

**CITY OF EAST PALO ALTO
COMPENSATION SCHEDULE - FY 2025-26
Rates Effective 7/6/2025**

Accountant I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	38.0462	39.9485	41.9459	44.0432	46.2454
Bi-Weekly	3,043.70	3,195.88	3,355.68	3,523.46	3,699.63
Monthly	6,594.68	6,924.41	7,270.63	7,634.16	8,015.87
Annual	79,136.11	83,092.92	87,247.56	91,609.94	96,190.44

Accountant II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	42.0360	44.1377	46.3446	48.6619	51.0950
Bi-Weekly	3,362.88	3,531.02	3,707.57	3,892.95	4,087.60
Monthly	7,286.23	7,650.54	8,033.07	8,434.72	8,856.46
Annual	87,434.78	91,806.52	96,396.84	101,216.69	106,277.52

Accountant Senior (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	51.3350	53.9017	56.5968	59.4267	62.3980
Bi-Weekly	4,106.80	4,312.14	4,527.75	4,754.13	4,991.84
Monthly	8,898.07	9,342.97	9,810.12	10,300.62	10,815.65
Annual	106,776.79	112,115.63	117,721.41	123,607.48	129,787.85

Account Technician I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	31.7903	33.3798	35.0488	36.8012	38.6413
Bi-Weekly	2,543.22	2,670.38	2,803.90	2,944.10	3,091.30
Monthly	5,510.32	5,785.83	6,075.12	6,378.88	6,697.82
Annual	66,123.80	69,429.99	72,901.49	76,546.56	80,373.89

Account Technician II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	34.1746	35.8833	37.6775	39.5613	41.5394
Bi-Weekly	2,733.96	2,870.66	3,014.20	3,164.91	3,323.15
Monthly	5,923.59	6,219.77	6,530.76	6,857.30	7,200.16
Annual	71,083.08	74,637.24	78,369.10	82,287.55	86,401.93

Administrative Assistant (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	38.1329	40.0395	42.0415	44.1436	46.3507
Bi-Weekly	3,050.63	3,203.16	3,363.32	3,531.48	3,708.06
Monthly	6,609.70	6,940.18	7,287.19	7,651.55	8,034.13
Annual	79,316.36	83,282.17	87,446.28	91,818.60	96,409.53

Assistant City Manager / Assistant General Manager (Executive)					
	Step A	Step B	Step C	Step D	Step E
Hourly	103.5157	108.6915	114.1261	119.8324	125.8240
Bi-Weekly	8,281.26	8,695.32	9,130.09	9,586.59	10,065.92
Monthly	17,942.72	18,839.86	19,781.85	20,770.94	21,809.49
Annual	215,312.68	226,078.31	237,382.23	249,251.34	261,713.90

Assistant to the City Manager (Non Bargaining- MEA)					
	Step A	Step B	Step C	Step D	Step E
Hourly	68.6850	72.1192	75.7252	79.5115	83.4870
Bi-Weekly	5,494.80	5,769.54	6,058.02	6,360.92	6,678.96
Monthly	11,905.40	12,500.67	13,125.70	13,781.99	14,471.09
Annual	142,864.80	150,008.04	157,508.44	165,383.86	173,653.06

Assistant Engineer (SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	45.6640	47.9472	50.3446	52.8618	55.5049
Bi-Weekly	3,653.12	3,835.78	4,027.57	4,228.94	4,440.39
Monthly	7,915.09	8,310.85	8,726.39	9,162.71	9,620.85
Annual	94,981.13	99,730.19	104,716.70	109,952.53	115,450.16

Assistant Planner (SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	44.8717	47.1153	49.4710	51.9446	54.5418
Bi-Weekly	3,589.74	3,769.22	3,957.68	4,155.57	4,363.35
Monthly	7,777.76	8,166.65	8,574.98	9,003.73	9,453.92
Annual	93,333.14	97,999.79	102,899.78	108,044.77	113,447.01

Associate Engineer (SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	52.8619	55.5050	58.2802	61.1942	64.2539
Bi-Weekly	4,228.95	4,440.40	4,662.42	4,895.54	5,140.31
Monthly	9,162.72	9,620.86	10,101.90	10,607.00	11,137.35
Annual	109,952.67	115,450.31	121,222.82	127,283.96	133,648.16

