



City of Palo Alto

City Council Staff Report

(ID # 11508)

Report Type: Consent Calendar

Meeting Date: 9/14/2020

Summary Title: Human Resources Salary Schedules & Comensation Contracts Administrative Cleanups

Title: Adoption of Revised Salary Schedules for Various City Employee Groups Including SEIU, SEIU-hourly and Limited-hourly Employees and Revision to the Management and Professional Employees Compensation Plan

From: City Manager

Lead Department: Human Resources

aRecommendation

Staff recommends that Council amend and adopt the following administrative corrections and actions:

- Adopt a salary schedule for SEIU-hourly represented classifications in alignment with the existing MOA previously approved on January 29, 2018 (CMR ID# 8840);
- Adopt a salary schedule for limited hourly employees to maintain salary alignment with SEIU-hourly classifications;
- Approve a revision to the Management and Professional Employees Compensation Plan to address vacation usage impact resulting from FY2021 furlough;
- Adopt a revised salary for one SEIU classification titled Utility Marketing Program Administrator in accordance with a grievance arbitration decision; and
- Adopt side letters of agreement with International Association of Fire Fighters Local 1319, Palo Alto Peace Officers' Association, and Palo Alto Fire Chiefs' Association.

Executive Summary

On June 22, 2020, Council adopted the FY 2021 budget and corresponding changes to City employee salaries, salary schedules and Compensation Plans in staff reports #[11330](#). This staff report brings before Council the following administrative cleanups and actions to correct and further amend:

- Adopt a salary schedule for SEIU-hourly represented classifications in alignment with the existing MOA that was previously approved on January 29, 2018 (CMR

ID# [8840](#)). This action publicly rectifies the incorrect version of the salary schedule that was approved on June 22, 2020.

- Adopt a salary schedule for limited hourly employees to maintain salary alignment with SEIU-hourly classifications to prevent disparate salaries for one job classification maintaining the City's practices for hourly compensation.
- Revise the Management and Professional Personnel and Council Appointees Compensation Plan to address vacation usage impact resulting from FY 2021 furlough.
- Adopt a salary schedule revision for one SEIU classification – "Utility Marketing Program Administrator" - in accordance with a grievance arbitration decision.
- Adopt side letters of agreement with International Association of Fire Fighters Local 1319, Palo Alto Peace Officers' Association, and Palo Alto Fire Chiefs' Association.

Background

At Council's direction, staff began negotiations with all represented employee groups in late March 2020. While agreements were reached to defer the general wage increase also known as Cost of Living Adjustments "COLA" of many City labor groups, the parties failed to reach agreement to defer COLAs for any of the SEIU bargaining units. There were ongoing negotiations with SEIU until the week prior to budget adoption. The SEIU Hourly unit was extremely close to an agreement, however, in the closing days could not come to mutual agreement on terms. As a result of these late negotiations the incorrect salary schedule was adopted.

In 2019, CalPERS informed the City that several of its compensation reporting practices needed to be amended to comply with CalPERS regulations and Public Employee Retirement Law. Specifically, the City would need to make changes in order to comply with Government Code sections 752234 and 20636, and California Code of Regulation 571. The item before Council tonight in the form of side letters of agreements with our affected public safety bargaining units address these required changes. These side letters make administrative changes only to how the City reports compensation but does not change the underlying compensation amounts.

Discussion

SEIU and Limited Hourly Employees Salary Schedules

Due to the late nature of these negotiations, Council adopted a salary schedule on June 22, 2020 (CMR ID# 11452) that reflected a zero increase for the SEIU-Hourly on July 1, 2020. This administrative correction replaces the adopted SEIU Hourly salary schedule with the appropriate contractually obligated schedule which includes a 2% general wage increase on July 1, 2020.

The City of Palo Alto employs roughly 300 hourly employees at any given time¹. Hourly employees are traditionally characterized as working less than full time, seasonal, temporary, or as needed. The majority of the City's hourly employees work in our libraries and community services departments and work less than 20 hours per week. The City places hourlies in two separate groups: SEIU-Hourly and limited hourly, based on the number of hours worked in a fiscal year. The classifications, titles, and hourly pay rates have been purposefully kept consistent across both hourly employee group. The only differences between the positions are additional negotiated benefits for the SEIU-Hourly employees who work more than 416 hours.

Vacation Cash-out for Management and Professional Employees

The Management and Professional Employees group includes approximately 119 managers and 82 professional employees. Due to the unprecedented global pandemic, management and professional employees have had to cancel, postpone, or abandon travel or vacation plans. This has led to employees reaching vacation accrual maximums without the ability to take time off. The only mechanism that employees can utilize to lower their vacation accruals is by "cashing out" vacation. In order to cash out vacation however, employees are currently required to utilize at least 80 hours of vacation in that year. Under the current circumstances it is very difficult to utilize 80 hours of vacation. This administrative action removes the vacation usage requirement for Management and Professional employees for Calendar Year 2021. These employees are also the sole group impacted by this year's furlough program to create budget cost savings. By eliminating this vacation cap requirement, employees will be able to cash out vacation hours when they are unable to schedule time off for reasons beyond their control. It is expected that this will only be needed for one calendar year as travel and other activities safely re-open in mid- to late-2021. There are no budgetary impacts for this temporary change.

Reclassification of Utility Marketing Program Administrator

In October 2018, five employees within the Utility Program Marketing Administrator classification filed for reclassification under the SEIU MOA. This process resulted in the City obtaining the services of Koff and Associates to conduct a classification and salary study. After the analysis was completed, Koff and Associates concluded that a new job title and some revisions to the job classification were in order. Koff was unable to establish a need for a salary adjustment based on the limited benchmark data available for this position compared to the external market. SEIU represented employees disagreed with Koff's report and appealed the decision to arbitration as allowed by the MOA. After a full day of hearing in front of the arbitrator and written briefs submitted by both parties; the arbitrator ultimately ruled in agreement with Koff's proposed job description and awarded a 1.7% increase in salary aligning this position to other internal classifications. This action publicly adopts the new salary revising the SEIU salary schedule. The Utility Marketing Program Administrators are paid and budgeted

¹ Based on FY20 figures

out of the Utilities Enterprise Fund and the implementation of this grievance arbitration decision does not require any budgetary action as the cost is roughly \$5k annually and can be absorbed under the current allocations.

Side Letters of Agreement with Public Safety Associations

The Public Employees' Retirement Law governs what forms of compensation are considered when determining an employee's lifetime pension benefit. Certain forms of compensation are specifically included or excluded by this law as well as the specific manner in which it must be reported to CalPERS. These side letters will update our holiday-in-lieu pay and uniform allowance to be in compliance with these regulations. This update will denote the value of the benefit on a pay period by pay period basis for CalPERS reporting purposes.

Resource Impact

These actions do not require any changes to the FY 2021 Adopted Budget. At the timing of the development of the FY 2021 budget, staff used the most recent salary schedules that included a 2% COLA for SEIU and Limited Hourly Employees, in alignment with the recommended administrative clean-up actions in this report. The impacts resulting from the Utility Marking Program Administrator reclassifications are minimal and can be absorbed in the Enterprise Fund.

