

**CITY OF EAST PALO ALTO
COMPENSATION SCHEDULE FISCAL YEAR 2020-21**

(Rates Effective 7/12/20, except as noted)

Accountant I (SEIU)		Step A	Step B	Step C	Step D	Step E
Hourly		32.3509	33.9685	35.6669	37.4502	39.3227
Bi-Weekly		2,588.07	2,717.48	2,853.35	2,996.02	3,145.82
Monthly		5,607.49	5,887.87	6,182.26	6,491.37	6,815.94
Annual		67,289.90	70,654.39	74,187.11	77,896.47	81,791.29

Accountant II (SEIU)		Step A	Step B	Step C	Step D	Step E
Hourly		35.7434	37.5306	39.4071	41.3775	43.4463
Bi-Weekly		2,859.47	3,002.45	3,152.57	3,310.20	3,475.71
Monthly		6,195.53	6,505.30	6,830.57	7,172.09	7,530.70
Annual		74,346.30	78,063.62	81,966.80	86,065.14	90,368.40

Accountant Senior (MEA)		Step A	Step B	Step C	Step D	Step E
Hourly		41.5718	43.6504	45.8329	48.1246	50.5308
Bi-Weekly		3,325.75	3,492.03	3,666.64	3,849.97	4,042.47
Monthly		7,205.78	7,566.07	7,944.38	8,341.60	8,758.67
Annual		86,469.40	90,792.87	95,332.52	100,099.14	105,104.10

Account Technician I (SEIU)		Step A	Step B	Step C	Step D	Step E
Hourly		27.0315	28.3830	29.8022	31.2923	32.8569
Bi-Weekly		2,162.52	2,270.64	2,384.18	2,503.38	2,628.55
Monthly		4,685.45	4,919.73	5,165.71	5,424.00	5,695.20
Annual		56,225.45	59,036.72	61,988.56	65,087.99	68,342.39

Account Technician II (SEIU)		Step A	Step B	Step C	Step D	Step E
Hourly		29.0588	30.5118	32.0374	33.6392	35.3212
Bi-Weekly		2,324.71	2,440.94	2,562.99	2,691.14	2,825.69
Monthly		5,036.86	5,288.71	5,553.14	5,830.80	6,122.34
Annual		60,442.36	63,464.48	66,637.70	69,969.59	73,468.07

Administrative Assistant (SEIU)		Step A	Step B	Step C	Step D	Step E
Hourly		32.4246	34.0458	35.7481	37.5355	39.4123
Bi-Weekly		2,593.97	2,723.67	2,859.85	3,002.84	3,152.98
Monthly		5,620.26	5,901.28	6,196.34	6,506.16	6,831.47
Annual		67,443.16	70,815.32	74,356.08	78,073.89	81,977.58

Administrative Grants Coordinator (SEIU)		Step A	Step B	Step C	Step D	Step E
Hourly		35.4022	37.1723	39.0309	40.9825	43.0316
Bi-Weekly		2,832.18	2,973.78	3,122.47	3,278.60	3,442.53
Monthly		6,136.38	6,443.20	6,765.36	7,103.63	7,458.81
Annual		73,636.56	77,318.39	81,184.31	85,243.52	89,505.70

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	38.8284	40.7698	42.8083	44.9487	47.1961
Bi-Weekly	3,106.27	3,261.58	3,424.66	3,595.90	3,775.69
Monthly	6,730.25	7,066.76	7,420.10	7,791.11	8,180.66
Annual	80,763.01	84,801.16	89,041.22	93,493.28	98,167.94

Assistant Planner (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	38.1547	40.0624	42.0655	44.1688	46.3772
Bi-Weekly	3,052.37	3,204.99	3,365.24	3,533.50	3,710.18
Monthly	6,613.48	6,944.15	7,291.36	7,655.92	8,038.72
Annual	79,361.71	83,329.80	87,496.28	91,871.10	96,464.65

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

	Step A	Step B	Step C	Step D	Step E
Hourly	44.9487	47.1962	49.5560	52.0338	54.6355
Bi-Weekly	3,595.90	3,775.69	3,964.48	4,162.70	4,370.84
Monthly	7,791.12	8,180.67	8,589.71	9,019.19	9,470.15
Annual	93,493.40	98,168.07	103,076.47	108,230.30	113,641.81

Associate Planner (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	40.6491	42.6816	44.8157	47.0565	49.4093
Bi-Weekly	3,251.93	3,414.53	3,585.25	3,764.52	3,952.74
Monthly	7,045.85	7,398.14	7,768.05	8,156.45	8,564.28
Annual	84,550.20	88,777.71	93,216.60	97,877.43	102,771.30

