$26.03	\$26.03	\$26.03	\$26.03	\$26.55	\$26.55	Step 1	\$26.55
			Step 2	\$25.93	\$26.86	\$27.40	\$27.40	\$27.40	\$27.40	\$27.40	\$27.40	\$27.95	\$27.95	Step 2	\$27.95
			Step 3	\$27.43	\$28.27	\$28.84	\$28.84	\$28.84	\$28.84	\$28.84	\$28.84	\$29.42	\$29.42	Step 3	\$29.42
			Step 4	\$29.02	\$29.76	\$30.36	\$30.36	\$30.36	\$30.36	\$30.36	\$30.36	\$30.97	\$30.97	Step 4	\$30.97
			Step 5	\$30.71	\$31.33	\$31.96	\$31.96	\$31.96	\$31.96	\$31.96	\$31.96	\$32.60	\$32.60	Step 5	\$32.60
915	Non-exempt	Assistant Park Ranger	Step 1	\$20.53	\$21.38	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80	\$22.24	\$22.24	Step 1	\$22.24
			Step 2	\$21.73	\$22.50	\$22.95	\$22.95	\$22.95	\$22.95	\$22.95	\$22.95	\$23.41	\$23.41	Step 2	\$23.41
			Step 3	\$22.99	\$23.68	\$24.16	\$24.16	\$24.16	\$24.16	\$24.16	\$24.16	\$24.64	\$24.64	Step 3	\$24.64
			Step 4	\$24.31	\$24.93	\$25.43	\$25.43	\$25.43	\$25.43	\$25.43	\$25.43	\$25.94	\$25.94	Step 4	\$25.94
			Step 5	\$25.72	\$26.24	\$26.77	\$26.77	\$26.77	\$26.77	\$26.77	\$26.77	\$27.31	\$27.31	Step 5	\$27.31
916	Non-exempt	Building Serviceperson	Step 1	\$19.35	\$19.74	\$20.13	\$20.13	\$20.13	\$20.13	\$20.13	\$20.13	\$20.54	\$20.54	Step 1	\$20.54
			Step 2	\$20.37	\$20.78	\$21.19	\$21.19	\$21.19	\$21.19	\$21.19	\$21.19	\$21.62	\$21.62	Step 2	\$21.62
			Step 3	\$21.44	\$21.87	\$22.31	\$22.31	\$22.31	\$22.31	\$22.31	\$22.31	\$22.76	\$22.76	Step 3	\$22.76
			Step 4	\$22.57	\$23.02	\$23.48	\$23.48	\$23.48	\$23.48	\$23.48	\$23.48	\$23.96	\$23.96	Step 4	\$23.96
			Step 5	\$23.75	\$24.23	\$24.72	\$24.72	\$24.72	\$24.72	\$24.72	\$24.72	\$25.22	\$25.22	Step 5	\$25.22
917	Non-exempt	Clerical Assistant	Step 1	\$16.62	\$17.31	\$17.66	\$17.66	\$17.66	\$17.66	\$17.66	\$17.66	\$18.01	\$18.01	Step 1	\$18.01
			Step 2	\$17.59	\$18.22	\$18.59	\$18.59	\$18.59	\$18.59	\$18.59	\$18.59	\$18.96	\$18.96	Step 2	\$18.96
			Step 3	\$18.62	\$19.18	\$19.57	\$19.57	\$19.57	\$19.57	\$19.57	\$19.57	\$19.96	\$19.96	Step 3	\$19.96
			Step 4	\$19.69	\$20.19	\$20.60	\$20.60	\$20.60	\$20.60	\$20.60	\$20.60	\$21.01	\$21.01	Step 4	\$21.01
			Step 5	\$20.83	\$21.25	\$21.68	\$21.68	\$21.68	\$21.68	\$21.68	\$21.68	\$22.12	\$22.12	Step 5	\$22.12
918	Non-exempt	Custodial Aide	Step 1	\$13.43	\$13.98	\$14.27	\$14.27	\$14.27	\$14.27	\$14.27	\$14.27	\$14.56	\$14.56	Step 1	\$14.56
			Step 2	\$14.21	\$14.72	\$15.02	\$15.02	\$15.02	\$15.02	\$15.02	\$15.02	\$15.33	\$15.33	Step 2	\$15.33