Attachments:

- Attachment A: SEIU Hourly Salary Schedule 08.24.2020 - CMR
- Attachment B: Limited Hourly Salary Schedule 08.24.2020 CMR2
- Attachment C: SEIU Salary Schedule FY16 - FY18_updated on 08.03.2020
- Attachment D: SEIU Salary Schedule 2019 - 2021 08.24.2020
- Attachment E: Management and Professional Compensation Plan cover Sheet 2020-2021 revised
- Attachment F: Side Letter of Agreement- IAFF FCA POA



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

Job Code	FLSA	Job Title	Step	Effective upon MOA adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage-\$15)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage-\$15.40)	Effective 7/1/2020
9000	Non-exempt	Administrative Specialist I – H	1	\$22.90	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58
			2	\$24.11	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87
			3	\$25.38	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23
			4	\$26.72	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66
			5	\$28.13	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17
9001	Non-exempt	Administrative Specialist II - H	1	\$27.35	\$28.04	\$28.04	\$28.75	\$28.75	\$29.33
			2	\$28.79	\$29.52	\$29.52	\$30.26	\$30.26	\$30.87
			3	\$30.31	\$31.07	\$31.07	\$31.85	\$31.85	\$32.49
			4	\$31.90	\$32.70	\$32.70	\$33.53	\$33.53	\$34.20
			5	\$33.58	\$34.42	\$34.42	\$35.29	\$35.29	\$36.00
9002	Non-exempt	Assistant Park Ranger - H	1	\$22.90	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58
			2	\$24.11	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87
			3	\$25.38	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23
			4	\$26.72	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66
			5	\$28.13	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17
9003	Non-exempt	Building Service Person - H	1	\$21.17	\$21.70	\$21.70	\$22.24	\$22.24	\$22.69
			2	\$22.28	\$22.84	\$22.84	\$23.41	\$23.41	\$23.88
			3	\$23.45	\$24.04	\$24.04	\$24.64	\$24.64	\$25.14
			4	\$24.68	\$25.30	\$25.30	\$25.94	\$25.94	\$26.46
			5	\$25.98	\$26.63	\$26.63	\$27.30	\$27.30	\$27.85
9004	Non-exempt	Clerical Assistant - H	1	\$18.56	\$19.03	\$19.03	\$19.50	\$19.50	\$19.90
			2	\$19.54	\$20.03	\$20.03	\$20.53	\$20.53	\$20.95
			3	\$20.57	\$21.08	\$21.08	\$21.61	\$21.61	\$22.05
			4	\$21.65	\$22.19	\$22.19	\$22.75	\$22.75	\$23.21
			5	\$22.79	\$23.36	\$23.36	\$23.95	\$23.95	\$24.43
9005	Non-exempt	Custodial Aide - H	1	\$15.01	\$15.39	\$15.39	\$15.78	\$15.78	\$16.09
			2	\$15.80	\$16.20	\$16.20	\$16.61	\$16.61	\$16.94
			3	\$16.63	\$17.05	\$17.05	\$17.48	\$17.48	\$17.83
			4	\$17.50	\$17.95	\$17.95	\$18.40	\$18.40	\$18.77
			5	\$18.42	\$18.89	\$18.89	\$19.37	\$19.37	\$19.76
9006	Non-exempt	Custodial Assistant - H	1	\$17.54	\$17.97	\$17.97	\$18.44	\$18.44	\$18.81
			2	\$18.46	\$18.92	\$18.92	\$19.41	\$19.41	\$19.80
			3	\$19.43	\$19.92	\$19.92	\$20.43	\$20.43	\$20.84
			4	\$20.45	\$20.97	\$20.97	\$21.50	\$21.50	\$21.94
			5	\$21.53	\$22.07	\$22.07	\$22.63	\$22.63	\$23.09
9007	Non-exempt	House Manager - H	1	\$17.24	\$17.68	\$17.68	\$18.14	\$18.14	\$18.50
			2	\$18.15	\$18.61	\$18.61	\$19.09	\$19.09	\$19.47
			3	\$19.11	\$19.59	\$19.59	\$20.09	\$20.09	\$20.49
			4	\$20.12	\$20.62	\$20.62	\$21.15	\$21.15	\$21.57
			5	\$21.18	\$21.71	\$21.71	\$22.26	\$22.26	\$22.71
9008	Non-exempt	Instructor Aide - H	1	\$13.88	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70
			2	\$14.61	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53
			3	\$15.38	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40
			4	\$16.19	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32
			5	\$17.04	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28
9009	Non-exempt	Instructor I - H	1	\$21.66	\$22.21	\$22.21	\$22.76	\$22.76	\$23.22
			2	\$22.80	\$23.38	\$23.38	\$23.96	\$23.96	\$24.44
			3	\$24.00	\$24.61	\$24.61	\$25.22	\$25.22	\$25.73
			4	\$25.26	\$25.90	\$25.90	\$26.55	\$26.55	\$27.08
			5	\$26.59	\$27.26	\$27.26	\$27.95	\$27.95	\$28.51
9010	Non-exempt	Instructor II - H	1	\$26.37	\$27.03	\$27.03	\$27.71	\$27.71	\$28.26
			2	\$27.76	\$28.45	\$28.45	\$29.17	\$29.17	\$29.75
			3	\$29.22	\$29.95	\$29.95	\$30.70	\$30.70	\$31.32
			4	\$30.76	\$31.53	\$31.53	\$32.32	\$32.32	\$32.97
			5	\$32.38	\$33.19	\$33.19	\$34.02	\$34.02	\$34.71



