

**CITY OF EAST PALO ALTO**  
**COMPENSATION SCHEDULE FISCAL YEAR 2023-24**  
**Amended Effective - 01/07/2024**

**Accountant I (SEIU)**

	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>35.8622</b>	37.6553	39.5381	41.515	43.5907
Bi-Weekly	2,868.98	3,012.42	3,163.05	3,321.20	3,487.26
Monthly	6,216.11	6,526.92	6,853.27	7,195.93	7,555.73
Annual	74,593.38	78,323.04	82,239.20	86,351.16	90,668.71

**Accountant II (SEIU)**

	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>39.6229</b>	41.6041	43.6843	45.8685	48.1619
Bi-Weekly	3,169.83	3,328.32	3,494.74	3,669.48	3,852.95
Monthly	6,867.97	7,211.37	7,571.94	7,950.54	8,348.06
Annual	82,415.67	86,536.45	90,863.27	95,406.43	100,176.76

**Accountant Senior (MEA)**

	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>46.0839</b>	48.3881	50.8075	53.3479	56.0153
Bi-Weekly	3,686.71	3,871.05	4,064.60	4,267.83	4,481.22
Monthly	7,987.88	8,387.28	8,806.64	9,246.97	9,709.32
Annual	95,854.57	100,647.30	105,679.67	110,963.65	116,511.83

**Account Technician I (SEIU)**

	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>29.9654</b>	31.4637	33.0368	34.6887	36.4231
Bi-Weekly	2,397.23	2,517.09	2,642.95	2,775.10	2,913.85
Monthly	5,194.00	5,453.70	5,726.39	6,012.71	6,313.34
Annual	62,328.02	65,444.42	68,716.64	72,152.47	75,760.10

**Account Technician II (SEIU)**

	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>32.2128</b>	33.8234	35.5146	37.2903	39.1549
Bi-Weekly	2,577.02	2,705.88	2,841.17	2,983.23	3,132.39
Monthly	5,583.55	5,862.73	6,155.87	6,463.66	6,786.84
Annual	67,002.62	70,352.75	73,870.39	77,563.91	81,442.11

**Administrative Assistant (SEIU)**

	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>35.9439</b>	37.7411	39.6281	41.6095	43.69
Bi-Weekly	2,875.51	3,019.29	3,170.25	3,328.76	3,495.20
Monthly	6,230.27	6,541.79	6,868.88	7,212.32	7,572.94
Annual	74,763.27	78,501.44	82,426.51	86,547.83	90,875.22

**Administration Services Director (Executive)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>74.0426</b>	77.7448	81.632	85.7136	89.9993
Bi-Weekly	5,923.41	6,219.58	6,530.56	6,857.09	7,199.94
Monthly	12,834.06	13,475.76	14,149.55	14,857.02	15,599.87
Annual	154,008.67	161,709.10	169,794.56	178,284.28	187,198.50

<b>Assistant City Manager (Executive)</b>					
	Step A	Step B	Step C	Step D	Step E
Hourly	<b>93.2648</b>	97.9281	102.8245	107.9657	113.364
Bi-Weekly	7,461.19	7,834.25	8,225.96	8,637.26	9,069.12
Monthly	16,165.91	16,974.20	17,822.91	18,714.06	19,649.76
Annual	193,990.88	203,690.42	213,874.94	224,568.69	235,797.12

<b>Assistant Engineer (SEIU)</b>					
	Step A	Step B	Step C	Step D	Step E
Hourly	<b>43.0427</b>	45.1948	47.4546	49.8273	52.3187
Bi-Weekly	3,443.42	3,615.59	3,796.37	3,986.18	4,185.49
Monthly	7,460.74	7,833.77	8,225.46	8,636.73	9,068.57
Annual	89,528.83	94,005.27	98,705.53	103,640.81	108,822.85

<b>Assistant Planner (SEIU)</b>					
	Step A	Step B	Step C	Step D	Step E
Hourly	<b>42.2959</b>	44.4107	46.6312	48.9628	51.4109
Bi-Weekly	3,383.67	3,552.85	3,730.50	3,917.02	4,112.87
Monthly	7,331.29	7,697.85	8,082.74	8,486.88	8,911.22
Annual	87,975.43	92,374.20	96,992.91	101,842.56	106,934.69

<b>Associate Engineer (SEIU)</b>					
	Step A	Step B	Step C	Step D	Step E
Hourly	<b>49.8274</b>	52.3187	54.9347	57.6814	60.5655
Bi-Weekly	3,986.19	4,185.50	4,394.77	4,614.51	4,845.24
Monthly	8,636.74	9,068.58	9,522.01	9,998.11	10,498.02
Annual	103,640.94	108,822.99	114,264.14	119,977.34	125,976.21