			Step 3	\$15.03	\$15.49	\$15.81	\$15.81	\$15.81	\$15.81	\$15.81	\$15.81	\$16.14	\$16.14	Step 3	\$16.14
			Step 4	\$15.90	\$16.31	\$16.64	\$16.64	\$16.64	\$16.64	\$16.64	\$16.64	\$16.99	\$16.99	Step 4	\$16.99
			Step 5	\$16.83	\$17.17	\$17.52	\$17.52	\$17.52	\$17.52	\$17.52	\$17.52	\$17.88	\$17.88	Step 5	\$17.88
919	Non-exempt	Custodial Assistant	Step 1	\$15.71	\$16.36	\$16.70	\$16.70	\$16.70	\$16.70	\$16.70	\$16.70	\$17.03	\$17.03	Step 1	\$17.03
			Step 2	\$16.62	\$17.22	\$17.58	\$17.58	\$17.58	\$17.58	\$17.58	\$17.58	\$17.93	\$17.93	Step 2	\$17.93
			Step 3	\$17.58	\$18.13	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50	\$18.87	\$18.87	Step 3	\$18.87
			Step 4	\$18.61	\$19.08	\$19.47	\$19.47	\$19.47	\$19.47	\$19.47	\$19.47	\$19.86	\$19.86	Step 4	\$19.86
			Step 5	\$19.68	\$20.08	\$20.49	\$20.49	\$20.49	\$20.49	\$20.49	\$20.49	\$20.90	\$20.90	Step 5	\$20.90

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effective 01-01-2017

Job Code	FLSA	Job Title	Pay scale level	Amount	Salary Effective 07/01/2015		Salary Effective 01/01/2016		Salary Effective 07/01/2016		Salary Effective 07/01/2017	
					Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
920	Non-exempt	House Manager	Step 1	\$15.45	\$16.08	\$16.41	\$16.41	\$16.41	\$16.74	\$16.74	Step 1	\$16.74
			Step 2	\$16.34	\$16.93	\$17.27	\$17.27	\$17.27	\$17.62	\$17.62	Step 2	\$17.62
			Step 3	\$17.29	\$17.82	\$18.18	\$18.18	\$18.18	\$18.55	\$18.55	Step 3	\$18.55
			Step 4	\$18.29	\$18.76	\$19.14	\$19.14	\$19.14	\$19.53	\$19.53	Step 4	\$19.53
			Step 5	\$19.36	\$19.75	\$20.15	\$20.15	\$20.15	\$20.56	\$20.56	Step 5	\$20.56
921	Non-exempt	Instructor Aide	Step 1	\$9.31	\$9.69	\$9.89	\$11.00	\$11.00	\$11.24	\$11.24	Step 1	\$12.00
			Step 2	\$9.85	\$10.20	\$10.41	\$11.58	\$11.58	\$11.83	\$11.83	Step 2	\$12.63
			Step 3	\$10.42	\$10.74	\$10.96	\$12.19	\$12.19	\$12.45	\$12.45	Step 3	\$13.29
			Step 4	\$11.03	\$11.31	\$11.54	\$12.83	\$12.83	\$13.10	\$13.10	Step 4	\$13.99
			Step 5	\$11.67	\$11.91	\$12.15	\$13.51	\$13.51	\$13.79	\$13.79	Step 5	\$14.73
922	Non-exempt	Instructor I	Step 1	\$19.40	\$20.20	\$20.62	\$20.62	\$20.62	\$21.02	\$21.02	Step 1	\$21.02
			Step 2	\$20.53	\$21.26	\$21.70	\$21.70	\$21.70	\$22.13	\$22.13	Step 2	\$22.13
			Step 3	\$21.72	\$22.38	\$22.84	\$22.84	\$22.84	\$23.29	\$23.29	Step 3	\$23.29
			Step 4	\$22.98	\$23.56	\$24.04	\$24.04	\$24.04	\$24.52	\$24.52	Step 4	\$24.52