Associate Planner (SEIU) **Effective: 1/10/2021**

	Step A	Step B	Step C	Step D	Step E
Hourly	41.1829	43.2420	45.4041	47.6743	50.0580
Bi-Weekly	3,294.63	3,459.36	3,632.33	3,813.95	4,004.64
Monthly	7,138.36	7,495.28	7,870.05	8,263.55	8,676.73
Annual	85,660.36	89,943.38	94,440.55	99,162.58	104,120.71

Building Inspector I (SEIU)
(formerly known as Building Inspector)

	Step A	Step B	Step C	Step D	Step E
Hourly	37.4647	39.3380	41.3049	43.3701	45.5386
Bi-Weekly	2,997.18	3,147.04	3,304.39	3,469.61	3,643.09
Monthly	6,493.89	6,818.58	7,159.51	7,517.49	7,893.36
Annual	77,926.67	81,823.00	85,914.15	90,209.86	94,720.36

Building Inspector II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	41.9552	44.0530	46.2556	48.5684	50.9968
Bi-Weekly	3,356.42	3,524.24	3,700.45	3,885.47	4,079.74
Monthly	7,272.23	7,635.85	8,017.64	8,418.52	8,839.45
Annual	87,266.82	91,630.16	96,211.67	101,022.25	106,073.36

Building Permit Technician (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	27.6590	29.0420	30.4941	32.0188	33.6197
Bi-Weekly	2,212.72	2,323.36	2,439.52	2,561.50	2,689.58
Monthly	4,794.23	5,033.94	5,285.64	5,549.92	5,827.41
Annual	57,530.74	60,407.27	63,427.64	66,599.02	69,928.97

Building Permit Technician (SEIU) **Effective: 1/10/2021**

	Step A	Step B	Step C	Step D	Step E
Hourly	27.8735	29.2672	30.7306	32.2671	33.8805
Bi-Weekly	2,229.88	2,341.38	2,458.45	2,581.37	2,710.44
Monthly	4,831.42	5,072.99	5,326.64	5,592.97	5,872.62
Annual	57,976.98	60,875.83	63,919.62	67,115.61	70,471.39

Chief Building Official (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	58.4032	61.3233	64.3895	67.6090	70.9894
Bi-Weekly	4,672.25	4,905.87	5,151.16	5,408.72	5,679.15
Monthly	10,123.22	10,629.38	11,160.85	11,718.89	12,304.83
Annual	121,478.59	127,552.52	133,930.14	140,626.65	147,657.98

City Attorney (Contractual)

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

City Clerk- Public Information Officer (Non-Bargaining)*(formerly known as City Clerk)*

	Step A	Step B	Step C	Step D	Step E
Hourly	46.2389	48.5509	50.9784	53.5273	56.2037
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 Clerk- Public Information Officer (Non-Bargaining)*(formerly known as City Clerk)***Effective:****8/9/2020**

	Step A	Step B	Step C	Step D	Step E
Hourly	47.8573	50.2501	52.7626	55.4008	58.1708
Bi-Weekly	3,828.58	4,020.01	4,221.01	4,432.06	4,653.67
Monthly	8,295.26	8,710.02	9,145.52	9,602.80	10,082.94
Annual	99,543.13	104,520.28	109,746.30	115,233.61	120,995.29

City Clerk- Public Information Officer (Non-Bargaining)*(formerly known as City Clerk)***Effective:****1/10/2021**

	Step A	Step B	Step C	Step D	Step E
Hourly	48.7821	51.2212	53.7822	56.4713	59.2949
Bi-Weekly	3,902.57	4,097.69	4,302.58	4,517.71	4,743.59
Monthly	8,455.56	8,878.34	9,322.25	9,788.37	10,277.78
Annual	101,466.70	106,540.03	111,867.03	117,460.39	123,333.40

City Engineer (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	66.0790	69.3829	72.8521	76.4947	80.3194
Bi-Weekly	5,286.32	5,550.63	5,828.17	6,119.57	6,425.55
Monthly	11,453.69	12,026.37	12,627.69	13,259.08	13,922.03
Annual	137,444.28	144,316.49	151,532.32	159,108.93	167,064.38

City Engineer (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	66.7740	70.1127	73.6184	77.2993	81.1642
Bi-Weekly	5,341.92	5,609.02	5,889.47	6,183.94	6,493.14
Monthly	11,574.16	12,152.87	12,760.52	13,398.54	14,068.47
Annual	138,889.97	145,834.46	153,126.19	160,782.50	168,821.62

Effective:**1/10/2021****City Manager (Contractual)**

Hourly					108.9424
Bi-Weekly					8,715.39
Monthly					18,883.35
Annual					226,600.19

