



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



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



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



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



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



Service Employees International Union (SEIU) Salary Schedule

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



Service Employees International Union (SEIU) Salary Schedule

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



Service Employees International Union (SEIU) Salary Schedule

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



Service Employees International Union (SEIU) Salary Schedule

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



Service Employees International Union (SEIU) Salary Schedule

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



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
254	Non-Exempt	Librarian	1	\$ 30.00			1	\$ 31.05			1	\$ 31.98		
			2	\$ 31.57			2	\$ 32.68			2	\$ 33.66		
			3	\$ 33.23			3	\$ 34.39			3	\$ 35.43		
			4	\$ 34.97			4	\$ 36.20			4	\$ 37.29		
			5	\$ 36.81	\$ 6,380	\$ 76,565	5	\$ 38.10	\$ 6,604	\$ 79,248	5	\$ 39.25	\$ 6,803	\$ 81,640
252	Non-Exempt	Library Associate	1	\$ 26.96			1	\$ 27.91			1	\$ 28.74		
			2	\$ 28.37			2	\$ 29.37			2	\$ 30.25		
			3	\$ 29.86			3	\$ 30.91			3	\$ 31.84		
			4	\$ 31.43			4	\$ 32.53			4	\$ 33.51		
			5	\$ 33.08	\$ 5,734	\$ 68,806	5	\$ 34.24	\$ 5,935	\$ 71,219	5	\$ 35.27	\$ 6,113	\$ 73,362
253	Non-Exempt	Library Specialist	1	\$ 25.50			1	\$ 26.41			1	\$ 27.20		
			2	\$ 26.84			2	\$ 27.79			2	\$ 28.63		
			3	\$ 28.25			3	\$ 29.25			3	\$ 30.13		
			4	\$ 29.73			4	\$ 30.78			4	\$ 31.71		
			5	\$ 31.29	\$ 5,424	\$ 65,083	5	\$ 32.39	\$ 5,614	\$ 67,371	5	\$ 33.37	\$ 5,784	\$ 69,410
541	Non-Exempt	Lineper/Cable Spl	1	\$ 57.84			1	\$ 59.86			1	\$ 61.67		
			2	\$ 60.88			2	\$ 63.01			2	\$ 64.91		
			3	\$ 64.08			3	\$ 66.32			3	\$ 68.32		
			4	\$ 67.45			4	\$ 69.81			4	\$ 71.91		
			5	\$ 70.99	\$ 12,305	\$ 147,659	5	\$ 73.48	\$ 12,737	\$ 152,838	5	\$ 75.69	\$ 13,120	\$ 157,435
542	Non-Exempt	Lineper/Cable Spl-L	1	\$ 61.91			1	\$ 64.06			1	\$ 65.99		
			2	\$ 65.16			2	\$ 67.43			2	\$ 69.46		
			3	\$ 68.58			3	\$ 70.97			3	\$ 73.11		
			4	\$ 72.18			4	\$ 74.70			4	\$ 76.95		
			5	\$ 75.97	\$ 13,168	\$ 158,018	5	\$ 78.63	\$ 13,629	\$ 163,550	5	\$ 80.99	\$ 14,038	\$ 168,459
531	Non-Exempt	Lineperson/Cable Spl-T	1	\$ 55.09			1	\$ 57.03			1	\$ 58.73		
			2	\$ 57.98			2	\$ 60.03			2	\$ 61.82		
			3	\$ 61.03			3	\$ 63.18			3	\$ 65.07		
			4	\$ 64.24			4	\$ 66.50			4	\$ 68.49		
			5	\$ 67.62	\$ 11,721	\$ 140,650	5	\$ 69.99	\$ 12,132	\$ 145,579	5	\$ 72.09	\$ 12,496	\$ 149,947
532	Non-Exempt	Lineperson/Cable Spl-TL	1	\$ 58.91			1	\$ 60.99			1	\$ 62.82		
			2	\$ 62.01			2	\$ 64.19			2	\$ 66.12		
			3	\$ 65.27			3	\$ 67.56			3	\$ 69.59		
			4	\$ 68.70			4	\$ 71.11			4	\$ 73.25		
			5	\$ 72.31	\$ 12,534	\$ 150,405	5	\$ 74.85	\$ 12,974	\$ 155,688	5	\$ 77.10	\$ 13,364	\$ 160,368
528	Non-Exempt	Lnper/Cbl Spl-Appren	1	\$ 49.69			1	\$ 51.44			1	\$ 52.98		
			2	\$ 52.30			2	\$ 54.14			2	\$ 55.76		
			3	\$ 55.05			3	\$ 56.98			3	\$ 58.69		
			4	\$ 57.94			4	\$ 59.97			4	\$ 61.77		
			5	\$ 60.98	\$ 10,570	\$ 126,838	5	\$ 63.12	\$ 10,941	\$ 131,290	5	\$ 65.02	\$ 11,270	\$ 135,242
213	Non-Exempt	Mailing Svcs Spec	1	\$ 22.57			1	\$ 23.36			1	\$ 24.06		
			2	\$ 23.75			2	\$ 24.58			2	\$ 25.32		
			3	\$ 25.00			3	\$ 25.87			3	\$ 26.65		
			4	\$ 26.31			4	\$ 27.23			4	\$ 28.05		
			5	\$ 27.69	\$ 4,800	\$ 57,595	5	\$ 28.66	\$ 4,968	\$ 59,613	5	\$ 29.52	\$ 5,117	\$ 61,402
291	Non-Exempt	Maintenance Mechanic-Welding	1	\$ 39.14			1	\$ 40.51			1	\$ 41.73		
			2	\$ 41.19			2	\$ 42.64			2	\$ 43.92		
			3	\$ 43.35			3	\$ 44.88			3	\$ 46.23		
			4	\$ 45.63			4	\$ 47.24			4	\$ 48.66		
			5	\$ 48.03	\$ 8,325	\$ 99,902	5	\$ 49.72	\$ 8,618	\$ 103,418	5	\$ 51.22	\$ 8,878	\$ 106,538