			Step 5	\$24.31	\$24.80	\$25.30	\$25.30	\$25.30	\$25.81	\$25.81	Step 5	\$25.81
923	Non-exempt	Instructor II	Step 1	\$23.62	\$24.61	\$25.10	\$25.10	\$25.10	\$25.60	\$25.60	Step 1	\$25.60
			Step 2	\$24.99	\$25.90	\$26.42	\$26.42	\$26.42	\$26.95	\$26.95	Step 2	\$26.95
			Step 3	\$26.44	\$27.26	\$27.81	\$27.81	\$27.81	\$28.37	\$28.37	Step 3	\$28.37
			Step 4	\$27.97	\$28.69	\$29.27	\$29.27	\$29.27	\$29.86	\$29.86	Step 4	\$29.86
			Step 5	\$29.60	\$30.20	\$30.81	\$30.81	\$30.81	\$31.43	\$31.43	Step 5	\$31.43
982	Non-exempt	Instructor III	Step 1	\$28.03	\$28.31	\$28.89	\$28.89	\$28.89	\$29.46	\$29.46	Step 1	\$29.46
			Step 2	\$29.43	\$28.80	\$30.41	\$30.41	\$30.41	\$31.01	\$31.01	Step 2	\$31.01
			Step 3	\$30.90	\$31.37	\$32.01	\$32.01	\$32.01	\$32.64	\$32.64	Step 3	\$32.64
			Step 4	\$32.45	\$33.02	\$33.69	\$33.69	\$33.69	\$34.36	\$34.36	Step 4	\$34.36
			Step 5	\$34.07	\$34.76	\$35.46	\$35.46	\$35.46	\$36.17	\$36.17	Step 5	\$36.17
924	Non-exempt	Librarian	Step 1	\$24.95	\$25.98	\$26.50	\$26.50	\$26.50	\$27.03	\$27.03	Step 1	\$27.03
			Step 2	\$26.39	\$27.35	\$27.89	\$27.89	\$27.89	\$28.45	\$28.45	Step 2	\$28.45
			Step 3	\$27.93	\$28.79	\$29.36	\$29.36	\$29.36	\$29.95	\$29.95	Step 3	\$29.95
			Step 4	\$29.54	\$30.30	\$30.90	\$30.90	\$30.90	\$31.53	\$31.53	Step 4	\$31.53
			Step 5	\$31.26	\$31.89	\$32.53	\$32.53	\$32.53	\$33.19	\$33.19	Step 5	\$33.19
925	Non-exempt	Library Clerk	Step 1	\$18.57	\$19.33	\$19.73	\$19.73	\$19.73	\$20.13	\$20.13	Step 1	\$20.13
			Step 2	\$19.65	\$20.35	\$20.77	\$20.77	\$20.77	\$21.19	\$21.19	Step 2	\$21.19
			Step 3	\$20.79	\$21.42	\$21.86	\$21.86	\$21.86	\$22.30	\$22.30	Step 3	\$22.30
			Step 4	\$22.00	\$22.55	\$23.01	\$23.01	\$23.01	\$23.47	\$23.47	Step 4	\$23.47
			Step 5	\$23.27	\$23.74	\$24.22	\$24.22	\$24.22	\$24.71	\$24.71	Step 5	\$24.71

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Job Code	FLSA	Job Title	Pay scale level	Amount	Salary Effective 1st PP following Council Approval		Salary Effective 07/01/2015		Salary Effective 01/01/2016		Salary Effective 07/01/2016		Salary Effective 07/01/2017	
					Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
930	Non-exempt	Library Page	Step 1	\$11.38	Step 1	\$11.85	Step 1	\$12.09	Step 1	\$12.09	Step 1	\$12.34	Step 1	\$12.34
			Step 2	\$12.04	Step 2	\$12.47	Step 2	\$12.73	Step 2	\$12.73	Step 2	\$12.99	Step 2	\$12.99
			Step 3	\$12.74	Step 3	\$13.13	Step 3	\$13.40	Step 3	\$13.40	Step 3	\$13.67	Step 3	\$13.67
