

**CITY OF EAST PALO ALTO
COMPENSATION SCHEDULE FY 2018-2019
POA = 5% / SEIU = 4% / MEA = 3.5%**

Reviewed by: IC & PM 7-5-2018

Accountant I (SEIU)		Step A	Step B	Step C	Step D	Step E
Hourly		30.7928	32.3324	33.9491	35.6465	37.4288
Bi-Weekly		2,463.42	2,586.59	2,715.92	2,851.72	2,994.31
Monthly		5,337.42	5,604.29	5,884.50	6,178.73	6,487.67
Annual		64,049.02	67,251.47	70,614.04	74,144.74	77,851.98

Accountant II (SEIU)						
Hourly		34.0219	35.7230	37.5092	39.3846	41.3538
Bi-Weekly		2,721.75	2,857.84	3,000.73	3,150.77	3,308.31
Monthly		5,897.13	6,191.99	6,501.59	6,826.67	7,168.00
Annual		70,765.57	74,303.84	78,019.04	81,919.99	86,015.99

Accountant II - Payroll Specialist (SEIU)						
Hourly		35.7230	37.5092	39.3846	41.3539	43.4216
Bi-Weekly		2,857.84	3,000.73	3,150.77	3,308.31	3,473.73
Monthly		6,191.99	6,501.59	6,826.67	7,168.01	7,526.41
Annual		74,303.91	78,019.10	81,920.06	86,016.06	90,316.86

Accountant Senior (MEA)						
Hourly		39.5687	41.5471	43.6245	45.8057	48.0960
Bi-Weekly		3,165.49	3,323.77	3,489.96	3,664.45	3,847.68
Monthly		6,858.57	7,201.50	7,561.57	7,939.65	8,336.63
Annual		82,302.82	86,417.96	90,738.86	95,275.80	100,039.59

Account Technician (SEIU)						
Hourly		25.7296	27.0160	28.3668	29.7852	31.2744
Bi-Weekly		2,058.36	2,161.28	2,269.35	2,382.81	2,501.95
Monthly		4,459.79	4,682.78	4,916.92	5,162.76	5,420.90
Annual		53,517.47	56,193.34	59,003.01	61,953.16	65,050.82

Account Technician II (SEIU)						
Hourly		27.6593	29.0422	30.4943	32.0191	33.6200
Bi-Weekly		2,212.74	2,323.38	2,439.55	2,561.52	2,689.60
Monthly		4,794.27	5,033.99	5,285.69	5,549.97	5,827.47
Annual		57,531.28	60,407.84	63,428.23	66,599.65	69,929.63

Administrative Assistant (SEIU)						
Hourly		30.8629	32.4061	34.0264	35.7277	37.5141
Bi-Weekly		2,469.03	2,592.49	2,722.11	2,858.22	3,001.13
Monthly		5,349.57	5,617.05	5,897.91	6,192.80	6,502.44
Annual		64,194.90	67,404.64	70,774.88	74,313.62	78,029.30

Reviewed by: IC & PM 7-5-2018

Administrative Grants Coordinator (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	33.6971	35.3820	37.1511	39.0086	40.9591
Bi-Weekly	2,695.77	2,830.56	2,972.09	3,120.69	3,276.72
Monthly	5,840.83	6,132.88	6,439.52	6,761.50	7,099.57
Annual	70,090.01	73,594.51	77,274.23	81,137.94	85,194.84

Administration Services Manager - Police Dept. (MEA)

Hourly	49.1067	51.5620	54.1401	56.8471	59.6895
Bi-Weekly	3,928.53	4,124.96	4,331.21	4,547.77	4,775.16
Monthly	8,511.82	8,937.41	9,384.28	9,853.50	10,346.17
Annual	102,141.86	107,248.96	112,611.41	118,241.98	124,154.07

Administration Services Director (Executive - Non-Bargaining)

Hourly	65.1640	68.4222	71.8433	75.4354	79.2072
Bi-Weekly	5,213.12	5,473.77	5,747.46	6,034.84	6,336.58
Monthly	11,295.09	11,859.84	12,452.84	13,075.48	13,729.25
Annual	135,541.07	142,318.12	149,434.03	156,905.73	164,751.02

