

**CITY OF EAST PALO ALTO**  
**COMPENSATION SCHEDULE FISCAL YEAR 2019-20**  
*(Rates Effective 7/14/19, except as noted )*

<b>Accountant I (SEIU)</b>		<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly		31.7166	33.3024	34.9675	36.7159	38.5517
Bi-Weekly		2,537.33	2,664.19	2,797.40	2,937.27	3,084.14
Monthly		5,497.54	5,772.42	6,061.04	6,364.09	6,682.30
Annual		65,970.49	69,269.01	72,732.46	76,369.09	80,187.54

<b>Accountant II (SEIU)</b>		<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly		35.0426	36.7947	38.6344	40.5661	42.5945
Bi-Weekly		2,803.41	2,943.58	3,090.75	3,245.29	3,407.56
Monthly		6,074.04	6,377.75	6,696.63	7,031.47	7,383.04
Annual		72,888.53	76,532.96	80,359.61	84,377.59	88,596.47

<b>Accountant Senior (MEA)</b>		<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
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

<b>Accountant Senior (MEA)</b>		<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Effective:</b>
Hourly		40.5579	42.5858	44.7151	46.9508	49.2984	<b>12/3/2019</b>
Bi-Weekly		3,244.63	3,406.86	3,577.21	3,756.07	3,943.87	
Monthly		7,030.03	7,381.53	7,750.61	8,138.14	8,545.05	
Annual		84,360.39	88,578.41	93,007.33	97,657.70	102,540.58	

<b>Account Technician I (SEIU)</b>		<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly		26.5014	27.8265	29.2178	30.6787	32.2127
Bi-Weekly		2,120.12	2,226.12	2,337.43	2,454.30	2,577.01
Monthly		4,593.58	4,823.26	5,064.42	5,317.65	5,583.53
Annual		55,122.99	57,879.14	60,773.10	63,811.75	67,002.34

<b>Account Technician II (SEIU)</b>		<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly		28.4890	29.9135	31.4092	32.9796	34.6286
Bi-Weekly		2,279.12	2,393.08	2,512.73	2,638.37	2,770.29
Monthly		4,938.10	5,185.01	5,444.26	5,716.47	6,002.29
Annual		59,257.22	62,220.08	65,331.08	68,597.63	72,027.52

<b>Administrative Assistant (SEIU)</b>		<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly		31.7888	33.3783	35.0472	36.7995	38.6395
Bi-Weekly		2,543.11	2,670.26	2,803.77	2,943.96	3,091.16
Monthly		5,510.06	5,785.57	6,074.84	6,378.59	6,697.51
Annual		66,120.75	69,426.78	72,898.12	76,543.03	80,370.18

**Administrative Grants Coordinator (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	34.7080	36.4434	38.2656	40.1789	42.1878
Bi-Weekly	2,776.64	2,915.47	3,061.25	3,214.31	3,375.03
Monthly	6,016.06	6,316.86	6,632.70	6,964.34	7,312.56
Annual	72,192.71	75,802.34	79,592.46	83,572.08	87,750.69

**Administration Services Director (Executive )**

	Step A	Step B	Step C	Step D	Step E
Hourly	66.7931	70.1327	73.6394	77.3213	81.1874
Bi-Weekly	5,343.45	5,610.62	5,891.15	6,185.71	6,494.99
Monthly	11,577.47	12,156.34	12,764.16	13,402.36	14,072.48
Annual	138,929.60	145,876.08	153,169.88	160,828.37	168,869.79

**Assistant City Attorney (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 )**

	Step A	Step B	Step C	Step D	Step E
Hourly	84.1332	88.3399	92.7569	97.3947	102.2645
Bi-Weekly	6,730.66	7,067.19	7,420.55	7,791.58	8,181.16
Monthly	14,583.09	15,312.25	16,077.86	16,881.75	17,725.84
Annual	174,997.13	183,746.98	192,934.33	202,581.05	212,710.10

**Assistant Engineer (SEIU)***(formerly known as Assistant Civil Engineer)*

	Step A	Step B	Step C	Step D	Step E
Hourly	38.0670	39.9704	41.9689	44.0673	46.2707
Bi-Weekly	3,045.36	3,197.63	3,357.51	3,525.39	3,701.66
Monthly	6,598.29	6,928.20	7,274.61	7,638.34	8,020.26
Annual	79,179.42	83,138.39	87,295.31	91,660.08	96,243.08

**Assistant Planner (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	37.4065	39.2769	41.2407	43.3027	45.4679
Bi-Weekly	2,992.52	3,142.15	3,299.26	3,464.22	3,637.43
Monthly	6,483.80	6,807.99	7,148.39	7,505.81	7,881.10
Annual	77,805.60	81,695.88	85,780.67	90,069.71	94,573.19

**Associate Engineer (SEIU)***(formerly known as Associate Civil Engineer)*

	Step A	Step B	Step C	Step D	Step E
Hourly	44.0674	46.2708	48.5843	51.0135	53.5642
Bi-Weekly	3,525.39	3,701.66	3,886.74	4,081.08	4,285.14
Monthly	7,638.35	8,020.27	8,421.28	8,842.34	9,284.46
Annual	91,660.20	96,243.21	101,055.37	106,108.13	111,413.54

**Associate Planner (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	39.3184	41.2843	43.3485	45.5159	47.7917
Bi-Weekly	3,145.47	3,302.74	3,467.88	3,641.27	3,823.34
Monthly	6,815.18	7,155.94	7,513.74	7,889.43	8,283.90
Annual	81,782.20	85,871.31	90,164.87	94,673.12	99,406.77