			Step 4	\$13.48	Step 4	\$13.82	Step 4	\$14.11	Step 4	\$14.11	Step 4	\$14.39	Step 4	\$14.39
			Step 5	\$14.26	Step 5	\$14.55	Step 5	\$14.85	Step 5	\$14.85	Step 5	\$15.15	Step 5	\$15.15
935	Non-exempt	Maintenance Assistant	Step 1	\$14.94	Step 1	\$15.56	Step 1	\$15.87	Step 1	\$15.87	Step 1	\$16.20	Step 1	\$16.20
			Step 2	\$15.82	Step 2	\$16.38	Step 2	\$16.71	Step 2	\$16.71	Step 2	\$17.05	Step 2	\$17.05
			Step 3	\$16.73	Step 3	\$17.24	Step 3	\$17.59	Step 3	\$17.59	Step 3	\$17.95	Step 3	\$17.95
			Step 4	\$17.70	Step 4	\$18.15	Step 4	\$18.52	Step 4	\$18.52	Step 4	\$18.89	Step 4	\$18.89
			Step 5	\$18.72	Step 5	\$19.10	Step 5	\$19.49	Step 5	\$19.49	Step 5	\$19.88	Step 5	\$19.88
936	Non-exempt	Open Space Technician	Step 1	\$14.94	Step 1	\$15.56	Step 1	\$15.87	Step 1	\$15.87	Step 1	\$16.20	Step 1	\$16.20
			Step 2	\$15.82	Step 2	\$16.38	Step 2	\$16.71	Step 2	\$16.71	Step 2	\$17.05	Step 2	\$17.05
			Step 3	\$16.73	Step 3	\$17.24	Step 3	\$17.59	Step 3	\$17.59	Step 3	\$17.95	Step 3	\$17.95
			Step 4	\$17.70	Step 4	\$18.15	Step 4	\$18.52	Step 4	\$18.52	Step 4	\$18.89	Step 4	\$18.89
			Step 5	\$18.72	Step 5	\$19.10	Step 5	\$19.49	Step 5	\$19.49	Step 5	\$19.88	Step 5	\$19.88
937	Non-exempt	Print Shop Assistant	Step 1	\$18.57	Step 1	\$19.33	Step 1	\$19.73	Step 1	\$19.73	Step 1	\$20.13	Step 1	\$20.13
			Step 2	\$19.65	Step 2	\$20.35	Step 2	\$20.77	Step 2	\$20.77	Step 2	\$21.19	Step 2	\$21.19
			Step 3	\$20.79	Step 3	\$21.42	Step 3	\$21.86	Step 3	\$21.86	Step 3	\$22.30	Step 3	\$22.30
			Step 4	\$22.00	Step 4	\$22.55	Step 4	\$23.01	Step 4	\$23.01	Step 4	\$23.47	Step 4	\$23.47
			Step 5	\$23.27	Step 5	\$23.74	Step 5	\$24.22	Step 5	\$24.22	Step 5	\$24.71	Step 5	\$24.71
938	Non-exempt	Project Construction Inspector	Step 1	\$26.87	Step 1	\$27.98	Step 1	\$28.55	Step 1	\$28.55	Step 1	\$29.12	Step 1	\$29.12
			Step 2	\$28.44	Step 2	\$29.45	Step 2	\$30.05	Step 2	\$30.05	Step 2	\$30.65	Step 2	\$30.65
			Step 3	\$30.08	Step 3	\$31.00	Step 3	\$31.63	Step 3	\$31.63	Step 3	\$32.26	Step 3	\$32.26
			Step 4	\$31.83	Step 4	\$32.63	Step 4	\$33.29	Step 4	\$33.29	Step 4	\$33.96	Step 4	\$33.96
			Step 5	\$33.67	Step 5	\$34.35	Step 5	\$35.04	Step 5	\$35.04	Step 5	\$35.75	Step 5	\$35.75
939	Non-exempt	Project Specialist	Step 1	\$20.53	Step 1	\$21.38	Step 1	\$21.80	Step 1	\$21.80	Step 1	\$22.24	Step 1	\$22.24
			Step 2	\$21.73	Step 2	\$22.50	Step 2	\$22.95	Step 2	\$22.95	Step 2	\$23.41	Step 2	\$23.41