Assistant City Attorney (Management - Non Bargaining)

Hourly	58.6153	61.5461	64.6234	67.8546	71.2473
Bi-Weekly	4,689.23	4,923.69	5,169.87	5,428.37	5,699.79
Monthly	10,159.99	10,667.99	11,201.39	11,761.46	12,349.54
Annual	121,919.92	128,015.92	134,416.71	141,137.55	148,194.43

Assistant City Manager (Executive - Non Bargaining)

Hourly	82.0812	86.1853	90.4945	95.0193	99.7702
Bi-Weekly	6,566.50	6,894.82	7,239.56	7,601.54	7,981.62
Monthly	14,227.41	14,938.78	15,685.72	16,470.00	17,293.50
Annual	170,728.90	179,265.35	188,228.62	197,640.05	207,522.05

Assistant Civil Engineer (SEIU)

Hourly	36.9583	38.8062	40.7465	42.7838	44.9230
Bi-Weekly	2,956.66	3,104.50	3,259.72	3,422.71	3,593.84
Monthly	6,406.10	6,726.41	7,062.73	7,415.86	7,786.66
Annual	76,873.23	80,716.89	84,752.73	88,990.37	93,439.89

Associate Civil Engineer (SEIU)

Hourly	42.7839	44.9231	47.1692	49.5277	52.0041
Bi-Weekly	3,422.71	3,593.85	3,773.54	3,962.22	4,160.33
Monthly	7,415.87	7,786.67	8,176.00	8,584.80	9,014.04
Annual	88,990.48	93,440.01	98,112.01	103,017.61	108,168.49

Assistant Planner (SEIU)

Hourly	36.3170	38.1329	40.0395	42.0415	44.1436
Bi-Weekly	2,905.36	3,050.63	3,203.16	3,363.32	3,531.49
Monthly	6,294.95	6,609.70	6,940.18	7,287.19	7,651.55
Annual	75,539.42	79,316.39	83,282.21	87,446.32	91,818.63

		Reviewed by: IC & PM 7-5-2018				
Associate Planner (SEIU)		Step A	Step B	Step C	Step D	Step E
Hourly		38.1732	40.0818	42.0859	44.1902	46.3997
Bi-Weekly		3,053.85	3,206.55	3,366.87	3,535.22	3,711.98
Monthly		6,616.68	6,947.52	7,294.89	7,659.64	8,042.62
Annual		79,400.19	83,370.20	87,538.71	91,915.65	96,511.43

Building Inspector (SEIU)						
Hourly		35.6603	37.4433	39.3155	41.2813	43.3454
Bi-Weekly		2,852.83	2,995.47	3,145.24	3,302.50	3,467.63
Monthly		6,181.12	6,490.18	6,814.69	7,155.42	7,513.20
Annual		74,173.49	77,882.17	81,776.28	85,865.09	90,158.34

Building Permit Technician (SEIU)						
Hourly		26.1186	27.4245	28.7957	30.2355	31.7473
Bi-Weekly		2,089.49	2,193.96	2,303.66	2,418.84	2,539.78
Monthly		4,527.22	4,753.58	4,991.26	5,240.82	5,502.86
Annual		54,326.63	57,042.97	59,895.12	62,889.87	66,034.36

Chief Building Official (MEA)						
Hourly		55.5890	58.3684	61.2868	64.3512	67.5687
Bi-Weekly		4,447.12	4,669.47	4,902.95	5,148.09	5,405.50
Monthly		9,635.42	10,117.19	10,623.05	11,154.21	11,711.92
Annual		115,625.07	121,406.32	127,476.64	133,850.47	140,542.99

City Attorney (Executive - Non Bargaining)						
Hourly		76.3697	-	92.8278	94.6844	
Bi-Weekly		6,109.57		7,426.22	7,574.75	
Monthly		13,237.41		16,090.15	16,411.96	
Annual		158,848.92		193,081.82	196,943.46	

City Manager (Executive - Non Bargaining)						
Hourly		92.9201	98.6501	106.5421		
Bi-Weekly		7,433.61	7,892.01	8,523.37		
Monthly		16,106.15	17,099.35	18,467.30		
Annual		193,273.78	205,192.21	221,607.64		