<b>Associate Planner (SEIU)</b>					
	Step A	Step B	Step C	Step D	Step E
Hourly	<b>46.2444</b>	48.5566	50.9845	53.5337	56.2104
Bi-Weekly	3,699.55	3,884.53	4,078.76	4,282.70	4,496.83
Monthly	8,015.70	8,416.48	8,837.31	9,279.17	9,743.13
Annual	96,188.38	100,997.80	106,047.69	111,350.07	116,917.57

<b>Building Inspector I (SEIU)</b>					
	Step A	Step B	Step C	Step D	Step E
Hourly	<b>41.5311</b>	43.6076	45.788	48.0774	50.4813
Bi-Weekly	3,322.49	3,488.61	3,663.04	3,846.19	4,038.50
Monthly	7,198.72	7,558.66	7,936.59	8,333.42	8,750.09
Annual	86,384.64	90,703.87	95,239.06	100,001.02	105,001.07

<b>Building Inspector II (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>46.5089</b>	48.8344	51.2761	53.8399	56.5319
Bi-Weekly	3,720.71	3,906.75	4,102.09	4,307.19	4,522.55
Monthly	8,061.55	8,464.62	8,887.85	9,332.25	9,798.86
Annual	96,738.54	101,575.47	106,654.24	111,986.95	117,586.30

<b>Building Inspector/ Neighborhood Preservation Officer I (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>47.7607</b>	50.1487	52.6562	55.289	58.0534
Bi-Weekly	3,820.86	4,011.90	4,212.49	4,423.12	4,644.28
Monthly	8,278.52	8,692.45	9,127.07	9,583.43	10,062.60
Annual	99,342.28	104,309.39	109,524.86	115,001.10	120,751.16

<b>Building Inspector/ Neighborhood Preservation Officer II (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>53.4852</b>	56.1595	58.9674	61.9158	65.0116
Bi-Weekly	4,278.82	4,492.76	4,717.39	4,953.26	5,200.93
Monthly	9,270.77	9,734.30	10,221.02	10,732.07	11,268.67
Annual	111,249.20	116,811.66	122,652.24	128,784.85	135,224.10

<b>Building Permit Technician (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>31.1367</b>	32.6935	34.3282	36.0446	37.8469
Bi-Weekly	2,490.94	2,615.48	2,746.26	2,883.57	3,027.75
Monthly	5,397.03	5,666.88	5,950.22	6,247.74	6,560.12
Annual	64,764.34	68,002.56	71,402.69	74,972.82	78,721.46

<b>Chief Building Official (MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>64.7421</b>	67.9792	71.3782	74.9471	78.6944
Bi-Weekly	5,179.37	5,438.34	5,710.25	5,995.77	6,295.55
Monthly	11,221.96	11,783.06	12,372.22	12,990.83	13,640.37
Annual	134,663.57	141,396.75	148,466.58	155,889.91	163,684.41

<b>City Attorney (Contractual)</b>					
Hourly					<b>109.36</b>
Bi-Weekly					8,748.80
Monthly					18,955.74
Annual					227,468.84

<b>City Clerk- Public Information Officer (Non Bargaining - MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>55.1583</b>	57.9162	60.812	63.8526	67.0452
Bi-Weekly	4,412.66	4,633.30	4,864.96	5,108.21	5,363.62

Monthly	9,560.77	10,038.81	10,540.75	11,067.79	11,621.17
Annual	114,729.23	120,465.69	126,488.98	132,813.43	139,454.10

**City Engineer (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>74.8001</b>	78.5401	82.4671	86.5905	90.92
Bi-Weekly	5,984.01	6,283.21	6,597.37	6,927.24	7,273.60
Monthly	12,965.35	13,613.62	14,294.30	15,009.01	15,759.46
Annual	155,584.19	163,363.40	171,531.57	180,108.15	189,113.56

**City Manager (Contractual)**

	Step A	Step B	Step C	Step D	Step E
Hourly					<b>110.5769</b>
Bi-Weekly					8,846.15
Monthly					19,166.67
Annual					230,000.00

**Community & Economic Development Director (Executive)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>84.1985</b>	88.4084	92.8288	97.4703	102.3438
Bi-Weekly	6,735.88	7,072.67	7,426.31	7,797.62	8,187.50
Monthly	14,594.40	15,324.12	16,090.33	16,894.85	17,739.59
Annual	175,132.84	183,889.49	193,083.96	202,738.16	212,875.07