<b>Associate Planner (SEIU)</b>						<b>Effective:</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>1/12/2020</b>
Hourly	39.8521	41.8447	43.9369	46.1338	48.4405	
Bi-Weekly	3,188.17	3,347.58	3,514.95	3,690.70	3,875.24	
Monthly	6,907.70	7,253.08	7,615.74	7,996.52	8,396.35	
Annual	82,892.36	87,036.98	91,388.82	95,958.27	100,756.18	

<b>Building Inspector (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	36.7301	38.5667	40.4950	42.5197	44.6457
Bi-Weekly	2,938.41	3,085.33	3,239.60	3,401.58	3,571.66
Monthly	6,366.56	6,684.89	7,019.13	7,370.09	7,738.59
Annual	76,398.70	80,218.63	84,229.56	88,441.04	92,863.09

<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	26.9021	28.2472	29.6596	31.1426	32.6997
Bi-Weekly	2,152.17	2,259.78	2,372.77	2,491.41	2,615.98
Monthly	4,663.04	4,896.19	5,141.00	5,398.05	5,667.95
Annual	55,956.43	58,754.26	61,691.97	64,776.57	68,015.40

<b>Building Permit Technician (SEIU)</b>						<b>Effective:</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>1/12/2020</b>
Hourly	27.1167	28.4725	29.8961	31.3909	32.9605	
Bi-Weekly	2,169.33	2,277.80	2,391.69	2,511.28	2,636.84	
Monthly	4,700.22	4,935.23	5,182.00	5,441.10	5,713.15	
Annual	56,402.68	59,222.82	62,183.96	65,293.15	68,557.81	

<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	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

<b>Chief Building Official (MEA)</b>						<b>Effective:</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>12/3/2019</b>
Hourly	56.9787	59.8276	62.8190	65.9600	69.2580	
Bi-Weekly	4,558.30	4,786.21	5,025.52	5,276.80	5,540.64	
Monthly	9,876.31	10,370.12	10,888.63	11,433.06	12,004.71	
Annual	118,515.69	124,441.48	130,663.55	137,196.73	144,056.57	

<b>City Attorney (Contractual)</b>					
Hourly					104.1524
Bi-Weekly					8,332.19
Monthly					18,053.08
Annual					216,636.99

<b>City Clerk (Non-Bargaining)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	45.3323	47.5989	49.9788	52.4778	55.1017
Bi-Weekly	3,626.58	3,807.91	3,998.31	4,198.22	4,408.13
Monthly	7,857.59	8,250.47	8,663.00	9,096.15	9,550.95
Annual	94,291.11	99,005.67	103,955.95	109,153.75	114,611.43

**City Clerk (Non-Bargaining)**

	Step A	Step B	Step C	Step D	Step E	Effective: 1/12/2020
Hourly	46,238.9	48,550.9	50,978.4	53,527.3	56,203.7	
Bi-Weekly	3,699.11	3,884.07	4,078.27	4,282.19	4,496.29	
Monthly	8,014.74	8,415.48	8,836.26	9,278.07	9,741.97	
Annual	96,176.93	100,985.78	106,035.07	111,336.82	116,903.66	

**City Engineer (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	62,240.3	65,352.3	68,619.9	72,050.9	75,653.4
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

**City Engineer (MEA)**

	Step A	Step B	Step C	Step D	Step E	Effective: 12/3/2019
Hourly	63,796.3	66,986.1	70,335.4	73,852.2	77,544.8	
Bi-Weekly	5,103.70	5,358.89	5,626.83	5,908.17	6,203.58	
Monthly	11,058.02	11,610.92	12,191.47	12,801.04	13,441.09	
Annual	132,696.23	139,331.04	146,297.60	153,612.48	161,293.10	

**City Engineer (MEA)**

	Step A	Step B	Step C	Step D	Step E	Effective: 1/12/2020
Hourly	64,467.3	67,690.7	71,075.2	74,629.0	78,360.4	
Bi-Weekly	5,157.38	5,415.25	5,686.02	5,970.32	6,268.83	
Monthly	11,174.33	11,733.05	12,319.70	12,935.69	13,582.47	
Annual	134,091.98	140,796.58	147,836.41	155,228.23	162,989.64	

**City Manager (Contractual)**

Hourly					105,769.3
Bi-Weekly					8,461.54
Monthly					18,333.35
Annual					220,000.14

**Code Enforcement Officer I (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	25,604.8	26,885.1	28,229.3	29,640.8	31,122.8
Bi-Weekly	2,048.38	2,150.80	2,258.34	2,371.26	2,489.82
Monthly	4,438.17	4,660.08	4,893.08	5,137.73	5,394.62
Annual	53,258.00	55,920.90	58,716.95	61,652.80	64,735.44

**Code Enforcement Officer I (SEIU)**

	Step A	Step B	Step C	Step D	Step E	Effective: 1/12/2020
Hourly	27,397.1	28,767.0	30,205.4	31,715.6	33,301.4	
Bi-Weekly	2,191.77	2,301.36	2,416.43	2,537.25	2,664.11	
Monthly	4,748.84	4,986.28	5,235.59	5,497.37	5,772.24	
Annual	56,986.06	59,835.37	62,827.14	65,968.49	69,266.92	

**Code Enforcement Officer II (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	33,250.7	34,913.2	36,658.9	38,491.8	40,416.4
Bi-Weekly	2,660.06	2,793.06	2,932.71	3,079.35	3,233.31
Monthly	5,763.45	6,051.63	6,354.21	6,671.92	7,005.51
Annual	69,161.44	72,619.51	76,250.48	80,063.01	84,066.16