City Engineer (MEA)						
Hourly		62.2403	65.3523	68.6199	72.0509	75.6534
Bi-Weekly		4,979.22	5,228.18	5,489.59	5,764.07	6,052.27
Monthly		10,788.31	11,327.73	11,894.11	12,488.82	13,113.26
Annual		129,459.74	135,932.73	142,729.36	149,865.83	157,359.12

Code Enforcement Officer I (SEIU)						
Hourly		24.8590	26.1020	27.4071	28.7774	30.2163
Bi-Weekly		1,988.72	2,088.16	2,192.57	2,302.20	2,417.31
Monthly		4,308.90	4,524.35	4,750.56	4,988.09	5,237.49
Annual		51,706.80	54,292.14	57,006.75	59,857.08	62,849.94

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Code Enforcement Officer II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	32.2822	33.8963	35.5912	37.3707	39.2392
Bi-Weekly	2,582.58	2,711.71	2,847.29	2,989.66	3,139.14
Monthly	5,595.59	5,875.36	6,169.13	6,477.59	6,801.47
Annual	67,147.03	70,504.38	74,029.60	77,731.07	81,617.63

Community Programs Manager (MEA)

Youth & Family Services Manager (MEA)

Hourly	46.9830	49.3322	51.7988	54.3887	57.1082
Bi-Weekly	3,758.64	3,946.57	4,143.90	4,351.10	4,568.65
Monthly	8,143.72	8,550.91	8,978.46	9,427.38	9,898.75
Annual	97,724.70	102,610.93	107,741.48	113,128.55	118,784.98

Community Services-Aide (936 Hours .45 Police Department /Public Works Department)

Non-Bargaining

Hourly	18.3600	19.2780	20.2419	21.2540	22.3167
Bi-Weekly	660.96	694.01	728.71	765.14	803.40
Monthly	1,432.08	1,503.68	1,578.87	1,657.81	1,740.70
Annual	17,184.96	18,044.21	18,946.42	19,893.74	20,888.43

Community Services Officer (SEIU)

Hourly	26.3060	27.6213	29.0023	30.4525	31.9751
Bi-Weekly	2,104.48	2,209.70	2,320.19	2,436.20	2,558.01
Monthly	4,559.70	4,787.69	5,027.07	5,278.43	5,542.35
Annual	54,716.45	57,452.27	60,324.89	63,341.13	66,508.19

Deputy City Attorney I (Non-Bargaining- Management)

Hourly	47.4638	49.8370	52.3288	54.9452	57.6925
Bi-Weekly	3,797.10	3,986.96	4,186.30	4,395.62	4,615.40
Monthly	8,227.05	8,638.41	9,070.33	9,523.84	10,000.03
Annual	98,724.64	103,660.87	108,843.92	114,286.11	120,000.42

Deputy City Attorney II (Non-Bargaining- Management)

Hourly	60.5772	63.6060	66.7863	70.1257	73.6319
Bi-Weekly	4,846.17	5,088.48	5,342.91	5,610.05	5,890.56
Monthly	10,500.04	11,025.05	11,576.30	12,155.11	12,762.87
Annual	126,000.53	132,300.56	138,915.59	145,861.37	153,154.44

Deputy City Clerk (MEA)

Hourly	32.8825	34.5266	36.2530	38.0656	39.9689
Bi-Weekly	2,630.60	2,762.13	2,900.24	3,045.25	3,197.51
Monthly	5,699.64	5,984.62	6,283.85	6,598.04	6,927.94
Annual	68,395.64	71,815.42	75,406.19	79,176.50	83,135.33

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Director of Community Development (Executive - Non Bargaining)

Hourly		70.2197	73.7306	77.4172	81.2880	85.3524
Bi-Weekly		5,617.57	5,898.45	6,193.37	6,503.04	6,828.19
Monthly		12,171.41	12,779.98	13,418.98	14,089.93	14,794.42
Annual		146,056.88	153,359.73	161,027.72	169,079.10	177,533.06

Director of Finance (Executive - Non Bargaining)