**Community Services Manager (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>54.7191</b>	57.4551	60.3278	63.3442	66.5114
Bi-Weekly	4,377.53	4,596.41	4,826.23	5,067.54	5,320.91
Monthly	9,484.65	9,958.88	10,456.82	10,979.67	11,528.65
Annual	113,815.77	119,506.56	125,481.89	131,755.98	138,343.78

**Community Services Officer (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>30.7434</b>	32.2806	33.8946	35.5893	37.3688
Bi-Weekly	2,459.47	2,582.45	2,711.57	2,847.15	2,989.51
Monthly	5,328.86	5,595.30	5,875.07	6,168.82	6,477.26
Annual	63,946.31	67,143.62	70,500.80	74,025.84	77,727.13

**Community Services Officer (PT) (Non Bargaining - SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>30.7434</b>	32.2806	33.8946	35.5893	37.3688
Bi-Weekly	1,106.76	1,162.10	1,220.21	1,281.22	1,345.28
Monthly	2,397.99	2,517.89	2,643.78	2,775.97	2,914.77
Annual	28,775.84	30,214.63	31,725.36	33,311.63	34,977.21

**Deputy City Attorney I (Non Bargaining - MEA)**

	Step A	Step B	Step C	Step D	Step E
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Hourly	<b>53.9308</b>	56.6273	59.4587	62.4316	65.5532
Bi-Weekly	4,314.46	4,530.18	4,756.69	4,994.53	5,244.25
Monthly	9,348.00	9,815.40	10,306.17	10,821.48	11,362.55
Annual	112,175.96	117,784.76	123,674.00	129,857.70	136,350.59

<b>Deputy City Attorney II (Non Bargaining - MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>67.1521</b>	70.5097	74.0352	77.7369	81.6238
Bi-Weekly	5,372.17	5,640.77	5,922.81	6,218.95	6,529.90
Monthly	11,639.69	12,221.68	12,832.76	13,474.40	14,148.12
Annual	139,676.32	146,660.13	153,993.14	161,692.79	169,777.43

<b>Deputy City Clerk (MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>38.2969</b>	40.2117	42.2223	44.3334	46.5501
Bi-Weekly	3,063.75	3,216.94	3,377.78	3,546.67	3,724.01
Monthly	6,638.12	6,970.03	7,318.53	7,684.46	8,068.68
Annual	79,657.48	83,640.35	87,822.37	92,213.48	96,824.16

<b>Director of Finance (Executive)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>86.1675</b>	90.4759	94.9997	99.7497	104.7372
Bi-Weekly	6,893.40	7,238.07	7,599.98	7,979.97	8,378.97
Monthly	14,935.70	15,682.49	16,466.61	17,289.94	18,154.44
Annual	179,228.45	188,189.87	197,599.37	207,479.34	217,853.30

<b>Electrician - Apprentice (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>41.4744</b>	43.5481	45.7255	48.0118	50.4124
Bi-Weekly	3,317.95	3,483.85	3,658.04	3,840.94	4,032.99
Monthly	7,188.89	7,548.34	7,925.75	8,322.04	8,738.14
Annual	86,266.70	90,580.04	95,109.04	99,864.49	104,857.72

<b>Electrician - Journeyman (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>43.826</b>	46.0173	48.3182	50.7341	53.2708
Bi-Weekly	3,506.08	3,681.39	3,865.45	4,058.73	4,261.66
Monthly	7,596.51	7,976.34	8,375.15	8,793.91	9,233.60
Annual	91,158.11	95,716.02	100,501.82	105,526.91	110,803.26

<b>Electrician - Lead (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>46.9125</b>	49.2582	51.7211	54.3071	57.0225
Bi-Weekly	3,753.00	3,940.65	4,137.69	4,344.57	4,561.80
Monthly	8,131.51	8,538.08	8,964.99	9,413.24	9,883.90
Annual	97,578.09	102,457.00	107,579.85	112,958.84	118,606.78

<b>Engineering Technician (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>30.4184</b>	31.9394	33.5363	35.2132	36.9738
Bi-Weekly	2,433.48	2,555.15	2,682.91	2,817.05	2,957.91
Monthly	5,272.53	5,536.16	5,812.97	6,103.61	6,408.79
Annual	63,270.37	66,433.89	69,755.58	73,243.36	76,905.53

<b>Environmental Services Aide FT (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>25.8142</b>	27.105	28.4602	29.8832	31.3774
Bi-Weekly	2,065.14	2,168.40	2,276.82	2,390.66	2,510.19
Monthly	4,474.47	4,698.19	4,933.10	5,179.76	5,438.75
Annual	53,693.63	56,378.31	59,197.23	62,157.09	65,264.94