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

Job Code	FLSA	Job Title	Step	Effective upon MOA adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage-\$15)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage-\$15.40)	Effective 7/1/2020
9036	Non-exempt	Instructor III-H	1	\$30.35	\$31.12	\$31.12	\$31.89	\$31.89	\$32.54
			2	\$31.95	\$32.76	\$32.76	\$33.57	\$33.57	\$34.25
			3	\$33.63	\$34.48	\$34.48	\$35.34	\$35.34	\$36.05
			4	\$35.40	\$36.29	\$36.29	\$37.20	\$37.20	\$37.95
			5	\$37.26	\$38.20	\$38.20	\$39.16	\$39.16	\$39.95
9011	Non-exempt	Librarian - H	1	\$27.85	\$28.56	\$28.56	\$29.26	\$29.26	\$29.86
			2	\$29.32	\$30.06	\$30.06	\$30.80	\$30.80	\$31.43
			3	\$30.86	\$31.64	\$31.64	\$32.42	\$32.42	\$33.08
			4	\$32.48	\$33.30	\$33.30	\$34.13	\$34.13	\$34.82
			5	\$34.19	\$35.05	\$35.05	\$35.93	\$35.93	\$36.65
9012	Non-exempt	Library Clerk - H	1	\$20.74	\$21.26	\$21.26	\$21.79	\$21.79	\$22.24
			2	\$21.83	\$22.38	\$22.38	\$22.94	\$22.94	\$23.41
			3	\$22.98	\$23.56	\$23.56	\$24.15	\$24.15	\$24.64
			4	\$24.19	\$24.80	\$24.80	\$25.42	\$25.42	\$25.94
			5	\$25.46	\$26.10	\$26.10	\$26.76	\$26.76	\$27.30
9013	Non-exempt	Library Page - H	1	\$13.88	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70
			2	\$14.61	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53
			3	\$15.38	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40
			4	\$16.19	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32
			5	\$17.04	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28
9014	Non-exempt	Maintenance Assistant - H	1	\$16.69	\$17.10	\$17.10	\$17.54	\$17.54	\$17.90
			2	\$17.57	\$18.00	\$18.00	\$18.46	\$18.46	\$18.84
			3	\$18.49	\$18.95	\$18.95	\$19.43	\$19.43	\$19.83
			4	\$19.46	\$19.95	\$19.95	\$20.45	\$20.45	\$20.87
			5	\$20.48	\$21.00	\$21.00	\$21.53	\$21.53	\$21.97
9015	Non-exempt	Open Space Technician - H	1	\$16.69	\$17.10	\$17.10	\$17.54	\$17.54	\$17.90
			2	\$17.57	\$18.00	\$18.00	\$18.46	\$18.46	\$18.84
			3	\$18.49	\$18.95	\$18.95	\$19.43	\$19.43	\$19.83
			4	\$19.46	\$19.95	\$19.95	\$20.45	\$20.45	\$20.87
			5	\$20.48	\$21.00	\$21.00	\$21.53	\$21.53	\$21.97
9016	Non-exempt	Print Shop Assistant - H	1	\$20.74	\$21.26	\$21.26	\$21.79	\$21.79	\$22.24
			2	\$21.83	\$22.38	\$22.38	\$22.94	\$22.94	\$23.41
			3	\$22.98	\$23.56	\$23.56	\$24.15	\$24.15	\$24.64
			4	\$24.19	\$24.80	\$24.80	\$25.42	\$25.42	\$25.94
			5	\$25.46	\$26.10	\$26.10	\$26.76	\$26.76	\$27.30
9017	Non-exempt	Project Construction Inspector - H	1	\$30.00	\$30.76	\$30.76	\$31.52	\$31.52	\$32.17
			2	\$31.58	\$32.38	\$32.38	\$33.18	\$33.18	\$33.86
			3	\$33.24	\$34.08	\$34.08	\$34.93	\$34.93	\$35.64
			4	\$34.99	\$35.87	\$35.87	\$36.77	\$36.77	\$37.52
			5	\$36.83	\$37.76	\$37.76	\$38.71	\$38.71	\$39.49
9018	Non-exempt	Project Specialist - H	1	\$22.90	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58
			2	\$24.11	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87
			3	\$25.38	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23
			4	\$26.72	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66
			5	\$28.13	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17
9019	Non-exempt	Recreation Aide - H	1	\$13.88	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70
			2	\$14.61	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53
			3	\$15.38	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40
			4	\$16.19	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32
			5	\$17.04	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28
9020	Non-exempt	Recreation Leader I - H	1	\$13.88	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70
			2	\$14.61	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53
			3	\$15.38	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40
			4	\$16.19	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32
			5	\$17.04	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28



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

Job Code	FLSA	Job Title	Step	Effective upon MOA adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage-\$15)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage-\$15.40)	Effective 7/1/2020
9021	Non-exempt	Recreation Leader II - H	1	\$15.38	\$15.77	\$16.45	\$16.79	\$17.06	\$17.40
			2	\$16.19	\$16.60	\$17.32	\$17.67	\$18.32	\$18.32
			3	\$17.04	\$17.47	\$18.23	\$18.60	\$18.90	\$19.28
			4	\$17.94	\$18.39	\$19.14	\$19.58	\$19.89	\$20.29
			5	\$18.88	\$19.36	\$20.10	\$20.61	\$20.94	\$21.36
9022	Non-exempt	Recreation Leader III - H	1	\$17.50	\$17.94	\$18.14	\$18.51	\$18.90	\$19.29
			2	\$18.42	\$18.88	\$19.10	\$19.48	\$19.89	\$20.30
			3	\$19.39	\$19.87	\$20.10	\$20.50	\$20.94	\$21.37
			4	\$20.41	\$20.92	\$21.11	\$21.58	\$22.04	\$22.49
			5	\$21.48	\$22.02	\$22.16	\$22.72	\$23.20	\$23.67
9023	Non-exempt	Stock Clerk - H	1	\$16.59	\$17.01	\$17.01	\$17.43	\$17.43	\$17.78
			2	\$17.46	\$17.91	\$17.91	\$18.35	\$18.35	\$18.72
			3	\$18.38	\$18.85	\$18.85	\$19.32	\$19.32	\$19.71
			4	\$19.35	\$19.84	\$19.84	\$20.34	\$20.34	\$20.75
			5	\$20.37	\$20.88	\$20.88	\$21.41	\$21.41	\$21.84
9025	Non-exempt	Technical Specialist - H	1	\$18.56	\$19.03	\$19.03	\$19.50	\$19.50	\$19.90
			2	\$19.54	\$20.03	\$20.03	\$20.53	\$20.53	\$20.95
			3	\$20.57	\$21.08	\$21.08	\$21.61	\$21.61	\$22.05
			4	\$21.65	\$22.19	\$22.19	\$22.75	\$22.75	\$23.21
			5	\$22.79	\$23.36	\$23.36	\$23.95	\$23.95	\$24.43
9026	Non-exempt	Arts & Science Aide - H	1	\$13.88	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70
			2	\$14.61	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53
			3	\$15.38	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40
			4	\$16.19	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32
			5	\$17.04	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28
9027	Non-exempt	Arts & Science Professional I - H	1	\$21.66	\$22.21	\$22.21	\$22.76	\$22.76	\$23.22
			2	\$22.80	\$23.38	\$23.38	\$23.96	\$23.96	\$24.44
			3	\$24.00	\$24.61	\$24.61	\$25.22	\$25.22	\$25.73
			4	\$25.26	\$25.90	\$25.90	\$26.55	\$26.55	\$27.08
			5	\$26.59	\$27.26	\$27.26	\$27.95	\$27.95	\$28.51
9028	Non-exempt	Arts & Science Professional II - H	1	\$26.37	\$27.03	\$27.03	\$27.71	\$27.71	\$28.26
			2	\$27.76	\$28.45	\$28.45	\$29.17	\$29.17	\$29.75
			3	\$29.22	\$29.95	\$29.95	\$30.70	\$30.70	\$31.32
			4	\$30.76	\$31.53	\$31.53	\$32.32	\$32.32	\$32.97
			5	\$32.38	\$33.19	\$33.19	\$34.02	\$34.02	\$34.71
9037	Non-exempt	Arts & Science Professional III - H	1	\$30.35	\$31.12	\$31.12	\$31.89	\$31.89	\$32.54
			2	\$31.95	\$32.76	\$32.76	\$33.57	\$33.57	\$34.25
			3	\$33.63	\$34.48	\$34.48	\$35.34	\$35.34	\$36.05
			4	\$35.40	\$36.29	\$36.29	\$37.20	\$37.20	\$37.95
			5	\$37.26	\$38.20	\$38.20	\$39.16	\$39.16	\$39.95
9029	Non-exempt	Arts & Science Technician - H	1	\$15.38	\$15.77	\$15.77	\$16.17	\$16.17	\$16.50
			2	\$16.19	\$16.60	\$16.60	\$17.02	\$17.02	\$17.37
			3	\$17.04	\$17.47	\$17.47	\$17.92	\$17.92	\$18.28
			4	\$17.94	\$18.39	\$18.39	\$18.86	\$18.86	\$19.24
			5	\$18.88	\$19.36	\$19.36	\$19.85	\$19.85	\$20.25
9030	Non-exempt	Zoological Assistant - H	1	\$22.90	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58
			2	\$24.11	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87
			3	\$25.38	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23
			4	\$26.72	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66
			5	\$28.13	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17