<b>Code Enforcement Officer II (SEIU)</b>						<b>Effective: 1/12/2020</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	33,983.8	35,683.0	37,467.2	39,340.5	41,307.5	
Bi-Weekly	2,718.71	2,854.64	2,997.37	3,147.24	3,304.60	
Monthly	5,890.53	6,185.06	6,494.31	6,819.02	7,159.98	
Annual	70,686.35	74,220.67	77,931.70	81,828.29	85,919.70	

<b>Community and Economic Development Director (Executive)</b> <i>(formerly known as Director of Community Development)</i>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	71,975.1	75,573.9	79,352.6	83,320.2	87,486.2
Bi-Weekly	5,758.01	6,045.91	6,348.21	6,665.62	6,998.90
Monthly	12,475.69	13,099.48	13,754.45	14,442.17	15,164.28
Annual	149,708.31	157,193.72	165,053.41	173,306.08	181,971.38

<b>Community and Economic Development Director (Executive)</b> <i>(formerly known as Director of Community Development)</i>						<b>Effective: 1/12/2020</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	73,277.9	76,941.8	80,788.9	84,828.3	89,069.7	
Bi-Weekly	5,862.23	6,155.34	6,463.11	6,786.27	7,125.58	
Monthly	12,701.50	13,336.58	14,003.41	14,703.58	15,438.76	
Annual	152,418.03	160,038.93	168,040.87	176,442.92	185,265.06	

<b>Community Services Aide (0.45 FTE 936 Hrs) (Non-Bargaining)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	18,360.0	19,278.0	20,241.9	21,254.0	22,316.7
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

<b>Community Programs Manager (MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	46,983.0	49,332.2	51,798.8	54,388.7	57,108.2
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

<b>Community Programs Manager (MEA)</b>						<b>Effective: 12/3/2019</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	48,157.6	50,565.5	53,093.8	55,748.4	58,535.9	
Bi-Weekly	3,852.61	4,045.24	4,247.50	4,459.88	4,682.87	
Monthly	8,347.32	8,764.68	9,202.92	9,663.06	10,146.22	
Annual	100,167.81	105,176.21	110,435.02	115,956.77	121,754.60	

<b>Community Services Officer (SEIU)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	27,095.2	28,449.9	29,872.4	31,366.0	32,934.3
Bi-Weekly	2,167.61	2,275.99	2,389.79	2,509.28	2,634.75
Monthly	4,696.50	4,931.32	5,177.89	5,436.78	5,708.62
Annual	56,357.95	59,175.84	62,134.63	65,241.37	68,503.43

<b>Community Services Officer (SEIU)</b>						<b>Effective: 1/12/2020</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	27,189.5	28,549.0	29,976.4	31,475.3	33,049.0	
Bi-Weekly	2,175.16	2,283.92	2,398.12	2,518.02	2,643.92	
Monthly	4,712.85	4,948.49	5,195.92	5,455.71	5,728.50	
Annual	56,554.20	59,381.91	62,351.01	65,468.56	68,741.99	

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

	Step A	Step B	Step C	Step D	Step E
Hourly	48.6504	51.0829	53.6370	56.3189	59.1348
Bi-Weekly	3,892.03	4,086.63	4,290.96	4,505.51	4,730.79
Monthly	8,432.73	8,854.37	9,297.08	9,761.94	10,250.04
Annual	101,192.76	106,252.39	111,565.01	117,143.26	123,000.43

**Deputy City Attorney II (Non-Bargaining)**

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

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>32.8825</b>	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

**Deputy City Clerk (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	<b>33.7046</b>	35.3898	37.1593	39.0173	40.9681
Bi-Weekly	2,696.37	2,831.18	2,972.74	3,121.38	3,277.45
Monthly	5,842.13	6,134.23	6,440.95	6,762.99	7,101.14
Annual	70,105.53	73,610.81	77,291.35	81,155.92	85,213.71

Effective:  
12/3/2019**Director of Finance (Executive )**

	Step A	Step B	Step C	Step D	Step E
Hourly	72.8397	76.4817	80.3057	84.3210	88.5371
Bi-Weekly	5,827.17	6,118.53	6,424.46	6,745.68	7,082.97
Monthly	12,625.54	13,256.82	13,919.66	14,615.65	15,346.43
Annual	151,506.54	159,081.86	167,035.96	175,387.75	184,157.14

**Director of Finance (Executive )**

	Step A	Step B	Step C	Step D	Step E
Hourly	74.4349	78.1566	82.0644	86.1677	90.4760
Bi-Weekly	5,954.79	6,252.53	6,565.16	6,893.41	7,238.08
Monthly	12,902.04	13,547.15	14,224.50	14,935.73	15,682.52
Annual	154,824.53	162,565.76	170,694.04	179,228.74	188,190.18

Effective:  
1/12/2020**Electrician - Apprentice (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	36.6800	38.5140	40.4397	42.4617	44.5848
Bi-Weekly	2,934.40	3,081.12	3,235.18	3,396.93	3,566.78
Monthly	6,357.87	6,675.76	7,009.55	7,360.03	7,728.03
Annual	76,294.40	80,109.12	84,114.57	88,320.30	92,736.32

**Electrician - Journeyman (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	38.7598	40.6978	42.7327	44.8693	47.1128
Bi-Weekly	3,100.78	3,255.82	3,418.61	3,589.54	3,769.02
Monthly	6,718.36	7,054.28	7,407.00	7,777.35	8,166.21
Annual	80,620.37	84,651.39	88,883.95	93,328.15	97,994.56