Hourly		71.0631	74.6163	78.3471	82.2644	86.3776
Bi-Weekly		5,685.05	5,969.30	6,267.77	6,581.15	6,910.21
Monthly		12,317.60	12,933.48	13,580.16	14,259.17	14,972.13
Annual		147,811.25	155,201.82	162,961.91	171,110.00	179,665.50

Electrician - Apprentice (SEIU)

Hourly		35.6116	37.3922	39.2618	41.2249	43.2862
Bi-Weekly		2,848.93	2,991.38	3,140.95	3,297.99	3,462.89
Monthly		6,172.69	6,481.32	6,805.39	7,145.66	7,502.94
Annual		74,072.23	77,775.84	81,664.63	85,747.86	90,035.26

Electrician - Journeyman (SEIU)

Hourly		37.6309	39.5124	41.4880	43.5624	45.7406
Bi-Weekly		3,010.47	3,160.99	3,319.04	3,484.99	3,659.24
Monthly		6,522.68	6,848.82	7,191.26	7,550.82	7,928.36
Annual		78,272.20	82,185.81	86,295.10	90,609.86	95,140.35

Electrician - Lead (SEIU)

Hourly		40.2811	42.2951	44.4099	46.6304	48.9619
Bi-Weekly		3,222.49	3,383.61	3,552.79	3,730.43	3,916.95
Monthly		6,982.06	7,331.16	7,697.72	8,082.60	8,486.73
Annual		83,784.66	87,973.90	92,372.59	96,991.22	101,840.78

Engineering Technician (SEIU)

Hourly		26.1186	27.4245	28.7957	30.2355	31.7473
Bi-Weekly		2,089.48	2,193.96	2,303.66	2,418.84	2,539.78
Monthly		4,527.22	4,753.58	4,991.26	5,240.82	5,502.86
Annual		54,326.61	57,042.94	59,895.09	62,889.84	66,034.33

Executive Assistant to the City Manager (Unrepresented - Confidential)

Hourly		35.9299	37.7264	39.6127	41.5933	43.6730
Bi-Weekly		2,874.39	3,018.11	3,169.01	3,327.46	3,493.84
Monthly		6,227.84	6,539.24	6,866.20	7,209.51	7,569.98
Annual		74,734.12	78,470.83	82,394.37	86,514.09	90,839.79

Financial Services Manager - (MEA)

Hourly		49.8789	52.3728	54.9915	57.7410	60.6281
Bi-Weekly		3,990.31	4,189.83	4,399.32	4,619.28	4,850.25
Monthly		8,645.67	9,077.96	9,531.86	10,008.45	10,508.87
Annual		103,748.08	108,935.49	114,382.26	120,101.37	126,106.44

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Fiscal Analyst - (MEA - Mid-Management)

	Step A	Step B	Step C	Step D	Step E
Hourly	44.9360	47.1827	49.5419	52.0190	54.6199
Bi-Weekly	3,594.88	3,774.62	3,963.35	4,161.52	4,369.59
Monthly	7,788.90	8,178.34	8,587.26	9,016.62	9,467.45
Annual	93,466.78	98,140.11	103,047.12	108,199.48	113,609.45

Human Resource Manager (CONFIDENTIAL - Non-Bargaining)

Hourly	55.8783	58.6722	61.6058	64.6861	67.9204
Bi-Weekly	4,470.26	4,693.77	4,928.46	5,174.89	5,433.63
Monthly	9,685.57	10,169.85	10,678.34	11,212.25	11,772.87
Annual	116,226.80	122,038.14	128,140.05	134,547.05	141,274.41

Human Resource Assistant (CONFIDENTIAL - Non Bargaining)

Hourly	34.1932	35.9029	37.6980	39.5829	41.5621
Bi-Weekly	2,735.46	2,872.23	3,015.84	3,166.63	3,324.96
Monthly	5,926.82	6,223.16	6,534.32	6,861.04	7,204.09
Annual	71,121.87	74,677.96	78,411.86	82,332.45	86,449.08

Housing Specialist I (SEIU)