<b>Environmental Services Aide PT (0.45 FTE, 936 Hrs) (Non Bargaining - SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>25.8142</b>	27.105	28.4602	29.8832	31.3774
Bi-Weekly	929.31	975.78	1,024.57	1,075.80	1,129.59
Monthly	2,013.51	2,114.19	2,219.90	2,330.89	2,447.44
Annual	24,162.13	25,370.24	26,638.75	27,970.69	29,369.22

<b>Executive Assistant to the City Manager (Non Bargaining - SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>41.0245</b>	43.0757	45.2295	47.491	49.8655
Bi-Weekly	3,281.96	3,446.06	3,618.36	3,799.28	3,989.24
Monthly	7,110.91	7,466.46	7,839.78	8,231.77	8,643.36
Annual	85,330.94	89,597.49	94,077.36	98,781.23	103,720.29

<b>Financial Service Manager (MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>62.1752</b>	65.284	68.5482	71.9756	75.5744
Bi-Weekly	4,974.02	5,222.72	5,483.85	5,758.05	6,045.95
Monthly	10,777.04	11,315.89	11,881.68	12,475.77	13,099.55
Annual	129,324.44	135,790.66	142,580.19	149,709.20	157,194.66

<b>Fiscal Analyst (MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>52.335</b>	54.9517	57.6993	60.5843	63.6135
Bi-Weekly	4,186.80	4,396.14	4,615.95	4,846.74	5,089.08
Monthly	9,071.40	9,524.97	10,001.21	10,501.28	11,026.34
Annual	108,856.75	114,299.59	120,014.57	126,015.30	132,316.07

<b>Grants Coordinator (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>39.2447</b>	41.2069	43.2672	45.4306	47.7021
Bi-Weekly	3,139.57	3,296.55	3,461.38	3,634.45	3,816.17
Monthly	6,802.41	7,142.53	7,499.65	7,874.64	8,268.37

Annual	81,628.89	85,710.33	89,995.85	94,495.64	99,220.42
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**Housing & Economic Development Manager (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>64.7421</b>	67.9792	71.3782	74.9471	78.6945
Bi-Weekly	5,179.37	5,438.34	5,710.26	5,995.77	6,295.56
Monthly	11,221.97	11,783.07	12,372.22	12,990.83	13,640.38
Annual	134,663.65	141,396.83	148,466.67	155,890.00	163,684.50

**Housing Project Manager (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>52.8853</b>	55.5295	58.306	61.2213	64.2824
Bi-Weekly	4,230.82	4,442.36	4,664.48	4,897.71	5,142.59
Monthly	9,166.78	9,625.12	10,106.38	10,611.70	11,142.28
Annual	110,001.38	115,501.45	121,276.53	127,340.35	133,707.37

**Housing Specialist I (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>34.5629</b>	36.2911	38.1056	40.0109	42.0115
Bi-Weekly	2,765.03	2,903.29	3,048.45	3,200.87	3,360.92
Monthly	5,990.91	6,290.45	6,604.98	6,935.22	7,281.99
Annual	71,890.89	75,485.43	79,259.70	83,222.69	87,383.82

**Housing Specialist II (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>43.178</b>	45.3369	47.6037	49.9839	52.4831
Bi-Weekly	3,454.24	3,626.95	3,808.30	3,998.71	4,198.65
Monthly	7,484.18	7,858.39	8,251.31	8,663.88	9,097.07
Annual	89,810.19	94,300.69	99,015.73	103,966.52	109,164.84

**Human Resource Manager (Non Bargaining - MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>64.1032</b>	67.3084	70.6738	74.2075	77.9179
Bi-Weekly	5,128.26	5,384.67	5,653.90	5,936.60	6,233.43
Monthly	11,111.22	11,666.78	12,250.12	12,862.63	13,505.76
Annual	133,334.68	140,001.41	147,001.48	154,351.56	162,069.14

**Human Resources Technician I (Non Bargaining - SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>39.0416</b>	40.9937	43.0433	45.1955	47.4553
Bi-Weekly	3,123.33	3,279.49	3,443.47	3,615.64	3,796.42
Monthly	6,767.21	7,105.57	7,460.85	7,833.89	8,225.58
Annual	81,206.50	85,266.82	89,530.16	94,006.67	98,707.00

**Human Resources Technician II (Non Bargaining - SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>42.9458</b>	45.0931	47.3477	49.7151	52.2009

Bi-Weekly	3,435.66	3,607.45	3,787.82	3,977.21	4,176.07
Monthly	7,443.94	7,816.14	8,206.94	8,617.29	9,048.15
Annual	89,327.26	93,793.62	98,483.31	103,407.47	108,577.84