			Step 3	\$22.99	Step 3	\$23.68	Step 3	\$24.16	Step 3	\$24.16	Step 3	\$24.64	Step 3	\$24.64
			Step 4	\$24.31	Step 4	\$24.93	Step 4	\$25.43	Step 4	\$25.43	Step 4	\$25.94	Step 4	\$25.94
			Step 5	\$25.72	Step 5	\$26.24	Step 5	\$26.77	Step 5	\$26.77	Step 5	\$27.31	Step 5	\$27.31
940	Non-exempt	Recreation Aide	Step 1	\$9.31	Step 1	\$9.69	Step 1	\$9.89	Step 1	\$11.00	Step 1	\$11.24	Step 1	\$12.00
			Step 2	\$9.85	Step 2	\$10.20	Step 2	\$10.41	Step 2	\$11.58	Step 2	\$11.83	Step 2	\$12.63
			Step 3	\$10.42	Step 3	\$10.74	Step 3	\$10.96	Step 3	\$12.19	Step 3	\$12.45	Step 3	\$13.29
			Step 4	\$11.03	Step 4	\$11.31	Step 4	\$11.54	Step 4	\$12.83	Step 4	\$13.10	Step 4	\$13.99
			Step 5	\$11.67	Step 5	\$11.91	Step 5	\$12.15	Step 5	\$13.51	Step 5	\$13.79	Step 5	\$14.73

Limited Hourly 2014-2017 Salary Schedule  
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Job Code	FLSA	Job Title	Pay scale level	Amount	Salary Effective 1st PP following Council Approval		Salary Effective 07/01/2015		Salary Effective 01/01/2016		Salary Effective 07/01/2016		Salary Effective 07/01/2017	
					Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
941	Non-exempt	Recreation Leader I	Step 1	\$9.31	Step 1	\$9.69	Step 1	\$9.89	Step 1	\$11.00	Step 1	\$11.24	Step 1	\$12.00
			Step 2	\$9.85	Step 2	\$10.20	Step 2	\$10.41	Step 2	\$11.58	Step 2	\$11.83	Step 2	\$12.63
			Step 3	\$10.42	Step 3	\$10.74	Step 3	\$10.96	Step 3	\$12.19	Step 3	\$12.45	Step 3	\$13.29
			Step 4	\$11.03	Step 4	\$11.31	Step 4	\$11.54	Step 4	\$12.83	Step 4	\$13.10	Step 4	\$13.99
			Step 5	\$11.67	Step 5	\$11.91	Step 5	\$12.15	Step 5	\$13.51	Step 5	\$13.79	Step 5	\$14.73
942	Non-exempt	Recreation Leader II	Step 1	\$12.60	Step 1	\$13.12	Step 1	\$13.39	Step 1	\$13.39	Step 1	\$13.64	Step 1	\$13.64
			Step 2	\$13.33	Step 2	\$13.81	Step 2	\$14.09	Step 2	\$14.09	Step 2	\$14.36	Step 2	\$14.36
			Step 3	\$14.10	Step 3	\$14.54	Step 3	\$14.83	Step 3	\$14.83	Step 3	\$15.12	Step 3	\$15.12
			Step 4	\$14.92	Step 4	\$15.30	Step 4	\$15.61	Step 4	\$15.61	Step 4	\$15.92	Step 4	\$15.92
			Step 5	\$15.78	Step 5	\$16.10	Step 5	\$16.43	Step 5	\$16.43	Step 5	\$16.76	Step 5	\$16.76
943	Non-exempt	Recreation Leader III	Step 1	\$15.67	Step 1	\$16.32	Step 1	\$16.65	Step 1	\$16.65	Step 1	\$16.99	Step 1	\$16.99
			Step 2	\$16.57	Step 2	\$17.18	Step 2	\$17.53	Step 2	\$17.53	Step 2	\$17.88	Step 2	\$17.88
			Step 3	\$17.54	Step 3	\$18.08	Step 3	\$18.45	Step 3	\$18.45	Step 3	\$18.82	Step 3	\$18.82