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

Job Code	FLSA	Job Title	Effective upon MOA adoption		Effective 7/1/2018		Effective 1/1/2019 (Min Wage- \$15)		Effective 7/1/2019		Effective 1/1/2020 (Min Wage- \$15.40)		Effective 7/1/2020	
			Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
9035	Non-exempt	General Laborer - H	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23
9032	Non-exempt	Inspector - H	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23
9033	Non-exempt	Journey Level Laborer - H	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23
9034	Non-exempt	Staff Specialist - H	\$ 13.91	\$ 61.80	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23



Limited Hourly Group Salary Schedule

Job Code	FLSA	Job Title	Step	Effective upon Council adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage- \$15)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage- \$15.40)	Effective 7/1/2020
910	Non-exempt	Administrative Specialist I	1	\$22.24	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58
			2	\$23.41	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87
			3	\$24.64	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23
			4	\$25.94	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66
			5	\$27.31	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17
913	Non-exempt	Administrative Specialist II	1	\$26.55	\$28.04	\$28.04	\$28.75	\$28.75	\$29.33
			2	\$27.95	\$29.52	\$29.52	\$30.26	\$30.26	\$30.87
			3	\$29.42	\$31.07	\$31.07	\$31.85	\$31.85	\$32.49
			4	\$30.97	\$32.70	\$32.70	\$33.53	\$33.53	\$34.20
			5	\$32.60	\$34.42	\$34.42	\$35.29	\$35.29	\$36.00
915	Non-exempt	Assistant Park Ranger	1	\$22.24	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58
			2	\$23.41	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87
			3	\$24.64	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23
			4	\$25.94	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66
			5	\$27.31	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17
916	Non-exempt	Building Service Person	1	\$20.54	\$21.70	\$21.70	\$22.24	\$22.24	\$22.69
			2	\$21.62	\$22.84	\$22.84	\$23.41	\$23.41	\$23.88
			3	\$22.76	\$24.04	\$24.04	\$24.64	\$24.64	\$25.14
			4	\$23.96	\$25.30	\$25.30	\$25.94	\$25.94	\$26.46
			5	\$25.22	\$26.63	\$26.63	\$27.30	\$27.30	\$27.85
917	Non-exempt	Clerical Assistant	1	\$18.01	\$19.03	\$19.03	\$19.50	\$19.50	\$19.90
			2	\$18.96	\$20.03	\$20.03	\$20.53	\$20.53	\$20.95
			3	\$19.96	\$21.08	\$21.08	\$21.61	\$21.61	\$22.05
			4	\$21.01	\$22.19	\$22.19	\$22.75	\$22.75	\$23.21
			5	\$22.12	\$23.36	\$23.36	\$23.95	\$23.95	\$24.43
918	Non-exempt	Custodial Aide	1	\$14.56	\$15.39	\$15.39	\$15.78	\$15.78	\$16.09
			2	\$15.33	\$16.20	\$16.20	\$16.61	\$16.61	\$16.94
			3	\$16.14	\$17.05	\$17.05	\$17.48	\$17.48	\$17.83
			4	\$16.99	\$17.95	\$17.95	\$18.40	\$18.40	\$18.77
			5	\$17.88	\$18.89	\$18.89	\$19.37	\$19.37	\$19.76
919	Non-exempt	Custodial Assistant	1	\$17.03	\$17.97	\$17.97	\$18.44	\$18.44	\$18.81
			2	\$17.93	\$18.92	\$18.92	\$19.41	\$19.41	\$19.80
			3	\$18.87	\$19.92	\$19.92	\$20.43	\$20.43	\$20.84
			4	\$19.86	\$20.97	\$20.97	\$21.50	\$21.50	\$21.94
			5	\$20.90	\$22.07	\$22.07	\$22.63	\$22.63	\$23.09
920	Non-exempt	House Manager	1	\$16.74	\$17.68	\$17.68	\$18.14	\$18.14	\$18.50
			2	\$17.62	\$18.61	\$18.61	\$19.09	\$19.09	\$19.47
			3	\$18.55	\$19.59	\$19.59	\$20.09	\$20.09	\$20.49
			4	\$19.53	\$20.62	\$20.62	\$21.15	\$21.15	\$21.57
			5	\$20.56	\$21.71	\$21.71	\$22.26	\$22.26	\$22.71
921	Non-exempt	Instructor Aide	1	\$13.50	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70
			2	\$14.20	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53
			3	\$14.94	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40
			4	\$15.72	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32
			5	\$16.54	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28
922	Non-exempt	Instructor I	1	\$21.02	\$22.21	\$22.21	\$22.76	\$22.76	\$23.22
			2	\$22.13	\$23.38	\$23.38	\$23.96	\$23.96	\$24.44
			3	\$23.29	\$24.61	\$24.61	\$25.22	\$25.22	\$25.73
			4	\$24.52	\$25.90	\$25.90	\$26.55	\$26.55	\$27.08
			5	\$25.81	\$27.26	\$27.26	\$27.95	\$27.95	\$28.51
923	Non-exempt	Instructor II	1	\$25.60	\$27.03	\$27.03	\$27.71	\$27.71	\$28.26
			2	\$26.95	\$28.45	\$28.45	\$29.17	\$29.17	\$29.75
			3	\$28.37	\$29.95	\$29.95	\$30.70	\$30.70	\$31.32
			4	\$29.86	\$31.53	\$31.53	\$32.32	\$32.32	\$32.97
			5	\$31.43	\$33.19	\$33.19	\$34.02	\$34.02	\$34.71