Hourly	29.6772	31.1610	32.7191	34.3551	36.0728
Bi-Weekly	2,374.17	2,492.88	2,617.53	2,748.40	2,885.82
Monthly	5,144.05	5,401.25	5,671.31	5,954.88	6,252.62
Annual	61,728.55	64,814.97	68,055.72	71,458.51	75,031.43

Housing Specialist II (SEIU)

Hourly	37.0744	38.9282	40.8746	42.9183	45.0642
Bi-Weekly	2,965.95	3,114.25	3,269.96	3,433.46	3,605.14
Monthly	6,426.23	6,747.55	7,084.92	7,439.17	7,811.13
Annual	77,114.81	80,970.55	85,019.08	89,270.03	93,733.54

Housing Project Manager (MEA)

Hourly	45.4085	47.6789	50.0628	52.5660	55.1943
Bi-Weekly	3,632.68	3,814.31	4,005.03	4,205.28	4,415.54
Monthly	7,870.80	8,264.34	8,677.56	9,111.43	9,567.00
Annual	94,449.58	99,172.06	104,130.66	109,337.19	114,804.05

Intern (936 /hours .45) (Unrepresented)

Hourly	15.0000				18.0000
Bi-Weekly	540.00				648.00
Monthly	1,170.00				1,404.00
Annual	14,040.00				16,848.00

Kitchen Aide - (1040/ hours .5 Part-Time - SEIU)

Hourly	14.5006	15.2256	15.9869	16.7863	17.6256
Bi-Weekly	580.02	609.03	639.48	671.45	705.02
Monthly	1,256.72	1,319.56	1,385.53	1,454.81	1,527.55
Annual	15,080.64	15,834.67	16,626.41	17,457.73	18,330.61

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Legal Secretary- CONFIDENTIAL (Non Bargaining)

	Step A	Step B	Step C	Step D	Step E
Hourly	32.8329	34.4745	36.1982	38.0081	39.9085
Bi-Weekly	2,626.63	2,757.96	2,895.86	3,040.65	3,192.68
Monthly	5,691.03	5,975.58	6,274.36	6,588.08	6,917.48
Annual	68,292.34	71,706.96	75,292.31	79,056.92	83,009.77

Maintenance Division Manager (MEA)

Hourly	54.0719	56.7755	59.6143	62.5950	65.7248
Bi-Weekly	4,325.76	4,542.04	4,769.15	5,007.60	5,257.98
Monthly	9,372.47	9,841.09	10,333.15	10,849.81	11,392.30
Annual	112,469.64	118,093.12	123,997.78	130,197.66	136,707.55

Maintenance Worker I (SEIU)

Hourly	22.8733	24.0169	25.2178	26.4787	27.8026
Bi-Weekly	1,829.86	1,921.35	2,017.42	2,118.29	2,224.21
Monthly	3,964.70	4,162.93	4,371.08	4,589.64	4,819.12
Annual	47,576.39	49,955.21	52,452.97	55,075.62	57,829.40

Maintenance Worker II (SEIU)

Hourly	26.0934	27.3980	28.7679	30.2063	31.7166
Bi-Weekly	2,087.47	2,191.84	2,301.43	2,416.51	2,537.33
Monthly	4,522.85	4,748.99	4,986.44	5,235.76	5,497.55
Annual	54,274.19	56,987.90	59,837.30	62,829.16	65,970.62

Maintenance Worker III (SEIU)

Hourly	30.0072	31.5076	33.0830	34.7371	36.4740
Bi-Weekly	2,400.58	2,520.61	2,646.64	2,778.97	2,917.92
Monthly	5,201.25	5,461.31	5,734.38	6,021.10	6,322.15
Annual	62,415.01	65,535.76	68,812.55	72,253.17	75,865.83

Management Analyst (MEA)

Hourly	44.9359	47.1827	49.5418	52.0189	54.6199
Bi-Weekly	3,594.87	3,774.62	3,963.35	4,161.52	4,369.59
Monthly	7,788.89	8,178.34	8,587.25	9,016.62	9,467.45
Annual	93,466.71	98,140.04	103,047.05	108,199.40	113,609.37

Nutrition Site Supervisor (P/T 0.75) - 1560/hours (SEIU)

