



City of Palo Alto

City Council Staff Report

(ID # 11452)

Report Type: Consent Calendar

Meeting Date: 6/22/2020

Summary Title: Adoption of Management Compensation Plan, Salary Schedules, and Public Safety Side Letters

Title: Adoption of a Revised Compensation Plan for Management and Professional Employees, Updated Salary Schedules and Side Letters with Public Safety Unions

From: City Manager

Lead Department: Human Resources

Recommendation

Staff recommends that Council adopt the

- 1) attached cover letter altering the Management and Professional Personnel and Council Appointees Compensation Plan for one fiscal year (FY 2021) and extending it to June 30, 2021;
- 2) updated Salary Schedules for Service Employees International Union local 521 General and Hourly units, International Association of Fire Fighters Local 1319, Palo Alto Fire Chiefs association, Palo Alto Peace Officers Association, Palo Alto Police Managers Associations, Limited hourly employees, and Management and professionals; and,
- 3) Side Letters of Agreement with the International Association of Fire Fighters local 1319, Palo Alto Fire Chiefs Association, Palo Alto Peace Officers Association, Palo Alto Police Management Association.

Background

In April of 2020 Council directed staff to seek expense savings from all City employee groups. As a service organization the City of Palo Alto spends a substantial portion of its overall budget on salaries, benefits, and related pensions costs. In order to address our roughly \$40 million forecasted reduction in revenues, services and positions were targeted for reduction. The City only has unilateral authority over the scope and size of our organization, if any changes to compensation are to be made, we need to reach mutual agreement with our respective labor unions. All the City's labor unions except for one (UMPAPA) have closed contracts, meaning that any concession received by the City from labor unions would have to be completely voluntary.

Discussion

As the City of Palo Alto and many others deal with the COVID-19 global health crisis, it is of critical importance to limit expense growth and where possible and feasible reduce expenses. These items will not only limit but will reduce the City's expenses in FY 2021 by:

Unrepresented Management and Professional group:

1. Reducing salaries by roughly 5% through a furlough program (13 furlough days)
2. No cost of living adjustment in FY 2021 (Estimated at 3%)
3. One-year freeze on any performance-based salary increases (1.5% avg/yr.)
4. Reducing excess management benefit by \$1,250 annually

Public Safety (Sworn):

1. No cost of living adjustment in FY 2021¹ (3%)
2. Overtime changes to reduce cost
3. Flexibility in staffing models
4. 1 year freeze on in range movements (Fire Only)

These compensation reductions will alleviate the need to reduce services to our community further, fund a sworn retirement incentive, and create an "Attrition Ramp" to aid in preventing the elimination of filled sworn position. The City benefits from aided attrition plans like the "Attrition Ramp" by keeping newly recruited and trained sworn personnel. The City spends roughly \$200,000 per sworn personnel that is onboarded, background checked, and fully trained to our standards. Due to the seniority-based layoff system codified by Union agreements, these newly-hired employees that the City has invested in would be the first in jeopardy of layoff.

As of writing of this memo our public safety unions are in the process of ratifying these agreements. If for any reason one of the agreements is not ratified by the union membership before the June 22, 2020 Council meeting, that item alone will be pulled from this report through an at-places memo.

The attached and updated salary schedules are in alignment with the side letter agreements before council for adoption and make several administrative cleanups to classifications within the salary schedules.

Resource Impact

The actions taken in this report within the Management and Professional group will result in \$2.3M in General Fund cost savings, \$0.6M in Enterprise fund cost savings, and \$0.7M in other funds. In total, these changes create \$3.6M in cost savings across all funds.

¹ July 1, 2020 cost of living increase deferred for one year to July 1, 2021

The actions taken in this report in relation to our Public Safety (Sworn) employee groups represent a net zero impact on the FY 2021 budget. While these actions generate cost reductions, those cost reductions are being utilized to fund retirement incentives and the aforementioned "Attrition Ramp" which will keep public safety personnel employed by the City longer than originally anticipated by the FY 2021 budget.

Attachments:

- Attachment A - Management and Conf Salary Schedule
- Attachment B - Limited Hourly Salary Schedule
- Attachment C - SEIU Hourly Salary Schedule
- Attachment D - FCA Salary Schedule
- Attachment E - PMA Salary Schedule
- Attachment F - IAFF Salary Schedule
- Attachment G - PAPOA Salary Schedule
- Attachment H - SEIU Salary Schedule
- Management and Professional Personnel and Council Appointees Compensation Plan-FY21 Cover Letter
- IAFF Extension through 2022 - Unsigned
- FCA Extension through 2022 Final Signed
- POA Extension through 2022 - Unsigned
- PMA Extension through 2022 - Unsigned



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 7/6/2019 (3% Increase)

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
190	Non-Exempt	Accountant	690P	\$37.34	\$46.67	\$56.01	\$77,667	\$97,074	\$116,501
76	Exempt	Administrative Assistant	750P	\$30.71	\$38.38	\$46.06	\$63,877	\$79,830	\$95,805
115	Exempt	Assistant Chief Building Official	405M	\$49.88	\$62.34	\$74.81	\$103,750	\$129,667	\$155,605
132	Exempt	Assistant Chief of Police	100A	\$81.64	\$102.04	\$122.45	\$169,811	\$212,243	\$254,696
108	Exempt	Assistant City Attorney	165A	\$69.20	\$86.49	\$103.79	\$143,936	\$179,899	\$215,883
109	Exempt	Assistant City Clerk	630M	\$40.28	\$50.35	\$60.42	\$83,782	\$104,728	\$125,674
107	Exempt	Assistant City Manager	20E	\$84.80	\$105.99	\$127.19	\$176,384	\$220,459	\$264,555
73	Exempt	Assistant Director Administrative Services	120A	\$69.78	\$87.22	\$104.67	\$145,142	\$181,418	\$217,714
126	Exempt	Assistant Director Community Services	150A	\$66.80	\$83.49	\$100.19	\$138,944	\$173,659	\$208,395
1007	Exempt	Assistant Director Human Resources	155A	\$64.57	\$80.71	\$96.86	\$134,306	\$167,877	\$201,469
2001	Exempt	Assistant Director Library Services	160A	\$63.89	\$79.86	\$95.84	\$132,891	\$166,109	\$199,347
10	Exempt	Assistant Director Planning & Community Environment	130A	\$68.44	\$85.54	\$102.65	\$142,355	\$177,923	\$213,512
143	Exempt	Assistant Director Public Works	140A	\$67.64	\$84.55	\$101.46	\$140,691	\$175,864	\$211,037
168	Exempt	Assistant Fleet Manager	585M	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
102	Exempt	Assistant Manager WQCP	240D	\$54.68	\$68.34	\$82.01	\$113,734	\$142,147	\$170,581
30	Exempt	Assistant to the City Manager	390M	\$52.84	\$66.05	\$79.26	\$109,907	\$137,384	\$164,861
118	Exempt	Chief Building Official	290M	\$64.93	\$81.16	\$97.40	\$135,054	\$168,813	\$202,592
2008	Exempt	Chief Communications Officer	135A	\$68.07	\$85.08	\$102.10	\$141,586	\$176,966	\$212,368
112	Exempt	Chief Planning Official	220D	\$58.03	\$72.53	\$87.04	\$120,702	\$150,862	\$181,043
95	Exempt	Chief Procurement Officer	235D	\$54.89	\$68.61	\$82.34	\$114,171	\$142,709	\$171,267
82	Exempt	Chief Transportation Official	140A	\$67.64	\$84.55	\$101.46	\$140,691	\$175,864	\$211,037
96	Exempt	Claims Investigator	660P	\$37.40	\$46.75	\$56.10	\$77,792	\$97,240	\$116,688
24	Exempt	Communication Specialist	615M	\$40.51	\$50.63	\$60.76	\$84,261	\$105,310	\$126,381
89	Exempt	Contracts Administrator	585P	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
186	Non-Exempt	Coordinator Library Circulation	675M	\$35.66	\$44.57	\$53.49	\$74,173	\$92,706	\$111,259
191	Exempt	Deputy Chief/Fire Marshall	125A	\$68.96	\$86.20	\$103.44	\$143,437	\$179,296	\$215,155
11	Exempt	Deputy City Attorney	375M	\$54.17	\$67.71	\$81.26	\$112,674	\$140,837	\$169,021
71	Exempt	Deputy City Clerk	720M	\$32.27	\$40.33	\$48.40	\$67,122	\$83,886	\$100,672
55	Exempt	Deputy City Manager	115A	\$70.69	\$88.36	\$106.04	\$147,035	\$183,789	\$220,563
195	Exempt	Deputy Director Technical Services Division	200D	\$68.75	\$85.93	\$103.12	\$143,000	\$178,734	\$214,490
20	Exempt	Deputy Fire Chief	110A	\$71.84	\$89.80	\$107.76	\$149,427	\$186,784	\$224,141
81	Exempt	Director Administrative Services/Chief Financial Officer	50E	\$81.28	\$101.60	\$121.92	\$169,062	\$211,328	\$253,594
72	Exempt	Director Community Services	45E	\$81.92	\$102.39	\$122.87	\$170,394	\$212,971	\$255,570
1012	Exempt	Director Development Services	145A	\$71.92	\$89.89	\$107.87	\$149,594	\$186,971	\$224,370



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 7/6/2019 (3% Increase)

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
133	Exempt	Director Human Resources/Chief People Officer	55E	\$77.48	\$96.84	\$116.21	\$161,158	\$201,427	\$241,717
128	Exempt	Director Information Technology/Chief Information Officer	25E	\$84.65	\$105.81	\$126.98	\$176,072	\$220,085	\$264,118
131	Exempt	Director Libraries	60E	\$76.67	\$95.83	\$115.00	\$159,474	\$199,326	\$239,200
2028	Exempt	Director of Emergency Medical Services	215D	\$60.16	\$75.19	\$90.23	\$125,133	\$156,395	\$187,678
2005	Exempt	Director Office of Emergency Services	215D	\$60.16	\$75.19	\$90.23	\$125,133	\$156,395	\$187,678
49	Exempt	Director Office of Management and Budget	120A	\$69.78	\$87.22	\$104.67	\$145,142	\$181,418	\$217,714
134	Exempt	Director Planning & Community Environment	40E	\$82.10	\$102.62	\$123.15	\$170,768	\$213,450	\$256,152
135	Exempt	Director Public Works/City Engineer	30E	\$83.16	\$103.95	\$124.74	\$172,973	\$216,216	\$259,459
121	Exempt	Director Utilities	10E	\$106.56	\$133.20	\$159.84	\$221,645	\$277,056	\$332,467
2002	Exempt	Division Head Library Services	260D	\$51.87	\$64.83	\$77.80	\$107,890	\$134,846	\$161,824
172	Exempt	Division Manager Open Space, Parks & Golf	245D	\$53.94	\$67.42	\$80.91	\$112,195	\$140,234	\$168,293
TBD	Exempt	Division Manager Planning	220D	\$58.03	\$72.53	\$87.04	\$120,702	\$150,862	\$181,043
1005	Exempt	Executive Assistant to the City Manager	705M	\$34.74	\$43.42	\$52.11	\$72,259	\$90,314	\$108,389
139	Exempt	Fire Chief	35E	\$82.70	\$103.37	\$124.05	\$172,016	\$215,010	\$258,024
163	Exempt	Hearing Officer	480M	\$49.08	\$61.34	\$73.61	\$102,086	\$127,587	\$153,109
101	Exempt	Human Resources Representative	735P	\$31.48	\$39.34	\$47.21	\$65,478	\$81,827	\$98,197
90	Exempt	Landscape Architect Park Planner	510M	\$46.72	\$58.39	\$70.07	\$97,178	\$121,451	\$145,746
2015	Exempt	Legal Fellow	755P	\$40.16	\$50.20	\$60.24	\$83,533	\$104,416	\$125,299
171	Exempt	Management Analyst	585M	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
79	Exempt	Manager Accounting	235D	\$54.89	\$68.61	\$82.34	\$114,171	\$142,709	\$171,267
2007	Exempt	Manager Airport	210D	\$60.17	\$75.21	\$90.26	\$125,154	\$156,437	\$187,741
2023	Exempt	Manager Budget	360M	\$58.28	\$72.84	\$87.41	\$121,222	\$151,507	\$181,813
38	Exempt	Manager Communications	525M	\$45.57	\$56.96	\$68.36	\$94,786	\$118,477	\$142,189
154	Exempt	Manager Community Services	630M	\$40.28	\$50.35	\$60.42	\$83,782	\$104,728	\$125,674
169	Exempt	Manager Community Services Sr Program	585M	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
1013	Exempt	Manager Development Center	495M	\$47.88	\$59.85	\$71.82	\$99,590	\$124,488	\$149,386
63	Exempt	Manager Economic Development	220D	\$58.03	\$72.53	\$87.04	\$120,702	\$150,862	\$181,043
44	Exempt	Manager Employee Benefits	450M	\$49.59	\$61.98	\$74.38	\$103,147	\$128,918	\$154,710
45	Exempt	Manager Employee Relations & Training	235D	\$54.89	\$68.61	\$82.34	\$114,171	\$142,709	\$171,267
93	Exempt	Manager Environmental Control Program	419M	\$50.77	\$63.46	\$76.16	\$105,602	\$131,997	\$158,413
1116	Exempt	Manager Facilities	445M	\$50.33	\$62.91	\$75.50	\$104,686	\$130,853	\$157,040
2030	Exempt	Manager Finance	223D	\$57.64	\$72.04	\$86.45	\$119,891	\$149,843	\$179,816
127	Exempt	Manager Fleet	255D	\$50.84	\$63.55	\$76.26	\$105,747	\$132,184	\$158,621
2018	Exempt	Manager Human Services	540M	\$44.47	\$55.58	\$66.70	\$92,498	\$115,606	\$138,736



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Management, Professional and Confidential Salary Schedule
Effective 7/6/2019 (3% Increase)