Limited Hourly Group Salary Schedule

Job Code	FLSA	Job Title	Step	Effective upon Council adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage- \$15)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage- \$15.40)	Effective 7/1/2020
982	Non-exempt	Instructor III	1	\$29.46	\$31.12	\$31.12	\$31.89	\$31.89	\$32.54
			2	\$31.01	\$32.76	\$32.76	\$33.57	\$33.57	\$34.25
			3	\$32.64	\$34.48	\$34.48	\$35.34	\$35.34	\$36.05
			4	\$34.36	\$36.29	\$36.29	\$37.20	\$37.20	\$37.95
			5	\$36.17	\$38.20	\$38.20	\$39.16	\$39.16	\$39.95
924	Non-exempt	Librarian	1	\$27.03	\$28.56	\$28.56	\$29.26	\$29.26	\$29.86
			2	\$28.45	\$30.06	\$30.06	\$30.80	\$30.80	\$31.43
			3	\$29.95	\$31.64	\$31.64	\$32.42	\$32.42	\$33.08
			4	\$31.53	\$33.30	\$33.30	\$34.13	\$34.13	\$34.82
			5	\$33.19	\$35.05	\$35.05	\$35.93	\$35.93	\$36.65
925	Non-exempt	Library Clerk	1	\$20.13	\$21.26	\$21.26	\$21.79	\$21.79	\$22.24
			2	\$21.19	\$22.38	\$22.38	\$22.94	\$22.94	\$23.41
			3	\$22.30	\$23.56	\$23.56	\$24.15	\$24.15	\$24.64
			4	\$23.47	\$24.80	\$24.80	\$25.42	\$25.42	\$25.94
			5	\$24.71	\$26.10	\$26.10	\$26.76	\$26.76	\$27.30
930	Non-exempt	Library Page	1	\$13.50	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70
			2	\$14.20	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53
			3	\$14.94	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40
			4	\$15.72	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32
			5	\$16.54	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28
935	Non-exempt	Maintenance Assistant	1	\$16.20	\$17.10	\$17.10	\$17.54	\$17.54	\$17.90
			2	\$17.05	\$18.00	\$18.00	\$18.46	\$18.46	\$18.84
			3	\$17.95	\$18.95	\$18.95	\$19.43	\$19.43	\$19.83
			4	\$18.89	\$19.95	\$19.95	\$20.45	\$20.45	\$20.87
			5	\$19.88	\$21.00	\$21.00	\$21.53	\$21.53	\$21.97
936	Non-exempt	Open Space Technician	1	\$16.20	\$17.10	\$17.10	\$17.54	\$17.54	\$17.90
			2	\$17.05	\$18.00	\$18.00	\$18.46	\$18.46	\$18.84
			3	\$17.95	\$18.95	\$18.95	\$19.43	\$19.43	\$19.83
			4	\$18.89	\$19.95	\$19.95	\$20.45	\$20.45	\$20.87
			5	\$19.88	\$21.00	\$21.00	\$21.53	\$21.53	\$21.97
937	Non-exempt	Print Shop Assistant	1	\$20.13	\$21.26	\$21.26	\$21.79	\$21.79	\$22.24
			2	\$21.19	\$22.38	\$22.38	\$22.94	\$22.94	\$23.41
			3	\$22.30	\$23.56	\$23.56	\$24.15	\$24.15	\$24.64
			4	\$23.47	\$24.80	\$24.80	\$25.42	\$25.42	\$25.94
			5	\$24.71	\$26.10	\$26.10	\$26.76	\$26.76	\$27.30
938	Non-exempt	Project Construction Inspector	1	\$29.12	\$30.76	\$30.76	\$31.52	\$31.52	\$32.17
			2	\$30.65	\$32.38	\$32.38	\$33.18	\$33.18	\$33.86
			3	\$32.26	\$34.08	\$34.08	\$34.93	\$34.93	\$35.64
			4	\$33.96	\$35.87	\$35.87	\$36.77	\$36.77	\$37.52
			5	\$35.75	\$37.76	\$37.76	\$38.71	\$38.71	\$39.49
939	Non-exempt	Project Specialist	1	\$22.24	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58
			2	\$23.41	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87
			3	\$24.64	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23
			4	\$25.94	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66
			5	\$27.31	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17
940	Non-exempt	Recreation Aide	1	\$13.50	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70
			2	\$14.20	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53
			3	\$14.94	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40
			4	\$15.72	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32
			5	\$16.54	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28
941	Non-exempt	Recreation Leader I	1	\$13.50	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70
			2	\$14.20	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53
			3	\$14.94	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40
			4	\$15.72	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32
			5	\$16.54	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28



Limited Hourly Group Salary Schedule

Job Code	FLSA	Job Title	Step	Effective upon Council adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage- \$15)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage- \$15.40)	Effective 7/1/2020
942	Non-exempt	Recreation Leader II	1	\$14.92	\$15.77	\$16.45	\$16.79	\$17.06	\$17.40
			2	\$15.71	\$16.60	\$17.32	\$17.67	\$18.96	\$18.32
			3	\$16.54	\$17.47	\$18.23	\$18.60	\$18.90	\$19.28
			4	\$17.41	\$18.39	\$19.14	\$19.58	\$19.89	\$20.29
			5	\$18.33	\$19.36	\$20.10	\$20.61	\$20.94	\$21.36
943	Non-exempt	Recreation Leader III	1	\$16.99	\$17.94	\$18.14	\$18.51	\$18.90	\$19.29
			2	\$17.88	\$18.88	\$19.10	\$19.48	\$19.89	\$20.30
			3	\$18.82	\$19.87	\$20.10	\$20.50	\$20.94	\$21.37
			4	\$19.81	\$20.92	\$21.11	\$21.58	\$22.04	\$22.49
			5	\$20.85	\$22.02	\$22.16	\$22.72	\$23.20	\$23.67
948	Non-exempt	Stock Clerk	1	\$16.10	\$17.01	\$17.01	\$17.43	\$17.43	\$17.78
			2	\$16.95	\$17.91	\$17.91	\$18.35	\$18.35	\$18.72
			3	\$17.84	\$18.85	\$18.85	\$19.32	\$19.32	\$19.71
			4	\$18.78	\$19.84	\$19.84	\$20.34	\$20.34	\$20.75
			5	\$19.77	\$20.88	\$20.88	\$21.41	\$21.41	\$21.84
950	Non-exempt	Technical Specialist	1	\$18.01	\$19.03	\$19.03	\$19.50	\$19.50	\$19.90
			2	\$18.96	\$20.03	\$20.03	\$20.53	\$20.53	\$20.95
			3	\$19.96	\$21.08	\$21.08	\$21.61	\$21.61	\$22.05
			4	\$21.01	\$22.19	\$22.19	\$22.75	\$22.75	\$23.21
			5	\$22.12	\$23.36	\$23.36	\$23.95	\$23.95	\$24.43
954	Non-exempt	Arts & Science Aide	1	\$13.50	\$14.23	\$15.00	\$15.23	\$15.40	\$15.70
			2	\$14.20	\$14.98	\$15.75	\$16.03	\$16.21	\$16.53
			3	\$14.94	\$15.77	\$16.54	\$16.87	\$17.06	\$17.40
			4	\$15.72	\$16.60	\$17.36	\$17.76	\$17.96	\$18.32
			5	\$16.54	\$17.47	\$18.23	\$18.69	\$18.90	\$19.28
951	Non-exempt	Arts & Science Professional I	1	\$21.02	\$22.21	\$22.21	\$22.76	\$22.76	\$23.22
			2	\$22.13	\$23.38	\$23.38	\$23.96	\$23.96	\$24.44
			3	\$23.29	\$24.61	\$24.61	\$25.22	\$25.22	\$25.73
			4	\$24.52	\$25.90	\$25.90	\$26.55	\$26.55	\$27.08
			5	\$25.81	\$27.26	\$27.26	\$27.95	\$27.95	\$28.51
952	Non-exempt	Arts & Science Professional II	1	\$25.60	\$27.03	\$27.03	\$27.71	\$27.71	\$28.26
			2	\$26.95	\$28.45	\$28.45	\$29.17	\$29.17	\$29.75
			3	\$28.37	\$29.95	\$29.95	\$30.70	\$30.70	\$31.32
			4	\$29.86	\$31.53	\$31.53	\$32.32	\$32.32	\$32.97
			5	\$31.43	\$33.19	\$33.19	\$34.02	\$34.02	\$34.71
983	Non-exempt	Arts & Science Professional III	1	\$29.46	\$31.12	\$31.12	\$31.89	\$31.89	\$32.54
			2	\$31.01	\$32.76	\$32.76	\$33.57	\$33.57	\$34.25
			3	\$32.64	\$34.48	\$34.48	\$35.34	\$35.34	\$36.05
			4	\$34.36	\$36.29	\$36.29	\$37.20	\$37.20	\$37.95
			5	\$36.17	\$38.20	\$38.20	\$39.16	\$39.16	\$39.95
953	Non-exempt	Arts & Science Technician	1	\$14.92	\$15.77	\$15.77	\$16.17	\$16.17	\$16.50
			2	\$15.71	\$16.60	\$16.60	\$17.02	\$17.02	\$17.37
			3	\$16.54	\$17.47	\$17.47	\$17.92	\$17.92	\$18.28
			4	\$17.41	\$18.39	\$18.39	\$18.86	\$18.86	\$19.24
			5	\$18.33	\$19.36	\$19.36	\$19.85	\$19.85	\$20.25
955	Non-exempt	Zoological Assistant	1	\$22.24	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58
			2	\$23.41	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87
			3	\$24.64	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23
			4	\$25.94	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66
			5	\$27.31	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17
960	Non-exempt	Police Reserve I	1						
			2						
			3	\$27.53	\$49.20	\$49.20	\$50.43	\$50.43	\$51.44
			4						
			5						