**Electrician - Lead (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	41.4895	43.5640	45.7422	48.0293	50.4308
Bi-Weekly	3,319.16	3,485.12	3,659.38	3,842.34	4,034.46
Monthly	7,191.52	7,551.09	7,928.65	8,325.08	8,741.33
Annual	86,298.20	90,613.11	95,143.77	99,900.96	104,896.01

**Engineering Technician (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	26.9021	28.2472	29.6596	31.1426	32.6997
Bi-Weekly	2,152.17	2,259.78	2,372.77	2,491.41	2,615.98
Monthly	4,663.03	4,896.19	5,140.99	5,398.04	5,667.95
Annual	55,956.41	58,754.23	61,691.94	64,776.54	68,015.36

**Environmental Services Aide (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	18.9108	19.8563	20.8492	21.8916	22.9862
Bi-Weekly	1,512.86	1,588.51	1,667.93	1,751.33	1,838.90
Monthly	3,277.87	3,441.77	3,613.85	3,794.55	3,984.27
Annual	39,334.46	41,301.19	43,366.25	45,534.56	47,811.29

**Environmental Services Aide (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	20.2346	21.2463	22.3086	23.4240	24.5952
Bi-Weekly	1,618.76	1,699.70	1,784.69	1,873.92	1,967.62
Monthly	3,507.32	3,682.69	3,866.82	4,060.16	4,263.17
Annual	42,087.88	44,192.27	46,401.88	48,721.98	51,158.08

Effective:  
1/12/2020**Environmental Services Aide PT (0.45 FTE 936 Hrs) (Non-Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	18.9108	19.8563	20.8492	21.8916	22.9862
Bi-Weekly	680.79	714.83	750.57	788.10	827.50
Monthly	1,475.04	1,548.79	1,626.23	1,707.55	1,792.92
Annual	17,700.51	18,585.53	19,514.81	20,490.55	21,515.08

**Environmental Services Aide PT (0.45 FTE 936 Hrs) (Non-Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	20.2346	21.2463	22.3086	23.4240	24.5952
Bi-Weekly	728.44	764.87	803.11	843.27	885.43
Monthly	1,578.30	1,657.21	1,740.07	1,827.07	1,918.43
Annual	18,939.54	19,886.52	20,880.85	21,924.89	23,021.13

Effective:  
1/12/2020**Executive Assistant to the City Manager (Non-Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	37.0078	38.8581	40.8011	42.8411	44.9832
Bi-Weekly	2,960.62	3,108.65	3,264.08	3,427.29	3,598.65
Monthly	6,414.68	6,735.41	7,072.18	7,425.79	7,797.08
Annual	76,976.14	80,824.95	84,866.20	89,109.51	93,564.98

**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

<b>Financial Service Manager (MEA)</b>							<b>Effective: 12/3/2019</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>		
Hourly	51.1259	53.6822	56.3663	59.1846	62.1438		
Bi-Weekly	4,090.07	4,294.57	4,509.30	4,734.77	4,971.50		
Monthly	8,861.82	9,304.91	9,770.15	10,258.66	10,771.59		
Annual	106,341.79	111,658.87	117,241.82	123,103.91	129,259.10		

<b>Financial Services Manager (MEA)</b>							<b>Effective: 1/12/2020</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>		
Hourly	52.2968	54.9116	57.6572	60.5400	63.5670		
Bi-Weekly	4,183.74	4,392.93	4,612.57	4,843.20	5,085.36		
Monthly	9,064.77	9,518.01	9,993.91	10,493.61	11,018.29		
Annual	108,777.25	114,216.11	119,926.92	125,923.26	132,219.43		

<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	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	

<b>Fiscal Analyst (MEA)</b>							<b>Effective: 12/3/2019</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>		
Hourly	46.0593	48.3623	50.7804	53.3195	55.9854		
Bi-Weekly	3,684.75	3,868.99	4,062.43	4,265.56	4,478.83		
Monthly	7,983.62	8,382.80	8,801.94	9,242.04	9,704.14		
Annual	95,803.45	100,593.62	105,623.30	110,904.46	116,449.69		

<b>Housing Project Manager (MEA)</b>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
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	

<b>Housing Project Manager (MEA)</b>							<b>Effective: 12/3/2019</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>		
Hourly	46.5437	48.8708	51.3144	53.8801	56.5741		
Bi-Weekly	3,723.49	3,909.67	4,105.15	4,310.41	4,525.93		
Monthly	8,067.57	8,470.95	8,894.49	9,339.22	9,806.18		
Annual	96,810.82	101,651.36	106,733.93	112,070.62	117,674.16		

<b>Human Resources Manager (Non-Bargaining)</b>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	57.2752	60.1390	63.1459	66.3032	69.6184	
Bi-Weekly	4,582.02	4,811.12	5,051.68	5,304.26	5,569.47	
Monthly	9,927.71	10,424.09	10,945.30	11,492.56	12,067.19	
Annual	119,132.47	125,089.10	131,343.55	137,910.73	144,806.27	

<b>Human Resources Manager (Non-Bargaining)</b>							<b>Effective: 1/12/2020</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>		
Hourly	57.4585	60.3314	63.3480	66.5154	69.8412		
Bi-Weekly	4,596.68	4,826.51	5,067.84	5,321.23	5,587.29		
Monthly	9,959.47	10,457.45	10,980.32	11,529.34	12,105.80		
Annual	119,513.70	125,489.38	131,763.85	138,352.04	145,269.65		