Hourly	18.6380	19.5699	20.5484	21.5758	22.6546
Bi-Weekly	1,118.28	1,174.20	1,232.91	1,294.55	1,359.28
Monthly	2,422.94	2,544.09	2,671.30	2,804.86	2,945.10
Annual	29,075.32	30,529.09	32,055.55	33,658.32	35,341.24

Office Assistant (SEIU)

Hourly	23.2559	24.4187	25.6397	26.9217	28.2677
Bi-Weekly	1,860.48	1,953.50	2,051.17	2,153.73	2,261.42
Monthly	4,031.03	4,232.58	4,444.21	4,666.42	4,899.74
Annual	48,372.35	50,790.97	53,330.52	55,997.05	58,796.90

Reviewed by: IC & PM 7-5-2018

Planning Division Manager - (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	55.6543	58.4370	61.3588	64.4268	67.6481
Bi-Weekly	4,452.34	4,674.96	4,908.71	5,154.14	5,411.85
Monthly	9,646.74	10,129.08	10,635.53	11,167.31	11,725.67
Annual	115,760.89	121,548.93	127,626.38	134,007.70	140,708.08

Police Chief (Executive - Non Bargaining)

Hourly	80.2874	84.3017	88.5168	92.9426	97.5898
Bi-Weekly	6,422.99	6,744.14	7,081.34	7,435.41	7,807.18
Monthly	13,916.47	14,612.30	15,342.91	16,110.06	16,915.56
Annual	166,997.69	175,347.57	184,114.95	193,320.70	202,986.74

Police Commander (MANAGEMENT - Non Bargaining)

Hourly	64.1702	67.3787	70.7476	74.2850	77.9992
Bi-Weekly	5,133.61	5,390.29	5,659.81	5,942.80	6,239.94
Monthly	11,122.83	11,678.97	12,262.92	12,876.06	13,519.87
Annual	133,473.94	140,147.64	147,155.02	154,512.77	162,238.41

Police Officer -Academy Graduate / Basic (POA)

Hourly	38.1808	40.0898	42.0943	44.1990	46.4089
Bi-Weekly	3,207.18	3,367.54	3,535.92	3,712.72	3,898.35
Monthly	6,948.90	7,296.34	7,661.16	8,044.22	8,446.43
Annual	83,386.77	87,556.10	91,933.91	96,530.60	101,357.13

Premium Pays Available

Intermediate POST	5%
Advance POST	2.5%
7-YR. PREMIUM	2.5%
10-YR. PREMIUM	2.5%
Bilingual Pay	100.00 per Month

Special Assignments

Motorcycle Premium	5%
Detective Pay	5%
School Resource Officer	5%
Field Training Officer	5%
Canine Assignment	\$142.00 (Bi-weekly)

Police Officer- (Part-Time 960 HRS) (Cold Case Detective) (POA)

Hourly	39.0898	41.0443	43.0965	45.2513	47.5139
Bi-Weekly	1,443.32	1,515.48	1,591.26	1,670.82	1,754.36
Monthly	3,127.18	3,283.54	3,447.72	3,620.11	3,801.11
Annual	37,526.21	39,402.52	41,372.64	43,441.28	45,613.34

Police Property Officer (SEIU)

Hourly	26.4691	27.7926	29.1822	30.6413	32.1734
Bi-Weekly	2,117.53	2,223.41	2,334.58	2,451.30	2,573.87
Monthly	4,587.98	4,817.38	5,058.25	5,311.16	5,576.72
Annual	55,055.75	57,808.54	60,698.97	63,733.91	66,920.61

Reviewed by: IC & PM 7-5-2018

Police Records Clerk I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	23.5403	24.7174	25.9532	27.2509	28.6134
Bi-Weekly	1,883.23	1,977.39	2,076.26	2,180.07	2,289.07
Monthly	4,080.33	4,284.34	4,498.56	4,723.49	4,959.66
Annual	48,963.92	51,412.11	53,982.72	56,681.86	59,515.95

Police Records Clerk II (SEIU)