#### Kitchen Aide - (0.5 FTE, 1040 Hrs) (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>17.7775</b>	18.6664	19.5997	20.5797	21.6086
Bi-Weekly	711.1	746.65	783.99	823.19	864.35
Monthly	1,540.72	1,617.75	1,698.64	1,783.57	1,872.75
Annual	18,488.59	19,413.02	20,383.67	21,402.85	22,472.99

#### Legal Assistant (Non Bargaining - SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>37.4883</b>	39.3628	41.3309	43.3974	45.5673
Bi-Weekly	2,999.07	3,149.02	3,306.47	3,471.80	3,645.39
Monthly	6,497.98	6,822.88	7,164.02	7,522.22	7,898.34
Annual	77,975.76	81,874.55	85,968.28	90,266.69	94,780.02

#### Maintenance Manager (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>62.9753</b>	66.124	69.4302	72.9018	76.5468
Bi-Weekly	5,038.02	5,289.92	5,554.42	5,832.14	6,123.75
Monthly	10,915.71	11,461.50	12,034.58	12,636.30	13,268.12
Annual	130,988.57	137,538.00	144,414.90	151,635.65	159,217.43

#### Maintenance Worker I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>28.2262</b>	29.6375	31.1194	32.6754	34.3091
Bi-Weekly	2,258.10	2,371.00	2,489.55	2,614.03	2,744.73
Monthly	4,892.54	5,137.17	5,394.03	5,663.73	5,946.91
Annual	58,710.49	61,646.02	64,728.32	67,964.73	71,362.97

#### Maintenance Worker II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>31.3728</b>	32.9414	34.5885	36.3179	38.1338
Bi-Weekly	2,509.82	2,635.32	2,767.08	2,905.44	3,050.71
Monthly	5,437.95	5,709.85	5,995.34	6,295.11	6,609.87
Annual	65,255.43	68,518.20	71,944.11	75,541.32	79,318.38

#### Maintenance Worker III (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>34.9473</b>	36.6947	38.5294	40.4559	42.4786
Bi-Weekly	2,795.78	2,935.57	3,082.35	3,236.47	3,398.29
Monthly	6,057.53	6,360.41	6,678.43	7,012.35	7,362.97
Annual	72,690.36	76,324.88	80,141.12	84,148.18	88,355.59

#### Management Analyst I (MEA)



	Step A	Step B	Step C	Step D	Step E
Hourly	<b>43.5778</b>	45.7567	48.0445	50.4468	52.9691
Bi-Weekly	3,486.22	3,660.54	3,843.56	4,035.74	4,237.53
Monthly	7,553.49	7,931.16	8,327.72	8,744.11	9,181.31
Annual	90,641.84	95,173.93	99,932.63	104,929.26	110,175.73

#### Management Analyst II (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>52.3349</b>	54.9517	57.6993	60.5842	63.6134
Bi-Weekly	4,186.80	4,396.13	4,615.94	4,846.74	5,089.08
Monthly	9,071.39	9,524.96	10,001.21	10,501.27	11,026.33
Annual	108,856.68	114,299.51	120,014.49	126,015.21	132,315.97

#### Neighborhood Preservation Officer I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>34.9519</b>	36.6995	38.5345	40.4612	42.4843
Bi-Weekly	2,796.15	2,935.96	3,082.76	3,236.90	3,398.74
Monthly	6,058.33	6,361.25	6,679.31	7,013.28	7,363.94
Annual	72,700.00	76,335.00	80,151.75	84,159.34	88,367.30

#### Neighborhood Preservation Officer II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>40.0512</b>	42.0538	44.1564	46.3643	48.6825
Bi-Weekly	3,204.10	3,364.30	3,532.52	3,709.14	3,894.60
Monthly	6,942.21	7,289.32	7,653.78	8,036.47	8,438.30
Annual	83,306.49	87,471.81	91,845.40	96,437.67	101,259.56

#### Nutrition Site Supervisor (0.75 FTE, 1560 Hrs) (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>21.7064</b>	22.7917	23.9313	25.1279	26.3843
Bi-Weekly	1,302.38	1,367.50	1,435.88	1,507.67	1,583.06
Monthly	2,821.83	2,962.92	3,111.07	3,266.62	3,429.95
Annual	33,861.98	35,555.08	37,332.83	39,199.48	41,159.45

#### Office Assistant (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>27.0846</b>	28.4388	29.8607	31.3538	32.9214
Bi-Weekly	2,166.76	2,275.10	2,388.86	2,508.30	2,633.72
Monthly	4,694.66	4,929.39	5,175.86	5,434.65	5,706.38
Annual	56,335.87	59,152.66	62,110.30	65,215.81	68,476.60