Limited Hourly Group Salary Schedule

Job Code	FLSA	Job Title	Step	Effective upon Council adoption	Effective 7/1/2018	Effective 1/1/2019 (Min Wage- \$15)	Effective 7/1/2019	Effective 1/1/2020 (Min Wage- \$15.40)	Effective 7/1/2020
961	Non-exempt	Police Reserve II	1	\$22.04	\$44.08	\$44.08	\$45.19	\$45.19	\$46.10
			2						
			3						
			4						
			5						
962	Non-exempt	Technician I	1	\$16.20	\$17.10	\$17.10	\$17.54	\$17.54	\$17.90
			2	\$17.05	\$18.00	\$18.00	\$18.46	\$18.46	\$18.84
			3	\$17.95	\$18.95	\$18.95	\$19.43	\$19.43	\$19.83
			4	\$18.89	\$19.95	\$19.95	\$20.45	\$20.45	\$20.87
			5	\$19.88	\$21.00	\$21.00	\$21.53	\$21.53	\$21.97
962	Non-exempt	Technician II	1	\$22.24	\$23.49	\$23.49	\$24.09	\$24.09	\$24.58
			2	\$23.41	\$24.73	\$24.73	\$25.36	\$25.36	\$25.87
			3	\$24.64	\$26.03	\$26.03	\$26.69	\$26.69	\$27.23
			4	\$25.94	\$27.40	\$27.40	\$28.09	\$28.09	\$28.66
			5	\$27.31	\$28.84	\$28.84	\$29.57	\$29.57	\$30.17

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Limited Hourly Group Salary Schedule

			Effective upon Council adoption		Effective 7/1/2018		Effective 1/1/2019 (Min Wage- \$15)		Effective 7/1/2019		Effective 1/1/2020 (Min Wage- \$15.40)		Effective 7/1/2020	
Job Code	FLSA	Job Title	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
TBD	Non-exempt	General Laborer	\$ 13.50	\$ 60.00	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23
TBD	Non-exempt	Inspector	\$ 13.50	\$ 60.00	\$ 14.25	\$ 63.35	\$ 15.00	\$ 63.35	\$ 15.38	\$ 64.93	\$ 15.40	\$ 64.93	\$ 15.71	\$ 66.23
TBD	Non-exempt	Journey Level Laborer	\$ 13.50	\$ 80.00	\$ 14.25	\$ 84.46	\$ 15.00	\$ 84.46	\$ 15.38	\$ 86.57	\$ 15.40	\$ 86.57	\$ 15.71	\$ 88.30
TBD	Non-exempt	Staff Specialist	\$ 13.50	\$ 80.00	\$ 14.25	\$ 84.46	\$ 15.00	\$ 84.46	\$ 15.38	\$ 86.57	\$ 15.40	\$ 86.57	\$ 15.71	\$ 88.30
972	Non-exempt	Management Specialist	\$ 13.50	\$ 130.00	\$ 14.25	\$ 130.00	\$ 15.00	\$ 130.00	\$ 15.38	\$ 130.00	\$ 15.40	\$ 130.00	\$ 15.71	\$ 130.00

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			\$27.49			\$28.37			\$28.37		
			4	\$28.05			\$28.94			\$28.94			\$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			\$26.97			\$27.82			\$27.82		
			2	\$27.52			\$28.39			\$28.39			\$29.28			\$29.28		
			3	\$28.97			\$29.88			\$29.88			\$30.82			\$30.82		
			4	\$30.49			\$31.45			\$31.45			\$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			\$28.90			\$29.81			\$29.81		
			2	\$29.50			\$30.42			\$30.42			\$31.38			\$31.38		
			3	\$31.05			\$32.02			\$32.02			\$33.03			\$33.03		
			4	\$32.68			\$33.71			\$33.71			\$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			\$23.78			\$24.58			\$24.58		
			2	\$24.23			\$25.03			\$25.03			\$25.87			\$25.87		
			3	\$25.51			\$26.35			\$26.35			\$27.23			\$27.23		
			4	\$26.85			\$27.74			\$27.74			\$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			\$25.48			\$26.32			\$26.32		
			2	\$25.96			\$26.82			\$26.82			\$27.71			\$27.71		
			3	\$27.33			\$28.23			\$28.23			\$29.17			\$29.17		
			4	\$28.77			\$29.72			\$29.72			\$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			\$27.27			\$28.18			\$28.18		
			2	\$27.78			\$28.70			\$28.70			\$29.66			\$29.66		
			3	\$29.24			\$30.21			\$30.21			\$31.22			\$31.22		
			4	\$30.78			\$31.80			\$31.80			\$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			\$25.13			\$25.97			\$25.97		
			2	\$25.60			\$26.45			\$26.45			\$27.34			\$27.34		
			3	\$26.95			\$27.84			\$27.84			\$28.78			\$28.78		
			4	\$28.37			\$29.31			\$29.31			\$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			\$27.71			\$28.63			\$28.63		
			2	\$28.23			\$29.17			\$29.17			\$30.14			\$30.14		
			3	\$29.72			\$30.70			\$30.70			\$31.73			\$31.73		
			4	\$31.28			\$32.32			\$32.32			\$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			\$32.28			\$33.27			\$33.27		
			2	\$32.97			\$33.98			\$33.98			\$35.02			\$35.02		
			3	\$34.71			\$35.77			\$35.77			\$36.86			\$36.86		
			4	\$36.54			\$37.65			\$37.65			\$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 WG	1	\$38.18			\$39.94			\$40.56			\$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			\$42.12			\$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

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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			\$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
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			\$45.37			\$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
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			\$43.05	\$7,462.00	\$89,544.00	\$43.05	\$7,462.00	\$89,544.00
462	non-exempt	Field Service Pers GW	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

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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			\$33.05			\$33.20			\$33.20		
			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 Invtgr	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 Wgc	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	\$44.44	\$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			\$27.80			\$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

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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			\$23.98			\$23.98			\$24.70			\$24.70		
			2	\$24.44			\$25.20			\$25.20			\$26.00			\$26.00		
			3	\$25.73			\$26.53			\$26.57			\$27.37			\$27.37		
			4	\$27.08			\$27.93			\$27.97			\$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 Troubleman	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	\$9.15			\$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