Code Enforcement Officer I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	27.9451	29.3423	30.8095	32.3499	33.9674
Bi-Weekly	2,235.61	2,347.39	2,464.76	2,587.99	2,717.39
Monthly	4,843.82	5,086.01	5,340.31	5,607.32	5,887.69
Annual	58,125.79	61,032.07	64,083.68	67,287.86	70,652.26

Code Enforcement Officer I (SEIU)						Effective: 1/10/2021
	Step A	Step B	Step C	Step D	Step E	
Hourly	29.7374	31.2243	32.7855	34.4248	36.1460	
Bi-Weekly	2,378.99	2,497.94	2,622.84	2,753.98	2,891.68	
Monthly	5,154.49	5,412.21	5,682.82	5,966.96	6,265.31	
Annual	61,853.85	64,946.54	68,193.87	71,603.56	75,183.74	

Code Enforcement Officer II (SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	34.6635	36.3967	38.2165	40.1273	42.1337
Bi-Weekly	2,773.08	2,911.73	3,057.32	3,210.19	3,370.70
Monthly	6,008.34	6,308.76	6,624.19	6,955.40	7,303.17
Annual	72,100.08	75,705.08	79,490.34	83,464.85	87,638.09

Code Enforcement Officer II (SEIU)						Effective: 1/10/2021
	Step A	Step B	Step C	Step D	Step E	
Hourly	35.3966	37.1665	39.0248	40.9760	43.0248	
Bi-Weekly	2,831.73	2,973.32	3,121.98	3,278.08	3,441.99	
Monthly	6,135.42	6,442.19	6,764.30	7,102.51	7,457.64	
Annual	73,624.99	77,306.24	81,171.55	85,230.13	89,491.64	

Community and Economic Development Director (Executive) <i>(formerly known as Director of Community Development)</i>					
	Step A	Step B	Step C	Step D	Step E
Hourly	73.2779	76.9418	80.7889	84.8283	89.0697
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

Community and Economic Development Director (Executive) <i>(formerly known as Director of Community Development)</i>						Effective: 1/10/2021
	Step A	Step B	Step C	Step D	Step E	
Hourly	74.6042	78.3344	82.2512	86.3637	90.6819	
Bi-Weekly	5,968.34	6,266.76	6,580.09	6,909.10	7,254.55	
Monthly	12,931.40	13,577.97	14,256.87	14,969.71	15,718.20	
Annual	155,176.79	162,935.63	171,082.41	179,636.54	188,618.36	

Community Services Aide (0.45 FTE 936 Hrs) (Non-Bargaining)					
	Step A	Step B	Step C	Step D	Step E
Hourly	18.3600	19.2780	20.2419	21.2540	22.3167
Bi-Weekly	660.96	694.01	728.71	765.14	803.40
Monthly	1,432.08	1,503.68	1,578.87	1,657.81	1,740.70
Annual	17,184.96	18,044.21	18,946.42	19,893.74	20,888.43

Community Services Manager (MEA) <i>(formerly known as Community Programs Manager)</i>					
	Step A	Step B	Step C	Step D	Step E
Hourly	49.3615	51.8296	54.4211	57.1422	59.9993
Bi-Weekly	3,948.92	4,146.37	4,353.69	4,571.37	4,799.94
Monthly	8,556.00	8,983.80	9,432.99	9,904.64	10,399.87
Annual	102,672.01	107,805.61	113,195.89	118,855.69	124,798.47

Community Services Officer (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	27.7333	29.1200	30.5760	32.1048	33.7100
Bi-Weekly	2,218.66	2,329.60	2,446.08	2,568.38	2,696.80
Monthly	4,807.11	5,047.46	5,299.84	5,564.83	5,843.07
Annual	57,685.29	60,569.55	63,598.03	66,777.93	70,116.83

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	34.5472	36.2746	38.0883	39.9927	41.9923
Bi-Weekly	2,763.78	2,901.96	3,047.06	3,199.42	3,359.39
Monthly	5,988.18	6,287.59	6,601.97	6,932.07	7,278.67
Annual	71,858.17	75,451.08	79,223.63	83,184.81	87,344.05

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

Director of Finance (Executive)

	Step A	Step B	Step C	Step D	Step E
Hourly	76.0650	79.8682	83.8617	88.0547	92.4575
Bi-Weekly	6,085.20	6,389.46	6,708.93	7,044.38	7,396.60
Monthly	13,184.60	13,843.83	14,536.02	15,262.82	16,025.96
Annual	158,215.19	166,125.95	174,432.24	183,153.85	192,311.55

**Effective:
1/10/2021****Electrician - Apprentice (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	37.4136	39.2843	41.2485	43.3109	45.4765
Bi-Weekly	2,993.09	3,142.74	3,299.88	3,464.87	3,638.12
Monthly	6,485.02	6,809.27	7,149.74	7,507.23	7,882.59
Annual	77,820.28	81,711.30	85,796.86	90,086.71	94,591.04