**Human Resources Technician (Non-Bargaining)***(formerly known as Human Resources Assistant)*

	Step A	Step B	Step C	Step D	Step E
Hourly	35.2190	36.9800	38.8290	40.7704	42.8089
Bi-Weekly	2,817.52	2,958.40	3,106.32	3,261.63	3,424.71
Monthly	6,104.63	6,409.86	6,730.35	7,066.87	7,420.21
Annual	73,255.53	76,918.30	80,764.22	84,802.43	89,042.55

**Kitchen Aide (0.5 FTE 1040 hrs) (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	15.7224	16.5086	17.3340	18.2007	19.1107
Bi-Weekly	628.90	660.34	693.36	728.03	764.43
Monthly	1,362.61	1,430.74	1,502.28	1,577.39	1,656.26
Annual	16,351.33	17,168.90	18,027.34	18,928.71	19,875.15

**Legal Assistant (Non-Bargaining)***(formerly known as Legal Secretary)*

	Step A	Step B	Step C	Step D	Step E
Hourly	33.8178	35.5087	37.2842	39.1484	41.1058
Bi-Weekly	2,705.43	2,840.70	2,982.73	3,131.87	3,288.46
Monthly	5,861.76	6,154.85	6,462.59	6,785.72	7,125.01
Annual	70,341.11	73,858.17	77,551.08	81,428.63	85,500.06

**Maintenance Manager (MEA)***(formerly known as Maintenance Division Manager)*

	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 Manager (MEA)***(formerly known as Maintenance Division Manager)***Effective:  
12/3/2019**

	Step A	Step B	Step C	Step D	Step E
Hourly	55.4237	58.1949	61.1047	64.1599	67.3679
Bi-Weekly	4,433.90	4,655.59	4,888.37	5,132.79	5,389.43
Monthly	9,606.78	10,087.12	10,591.48	11,121.05	11,677.10
Annual	115,281.38	121,045.45	127,097.72	133,452.61	140,125.24

**Maintenance Worker I (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	23.5595	24.7374	25.9743	27.2730	28.6367
Bi-Weekly	1,884.76	1,978.99	2,077.94	2,181.84	2,290.93
Monthly	4,083.64	4,287.82	4,502.21	4,727.32	4,963.69
Annual	49,003.69	51,453.87	54,026.56	56,727.89	59,564.29

**Maintenance Worker I (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	24.0336	25.2353	26.4970	27.8219	29.2130
Bi-Weekly	1,922.69	2,018.82	2,119.76	2,225.75	2,337.04
Monthly	4,165.82	4,374.12	4,592.82	4,822.46	5,063.59
Annual	49,989.90	52,489.39	55,113.86	57,869.55	60,763.03

**Effective:  
1/12/2020****Maintenance Worker II (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	26.8762	28.2200	29.6310	31.1125	32.6681
Bi-Weekly	2,150.09	2,257.60	2,370.48	2,489.00	2,613.45
Monthly	4,658.53	4,891.46	5,136.03	5,392.84	5,662.48
Annual	55,902.42	58,697.54	61,632.42	64,714.04	67,949.74

<b>Maintenance Worker II (SEIU)</b>							<b>Effective: 1/12/2020</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>		
Hourly	27.1700	28.5285	29.9549	31.4527	33.0253		
Bi-Weekly	2,173.60	2,282.28	2,396.39	2,516.21	2,642.02		
Monthly	4,709.47	4,944.94	5,192.19	5,451.80	5,724.39		
Annual	56,513.60	59,339.28	62,306.24	65,421.56	68,692.64		

<b>Maintenance Worker III (SEIU)</b>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	30.9074	32.4528	34.0754	35.7792	37.5682	
Bi-Weekly	2,472.59	2,596.22	2,726.04	2,862.34	3,005.45	
Monthly	5,357.29	5,625.15	5,906.41	6,201.73	6,511.82	
Annual	64,287.46	67,501.83	70,876.92	74,420.77	78,141.81	

<b>Management Analyst II (MEA)</b> <i>(formerly known as Management Analyst)</i>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
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	

<b>Management Analyst II (MEA)</b> <i>(formerly known as Management Analyst)</i>							<b>Effective: 12/3/2019</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>		
Hourly	46.0593	48.3623	50.7804	53.3194	55.9854		
Bi-Weekly	3,684.75	3,868.98	4,062.43	4,265.55	4,478.83		
Monthly	7,983.61	8,382.80	8,801.94	9,242.03	9,704.13		
Annual	95,803.38	100,593.54	105,623.22	110,904.38	116,449.60		

<b>Management Analyst II (Non-Bargaining)</b> <i>(formerly known as Payroll/HRIS Analyst)</i>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	46.0593	48.3623	50.7804	53.3194	55.9854	
Bi-Weekly	3,684.75	3,868.98	4,062.43	4,265.55	4,478.83	
Monthly	7,983.61	8,382.80	8,801.94	9,242.03	9,704.13	
Annual	95,803.38	100,593.54	105,623.22	110,904.38	116,449.60	

<b>Nutrition Site Supervisor (0.75 FTE 1560 Hrs) (SEIU)</b>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	19.1972	20.1570	21.1649	22.2231	23.3343	
Bi-Weekly	1,151.83	1,209.42	1,269.89	1,333.39	1,400.06	
Monthly	2,495.63	2,620.41	2,751.43	2,889.01	3,033.46	
Annual	29,947.58	31,444.96	33,017.21	34,668.07	36,401.48	