Hourly	25.3511	26.6187	27.9496	29.3471	30.8145
Bi-Weekly	2,028.09	2,129.50	2,235.97	2,347.77	2,465.16
Monthly	4,394.20	4,613.91	4,844.60	5,086.83	5,341.17
Annual	52,730.37	55,366.89	58,135.24	61,042.00	64,094.10

Police Records Supervisor - RESTRICTED (MEA)

Hourly	28.1231	29.5293	31.0057	32.5560	34.1838
Bi-Weekly	2,249.85	2,362.34	2,480.46	2,604.48	2,734.71
Monthly	4,874.67	5,118.41	5,374.33	5,643.04	5,925.20
Annual	58,496.08	61,420.89	64,491.93	67,716.53	71,102.36

Police Recruit 1040/hours (Temporary - Non-Bargaining)

Hourly	30.0000
Bi-Weekly	2,400.00
Monthly	5,200.00
Annual	31,200.00

Police Sergeant - Basic (POA)

	Step A	Step B	Step C	Step D	Step E
Hourly	45.6971	47.9820	50.3811	52.9001	55.5451
Bi-Weekly	3,838.56	4,030.48	4,232.01	4,443.61	4,665.79
Monthly	8,316.87	8,732.72	9,169.35	9,627.82	10,109.21
Annual	99,802.46	104,792.59	110,032.22	115,533.83	121,310.52

Premium Pays Available

Intermediate POST	5%
Advance POST	2.5%
7-YR. PREMIUM	2.5%
10-YR. PREMIUM	2.5%
Bilingual Pay	100.00 per Month

Special Assignments

Motorcycle Premium	5%
Detective Pay	5%
School Resource Officer	5%
Field Training Officer	5%
Canine Assignment	\$142.00 (Bi-weekly)

Program Coordinator - (.75 FTE - 1560 hours) (aka Measure C Coordinator)

Hourly	27.1544	28.5121	29.9377	31.4346	33.0063
Bi-Weekly	1,629.26	1,710.73	1,796.26	1,886.08	1,980.38
Monthly	3,530.07	3,706.58	3,891.90	4,086.50	4,290.82
Annual	42,360.86	44,478.91	46,702.85	49,038.00	51,489.89

Public Works Director (Executive - Non Bargaining)

Hourly	70.2196	73.7306	77.4171	81.2880	85.3524
Bi-Weekly	5,617.57	5,898.45	6,193.37	6,503.04	6,828.19
Monthly	12,171.40	12,779.97	13,418.97	14,089.92	14,794.42
Annual	146,056.82	153,359.66	161,027.65	169,079.03	177,532.98

Public Works Inspector (SEIU)

Hourly	31.1658	32.7241	34.3603	36.0784	37.8823
Bi-Weekly	2,493.27	2,617.93	2,748.83	2,886.27	3,030.58
Monthly	5,402.08	5,672.18	5,955.79	6,253.58	6,566.26
Annual	64,824.95	68,066.20	71,469.51	75,042.98	78,795.13

Recreation Leader I (936/ Hours .45 PT- Non-Union)

Hourly	13.0488	13.7012	14.3863	15.1056	15.8609
Bi-Weekly	469.76	493.24	517.91	543.80	570.99
Monthly	1,017.81	1,068.70	1,122.13	1,178.24	1,237.15
Annual	12,213.68	12,824.36	13,465.58	14,138.86	14,845.80

Reviewed by: IC & PM 7-5-2018

Recreation Leader II (936/ Hours .45 PT- Non-Union)

		Step A	Step B	Step C	Step D	Step E
Hourly		15.8329	16.6245	17.4558	18.3286	19.2450
Bi-Weekly		569.98	598.48	628.41	659.83	692.82
Monthly		1,234.97	1,296.71	1,361.55	1,429.63	1,501.11
Annual		14,819.59	15,560.57	16,338.60	17,155.53	18,013.31

Rent Stabilization Administrator (MEA)

Hourly		54.9313	57.6779	60.5618	63.5899	66.7694
Bi-Weekly		4,394.51	4,614.23	4,844.94	5,087.19	5,341.55
Monthly		9,521.43	9,997.50	10,497.38	11,022.24	11,573.36
Annual		114,257.15	119,970.01	125,968.51	132,266.94	138,880.28