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
346	Non-Exempt	Management Assistant	1	\$ 33.56			1	\$ 34.73			1	\$ 35.77		
			2	\$ 35.32			2	\$ 36.55			2	\$ 37.65		
			3	\$ 37.17			3	\$ 38.47			3	\$ 39.63		
			4	\$ 39.12			4	\$ 40.49			4	\$ 41.71		
			5	\$ 41.17	\$ 7,136	\$ 85,634	5	\$ 42.62	\$ 7,387	\$ 88,650	5	\$ 43.90	\$ 7,609	\$ 91,312
3460	Non-Exempt	Management Assistant - S	1	\$ 33.56			1	\$ 34.73			1	\$ 35.77		
			2	\$ 35.32			2	\$ 36.55			2	\$ 37.65		
			3	\$ 37.17			3	\$ 38.47			3	\$ 39.63		
			4	\$ 39.12			4	\$ 40.49			4	\$ 41.71		
			5	\$ 41.17	\$ 7,136	\$ 85,634	5	\$ 42.62	\$ 7,387	\$ 88,650	5	\$ 43.90	\$ 7,609	\$ 91,312
216	Non-Exempt	Marketing Eng	1	\$ 51.63			1	\$ 53.43			1	\$ 55.05		
			2	\$ 54.34			2	\$ 56.24			2	\$ 57.94		
			3	\$ 57.19			3	\$ 59.20			3	\$ 60.98		
			4	\$ 60.20			4	\$ 62.31			4	\$ 64.18		
			5	\$ 63.36	\$ 10,982	\$ 131,789	5	\$ 65.58	\$ 11,367	\$ 136,406	5	\$ 67.55	\$ 11,709	\$ 140,504
241	Non-Exempt	Meter Reader	1	\$ 26.82			1	\$ 27.77			1	\$ 28.61		
			2	\$ 28.23			2	\$ 29.23			2	\$ 30.11		
			3	\$ 29.71			3	\$ 30.76			3	\$ 31.69		
			4	\$ 31.27			4	\$ 32.37			4	\$ 33.35		
			5	\$ 32.91	\$ 5,704	\$ 68,453	5	\$ 34.07	\$ 5,905	\$ 70,866	5	\$ 35.10	\$ 6,084	\$ 73,008
240	Non-Exempt	Meter Reader-Lead	1	\$ 28.70			1	\$ 29.71			1	\$ 30.61		
			2	\$ 30.21			2	\$ 31.27			2	\$ 32.22		
			3	\$ 31.79			3	\$ 32.91			3	\$ 33.91		
			4	\$ 33.46			4	\$ 34.64			4	\$ 35.69		
			5	\$ 35.22	\$ 6,105	\$ 73,258	5	\$ 36.46	\$ 6,320	\$ 75,837	5	\$ 37.56	\$ 6,510	\$ 78,125
369	Non-Exempt	Meter Shop Lead	1	\$ 33.22			1	\$ 34.39			1	\$ 35.41		
			2	\$ 34.96			2	\$ 36.19			2	\$ 37.27		
			3	\$ 36.80			3	\$ 38.09			3	\$ 39.23		
			4	\$ 38.73			4	\$ 40.09			4	\$ 41.29		
			5	\$ 40.76	\$ 7,065	\$ 84,781	5	\$ 42.19	\$ 7,313	\$ 87,755	5	\$ 43.46	\$ 7,533	\$ 90,397
552	Non-Exempt	Metering Technician	1	\$ 50.11			1	\$ 51.87			1	\$ 53.43		
			2	\$ 52.74			2	\$ 54.59			2	\$ 56.24		
			3	\$ 55.51			3	\$ 57.46			3	\$ 59.19		
			4	\$ 58.43			4	\$ 60.48			4	\$ 62.30		
			5	\$ 61.50	\$ 10,660	\$ 127,920	5	\$ 63.66	\$ 11,034	\$ 132,413	5	\$ 65.57	\$ 11,365	\$ 136,386
553	Non-Exempt	Metering Technician – Lead	1	\$ 53.62			1	\$ 55.51			1	\$ 57.19		
			2	\$ 56.44			2	\$ 58.43			2	\$ 60.19		
			3	\$ 59.41			3	\$ 61.50			3	\$ 63.35		
			4	\$ 62.53			4	\$ 64.73			4	\$ 66.68		
			5	\$ 65.82	\$ 11,409	\$ 136,906	5	\$ 68.13	\$ 11,809	\$ 141,710	5	\$ 70.18	\$ 12,165	\$ 145,974
384	Non-Exempt	Mobile Service Tech	1	\$ 38.73			1	\$ 40.09			1	\$ 41.29		
			2	\$ 40.76			2	\$ 42.19			2	\$ 43.46		
			3	\$ 42.90			3	\$ 44.41			3	\$ 45.74		
			4	\$ 45.15			4	\$ 46.74			4	\$ 48.14		
			5	\$ 47.52	\$ 8,237	\$ 98,842	5	\$ 49.19	\$ 8,526	\$ 102,315	5	\$ 50.67	\$ 8,783	\$ 105,394
381	Non-Exempt	Motor Equip Mech-L	1	\$ 39.46			1	\$ 40.85			1	\$ 42.07		
			2	\$ 41.53			2	\$ 42.99			2	\$ 44.28		
			3	\$ 43.71			3	\$ 45.25			3	\$ 46.61		
			4	\$ 46.01			4	\$ 47.63			4	\$ 49.06		
			5	\$ 48.43	\$ 8,395	\$ 100,734	5	\$ 50.13	\$ 8,689	\$ 104,270	5	\$ 51.64	\$ 8,951	\$ 107,411



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
286	Non-Exempt	Motor Equipment Mechanic I	1	\$ 34.17			1	\$ 35.36			1	\$ 36.44		
			2	\$ 35.96			2	\$ 37.22			2	\$ 38.35		
			3	\$ 37.85			3	\$ 39.17			3	\$ 40.36		
			4	\$ 39.84			4	\$ 41.23			4	\$ 42.48		
			5	\$ 41.93	\$ 7,268	\$ 87,214	5	\$ 43.40	\$ 7,523	\$ 90,272	5	\$ 44.71	\$ 7,750	\$ 92,997
287	Non-Exempt	Motor Equipment Mechanic II	1	\$ 36.88			1	\$ 38.19			1	\$ 39.33		
			2	\$ 38.82			2	\$ 40.19			2	\$ 41.40		
			3	\$ 40.86			3	\$ 42.30			3	\$ 43.57		
			4	\$ 43.01			4	\$ 44.52			4	\$ 45.86		
			5	\$ 45.27	\$ 7,847	\$ 94,162	5	\$ 46.86	\$ 8,122	\$ 97,469	5	\$ 48.27	\$ 8,367	\$ 100,402
230	Non-Exempt	Offset Equip Op	1	\$ 25.59			1	\$ 26.49			1	\$ 27.28		
			2	\$ 26.93			2	\$ 27.88			2	\$ 28.71		
			3	\$ 28.34			3	\$ 29.34			3	\$ 30.22		
			4	\$ 29.83			4	\$ 30.88			4	\$ 31.81		
			5	\$ 31.40	\$ 5,443	\$ 65,312	5	\$ 32.50	\$ 5,633	\$ 67,600	5	\$ 33.48	\$ 5,803	\$ 69,638
543	Non-Exempt	Overhead Underground Troubleman	1	\$ 60.76			1	\$ 62.89			1	\$ 64.78		
			2	\$ 63.95			2	\$ 66.19			2	\$ 68.18		
			3	\$ 67.31			3	\$ 69.67			3	\$ 71.76		
			4	\$ 70.85			4	\$ 73.33			4	\$ 75.53		
			5	\$ 74.57	\$ 12,925	\$ 155,106	5	\$ 77.18	\$ 13,378	\$ 160,534	5	\$ 79.50	\$ 13,780	\$ 165,360
452	Non-Exempt	Park Maint - Lead	1	\$ 32.93			1	\$ 34.10			1	\$ 35.13		
			2	\$ 34.66			2	\$ 35.89			2	\$ 36.97		
			3	\$ 36.48			3	\$ 37.77			3	\$ 38.91		
			4	\$ 38.40			4	\$ 39.75			4	\$ 40.95		
			5	\$ 40.42	\$ 7,006	\$ 84,074	5	\$ 41.84	\$ 7,252	\$ 87,027	5	\$ 43.10	\$ 7,471	\$ 89,648
451	Non-Exempt	Park Maint Person	1	\$ 28.42			1	\$ 29.43			1	\$ 30.32		
			2	\$ 29.91			2	\$ 30.97			2	\$ 31.91		
			3	\$ 31.48			3	\$ 32.59			3	\$ 33.58		
			4	\$ 33.13			4	\$ 34.30			4	\$ 35.34		
			5	\$ 34.87	\$ 6,044	\$ 72,530	5	\$ 36.10	\$ 6,257	\$ 75,088	5	\$ 37.19	\$ 6,446	\$ 77,355
281	Non-Exempt	Park Ranger	1	\$ 32.26			1	\$ 33.40			1	\$ 34.39		
			2	\$ 33.95			2	\$ 35.15			2	\$ 36.19		
			3	\$ 35.73			3	\$ 36.99			3	\$ 38.09		
			4	\$ 37.61			4	\$ 38.93			4	\$ 40.09		
			5	\$ 39.58	\$ 6,861	\$ 82,326	5	\$ 40.97	\$ 7,101	\$ 85,218	5	\$ 42.20	\$ 7,315	\$ 87,776
570	Non-Exempt	Parking Operations Lead	1	\$ 50.27			1	\$ 52.03			1	\$ 53.60		
			2	\$ 52.91			2	\$ 54.76			2	\$ 56.42		
			3	\$ 55.69			3	\$ 57.64			3	\$ 59.38		
			4	\$ 58.62			4	\$ 60.67			4	\$ 62.50		
			5	\$ 61.70	\$ 10,695	\$ 128,336	5	\$ 63.86	\$ 11,069	\$ 132,829	5	\$ 65.78	\$ 11,402	\$ 136,822
460	Non-Exempt	Parks/Golf Crew-Lead	1	\$ 30.92			1	\$ 32.00			1	\$ 32.96		
			2	\$ 32.54			2	\$ 33.68			2	\$ 34.69		
			3	\$ 34.25			3	\$ 35.45			3	\$ 36.51		
			4	\$ 36.05			4	\$ 37.31			4	\$ 38.43		
			5	\$ 37.94	\$ 6,576	\$ 78,915	5	\$ 39.27	\$ 6,807	\$ 81,682	5	\$ 40.45	\$ 7,011	\$ 84,136
348	Non-Exempt	Payroll Analyst	1	\$ 34.30			1	\$ 35.51			1	\$ 36.56		
			2	\$ 36.10			2	\$ 37.37			2	\$ 38.48		
			3	\$ 37.99			3	\$ 39.33			3	\$ 40.50		
			4	\$ 39.98			4	\$ 41.39			4	\$ 42.63		
			5	\$ 42.08	\$ 7,294	\$ 87,526	5	\$ 43.56	\$ 7,550	\$ 90,605	5	\$ 44.87	\$ 7,777	\$ 93,330