<b>Office Assistant (SEIU)</b>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	23.9536	25.1513	26.4089	27.7293	29.1158	
Bi-Weekly	1,916.29	2,012.10	2,112.71	2,218.34	2,329.26	
Monthly	4,151.96	4,359.56	4,577.54	4,806.41	5,046.73	
Annual	49,823.52	52,314.70	54,930.44	57,676.96	60,560.81	

<b>Planning Manager (MEA)</b> <i>(formerly known as Planning Division Manager)</i>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
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	

<b>Planning Manager (MEA)</b> <i>(formerly known as Planning Division Manager)</i>							<b>Effective:</b> <b>12/3/2019</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>		
Hourly	57.0456	59.8979	62.8928	66.0374	69.3393		
Bi-Weekly	4,563.65	4,791.83	5,031.42	5,283.00	5,547.15		
Monthly	9,887.91	10,382.30	10,901.42	11,446.49	12,018.82		
Annual	118,654.91	124,587.66	130,817.04	137,357.89	144,225.78		

<b>Planning Manager (MEA)</b> <i>(formerly known as Planning Division Manager)</i>							<b>Effective:</b> <b>1/12/2020</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>		
Hourly	57.5914	60.4710	63.4946	66.6693	70.0028		
Bi-Weekly	4,607.32	4,837.68	5,079.57	5,333.54	5,600.22		
Monthly	9,982.52	10,481.64	11,005.72	11,556.01	12,133.81		
Annual	119,790.20	125,779.71	132,068.70	138,672.13	145,605.74		

<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	82.2945	86.4093	90.7297	95.2662	100.0295	
Bi-Weekly	6,583.56	6,912.74	7,258.38	7,621.30	8,002.36	
Monthly	14,264.39	14,977.61	15,726.49	16,512.81	17,338.45	
Annual	171,172.63	179,731.26	188,717.83	198,153.72	208,061.40	

<b>Police Chief (Executive )</b>							<b>Effective:</b> <b>1/12/2020</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>		
Hourly	83.1586	87.3166	91.6824	96.2665	101.0798		
Bi-Weekly	6,652.69	6,985.32	7,334.59	7,701.32	8,086.39		
Monthly	14,414.16	15,134.87	15,891.61	16,686.19	17,520.50		
Annual	172,969.95	181,618.44	190,699.36	200,234.33	210,246.05		

<b>Police Commander (Non-Bargaining)</b>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	65.7744	69.0631	72.5163	76.1421	79.9492	
Bi-Weekly	5,261.95	5,525.05	5,801.30	6,091.37	6,395.94	
Monthly	11,400.90	11,970.94	12,569.49	13,197.97	13,857.86	
Annual	136,810.79	143,651.33	150,833.89	158,375.59	166,294.37	

<b>Police Commander (Non-Bargaining)</b>							<b>Effective:</b> <b>1/12/2020</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>		
Hourly	65.8270	69.1184	72.5743	76.2030	80.0132		
Bi-Weekly	5,266.16	5,529.47	5,805.94	6,096.24	6,401.05		
Monthly	11,410.02	11,980.52	12,579.55	13,208.52	13,868.95		
Annual	136,920.24	143,766.25	150,954.56	158,502.29	166,427.40		

<b>Police Officer - Academy Graduate / Basic (POA)</b>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
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	

<b>Police Officer - Academy Graduate / Basic (POA)</b>							<b>Effective:</b> <b>5/17/2020</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>	
Hourly	39.3262	41.2925	43.3571	45.5250	47.8012	50.1913	
Bi-Weekly	3,303.40	3,468.57	3,642.00	3,824.10	4,015.30	4,216.07	
Monthly	7,157.36	7,515.23	7,890.99	8,285.54	8,699.82	9,134.81	
Annual	85,888.37	90,182.79	94,691.93	99,426.52	104,397.85	109,617.74	

Attachment: Exhibit B to Resolution - FY2019-20 Compensation Schedule (1320 : Annual Classification Plan and Compensation Schedule)

**Police Officer PT- Cold Case Investigator (0.45 FTE 936 hrs) (Non-Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	40.0670	42.0704	44.1739	46.3826	48.7017
Bi-Weekly	1,442.41	1,514.53	1,590.26	1,669.77	1,753.26
Monthly	3,125.23	3,281.49	3,445.57	3,617.84	3,798.74
Annual	37,502.75	39,377.89	41,346.79	43,414.13	45,584.83

**Police Records Clerk I (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	24.2466	25.4589	26.7318	28.0684	29.4718
Bi-Weekly	1,939.72	2,036.71	2,138.55	2,245.47	2,357.75
Monthly	4,202.74	4,412.87	4,633.52	4,865.19	5,108.45
Annual	50,432.84	52,954.48	55,602.20	58,382.31	61,301.43

**Police Records Clerk I (SEIU)**

	Step A	Step B	Step C	Step D	Step E	Effective:
Hourly	24.6567	25.8895	27.1840	28.5432	29.9704	1/12/2020
Bi-Weekly	1,972.54	2,071.16	2,174.72	2,283.46	2,397.63	
Monthly	4,273.83	4,487.52	4,711.90	4,947.49	5,194.87	
Annual	51,285.95	53,850.24	56,542.76	59,369.89	62,338.39	

**Police Records Clerk II (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	26.1117	27.4173	28.7881	30.2275	31.7389
Bi-Weekly	2,088.93	2,193.38	2,303.05	2,418.20	2,539.11
Monthly	4,526.02	4,752.32	4,989.94	5,239.44	5,501.41
Annual	54,312.29	57,027.90	59,879.29	62,873.26	66,016.92