Associate Planner (SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	49.0607	51.5137	54.0894	56.7939	59.6336
Bi-Weekly	3,924.86	4,121.10	4,327.15	4,543.51	4,770.69
Monthly	8,503.85	8,929.05	9,375.50	9,844.27	10,336.49
Annual	102,046.25	107,148.56	112,505.99	118,131.29	124,037.85

Building Inspector I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	44.0603	46.2633	48.5765	51.0053	53.5556
Bi-Weekly	3,524.83	3,701.07	3,886.12	4,080.43	4,284.45
Monthly	7,637.12	8,018.98	8,419.93	8,840.92	9,282.97
Annual	91,645.46	96,227.73	101,039.12	106,091.08	111,395.63

Building Inspector II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	49.3413	51.8084	54.3988	57.1187	59.9747
Bi-Weekly	3,947.30	4,144.67	4,351.90	4,569.50	4,797.97
Monthly	8,552.49	8,980.12	9,429.12	9,900.58	10,395.61
Annual	102,629.92	107,761.41	113,149.48	118,806.96	124,747.31

Building Inspector / Neighborhood Preservation Officer I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	50.6693	53.2028	55.8629	58.6561	61.5889
Bi-Weekly	4,053.55	4,256.22	4,469.03	4,692.49	4,927.11
Monthly	8,782.68	9,221.82	9,682.91	10,167.05	10,675.41
Annual	105,392.20	110,661.81	116,194.90	122,004.64	128,104.88

Building Inspector / Neighborhood Preservation Officer II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	56.7424	59.5796	62.5585	65.6865	68.9708
Bi-Weekly	4,539.40	4,766.37	5,004.68	5,254.92	5,517.66
Monthly	9,835.36	10,327.13	10,843.48	11,385.66	11,954.94
Annual	118,024.29	123,925.51	130,121.78	136,627.87	143,459.27

Building Permit Technician (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	33.0329	34.6846	36.4188	38.2397	40.1517
Bi-Weekly	2,642.63	2,774.77	2,913.50	3,059.18	3,212.14
Monthly	5,725.71	6,011.99	6,312.59	6,628.22	6,959.63
Annual	68,708.49	72,143.92	75,751.11	79,538.67	83,515.60

Chief Building Official (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	75.5534	79.3311	83.2976	87.4625	91.8356
Bi-Weekly	6,044.27	6,346.48	6,663.81	6,997.00	7,346.85
Monthly	13,095.92	13,750.72	14,438.25	15,160.16	15,918.17
Annual	157,151.04	165,008.59	173,259.02	181,921.97	191,018.07

City Clerk- Public Information Officer (Non Bargaining- MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	58.5174	61.4433	64.5155	67.7413	71.1283
Bi-Weekly	4,681.40	4,915.46	5,161.24	5,419.30	5,690.27
Monthly	10,143.02	10,650.17	11,182.68	11,741.82	12,328.91
Annual	121,716.28	127,802.09	134,192.19	140,901.80	147,946.89

City Engineer (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	79.3554	83.3232	87.4893	91.8638	96.4570
Bi-Weekly	6,348.43	6,665.86	6,999.15	7,349.11	7,716.56
Monthly	13,754.94	14,442.69	15,164.82	15,923.06	16,719.21
Annual	165,059.27	173,312.23	181,977.85	191,076.74	200,630.57

Community & Economic Development Director (Executive)

	Step A	Step B	Step C	Step D	Step E
Hourly	89.3262	93.7925	98.4821	103.4062	108.5765
Bi-Weekly	7,146.09	7,503.40	7,878.57	8,272.50	8,686.12
Monthly	15,483.20	16,257.36	17,070.23	17,923.74	18,819.93
Annual	185,798.43	195,088.36	204,842.77	215,084.91	225,839.16

Community Services Manager (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	58.0515	60.9541	64.0018	67.2019	70.5620
Bi-Weekly	4,644.12	4,876.33	5,120.14	5,376.15	5,644.96
Monthly	10,062.26	10,565.38	11,093.64	11,648.33	12,230.74
Annual	120,747.15	126,784.51	133,123.74	139,779.92	146,768.92