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
3480	Non-Exempt	Payroll Analyst - S	1	\$ 34.30			1	\$ 35.51			1	\$ 36.56		
			2	\$ 36.10			2	\$ 37.37			2	\$ 38.48		
			3	\$ 37.99			3	\$ 39.33			3	\$ 40.50		
			4	\$ 39.98			4	\$ 41.39			4	\$ 42.63		
			5	\$ 42.08	\$ 7,294	\$ 87,526	5	\$ 43.56	\$ 7,550	\$ 90,605	5	\$ 44.87	\$ 7,777	\$ 93,330
352	Non-Exempt	Planner	1	\$ 42.81			1	\$ 44.31			1	\$ 45.64		
			2	\$ 45.06			2	\$ 46.64			2	\$ 48.04		
			3	\$ 47.43			3	\$ 49.09			3	\$ 50.56		
			4	\$ 49.92			4	\$ 51.67			4	\$ 53.22		
			5	\$ 52.54	\$ 9,107	\$ 109,283	5	\$ 54.38	\$ 9,426	\$ 113,110	5	\$ 56.02	\$ 9,710	\$ 116,522
347	Non-Exempt	Planning Arborist	1	\$ 47.31			1	\$ 48.97			1	\$ 50.44		
			2	\$ 49.79			2	\$ 51.54			2	\$ 53.09		
			3	\$ 52.41			3	\$ 54.25			3	\$ 55.88		
			4	\$ 55.16			4	\$ 57.10			4	\$ 58.82		
			5	\$ 58.06	\$ 10,064	\$ 120,765	5	\$ 60.10	\$ 10,417	\$ 125,008	5	\$ 61.91	\$ 10,731	\$ 128,773
3470	Non-Exempt	Planning Arborist - S	1	\$ 47.31			1	\$ 48.97			1	\$ 50.44		
			2	\$ 49.79			2	\$ 51.54			2	\$ 53.09		
			3	\$ 52.41			3	\$ 54.25			3	\$ 55.88		
			4	\$ 55.16			4	\$ 57.10			4	\$ 58.82		
			5	\$ 58.06	\$ 10,064	\$ 120,765	5	\$ 60.10	\$ 10,417	\$ 125,008	5	\$ 61.91	\$ 10,731	\$ 128,773
304	Non-Exempt	Plans Check Engr	1	\$ 50.14			1	\$ 51.89			1	\$ 53.45		
			2	\$ 52.77			2	\$ 54.62			2	\$ 56.26		
			3	\$ 55.54			3	\$ 57.49			3	\$ 59.22		
			4	\$ 58.46			4	\$ 60.51			4	\$ 62.33		
			5	\$ 61.53	\$ 10,665	\$ 127,982	5	\$ 63.69	\$ 11,040	\$ 132,475	5	\$ 65.61	\$ 11,372	\$ 136,469
513	Non-Exempt	Plans Examiner	1	\$ 41.04			1	\$ 42.49			1	\$ 43.76		
			2	\$ 43.20			2	\$ 44.72			2	\$ 46.06		
			3	\$ 45.47			3	\$ 47.07			3	\$ 48.48		
			4	\$ 47.86			4	\$ 49.54			4	\$ 51.03		
			5	\$ 50.37	\$ 8,731	\$ 104,770	5	\$ 52.14	\$ 9,038	\$ 108,451	5	\$ 53.71	\$ 9,310	\$ 111,717
517	Non-Exempt	Plant Mechanic	1	\$ 37.95			1	\$ 39.28			1	\$ 40.46		
			2	\$ 39.94			2	\$ 41.34			2	\$ 42.58		
			3	\$ 42.04			3	\$ 43.51			3	\$ 44.82		
			4	\$ 44.25			4	\$ 45.79			4	\$ 47.17		
			5	\$ 46.57	\$ 8,072	\$ 96,866	5	\$ 48.20	\$ 8,355	\$ 100,256	5	\$ 49.65	\$ 8,606	\$ 103,272
321	Non-Exempt	Police Records Specialist - Lead	1	\$ 30.73			1	\$ 31.80			1	\$ 32.76		
			2	\$ 32.34			2	\$ 33.47			2	\$ 34.48		
			3	\$ 34.04			3	\$ 35.23			3	\$ 36.29		
			4	\$ 35.83			4	\$ 37.08			4	\$ 38.20		
			5	\$ 37.71	\$ 6,536	\$ 78,437	5	\$ 39.03	\$ 6,765	\$ 81,182	5	\$ 40.21	\$ 6,970	\$ 83,637
313	Non-Exempt	Police Records Specialist I	1	\$ 27.29			1	\$ 28.26			1	\$ 29.11		
			2	\$ 28.72			2	\$ 29.74			2	\$ 30.64		
			3	\$ 30.23			3	\$ 31.30			3	\$ 32.25		
			4	\$ 31.82			4	\$ 32.94			4	\$ 33.94		
			5	\$ 33.49	\$ 5,805	\$ 69,659	5	\$ 34.67	\$ 6,009	\$ 72,114	5	\$ 35.72	\$ 6,191	\$ 74,298
314	Non-Exempt	Police Records Specialist II	1	\$ 28.71			1	\$ 29.73			1	\$ 30.63		
			2	\$ 30.22			2	\$ 31.29			2	\$ 32.24		
			3	\$ 31.81			3	\$ 32.93			3	\$ 33.93		
			4	\$ 33.48			4	\$ 34.66			4	\$ 35.71		
			5	\$ 35.24	\$ 6,108	\$ 73,299	5	\$ 36.48	\$ 6,323	\$ 75,878	5	\$ 37.58	\$ 6,514	\$ 78,166