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
32	Exempt	Manager Information Technology	230D	\$56.13	\$70.16	\$84.20	\$116,750	\$145,933	\$175,136
2006	Exempt	Manager Information Technology Security	230D	\$56.13	\$70.16	\$84.20	\$116,750	\$145,933	\$175,136
158	Exempt	Manager Laboratory Services	495M	\$47.88	\$59.85	\$71.82	\$99,590	\$124,488	\$149,386
78	Exempt	Manager Library Services	565M	\$41.80	\$52.24	\$62.69	\$86,944	\$108,659	\$130,395
92	Exempt	Manager Maintenance Operations	469M	\$46.90	\$58.62	\$70.35	\$97,552	\$121,930	\$146,328
26	Exempt	Manager Transportation Planning	345M	\$54.88	\$68.60	\$82.32	\$114,150	\$142,688	\$171,226
51	Exempt	Manager Planning	415M	\$50.84	\$63.54	\$76.25	\$105,747	\$132,163	\$158,600
103	Exempt	Manager Real Property	235D	\$54.89	\$68.61	\$82.34	\$114,171	\$142,709	\$171,267
2011	Exempt	Manager Revenue Collections	250D	\$51.56	\$64.45	\$77.34	\$107,245	\$134,056	\$160,867
160	Exempt	Manager Solid Waste	330M	\$55.53	\$69.41	\$83.30	\$115,502	\$144,373	\$173,264
57	Exempt	Manager Treasury, Debt & Investments	235D	\$54.89	\$68.61	\$82.34	\$114,171	\$142,709	\$171,267
86	Exempt	Manager Urban Forestry	436M	\$52.31	\$65.38	\$78.46	\$108,805	\$135,990	\$163,197
178	Exempt	Manager Water Quality Control Plant	205D	\$61.77	\$77.21	\$92.66	\$128,482	\$160,597	\$192,733
39	Exempt	Manager Watershed Protection	330M	\$55.53	\$69.41	\$83.30	\$115,502	\$144,373	\$173,264
1008	Exempt	Office of Emergency Services Coordinator	525M	\$45.57	\$56.96	\$68.36	\$94,786	\$118,477	\$142,189
2024	Exempt	Performance Auditor I	750P	\$30.71	\$38.38	\$46.06	\$63,877	\$79,830	\$95,805
100	Exempt	Performance Auditor II	585M	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
148	Exempt	Police Chief	15E	\$91.95	\$114.93	\$137.92	\$191,256	\$239,054	\$286,874
2021	Exempt	Chief Assistant City Attorney	101A	\$83.72	\$104.65	\$125.58	\$174,138	\$217,672	\$261,206
2016	Exempt	Principal Business Analyst	310M	\$58.51	\$73.13	\$87.76	\$121,701	\$152,110	\$182,541
2029	Exempt	Principal Planner	469M	\$47.28	\$59.09	\$70.91	\$98,342	\$122,907	\$147,493
2003	Exempt	Principal Management Analyst	360M	\$58.28	\$72.84	\$87.41	\$121,222	\$151,507	\$181,813
2009	Exempt	Project Manager	570M	\$42.61	\$53.26	\$63.92	\$88,629	\$110,781	\$132,954
2012	Exempt	Public Safety Communications Manager	495M	\$47.88	\$59.85	\$71.82	\$99,590	\$124,488	\$149,386
166	Exempt	Public Safety Program Manager	585M	\$42.34	\$52.92	\$63.51	\$88,067	\$110,074	\$132,101
117	Exempt	Senior Accountant	525M	\$45.57	\$56.96	\$68.36	\$94,786	\$118,477	\$142,189
2013	Exempt	Senior Business Analyst - M	420M	\$50.88	\$63.60	\$76.32	\$105,830	\$132,288	\$158,746
187	Exempt	Senior Engineer	300M	\$58.34	\$72.92	\$87.51	\$121,347	\$151,674	\$182,021
106	Exempt	Senior Executive Assistant	450M	\$49.59	\$61.98	\$74.38	\$103,147	\$128,918	\$154,710
157	Exempt	Senior Human Resources Administrator	545M	\$43.22	\$54.02	\$64.83	\$89,898	\$112,362	\$134,846
14	Exempt	Senior Management Analyst	465M	\$49.55	\$61.93	\$74.32	\$103,064	\$128,814	\$154,586
130	Exempt	Senior Performance Auditor	510M	\$46.72	\$58.39	\$70.07	\$97,178	\$121,451	\$145,746
53	Exempt	Senior Project Manager	300M	\$58.34	\$72.92	\$87.51	\$121,347	\$151,674	\$182,021
33	Exempt	Senior Technologist	420M	\$50.88	\$63.60	\$76.32	\$105,830	\$132,288	\$158,746



City of Palo Alto
Management, Professional and Confidential Salary Schedule
Effective 7/6/2019 (3% Increase)

Job Code	FLSA Status	Classifications	Grade Codes	Hourly Rate			Annual Salary		
				Min	Mid	Max	Min	Mid	Max
155	Exempt	Superintendent Animal Services	540M	\$44.47	\$55.58	\$66.70	\$92,498	\$115,606	\$138,736
83	Exempt	Superintendent Community Services	480M	\$49.08	\$61.34	\$73.61	\$102,086	\$127,587	\$153,109
1117	Exempt	Superintendent Recreation	480M	\$49.08	\$61.34	\$73.61	\$102,086	\$127,587	\$153,109
2022	Exempt	Supervising Librarian	675M	\$35.80	\$44.74	\$53.69	\$74,464	\$93,059	\$111,675
161	Exempt	Supervisor Facilities Management	600M	\$41.39	\$51.73	\$62.08	\$86,091	\$107,598	\$129,126
113	Exempt	Supervisor Inspection and Surveying	540M	\$44.47	\$55.58	\$66.70	\$92,498	\$115,606	\$138,736
146	Exempt	Supervisor Warehouse	660M	\$37.40	\$46.75	\$56.10	\$77,792	\$97,240	\$116,688
181	Exempt	Supervisor Water Quality Control Operations	525M	\$45.57	\$56.96	\$68.36	\$94,786	\$118,477	\$142,189
2027	Exempt	Utilities Chief Operating Officer	60E	\$76.67	\$95.83	\$115.00	\$159,474	\$199,326	\$239,200
Confidential Classifications									
905	Non-Exempt	Human Resources Technician	830C	\$27.15	\$33.93	\$40.72	\$56,472	\$70,574	\$84,698
903	Non-Exempt	Legal Secretary-Confidential	820C	\$27.83	\$34.78	\$41.74	\$57,886	\$72,342	\$86,819
67	Exempt	Secretary to City Attorney	800C	\$33.07	\$41.33	\$49.60	\$68,786	\$85,966	\$103,168
1004	Non-Exempt	Senior Legal Secretary - Confidential	810C	\$30.71	\$38.38	\$46.06	\$63,877	\$79,830	\$95,805



Limited 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 7/1/2021
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 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 7/1/2021
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 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 7/1/2021
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	\$17.96	\$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 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 7/1/2021
961	Non-exempt	Police Reserve II	1						
			2						
			3	\$22.04	\$44.08	\$44.08	\$45.19	\$45.19	\$46.10
			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
963	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



Limited Hourly Group Salary Schedule

			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 7/1/2021	
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



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 7/1/2021
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 7/1/2021
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 7/1/2021
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	\$17.96	\$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

			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 7/1/2021	
Job Code	FLSA	Job Title	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



Palo Alto Fire Chiefs' Association (PAFCA)
Salary Schedule

<i>Non-Shift</i>			10/13/2018 (5.5% Increase)		
<i>Job Code</i>	<i>Classifications</i>	<i>Grade Codes</i>	<i>Hourly Rate</i>	<i>Approx Monthly Salary</i>	<i>Approx. Annual Salary</i>
018	Battalion Chief 40-hour workweek	28	\$92.26	\$15,992	\$191,901
015	Battalion Chief EMT 40-hour workweek	28E	\$94.78	\$16,429	\$197,142
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$94.78	\$16,429	\$197,142
<i>Shift</i>					
<i>Job Code</i>	<i>Classifications</i>	<i>Grade Codes</i>		<i>Approx Monthly Salary</i>	<i>Approx. Annual Salary</i>
116	Battalion Chief 56-hour workweek	030	\$62.78	\$15,235	\$182,815
016	Battalion Chief EMT 56-hour workweek	030E	\$64.50	\$15,652	\$187,824

<i>Non-Shift</i>			07/06/2019 (3% Increase)		
<i>Job Code</i>	<i>Classifications</i>	<i>Grade Codes</i>	<i>Hourly Rate</i>	<i>Approx Monthly Salary</i>	<i>Approx. Annual Salary</i>
018	Battalion Chief 40-hour workweek	28	\$95.03	\$16,472	\$197,662
015	Battalion Chief EMT 40-hour workweek	28E	\$97.63	\$16,923	\$203,070
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$97.63	\$16,923	\$203,070
<i>Shift</i>					
<i>Job Code</i>	<i>Classifications</i>	<i>Grade Codes</i>		<i>Approx Monthly Salary</i>	<i>Approx. Annual Salary</i>
116	Battalion Chief 56-hour workweek	030	\$64.67	\$15,693	\$188,319
016	Battalion Chief EMT 56-hour workweek	030E	\$66.44	\$16,123	\$193,473

<i>Non-Shift</i>			07/03/2021 (3% Increase)		
<i>Job Code</i>	<i>Classifications</i>	<i>Grade Codes</i>	<i>Hourly Rate</i>	<i>Approx Monthly Salary</i>	<i>Approx. Annual Salary</i>
018	Battalion Chief 40-hour workweek	28	\$97.89	\$16,968	\$203,611
015	Battalion Chief EMT 40-hour workweek	28E	\$100.56	\$17,430	\$209,165
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$100.56	\$17,430	\$209,165
<i>Shift</i>					
<i>Job Code</i>	<i>Classifications</i>	<i>Grade Codes</i>		<i>Approx Monthly Salary</i>	<i>Approx. Annual Salary</i>
116	Battalion Chief 56-hour workweek	030	\$66.62	\$16,166	\$193,997
016	Battalion Chief EMT 56-hour workweek	030E	\$68.44	\$16,608	\$199,297



Palo Alto Police Managers' Association (PAPMA)
Salary Schedule

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

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

Effective 07/16/2019 : 4% Increase

Job Code	FLSA	Classification	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx Max Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 77.12	\$ 96.39	\$ 115.67	\$ 19,278	\$ 240,594
149	Exempt	Police Liet-Adv	086	\$ 68.90	\$ 86.12	\$ 103.35	\$ 19,278	\$ 214,968

Effective 07/03/2021 : 4% Increase

Job Code	FLSA	Classification	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx Max Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 80.20	\$ 100.25	\$ 120.30	\$ 19,278	\$ 250,224
149	Exempt	Police Liet-Adv	086	\$ 71.66	\$ 89.57	\$ 107.49	\$ 19,278	\$ 223,579



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 10/13/2018 (5.5% Increase)				Effective 07/06/2019 (3% Increase)				Effective 07/03/2021 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
601	Non-exempt	SH	FIRE APPARATUS OP	1	\$ 33.77			1	\$ 34.81			1	\$ 35.86		
				2	\$ 35.55			2	\$ 36.64			2	\$ 37.75		
				3	\$ 37.43			3	\$ 38.57			3	\$ 39.74		
				4	\$ 39.41			4	\$ 40.60			4	\$ 41.83		
				5	\$ 41.49	\$ 10,068	\$ 120,819	5	\$ 42.74	\$ 10,372	\$ 124,459	5	\$ 44.03	\$ 10,685	\$ 128,215
602	Non-exempt	SH	FIRE CAPTAIN	1	\$ 40.09			1	\$ 41.30			1	\$ 42.54		
				2	\$ 42.20			2	\$ 43.47			2	\$ 44.78		
				3	\$ 44.42			3	\$ 45.76			3	\$ 47.14		
				4	\$ 46.76			4	\$ 48.17			4	\$ 49.62		
				5	\$ 49.22	\$ 11,944	\$ 143,329	5	\$ 50.70	\$ 12,303	\$ 147,638	5	\$ 52.23	\$ 12,674	\$ 152,094
603	Non-exempt	SH	FIRE INSPECTOR	1	\$ 42.10			1	\$ 43.37			1	\$ 44.68		
				2	\$ 44.32			2	\$ 45.65			2	\$ 47.03		
				3	\$ 46.65			3	\$ 48.05			3	\$ 49.50		
				4	\$ 49.10			4	\$ 50.58			4	\$ 52.10		
				5	\$ 51.68	\$ 12,541	\$ 150,492	5	\$ 53.24	\$ 12,920	\$ 155,035	5	\$ 54.84	\$ 13,308	\$ 159,694
604	Non-exempt	SH	FIRE FIGHTER	1	\$ 31.62			1	\$ 32.57			1	\$ 33.54		
				2	\$ 33.28			2	\$ 34.28			2	\$ 35.30		
				3	\$ 35.03			3	\$ 36.08			3	\$ 37.16		
				4	\$ 36.87			4	\$ 37.98			4	\$ 39.12		
				5	\$ 38.81	\$ 9,418	\$ 113,015	5	\$ 39.98	\$ 9,702	\$ 116,422	5	\$ 41.18	\$ 9,993	\$ 119,916
606	Non-exempt	SH	OPER PARAMEDIC-12.5	1	\$ 38.01			1	\$ 39.17			1	\$ 40.35		
				2	\$ 40.01			2	\$ 41.23			2	\$ 42.47		
				3	\$ 42.12			3	\$ 43.40			3	\$ 44.70		
				4	\$ 44.34			4	\$ 45.68			4	\$ 47.05		
				5	\$ 46.67	\$ 11,325	\$ 135,903	5	\$ 48.08	\$ 11,667	\$ 140,009	5	\$ 49.53	\$ 12,019	\$ 144,231
608	Non-exempt	SH	CAPTAIN PARAMEDIC-12.5	1	\$ 45.10			1	\$ 46.46			1	\$ 47.86		
				2	\$ 47.47			2	\$ 48.91			2	\$ 50.38		
				3	\$ 49.97			3	\$ 51.48			3	\$ 53.03		
				4	\$ 52.60			4	\$ 54.19			4	\$ 55.82		
				5	\$ 55.37	\$ 13,436	\$ 161,237	5	\$ 57.04	\$ 13,842	\$ 166,100	5	\$ 58.76	\$ 14,259	\$ 171,109
610	Non-exempt	SH	INSPCTR PARAMDC-12.5	1	\$ 45.51			1	\$ 46.87			1	\$ 48.29		
				2	\$ 47.91			2	\$ 49.34			2	\$ 50.83		
				3	\$ 50.43			3	\$ 51.94			3	\$ 53.50		
				4	\$ 53.08			4	\$ 54.67			4	\$ 56.32		
				5	\$ 55.87	\$ 13,558	\$ 162,693	5	\$ 57.55	\$ 13,965	\$ 167,586	5	\$ 59.28	\$ 14,385	\$ 172,623
676	Non-exempt	SH	F FIGHTR PARAMEDC-12.5	1	\$ 35.57			1	\$ 36.62			1	\$ 37.72		
				2	\$ 37.44			2	\$ 38.55			2	\$ 39.71		
				3	\$ 39.41			3	\$ 40.58			3	\$ 41.80		
				4	\$ 41.48			4	\$ 42.72			4	\$ 44.00		
				5	\$ 43.66	\$ 10,595	\$ 127,138	5	\$ 44.97	\$ 10,913	\$ 130,953	5	\$ 46.32	\$ 11,240	\$ 134,884