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
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	\$46.67	\$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	\$27.68			\$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			\$30.05			\$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			\$48.63		
			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	\$32.27			\$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			\$41.16		
			2	\$40.16			\$41.36			\$41.36			\$42.61			\$43.33		
			3	\$42.27			\$43.54			\$43.54			\$44.85			\$45.61		
			4	\$44.49			\$45.83			\$45.83			\$47.21			\$48.01		
			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	\$50.54	\$8,760.27	\$105,123.20
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	\$38.58			\$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 Plt 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 Plt 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 Plt 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



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



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
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

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
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

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			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

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			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

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			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

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			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

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
392	Non-Exempt	St Sweeper Op	1	\$ 32.10			1	\$ 33.22			1	\$ 34.22		
			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	\$ 6,826	\$ 81,910	5	\$ 40.76	\$ 7,065	\$ 84,781	5	\$ 41.99	\$ 7,278	\$ 87,339
248	Non-Exempt	Storekeeper	1	\$ 29.21			1	\$ 30.23			1	\$ 31.15		
			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	\$ 6,212	\$ 74,547	5	\$ 37.10	\$ 6,431	\$ 77,168	5	\$ 38.22	\$ 6,625	\$ 79,498
288	Non-Exempt	Storekeeper-L	1	\$ 31.26			1	\$ 32.36			1	\$ 33.34		
			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	\$ 6,649	\$ 79,789	5	\$ 39.71	\$ 6,883	\$ 82,597	5	\$ 40.91	\$ 7,091	\$ 85,093
545	Non-Exempt	Street Light, Traffic Signal and Fiber – Apprentice	1	\$ 45.36			1	\$ 46.94			1	\$ 48.37		
			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	\$ 9,649	\$ 115,794	5	\$ 57.62	\$ 9,987	\$ 119,850	5	\$ 59.35	\$ 10,287	\$ 123,448
547	Non-Exempt	Street Light, Traffic Signal and Fiber – Lead	1	\$ 51.29			1	\$ 53.09			1	\$ 54.70		
			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	\$ 10,911	\$ 130,936	5	\$ 65.16	\$ 11,294	\$ 135,533	5	\$ 67.12	\$ 11,634	\$ 139,610
546	Non-Exempt	Street Light, Traffic Signal and Fiber Technician	1	\$ 47.92			1	\$ 49.60			1	\$ 51.10		
			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	\$ 10,195	\$ 122,346	5	\$ 60.88	\$ 10,553	\$ 126,630	5	\$ 62.71	\$ 10,870	\$ 130,437
549	Non-Exempt	Substation Electrician	1	\$ 52.30			1	\$ 54.13			1	\$ 55.75		
			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	\$ 11,125	\$ 133,494	5	\$ 66.43	\$ 11,515	\$ 138,174	5	\$ 68.43	\$ 11,861	\$ 142,334
548	Non-Exempt	Substation Electrician - Apprentice	1	\$ 49.50			1	\$ 51.24			1	\$ 52.78		
			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	\$ 10,530	\$ 126,360	5	\$ 62.88	\$ 10,899	\$ 130,790	5	\$ 64.77	\$ 11,227	\$ 134,722
550	Non-Exempt	Substation Electrician - Lead	1	\$ 55.95			1	\$ 57.92			1	\$ 59.66		
			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	\$ 11,903	\$ 142,834	5	\$ 71.08	\$ 12,321	\$ 147,846	5	\$ 73.22	\$ 12,691	\$ 152,298
326	Non-Exempt	Surveying Asst	1	\$ 36.34			1	\$ 37.62			1	\$ 38.76		
			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	\$ 7,729	\$ 92,747	5	\$ 46.16	\$ 8,001	\$ 96,013	5	\$ 47.55	\$ 8,242	\$ 98,904



Service Employees International Union (SEIU) Salary Schedule

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			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

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			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	Util Marketing Program Admin 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	

Cover Sheet For Fiscal Year 2021

City of Palo Alto Compensation Plan

Management and Professional Personnel, And Council Appointees

Due to the impacts of the COVID-19 health pandemic, the City of Palo Alto Management and Professional employees will make the following adjustments to the Compensation Plan for the period of July 1, 2020 through June 30, 2021. All other terms not listed below remain the same as provided in the Management Compensation Plan and shall continue through June 30, 2021.

- I. For Fiscal Year 2021, there will be no base salary increases or compensation adjustments tied to the performance appraisal process.
- II. Employees laid off as part of the FY 2021 budget reductions, shall be eligible for a severance payment equivalent to four weeks of salary, unless otherwise specified (At-Will).
- III. For Fiscal Year 2021, all employees will take 13 unpaid furlough days (104 hours). At least, one unpaid furlough day of 8 hours will be taken per month. The process and scheduling of each furlough day should be in accordance with direction from Human Resources and approved in advance by their Manager.
- IV. The City will maintain contributions to health care in alignment with budgeted increases. Effective January 1, 2021, the City will increase its maximum contribution by 50% of average of the increases to Kaiser and PERS Choice. Provided however, that the total increase of the maximum City contribution shall not exceed 4%.
- V. For Fiscal Year 2021, the City will reduce the "Excess Benefit" by 50%. Employees will receive \$1,250 to put toward options designated in the Compensation Plan.
- VI. For FY21, the City Manager is authorized to increase vacation accrual maximums by 80 hours for employees who would hit their respective cap. Unless otherwise amended the vacation accrual maximum will return to its normal level in FY22. Any leave hours an employee has above the vacation accrual maximum will be cashed out on the next paycheck.
- VI-VII. For calendar year 2021, eligibility for vacation cash out will no longer be predicated on utilizing 80 hours of vacation. Employees covered by this compensation plan must still make their irrevocable decision to cash out vacation during 2020 open enrollment and exercise the benefit in 2021.

Except as herein modified, all other provision of the Compensation Plan shall remain in effect.

**SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF PALO ALTO
AND
LOCAL 1319, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS**

In order to comply with CalPERS reporting requirements and ensure the intent of the parties that compensation provided to employees constitutes pensionable compensation/compensation earnable, the City of Palo Alto (City) and Local 1319, International Association of Fire Fighters (IAFF) hereby agree to amend Article IX, Section 1 of the Memorandum of Understanding (MOU) between the parties, titled "Holidays; Named Holidays" and Article XL of the Memorandum of Understanding (MOU) between the parties, titled "Miscellaneous", as follows:

ARTICLE IX – HOLIDAY PAY

Section 1. Named Holidays.

Holiday pay is compensation for employees who are normally required to work on an approved holiday because they work in positions that require scheduling staff without regard to holidays. The following holidays are recognized as municipal holidays for pay purposes, and regular, employees shall have these days off with pay, except as otherwise provided in these rules:

January 1	Veterans' Day, November 11
Third Monday in January	Thanksgiving Day
Third Monday in February	Day after Thanksgiving Day
Last Monday in May	December 25
July 4 th	Either December 24, or
First Monday in September	December 31 as provided below
Second Monday in October	

149.5 hours are paid annually to an employee at a rate of 5.75 hours each pay period. Shift personnel shall receive pay in lieu of taking paid leave for accrued holidays. Such paid hours are in addition to the normal biweekly base pay. Shift personnel will be paid 5.75 hours of in lieu of holiday pay each pay period. Hours are prorated and accrued based on hours actually worked.