			Step 4	\$18.55	Step 4	\$19.03	Step 4	\$19.42	Step 4	\$19.42	Step 4	\$19.81	Step 4	\$19.81
			Step 5	\$19.63	Step 5	\$20.03	Step 5	\$20.44	Step 5	\$20.44	Step 5	\$20.85	Step 5	\$20.85
948	Non-exempt	Stock Clerk	Step 1	\$14.86	Step 1	\$15.48	Step 1	\$15.79	Step 1	\$15.79	Step 1	\$16.10	Step 1	\$16.10
			Step 2	\$15.72	Step 2	\$16.29	Step 2	\$16.62	Step 2	\$16.62	Step 2	\$16.95	Step 2	\$16.95
			Step 3	\$16.64	Step 3	\$17.15	Step 3	\$17.49	Step 3	\$17.49	Step 3	\$17.84	Step 3	\$17.84
			Step 4	\$17.59	Step 4	\$18.05	Step 4	\$18.41	Step 4	\$18.41	Step 4	\$18.78	Step 4	\$18.78
			Step 5	\$18.62	Step 5	\$19.00	Step 5	\$19.38	Step 5	\$19.38	Step 5	\$19.77	Step 5	\$19.77
949	Non-exempt	Swim Instructor/Lifeguard	Step 1	\$10.62	Step 1	\$11.06	Step 1	\$11.29	Step 1	\$11.29	Step 1	\$11.50	Step 1	\$12.30
			Step 2	\$11.23	Step 2	\$11.64	Step 2	\$11.88	Step 2	\$11.88	Step 2	\$12.11	Step 2	\$12.95
			Step 3	\$11.89	Step 3	\$12.25	Step 3	\$12.50	Step 3	\$12.50	Step 3	\$12.75	Step 3	\$13.63
			Step 4	\$12.58	Step 4	\$12.89	Step 4	\$13.16	Step 4	\$13.16	Step 4	\$13.42	Step 4	\$14.35
			Step 5	\$13.30	Step 5	\$13.57	Step 5	\$13.85	Step 5	\$13.85	Step 5	\$14.13	Step 5	\$15.10
950	Non-exempt	Technical Specialist	Step 1	\$16.62	Step 1	\$17.31	Step 1	\$17.66	Step 1	\$17.66	Step 1	\$18.01	Step 1	\$18.01
			Step 2	\$17.59	Step 2	\$18.22	Step 2	\$18.59	Step 2	\$18.59	Step 2	\$18.96	Step 2	\$18.96
			Step 3	\$18.61	Step 3	\$19.18	Step 3	\$19.57	Step 3	\$19.57	Step 3	\$19.96	Step 3	\$19.96
			Step 4	\$19.69	Step 4	\$20.19	Step 4	\$20.60	Step 4	\$20.60	Step 4	\$21.01	Step 4	\$21.01
			Step 5	\$20.83	Step 5	\$21.25	Step 5	\$21.68	Step 5	\$21.68	Step 5	\$22.12	Step 5	\$22.12
951	Non-exempt	Arts & Science Professional I	Step 1	\$19.40	Step 1	\$20.20	Step 1	\$20.62	Step 1	\$20.62	Step 1	\$21.02	Step 1	\$21.02
			Step 2	\$20.53	Step 2	\$21.26	Step 2	\$21.70	Step 2	\$21.70	Step 2	\$22.13	Step 2	\$22.13
			Step 3	\$21.72	Step 3	\$22.38	Step 3	\$22.84	Step 3	\$22.84	Step 3	\$23.29	Step 3	\$23.29
			Step 4	\$22.98	Step 4	\$23.56	Step 4	\$24.04	Step 4	\$24.04	Step 4	\$24.52	Step 4	\$24.52
			Step 5	\$24.31	Step 5	\$24.80	Step 5	\$25.30	Step 5	\$25.30	Step 5	\$25.81	Step 5	\$25.81

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					Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
952	Non-exempt	Arts & Science Professional II	Step 1	\$23.62	\$24.61	\$25.10	\$25.10	\$25.10	\$25.60	\$25.60	\$25.60	\$25.60	\$25.60	\$25.60