Electrician - Journeyman (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	39.5350	41.5117	43.5873	45.7667	48.0550
Bi-Weekly	3,162.80	3,320.94	3,486.99	3,661.34	3,844.40
Monthly	6,852.73	7,195.37	7,555.14	7,932.89	8,329.54
Annual	82,232.77	86,344.41	90,661.63	95,194.72	99,954.45

Electrician - Lead (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	42.3193	44.4353	46.6570	48.9899	51.4394
Bi-Weekly	3,385.54	3,554.82	3,732.56	3,919.19	4,115.15
Monthly	7,335.35	7,702.11	8,087.22	8,491.58	8,916.16
Annual	88,024.17	92,425.38	97,046.65	101,898.98	106,993.93

Engineering Technician (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	27.4402	28.8122	30.2528	31.7654	33.3537
Bi-Weekly	2,195.21	2,304.97	2,420.22	2,541.23	2,668.30
Monthly	4,756.29	4,994.11	5,243.81	5,506.01	5,781.31
Annual	57,075.54	59,929.31	62,925.78	66,072.07	69,375.67

Environmental Services Aide (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	20.6392	21.6712	22.7548	23.8925	25.0871
Bi-Weekly	1,651.14	1,733.70	1,820.38	1,911.40	2,006.97
Monthly	3,577.47	3,756.34	3,944.16	4,141.37	4,348.44
Annual	42,929.63	45,076.12	47,329.92	49,696.42	52,181.24

Environmental Services Aide (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	21.9630	23.0612	24.2142	25.4249	26.6962
Bi-Weekly	1,757.04	1,844.89	1,937.14	2,033.99	2,135.69
Monthly	3,806.92	3,997.27	4,197.13	4,406.99	4,627.34
Annual	45,683.05	47,967.20	50,365.56	52,883.84	55,528.03

**Effective:
1/10/2021****Environmental Services Aide PT (0.45 FTE 936 Hrs) (Non-Bargaining)***(formerly known as Community Service Aide)*

	Step A	Step B	Step C	Step D	Step E
Hourly	20.6392	21.6712	22.7548	23.8925	25.0871
Bi-Weekly	743.01	780.16	819.17	860.13	903.14
Monthly	1,609.86	1,690.35	1,774.87	1,863.62	1,956.80
Annual	19,318.34	20,284.25	21,298.46	22,363.39	23,481.56

Environmental Services Aide PT (0.45 FTE 936 Hrs) (Non-Bargaining)*(formerly known as Community Service Aide)*

	Step A	Step B	Step C	Step D	Step E
Hourly	21.9630	23.0612	24.2142	25.4249	26.6962
Bi-Weekly	790.67	830.20	871.71	915.30	961.06
Monthly	1,713.11	1,798.77	1,888.71	1,983.14	2,082.30
Annual	20,557.37	21,585.24	22,664.50	23,797.73	24,987.61

**Effective:
1/10/2021**

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	53.6042	56.2844	59.0986	62.0535	65.1562
Bi-Weekly	4,288.33	4,502.75	4,727.89	4,964.28	5,212.50
Monthly	9,291.39	9,755.96	10,243.76	10,755.95	11,293.74
Annual	111,496.68	117,071.52	122,925.09	129,071.35	135,524.91

Financial Service Manager (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	54.8318	57.5734	60.4521	63.4747	66.6484
Bi-Weekly	4,386.55	4,605.87	4,836.17	5,077.98	5,331.87
Monthly	9,504.18	9,979.39	10,478.36	11,002.28	11,552.39
Annual	114,050.21	119,752.72	125,740.35	132,027.37	138,628.74

**Effective:
1/10/2021****Fiscal Analyst (MEA)**

	Step A	Step B	Step C	Step D	Step E
Hourly	47.2108	49.5714	52.0499	54.6524	57.3851
Bi-Weekly	3,776.87	3,965.71	4,164.00	4,372.20	4,590.80
Monthly	8,183.21	8,592.37	9,021.99	9,473.09	9,946.74
Annual	98,198.53	103,108.46	108,263.88	113,677.08	119,360.93

Housing Project Manager (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	47.7073	50.0926	52.5972	55.2271	57.9885
Bi-Weekly	3,816.58	4,007.41	4,207.78	4,418.17	4,639.08
Monthly	8,269.26	8,682.72	9,116.86	9,572.70	10,051.33
Annual	99,231.09	104,192.64	109,402.28	114,872.39	120,616.01

Human Resources Manager (Non-Bargaining)

	Step A	Step B	Step C	Step D	Step E
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 Manager (Non-Bargaining)