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 10/13/2018 (5.5% Increase)				Effective 07/06/2019 (3% Increase)				Effective 07/03/2021 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
677	Non-exempt	SH	HAZ MAT SPEC	1	\$ 43.32			1	\$ 44.63			1	\$ 45.97		
				2	\$ 45.60			2	\$ 46.98			2	\$ 48.39		
				3	\$ 48.00			3	\$ 49.45			3	\$ 50.94		
				4	\$ 50.53			4	\$ 52.05			4	\$ 53.62		
				5	\$ 53.19	\$ 12,907	\$ 154,889	5	\$ 54.79	\$ 13,296	\$ 159,548	5	\$ 56.44	\$ 13,696	\$ 164,353
678	Non-exempt	SH	HAZ MAT INSPECTOR	1	\$ 42.10			1	\$ 43.37			1	\$ 44.68		
				2	\$ 44.32			2	\$ 45.65			2	\$ 47.03		
				3	\$ 46.65			3	\$ 48.05			3	\$ 49.50		
				4	\$ 49.10			4	\$ 50.58			4	\$ 52.10		
				5	\$ 51.68	\$ 12,541	\$ 150,492	5	\$ 53.24	\$ 12,920	\$ 155,035	5	\$ 54.84	\$ 13,308	\$ 159,694
680	Non-exempt	SH	FIRE FIGHTER HAZ MAT	1	\$ 33.18			1	\$ 34.20			1	\$ 35.23		
				2	\$ 34.93			2	\$ 36.00			2	\$ 37.08		
				3	\$ 36.77			3	\$ 37.89			3	\$ 39.03		
				4	\$ 38.71			4	\$ 39.88			4	\$ 41.08		
				5	\$ 40.75	\$ 9,889	\$ 118,664	5	\$ 41.98	\$ 10,187	\$ 122,246	5	\$ 43.24	\$ 10,493	\$ 125,915
681	Non-exempt	SH	FIRE APPR OP HAZ MAT	1	\$ 35.47			1	\$ 36.56			1	\$ 37.64		
				2	\$ 37.34			2	\$ 38.48			2	\$ 39.62		
				3	\$ 39.31			3	\$ 40.50			3	\$ 41.71		
				4	\$ 41.38			4	\$ 42.63			4	\$ 43.91		
				5	\$ 43.56	\$ 10,571	\$ 126,847	5	\$ 44.87	\$ 10,888	\$ 130,661	5	\$ 46.22	\$ 11,216	\$ 134,593
682	Non-exempt	SH	FIRE CAPTAIN HAZ MAT	1	\$ 42.10			1	\$ 43.38			1	\$ 44.68		
				2	\$ 44.32			2	\$ 45.66			2	\$ 47.03		
				3	\$ 46.65			3	\$ 48.06			3	\$ 49.50		
				4	\$ 49.11			4	\$ 50.59			4	\$ 52.11		
				5	\$ 51.69	\$ 12,543	\$ 150,521	5	\$ 53.25	\$ 12,922	\$ 155,064	5	\$ 54.85	\$ 13,310	\$ 159,723
683	Non-exempt	SH	FIRE FIGHTER EMT	1	\$ 32.57			1	\$ 33.54			1	\$ 34.56		
				2	\$ 34.28			2	\$ 35.30			2	\$ 36.38		
				3	\$ 36.08			3	\$ 37.16			3	\$ 38.29		
				4	\$ 37.98			4	\$ 39.12			4	\$ 40.30		
				5	\$ 39.98	\$ 9,702	\$ 116,422	5	\$ 41.18	\$ 9,993	\$ 119,916	5	\$ 42.42	\$ 10,294	\$ 123,527
684	Non-exempt	SH	FIRE FGHR HZ MT EMT	1	\$ 34.14			1	\$ 35.17			1	\$ 36.23		
				2	\$ 35.94			2	\$ 37.02			2	\$ 38.14		
				3	\$ 37.83			3	\$ 38.97			3	\$ 40.15		
				4	\$ 39.82			4	\$ 41.02			4	\$ 42.26		
				5	\$ 41.92	\$ 10,173	\$ 122,071	5	\$ 43.18	\$ 10,478	\$ 125,740	5	\$ 44.48	\$ 10,794	\$ 129,526
685	Non-exempt	SH	FIRE APPARATUS OP EMT	1	\$ 34.81			1	\$ 35.86			1	\$ 36.95		
				2	\$ 36.64			2	\$ 37.75			2	\$ 38.89		
				3	\$ 38.57			3	\$ 39.74			3	\$ 40.94		
				4	\$ 40.60			4	\$ 41.83			4	\$ 43.09		
				5	\$ 42.74	\$ 10,372	\$ 124,459	5	\$ 44.03	\$ 10,685	\$ 128,215	5	\$ 45.36	\$ 11,007	\$ 132,088



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 10/13/2018 (5.5% Increase)				Effective 07/06/2019 (3% Increase)				Effective 07/03/2021 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
686	Non-exempt	SH	FIRE AP OP HZ MT EMT	1	\$ 36.50			1	\$ 37.60			1	\$ 38.72		
				2	\$ 38.42			2	\$ 39.58			2	\$ 40.76		
				3	\$ 40.44			3	\$ 41.66			3	\$ 42.91		
				4	\$ 42.57			4	\$ 43.85			4	\$ 45.17		
				5	\$ 44.81	\$ 10,874	\$ 130,487	5	\$ 46.16	\$ 11,201	\$ 134,418	5	\$ 47.55	\$ 11,539	\$ 138,466
687	Non-exempt	SH	FIRE CAPTAIN EMT	1	\$ 41.30			1	\$ 42.55			1	\$ 43.82		
				2	\$ 43.47			2	\$ 44.79			2	\$ 46.13		
				3	\$ 45.76			3	\$ 47.15			3	\$ 48.56		
				4	\$ 48.17			4	\$ 49.63			4	\$ 51.12		
				5	\$ 50.71	\$ 12,306	\$ 147,668	5	\$ 52.24	\$ 12,677	\$ 152,123	5	\$ 53.81	\$ 13,058	\$ 156,695
688	Non-exempt	SH	FIRE CAP HAZ MAT EMT	1	\$ 43.30			1	\$ 44.61			1	\$ 45.95		
				2	\$ 45.58			2	\$ 46.96			2	\$ 48.37		
				3	\$ 47.98			3	\$ 49.43			3	\$ 50.92		
				4	\$ 50.51			4	\$ 52.03			4	\$ 53.60		
				5	\$ 53.17	\$ 12,903	\$ 154,831	5	\$ 54.77	\$ 13,291	\$ 159,490	5	\$ 56.42	\$ 13,691	\$ 164,295
689	Non-exempt	SH	FIRE INSPECTOR EMT	1	\$ 43.39			1	\$ 44.68			1	\$ 46.03		
				2	\$ 45.67			2	\$ 47.03			2	\$ 48.45		
				3	\$ 48.07			3	\$ 49.51			3	\$ 51.00		
				4	\$ 50.60			4	\$ 52.12			4	\$ 53.68		
				5	\$ 53.26	\$ 12,924	\$ 155,093	5	\$ 54.86	\$ 13,313	\$ 159,752	5	\$ 56.51	\$ 13,713	\$ 164,557
691	Non-exempt	SH	F FGH PRDMD-12.5 EMT	1	\$ 36.52			1	\$ 37.62			1	\$ 38.74		
				2	\$ 38.44			2	\$ 39.60			2	\$ 40.78		
				3	\$ 40.46			3	\$ 41.68			3	\$ 42.93		
				4	\$ 42.59			4	\$ 43.87			4	\$ 45.19		
				5	\$ 44.83	\$ 10,879	\$ 130,545	5	\$ 46.18	\$ 11,206	\$ 134,476	5	\$ 47.57	\$ 11,544	\$ 138,524
693	Non-exempt	SH	OPR PRMDC-12.5 EMT	1	\$ 39.03			1	\$ 40.20			1	\$ 41.42		
				2	\$ 41.08			2	\$ 42.32			2	\$ 43.60		
				3	\$ 43.24			3	\$ 44.55			3	\$ 45.89		
				4	\$ 45.52			4	\$ 46.89			4	\$ 48.31		
				5	\$ 47.92	\$ 11,629	\$ 139,543	5	\$ 49.36	\$ 11,978	\$ 143,736	5	\$ 50.85	\$ 12,340	\$ 148,075
695	Non-exempt	SH	CAPT PRMDC-12.5 EMT	1	\$ 46.31			1	\$ 47.71			1	\$ 49.13		
				2	\$ 48.75			2	\$ 50.22			2	\$ 51.72		
				3	\$ 51.32			3	\$ 52.86			3	\$ 54.44		
				4	\$ 54.02			4	\$ 55.64			4	\$ 57.31		
				5	\$ 56.86	\$ 13,798	\$ 165,576	5	\$ 58.57	\$ 14,213	\$ 170,556	5	\$ 60.33	\$ 14,640	\$ 175,681
696	Non-exempt	SH	HAZ MAT SPEC EMT	1	\$ 44.63			1	\$ 45.97			1	\$ 47.36		
				2	\$ 46.98			2	\$ 48.39			2	\$ 49.85		
				3	\$ 49.45			3	\$ 50.94			3	\$ 52.47		
				4	\$ 52.05			4	\$ 53.62			4	\$ 55.23		
				5	\$ 54.79	\$ 13,296	\$ 159,548	5	\$ 56.44	\$ 13,696	\$ 164,353	5	\$ 58.14	\$ 14,109	\$ 169,304



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 10/13/2018 (5.5% Increase)				Effective 07/06/2019 (3% Increase)				Effective 07/03/2021 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
671	Non-exempt	SH	FIRE FGHTR EMT HAZ MT PARA	1	\$ 38.09			1	\$ 39.24			1	\$ 40.41		
				2	\$ 40.09			2	\$ 41.30			2	\$ 42.54		
				3	\$ 42.20			3	\$ 43.47			3	\$ 44.78		
				4	\$ 44.42			4	\$ 45.76			4	\$ 47.14		
				5	\$ 46.76	\$ 11,347	\$ 136,165	5	\$ 48.17	\$ 11,689	\$ 140,271	5	\$ 49.62	\$ 12,041	\$ 144,493
672	Non-exempt	SH	FIRE AP OP EMT HAZ MT PARA	1	\$ 40.72			1	\$ 41.94			1	\$ 43.21		
				2	\$ 42.86			2	\$ 44.15			2	\$ 45.48		
				3	\$ 45.12			3	\$ 46.47			3	\$ 47.87		
				4	\$ 47.49			4	\$ 48.92			4	\$ 50.39		
				5	\$ 49.99	\$ 12,131	\$ 145,571	5	\$ 51.49	\$ 12,495	\$ 149,939	5	\$ 53.04	\$ 12,871	\$ 154,452
661	Non-exempt	SH	FIRE CPT EMT HAZ MT PARA	1	\$ 48.32			1	\$ 49.77			1	\$ 51.27		
				2	\$ 50.86			2	\$ 52.39			2	\$ 53.97		
				3	\$ 53.54			3	\$ 55.15			3	\$ 56.81		
				4	\$ 56.36			4	\$ 58.05			4	\$ 59.80		
				5	\$ 59.33	\$ 14,397	\$ 172,769	5	\$ 61.11	\$ 14,829	\$ 177,952	5	\$ 62.95	\$ 15,276	\$ 183,310
634	Non-exempt	NS	FIRE APPARATUS OP	1	\$ 47.30			1	\$ 48.73			1	\$ 50.19		
				2	\$ 49.79			2	\$ 51.29			2	\$ 52.83		
				3	\$ 52.41			3	\$ 53.99			3	\$ 55.61		
				4	\$ 55.17			4	\$ 56.83			4	\$ 58.54		
				5	\$ 58.07	\$ 10,065	\$ 120,786	5	\$ 59.82	\$ 10,369	\$ 124,426	5	\$ 61.62	\$ 10,681	\$ 128,170
635	Non-exempt	NS	FIRE CAPTAIN	1	\$ 56.14			1	\$ 57.83			1	\$ 59.56		
				2	\$ 59.09			2	\$ 60.87			2	\$ 62.69		
				3	\$ 62.20			3	\$ 64.07			3	\$ 65.99		
				4	\$ 65.47			4	\$ 67.44			4	\$ 69.46		
				5	\$ 68.92	\$ 11,946	\$ 143,354	5	\$ 70.99	\$ 12,305	\$ 147,659	5	\$ 73.12	\$ 12,674	\$ 152,090
636	Non-exempt	NS	FIRE INSPECTOR	1	\$ 58.94			1	\$ 60.71			1	\$ 62.54		
				2	\$ 62.04			2	\$ 63.91			2	\$ 65.83		
				3	\$ 65.30			3	\$ 67.27			3	\$ 69.29		
				4	\$ 68.74			4	\$ 70.81			4	\$ 72.94		
				5	\$ 72.36	\$ 12,542	\$ 150,509	5	\$ 74.54	\$ 12,920	\$ 155,043	5	\$ 76.78	\$ 13,309	\$ 159,702
637	Non-exempt	NS	FIRE FIGHTER	1	\$ 44.25			1	\$ 45.58			1	\$ 46.95		
				2	\$ 46.58			2	\$ 47.98			2	\$ 49.42		
				3	\$ 49.03			3	\$ 50.50			3	\$ 52.02		
				4	\$ 51.61			4	\$ 53.16			4	\$ 54.76		
				5	\$ 54.33	\$ 9,417	\$ 113,006	5	\$ 55.96	\$ 9,700	\$ 116,397	5	\$ 57.64	\$ 9,991	\$ 119,891
638	Non-exempt	NS	OPER PARAMEDIC-12.5	1	\$ 53.20			1	\$ 54.80			1	\$ 56.45		
				2	\$ 56.00			2	\$ 57.68			2	\$ 59.42		
				3	\$ 58.95			3	\$ 60.72			3	\$ 62.55		
				4	\$ 62.05			4	\$ 63.92			4	\$ 65.84		
				5	\$ 65.32	\$ 11,322	\$ 135,866	5	\$ 67.28	\$ 11,662	\$ 139,942	5	\$ 69.30	\$ 12,012	\$ 144,144



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 10/13/2018 (5.5% Increase)				Effective 07/06/2019 (3% Increase)				Effective 07/03/2021 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
639	Non-exempt	NS	CAPTAIN PARAMEDIC-12.5	1	\$ 63.15			1	\$ 65.06			1	\$ 67.00		
				2	\$ 66.47			2	\$ 68.48			2	\$ 70.53		
				3	\$ 69.97			3	\$ 72.08			3	\$ 74.24		
				4	\$ 73.65			4	\$ 75.87			4	\$ 78.15		
				5	\$ 77.53	\$ 13,439	\$ 161,262	5	\$ 79.86	\$ 13,842	\$ 166,109	5	\$ 82.26	\$ 14,258	\$ 171,101
641	Non-exempt	NS	INSPCTR PARAMDC-12.5	1	\$ 63.69			1	\$ 65.60			1	\$ 67.57		
				2	\$ 67.04			2	\$ 69.05			2	\$ 71.13		
				3	\$ 70.57			3	\$ 72.68			3	\$ 74.87		
				4	\$ 74.28			4	\$ 76.51			4	\$ 78.81		
				5	\$ 78.19	\$ 13,553	\$ 162,635	5	\$ 80.54	\$ 13,960	\$ 167,523	5	\$ 82.96	\$ 14,380	\$ 172,557
642	Non-exempt	NS	40-HR TRAINING CAPTAIN	1	\$ 58.94			1	\$ 60.71			1	\$ 62.54		
				2	\$ 62.04			2	\$ 63.91			2	\$ 65.83		
				3	\$ 65.30			3	\$ 67.27			3	\$ 69.29		
				4	\$ 68.74			4	\$ 70.81			4	\$ 72.94		
				5	\$ 72.36	\$ 12,542	\$ 150,509	5	\$ 74.54	\$ 12,920	\$ 155,043	5	\$ 76.78	\$ 13,309	\$ 159,702
643	Non-exempt	NS	40-HR TRAINING CAPTAIN EMT	1	\$ 60.71			1	\$ 62.53			1	\$ 64.41		
				2	\$ 63.90			2	\$ 65.82			2	\$ 67.80		
				3	\$ 67.26			3	\$ 69.28			3	\$ 71.37		
				4	\$ 70.80			4	\$ 72.93			4	\$ 75.13		
				5	\$ 74.53	\$ 12,919	\$ 155,022	5	\$ 76.77	\$ 13,307	\$ 159,682	5	\$ 79.08	\$ 13,707	\$ 164,486
644	Non-exempt	NS	F FIGHTR PARAMEDC-12.5	1	\$ 49.77			1	\$ 51.26			1	\$ 52.80		
				2	\$ 52.39			2	\$ 53.96			2	\$ 55.58		
				3	\$ 55.15			3	\$ 56.80			3	\$ 58.51		
				4	\$ 58.05			4	\$ 59.79			4	\$ 61.59		
				5	\$ 61.10	\$ 10,591	\$ 127,088	5	\$ 62.94	\$ 10,910	\$ 130,915	5	\$ 64.83	\$ 11,237	\$ 134,846
645	Non-exempt	NS	HAZ MAT SPEC	1	\$ 60.67			1	\$ 62.49			1	\$ 64.37		
				2	\$ 63.86			2	\$ 65.78			2	\$ 67.76		
				3	\$ 67.22			3	\$ 69.24			3	\$ 71.33		
				4	\$ 70.76			4	\$ 72.88			4	\$ 75.08		
				5	\$ 74.48	\$ 12,910	\$ 154,918	5	\$ 76.72	\$ 13,298	\$ 159,578	5	\$ 79.03	\$ 13,699	\$ 164,382
646	Non-exempt	NS	HAZ MAT INSPECTOR	1	\$ 58.94			1	\$ 60.71			1	\$ 62.54		
				2	\$ 62.04			2	\$ 63.91			2	\$ 65.83		
				3	\$ 65.30			3	\$ 67.27			3	\$ 69.29		
				4	\$ 68.74			4	\$ 70.81			4	\$ 72.94		
				5	\$ 72.36	\$ 12,542	\$ 150,509	5	\$ 74.54	\$ 12,920	\$ 155,043	5	\$ 76.78	\$ 13,309	\$ 159,702
647	Non-exempt	NS	FIRE FIGHTER HAZ MAT	1	\$ 46.46			1	\$ 47.85			1	\$ 49.30		
				2	\$ 48.90			2	\$ 50.37			2	\$ 51.89		
				3	\$ 51.47			3	\$ 53.02			3	\$ 54.62		
				4	\$ 54.18			4	\$ 55.81			4	\$ 57.49		
				5	\$ 57.03	\$ 9,885	\$ 118,622	5	\$ 58.75	\$ 10,183	\$ 122,200	5	\$ 60.52	\$ 10,490	\$ 125,882