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

	Step A	Step B	Step C	Step D	Step E
Hourly	32.6157	34.2465	35.9588	37.7567	39.6446
Bi-Weekly	1,174.16	1,232.87	1,294.52	1,359.24	1,427.20
Monthly	2,544.02	2,671.23	2,804.79	2,945.03	3,092.28
Annual	30,528.29	32,054.70	33,657.44	35,340.31	37,107.32

Community Services Officer (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	32.6157	34.2465	35.9588	37.7567	39.6446
Bi-Weekly	2,609.26	2,739.72	2,876.70	3,020.54	3,171.57
Monthly	5,653.39	5,936.06	6,232.86	6,544.50	6,871.73
Annual	67,840.64	71,232.67	74,794.30	78,534.02	82,460.72

Deputy City Attorney I (Non Bargaining- MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	57.2152	60.0759	63.0797	66.2337	69.5454
Bi-Weekly	4,577.21	4,806.08	5,046.38	5,298.70	5,563.63
Monthly	9,917.30	10,413.16	10,933.82	11,480.51	12,054.54
Annual	119,007.59	124,957.97	131,205.86	137,766.16	144,654.46

Deputy City Attorney II (Non Bargaining- MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	71.2417	74.8037	78.5439	82.4711	86.5947
Bi-Weekly	5,699.33	5,984.30	6,283.51	6,597.69	6,927.57
Monthly	12,348.55	12,965.98	13,614.28	14,295.00	15,009.75
Annual	148,182.66	155,591.79	163,371.38	171,539.95	180,116.95

Deputy City Clerk (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	40.6291	42.6606	44.7936	47.0333	49.3850
Bi-Weekly	3,250.33	3,412.85	3,583.49	3,762.66	3,950.80
Monthly	7,042.38	7,394.50	7,764.23	8,152.44	8,560.06
Annual	84,508.62	88,734.05	93,170.75	97,829.29	102,720.75

Director of Finance / District Treasurer (Executive)

	Step A	Step B	Step C	Step D	Step E
Hourly	94.9072	99.6525	104.6352	109.8669	115.3603
Bi-Weekly	7,592.57	7,972.20	8,370.81	8,789.35	9,228.82
Monthly	16,450.58	17,273.11	18,136.76	19,043.60	19,995.78
Annual	197,406.95	207,277.30	217,641.16	228,523.22	239,949.38

Electrician - Apprentice (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	44.0002	46.2002	48.5102	50.9357	53.4825
Bi-Weekly	3,520.01	3,696.01	3,880.81	4,074.86	4,278.60
Monthly	7,626.70	8,008.03	8,408.43	8,828.85	9,270.30
Annual	91,520.35	96,096.36	100,901.18	105,946.24	111,243.55

Electrician - Journeyman (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	46.4950	48.8198	51.2608	53.8238	56.5150
Bi-Weekly	3,719.60	3,905.58	4,100.86	4,305.90	4,521.20
Monthly	8,059.14	8,462.09	8,885.20	9,329.46	9,795.93
Annual	96,709.64	101,545.13	106,622.38	111,953.50	117,551.18

Electrician - Lead (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	49.7695	52.2580	54.8709	57.6144	60.4952
Bi-Weekly	3,981.56	4,180.64	4,389.67	4,609.16	4,839.61
Monthly	8,626.72	9,058.05	9,510.95	9,986.50	10,485.83
Annual	103,520.60	108,696.63	114,131.46	119,838.03	125,829.93

Environmental Services Aide FT (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	27.3863	28.7556	30.1934	31.7031	33.2883
Bi-Weekly	2,190.91	2,300.45	2,415.47	2,536.25	2,663.06
Monthly	4,746.96	4,984.31	5,233.53	5,495.20	5,769.96
Annual	56,963.57	59,811.75	62,802.34	65,942.45	69,239.58

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

	Step A	Step B	Step C	Step D	Step E
Hourly	27.3863	28.7556	30.1934	31.7031	33.2883
Bi-Weekly	985.91	1,035.20	1,086.96	1,141.31	1,198.38
Monthly	2,136.13	2,242.94	2,355.09	2,472.84	2,596.48
Annual	25,633.61	26,915.29	28,261.05	29,674.10	31,157.81