	Step A	Step B	Step C	Step D	Step E
Hourly	57.6424	60.5245	63.5507	66.7283	70.0647
Bi-Weekly	4,611.39	4,841.96	5,084.06	5,338.26	5,605.17
Monthly	9,991.35	10,490.91	11,015.46	11,566.23	12,144.54
Annual	119,896.14	125,890.95	132,185.50	138,794.77	145,734.51

**Effective:
1/10/2021**

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	16.0369	16.8387	17.6807	18.5647	19.4929
Bi-Weekly	641.48	673.55	707.23	742.59	779.72
Monthly	1,389.86	1,459.36	1,532.32	1,608.94	1,689.39
Annual	16,678.36	17,512.28	18,387.89	19,307.29	20,272.65

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	56.8093	59.6498	62.6323	65.7639	69.0521
Bi-Weekly	4,544.75	4,771.98	5,010.58	5,261.11	5,524.17
Monthly	9,846.95	10,339.30	10,856.26	11,399.08	11,969.03
Annual	118,163.41	124,071.58	130,275.16	136,788.92	143,628.37

Maintenance Worker I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	24.5143	25.7400	27.0270	28.3783	29.7973
Bi-Weekly	1,961.14	2,059.20	2,162.16	2,270.27	2,383.78
Monthly	4,249.14	4,461.60	4,684.68	4,918.91	5,164.86
Annual	50,989.69	53,539.18	56,216.14	59,026.94	61,978.29

Maintenance Worker I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	24.9884	26.2378	27.5497	28.9272	30.3736
Bi-Weekly	1,999.07	2,099.03	2,203.98	2,314.18	2,429.89
Monthly	4,331.33	4,547.89	4,775.29	5,014.05	5,264.75
Annual	51,975.90	54,574.70	57,303.43	60,168.61	63,177.04

**Effective:
1/10/2021****Maintenance Worker II (SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	27.7134	29.0991	30.5540	32.0817	33.6858
Bi-Weekly	2,217.07	2,327.93	2,444.32	2,566.54	2,694.86
Monthly	4,803.66	5,043.84	5,296.03	5,560.83	5,838.87
Annual	57,643.87	60,526.07	63,552.37	66,729.99	70,066.49

Maintenance Worker II (SEIU) **Effective: 1/10/2021**

	Step A	Step B	Step C	Step D	Step E
Hourly	28.0072	29.4076	30.8780	32.4219	34.0430
Bi-Weekly	2,240.58	2,352.61	2,470.24	2,593.75	2,723.44
Monthly	4,854.59	5,097.32	5,352.18	5,619.79	5,900.78
Annual	58,255.05	61,167.81	64,226.20	67,437.51	70,809.38

Maintenance Worker III (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	31.5256	33.1019	34.7570	36.4948	38.3195
Bi-Weekly	2,522.05	2,648.15	2,780.56	2,919.58	3,065.56
Monthly	5,464.43	5,737.66	6,024.54	6,325.77	6,642.05
Annual	65,573.21	68,851.87	72,294.46	75,909.19	79,704.64

Management Analyst I (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	39.3111	41.2766	43.3405	45.5075	47.7829
Bi-Weekly	3,144.89	3,302.13	3,467.24	3,640.60	3,822.63
Monthly	6,813.92	7,154.62	7,512.35	7,887.97	8,282.36
Annual	81,767.05	85,855.40	90,148.17	94,655.58	99,388.36

Management Analyst II (MEA)
(formerly known as Management Analyst)

	Step A	Step B	Step C	Step D	Step E
Hourly	47.2108	49.5713	52.0499	54.6524	57.3850
Bi-Weekly	3,776.86	3,965.71	4,163.99	4,372.19	4,590.80
Monthly	8,183.21	8,592.37	9,021.98	9,473.08	9,946.74
Annual	98,198.46	103,108.38	108,263.80	113,676.99	119,360.84

Management Analyst II (Non-Bargaining)
(formerly known as Payroll/HRIS Analyst)

	Step A	Step B	Step C	Step D	Step E
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

Management Analyst II (Non-Bargaining) **Effective: 8/9/2020**
(formerly known as Payroll/HRIS Analyst)

	Step A	Step B	Step C	Step D	Step E
Hourly	47.2108	49.5713	52.0499	54.6524	57.3850
Bi-Weekly	3,776.86	3,965.71	4,163.99	4,372.19	4,590.80
Monthly	8,183.21	8,592.37	9,021.98	9,473.08	9,946.74
Annual	98,198.46	103,108.38	108,263.80	113,676.99	119,360.84

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

	Step A	Step B	Step C	Step D	Step E
Hourly	19.5811	20.5602	21.5882	22.6676	23.8010
Bi-Weekly	1,174.87	1,233.61	1,295.29	1,360.06	1,428.06
Monthly	2,545.54	2,672.82	2,806.46	2,946.79	3,094.13
Annual	30,546.54	32,073.86	33,677.56	35,361.43	37,129.51