**Police Records Clerk II (SEIU)**

	Step A	Step B	Step C	Step D	Step E	Effective:
Hourly	26.8437	28.1859	29.5952	31.0750	32.6287	1/12/2020
Bi-Weekly	2,147.50	2,254.87	2,367.62	2,486.00	2,610.30	
Monthly	4,652.91	4,885.56	5,129.83	5,386.33	5,655.64	
Annual	55,834.93	58,626.67	61,558.01	64,635.91	67,867.70	

**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 Records Supervisor (MEA)**

	Step A	Step B	Step C	Step D	Step E	Effective:
Hourly	28.8262	30.2675	31.7809	33.3699	35.0384	12/3/2019
Bi-Weekly	2,306.10	2,421.40	2,542.47	2,669.59	2,803.07	
Monthly	4,996.54	5,246.37	5,508.69	5,784.12	6,073.33	
Annual	59,958.49	62,956.41	66,104.23	69,409.44	72,879.92	

**Police Records Supervisor (MEA)**

	Step A	Step B	Step C	Step D	Step E	Effective:
Hourly	30.8440	32.3862	34.0055	35.7058	37.4911	1/12/2020
Bi-Weekly	2,467.52	2,590.90	2,720.44	2,856.47	2,999.29	
Monthly	5,346.30	5,613.61	5,894.29	6,189.01	6,498.46	
Annual	64,155.58	67,363.36	70,731.53	74,268.10	77,981.51	

**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

<b>Police Sergeant - Basic (POA)</b>							<b>Effective:</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>5/17/2020</b>
Hourly	47.0680	49.4214	51.8925	54.4871	57.2115	60.0720	
Bi-Weekly	3,953.71	4,151.40	4,358.97	4,576.92	4,805.76	5,046.05	
Monthly	8,566.38	8,994.70	9,444.43	9,916.65	10,412.49	10,933.11	
Annual	102,796.54	107,936.36	113,333.18	118,999.84	124,949.83	131,197.33	

<b>Property and Evidence Technician (SEIU)</b> <i>(formerly known as Police Property Officer)</i>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	27.2632	28.6263	30.0577	31.5605	33.1386
Bi-Weekly	2,181.05	2,290.11	2,404.61	2,524.84	2,651.09
Monthly	4,725.62	4,961.90	5,209.99	5,470.49	5,744.02
Annual	56,707.42	59,542.79	62,519.93	65,645.93	68,928.23

<b>Property and Evidence Technician (SEIU)</b> <i>(formerly known as Police Property Officer)</i>						<b>Effective:</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>1/12/2020</b>
Hourly	28.5808	30.0099	31.5104	33.0859	34.7402	
Bi-Weekly	2,286.47	2,400.79	2,520.83	2,646.87	2,779.21	
Monthly	4,954.01	5,201.71	5,461.79	5,734.88	6,021.63	
Annual	59,448.10	62,420.51	65,541.53	68,818.61	72,259.54	

<b>Public Works Director (Executive )</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Hourly	74.0039	77.7041	81.5893	85.6687	89.9522
Bi-Weekly	5,920.31	6,216.33	6,527.14	6,853.50	7,196.17
Monthly	12,827.34	13,468.70	14,142.14	14,849.25	15,591.71
Annual	153,928.05	161,624.46	169,705.68	178,190.96	187,100.51

<b>Public Works Director (Executive )</b>						<b>Effective:</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>1/12/2020</b>
Hourly	75.7282	79.5146	83.4903	87.6648	92.0481	
Bi-Weekly	6,058.25	6,361.17	6,679.22	7,013.19	7,363.84	
Monthly	13,126.21	13,782.53	14,471.65	15,195.23	15,955.00	
Annual	157,514.58	165,390.31	173,659.82	182,342.81	191,459.95	

<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	32.1008	33.7059	35.3912	37.1607	39.0187
Bi-Weekly	2,568.07	2,696.47	2,831.29	2,972.86	3,121.50
Monthly	5,564.14	5,842.35	6,134.47	6,441.19	6,763.25
Annual	66,769.70	70,108.19	73,613.59	77,294.27	81,158.99

<b>Public Works Inspector (SEIU)</b>						<b>Effective:</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>1/12/2020</b>
Hourly	34.3479	36.0653	37.8685	39.7620	41.7501	
Bi-Weekly	2,747.83	2,885.22	3,029.48	3,180.96	3,340.00	
Monthly	5,953.63	6,251.31	6,563.88	6,892.07	7,236.68	
Annual	71,443.58	75,015.76	78,766.55	82,704.87	86,840.12	

<b>Recreation Leader I (0.45 FTE 936 hrs) (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 (0.45 FTE 936 hrs) (Non-Bargaining)</b>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	16.3079	17.1233	17.9794	18.8784	19.8223	
Bi-Weekly	587.08	616.44	647.26	679.62	713.60	
Monthly	1,272.02	1,335.62	1,402.40	1,472.52	1,546.14	
Annual	15,264.18	16,027.39	16,828.76	17,670.20	18,553.71	

<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 Administrator (MEA)</b>						<b>Effective:</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>12/3/2019</b>
Hourly	56.3046	59.1198	62.0758	65.1796	68.4386	
Bi-Weekly	4,504.37	4,729.59	4,966.07	5,214.37	5,475.09	
Monthly	9,759.47	10,247.44	10,759.81	11,297.80	11,862.69	
Annual	117,113.58	122,969.26	129,117.72	135,573.61	142,352.29	

<b>Rent Stabilization Program Coordinator I (SEIU)</b> <i>(formerly known as Rent Stabilization Program Counselor I)</i>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	31.7888	33.3782	35.0471	36.7995	38.6395	
Bi-Weekly	2,543.10	2,670.26	2,803.77	2,943.96	3,091.16	
Monthly	5,510.06	5,785.56	6,074.84	6,378.58	6,697.51	
Annual	66,120.69	69,426.73	72,898.06	76,542.97	80,370.11	