			Step 2	\$24.99	\$25.90	\$26.42	\$26.42	\$26.42	\$26.95	\$26.95	\$26.95	\$26.95	\$26.95	\$26.95
			Step 3	\$26.44	\$27.26	\$27.81	\$27.81	\$27.81	\$28.37	\$28.37	\$28.37	\$28.37	\$28.37	\$28.37
			Step 4	\$27.97	\$28.69	\$29.27	\$29.27	\$29.27	\$29.86	\$29.86	\$29.86	\$29.86	\$29.86	\$29.86
			Step 5	\$29.60	\$30.20	\$30.81	\$30.81	\$30.81	\$31.43	\$31.43	\$31.43	\$31.43	\$31.43	\$31.43
983	Non-exempt	Arts & Science Professional III	Step 1	\$28.03	\$28.31	\$28.89	\$28.89	\$28.89	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46	
			Step 2	\$29.43	\$29.80	\$30.41	\$30.41	\$30.41	\$31.01	\$31.01	\$31.01	\$31.01	\$31.01	
			Step 3	\$30.90	\$31.37	\$32.01	\$32.01	\$32.01	\$32.64	\$32.64	\$32.64	\$32.64	\$32.64	
			Step 4	\$32.45	\$33.02	\$33.69	\$33.69	\$33.69	\$34.36	\$34.36	\$34.36	\$34.36	\$34.36	
			Step 5	\$34.07	\$34.76	\$35.46	\$35.46	\$35.46	\$36.17	\$36.17	\$36.17	\$36.17	\$36.17	
953	Non-exempt	Arts & Science Technician	Step 1	\$13.78	\$14.35	\$14.64	\$14.64	\$14.64	\$15.21	\$15.21	\$15.21	\$15.21	\$15.21	
			Step 2	\$14.58	\$15.10	\$15.41	\$15.41	\$15.41	\$16.02	\$16.02	\$16.02	\$16.02	\$16.02	
			Step 3	\$15.42	\$15.89	\$16.22	\$16.22	\$16.22	\$16.84	\$16.84	\$16.84	\$16.84	\$16.84	
			Step 4	\$16.31	\$16.73	\$17.07	\$17.07	\$17.07	\$17.69	\$17.69	\$17.69	\$17.69	\$17.69	
			Step 5	\$17.26	\$17.61	\$17.97	\$17.97	\$17.97	\$18.59	\$18.59	\$18.59	\$18.59	\$18.59	
954	Non-exempt	Arts & Science Aide	Step 1	\$9.09	\$9.47	\$9.66	\$9.66	\$9.66	\$10.24	\$10.24	\$10.24	\$10.24	\$10.24	
			Step 2	\$9.62	\$9.97	\$10.17	\$10.17	\$10.17	\$10.76	\$10.76	\$10.76	\$10.76	\$10.76	
			Step 3	\$10.17	\$10.49	\$10.71	\$10.71	\$10.71	\$11.31	\$11.31	\$11.31	\$11.31	\$11.31	
			Step 4	\$10.77	\$11.04	\$11.27	\$11.27	\$11.27	\$11.87	\$11.87	\$11.87	\$11.87	\$11.87	
			Step 5	\$11.39	\$11.62	\$11.86	\$11.86	\$11.86	\$12.46	\$12.46	\$12.46	\$12.46	\$12.46	
955	Non-exempt	Zoological Assistant	Step 1	\$20.53	\$21.38	\$21.80	\$21.80	\$21.80	\$22.41	\$22.41	\$22.41	\$22.41	\$22.41	
			Step 2	\$21.73	\$22.50	\$22.95	\$22.95	\$22.95	\$23.56	\$23.56	\$23.56	\$23.56	\$23.56	
			Step 3	\$22.99	\$23.68	\$24.16	\$24.16	\$24.16	\$24.77	\$24.77	\$24.77	\$24.77	\$24.77	
			Step 4	\$24.31	\$24.93	\$25.43	\$25.43	\$25.43	\$26.04	\$26.04	\$26.04	\$26.04	\$26.04	
			Step 5	\$25.72	\$26.24	\$26.77	\$26.77	\$26.77	\$27.38	\$27.38	\$27.38	\$27.38	\$27.38	