Office Assistant (SEIU)

		Step A	Step B	Step C	Step D	Step E
Hourly		24.4327	25.6543	26.9370	28.2839	29.6981
Bi-Weekly		1,954.62	2,052.35	2,154.96	2,262.71	2,375.85
Monthly		4,235.00	4,446.75	4,669.09	4,902.54	5,147.67
Annual		50,820.00	53,361.00	56,029.04	58,830.50	61,772.02

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

		Step A	Step B	Step C	Step D	Step E
Hourly		59.0312	61.9828	65.0819	68.3360	71.7528
Bi-Weekly		4,722.50	4,958.62	5,206.55	5,466.88	5,740.23
Monthly		10,232.08	10,743.68	11,280.87	11,844.91	12,437.16
Annual		122,784.95	128,924.20	135,370.41	142,138.93	149,245.88

Planning Manager (MEA)*(formerly known as Planning Division Manager)***Effective:
1/10/2021**

		Step A	Step B	Step C	Step D	Step E
Hourly		59.5960	62.5758	65.7046	68.9899	72.4394
Bi-Weekly		4,767.68	5,006.07	5,256.37	5,519.19	5,795.15
Monthly		10,329.98	10,846.48	11,388.80	11,958.24	12,556.16
Annual		123,959.76	130,157.75	136,665.64	143,498.92	150,673.86

Police Chief (Executive)

		Step A	Step B	Step C	Step D	Step E
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

Police Chief (Executive)**Effective:
1/10/2021**

		Step A	Step B	Step C	Step D	Step E
Hourly		84.0318	88.2334	92.6451	97.2773	102.1412
Bi-Weekly		6,722.54	7,058.67	7,411.60	7,782.18	8,171.29
Monthly		14,565.51	15,293.79	16,058.48	16,861.40	17,704.47
Annual		174,786.13	183,525.44	192,701.71	202,336.79	212,453.63

Police Commander (Non-Bargaining)

		Step A	Step B	Step C	Step D	Step E
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

Police Commander (Non-Bargaining)**Effective:
8/9/2020**

		Step A	Step B	Step C	Step D	Step E
Hourly		66.6894	70.0239	73.5251	77.2014	81.0614
Bi-Weekly		5,335.15	5,601.91	5,882.01	6,176.11	6,484.91
Monthly		11,559.50	12,137.48	12,744.35	13,381.57	14,050.65
Annual		138,714.03	145,649.73	152,932.22	160,578.83	168,607.77

Police Commander (Non-Bargaining) **Effective: 1/10/2021**

	Step A	Step B	Step C	Step D	Step E
Hourly	66.7428	70.0799	73.5839	77.2631	81.1263
Bi-Weekly	5,339.42	5,606.39	5,886.71	6,181.05	6,490.10
Monthly	11,568.75	12,147.19	12,754.55	13,392.27	14,061.89
Annual	138,825.00	145,766.25	153,054.56	160,707.29	168,742.65

Police Officer - Academy Graduate / Basic (POA) **Effective: 5/17/2021**

	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Hourly	39.3262	41.2925	43.3571	45.5250	47.8012	50.1913	51.9480
Bi-Weekly	3,303.40	3,468.57	3,642.00	3,824.10	4,015.30	4,216.07	4,363.63
Monthly	7,157.36	7,515.23	7,890.99	8,285.54	8,699.82	9,134.81	9,454.53
Annual	85,888.37	90,182.79	94,691.93	99,426.52	104,397.85	109,617.74	113,454.36

Police Officer PT- Cold Case Investigator (0.45 FTE 936 hrs) (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	1,407.23	1,477.59	1,551.47	1,629.05	1,710.50
Monthly	3,049.00	3,201.45	3,361.53	3,529.60	3,706.08
Annual	36,588.05	38,417.46	40,338.33	42,355.24	44,473.01

Police Records Clerk I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	25.1498	26.4073	27.7277	29.1141	30.5698
Bi-Weekly	2,011.99	2,112.59	2,218.22	2,329.13	2,445.58
Monthly	4,359.31	4,577.27	4,806.13	5,046.44	5,298.76
Annual	52,311.67	54,927.25	57,673.61	60,557.29	63,585.16

Police Records Clerk I (SEIU) **Effective: 1/10/2021**

	Step A	Step B	Step C	Step D	Step E
Hourly	25.5600	26.8380	28.1799	29.5889	31.0683
Bi-Weekly	2,044.80	2,147.04	2,254.39	2,367.11	2,485.47
Monthly	4,430.40	4,651.92	4,884.51	5,128.74	5,385.18
Annual	53,164.78	55,823.02	58,614.17	61,544.87	64,622.12