Any holiday hours accrued prior to the adoption of this Side Letter Agreement will be automatically paid out in the first pay period in which this Side Letter is implemented.

ARTICLE XL – MISCELLANEOUS

Section 1. Uniforms.

The value of the purchase, rental and/or maintenance of the required uniforms shall be reported as special compensation to the extent legally permissible, pursuant to Title 2 CCR, Section 571(a)(5) as Uniform Allowance. Based upon existing uniform standards and the City’s cost experience, the value of this benefit shall be reported as \$15.31 per pay period.

The City will supply complete uniforms as described in Fire Department Policy 1031. The City will issue four T-shirts to each uniformed employee each July These T-shirts are for use on duty only and will be maintained by the employee.

Section 2. Removal of Disciplinary Actions. Records of disciplinary actions shall be removed from the personnel file of a representation unit employee upon written request by the employee after a period of three years, or sooner if mutually agreed by the Fire Chief and the employee.

For the Association:

For the City:

Brent White, President Date

Ed Shikada, City Manager Date

Javier Olazaba, Treasurer Date

Rumi Portillo, HR Director Date

Shaohsuan Fanchiang, Secretary Date

Molly Stump, City Attorney Date

Geoffrey Blackshire, Fire Chief Date

Nicholas Raisch, ER Manager Date

Tori Anthony, SR HR Admin Date

**SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF PALO ALTO
AND
PALO ALTO FIRE CHIEFS' ASSOCIATION**

In order to comply with CalPERS reporting requirements and ensure the intent of the parties that compensation provided to employees constitutes pensionable compensation/compensation earnable, the City of Palo Alto (City) and the City of Palo Alto Fire Chiefs' Association (FCA) hereby agree to amend Article VI of the Memorandum of Understanding (MOU) between the parties, titled "Holidays" and Article XXIV of the Memorandum of Understanding (MOU) between the parties, titled "Miscellaneous Employment Related Expenses," as follows:

ARTICLE VI – HOLIDAY PAY

Section 1. Named Holidays.

Holiday pay is compensation for employees who are normally required to work on an approved holiday because they work in positions that require scheduling staff without regard to holidays. The following holidays are recognized as municipal holidays for pay purposes, and regular, employees shall have these days off with pay, except as otherwise provided in these rules:

January 1	Veterans' Day, November 11
Third Monday in January	Thanksgiving Day
Third Monday in February	Day after Thanksgiving Day
Last Monday in May	December 25
July 4 th	Either December 24, or
First Monday in September	December 31 as provided below
Second Monday in October	

Section 2. 56-Hour Work Week Assignments. One hundred forty nine and one half (149.5) hours are paid annually to an employee at a rate of 5.75 hours each pay period. Shift personnel shall receive pay in lieu of taking paid leave for accrued holidays. Such paid hours will be paid 5.75 hours of in lieu of holiday pay each pay period. Hours are prorated and accrued based on hours actually worked.

Any holiday hours accrued prior to the adoption of this Side Letter Agreement will be automatically paid out in the first pay period in which this Side Letter is implemented.

ARTICLE XXIV – Miscellaneous Employment Related Expenses

Section 5. Uniform

The value of the purchase, rental and/or maintenance of the required uniforms shall be reported as special compensation to the extent legally permissible, pursuant to Title 2 CCR, Section 571(a)(5) as Uniform Allowance. Based upon existing uniform standards and the City’s cost experience, the value of this benefit shall be reported as \$15.31 per pay period.

The City will supply complete uniforms as described in Fire Department Policy 1031.

For the Association:

BC Ryan Stoddard, President Date

For the City:

Ed Shikada, City Manager Date

Rumi Portillo, HR Director Date

Molly Stump, City Attorney Date

Geoffrey Blackshire, Fire Chief Date

Nicholas Raisch, ER Manager Date

Tori Anthony, SR HR Admin. Date

**SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF PALO ALTO
AND
THE PALO ALTO POLICE OFFICERS' ASSOCIATION**

In order to comply with CalPERS reporting requirements and ensure the intent of the parties that compensation provided to employees constitutes pensionable compensation/compensation earnable, the City of Palo Alto (City) and the Palo Alto Police Officers' Association (PAPOA) hereby agree to amend Section 9 of the Memorandum of Understanding (MOU) between the parties, titled "Paid Holidays", and Section 21 of the Memorandum of Understanding (MOU) between the parties, titled "Uniforms", as follows:

Section 9. Paid Holidays

- (a) All represented employees on leave of absence without pay shall not receive in-lieu holiday accrual during such leave, or any compensation for holidays occurring during such leave.
- (b) Effective with the pay period following adoption of this Side Letter Agreement, employees shall not receive paid holidays, but in lieu thereof shall receive 3.462 hours straight time pay each full pay period that they are in paid status, to a maximum payment of ninety (90) hours per year. Holiday hours will be pro-rated for employees in paid status a portion of a pay period.

Hours under this provision will be paid each pay period while in a paid status. Employees working non-field services assignments shall be eligible to use accrued paid leave time balances for any of the following recognized City holidays subject to management scheduling approval:

- January 1
- Third Monday in January
- Third Monday in February
- Last Monday in May
- July 4
- First Monday in September
- Second Monday in October
- November 11
- Thanksgiving Day
- Day after Thanksgiving Day
- December 25
- Either December 24 or December 31, see below

- (c) Any holiday hours accrued prior to the adoption of this Side Letter Agreement will

be automatically paid out in the first pay period in which this Side Letter is implemented.

Section 21. Uniforms

- (a) The City will supply complete uniforms to all sworn personnel. All uniform items are the property of the City. One complete uniform consists of: (1) three pair of trousers, (2) three short-sleeved shirts with patches and zippers if desired, (3) three long-sleeved shirts with patches and zippers if desired, (4) three cotton or two synthetic fiber turtleneck shirts, (5) hat, (6) duty jacket with patches, (7) necktie, and (8) rain gear. The value of the purchase, rental and/or maintenance of the required uniforms shall be reported as special compensation to the extent legally permissible, pursuant to Title 2 CCR, Section 571(a)(5) as Uniform Allowance. Based upon existing uniform standards and the City's cost experience, the value of this benefit shall be reported as \$42.31 per pay period.
- (b) At the time of initial employment, every sworn employee will be issued one complete uniform. Uniform items will be replaced on an as-needed basis subject to verification by management.
- (c) The City shall provide uniform cleaning for sworn representation unit personnel.
- (d) Personnel are accountable for all uniform items issued to them. If a particular item is lost or damaged due to employee negligence, the employee will be required to reimburse the City for value of the item(s) lost or damaged.
- (e) The City shall reimburse employees for the full cost of job-related safety boots up to \$400 per fiscal year. The City will make the reimbursement only upon proof that the previous boots have become unserviceable due to wear or damage and upon verification of such purchase by the employee. (Job-related safety boots shall mean well-constructed, high topped boots that provide full ankle and foot support, which are selected from list agreed to by Management and the Association.) All Department-provided safety boots shall be purchased through this program.

Employees are responsible for the full cost of any low-top, black shoes that are worn with the uniform.