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
246	Non-Exempt	Power Engr	1	\$ 55.11	\$ 11,726	\$ 140,712	1	\$ 57.04	\$ 12,137	\$ 145,642	1	\$ 58.77	\$ 12,503	\$ 150,030
			2	\$ 58.01			2	\$ 60.04			2	\$ 61.86		
			3	\$ 61.06			3	\$ 63.20			3	\$ 65.11		
			4	\$ 64.27			4	\$ 66.52			4	\$ 68.53		
			5	\$ 67.65			5	\$ 70.02			5	\$ 72.13		
270	Non-Exempt	Prod Arts/Sci Prog	1	\$ 36.24	\$ 7,708	\$ 92,498	1	\$ 37.51	\$ 7,979	\$ 95,742	1	\$ 38.63	\$ 8,219	\$ 98,634
			2	\$ 38.14			2	\$ 39.48			2	\$ 40.66		
			3	\$ 40.14			3	\$ 41.55			3	\$ 42.80		
			4	\$ 42.25			4	\$ 43.73			4	\$ 45.05		
			5	\$ 44.47			5	\$ 46.03			5	\$ 47.42		
232	Non-Exempt	Prog-Analyst	1	\$ 46.11	\$ 9,807	\$ 117,686	1	\$ 47.72	\$ 10,152	\$ 121,826	1	\$ 49.16	\$ 10,457	\$ 125,486
			2	\$ 48.53			2	\$ 50.23			2	\$ 51.74		
			3	\$ 51.08			3	\$ 52.87			3	\$ 54.46		
			4	\$ 53.76			4	\$ 55.65			4	\$ 57.32		
			5	\$ 56.58			5	\$ 58.57			5	\$ 60.33		
265	Non-Exempt	Program Assistant	1	\$ 27.56	\$ 5,862	\$ 70,346	1	\$ 28.52	\$ 6,068	\$ 72,821	1	\$ 29.40	\$ 6,252	\$ 75,026
			2	\$ 29.01			2	\$ 30.02			2	\$ 30.94		
			3	\$ 30.53			3	\$ 31.60			3	\$ 32.56		
			4	\$ 32.13			4	\$ 33.26			4	\$ 34.27		
			5	\$ 33.82			5	\$ 35.01			5	\$ 36.07		
302	Non-Exempt	Program Assistant I	1	\$ 29.24	\$ 6,217	\$ 74,610	1	\$ 30.26	\$ 6,436	\$ 77,230	1	\$ 31.17	\$ 6,630	\$ 79,560
			2	\$ 30.77			2	\$ 31.85			2	\$ 32.81		
			3	\$ 32.38			3	\$ 33.52			3	\$ 34.53		
			4	\$ 34.08			4	\$ 35.28			4	\$ 36.34		
			5	\$ 35.87			5	\$ 37.13			5	\$ 38.25		
303	Non-Exempt	Program Assistant II	1	\$ 31.41	\$ 6,682	\$ 80,184	1	\$ 32.51	\$ 6,916	\$ 82,992	1	\$ 33.49	\$ 7,124	\$ 85,488
			2	\$ 33.06			2	\$ 34.22			2	\$ 35.25		
			3	\$ 34.80			3	\$ 36.02			3	\$ 37.10		
			4	\$ 36.63			4	\$ 37.91			4	\$ 39.05		
			5	\$ 38.55			5	\$ 39.90			5	\$ 41.10		
368	Non-Exempt	Program Coordinator	1	\$ 31.28	\$ 6,653	\$ 79,830	1	\$ 32.38	\$ 6,887	\$ 82,638	1	\$ 33.36	\$ 7,095	\$ 85,134
			2	\$ 32.92			2	\$ 34.08			2	\$ 35.11		
			3	\$ 34.65			3	\$ 35.87			3	\$ 36.95		
			4	\$ 36.47			4	\$ 37.75			4	\$ 38.89		
			5	\$ 38.38			5	\$ 39.73			5	\$ 40.93		
349	Non-Exempt	Project Engineer	1	\$ 55.57	\$ 11,820	\$ 141,835	1	\$ 57.51	\$ 12,234	\$ 146,806	1	\$ 59.23	\$ 12,601	\$ 151,216
			2	\$ 58.49			2	\$ 60.53			2	\$ 62.34		
			3	\$ 61.56			3	\$ 63.71			3	\$ 65.62		
			4	\$ 64.79			4	\$ 67.06			4	\$ 69.07		
			5	\$ 68.19			5	\$ 70.58			5	\$ 72.70		
3490	Non-Exempt	Project Engineer - S	1	\$ 55.57	\$ 11,820	\$ 141,835	1	\$ 57.51	\$ 12,234	\$ 146,806	1	\$ 59.23	\$ 12,601	\$ 151,216
			2	\$ 58.49			2	\$ 60.53			2	\$ 62.34		
			3	\$ 61.56			3	\$ 63.71			3	\$ 65.62		
			4	\$ 64.79			4	\$ 67.06			4	\$ 69.07		
			5	\$ 68.19			5	\$ 70.58			5	\$ 72.70		
209	Non-Exempt	Property Evid Tech	1	\$ 29.70	\$ 6,318	\$ 75,816	1	\$ 30.75	\$ 6,540	\$ 78,478	1	\$ 31.68	\$ 6,737	\$ 80,850
			2	\$ 31.26			2	\$ 32.36			2	\$ 33.34		
			3	\$ 32.90			3	\$ 34.06			3	\$ 35.09		
			4	\$ 34.63			4	\$ 35.85			4	\$ 36.93		
			5	\$ 36.45			5	\$ 37.73			5	\$ 38.87		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
262	Non-Exempt	Resource Planner	1	\$ 52.74	\$ 11,220	\$ 134,638	1	\$ 54.58	\$ 11,613	\$ 139,360	1	\$ 56.23	\$ 11,962	\$ 143,541
			2	\$ 55.51			2	\$ 57.45			2	\$ 59.18		
			3	\$ 58.43			3	\$ 60.47			3	\$ 62.29		
			4	\$ 61.50			4	\$ 63.65			4	\$ 65.56		
			5	\$ 64.73			5	\$ 67.00			5	\$ 69.01		
366	Non-Exempt	Restoration Lead	1	\$ 41.44	\$ 8,819	\$ 105,830	1	\$ 42.90	\$ 9,129	\$ 109,554	1	\$ 44.19	\$ 9,405	\$ 112,861
			2	\$ 43.62			2	\$ 45.16			2	\$ 46.52		
			3	\$ 45.92			3	\$ 47.54			3	\$ 48.97		
			4	\$ 48.34			4	\$ 50.04			4	\$ 51.55		
			5	\$ 50.88			5	\$ 52.67			5	\$ 54.26		
554	Non-Exempt	SCADA Technologist	1	\$ 56.04	\$ 11,920	\$ 143,042	1	\$ 57.99	\$ 12,338	\$ 148,054	1	\$ 59.74	\$ 12,709	\$ 152,506
			2	\$ 58.98			2	\$ 61.04			2	\$ 62.88		
			3	\$ 62.08			3	\$ 64.25			3	\$ 66.18		
			4	\$ 65.34			4	\$ 67.63			4	\$ 69.66		
			5	\$ 68.77			5	\$ 71.18			5	\$ 73.32		
385	Non-Exempt	Senior Fleet Services Coordinator	1	\$ 38.19	\$ 8,122	\$ 97,469	1	\$ 39.53	\$ 8,408	\$ 100,901	1	\$ 40.72	\$ 8,661	\$ 103,938
			2	\$ 40.19			2	\$ 41.61			2	\$ 42.86		
			3	\$ 42.30			3	\$ 43.79			3	\$ 45.11		
			4	\$ 44.52			4	\$ 46.09			4	\$ 47.48		
			5	\$ 46.86			5	\$ 48.51			5	\$ 49.97		
461	Non-Exempt	Sprinkler Sys Repr	1	\$ 28.88	\$ 6,145	\$ 73,736	1	\$ 29.91	\$ 6,361	\$ 76,336	1	\$ 30.81	\$ 6,554	\$ 78,645
			2	\$ 30.40			2	\$ 31.48			2	\$ 32.43		
			3	\$ 32.00			3	\$ 33.13			3	\$ 34.13		
			4	\$ 33.68			4	\$ 34.87			4	\$ 35.92		
			5	\$ 35.45			5	\$ 36.70			5	\$ 37.81		
360	Non-Exempt	Sr Buyer	1	\$ 40.28	\$ 8,568	\$ 102,814	1	\$ 41.70	\$ 8,869	\$ 106,434	1	\$ 42.95	\$ 9,136	\$ 109,637
			2	\$ 42.39			2	\$ 43.89			2	\$ 45.21		
			3	\$ 44.62			3	\$ 46.19			3	\$ 47.58		
			4	\$ 46.96			4	\$ 48.62			4	\$ 50.08		
			5	\$ 49.43			5	\$ 51.17			5	\$ 52.71		
3600	Non-Exempt	Sr Buyer - S	1	\$ 40.28	\$ 8,568	\$ 102,814	1	\$ 41.70	\$ 8,869	\$ 106,434	1	\$ 42.95	\$ 9,136	\$ 109,637
			2	\$ 42.39			2	\$ 43.89			2	\$ 45.21		
			3	\$ 44.62			3	\$ 46.19			3	\$ 47.58		
			4	\$ 46.96			4	\$ 48.62			4	\$ 50.08		
			5	\$ 49.43			5	\$ 51.17			5	\$ 52.71		
224	Non-Exempt	Sr Chemist	1	\$ 43.21	\$ 9,192	\$ 110,302	1	\$ 44.73	\$ 9,514	\$ 114,171	1	\$ 46.07	\$ 9,800	\$ 117,603
			2	\$ 45.48			2	\$ 47.08			2	\$ 48.49		
			3	\$ 47.87			3	\$ 49.55			3	\$ 51.04		
			4	\$ 50.38			4	\$ 52.15			4	\$ 53.72		
			5	\$ 53.03			5	\$ 54.89			5	\$ 56.54		
544	Non-Exempt	Sr Industrial Waste Investigator	1	\$ 45.98	\$ 9,781	\$ 117,374	1	\$ 47.59	\$ 10,124	\$ 121,493	1	\$ 49.03	\$ 10,429	\$ 125,154
			2	\$ 48.39			2	\$ 50.09			2	\$ 51.61		
			3	\$ 50.93			3	\$ 52.72			3	\$ 54.32		
			4	\$ 53.61			4	\$ 55.49			4	\$ 57.17		
			5	\$ 56.43			5	\$ 58.41			5	\$ 60.17		
512	Non-Exempt	Sr Instrum Elect	1	\$ 42.35	\$ 9,006	\$ 108,077	1	\$ 43.83	\$ 9,322	\$ 111,862	1	\$ 45.13	\$ 9,603	\$ 115,232
			2	\$ 44.57			2	\$ 46.13			2	\$ 47.50		
			3	\$ 46.91			3	\$ 48.55			3	\$ 50.00		
			4	\$ 49.37			4	\$ 51.10			4	\$ 52.63		
			5	\$ 51.96			5	\$ 53.78			5	\$ 55.40		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
251	Non-Exempt	Sr Librarian	1	\$ 34.06			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		
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		
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		
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		
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		
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		
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		
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		
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		
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		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
392	Non-Exempt	St Sweeper Op	1	\$ 32.10			1	\$ 33.22			1	\$ 34.22		
			2	\$ 33.78			2	\$ 34.96			2	\$ 36.02		
			3	\$ 35.55			3	\$ 36.80			3	\$ 37.91		
			4	\$ 37.42			4	\$ 38.73			4	\$ 39.90		
			5	\$ 39.38	\$ 6,826	\$ 81,910	5	\$ 40.76	\$ 7,065	\$ 84,781	5	\$ 41.99	\$ 7,278	\$ 87,339
248	Non-Exempt	Storekeeper	1	\$ 29.21			1	\$ 30.23			1	\$ 31.15		
			2	\$ 30.74			2	\$ 31.82			2	\$ 32.78		
			3	\$ 32.35			3	\$ 33.49			3	\$ 34.50		
			4	\$ 34.05			4	\$ 35.25			4	\$ 36.31		
			5	\$ 35.84	\$ 6,212	\$ 74,547	5	\$ 37.10	\$ 6,431	\$ 77,168	5	\$ 38.22	\$ 6,625	\$ 79,498
288	Non-Exempt	Storekeeper-L	1	\$ 31.26			1	\$ 32.36			1	\$ 33.34		
			2	\$ 32.90			2	\$ 34.06			2	\$ 35.09		
			3	\$ 34.63			3	\$ 35.85			3	\$ 36.93		
			4	\$ 36.45			4	\$ 37.73			4	\$ 38.87		
			5	\$ 38.36	\$ 6,649	\$ 79,789	5	\$ 39.71	\$ 6,883	\$ 82,597	5	\$ 40.91	\$ 7,091	\$ 85,093
545	Non-Exempt	Street Light, Traffic Signal and Fiber – Apprentice	1	\$ 45.36			1	\$ 46.94			1	\$ 48.37		
			2	\$ 47.74			2	\$ 49.41			2	\$ 50.91		
			3	\$ 50.25			3	\$ 52.01			3	\$ 53.58		
			4	\$ 52.89			4	\$ 54.74			4	\$ 56.39		
			5	\$ 55.67	\$ 9,649	\$ 115,794	5	\$ 57.62	\$ 9,987	\$ 119,850	5	\$ 59.35	\$ 10,287	\$ 123,448
547	Non-Exempt	Street Light, Traffic Signal and Fiber – Lead	1	\$ 51.29			1	\$ 53.09			1	\$ 54.70		
			2	\$ 53.98			2	\$ 55.88			2	\$ 57.57		
			3	\$ 56.82			3	\$ 58.82			3	\$ 60.59		
			4	\$ 59.81			4	\$ 61.91			4	\$ 63.77		
			5	\$ 62.95	\$ 10,911	\$ 130,936	5	\$ 65.16	\$ 11,294	\$ 135,533	5	\$ 67.12	\$ 11,634	\$ 139,610
546	Non-Exempt	Street Light, Traffic Signal and Fiber Technician	1	\$ 47.92			1	\$ 49.60			1	\$ 51.10		
			2	\$ 50.44			2	\$ 52.21			2	\$ 53.78		
			3	\$ 53.09			3	\$ 54.95			3	\$ 56.61		
			4	\$ 55.88			4	\$ 57.84			4	\$ 59.58		
			5	\$ 58.82	\$ 10,195	\$ 122,346	5	\$ 60.88	\$ 10,553	\$ 126,630	5	\$ 62.71	\$ 10,870	\$ 130,437
549	Non-Exempt	Substation Electrician	1	\$ 52.30			1	\$ 54.13			1	\$ 55.75		
			2	\$ 55.05			2	\$ 56.97			2	\$ 58.68		
			3	\$ 57.94			3	\$ 59.96			3	\$ 61.76		
			4	\$ 60.98			4	\$ 63.11			4	\$ 65.01		
			5	\$ 64.18	\$ 11,125	\$ 133,494	5	\$ 66.43	\$ 11,515	\$ 138,174	5	\$ 68.43	\$ 11,861	\$ 142,334
548	Non-Exempt	Substation Electrician - Apprentice	1	\$ 49.50			1	\$ 51.24			1	\$ 52.78		
			2	\$ 52.10			2	\$ 53.93			2	\$ 55.55		
			3	\$ 54.84			3	\$ 56.76			3	\$ 58.47		
			4	\$ 57.72			4	\$ 59.74			4	\$ 61.54		
			5	\$ 60.75	\$ 10,530	\$ 126,360	5	\$ 62.88	\$ 10,899	\$ 130,790	5	\$ 64.77	\$ 11,227	\$ 134,722
550	Non-Exempt	Substation Electrician - Lead	1	\$ 55.95			1	\$ 57.92			1	\$ 59.66		
			2	\$ 58.89			2	\$ 60.96			2	\$ 62.79		
			3	\$ 61.98			3	\$ 64.16			3	\$ 66.09		
			4	\$ 65.24			4	\$ 67.53			4	\$ 69.56		
			5	\$ 68.67	\$ 11,903	\$ 142,834	5	\$ 71.08	\$ 12,321	\$ 147,846	5	\$ 73.22	\$ 12,691	\$ 152,298
326	Non-Exempt	Surveying Asst	1	\$ 36.34			1	\$ 37.62			1	\$ 38.76		
			2	\$ 38.25			2	\$ 39.59			2	\$ 40.79		
			3	\$ 40.26			3	\$ 41.67			3	\$ 42.93		
			4	\$ 42.37			4	\$ 43.86			4	\$ 45.18		
			5	\$ 44.59	\$ 7,729	\$ 92,747	5	\$ 46.16	\$ 8,001	\$ 96,013	5	\$ 47.55	\$ 8,242	\$ 98,904