#### Planning Manager (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>66.0644</b>	69.3677	72.836	76.4779	80.3017
Bi-Weekly	5,285.16	5,549.41	5,826.88	6,118.23	6,424.14
Monthly	11,451.17	12,023.73	12,624.92	13,256.16	13,918.97
Annual	137,414.04	144,284.75	151,498.98	159,073.93	167,027.63

<b>Planning Permit Technician (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>31.1367</b>	32.6935	34.3282	36.0446	37.8469
Bi-Weekly	2,490.94	2,615.48	2,746.26	2,883.57	3,027.75
Monthly	5,397.03	5,666.88	5,950.22	6,247.74	6,560.12
Annual	64,764.34	68,002.56	71,402.69	74,972.82	78,721.46

<b>Police Chief (Executive)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>94.1305</b>	98.837	103.7789	108.9678	114.4162
Bi-Weekly	7,530.44	7,906.96	8,302.31	8,717.43	9,153.30
Monthly	16,315.95	17,131.75	17,988.34	18,887.75	19,832.14
Annual	195,791.43	205,581.00	215,860.05	226,653.05	237,985.70

<b>Police Commander (Non Bargaining - MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>74.0461</b>	77.7484	81.6358	85.7176	90.0035
Bi-Weekly	5,923.69	6,219.87	6,530.86	6,857.41	7,200.28
Monthly	12,834.65	13,476.39	14,150.20	14,857.71	15,600.60
Annual	154,015.83	161,716.62	169,802.45	178,292.58	187,207.21

<b>Police Officer (POA)</b>							
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step E</b>
Hourly	<b>46.7844</b>	49.1236	51.5798	54.1588	56.8667	59.7100	61.7999
Bi-Weekly	3,929.89	4,126.38	4,332.70	4,549.34	4,776.80	5,015.64	5,191.19
Monthly	8,514.76	8,940.50	9,387.52	9,856.90	10,349.74	10,867.23	11,247.58
Annual	102,177.10	107,285.95	112,650.25	118,282.76	124,196.90	130,406.75	134,970.98

<b>Police Records Clerk I (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>28.7889</b>	30.2283	31.7397	33.3267	34.9931
Bi-Weekly	2,303.11	2,418.27	2,539.18	2,666.14	2,799.44
Monthly	4,990.07	5,239.57	5,501.55	5,776.63	6,065.46
Annual	59,880.85	62,874.90	66,018.64	69,319.57	72,785.55

<b>Police Records Clerk II (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>31.9754</b>	33.5742	35.2529	37.0155	38.8663
Bi-Weekly	2,558.03	2,685.93	2,820.23	2,961.24	3,109.30
Monthly	5,542.40	5,819.52	6,110.50	6,416.02	6,736.82
Annual	66,508.82	69,834.26	73,325.98	76,992.28	80,841.89

<b>Police Records Supervisor (MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>40.1248</b>	42.131	44.2376	46.4495	48.7719
Bi-Weekly	3,209.98	3,370.48	3,539.01	3,715.96	3,901.76

Monthly	6,954.97	7,302.71	7,667.85	8,051.24	8,453.80
Annual	83,459.59	87,632.57	92,014.20	96,614.91	101,445.65

**Police Sergeant (POA)**

	Step A	Step B	Step C	Step D	Step E	Step F	Step E
Hourly	<b>56.1792</b>	58.9882	61.9376	65.0345	68.2862	71.7005	74.2100
Bi-Weekly	4,719.06	4,955.01	5,202.76	5,462.90	5,736.04	6,022.84	6,233.64
Monthly	10,224.62	10,735.85	11,272.65	11,836.28	12,428.09	13,049.50	13,506.23
Annual	122,695.46	128,830.24	135,271.75	142,035.34	149,137.10	156,593.96	162,074.75

**Property and Evidence Technician (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>35.2379</b>	36.9998	38.8497	40.7922	42.8318
Bi-Weekly	2,819.03	2,959.98	3,107.98	3,263.38	3,426.55
Monthly	6,107.90	6,413.29	6,733.96	7,070.65	7,424.19
Annual	73,294.75	76,959.49	80,807.46	84,847.84	89,090.23

**Public Works Director (Executive)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>87.905</b>	92.3003	96.9153	101.7611	106.8491
Bi-Weekly	7,032.40	7,384.02	7,753.22	8,140.89	8,547.93
Monthly	15,236.87	15,998.72	16,798.65	17,638.59	18,520.51
Annual	182,842.48	191,984.60	201,583.83	211,663.02	222,246.17

**Public Works Supervisor (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>50.7264</b>	53.2627	55.9258	58.7221	61.6582
Bi-Weekly	4,058.11	4,261.01	4,474.06	4,697.77	4,932.66
Monthly	8,792.57	9,232.20	9,693.81	10,178.50	10,687.42
Annual	105,510.81	110,786.36	116,325.67	122,141.96	128,249.05