Police Records Clerk II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	27.3806	28.7496	30.1871	31.6965	33.2813
Bi-Weekly	2,190.45	2,299.97	2,414.97	2,535.72	2,662.50
Monthly	4,745.97	4,983.27	5,232.43	5,494.05	5,768.75
Annual	56,951.63	59,799.21	62,789.17	65,928.63	69,225.06

Police Records Clerk II (SEIU) **Effective: 1/10/2021**

	Step A	Step B	Step C	Step D	Step E
Hourly	28.1126	29.5183	30.9942	32.5439	34.1711
Bi-Weekly	2,249.01	2,361.46	2,479.53	2,603.51	2,733.69
Monthly	4,872.86	5,116.50	5,372.32	5,640.94	5,922.99
Annual	58,474.27	61,397.98	64,467.88	67,691.28	71,075.84

Police Records Supervisor (MEA)						
		Step A	Step B	Step C	Step D	Step E
Hourly		31.6151	33.1959	34.8557	36.5985	38.4284
Bi-Weekly		2,529.21	2,655.67	2,788.45	2,927.88	3,074.27
Monthly		5,479.96	5,753.95	6,041.65	6,343.73	6,660.92
Annual		65,759.47	69,047.44	72,499.82	76,124.81	79,931.05

Police Records Supervisor (MEA)						Effective:	
		Step A	Step B	Step C	Step D	Step E	1/10/2021
Hourly		33.8282	35.5196	37.2956	39.1604	41.1184	
Bi-Weekly		2,706.26	2,841.57	2,983.65	3,132.83	3,289.47	
Monthly		5,863.55	6,156.73	6,464.57	6,787.80	7,127.19	
Annual		70,362.63	73,880.77	77,574.80	81,453.54	85,526.22	

Police Sergeant - Basic (POA)								Effective:	
		Step A	Step B	Step C	Step D	Step E	Step F	Step G	5/17/2021
Hourly		47.0680	49.4214	51.8925	54.4871	57.2115	60.0720	62.1746	
Bi-Weekly		3,953.71	4,151.40	4,358.97	4,576.92	4,805.76	5,046.05	5,222.66	
Monthly		8,566.38	8,994.70	9,444.43	9,916.65	10,412.49	10,933.11	11,315.77	
Annual		102,796.54	107,936.36	113,333.18	118,999.84	124,949.83	131,197.33	135,789.23	

Property and Evidence Technician (SEIU) <i>(formerly known as Police Property Officer)</i>						
		Step A	Step B	Step C	Step D	Step E
Hourly		29.1524	30.6101	32.1406	33.7476	35.4350
Bi-Weekly		2,332.19	2,448.80	2,571.24	2,699.81	2,834.80
Monthly		5,053.09	5,305.74	5,571.03	5,849.58	6,142.06
Annual		60,637.06	63,668.92	66,852.36	70,194.98	73,704.73

Property and Evidence Technician (SEIU) <i>(formerly known as Police Property Officer)</i>						Effective:	
		Step A	Step B	Step C	Step D	Step E	1/10/2021
Hourly		30.4701	31.9936	33.5933	35.2729	37.0366	
Bi-Weekly		2,437.61	2,559.49	2,687.46	2,821.83	2,962.92	
Monthly		5,281.48	5,545.55	5,822.83	6,113.97	6,419.67	
Annual		63,377.74	66,546.63	69,873.96	73,367.66	77,036.04	

Public Works Director (Executive)						
		Step A	Step B	Step C	Step D	Step E
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

Public Works Director (Executive)						Effective:	
		Step A	Step B	Step C	Step D	Step E	1/10/2021
Hourly		77.4926	81.3673	85.4356	89.7074	94.1928	
Bi-Weekly		6,199.41	6,509.38	6,834.85	7,176.59	7,535.42	
Monthly		13,432.06	14,103.66	14,808.84	15,549.28	16,326.75	
Annual		161,184.67	169,243.90	177,706.10	186,591.40	195,920.97	

Public Works Inspector (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	35.0348	36.7866	38.6259	40.5572	42.5851
Bi-Weekly	2,802.79	2,942.93	3,090.07	3,244.58	3,406.80
Monthly	6,072.70	6,376.34	6,695.16	7,029.91	7,381.41
Annual	72,872.45	76,516.07	80,341.88	84,358.97	88,576.92

Public Works Inspector (SEIU)Effective:
1/10/2021

	Step A	Step B	Step C	Step D	Step E
Hourly	37.2819	39.1460	41.1033	43.1584	45.3164
Bi-Weekly	2,982.55	3,131.68	3,288.26	3,452.68	3,625.31
Monthly	6,462.19	6,785.30	7,124.57	7,480.80	7,854.84
Annual	77,546.33	81,423.65	85,494.83	89,769.57	94,258.05