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
325	Non-Exempt	Surveyor, Public Wks	1	\$ 39.53			1	\$ 40.92			1	\$ 42.16		
			2	\$ 41.61			2	\$ 43.07			2	\$ 44.37		
			3	\$ 43.80			3	\$ 45.33			3	\$ 46.70		
			4	\$ 46.10			4	\$ 47.71			4	\$ 49.15		
			5	\$ 48.52	\$ 8,410	\$ 100,922	5	\$ 50.22	\$ 8,705	\$ 104,458	5	\$ 51.73	\$ 8,967	\$ 107,598
362	Non-Exempt	Technologist	1	\$ 57.06			1	\$ 59.07			1	\$ 60.84		
			2	\$ 60.06			2	\$ 62.17			2	\$ 64.04		
			3	\$ 63.22			3	\$ 65.44			3	\$ 67.41		
			4	\$ 66.54			4	\$ 68.88			4	\$ 70.95		
			5	\$ 70.04	\$ 12,140	\$ 145,683	5	\$ 72.50	\$ 12,567	\$ 150,800	5	\$ 74.68	\$ 12,945	\$ 155,334
3620	Non-Exempt	Technologist - S	1	\$ 57.06			1	\$ 59.07			1	\$ 60.84		
			2	\$ 60.06			2	\$ 62.17			2	\$ 64.04		
			3	\$ 63.22			3	\$ 65.44			3	\$ 67.41		
			4	\$ 66.54			4	\$ 68.88			4	\$ 70.95		
			5	\$ 70.04	\$ 12,140	\$ 145,683	5	\$ 72.50	\$ 12,567	\$ 150,800	5	\$ 74.68	\$ 12,945	\$ 155,334
229	Non-Exempt	Theater Specialist	1	\$ 38.76			1	\$ 40.10			1	\$ 41.32		
			2	\$ 40.79			2	\$ 42.21			2	\$ 43.49		
			3	\$ 42.93			3	\$ 44.43			3	\$ 45.77		
			4	\$ 45.18			4	\$ 46.76			4	\$ 48.17		
			5	\$ 47.55	\$ 8,242	\$ 98,904	5	\$ 49.22	\$ 8,531	\$ 102,378	5	\$ 50.70	\$ 8,788	\$ 105,456
406	Non-Exempt	Traf Cont Maint I	1	\$ 31.56			1	\$ 32.67			1	\$ 33.64		
			2	\$ 33.22			2	\$ 34.38			2	\$ 35.41		
			3	\$ 34.96			3	\$ 36.18			3	\$ 37.27		
			4	\$ 36.79			4	\$ 38.08			4	\$ 39.23		
			5	\$ 38.72	\$ 6,711	\$ 80,538	5	\$ 40.08	\$ 6,947	\$ 83,366	5	\$ 41.29	\$ 7,157	\$ 85,883
412	Non-Exempt	Traf Cont Maint II	1	\$ 29.23			1	\$ 30.25			1	\$ 31.16		
			2	\$ 30.76			2	\$ 31.84			2	\$ 32.80		
			3	\$ 32.37			3	\$ 33.51			3	\$ 34.52		
			4	\$ 34.07			4	\$ 35.27			4	\$ 36.33		
			5	\$ 35.86	\$ 6,216	\$ 74,589	5	\$ 37.12	\$ 6,434	\$ 77,210	5	\$ 38.24	\$ 6,628	\$ 79,539
407	Non-Exempt	Traf Cont Maint-L	1	\$ 33.77			1	\$ 34.96			1	\$ 36.02		
			2	\$ 35.54			2	\$ 36.80			2	\$ 37.91		
			3	\$ 37.41			3	\$ 38.73			3	\$ 39.90		
			4	\$ 39.37			4	\$ 40.76			4	\$ 41.99		
			5	\$ 41.44	\$ 7,183	\$ 86,195	5	\$ 42.90	\$ 7,436	\$ 89,232	5	\$ 44.19	\$ 7,660	\$ 91,915
575	Non-Exempt	Traffic Engineering Lead	1	\$ 58.47			1	\$ 60.51			1	\$ 62.32		
			2	\$ 61.54			2	\$ 63.69			2	\$ 65.60		
			3	\$ 64.77			3	\$ 67.04			3	\$ 69.05		
			4	\$ 68.17			4	\$ 70.56			4	\$ 72.68		
			5	\$ 71.75	\$ 12,437	\$ 149,240	5	\$ 74.27	\$ 12,873	\$ 154,482	5	\$ 76.50	\$ 13,260	\$ 159,120
435	Non-Exempt	Tree Maint Asst	1	\$ 27.76			1	\$ 28.73			1	\$ 29.61		
			2	\$ 29.22			2	\$ 30.24			2	\$ 31.16		
			3	\$ 30.75			3	\$ 31.83			3	\$ 32.79		
			4	\$ 32.36			4	\$ 33.50			4	\$ 34.51		
			5	\$ 34.06	\$ 5,904	\$ 70,845	5	\$ 35.26	\$ 6,112	\$ 73,341	5	\$ 36.32	\$ 6,295	\$ 75,546
434	Non-Exempt	Tree Maintenance Specialist	1	\$ 32.39			1	\$ 33.53			1	\$ 34.54		
			2	\$ 34.09			2	\$ 35.29			2	\$ 36.35		
			3	\$ 35.88			3	\$ 37.14			3	\$ 38.26		
			4	\$ 37.76			4	\$ 39.09			4	\$ 40.27		
			5	\$ 39.74	\$ 6,888	\$ 82,659	5	\$ 41.14	\$ 7,131	\$ 85,571	5	\$ 42.38	\$ 7,346	\$ 88,150