Rent Stabilization Program Counselor I (SEIU)

Hourly		30.8629	32.4061	34.0264	35.7277	37.5141
Bi-Weekly		2,469.03	2,592.48	2,722.11	2,858.21	3,001.12
Monthly		5,349.57	5,617.05	5,897.90	6,192.80	6,502.44
Annual		64,194.85	67,404.59	70,774.82	74,313.56	78,029.24

Rent Stabilization Program Counselor II (SEIU)

Hourly		37.0744	38.9281	40.8745	42.9182	45.0641
Bi-Weekly		2,965.95	3,114.25	3,269.96	3,433.46	3,605.13
Monthly		6,426.23	6,747.54	7,084.91	7,439.16	7,811.12
Annual		77,114.72	80,970.45	85,018.97	89,269.92	93,733.42

Secretary I (SEIU)

Hourly		23.6868	24.8711	26.1147	27.4204	28.7914
Bi-Weekly		1,894.94	1,989.69	2,089.17	2,193.63	2,303.31
Monthly		4,105.70	4,310.99	4,526.54	4,752.87	4,990.51
Annual		49,268.46	51,731.88	54,318.47	57,034.40	59,886.12

Secretary II (SEIU)

Hourly		26.3866	27.7059	29.0912	30.5458	32.0730
Bi-Weekly		2,110.93	2,216.47	2,327.30	2,443.66	2,565.84
Monthly		4,573.67	4,802.36	5,042.47	5,294.60	5,559.33
Annual		54,884.06	57,628.26	60,509.68	63,535.16	66,711.92

Senior Engineer (MEA)

Hourly		54.0719	56.7755	59.6143	62.5950	65.7247
Bi-Weekly		4,325.75	4,542.04	4,769.14	5,007.60	5,257.98
Monthly		9,372.46	9,841.09	10,333.14	10,849.80	11,392.29
Annual		112,469.56	118,093.03	123,997.68	130,197.57	136,707.45

Reviewed by: IC & PM 7-5-2018

Senior Planner (MEA)

		Step A	Step B	Step C	Step D	Step E
Hourly		43.4544	45.6271	47.9085	50.3039	52.8191
Bi-Weekly		3,476.35	3,650.17	3,832.68	4,024.31	4,225.53
Monthly		7,532.10	7,908.70	8,304.14	8,719.35	9,155.31
Annual		90,385.20	94,904.46	99,649.68	104,632.16	109,863.77

Van Driver (2 P/T 1 FTE - 1040/Hrs) (NON-REPRESENTED)

Hourly		20.2661	21.2794	22.3434	23.4606	24.6336
Bi-Weekly		810.64	851.18	893.74	938.42	985.34
Monthly		1,756.40	1,844.22	1,936.43	2,033.25	2,134.91
Annual		21,076.76	22,130.59	23,237.12	24,398.98	25,618.93

Youth & Family Services Manager (MEA)

Hourly		46.9830	49.3321	51.7987	54.3887	57.1081
Bi-Weekly		3,758.64	3,946.57	4,143.90	4,351.09	4,568.65
Monthly		8,143.72	8,550.90	8,978.45	9,427.37	9,898.74
Annual		97,724.59	102,610.82	107,741.36	113,128.42	118,784.85

TEMPORARY CLASSIFICATIONS**Non Sworn Investigators (Temporary not to exceed 960 hours (Non-Bargaining))**

	Hourly	36.3204	38.1364	40.0432	42.0454	44.1477
	Bi-Weekly	1,341.06	1,408.11	1,478.52	1,552.45	1,630.07
	Monthly	2,905.63	3,050.91	3,203.46	3,363.63	3,531.81
	Annual	34,867.58	36,610.96	38,441.51	40,363.59	42,381.77

Van Driver - OnCall (Temporary not to exceed 960 hours) (Non-Represented)

Hourly		19.4866	20.4610	21.4840	22.5582	23.6861
Bi-Weekly		719.51	755.48	793.26	832.92	874.57
Monthly		1,558.93	1,636.88	1,718.72	1,804.66	1,894.89
Annual		18,707.18	19,642.54	20,624.67	21,655.90	22,738.69