Recreation Leader I (0.45 FTE 936 hrs) (Non-Bargaining)

	Step A	Step B	Step C	Step D	Step E
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

Recreation Leader II (0.45 FTE 936 hrs) (Non-Bargaining)

	Step A	Step B	Step C	Step D	Step E
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

Rent Stabilization Administrator (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	57.7122	60.5978	63.6277	66.8091	70.1496
Bi-Weekly	4,616.98	4,847.83	5,090.22	5,344.73	5,611.97
Monthly	10,003.45	10,503.62	11,028.81	11,580.25	12,159.26
Annual	120,041.42	126,043.49	132,345.67	138,962.95	145,911.10

Rent Stabilization Program Coordinator I (SEIU)*(formerly known as Rent Stabilization Program Counselor I)*

	Step A	Step B	Step C	Step D	Step E
Hourly	32.4246	34.0458	35.7481	37.5355	39.4123
Bi-Weekly	2,593.97	2,723.66	2,859.85	3,002.84	3,152.98
Monthly	5,620.26	5,901.27	6,196.34	6,506.15	6,831.46
Annual	67,443.10	70,815.26	74,356.02	78,073.82	81,977.52

Rent Stabilization Program Coordinator II (SEIU)*(formerly known as Rent Stabilization Program Counselor II)*

	Step A	Step B	Step C	Step D	Step E
Hourly	38.9503	40.8979	42.9428	45.0899	47.3444
Bi-Weekly	3,116.03	3,271.83	3,435.42	3,607.19	3,787.55
Monthly	6,751.39	7,088.96	7,443.41	7,815.58	8,206.36
Annual	81,016.72	85,067.56	89,320.93	93,786.98	98,476.33

Secretary I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	24.8853	26.1296	27.4361	28.8079	30.2482
Bi-Weekly	1,990.82	2,090.37	2,194.88	2,304.63	2,419.86
Monthly	4,313.45	4,529.13	4,755.58	4,993.36	5,243.03
Annual	51,761.44	54,349.51	57,066.99	59,920.34	62,916.36

Secretary II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	27.7217	29.1078	30.5632	32.0914	33.6959
Bi-Weekly	2,217.74	2,328.63	2,445.06	2,567.31	2,695.67
Monthly	4,805.10	5,045.35	5,297.62	5,562.50	5,840.63
Annual	57,661.19	60,544.25	63,571.47	66,750.04	70,087.54

Senior Engineer w/ PE License (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	56.8093	59.6498	62.6322	65.7639	69.0520
Bi-Weekly	4,544.74	4,771.98	5,010.58	5,261.11	5,524.16
Monthly	9,846.94	10,339.29	10,856.26	11,399.07	11,969.02
Annual	118,163.33	124,071.49	130,275.07	136,788.82	143,628.26

Senior Finance Project Manager (2 Year Limited Term) (Non-Bargaining)

	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	46.1996	48.5096	50.9351	53.4818	56.1559
Bi-Weekly	3,695.97	3,880.77	4,074.81	4,278.55	4,492.47
Monthly	8,007.93	8,408.33	8,828.75	9,270.18	9,733.69
Annual	96,095.20	100,899.96	105,944.96	111,242.21	116,804.32

Senior Planner (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	46.7514	49.0890	51.5435	54.1206	56.8267
Bi-Weekly	3,740.12	3,927.12	4,123.48	4,329.65	4,546.13
Monthly	8,103.58	8,508.76	8,934.20	9,380.91	9,849.96
Annual	97,243.00	102,105.16	107,210.41	112,570.93	118,199.48

**Effective:
1/10/2021****Support Services Manager (MEA)***(formerly known as Administration Services Manager)*

	Step A	Step B	Step C	Step D	Step E
Hourly	51.5927	54.1723	56.8809	59.7250	62.7112
Bi-Weekly	4,127.42	4,333.79	4,550.48	4,778.00	5,016.90
Monthly	8,942.73	9,389.87	9,859.36	10,352.33	10,869.95
Annual	107,312.80	112,678.44	118,312.36	124,227.98	130,439.37

Van Driver (0.5 FTE 1040 hrs) (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	21.2916	22.3562	23.4740	24.6477	25.8800
Bi-Weekly	851.66	894.25	938.96	985.91	1,035.20
Monthly	1,845.27	1,937.53	2,034.41	2,136.13	2,242.94
Annual	22,143.24	23,250.40	24,412.92	25,633.57	26,915.25

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	21.2916	22.3562	23.4740	24.6477	25.8800
Bi-Weekly	786.15	825.46	866.73	910.07	955.57
Monthly	1,703.33	1,788.49	1,877.92	1,971.81	2,070.40
Annual	20,439.91	21,461.91	22,535.01	23,661.76	24,844.84

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