**Recreation Leader I (0.45 FTE, 936 Hrs) (Non Bargaining - SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>16.9125</b>	17.7581	18.6461	19.5784	20.5573
Bi-Weekly	608.85	639.29	671.26	704.82	740.06
Monthly	1,319.18	1,385.14	1,454.39	1,527.11	1,603.47
Annual	15,830.12	16,621.62	17,452.70	18,325.34	19,241.61

**Recreation Leader II (0.45 FTE, 936 Hrs) (Non Bargaining - SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>18.0779</b>	18.9818	19.9309	20.9274	21.9738
Bi-Weekly	650.8	683.34	717.51	753.39	791.06
Monthly	1,410.08	1,480.58	1,554.61	1,632.34	1,713.96
Annual	16,920.92	17,766.96	18,655.31	19,588.08	20,567.48

**Recreation Program Coordinator (SEIU)**

	Step A	Step B	Step C	Step D	Step E
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Hourly	<b>34.8969</b>	36.6418	38.4739	40.3976	42.4175
Bi-Weekly	2,791.76	2,931.34	3,077.91	3,231.81	3,393.40
Monthly	6,048.80	6,351.24	6,668.81	7,002.25	7,352.36
Annual	72,585.64	76,214.92	80,025.67	84,026.95	88,228.30

<b>Rent Stabilization Administrator (MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>63.9762</b>	67.175	70.5337	74.0604	77.7634
Bi-Weekly	5,118.09	5,374.00	5,642.70	5,924.83	6,221.07
Monthly	11,089.20	11,643.66	12,225.84	12,837.14	13,478.99
Annual	133,070.42	139,723.94	146,710.14	154,045.64	161,747.92

<b>Rent Stabilization Program Coordinator I (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>35.9439</b>	37.741	39.6281	41.6095	43.69
Bi-Weekly	2,875.51	3,019.28	3,170.25	3,328.76	3,495.20
Monthly	6,230.27	6,541.78	6,868.87	7,212.31	7,572.93
Annual	74,763.21	78,501.37	82,426.44	86,547.76	90,875.15

<b>Rent Stabilization Program Coordinator II (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>43.1779</b>	45.3368	47.6037	49.9838	52.483
Bi-Weekly	3,454.23	3,626.95	3,808.29	3,998.71	4,198.64
Monthly	7,484.17	7,858.38	8,251.30	8,663.87	9,097.06
Annual	89,810.07	94,300.58	99,015.61	103,966.39	109,164.71

<b>Reserve Officer (PT) (Unrepresented)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>43.5946</b>	45.7743	48.063	50.4662	52.9895
Bi-Weekly	1,569.40	1,647.88	1,730.27	1,816.78	1,907.62
Monthly	3,400.38	3,570.40	3,748.92	3,936.36	4,133.18
Annual	40,804.53	42,844.76	44,986.99	47,236.34	49,598.16

<b>Secretary I (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>27.5863</b>	28.9656	30.4139	31.9346	33.5313
Bi-Weekly	2,206.90	2,317.25	2,433.11	2,554.77	2,682.51
Monthly	4,781.62	5,020.71	5,271.74	5,535.33	5,812.09
Annual	57,379.50	60,248.47	63,260.90	66,423.94	69,745.14

<b>Secretary II (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	<b>30.7306</b>	32.2671	33.8805	35.5745	37.3532
Bi-Weekly	2,458.45	2,581.37	2,710.44	2,845.96	2,988.26
Monthly	5,326.63	5,592.96	5,872.61	6,166.24	6,474.56
Annual	63,919.60	67,115.58	70,471.35	73,994.92	77,694.67

**Senior Engineer w/ PE License (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>62.9752</b>	66.124	69.4302	72.9017	76.5468
Bi-Weekly	5,038.02	5,289.92	5,554.42	5,832.14	6,123.74
Monthly	10,915.71	11,461.49	12,034.57	12,636.29	13,268.11
Annual	130,988.48	137,537.90	144,414.80	151,635.54	159,217.31

**Senior Management Analyst (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>57.5684</b>	60.4469	63.4692	66.6427	69.9748
Bi-Weekly	4,605.47	4,835.75	5,077.54	5,331.41	5,597.98
Monthly	9,978.53	10,477.46	11,001.33	11,551.39	12,128.96
Annual	119,742.34	125,729.46	132,015.93	138,616.73	145,547.57