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
430	Non-Exempt	Tree Trim/Ln Clr	1	\$ 31.90			1	\$ 33.01			1	\$ 34.00		
			2	\$ 33.57			2	\$ 34.74			2	\$ 35.78		
			3	\$ 35.33			3	\$ 36.56			3	\$ 37.66		
			4	\$ 37.18			4	\$ 38.48			4	\$ 39.64		
			5	\$ 39.13	\$ 6,783	\$ 81,390	5	\$ 40.50	\$ 7,020	\$ 84,240	5	\$ 41.72	\$ 7,231	\$ 86,778
431	Non-Exempt	Tree Trim/Ln Clr-L	1	\$ 34.11			1	\$ 35.31			1	\$ 36.36		
			2	\$ 35.90			2	\$ 37.16			2	\$ 38.27		
			3	\$ 37.78			3	\$ 39.11			3	\$ 40.28		
			4	\$ 39.76			4	\$ 41.16			4	\$ 42.39		
			5	\$ 41.85	\$ 7,254	\$ 87,048	5	\$ 43.32	\$ 7,509	\$ 90,106	5	\$ 44.62	\$ 7,734	\$ 92,810
432	Non-Exempt	Tree Trm/Ln Clr Asst	1	\$ 30.04			1	\$ 31.11			1	\$ 32.05		
			2	\$ 31.62			2	\$ 32.74			2	\$ 33.73		
			3	\$ 33.28			3	\$ 34.46			3	\$ 35.50		
			4	\$ 35.03			4	\$ 36.27			4	\$ 37.36		
			5	\$ 36.87	\$ 6,391	\$ 76,690	5	\$ 38.17	\$ 6,616	\$ 79,394	5	\$ 39.32	\$ 6,815	\$ 81,786
223	Non-Exempt	Util Acctg Tech	1	\$ 31.07			1	\$ 32.16			1	\$ 33.13		
			2	\$ 32.70			2	\$ 33.85			2	\$ 34.87		
			3	\$ 34.42			3	\$ 35.63			3	\$ 36.70		
			4	\$ 36.23			4	\$ 37.50			4	\$ 38.63		
			5	\$ 38.13	\$ 6,609	\$ 79,310	5	\$ 39.47	\$ 6,841	\$ 82,098	5	\$ 40.66	\$ 7,048	\$ 84,573
272	Non-Exempt	Util Comp Tech	1	\$ 57.84			1	\$ 59.86			1	\$ 61.67		
			2	\$ 60.88			2	\$ 63.01			2	\$ 64.91		
			3	\$ 64.08			3	\$ 66.32			3	\$ 68.32		
			4	\$ 67.45			4	\$ 69.81			4	\$ 71.91		
			5	\$ 70.99	\$ 12,305	\$ 147,659	5	\$ 73.48	\$ 12,737	\$ 152,838	5	\$ 75.69	\$ 13,120	\$ 157,435
273	Non-Exempt	Util Comp Tech-L	1	\$ 61.91			1	\$ 64.06			1	\$ 65.99		
			2	\$ 65.16			2	\$ 67.43			2	\$ 69.46		
			3	\$ 68.58			3	\$ 70.97			3	\$ 73.11		
			4	\$ 72.18			4	\$ 74.70			4	\$ 76.95		
			5	\$ 75.97	\$ 13,168	\$ 158,018	5	\$ 78.63	\$ 13,629	\$ 163,550	5	\$ 80.99	\$ 14,038	\$ 168,459
219	Non-Exempt	Util Credit/Col Spec	1	\$ 37.01			1	\$ 38.30			1	\$ 39.46		
			2	\$ 38.95			2	\$ 40.31			2	\$ 41.53		
			3	\$ 41.00			3	\$ 42.43			3	\$ 43.71		
			4	\$ 43.15			4	\$ 44.66			4	\$ 46.01		
			5	\$ 45.42	\$ 7,873	\$ 94,474	5	\$ 47.01	\$ 8,148	\$ 97,781	5	\$ 48.43	\$ 8,395	\$ 100,734
310	Non-Exempt	Util Engr Estimator	1	\$ 48.54			1	\$ 50.24			1	\$ 51.75		
			2	\$ 51.09			2	\$ 52.88			2	\$ 54.47		
			3	\$ 53.77			3	\$ 55.66			3	\$ 57.33		
			4	\$ 56.60			4	\$ 58.58			4	\$ 60.34		
			5	\$ 59.57	\$ 10,325	\$ 123,906	5	\$ 61.66	\$ 10,688	\$ 128,253	5	\$ 63.51	\$ 11,008	\$ 132,101
486	Non-Exempt	Util Fid Svcs Rep	1	\$ 39.81			1	\$ 41.22			1	\$ 42.45		
			2	\$ 41.90			2	\$ 43.38			2	\$ 44.68		
			3	\$ 44.10			3	\$ 45.66			3	\$ 47.03		
			4	\$ 46.42			4	\$ 48.06			4	\$ 49.50		
			5	\$ 48.86	\$ 8,469	\$ 101,629	5	\$ 50.58	\$ 8,767	\$ 105,206	5	\$ 52.10	\$ 9,031	\$ 108,368
480	Non-Exempt	Util Install/Rep	1	\$ 38.82			1	\$ 40.19			1	\$ 41.39		
			2	\$ 40.86			2	\$ 42.30			2	\$ 43.56		
			3	\$ 43.01			3	\$ 44.52			3	\$ 45.85		
			4	\$ 45.27			4	\$ 46.86			4	\$ 48.26		
			5	\$ 47.65	\$ 8,259	\$ 99,112	5	\$ 49.32	\$ 8,549	\$ 102,586	5	\$ 50.80	\$ 8,805	\$ 105,664