960	Non-exempt	Police Reserve I	Step 1	\$25.94	\$26.46	\$26.99	\$26.99	\$26.99	\$27.60	\$27.60	\$27.60	\$27.60	\$27.60	
			Step 2	\$25.94	\$26.46	\$26.99	\$26.99	\$26.99	\$27.60	\$27.60	\$27.60	\$27.60	\$27.60	
			Step 3	\$25.94	\$26.46	\$26.99	\$26.99	\$26.99	\$27.60	\$27.60	\$27.60	\$27.60	\$27.60	
			Step 4	\$25.94	\$26.46	\$26.99	\$26.99	\$26.99	\$27.60	\$27.60	\$27.60	\$27.60	\$27.60	
			Step 5	\$25.94	\$26.46	\$26.99	\$26.99	\$26.99	\$27.60	\$27.60	\$27.60	\$27.60	\$27.60	
961	Non-exempt	Police Reserve II	Step 1	\$20.75	\$21.17	\$21.60	\$21.60	\$21.60	\$22.21	\$22.21	\$22.21	\$22.21	\$22.21	
			Step 2	\$20.75	\$21.17	\$21.60	\$21.60	\$21.60	\$22.21	\$22.21	\$22.21	\$22.21	\$22.21	
			Step 3	\$20.75	\$21.17	\$21.60	\$21.60	\$21.60	\$22.21	\$22.21	\$22.21	\$22.21	\$22.21	
			Step 4	\$20.75	\$21.17	\$21.60	\$21.60	\$21.60	\$22.21	\$22.21	\$22.21	\$22.21	\$22.21	
			Step 5	\$20.75	\$21.17	\$21.60	\$21.60	\$21.60	\$22.21	\$22.21	\$22.21	\$22.21	\$22.21	

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					Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate	Steps	Rate
962	Non-exempt	Technician I	Step 1	\$14.94	Step 1	\$15.56	Step 1	\$15.87	Step 1	\$15.87	Step 1	\$16.20	Step 1	\$16.20
			Step 2	\$15.82	Step 2	\$16.38	Step 2	\$16.71	Step 2	\$16.71	Step 2	\$17.05	Step 2	\$17.05
			Step 3	\$16.73	Step 3	\$17.24	Step 3	\$17.59	Step 3	\$17.59	Step 3	\$17.95	Step 3	\$17.95
			Step 4	\$17.70	Step 4	\$18.15	Step 4	\$18.52	Step 4	\$18.52	Step 4	\$18.89	Step 4	\$18.89
			Step 5	\$18.72	Step 5	\$19.10	Step 5	\$19.49	Step 5	\$19.49	Step 5	\$19.88	Step 5	\$19.88
963	Non-exempt	Technician II	Step 1	\$20.53	Step 1	\$21.38	Step 1	\$21.80	Step 1	\$21.80	Step 1	\$22.24	Step 1	\$22.24
			Step 2	\$21.73	Step 2	\$22.50	Step 2	\$22.95	Step 2	\$22.95	Step 2	\$23.41	Step 2	\$23.41
			Step 3	\$22.99	Step 3	\$23.68	Step 3	\$24.16	Step 3	\$24.16	Step 3	\$24.64	Step 3	\$24.64
			Step 4	\$24.31	Step 4	\$24.93	Step 4	\$25.43	Step 4	\$25.43	Step 4	\$25.94	Step 4	\$25.94
			Step 5	\$25.72	Step 5	\$26.24	Step 5	\$26.77	Step 5	\$26.77	Step 5	\$27.31	Step 5	\$27.31
972	TBD	Management Specialist	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
			\$10.00	TBD	\$10.00	\$100.00	\$10.00	\$100.00	\$10.00	\$100.00	\$10.00	\$100.00	\$11.24	\$100.00
TBD	TBD	General Laborer	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
			\$10.00	TBD	\$10.00	\$100.00	\$10.00	\$100.00	\$10.00	\$100.00	\$10.00	\$100.00	\$11.24	\$100.00