**Senior Planner (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>52.4448</b>	55.067	57.8203	60.7114	63.7469
Bi-Weekly	4,195.58	4,405.36	4,625.63	4,856.91	5,099.75
Monthly	9,090.42	9,544.95	10,022.19	10,523.30	11,049.47
Annual	109,085.10	114,539.35	120,266.32	126,279.64	132,593.62

**Support Services Manager (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>57.1924</b>	60.0521	63.0547	66.2074	69.5178
Bi-Weekly	4,575.39	4,804.16	5,044.37	5,296.59	5,561.42
Monthly	9,913.35	10,409.02	10,929.47	11,475.95	12,049.74
Annual	118,960.26	124,908.27	131,153.69	137,711.37	144,596.94

**Van Driver (0.5 FTE, 1040 Hrs) (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>23.6025</b>	24.7826	26.0218	27.3229	28.689
Bi-Weekly	944.1	991.31	1,040.87	1,092.91	1,147.56
Monthly	2,045.55	2,147.83	2,255.22	2,367.98	2,486.38
Annual	24,546.61	25,773.94	27,062.64	28,415.77	29,836.56

**Temporary and Limited Duration Classifications****Assistant to the City Manager LTD (Temporary- Non Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>63.1631</b>	66.3212	69.6373	73.1191	76.7751
Bi-Weekly	5,053.04	5,305.70	5,570.98	5,849.53	6,142.01
Monthly	10,948.26	11,495.68	12,070.46	12,673.98	13,307.68
Annual	131,379.17	137,948.12	144,845.53	152,087.81	159,692.20

**Deputy City Manager (Limited Duration)**

	Step A	Step B	Step C	Step D	Step E
Hourly				92.4575	97.0804

Bi-Weekly				7,396.60	7,766.43
Monthly				16,025.97	16,827.27
Annual				192,311.60	201,927.18

**Management Analyst I (1 Year LTD) (Non Bargaining - MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>43.5778</b>	45.7567	48.0445	50.4468	52.9691
Bi-Weekly	3,486.22	3,660.54	3,843.56	4,035.74	4,237.53
Monthly	7,553.49	7,931.16	8,327.72	8,744.11	9,181.31
Annual	90,641.84	95,173.93	99,932.63	104,929.26	110,175.73

**Management Analyst II (1 Year LTD) (Non Bargaining - MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>52.3349</b>	54.9517	57.6993	60.5842	63.6134
Bi-Weekly	4,186.80	4,396.13	4,615.94	4,846.74	5,089.08
Monthly	9,071.39	9,524.96	10,001.21	10,501.27	11,026.33
Annual	108,856.68	114,299.51	120,014.49	126,015.21	132,315.97

**Non Sworn Investigators (Not to exceed 960 hours) (Temporary- Non Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>36.3204</b>	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

**Police Officer PT- Cold Case Investigator (0.45 FTE, 936 Hrs) (Temporary- Non Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>42.2756</b>	44.3894	46.6089	48.9393	51.3863
Bi-Weekly	1,521.92	1,598.02	1,677.92	1,761.82	1,849.91
Monthly	3,297.50	3,462.37	3,635.49	3,817.27	4,008.13
Annual	39,569.98	41,548.48	43,625.90	45,807.20	48,097.56

**Police Officer Trainee (0.5 FTE, 1040 Hrs) (Temporary- Non Bargaining)**

Hourly					<b>30</b>
Bi-Weekly					1,200.00
Monthly					2,600.00
Annual					31,200.00

**Racial and Identity Profiling Act (RIPA) Management Analyst I PT (Temporary- Non Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>39.3111</b>	41.2766	43.3405	45.5075	47.7829
Bi-Weekly	1,572.44	1,651.07	1,733.62	1,820.30	1,911.31
Monthly	3,406.96	3,577.31	3,756.17	3,943.98	4,141.18
Annual	40,883.53	42,927.70	45,074.09	47,327.79	49,694.18

**Special Projects - Manager (Limited Duration) (Unrepresented Exec)**

				Step A	Step B
Hourly				65.1	69.33
Bi-Weekly					
Monthly					
Annual					

Temporary Classification (Formerly referencing Reso No. 4576)					
	Step A	Step B	Step C	Step D	Step E
Hourly	16.5000				100.0000
Bi-Weekly	1,320.00				8,000.00
Monthly	2,860.00				17,333.33
Annual	34,320.00				208,000.00

Van Driver - On Call (Not to exceed 960 hours) (Non Bargaining - SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	23.6025	24.7826	26.0218	27.3229	28.689
Bi-Weekly	871.48	915.05	960.8	1,008.84	1,059.29
Monthly	1,888.20	1,982.61	2,081.74	2,185.83	2,295.12
Annual	22,658.41	23,791.33	24,980.90	26,229.94	27,541.44