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 10/13/2018 (5.5% Increase)				Effective 07/06/2019 (3% Increase)				Effective 07/03/2021 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
650	Non-exempt	NS	FIRE APPR OP HAZ MAT	1	\$ 49.66			1	\$ 51.16			1	\$ 52.70		
				2	\$ 52.27			2	\$ 53.85			2	\$ 55.47		
				3	\$ 55.02			3	\$ 56.68			3	\$ 58.39		
				4	\$ 57.92			4	\$ 59.66			4	\$ 61.46		
				5	\$ 60.97	\$ 10,568	\$ 126,818	5	\$ 62.80	\$ 10,885	\$ 130,624	5	\$ 64.69	\$ 11,213	\$ 134,555
648	Non-exempt	NS	FIRE CAPTAIN HAZ MAT	1	\$ 58.94			1	\$ 60.71			1	\$ 62.54		
				2	\$ 62.04			2	\$ 63.91			2	\$ 65.83		
				3	\$ 65.30			3	\$ 67.27			3	\$ 69.29		
				4	\$ 68.74			4	\$ 70.81			4	\$ 72.94		
				5	\$ 72.36	\$ 12,542	\$ 150,509	5	\$ 74.54	\$ 12,920	\$ 155,043	5	\$ 76.78	\$ 13,309	\$ 159,702
649	Non-exempt	NS	FIRE FIGHTER EMT	1	\$ 45.58			1	\$ 46.95			1	\$ 48.36		
				2	\$ 47.98			2	\$ 49.42			2	\$ 50.90		
				3	\$ 50.50			3	\$ 52.02			3	\$ 53.58		
				4	\$ 53.16			4	\$ 54.76			4	\$ 56.40		
				5	\$ 55.96	\$ 9,700	\$ 116,397	5	\$ 57.64	\$ 9,991	\$ 119,891	5	\$ 59.37	\$ 10,291	\$ 123,490
651	Non-exempt	NS	FIRE FGHR HZ MT EMT	1	\$ 47.79			1	\$ 49.23			1	\$ 50.71		
				2	\$ 50.30			2	\$ 51.82			2	\$ 53.38		
				3	\$ 52.95			3	\$ 54.55			3	\$ 56.19		
				4	\$ 55.74			4	\$ 57.42			4	\$ 59.15		
				5	\$ 58.67	\$ 10,169	\$ 122,034	5	\$ 60.44	\$ 10,476	\$ 125,715	5	\$ 62.26	\$ 10,792	\$ 129,501
652	Non-exempt	NS	FIRE APPARATUS OP EMT	1	\$ 48.73			1	\$ 50.19			1	\$ 51.71		
				2	\$ 51.29			2	\$ 52.83			2	\$ 54.43		
				3	\$ 53.99			3	\$ 55.61			3	\$ 57.29		
				4	\$ 56.83			4	\$ 58.54			4	\$ 60.30		
				5	\$ 59.82	\$ 10,369	\$ 124,426	5	\$ 61.62	\$ 10,681	\$ 128,170	5	\$ 63.47	\$ 11,001	\$ 132,018
653	Non-exempt	NS	FIRE AP OP HZ MT EMT	1	\$ 51.08			1	\$ 52.62			1	\$ 54.21		
				2	\$ 53.77			2	\$ 55.39			2	\$ 57.06		
				3	\$ 56.60			3	\$ 58.31			3	\$ 60.06		
				4	\$ 59.58			4	\$ 61.38			4	\$ 63.22		
				5	\$ 62.72	\$ 10,871	\$ 130,458	5	\$ 64.61	\$ 11,199	\$ 134,389	5	\$ 66.55	\$ 11,535	\$ 138,424
655	Non-exempt	NS	FIRE CAPTAIN EMT	1	\$ 57.84			1	\$ 59.57			1	\$ 61.35		
				2	\$ 60.88			2	\$ 62.70			2	\$ 64.58		
				3	\$ 64.08			3	\$ 66.00			3	\$ 67.98		
				4	\$ 67.45			4	\$ 69.47			4	\$ 71.56		
				5	\$ 71.00	\$ 12,307	\$ 147,680	5	\$ 73.13	\$ 12,676	\$ 152,110	5	\$ 75.33	\$ 13,057	\$ 156,686
654	Non-exempt	NS	FIRE CAP HAZ MAT EMT	1	\$ 60.60			1	\$ 62.42			1	\$ 64.30		
				2	\$ 63.79			2	\$ 65.71			2	\$ 67.68		
				3	\$ 67.15			3	\$ 69.17			3	\$ 71.24		
				4	\$ 70.68			4	\$ 72.81			4	\$ 74.99		
				5	\$ 74.40	\$ 12,896	\$ 154,752	5	\$ 76.64	\$ 13,284	\$ 159,411	5	\$ 78.94	\$ 13,683	\$ 164,195



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 10/13/2018 (5.5% Increase)				Effective 07/06/2019 (3% Increase)				Effective 07/03/2021 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
656	Non-exempt	NS	FIRE INSPECTOR EMT	1	\$ 60.71			1	\$ 62.53			1	\$ 64.41		
				2	\$ 63.90			2	\$ 65.82			2	\$ 67.80		
				3	\$ 67.26			3	\$ 69.28			3	\$ 71.37		
				4	\$ 70.80			4	\$ 72.93			4	\$ 75.13		
				5	\$ 74.53	\$ 12,919	\$ 155,022	5	\$ 76.77	\$ 13,307	\$ 159,682	5	\$ 79.08	\$ 13,707	\$ 164,486
657	Non-exempt	NS	F FGH PRDMD-12.5 EMT	1	\$ 51.11			1	\$ 52.65			1	\$ 54.24		
				2	\$ 53.80			2	\$ 55.42			2	\$ 57.09		
				3	\$ 56.63			3	\$ 58.34			3	\$ 60.09		
				4	\$ 59.61			4	\$ 61.41			4	\$ 63.25		
				5	\$ 62.75	\$ 10,877	\$ 130,520	5	\$ 64.64	\$ 11,204	\$ 134,451	5	\$ 66.58	\$ 11,541	\$ 138,486
658	Non-exempt	NS	OPR PRMDC-12.5 EMT	1	\$ 54.63			1	\$ 56.28			1	\$ 57.97		
				2	\$ 57.50			2	\$ 59.24			2	\$ 61.02		
				3	\$ 60.53			3	\$ 62.36			3	\$ 64.23		
				4	\$ 63.72			4	\$ 65.64			4	\$ 67.61		
				5	\$ 67.07	\$ 11,625	\$ 139,506	5	\$ 69.09	\$ 11,976	\$ 143,707	5	\$ 71.17	\$ 12,336	\$ 148,034
697	Non-exempt	NS	CAPT PRMDC-12.5 EMT	1	\$ 64.83			1	\$ 66.78			1	\$ 68.78		
				2	\$ 68.24			2	\$ 70.29			2	\$ 72.40		
				3	\$ 71.83			3	\$ 73.99			3	\$ 76.21		
				4	\$ 75.61			4	\$ 77.88			4	\$ 80.22		
				5	\$ 79.59	\$ 13,796	\$ 165,547	5	\$ 81.98	\$ 14,210	\$ 170,518	5	\$ 84.44	\$ 14,636	\$ 175,635
660	Non-exempt	NS	HAZ MAT INSPECTOR EMT	1	\$ 60.71			1	\$ 62.53			1	\$ 64.41		
				2	\$ 63.90			2	\$ 65.82			2	\$ 67.80		
				3	\$ 67.26			3	\$ 69.28			3	\$ 71.37		
				4	\$ 70.80			4	\$ 72.93			4	\$ 75.13		
				5	\$ 74.53	\$ 12,919	\$ 155,022	5	\$ 76.77	\$ 13,307	\$ 159,682	5	\$ 79.08	\$ 13,707	\$ 164,486
659	Non-exempt	NS	HAZ MAT SPEC EMT	1	\$ 62.48			1	\$ 64.35			1	\$ 66.29		
				2	\$ 65.77			2	\$ 67.74			2	\$ 69.78		
				3	\$ 69.23			3	\$ 71.31			3	\$ 73.45		
				4	\$ 72.87			4	\$ 75.06			4	\$ 77.32		
				5	\$ 76.70	\$ 13,295	\$ 159,536	5	\$ 79.01	\$ 13,695	\$ 164,341	5	\$ 81.39	\$ 14,108	\$ 169,291
673	Non-exempt	NS	FIRE FGHTR EMT HAZ MT PARA	1	\$ 53.30			1	\$ 54.90			1	\$ 56.55		
				2	\$ 56.10			2	\$ 57.79			2	\$ 59.53		
				3	\$ 59.05			3	\$ 60.83			3	\$ 62.66		
				4	\$ 62.16			4	\$ 64.03			4	\$ 65.96		
				5	\$ 65.43	\$ 11,341	\$ 136,094	5	\$ 67.40	\$ 11,683	\$ 140,192	5	\$ 69.43	\$ 12,035	\$ 144,414
674	Non-exempt	NS	FIRE AP OP EMT HAZ MT PARA	1	\$ 56.99			1	\$ 58.71			1	\$ 60.47		
				2	\$ 59.99			2	\$ 61.80			2	\$ 63.65		
				3	\$ 63.15			3	\$ 65.05			3	\$ 67.00		
				4	\$ 66.47			4	\$ 68.47			4	\$ 70.53		
				5	\$ 69.97	\$ 12,128	\$ 145,538	5	\$ 72.07	\$ 12,492	\$ 149,906	5	\$ 74.24	\$ 12,868	\$ 154,419



International Fire Fighters Association

Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Effective 10/13/2018 (5.5% Increase)				Effective 07/06/2019 (3% Increase)				Effective 07/03/2021 (3% Increase)			
				Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
662	Non-exempt	NS	FIRE CPT EMT HAZ MT PARA	1	\$ 67.63			1	\$ 69.66			1	\$ 71.76		
				2	\$ 71.19			2	\$ 73.33			2	\$ 75.54		
				3	\$ 74.94			3	\$ 77.19			3	\$ 79.52		
				4	\$ 78.88			4	\$ 81.25			4	\$ 83.70		
				5	\$ 83.03	\$ 14,392	\$ 172,702	5	\$ 85.53	\$ 14,825	\$ 177,902	5	\$ 88.10	\$ 15,271	\$ 183,248



Palo Alto Peace Officers' Association (PAPOA) Salary Schedule

Job Code	FLSA	Job Title	Effective 07/07/2018 (3% Increase)				Effective 07/06/2019 (3.45% Increase)				Effective 07/03/2021 (3% Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
611	Non-exempt	Police Agent	1	\$ 50.73			1	\$ 52.49			1	\$ 54.06		
			2	\$ 53.40			2	\$ 55.25			2	\$ 56.91		
			3	\$ 56.21			3	\$ 58.16			3	\$ 59.91		
			4	\$ 59.17			4	\$ 61.22			4	\$ 63.06		
			5	\$ 62.28			5	\$ 64.44			5	\$ 66.38		
			6	\$ 65.56	\$ 11,363.73	\$ 136,365	6	\$ 67.83	\$ 11,757.20	\$ 141,086	6	\$ 69.87	\$ 12,110.80	\$ 145,330
612	Non-exempt	Police Agent/Inter	1	\$ 53.34			1	\$ 55.18			1	\$ 56.85		
			2	\$ 56.15			2	\$ 58.08			2	\$ 59.84		
			3	\$ 59.11			3	\$ 61.14			3	\$ 62.99		
			4	\$ 62.22			4	\$ 64.36			4	\$ 66.30		
			5	\$ 65.49			5	\$ 67.75			5	\$ 69.79		
			6	\$ 68.94	\$ 11,949.60	\$ 143,395	6	\$ 71.32	\$ 12,362.13	\$ 148,346	6	\$ 73.46	\$ 12,733.07	\$ 152,797
613	Non-exempt	Police Agent/Adv	1	\$ 54.48			1	\$ 56.36			1	\$ 58.05		
			2	\$ 57.35			2	\$ 59.33			2	\$ 61.11		
			3	\$ 60.37			3	\$ 62.45			3	\$ 64.33		
			4	\$ 63.55			4	\$ 65.74			4	\$ 67.72		
			5	\$ 66.89			5	\$ 69.20			5	\$ 71.28		
			6	\$ 70.41	\$ 12,204.40	\$ 146,453	6	\$ 72.84	\$ 12,625.60	\$ 151,507	6	\$ 75.03	\$ 13,005.20	\$ 156,062
614	Non-exempt	Police Agent-Bilingual	1	\$ 53.28			1	\$ 55.13			1	\$ 56.77		
			2	\$ 56.08			2	\$ 58.03			2	\$ 59.76		
			3	\$ 59.03			3	\$ 61.08			3	\$ 62.91		
			4	\$ 62.14			4	\$ 64.29			4	\$ 66.22		
			5	\$ 65.41			5	\$ 67.67			5	\$ 69.70		
			6	\$ 68.85	\$ 11,934.00	\$ 143,208	6	\$ 71.23	\$ 12,346.53	\$ 148,158	6	\$ 73.37	\$ 12,717.47	\$ 152,610
615	Non-exempt	Police Agent/Inter-Bilingual	1	\$ 56.04			1	\$ 57.97			1	\$ 59.71		
			2	\$ 58.99			2	\$ 61.02			2	\$ 62.85		
			3	\$ 62.09			3	\$ 64.23			3	\$ 66.16		
			4	\$ 65.36			4	\$ 67.61			4	\$ 69.64		
			5	\$ 68.80			5	\$ 71.17			5	\$ 73.31		
			6	\$ 72.42	\$ 12,552.80	\$ 150,634	6	\$ 74.92	\$ 12,986.13	\$ 155,834	6	\$ 77.17	\$ 13,376.13	\$ 160,514
616	Non-exempt	Police Agent/Adv-Bilingual	1	\$ 57.23			1	\$ 59.21			1	\$ 60.99		
			2	\$ 60.24			2	\$ 62.33			2	\$ 64.20		
			3	\$ 63.41			3	\$ 65.61			3	\$ 67.58		
			4	\$ 66.75			4	\$ 69.06			4	\$ 71.14		
			5	\$ 70.26			5	\$ 72.69			5	\$ 74.88		
			6	\$ 73.96	\$ 12,819.73	\$ 153,837	6	\$ 76.52	\$ 13,263.47	\$ 159,162	6	\$ 78.82	\$ 13,662.13	\$ 163,946



