

**CITY OF EAST PALO ALTO**  
**COMPENSATION SCHEDULE Fiscal Year 2018-2019**  
*(Rates Effective 07/01/2018, except as noted)*

**Accountant I (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>30.7928</b>	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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>34.0219</b>	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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>35.7230</b>	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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>39.5687</b>	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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>25.7296</b>	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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>27.6593</b>	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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>30.8629</b>	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

**Administrative Grants Coordinator (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>33.6971</b>	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 (MEA )**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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

**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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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 - Contractual)**

Hourly					94.6844
Bi-Weekly					7,574.75
Monthly					16,411.96
Annual					196,943.55

**City Attorney (Executive - Contractual)**Effective:  
8/2/2018

Hourly					104.1524
Bi-Weekly					8,332.19
Monthly					18,053.08
Annual					216,636.99

**Deputy City Clerk (MEA)**

	Step A	Step B	Step C	Step D	Step E
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

**City Clerk (Confidential- Unrepresented)**Effective:  
10/21/2018

	Step A	Step B	Step C	Step D	Step E
Hourly	44.2266	46.4379	48.7598	51.1978	53.7577
Bi-Weekly	3,538.13	3,715.03	3,900.79	4,095.83	4,300.62
Monthly	7,665.94	8,049.24	8,451.70	8,874.29	9,318.00
Annual	91,991.33	96,590.89	101,420.44	106,491.46	111,816.03

**City Manager (Executive - Contractual)**

Hourly					106.5421
Bi-Weekly					8,523.37
Monthly					18,467.30
Annual					221,607.57

**City Manager (Executive - Contractual)**Effective:  
10/15/2018

Hourly					105.7693
Bi-Weekly					8,461.54
Monthly					18,333.35
Annual					220,000.14

**City Engineer (MEA)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>24.8590</b>	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

**Code Enforcement Officer II (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>32.2822</b>	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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>46.9830</b>	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 Hrs .45 FTE) (Non- Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>18.3600</b>	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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>26.3060</b>	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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>47.4638</b>	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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>60.5772</b>	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

**Director of Community Development (Executive - Non Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>70.2197</b>	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)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>71.0631</b>	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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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

**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 Resources Manager (Confidential - Non-Bargaining)**

	Step A	Step B	Step C	Step D	Step E
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 Resources Assistant (Confidential Non-Bargaining)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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

**Kitchen Aide - (1040 hrs .5 FTE) (SEIU )**

	Step A	Step B	Step C	Step D	Step E
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	1,319.55	1,385.53	1,454.81	1,527.55
Annual	15,080.62	15,834.66	16,626.39	17,457.71	18,330.59

**Kitchen Aide - (1040 hrs .5 FTE) (SEIU )**

	Step A	Step B	Step C	Step D	Step E
Hourly	15.2645	16.0277	16.8291	17.6706	18.5541
Bi-Weekly	610.58	641.11	673.16	706.82	742.16
Monthly	1,322.92	1,389.07	1,458.52	1,531.45	1,608.02
Annual	15,875.08	16,668.83	17,502.28	18,377.39	19,296.26

Effective:  
10/7/2018**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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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 (1560 Hrs .75 FTE) (SEIU)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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

**Payroll/HRIS Analyst (Non- Bargaining)**

	Step A	Step B	Step C	Step D	Step E
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

Effective:  
10/7/2018**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 )**

	Step A	Step B	Step C	Step D	Step E
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 )**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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

**Police Officer- Cold Case Detective (960 Hrs .45 FTE) (Non-Bargaining)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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

**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)**

	Step A	Step B	Step C	Step D	Step E
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 (MEA)**

	Step A	Step B	Step C	Step D	Step E
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

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

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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	14,089.91	14,794.41
Annual	146,056.77	153,359.61	161,027.59	169,078.97	177,532.91



<b>Public Works Director (Executive - Non Bargaining)</b>						<b>Effective: 10/7/2018</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	72.1989	75.8088	79.5993	83.5793	87.7582	
Bi-Weekly	5,775.91	6,064.71	6,367.94	6,686.34	7,020.66	
Monthly	12,514.48	13,140.20	13,797.21	14,487.07	15,211.42	
Annual	150,173.71	157,682.40	165,566.52	173,844.84	182,537.09	

<b>Public Works Inspector (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
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

<b>Recreation Leader I (936 Hrs .45 FTE) (Non-Bargaining)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
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

<b>Recreation Leader II (936 Hrs .45 FTE) (Non-Bargaining)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
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

<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	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

<b>Rent Stabilization Program Counselor I (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
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

<b>Rent Stabilization Program Counselor II (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
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

<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	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

<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	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)**

	Step A	Step B	Step C	Step D	Step E
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

**Senior Finance Project Manager (2 Year Limited Term) (Non-Bargaining)**Effective:  
10/7/2018

	Step A	Step B			
Hourly	60.1000	62.5000			
Bi-Weekly	4,808.00	5,000.00			
Monthly	10,417.33	10,833.33			
Annual	125,008.00	130,000.00			

**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 (1040 Hrs 2 PT 1 FTE) (SEIU)**

	Step A	Step B	Step C	Step D	Step E
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)**

	Step A	Step B	Step C	Step D	Step E
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****Intern (936 hrs .45 FTE) (Unrepresented)**

	Step A	Step B	Step C	Step D	Step E
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

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

	Step A	Step B	Step C	Step D	Step E
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 - On Call (Temporary not to exceed 960 hours) (Non-Bargaining)**

	Step A	Step B	Step C	Step D	Step E
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

**Revision 4**

Prepared by Finance