<b>Rent Stabilization Program Coordinator II (SEIU)</b> <i>(formerly known as Rent Stabilization Program Counselor II)</i>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	38.1866	40.0959	42.1007	44.2058	46.4161	
Bi-Weekly	3,054.93	3,207.68	3,368.06	3,536.46	3,713.29	
Monthly	6,619.01	6,949.96	7,297.46	7,662.34	8,045.45	
Annual	79,428.16	83,399.57	87,569.54	91,948.02	96,545.42	

<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	24.3974	25.6172	26.8981	28.2430	29.6551	
Bi-Weekly	1,951.79	2,049.38	2,151.85	2,259.44	2,372.41	
Monthly	4,228.88	4,440.32	4,662.34	4,895.45	5,140.23	
Annual	50,746.51	53,283.84	55,948.03	58,745.43	61,682.70	

<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	27.1782	28.5371	29.9639	31.4621	33.0352	
Bi-Weekly	2,174.25	2,282.97	2,397.11	2,516.97	2,642.82	
Monthly	4,710.88	4,946.43	5,193.75	5,453.43	5,726.11	
Annual	56,530.58	59,357.11	62,324.97	65,441.21	68,713.28	

<b>Senior Engineer w/ PE License (MEA)</b>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
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	

Attachment: Exhibit B to Resolution - FY2019-20 Compensation Schedule (1320 : Annual Classification Plan and Compensation Schedule)

<b>Senior Engineer w/ PE License (MEA)</b>						<b>Effective: 12/3/2019</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	55.4237	58.1949	61.1046	64.1599	67.3679	
Bi-Weekly	4,433.90	4,655.59	4,888.37	5,132.79	5,389.43	
Monthly	9,606.77	10,087.11	10,591.47	11,121.04	11,677.09	
Annual	115,281.29	121,045.36	127,097.63	133,452.51	140,125.13	

<b>Senior Engineer w/o PE License (MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
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

<b>Senior Finance Project Manager (2 Year Limited Term) (Non-Bargaining)</b>					
	<b>Step A</b>				<b>Step B</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

<b>Senior Planner (MEA)</b>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
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

<b>Senior Planner (MEA)</b>						<b>Effective: 12/3/2019</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	44.5408	46.7678	49.1062	51.5615	54.1396	
Bi-Weekly	3,563.26	3,741.43	3,928.50	4,124.92	4,331.17	
Monthly	7,720.40	8,106.42	8,511.74	8,937.33	9,384.20	
Annual	92,644.83	97,277.07	102,140.92	107,247.97	112,610.37	

<b>Senior Planner (MEA)</b>						<b>Effective: 1/12/2020</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	45.0728	47.3264	49.6928	52.1774	54.7863	
Bi-Weekly	3,605.82	3,786.11	3,975.42	4,174.19	4,382.90	
Monthly	7,812.62	8,203.25	8,613.41	9,044.08	9,496.29	
Annual	93,751.42	98,438.99	103,360.94	108,528.98	113,955.43	

<b>Support Services Manager (MEA)</b> <i>(formerly known as Administration Services Manager)</i>					
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
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

<b>Support Services Manager (MEA)</b> <i>(formerly known as Administration Services Manager)</i>						<b>Effective: 12/3/2019</b>
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	
Hourly	50.3343	52.8510	55.4936	58.2683	61.1817	
Bi-Weekly	4,026.75	4,228.08	4,439.49	4,661.46	4,894.54	
Monthly	8,724.62	9,160.85	9,618.89	10,099.84	10,604.83	
Annual	104,695.41	109,930.18	115,426.69	121,198.03	127,257.93	

**Van Driver ( 0.5 FTE 1040 hrs) (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	20.8741	21.9178	23.0137	24.1644	25.3726
Bi-Weekly	834.96	876.71	920.55	966.57	1,014.90
Monthly	1,809.09	1,899.54	1,994.52	2,094.25	2,198.96
Annual	21,709.06	22,794.51	23,934.24	25,130.95	26,387.50

**TEMPORARY CLASSIFICATIONS****Intern (0.45 FTE 936 hrs) (Temporary Non-Bargaining)**

	Step A	Step B
Hourly	15.4500	18.5400
Bi-Weekly	556.20	667.44
Monthly	1,205.10	1,446.12
Annual	14,461.20	17,353.44

**Van Driver - On Call (Not to exceed 960 hrs) (Temporary Non-Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	20.8741	21.9178	23.0137	24.1644	25.3726
Bi-Weekly	770.74	809.27	849.74	892.22	936.83
Monthly	1,669.93	1,753.42	1,841.10	1,933.15	2,029.81
Annual	20,039.13	21,041.09	22,093.14	23,197.80	24,357.69

**Police Officer Trainee (0.5 FTE 1040 hrs) (Temporary Non-Bargaining)***(formerly known as Police Recruit (.5 FTE 1040 hrs))*

Hourly					30.0000
Bi-Weekly					1,200.00
Monthly					2,600.00
Annual					31,200.00

**Temporary Employee Classification (Reso No. 4576) (Temporary Non-Bargaining)**

	Step A	Step B	Step C	Step D	Step E
Hourly	12.0000				100.0000
Bi-Weekly	960.00				8,000.00
Monthly	2,080.00				17,333.33
Annual	24,960.00				208,000.00

**Revision 2**

Prepared by Finance