Palo Alto Peace Officers' Association (PAPOA) Salary Schedule

Job Code	FLSA	Job Title	Effective 07/07/2018 (3% Increase)				Effective 07/06/2019 (3.45% Increase)				Effective 07/03/2021 (3% Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
617	Non-exempt	Police Trainee-Bilingual	1	\$ 51.81			1	\$ 48.61			1	\$ 50.07		
			2	\$ 51.81			2	\$ 48.61			2	\$ 50.07		
			3	\$ 51.81			3	\$ 48.61			3	\$ 50.07		
			4	\$ 51.81			4	\$ 48.61			4	\$ 50.07		
			5	\$ 51.81			5	\$ 48.61			5	\$ 50.07		
			6	\$ 51.81	\$ 8,980.40	\$ 107,765	6	\$ 48.61	\$ 8,425.73	\$ 101,109	6	\$ 50.07	\$ 8,678.80	\$ 104,146
618	Non-exempt	Police Officer-Bilingual	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461
619	Non-exempt	Police Officer-Inter-Bilingual	1	\$ 51.84			1	\$ 53.63			1	\$ 55.24		
			2	\$ 54.57			2	\$ 56.45			2	\$ 58.15		
			3	\$ 57.44			3	\$ 59.42			3	\$ 61.21		
			4	\$ 60.46			4	\$ 62.55			4	\$ 64.43		
			5	\$ 63.64			5	\$ 65.84			5	\$ 67.82		
			6	\$ 66.99	\$ 11,611.60	\$ 139,339	6	\$ 69.31	\$ 12,013.73	\$ 144,165	6	\$ 71.39	\$ 12,374.27	\$ 148,491
620	Non-exempt	Police Trainee	1	\$ 49.37			1	\$ 46.32			1	\$ 47.71		
			2	\$ 49.37			2	\$ 46.32			2	\$ 47.71		
			3	\$ 49.37			3	\$ 46.32			3	\$ 47.71		
			4	\$ 49.37			4	\$ 46.32			4	\$ 47.71		
			5	\$ 49.37			5	\$ 46.32			5	\$ 47.71		
			6	\$ 49.37	\$ 8,557.47	\$ 102,690	6	\$ 46.32	\$ 8,028.80	\$ 96,346	6	\$ 47.71	\$ 8,269.73	\$ 99,237
621	Non-exempt	Police Officer	1	\$ 47.03			1	\$ 48.65			1	\$ 50.11		
			2	\$ 49.50			2	\$ 51.21			2	\$ 52.75		
			3	\$ 52.11			3	\$ 53.91			3	\$ 55.53		
			4	\$ 54.85			4	\$ 56.75			4	\$ 58.45		
			5	\$ 57.74			5	\$ 59.74			5	\$ 61.53		
			6	\$ 60.78	\$ 10,535.20	\$ 126,422	6	\$ 62.88	\$ 10,899.20	\$ 130,790	6	\$ 64.77	\$ 11,226.80	\$ 134,722
622	Non-exempt	Police Officer-Inter	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461



Palo Alto Peace Officers' Association (PAPOA) Salary Schedule

Job Code	FLSA	Job Title	Effective 07/07/2018 (3% Increase)				Effective 07/06/2019 (3.45% Increase)				Effective 07/03/2021 (3% Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
623	Non-exempt	Police Officer-Adv	1	\$ 50.45			1	\$ 52.19			1	\$ 53.76		
			2	\$ 53.10			2	\$ 54.94			2	\$ 56.59		
			3	\$ 55.89			3	\$ 57.83			3	\$ 59.57		
			4	\$ 58.83			4	\$ 60.87			4	\$ 62.70		
			5	\$ 61.93			5	\$ 64.07			5	\$ 66.00		
			6	\$ 65.19	\$ 11,299.60	\$ 135,595	6	\$ 67.44	\$ 11,689.60	\$ 140,275	6	\$ 69.47	\$ 12,041.47	\$ 144,498
624	Non-exempt	Police Officer-Adv-Bilingual	1	\$ 52.98			1	\$ 54.82			1	\$ 56.46		
			2	\$ 55.77			2	\$ 57.70			2	\$ 59.43		
			3	\$ 58.71			3	\$ 60.74			3	\$ 62.56		
			4	\$ 61.80			4	\$ 63.94			4	\$ 65.85		
			5	\$ 65.05			5	\$ 67.30			5	\$ 69.32		
			6	\$ 68.47	\$ 11,868.13	\$ 142,418	6	\$ 70.84	\$ 12,278.93	\$ 147,347	6	\$ 72.97	\$ 12,648.13	\$ 151,778
625	Non-exempt	Police Off Training-Bilingual	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461
626	Non-exempt	Police Sergeant-Bilingual	1	\$ 59.77			1	\$ 61.83			1	\$ 63.70		
			2	\$ 62.92			2	\$ 65.08			2	\$ 67.05		
			3	\$ 66.23			3	\$ 68.51			3	\$ 70.58		
			4	\$ 69.72			4	\$ 72.12			4	\$ 74.29		
			5	\$ 73.39			5	\$ 75.92			5	\$ 78.20		
			6	\$ 77.25	\$ 13,390.00	\$ 160,680	6	\$ 79.92	\$ 13,852.80	\$ 166,234	6	\$ 82.32	\$ 14,268.80	\$ 171,226
627	Non-exempt	Police Off Training	1	\$ 47.03			1	\$ 48.65			1	\$ 50.11		
			2	\$ 49.50			2	\$ 51.21			2	\$ 52.75		
			3	\$ 52.11			3	\$ 53.91			3	\$ 55.53		
			4	\$ 54.85			4	\$ 56.75			4	\$ 58.45		
			5	\$ 57.74			5	\$ 59.74			5	\$ 61.53		
			6	\$ 60.78	\$ 10,535.20	\$ 126,422	6	\$ 62.88	\$ 10,899.20	\$ 130,790	6	\$ 64.77	\$ 11,226.80	\$ 134,722
628	Non-exempt	Police Sgt/Inter-Bilingual	1	\$ 62.89			1	\$ 65.08			1	\$ 67.02		
			2	\$ 66.20			2	\$ 68.50			2	\$ 70.55		
			3	\$ 69.68			3	\$ 72.10			3	\$ 74.26		
			4	\$ 73.35			4	\$ 75.89			4	\$ 78.17		
			5	\$ 77.21			5	\$ 79.88			5	\$ 82.28		
			6	\$ 81.27	\$ 14,086.80	\$ 169,042	6	\$ 84.08	\$ 14,573.87	\$ 174,886	6	\$ 86.61	\$ 15,012.40	\$ 180,149



Palo Alto Peace Officers' Association (PAPOA) Salary Schedule

Job Code	FLSA	Job Title	Effective 07/07/2018 (3% Increase)				Effective 07/06/2019 (3.45% Increase)				Effective 07/03/2021 (3% Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
629	Non-exempt	Police Sgt/Adv-Bilingual	1	\$ 64.31			1	\$ 66.53			1	\$ 68.51		
			2	\$ 67.69			2	\$ 70.03			2	\$ 72.12		
			3	\$ 71.25			3	\$ 73.72			3	\$ 75.92		
			4	\$ 75.00			4	\$ 77.60			4	\$ 79.92		
			5	\$ 78.95			5	\$ 81.68			5	\$ 84.13		
			6	\$ 83.11	\$ 14,405.73	\$ 172,869	6	\$ 85.98	\$ 14,903.20	\$ 178,838	6	\$ 88.56	\$ 15,350.40	\$ 184,205
631	Non-exempt	Police Sergeant	1	\$ 56.91			1	\$ 58.89			1	\$ 60.65		
			2	\$ 59.91			2	\$ 61.99			2	\$ 63.84		
			3	\$ 63.06			3	\$ 65.25			3	\$ 67.20		
			4	\$ 66.38			4	\$ 68.68			4	\$ 70.74		
			5	\$ 69.87			5	\$ 72.29			5	\$ 74.46		
			6	\$ 73.55	\$ 12,748.67	\$ 152,984	6	\$ 76.09	\$ 13,188.93	\$ 158,267	6	\$ 78.38	\$ 13,585.87	\$ 163,030
632	Non-exempt	Police Sgt/Inter	1	\$ 59.94			1	\$ 62.01			1	\$ 63.88		
			2	\$ 63.09			2	\$ 65.27			2	\$ 67.24		
			3	\$ 66.41			3	\$ 68.70			3	\$ 70.78		
			4	\$ 69.91			4	\$ 72.32			4	\$ 74.50		
			5	\$ 73.59			5	\$ 76.13			5	\$ 78.42		
			6	\$ 77.46	\$ 13,426.40	\$ 161,117	6	\$ 80.14	\$ 13,890.93	\$ 166,691	6	\$ 82.55	\$ 14,308.67	\$ 171,704
633	Non-exempt	Police Sgt/Adv	1	\$ 61.28			1	\$ 63.38			1	\$ 65.28		
			2	\$ 64.50			2	\$ 66.72			2	\$ 68.72		
			3	\$ 67.89			3	\$ 70.23			3	\$ 72.34		
			4	\$ 71.46			4	\$ 73.93			4	\$ 76.15		
			5	\$ 75.22			5	\$ 77.82			5	\$ 80.16		
			6	\$ 79.18	\$ 13,724.53	\$ 164,694	6	\$ 81.92	\$ 14,199.47	\$ 170,394	6	\$ 84.38	\$ 14,625.87	\$ 175,510



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

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
217	Non-Exempt	Cust Svc Spec	1	\$ 31.39			1	\$ 32.49			1	\$ 33.46		
			2	\$ 33.04			2	\$ 34.20			2	\$ 35.22		
			3	\$ 34.77			3	\$ 35.99			3	\$ 37.07		
			4	\$ 36.60			4	\$ 37.88			4	\$ 39.02		
			5	\$ 38.52	\$ 6,677	\$ 80,122	5	\$ 39.87	\$ 6,911	\$ 82,930	5	\$ 41.07	\$ 7,119	\$ 85,426
260	Non-Exempt	Desktop Technician	1	\$ 34.21			1	\$ 35.40			1	\$ 36.48		
			2	\$ 36.01			2	\$ 37.26			2	\$ 38.39		
			3	\$ 37.90			3	\$ 39.22			3	\$ 40.41		
			4	\$ 39.89			4	\$ 41.28			4	\$ 42.53		
			5	\$ 41.98	\$ 7,277	\$ 87,318	5	\$ 43.45	\$ 7,531	\$ 90,376	5	\$ 44.76	\$ 7,758	\$ 93,101
514	Non-Exempt	Development Project Coordinator I	1	\$ 31.07			1	\$ 32.16			1	\$ 33.13		
			2	\$ 32.70			2	\$ 33.85			2	\$ 34.87		
			3	\$ 34.42			3	\$ 35.63			3	\$ 36.70		
			4	\$ 36.23			4	\$ 37.50			4	\$ 38.63		
			5	\$ 38.13	\$ 6,609	\$ 79,310	5	\$ 39.47	\$ 6,841	\$ 82,098	5	\$ 40.66	\$ 7,048	\$ 84,573
515	Non-Exempt	Development Project Coordinator II	1	\$ 35.31			1	\$ 36.53			1	\$ 37.64		
			2	\$ 37.16			2	\$ 38.45			2	\$ 39.62		
			3	\$ 39.11			3	\$ 40.47			3	\$ 41.70		
			4	\$ 41.16			4	\$ 42.60			4	\$ 43.89		
			5	\$ 43.32	\$ 7,509	\$ 90,106	5	\$ 44.84	\$ 7,772	\$ 93,267	5	\$ 46.19	\$ 8,006	\$ 96,075
516	Non-Exempt	Development Project Coordinator III	1	\$ 38.94			1	\$ 40.30			1	\$ 41.52		
			2	\$ 40.98			2	\$ 42.42			2	\$ 43.70		
			3	\$ 43.13			3	\$ 44.65			3	\$ 45.99		
			4	\$ 45.40			4	\$ 46.99			4	\$ 48.41		
			5	\$ 47.78	\$ 8,282	\$ 99,382	5	\$ 49.46	\$ 8,573	\$ 102,877	5	\$ 50.95	\$ 8,831	\$ 105,976
533	Non-Exempt	Elec Asst I	1	\$ 33.39			1	\$ 34.55			1	\$ 35.59		
			2	\$ 35.14			2	\$ 36.36			2	\$ 37.46		
			3	\$ 36.98			3	\$ 38.27			3	\$ 39.43		
			4	\$ 38.92			4	\$ 40.28			4	\$ 41.50		
			5	\$ 40.96	\$ 7,100	\$ 85,197	5	\$ 42.40	\$ 7,349	\$ 88,192	5	\$ 43.68	\$ 7,571	\$ 90,854
267	Non-Exempt	Elec Undgd Inspec	1	\$ 42.04			1	\$ 43.51			1	\$ 44.83		
			2	\$ 44.25			2	\$ 45.80			2	\$ 47.18		
			3	\$ 46.57			3	\$ 48.21			3	\$ 49.66		
			4	\$ 49.02			4	\$ 50.74			4	\$ 52.27		
			5	\$ 51.60	\$ 8,944	\$ 107,328	5	\$ 53.41	\$ 9,258	\$ 111,093	5	\$ 55.02	\$ 9,537	\$ 114,442
345	Non-Exempt	Electric Project Engineer	1	\$ 58.47			1	\$ 60.51			1	\$ 62.32		
			2	\$ 61.54			2	\$ 63.69			2	\$ 65.60		
			3	\$ 64.77			3	\$ 67.04			3	\$ 69.05		
			4	\$ 68.17			4	\$ 70.56			4	\$ 72.68		
			5	\$ 71.75	\$ 12,437	\$ 149,240	5	\$ 74.27	\$ 12,873	\$ 154,482	5	\$ 76.50	\$ 13,260	\$ 159,120
3450	Non-Exempt	Electric Project Engineer - S	1	\$ 58.47			1	\$ 60.51			1	\$ 62.32		
			2	\$ 61.54			2	\$ 63.69			2	\$ 65.60		
			3	\$ 64.77			3	\$ 67.04			3	\$ 69.05		
			4	\$ 68.17			4	\$ 70.56			4	\$ 72.68		
			5	\$ 71.75	\$ 12,437	\$ 149,240	5	\$ 74.27	\$ 12,873	\$ 154,482	5	\$ 76.50	\$ 13,260	\$ 159,120
292	Non-Exempt	Electric Underground Inspector - Lead	1	\$ 44.96			1	\$ 46.55			1	\$ 47.94		
			2	\$ 47.32			2	\$ 48.99			2	\$ 50.46		
			3	\$ 49.81			3	\$ 51.56			3	\$ 53.11		
			4	\$ 52.43			4	\$ 54.27			4	\$ 55.90		
			5	\$ 55.18	\$ 9,565	\$ 114,774	5	\$ 57.12	\$ 9,901	\$ 118,810	5	\$ 58.84	\$ 10,199	\$ 122,387



Service Employees International Union (SEIU)

Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
527	Non-Exempt	Electrical Equipment Tech	1	\$ 42.97			1	\$ 44.48			1	\$ 45.81		
			2	\$ 45.23			2	\$ 46.82			2	\$ 48.22		
			3	\$ 47.61			3	\$ 49.28			3	\$ 50.75		
			4	\$ 50.11			4	\$ 51.87			4	\$ 53.42		
			5	\$ 52.74	\$ 9,142	\$ 109,699	5	\$ 54.59	\$ 9,462	\$ 113,547	5	\$ 56.23	\$ 9,747	\$ 116,958
530	Non-Exempt	Electrician	1	\$ 41.11			1	\$ 42.55			1	\$ 43.84		
			2	\$ 43.27			2	\$ 44.78			2	\$ 46.14		
			3	\$ 45.54			3	\$ 47.13			3	\$ 48.56		
			4	\$ 47.93			4	\$ 49.61			4	\$ 51.11		
			5	\$ 50.45	\$ 8,745	\$ 104,936	5	\$ 52.22	\$ 9,051	\$ 108,618	5	\$ 53.79	\$ 9,324	\$ 111,883
529	Non-Exempt	Electrician-Appren	1	\$ 38.92			1	\$ 40.28			1	\$ 41.50		
			2	\$ 40.96			2	\$ 42.39			2	\$ 43.68		
			3	\$ 43.11			3	\$ 44.62			3	\$ 45.97		
			4	\$ 45.37			4	\$ 46.96			4	\$ 48.38		
			5	\$ 47.75	\$ 8,277	\$ 99,320	5	\$ 49.43	\$ 8,568	\$ 102,814	5	\$ 50.92	\$ 8,826	\$ 105,914
535	Non-Exempt	Electrician-Lead	1	\$ 44.02			1	\$ 45.57			1	\$ 46.93		
			2	\$ 46.33			2	\$ 47.96			2	\$ 49.40		
			3	\$ 48.76			3	\$ 50.48			3	\$ 51.99		
			4	\$ 51.32			4	\$ 53.13			4	\$ 54.72		
			5	\$ 54.02	\$ 9,363	\$ 112,362	5	\$ 55.92	\$ 9,693	\$ 116,314	5	\$ 57.60	\$ 9,984	\$ 119,808
399	Non-Exempt	Emergency Med Svs Data Specialist	1	\$ 30.87			1	\$ 31.95			1	\$ 32.92		
			2	\$ 32.49			2	\$ 33.63			2	\$ 34.65		
			3	\$ 34.20			3	\$ 35.40			3	\$ 36.47		
			4	\$ 36.00			4	\$ 37.26			4	\$ 38.38		
			5	\$ 37.89	\$ 6,568	\$ 78,811	5	\$ 39.22	\$ 6,798	\$ 81,578	5	\$ 40.40	\$ 7,003	\$ 84,032
311	Non-Exempt	Eng Tech I	1	\$ 29.98			1	\$ 31.03			1	\$ 31.95		
			2	\$ 31.55			2	\$ 32.66			2	\$ 33.63		
			3	\$ 33.21			3	\$ 34.37			3	\$ 35.40		
			4	\$ 34.95			4	\$ 36.17			4	\$ 37.26		
			5	\$ 36.78	\$ 6,375	\$ 76,502	5	\$ 38.07	\$ 6,599	\$ 79,186	5	\$ 39.22	\$ 6,798	\$ 81,578
332	Non-Exempt	Engineer	1	\$ 51.63			1	\$ 53.43			1	\$ 55.05		
			2	\$ 54.34			2	\$ 56.24			2	\$ 57.94		
			3	\$ 57.19			3	\$ 59.20			3	\$ 60.98		
			4	\$ 60.20			4	\$ 62.31			4	\$ 64.18		
			5	\$ 63.36	\$ 10,982	\$ 131,789	5	\$ 65.58	\$ 11,367	\$ 136,406	5	\$ 67.55	\$ 11,709	\$ 140,504
323	Non-Exempt	Engr Tech II	1	\$ 32.43			1	\$ 33.58			1	\$ 34.58		
			2	\$ 34.13			2	\$ 35.34			2	\$ 36.39		
			3	\$ 35.92			3	\$ 37.19			3	\$ 38.30		
			4	\$ 37.81			4	\$ 39.14			4	\$ 40.31		
			5	\$ 39.79	\$ 6,897	\$ 82,763	5	\$ 41.19	\$ 7,140	\$ 85,675	5	\$ 42.43	\$ 7,355	\$ 88,254
319	Non-Exempt	Engr Tech III	1	\$ 36.21			1	\$ 37.48			1	\$ 38.61		
			2	\$ 38.11			2	\$ 39.45			2	\$ 40.64		
			3	\$ 40.11			3	\$ 41.52			3	\$ 42.77		
			4	\$ 42.22			4	\$ 43.70			4	\$ 45.02		
			5	\$ 44.44	\$ 7,703	\$ 92,435	5	\$ 46.00	\$ 7,973	\$ 95,680	5	\$ 47.38	\$ 8,213	\$ 98,550
257	Non-Exempt	Environmental Spec	1	\$ 42.58			1	\$ 44.08			1	\$ 45.41		
			2	\$ 44.82			2	\$ 46.39			2	\$ 47.79		
			3	\$ 47.17			3	\$ 48.83			3	\$ 50.30		
			4	\$ 49.65			4	\$ 51.39			4	\$ 52.94		
			5	\$ 52.26	\$ 9,058	\$ 108,701	5	\$ 54.09	\$ 9,376	\$ 112,507	5	\$ 55.72	\$ 9,658	\$ 115,898



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
211	Non-Exempt	Equip Maint Serv Per	1	\$ 26.03			1	\$ 26.94			1	\$ 27.76		
			2	\$ 27.40			2	\$ 28.35			2	\$ 29.22		
			3	\$ 28.84			3	\$ 29.84			3	\$ 30.75		
			4	\$ 30.35			4	\$ 31.41			4	\$ 32.36		
			5	\$ 31.94	\$ 5,536	\$ 66,435	5	\$ 33.06	\$ 5,730	\$ 68,765	5	\$ 34.06	\$ 5,904	\$ 70,845
396	Non-Exempt	Equip Operator	1	\$ 32.14			1	\$ 33.27			1	\$ 34.29		
			2	\$ 33.83			2	\$ 35.02			2	\$ 36.09		
			3	\$ 35.61			3	\$ 36.86			3	\$ 37.98		
			4	\$ 37.48			4	\$ 38.80			4	\$ 39.97		
			5	\$ 39.45	\$ 6,838	\$ 82,056	5	\$ 40.84	\$ 7,079	\$ 84,947	5	\$ 42.07	\$ 7,292	\$ 87,506
397	Non-Exempt	Equip Operator - Lead	1	\$ 34.39			1	\$ 35.60			1	\$ 36.67		
			2	\$ 36.20			2	\$ 37.47			2	\$ 38.60		
			3	\$ 38.10			3	\$ 39.44			3	\$ 40.63		
			4	\$ 40.10			4	\$ 41.51			4	\$ 42.76		
			5	\$ 42.21	\$ 7,316	\$ 87,797	5	\$ 43.69	\$ 7,573	\$ 90,875	5	\$ 45.01	\$ 7,802	\$ 93,621
250	Non-Exempt	Equip Parts Tech	1	\$ 27.92			1	\$ 28.88			1	\$ 29.77		
			2	\$ 29.38			2	\$ 30.40			2	\$ 31.33		
			3	\$ 30.92			3	\$ 32.00			3	\$ 32.97		
			4	\$ 32.54			4	\$ 33.68			4	\$ 34.70		
			5	\$ 34.25	\$ 5,937	\$ 71,240	5	\$ 35.45	\$ 6,145	\$ 73,736	5	\$ 36.52	\$ 6,330	\$ 75,962
203	Non-Exempt	Facilities Asst	1	\$ 26.79			1	\$ 27.74			1	\$ 28.58		
			2	\$ 28.20			2	\$ 29.20			2	\$ 30.08		
			3	\$ 29.68			3	\$ 30.73			3	\$ 31.66		
			4	\$ 31.24			4	\$ 32.34			4	\$ 33.32		
			5	\$ 32.88	\$ 5,699	\$ 68,390	5	\$ 34.04	\$ 5,900	\$ 70,803	5	\$ 35.07	\$ 6,079	\$ 72,946
374	Non-Exempt	Facilities Carpenter	1	\$ 34.93			1	\$ 36.16			1	\$ 37.24		
			2	\$ 36.76			2	\$ 38.06			2	\$ 39.20		
			3	\$ 38.69			3	\$ 40.06			3	\$ 41.26		
			4	\$ 40.72			4	\$ 42.16			4	\$ 43.43		
			5	\$ 42.86	\$ 7,429	\$ 89,149	5	\$ 44.37	\$ 7,691	\$ 92,290	5	\$ 45.71	\$ 7,923	\$ 95,077
375	Non-Exempt	Facilities Elect	1	\$ 34.07			1	\$ 35.27			1	\$ 36.33		
			2	\$ 35.86			2	\$ 37.12			2	\$ 38.24		
			3	\$ 37.74			3	\$ 39.07			3	\$ 40.25		
			4	\$ 39.72			4	\$ 41.12			4	\$ 42.36		
			5	\$ 41.81	\$ 7,247	\$ 86,965	5	\$ 43.28	\$ 7,502	\$ 90,022	5	\$ 44.58	\$ 7,727	\$ 92,726
373	Non-Exempt	Facilities Maint-L	1	\$ 45.12			1	\$ 46.70			1	\$ 48.09		
			2	\$ 47.49			2	\$ 49.15			2	\$ 50.62		
			3	\$ 49.98			3	\$ 51.73			3	\$ 53.28		
			4	\$ 52.61			4	\$ 54.45			4	\$ 56.08		
			5	\$ 55.37	\$ 9,597	\$ 115,170	5	\$ 57.31	\$ 9,934	\$ 119,205	5	\$ 59.03	\$ 10,232	\$ 122,782
377	Non-Exempt	Facilities Painter	1	\$ 34.93			1	\$ 36.16			1	\$ 37.24		
			2	\$ 36.76			2	\$ 38.06			2	\$ 39.20		
			3	\$ 38.69			3	\$ 40.06			3	\$ 41.26		
			4	\$ 40.72			4	\$ 42.16			4	\$ 43.43		
			5	\$ 42.86	\$ 7,429	\$ 89,149	5	\$ 44.37	\$ 7,691	\$ 92,290	5	\$ 45.71	\$ 7,923	\$ 95,077
376	Non-Exempt	Facilities Tech	1	\$ 36.31			1	\$ 37.58			1	\$ 38.72		
			2	\$ 38.22			2	\$ 39.55			2	\$ 40.75		
			3	\$ 40.23			3	\$ 41.63			3	\$ 42.89		
			4	\$ 42.34			4	\$ 43.82			4	\$ 45.14		
			5	\$ 44.56	\$ 7,724	\$ 92,685	5	\$ 46.12	\$ 7,994	\$ 95,930	5	\$ 47.51	\$ 8,235	\$ 98,821



Service Employees International Union (SEIU)

Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
462	Non-Exempt	Field Service Pers WGW	1	\$ 32.57			1	\$ 33.71			1	\$ 34.72		
			2	\$ 34.28			2	\$ 35.48			2	\$ 36.54		
			3	\$ 36.08			3	\$ 37.34			3	\$ 38.46		
			4	\$ 37.97			4	\$ 39.30			4	\$ 40.48		
			5	\$ 39.96	\$ 6,926	\$ 83,117	5	\$ 41.36	\$ 7,169	\$ 86,029	5	\$ 42.61	\$ 7,386	\$ 88,629
383	Non-Exempt	Fleet Svcs Coord	1	\$ 33.25			1	\$ 34.40			1	\$ 35.44		
			2	\$ 34.99			2	\$ 36.21			2	\$ 37.30		
			3	\$ 36.83			3	\$ 38.11			3	\$ 39.26		
			4	\$ 38.76			4	\$ 40.11			4	\$ 41.32		
			5	\$ 40.79	\$ 7,070	\$ 84,843	5	\$ 42.22	\$ 7,318	\$ 87,818	5	\$ 43.49	\$ 7,538	\$ 90,459
419	Non-Exempt	Assistant Gas Measurement and Control Technician	1	\$ 37.05			1	\$ 38.37			1	\$ 39.52		
			2	\$ 39.00			2	\$ 40.38			2	\$ 41.60		
			3	\$ 41.05			3	\$ 42.50			3	\$ 43.78		
			4	\$ 43.21			4	\$ 44.73			4	\$ 46.08		
			5	\$ 45.48	\$ 7,883	\$ 94,598	5	\$ 47.08	\$ 8,161	\$ 97,926	5	\$ 48.50	\$ 8,407	\$ 100,880
418	Non-Exempt	Gas Measurement and Control Technician	1	\$ 38.93			1	\$ 40.28			1	\$ 41.51		
			2	\$ 40.97			2	\$ 42.40			2	\$ 43.69		
			3	\$ 43.12			3	\$ 44.63			3	\$ 45.98		
			4	\$ 45.38			4	\$ 46.97			4	\$ 48.39		
			5	\$ 47.76	\$ 8,278	\$ 99,341	5	\$ 49.44	\$ 8,570	\$ 102,835	5	\$ 50.93	\$ 8,828	\$ 105,934
417	Non-Exempt	Assistant Gas and Water Measurement and Control Technician	1	\$ 38.93			1	\$ 40.28			1	\$ 41.51		
			2	\$ 40.97			2	\$ 42.40			2	\$ 43.69		
			3	\$ 43.12			3	\$ 44.63			3	\$ 45.98		
			4	\$ 45.38			4	\$ 46.97			4	\$ 48.39		
			5	\$ 47.76	\$ 8,278	\$ 99,341	5	\$ 49.44	\$ 8,570	\$ 102,835	5	\$ 50.93	\$ 8,828	\$ 105,934
416	Non-Exempt	Gas and Water Measurement and Control Technician	1	\$ 40.87			1	\$ 42.31			1	\$ 43.57		
			2	\$ 43.02			2	\$ 44.53			2	\$ 45.86		
			3	\$ 45.28			3	\$ 46.87			3	\$ 48.27		
			4	\$ 47.66			4	\$ 49.33			4	\$ 50.81		
			5	\$ 50.16	\$ 8,694	\$ 104,333	5	\$ 51.92	\$ 8,999	\$ 107,994	5	\$ 53.48	\$ 9,270	\$ 111,238
398	Non-Exempt	Geographic Inform Syst Specialist	1	\$ 47.90			1	\$ 49.59			1	\$ 51.09		
			2	\$ 50.42			2	\$ 52.19			2	\$ 53.77		
			3	\$ 53.07			3	\$ 54.93			3	\$ 56.59		
			4	\$ 55.86			4	\$ 57.82			4	\$ 59.56		
			5	\$ 58.80	\$ 10,192	\$ 122,304	5	\$ 60.86	\$ 10,549	\$ 126,589	5	\$ 62.69	\$ 10,866	\$ 130,395
390	Non-Exempt	Heavy Equip Oper	1	\$ 38.47			1	\$ 39.83			1	\$ 41.03		
			2	\$ 40.49			2	\$ 41.92			2	\$ 43.18		
			3	\$ 42.62			3	\$ 44.12			3	\$ 45.45		
			4	\$ 44.86			4	\$ 46.44			4	\$ 47.84		
			5	\$ 47.22	\$ 8,185	\$ 98,218	5	\$ 48.88	\$ 8,473	\$ 101,670	5	\$ 50.35	\$ 8,727	\$ 104,728
391	Non-Exempt	Heavy Equip Oper-L	1	\$ 41.16			1	\$ 42.59			1	\$ 43.87		
			2	\$ 43.32			2	\$ 44.83			2	\$ 46.17		
			3	\$ 45.59			3	\$ 47.18			3	\$ 48.60		
			4	\$ 47.98			4	\$ 49.66			4	\$ 51.15		
			5	\$ 50.50	\$ 8,753	\$ 105,040	5	\$ 52.27	\$ 9,060	\$ 108,722	5	\$ 53.84	\$ 9,332	\$ 111,987
571	Non-Exempt	Electric Heavy Equip Oper	1	\$ 39.92			1	\$ 41.33			1	\$ 42.56		
			2	\$ 42.02			2	\$ 43.50			2	\$ 44.80		
			3	\$ 44.23			3	\$ 45.78			3	\$ 47.15		
			4	\$ 46.55			4	\$ 48.18			4	\$ 49.63		
			5	\$ 48.99	\$ 8,492	\$ 101,899	5	\$ 50.71	\$ 8,790	\$ 105,477	5	\$ 52.24	\$ 9,055	\$ 108,659



Service Employees International Union (SEIU)

Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
572	Non-Exempt	WGW Heavy Equip Oper	1	\$ 38.73			1	\$ 40.09			1	\$ 41.29		
			2	\$ 40.76			2	\$ 42.19			2	\$ 43.46		
			3	\$ 42.90			3	\$ 44.41			3	\$ 45.74		
			4	\$ 45.15			4	\$ 46.74			4	\$ 48.14		
			5	\$ 47.52	\$ 8,237	\$ 98,842	5	\$ 49.19	\$ 8,526	\$ 102,315	5	\$ 50.67	\$ 8,783	\$ 105,394
389	Non-Exempt	HEO/Installer Repairer	1	\$ 40.35			1	\$ 41.77			1	\$ 43.02		
			2	\$ 42.47			2	\$ 43.96			2	\$ 45.28		
			3	\$ 44.70			3	\$ 46.27			3	\$ 47.66		
			4	\$ 47.05			4	\$ 48.70			4	\$ 50.16		
			5	\$ 49.52	\$ 8,583	\$ 103,002	5	\$ 51.26	\$ 8,885	\$ 106,621	5	\$ 52.80	\$ 9,152	\$ 109,824
508	Non-Exempt	Ind Waste Inspec	1	\$ 35.78			1	\$ 37.04			1	\$ 38.15		
			2	\$ 37.66			2	\$ 38.98			2	\$ 40.15		
			3	\$ 39.64			3	\$ 41.03			3	\$ 42.26		
			4	\$ 41.72			4	\$ 43.18			4	\$ 44.48		
			5	\$ 43.91	\$ 7,611	\$ 91,333	5	\$ 45.45	\$ 7,878	\$ 94,536	5	\$ 46.82	\$ 8,115	\$ 97,386
258	Non-Exempt	Ind Waste Invtgr	1	\$ 40.20			1	\$ 41.61			1	\$ 42.86		
			2	\$ 42.31			2	\$ 43.79			2	\$ 45.11		
			3	\$ 44.53			3	\$ 46.09			3	\$ 47.48		
			4	\$ 46.87			4	\$ 48.51			4	\$ 49.97		
			5	\$ 49.33	\$ 8,551	\$ 102,606	5	\$ 51.06	\$ 8,850	\$ 106,205	5	\$ 52.60	\$ 9,117	\$ 109,408
365	Non-Exempt	Industrial Waste Technician	1	\$ 32.30			1	\$ 33.44			1	\$ 34.45		
			2	\$ 34.00			2	\$ 35.19			2	\$ 36.26		
			3	\$ 35.78			3	\$ 37.04			3	\$ 38.16		
			4	\$ 37.66			4	\$ 38.98			4	\$ 40.16		
			5	\$ 39.64	\$ 6,871	\$ 82,451	5	\$ 41.03	\$ 7,112	\$ 85,342	5	\$ 42.27	\$ 7,327	\$ 87,922
227	Non-Exempt	Inspector, Field Svc	1	\$ 39.07			1	\$ 40.44			1	\$ 41.65		
			2	\$ 41.12			2	\$ 42.56			2	\$ 43.84		
			3	\$ 43.28			3	\$ 44.79			3	\$ 46.14		
			4	\$ 45.55			4	\$ 47.14			4	\$ 48.56		
			5	\$ 47.94	\$ 8,310	\$ 99,715	5	\$ 49.62	\$ 8,601	\$ 103,210	5	\$ 51.11	\$ 8,859	\$ 106,309
308	Non-Exempt	Instrum Elec	1	\$ 38.77			1	\$ 40.13			1	\$ 41.34		
			2	\$ 40.81			2	\$ 42.24			2	\$ 43.51		
			3	\$ 42.95			3	\$ 44.46			3	\$ 45.79		
			4	\$ 45.21			4	\$ 46.79			4	\$ 48.20		
			5	\$ 47.58	\$ 8,247	\$ 98,966	5	\$ 49.25	\$ 8,537	\$ 102,440	5	\$ 50.73	\$ 8,793	\$ 105,518
293	Non-Exempt	Educator	1	\$ 29.89			1	\$ 30.95			1	\$ 31.88		
			2	\$ 31.46			2	\$ 32.57			2	\$ 33.55		
			3	\$ 33.11			3	\$ 34.28			3	\$ 35.31		
			4	\$ 34.85			4	\$ 36.08			4	\$ 37.16		
			5	\$ 36.68	\$ 6,358	\$ 76,294	5	\$ 37.97	\$ 6,581	\$ 78,978	5	\$ 39.11	\$ 6,779	\$ 81,349
503	Non-Exempt	Laboratory Tech Wqc	1	\$ 34.80			1	\$ 36.02			1	\$ 37.10		
			2	\$ 36.63			2	\$ 37.91			2	\$ 39.05		
			3	\$ 38.55			3	\$ 39.90			3	\$ 41.10		
			4	\$ 40.57			4	\$ 41.99			4	\$ 43.26		
			5	\$ 42.70	\$ 7,401	\$ 88,816	5	\$ 44.20	\$ 7,661	\$ 91,936	5	\$ 45.53	\$ 7,892	\$ 94,702
413	Non-Exempt	Landfill Technician	1	\$ 39.48			1	\$ 40.86			1	\$ 42.09		
			2	\$ 41.55			2	\$ 43.01			2	\$ 44.30		
			3	\$ 43.73			3	\$ 45.27			3	\$ 46.63		
			4	\$ 46.03			4	\$ 47.65			4	\$ 49.08		
			5	\$ 48.45	\$ 8,398	\$ 100,776	5	\$ 50.15	\$ 8,693	\$ 104,312	5	\$ 51.66	\$ 8,954	\$ 107,453



Service Employees International Union (SEIU)

Salary Schedule

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			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			1	\$ 57.04			1	\$ 58.77		
			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	\$ 11,726	\$ 140,712	5	\$ 70.02	\$ 12,137	\$ 145,642	5	\$ 72.13	\$ 12,503	\$ 150,030
270	Non-Exempt	Prod Arts/Sci Prog	1	\$ 36.24			1	\$ 37.51			1	\$ 38.63		
			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	\$ 7,708	\$ 92,498	5	\$ 46.03	\$ 7,979	\$ 95,742	5	\$ 47.42	\$ 8,219	\$ 98,634
232	Non-Exempt	Prog-Analyst	1	\$ 46.11			1	\$ 47.72			1	\$ 49.16		
			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	\$ 9,807	\$ 117,686	5	\$ 58.57	\$ 10,152	\$ 121,826	5	\$ 60.33	\$ 10,457	\$ 125,486
265	Non-Exempt	Program Assistant	1	\$ 27.56			1	\$ 28.52			1	\$ 29.40		
			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	\$ 5,862	\$ 70,346	5	\$ 35.01	\$ 6,068	\$ 72,821	5	\$ 36.07	\$ 6,252	\$ 75,026
302	Non-Exempt	Program Assistant I	1	\$ 29.24			1	\$ 30.26			1	\$ 31.17		
			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	\$ 6,217	\$ 74,610	5	\$ 37.13	\$ 6,436	\$ 77,230	5	\$ 38.25	\$ 6,630	\$ 79,560
303	Non-Exempt	Program Assistant II	1	\$ 31.41			1	\$ 32.51			1	\$ 33.49		
			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	\$ 6,682	\$ 80,184	5	\$ 39.90	\$ 6,916	\$ 82,992	5	\$ 41.10	\$ 7,124	\$ 85,488
368	Non-Exempt	Program Coordinator	1	\$ 31.28			1	\$ 32.38			1	\$ 33.36		
			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	\$ 6,653	\$ 79,830	5	\$ 39.73	\$ 6,887	\$ 82,638	5	\$ 40.93	\$ 7,095	\$ 85,134
349	Non-Exempt	Project Engineer	1	\$ 55.57			1	\$ 57.51			1	\$ 59.23		
			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	\$ 11,820	\$ 141,835	5	\$ 70.58	\$ 12,234	\$ 146,806	5	\$ 72.70	\$ 12,601	\$ 151,216
3490	Non-Exempt	Project Engineer - S	1	\$ 55.57			1	\$ 57.51			1	\$ 59.23		
			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	\$ 11,820	\$ 141,835	5	\$ 70.58	\$ 12,234	\$ 146,806	5	\$ 72.70	\$ 12,601	\$ 151,216
209	Non-Exempt	Property Evid Tech	1	\$ 29.70			1	\$ 30.75			1	\$ 31.68		
			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	\$ 6,318	\$ 75,816	5	\$ 37.73	\$ 6,540	\$ 78,478	5	\$ 38.87	\$ 6,737	\$ 80,850



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			1	\$ 54.58			1	\$ 56.23		
			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	\$ 11,220	\$ 134,638	5	\$ 67.00	\$ 11,613	\$ 139,360	5	\$ 69.01	\$ 11,962	\$ 143,541
366	Non-Exempt	Restoration Lead	1	\$ 41.44			1	\$ 42.90			1	\$ 44.19		
			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	\$ 8,819	\$ 105,830	5	\$ 52.67	\$ 9,129	\$ 109,554	5	\$ 54.26	\$ 9,405	\$ 112,861
554	Non-Exempt	SCADA Technologist	1	\$ 56.04			1	\$ 57.99			1	\$ 59.74		
			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	\$ 11,920	\$ 143,042	5	\$ 71.18	\$ 12,338	\$ 148,054	5	\$ 73.32	\$ 12,709	\$ 152,506
385	Non-Exempt	Senior Fleet Services Coordinator	1	\$ 38.19			1	\$ 39.53			1	\$ 40.72		
			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	\$ 8,122	\$ 97,469	5	\$ 48.51	\$ 8,408	\$ 100,901	5	\$ 49.97	\$ 8,661	\$ 103,938
461	Non-Exempt	Sprinkler Sys Repr	1	\$ 28.88			1	\$ 29.91			1	\$ 30.81		
			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	\$ 6,145	\$ 73,736	5	\$ 36.70	\$ 6,361	\$ 76,336	5	\$ 37.81	\$ 6,554	\$ 78,645
360	Non-Exempt	Sr Buyer	1	\$ 40.28			1	\$ 41.70			1	\$ 42.95		
			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	\$ 8,568	\$ 102,814	5	\$ 51.17	\$ 8,869	\$ 106,434	5	\$ 52.71	\$ 9,136	\$ 109,637
3600	Non-Exempt	Sr Buyer - S	1	\$ 40.28			1	\$ 41.70			1	\$ 42.95		
			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	\$ 8,568	\$ 102,814	5	\$ 51.17	\$ 8,869	\$ 106,434	5	\$ 52.71	\$ 9,136	\$ 109,637
224	Non-Exempt	Sr Chemist	1	\$ 43.21			1	\$ 44.73			1	\$ 46.07		
			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	\$ 9,192	\$ 110,302	5	\$ 54.89	\$ 9,514	\$ 114,171	5	\$ 56.54	\$ 9,800	\$ 117,603
544	Non-Exempt	Sr Industrial Waste Investigator	1	\$ 45.98			1	\$ 47.59			1	\$ 49.03		
			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	\$ 9,781	\$ 117,374	5	\$ 58.41	\$ 10,124	\$ 121,493	5	\$ 60.17	\$ 10,429	\$ 125,154
512	Non-Exempt	Sr Instrum Elect	1	\$ 42.35			1	\$ 43.83			1	\$ 45.13		
			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	\$ 9,006	\$ 108,077	5	\$ 53.78	\$ 9,322	\$ 111,862	5	\$ 55.40	\$ 9,603	\$ 115,232



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			1	\$ 35.26			1	\$ 36.32		
			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	\$ 7,245	\$ 86,944	5	\$ 43.27	\$ 7,500	\$ 90,002	5	\$ 44.57	\$ 7,725	\$ 92,706
504	Non-Exempt	Sr. Mech	1	\$ 41.63			1	\$ 43.09			1	\$ 44.39		
			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	\$ 8,856	\$ 106,267	5	\$ 52.88	\$ 9,166	\$ 109,990	5	\$ 54.47	\$ 9,441	\$ 113,298
361	Non-Exempt	Sr Mkt Analyst	1	\$ 48.39			1	\$ 50.09			1	\$ 51.61		
			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	\$ 10,296	\$ 123,552	5	\$ 61.48	\$ 10,657	\$ 127,878	5	\$ 63.33	\$ 10,977	\$ 131,726
3610	Non-Exempt	Sr Mkt Analyst - S	1	\$ 48.39			1	\$ 50.09			1	\$ 51.61		
			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	\$ 10,296	\$ 123,552	5	\$ 61.48	\$ 10,657	\$ 127,878	5	\$ 63.33	\$ 10,977	\$ 131,726
506	Non-Exempt	Sr Operator Wqc	1	\$ 43.30			1	\$ 44.81			1	\$ 46.15		
			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	\$ 9,209	\$ 110,510	5	\$ 54.99	\$ 9,532	\$ 114,379	5	\$ 56.64	\$ 9,818	\$ 117,811
318	Non-Exempt	Sr Planner	1	\$ 49.46			1	\$ 51.19			1	\$ 52.73		
			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	\$ 10,521	\$ 126,256	5	\$ 62.83	\$ 10,891	\$ 130,686	5	\$ 64.72	\$ 11,218	\$ 134,618
280	Non-Exempt	Sr Ranger	1	\$ 35.68			1	\$ 36.93			1	\$ 38.04		
			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	\$ 7,589	\$ 91,062	5	\$ 45.32	\$ 7,855	\$ 94,266	5	\$ 46.68	\$ 8,091	\$ 97,094
261	Non-Exempt	Sr Util Field Svc Rep	1	\$ 42.57			1	\$ 44.07			1	\$ 45.40		
			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	\$ 9,057	\$ 108,680	5	\$ 54.08	\$ 9,374	\$ 112,486	5	\$ 55.71	\$ 9,656	\$ 115,877
501	Non-Exempt	Sr Water Sys Oper	1	\$ 41.26			1	\$ 42.71			1	\$ 44.00		
			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	\$ 8,778	\$ 105,331	5	\$ 52.42	\$ 9,086	\$ 109,034	5	\$ 54.00	\$ 9,360	\$ 112,320
405	Non-Exempt	St Maint Asst	1	\$ 26.97			1	\$ 27.92			1	\$ 28.75		
			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	\$ 5,736	\$ 68,827	5	\$ 34.25	\$ 5,937	\$ 71,240	5	\$ 35.28	\$ 6,115	\$ 73,382



Service Employees International Union (SEIU)

Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
392	Non-Exempt	St Sweeper Op	1	\$ 32.10			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