Service Employees International Union (SEIU) Salary Schedule

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	Sustainability Programs Administrator	1	\$ 42.61			1	\$ 44.11			1	\$ 45.43		
			2	\$ 44.85			2	\$ 46.43			2	\$ 47.82		
			3	\$ 47.21			3	\$ 48.87			3	\$ 50.34		
			4	\$ 49.69			4	\$ 51.44			4	\$ 52.99		
			5	\$ 52.31	\$ 9,067	\$ 108,805	5	\$ 54.15	\$ 9,386	\$ 112,632	5	\$ 55.78	\$ 9,669	\$ 116,022
233	Non-Exempt	Util Rate Analyst	1	\$ 41.11			1	\$ 42.55			1	\$ 43.84		
			2	\$ 43.27			2	\$ 44.78			2	\$ 46.14		
			3	\$ 45.54			3	\$ 47.13			3	\$ 48.56		
			4	\$ 47.93			4	\$ 49.61			4	\$ 51.11		
			5	\$ 50.45	\$ 8,745	\$ 104,936	5	\$ 52.22	\$ 9,051	\$ 108,618	5	\$ 53.79	\$ 9,324	\$ 111,883
307	Non-Exempt	Util Syst Oper	1	\$ 64.77			1	\$ 67.04			1	\$ 69.05		
			2	\$ 68.17			2	\$ 70.56			2	\$ 72.68		
			3	\$ 71.75			3	\$ 74.27			3	\$ 76.50		
			4	\$ 75.52			4	\$ 78.17			4	\$ 80.52		
			5	\$ 79.49	\$ 13,778	\$ 165,339	5	\$ 82.28	\$ 14,262	\$ 171,142	5	\$ 84.75	\$ 14,690	\$ 176,280
322	Non-Exempt	Util Syst Oper in Training	1	\$ 61.53			1	\$ 63.68			1	\$ 65.59		
			2	\$ 64.76			2	\$ 67.03			2	\$ 69.04		
			3	\$ 68.16			3	\$ 70.55			3	\$ 72.67		
			4	\$ 71.74			4	\$ 74.26			4	\$ 76.49		
			5	\$ 75.51	\$ 13,088	\$ 157,061	5	\$ 78.16	\$ 13,548	\$ 162,573	5	\$ 80.51	\$ 13,955	\$ 167,461
284	Non-Exempt	Utilities Engineer Estimator Lead	1	\$ 51.93			1	\$ 53.76			1	\$ 55.37		
			2	\$ 54.66			2	\$ 56.58			2	\$ 58.28		
			3	\$ 57.53			3	\$ 59.55			3	\$ 61.34		
			4	\$ 60.55			4	\$ 62.68			4	\$ 64.56		
			5	\$ 63.73	\$ 11,047	\$ 132,558	5	\$ 65.97	\$ 11,435	\$ 137,218	5	\$ 67.95	\$ 11,778	\$ 141,336