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
430	Non-Exempt	Tree Trim/Ln Clr	1	\$ 31.90			1	\$ 33.01			1	\$ 34.00		
			2	\$ 33.57			2	\$ 34.74			2	\$ 35.78		
			3	\$ 35.33			3	\$ 36.56			3	\$ 37.66		
			4	\$ 37.18			4	\$ 38.48			4	\$ 39.64		
			5	\$ 39.13	\$ 6,783	\$ 81,390	5	\$ 40.50	\$ 7,020	\$ 84,240	5	\$ 41.72	\$ 7,231	\$ 86,778
431	Non-Exempt	Tree Trim/Ln Clr-L	1	\$ 34.11			1	\$ 35.31			1	\$ 36.36		
			2	\$ 35.90			2	\$ 37.16			2	\$ 38.27		
			3	\$ 37.78			3	\$ 39.11			3	\$ 40.28		
			4	\$ 39.76			4	\$ 41.16			4	\$ 42.39		
			5	\$ 41.85	\$ 7,254	\$ 87,048	5	\$ 43.32	\$ 7,509	\$ 90,106	5	\$ 44.62	\$ 7,734	\$ 92,810
432	Non-Exempt	Tree Trm/Ln Clr Asst	1	\$ 30.04			1	\$ 31.11			1	\$ 32.05		
			2	\$ 31.62			2	\$ 32.74			2	\$ 33.73		
			3	\$ 33.28			3	\$ 34.46			3	\$ 35.50		
			4	\$ 35.03			4	\$ 36.27			4	\$ 37.36		
			5	\$ 36.87	\$ 6,391	\$ 76,690	5	\$ 38.17	\$ 6,616	\$ 79,394	5	\$ 39.32	\$ 6,815	\$ 81,786
223	Non-Exempt	Util Acctg Tech	1	\$ 31.07			1	\$ 32.16			1	\$ 33.13		
			2	\$ 32.70			2	\$ 33.85			2	\$ 34.87		
			3	\$ 34.42			3	\$ 35.63			3	\$ 36.70		
			4	\$ 36.23			4	\$ 37.50			4	\$ 38.63		
			5	\$ 38.13	\$ 6,609	\$ 79,310	5	\$ 39.47	\$ 6,841	\$ 82,098	5	\$ 40.66	\$ 7,048	\$ 84,573
272	Non-Exempt	Util Comp Tech	1	\$ 57.84			1	\$ 59.86			1	\$ 61.67		
			2	\$ 60.88			2	\$ 63.01			2	\$ 64.91		
			3	\$ 64.08			3	\$ 66.32			3	\$ 68.32		
			4	\$ 67.45			4	\$ 69.81			4	\$ 71.91		
			5	\$ 70.99	\$ 12,305	\$ 147,659	5	\$ 73.48	\$ 12,737	\$ 152,838	5	\$ 75.69	\$ 13,120	\$ 157,435
273	Non-Exempt	Util Comp Tech-L	1	\$ 61.91			1	\$ 64.06			1	\$ 65.99		
			2	\$ 65.16			2	\$ 67.43			2	\$ 69.46		
			3	\$ 68.58			3	\$ 70.97			3	\$ 73.11		
			4	\$ 72.18			4	\$ 74.70			4	\$ 76.95		
			5	\$ 75.97	\$ 13,168	\$ 158,018	5	\$ 78.63	\$ 13,629	\$ 163,550	5	\$ 80.99	\$ 14,038	\$ 168,459
219	Non-Exempt	Util Credit/Col Spec	1	\$ 37.01			1	\$ 38.30			1	\$ 39.46		
			2	\$ 38.95			2	\$ 40.31			2	\$ 41.53		
			3	\$ 41.00			3	\$ 42.43			3	\$ 43.71		
			4	\$ 43.15			4	\$ 44.66			4	\$ 46.01		
			5	\$ 45.42	\$ 7,873	\$ 94,474	5	\$ 47.01	\$ 8,148	\$ 97,781	5	\$ 48.43	\$ 8,395	\$ 100,734
310	Non-Exempt	Util Engr Estimator	1	\$ 48.54			1	\$ 50.24			1	\$ 51.75		
			2	\$ 51.09			2	\$ 52.88			2	\$ 54.47		
			3	\$ 53.77			3	\$ 55.66			3	\$ 57.33		
			4	\$ 56.60			4	\$ 58.58			4	\$ 60.34		
			5	\$ 59.57	\$ 10,325	\$ 123,906	5	\$ 61.66	\$ 10,688	\$ 128,253	5	\$ 63.51	\$ 11,008	\$ 132,101
486	Non-Exempt	Util Fld 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

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
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	1	\$ 41.90			1	\$ 43.38			1	\$ 44.68		
			2	\$ 44.10			2	\$ 45.66			2	\$ 47.03		
			3	\$ 46.42			3	\$ 48.06			3	\$ 49.50		
			4	\$ 48.86			4	\$ 50.58			4	\$ 52.10		
			5	\$ 51.43	\$ 8,915	\$ 106,974	5	\$ 53.24	\$ 9,228	\$ 110,739	5	\$ 54.84	\$ 9,506	\$ 114,067
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			1	\$ 44.87			1	\$ 46.22		
			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	\$ 9,221	\$ 110,656	5	\$ 55.07	\$ 9,545	\$ 114,546	5	\$ 56.73	\$ 9,833	\$ 117,998
289	Non-Exempt	Utl Install Repair-Welding Cert	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
274	Non-Exempt	Volunteer Coord	1	\$ 32.89			1	\$ 34.05			1	\$ 35.07		
			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	\$ 6,996	\$ 83,949	5	\$ 41.78	\$ 7,242	\$ 86,902	5	\$ 43.04	\$ 7,460	\$ 89,523
482	Non-Exempt	Water Meter Rep Asst	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
484	Non-Exempt	Water Meter Repair	1	\$ 30.22			1	\$ 31.29			1	\$ 32.24		
			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	\$ 6,429	\$ 77,147	5	\$ 38.39	\$ 6,654	\$ 79,851	5	\$ 39.55	\$ 6,855	\$ 82,264
499	Non-Exempt	Water Sys Oper I	1	\$ 31.85			1	\$ 32.96			1	\$ 33.96		
			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	\$ 6,774	\$ 81,286	5	\$ 40.45	\$ 7,011	\$ 84,136	5	\$ 41.67	\$ 7,223	\$ 86,674
507	Non-Exempt	Water Sys Oper II	1	\$ 36.37			1	\$ 37.65			1	\$ 38.78		
			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	\$ 7,738	\$ 92,851	5	\$ 46.21	\$ 8,010	\$ 96,117	5	\$ 47.60	\$ 8,251	\$ 99,008
500	Non-Exempt	WQC Plt Oper I	1	\$ 33.41			1	\$ 34.58			1	\$ 35.63		
			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	\$ 7,107	\$ 85,280	5	\$ 42.44	\$ 7,356	\$ 88,275	5	\$ 43.72	\$ 7,578	\$ 90,938
509	Non-Exempt	WQC Plt Oper II	1	\$ 38.17			1	\$ 39.51			1	\$ 40.69		
			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	\$ 8,119	\$ 97,427	5	\$ 48.48	\$ 8,403	\$ 100,838	5	\$ 49.94	\$ 8,656	\$ 103,875
510	Non-Exempt	WQC Plt Oper Trn	1	\$ 29.43			1	\$ 30.46			1	\$ 31.38		
			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	\$ 6,257	\$ 75,088	5	\$ 37.37	\$ 6,477	\$ 77,730	5	\$ 38.50	\$ 6,673	\$ 80,080



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			7	\$ 62.32			7	\$ 64.19		
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			7	\$ 52.74			7	\$ 54.33		
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			7	\$ 55.55			7	\$ 57.22		

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.
- 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.

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

Proposed Letter of Agreement
City of Palo Alto and IAFF Local 1319

June 30, 2021 – June 30, 2022



I. Introduction and MOA Term Extension

In early 2020, the City of Palo Alto (City) and the Nation were impacted by the COVID-19 health pandemic. The COVID-19 pandemic impacted the City's economy at every level. Both the City and the International Association of Fire Fighters, Local 1319 (Association) have a mutual interest in extending the current Memorandum of Agreement (MOA) for one (1) additional year with limited changes to the MOA.

II. Salary

The Parties agree to amend Article VII ("Salary Provisions") Section 1(e) of the current MOA to defer for one (1) year the previously negotiated wage increase of three percent (3%) which would have taken effect the first full pay period following July 1, 2020. The July 1, 2020 wage increase will now be effective the first full pay period following July 1, 2021.

The Parties further agree to freeze all movements within the step range for one (1) fiscal year, starting July 1, 2020 and ending June 30, 2021. The regular and normal movement of employees through the step scale will resume July 1, 2021.

III. Deferred Compensation and Pension Contributions

The Parties agree to amend Article XXII ("Retirement Benefits") Section 7 of the current MOA to defer for one (1) year the previously negotiated City contribution to 457 Deferred Compensation Plan which would have taken effect the first full pay period following July 1, 2020. The City contributions to eligible employee's 457 Deferred Compensation Plan will now be effective the first full pay period following July 1, 2021.

The Parties agree to amend Article XXII ("Retirement Benefits") Section 3 to defer for one (1) year the previously negotiated increase of additional employee California Public Employees Retirement System contributions which would have taken effect the first full pay period following July 1, 2020. The additional one percent (1%) (for a total of 4%) employee contribution towards the employer share of pension will now be effective the first full pay period following July 1, 2021.

IV. Duration

The Parties agree to amend Article XLIV ("Duration") of the current MOA to extend the term for one (1) additional year, for an expiration of June 30, 2022.

In addition to modifying the MOA, the parties agree to certain working condition changes as set forth below:

1. Medic 61 Staffing

This section codifies the proactive efforts of IAFF Local 1319 in confronting the City's budget shortfalls. In collaboration with the department, the Parties reached agreement to staff Medic 61 with straight time staff when feasible.

2. Retirement Incentive

IAFF Local 1319 has approved the City's July 2020 Sworn retirement incentive program. Below is an overview of the program for reference:

- Sworn personnel who retire from the City on or before July 31, 2020 will be eligible for a onetime \$30,000 payment
- Sworn personnel must make their irrevocable retirement decision within the announced two (2) week window.
- The number of eligible personnel will be capped at seven (7) sworn personnel within the City of Palo Alto Fire Department.
- Each L1319 member who takes the incentive will offset the need for a layoff, based on the City's proposed layoff of 7 L1319 member employees.

3. Reemployment

The names of employees laid off or demoted shall be entered upon a re-employment list in seniority order. The employee with the greatest seniority on the re-employment list shall be offered reinstatement first. This list will expire 3 years from the effective date of any layoffs. The right to reinstatement to a previously held classification shall not terminate for demoted employees.

If a laid off employee waives reinstatement or fails to respond within ten (10) calendar days of receipt of the notice, the employee shall be removed from the reemployment list.

4. Layoffs

The Parties agree to create an "Attrition Ramp" from July 1, 2020 through December 31, 2020 to try and avoid the need for layoffs and achieve position eliminations through attrition. The City will delay any layoffs within the unit until December 31, 2020, at which time it will take into account any attrition before moving forward with any of the 7 proposed layoffs within the unit.

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

Proposed Letter of Agreement

City of Palo Alto and Palo Alto Fire Chief's Association

July 1, 2020 – June 30, 2022



Section I. Introduction and MOA Term Extension

In early 2020, the City of Palo Alto (City) and the Nation were impacted by the COVID-19 health pandemic. Both the City and the Palo Alto Fire Chief's Association (Association) have a mutual interest in extending the current Memorandum of Agreement (MOA) for one (1) additional year with limited changes to the MOA.

Section II. Salary

The Parties agree to defer for one (1) year the previously negotiated wage increase of three percent (3%) which would have taken effect the first full pay period following July 1, 2020. The July 1, 2020 wage increase will now be effective the first full pay period following July 1, 2021.

Section III. Alternative Medical Benefit

The Parties agree to include the "Alternative Medical Benefit Program" allowing eligible employees to waive the City of Palo Alto's medical insurance coverage and receive cash payments in the amount of \$284 for each month the City coverage is waived. Eligibility and requirements are stated below:

If a regular employee and/or the employee's dependent(s) are eligible for and elect to receive medical insurance through any non-City of Palo Alto sponsored or association medical plan, the employee may choose to waive his/her right to the City of Palo Alto's medical insurance coverage and receive cash payments in the amount of two hundred and eighty four dollars (\$284) for each month City coverage is waived.

Examples of waivers eligible for this payment are: Employee waives all applicable City medical coverage; or Employee is eligible to enroll his or her spouse or domestic partner and waives medical coverage for the spouse or domestic partner; or Employee has additional eligible dependents and waives family-level medical coverage.

Participation must result in a health insurance cost savings to the City and payments per employee shall not exceed a total of two hundred eighty four dollars (\$284) per month. To participate in the program the employee and dependents must be eligible for coverage under PEMHCA medical plans, complete a waiver of medical coverage form, and provide proof of eligible alternative medical coverage.

Payments will be made in the employee's paycheck beginning the first month following the employee's completion of the waiver form. Payments are subject to state and federal taxes and are not considered earnings under PERS law. Employees are responsible for notifying the City of any change in status affecting eligibility for this program (for example, life changes affecting dependent's eligibility for medical coverage through the employee) and will be responsible for repayment of amounts paid by the City contrary to the terms of this program due to the employee's failure to notify the City of a change in status.

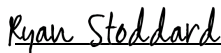
Section IV. Deferred Compensation and Pension Contributions

The Parties agree to defer for one (1) year the previously negotiated City contribution to 457 Deferred Compensation Plan which would have taken effect the first full pay period following July 1, 2020. The City contributions to eligible employee's 457 Deferred Compensation Plan will now be effective the first full pay period following July 1, 2021.

The Parties agree to defer for one (1) year the previously negotiated increase of additional employee California Public Employees Retirement System contributions which would have taken effect the first full pay period following July 1, 2020. The additional one percent (1%) (for a total of 4%) employee contribution towards the employer share of pension will now be effective the first full pay period following July 1, 2021.

For the Association:

DocuSigned by:



6/14/2020

Battalion Chief Ryan Stoddard, President

For the City:



6/16/2020

Rumi Portillo, HR Director

DocuSigned by:

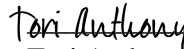
6/15/2020



Nicholas Raisch, Manager Employee Relations

DocuSigned by:

6/14/2020



Teri Anthony, Sr. HR Administrator

DocuSigned by:

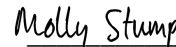
6/14/2020



Chief Geoffrey Blackshire, Fire Chief

DocuSigned by:

6/16/2020



Molly Stump, City Attorney

DocuSigned by:

6/16/2020



Ed Shikada, City Manager

NOT YET APPROVED

Proposed Letter of Agreement

City of Palo Alto and Palo Alto Peace Officers' Association

July 1, 2020 – June 30, 2022



Section I. Introduction and MOA Term Extension

In early 2020, the City of Palo Alto (City) and the Nation were impacted by the COVID-19 health pandemic. Both the City and the Palo Alto Peace Officers' Association (Association) have a mutual interest in extending the current Memorandum of Agreement (MOA) as set forth below. All other terms and conditions other than those set forth below shall be maintained for the duration of the MOA.

Section II. Duration

The Parties agree to amend Section 48 ("Duration") of the current MOA to extend the term for one (1) additional year, for an expiration of June 30, 2022.

Section III. Salary

The Parties agree to amend Section 7 ("Salary Provisions") of the current MOA to defer the previously negotiated wage increase of three (3%) percent which would have taken effect the first full pay period following July 1, 2020 to the first full pay period following July 1, 2021.

The Parties also agree to enter into a separate side letter agreement establishing a special rate of pay for members when voluntarily working overtime on special assignment performing work as a Public Safety Dispatcher.

Section IV. Retirement Incentive

The Association has approved the City's July 2020 Sworn retirement incentive program. Below is an overview of the program for reference:

- Sworn personnel who retire from the City on or before July 31, 2020 will be eligible for a onetime \$30,000 payment
- Sworn personnel must make their irrevocable retirement decision within the announced two (2) week window.
- The number of eligible personnel will be capped at nine (9) sworn personnel within the City of Palo Alto Police Department.

For the Association:

Name Date

Name Date

For the City:

Name Date

Name Date

NOT YET APPROVED

Proposed Letter of Agreement

City of Palo Alto and Palo Alto Police Management Association

July 1, 2020 – June 30, 2022



Section I. Introduction and MOA Term Extension

In early 2020, the City of Palo Alto (City) and the Nation were impacted by the COVID-19 health pandemic. Both the City and the Palo Alto Police Management Association (Association) have a mutual interest in extending the current Memorandum of Agreement (MOA) as set forth below. All other terms and conditions other than those set forth below shall be maintained for the duration of the MOA.

Section II. Duration

The Parties agree to amend Article XI Section 50 (“Duration”) of the current MOA to extend the term for one (1) additional year, for an expiration of June 30, 2022.

Section III. Salary

The Parties agree to amend Article II Section 3 (“Salary”) and Appendix A-1 of the current MOA to defer the previously negotiated wage increase of four percent (4%) which would have taken effect the first full pay period following July 1, 2020 to the first full pay period following July 1, 2021.

Section III. Retirement Incentive

The Association has approved the City’s July 2020 Sworn retirement incentive program. Below is an overview of the program for reference:

- Sworn personnel who retire from the City on or before July 31, 2020 will be eligible for a onetime \$30,000 payment
- Sworn personnel must make their irrevocable retirement decision within the announced two (2) week window.
- The number of eligible personnel will be capped at nine (9) sworn personnel within the City of Palo Alto Police Department.

For the Association:

Name, Title	Date
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Name, Title	Date
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For the City:

Name, Title	Date
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Name, Title	Date
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City of Palo Alto and Palo Alto Police Management Association
Proposed Letter of Agreement: July 1, 2020 – June 30, 2022

Name, Title	Date	Name, Title	Date
_____	_____	_____	_____
Name, Title	Date	Name, Title	Date
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