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/27/2019 (3.5% General Increase)				Effective 11/23/2019 (3.5% General Increase)				Effective 11/21/2020 (3% General Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
290	Non-Exempt	Utl Install Repair Lead-Welding Cert	1	\$ 43.34	\$ 9,221	\$ 110,656	1	\$ 44.87	\$ 9,545	\$ 114,546	1	\$ 46.22	\$ 9,833	\$ 117,998
			2	\$ 45.62			2	\$ 47.23			2	\$ 48.65		
			3	\$ 48.02			3	\$ 49.71			3	\$ 51.21		
			4	\$ 50.54			4	\$ 52.32			4	\$ 53.90		
			5	\$ 53.20			5	\$ 55.07			5	\$ 56.73		
289	Non-Exempt	Utl Install Repair-Welding Cert	1	\$ 40.35	\$ 8,583	\$ 103,002	1	\$ 41.77	\$ 8,885	\$ 106,621	1	\$ 43.02	\$ 9,152	\$ 109,824
			2	\$ 42.47			2	\$ 43.96			2	\$ 45.28		
			3	\$ 44.70			3	\$ 46.27			3	\$ 47.66		
			4	\$ 47.05			4	\$ 48.70			4	\$ 50.16		
			5	\$ 49.52			5	\$ 51.26			5	\$ 52.80		
274	Non-Exempt	Volunteer Coord	1	\$ 32.89	\$ 6,996	\$ 83,949	1	\$ 34.05	\$ 7,242	\$ 86,902	1	\$ 35.07	\$ 7,460	\$ 89,523
			2	\$ 34.62			2	\$ 35.84			2	\$ 36.91		
			3	\$ 36.44			3	\$ 37.72			3	\$ 38.85		
			4	\$ 38.35			4	\$ 39.70			4	\$ 40.89		
			5	\$ 40.36			5	\$ 41.78			5	\$ 43.04		
482	Non-Exempt	Water Meter Rep Asst	1	\$ 27.29	\$ 5,805	\$ 69,659	1	\$ 28.26	\$ 6,009	\$ 72,114	1	\$ 29.11	\$ 6,191	\$ 74,298
			2	\$ 28.72			2	\$ 29.74			2	\$ 30.64		
			3	\$ 30.23			3	\$ 31.30			3	\$ 32.25		
			4	\$ 31.82			4	\$ 32.94			4	\$ 33.94		
			5	\$ 33.49			5	\$ 34.67			5	\$ 35.72		
484	Non-Exempt	Water Meter Repair	1	\$ 30.22	\$ 6,429	\$ 77,147	1	\$ 31.29	\$ 6,654	\$ 79,851	1	\$ 32.24	\$ 6,855	\$ 82,264
			2	\$ 31.81			2	\$ 32.93			2	\$ 33.93		
			3	\$ 33.48			3	\$ 34.66			3	\$ 35.71		
			4	\$ 35.24			4	\$ 36.48			4	\$ 37.58		
			5	\$ 37.09			5	\$ 38.39			5	\$ 39.55		
499	Non-Exempt	Water Sys Oper I	1	\$ 31.85	\$ 6,774	\$ 81,286	1	\$ 32.96	\$ 7,011	\$ 84,136	1	\$ 33.96	\$ 7,223	\$ 86,674
			2	\$ 33.52			2	\$ 34.69			2	\$ 35.74		
			3	\$ 35.28			3	\$ 36.51			3	\$ 37.62		
			4	\$ 37.13			4	\$ 38.43			4	\$ 39.59		
			5	\$ 39.08			5	\$ 40.45			5	\$ 41.67		
507	Non-Exempt	Water Sys Oper II	1	\$ 36.37	\$ 7,738	\$ 92,851	1	\$ 37.65	\$ 8,010	\$ 96,117	1	\$ 38.78	\$ 8,251	\$ 99,008
			2	\$ 38.28			2	\$ 39.63			2	\$ 40.82		
			3	\$ 40.29			3	\$ 41.71			3	\$ 42.96		
			4	\$ 42.41			4	\$ 43.90			4	\$ 45.22		
			5	\$ 44.64			5	\$ 46.21			5	\$ 47.60		
500	Non-Exempt	WQC Plt Oper I	1	\$ 33.41	\$ 7,107	\$ 85,280	1	\$ 34.58	\$ 7,356	\$ 88,275	1	\$ 35.63	\$ 7,578	\$ 90,938
			2	\$ 35.16			2	\$ 36.40			2	\$ 37.50		
			3	\$ 37.01			3	\$ 38.31			3	\$ 39.47		
			4	\$ 38.95			4	\$ 40.32			4	\$ 41.54		
			5	\$ 41.00			5	\$ 42.44			5	\$ 43.72		
509	Non-Exempt	WQC Plt Oper II	1	\$ 38.17	\$ 8,119	\$ 97,427	1	\$ 39.51	\$ 8,403	\$ 100,838	1	\$ 40.69	\$ 8,656	\$ 103,875
			2	\$ 40.17			2	\$ 41.58			2	\$ 42.83		
			3	\$ 42.28			3	\$ 43.76			3	\$ 45.08		
			4	\$ 44.50			4	\$ 46.06			4	\$ 47.45		
			5	\$ 46.84			5	\$ 48.48			5	\$ 49.94		
510	Non-Exempt	WQC Plt Oper Trn	1	\$ 29.43	\$ 6,257	\$ 75,088	1	\$ 30.46	\$ 6,477	\$ 77,730	1	\$ 31.38	\$ 6,673	\$ 80,080
			2	\$ 30.97			2	\$ 32.06			2	\$ 33.03		
			3	\$ 32.59			3	\$ 33.74			3	\$ 34.76		
			4	\$ 34.30			4	\$ 35.51			4	\$ 36.58		
			5	\$ 36.10			5	\$ 37.37			5	\$ 38.50		



Service Employees International Union (SEIU) Salary Schedule

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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
226	Non-Exempt	Wtr Mtr Crs Cn Tec	1	\$ 31.01			1	\$ 32.11			1	\$ 33.07		
			2	\$ 32.64			2	\$ 33.79			2	\$ 34.81		
			3	\$ 34.35			3	\$ 35.56			3	\$ 36.64		
			4	\$ 36.15			4	\$ 37.43			4	\$ 38.56		
			5	\$ 38.05	\$ 6,595	\$ 79,144	5	\$ 39.39	\$ 6,828	\$ 81,931	5	\$ 40.58	\$ 7,034	\$ 84,406
315	Non-Exempt	Public Safety Dispatcher - Lead	1	\$ 46.69			1	\$ 48.33			1	\$ 49.78		
			2	\$ 49.14			2	\$ 50.87			2	\$ 52.39		
			3	\$ 51.72			3	\$ 53.54			3	\$ 55.14		
			4	\$ 54.44			4	\$ 56.35			4	\$ 58.04		
			5	\$ 57.30	\$ 9,932	\$ 119,184	5	\$ 59.31	\$ 10,280	\$ 123,365	5	\$ 61.09	\$ 10,589	\$ 127,067
			6	\$ 58.74	Longevity Steps		6	\$ 60.80	Longevity Steps		6	\$ 62.62	Longevity Steps	
			7	\$ 60.21	Longevity Steps		7	\$ 62.32	Longevity Steps		7	\$ 64.19	Longevity Steps	
298	Non-Exempt	Public Safety Dispatcher I	1	\$ 39.52			1	\$ 40.90			1	\$ 42.13		
			2	\$ 41.59			2	\$ 43.05			2	\$ 44.34		
			3	\$ 43.77			3	\$ 45.31			3	\$ 46.67		
			4	\$ 46.07			4	\$ 47.69			4	\$ 49.12		
			5	\$ 48.49	\$ 8,405	\$ 100,859	5	\$ 50.19	\$ 8,700	\$ 104,395	5	\$ 51.70	\$ 8,961	\$ 107,536
			6	\$ 49.71	Longevity Steps		6	\$ 51.45	Longevity Steps		6	\$ 53.00	Longevity Steps	
			7	\$ 50.96	Longevity Steps		7	\$ 52.74	Longevity Steps		7	\$ 54.33	Longevity Steps	
316	Non-Exempt	Public Safety Dispatcher II	1	\$ 41.61			1	\$ 43.07			1	\$ 44.37		
			2	\$ 43.80			2	\$ 45.33			2	\$ 46.70		
			3	\$ 46.10			3	\$ 47.71			3	\$ 49.15		
			4	\$ 48.52			4	\$ 50.22			4	\$ 51.73		
			5	\$ 51.07	\$ 8,852	\$ 106,226	5	\$ 52.86	\$ 9,162	\$ 109,949	5	\$ 54.45	\$ 9,438	\$ 113,256
			6	\$ 52.35	Longevity Steps		6	\$ 54.19	Longevity Steps		6	\$ 55.82	Longevity Steps	
			7	\$ 53.66	Longevity Steps		7	\$ 55.55	Longevity Steps		7	\$ 57.22	Longevity Steps	