Executive Assistant to the City Manager (Non Bargaining- SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	43.5229	45.6990	47.9840	50.3832	52.9023
Bi-Weekly	3,481.83	3,655.92	3,838.72	4,030.66	4,232.19
Monthly	7,543.97	7,921.17	8,317.22	8,733.09	9,169.74
Annual	90,527.62	95,054.00	99,806.70	104,797.03	110,036.88

Financial Service Manager (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	65.9617	69.2598	72.7228	76.3589	80.1768
Bi-Weekly	5,276.93	5,540.78	5,817.82	6,108.71	6,414.15
Monthly	11,433.36	12,005.03	12,605.28	13,235.54	13,897.32
Annual	137,200.29	144,060.31	151,263.32	158,826.49	166,767.81

Fiscal Analyst (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	55.5222	58.2983	61.2132	64.2739	67.4876
Bi-Weekly	4,441.77	4,663.86	4,897.06	5,141.91	5,399.00
Monthly	9,623.84	10,105.04	10,610.29	11,140.80	11,697.84
Annual	115,486.13	121,260.44	127,323.46	133,689.63	140,374.11

Grants Coordinator (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	41.6347	43.7164	45.9022	48.1973	50.6072
Bi-Weekly	3,330.77	3,497.31	3,672.18	3,855.79	4,048.57
Monthly	7,216.67	7,577.51	7,956.38	8,354.20	8,771.91
Annual	86,600.09	90,930.09	95,476.60	100,250.43	105,262.95

Housing Project Manager (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	56.1060	58.9113	61.8569	64.9497	68.1972
Bi-Weekly	4,488.48	4,712.90	4,948.55	5,195.98	5,455.77
Monthly	9,725.04	10,211.29	10,721.86	11,257.95	11,820.85
Annual	116,700.47	122,535.49	128,662.27	135,095.38	141,850.15

Housing Specialist I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	36.6678	38.5012	40.4263	42.4476	44.5699
Bi-Weekly	2,933.42	3,080.10	3,234.10	3,395.81	3,565.60
Monthly	6,355.75	6,673.54	7,007.22	7,357.58	7,725.46
Annual	76,269.04	80,082.49	84,086.62	88,290.95	92,705.50

Housing Specialist II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	45.8075	48.0979	50.5028	53.0279	55.6793
Bi-Weekly	3,664.60	3,847.83	4,040.22	4,242.23	4,454.35
Monthly	7,939.97	8,336.97	8,753.82	9,191.51	9,651.08
Annual	95,279.63	100,043.61	105,045.79	110,298.08	115,812.98

Housing & Economic Development Manager (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	68.6849	72.1192	75.7251	79.5114	83.4870
Bi-Weekly	5,494.79	5,769.53	6,058.01	6,360.91	6,678.96
Monthly	11,905.39	12,500.66	13,125.69	13,781.98	14,471.07
Annual	142,864.66	150,007.89	157,508.29	165,383.70	173,652.89

Human Resource Manager (Non Bargaining- MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	68.0071	71.4074	74.9778	78.7267	82.6630
Bi-Weekly	5,440.57	5,712.60	5,998.22	6,298.14	6,613.04
Monthly	11,787.89	12,377.29	12,996.15	13,645.96	14,328.26
Annual	141,454.74	148,527.47	155,953.85	163,751.54	171,939.12

Human Resources Technician I (Non Bargaining- SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	41.4192	43.4902	45.6647	47.9479	50.3453
Bi-Weekly	3,313.54	3,479.22	3,653.18	3,835.84	4,027.63
Monthly	7,179.33	7,538.30	7,915.22	8,310.98	8,726.53
Annual	86,152.01	90,459.61	94,982.59	99,731.72	104,718.30

Human Resources Technician II (Non Bargaining- SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	45.5612	47.8393	50.2312	52.7428	55.3799
Bi-Weekly	3,644.90	3,827.14	4,018.50	4,219.42	4,430.39
Monthly	7,897.27	8,292.14	8,706.75	9,142.08	9,599.19
Annual	94,767.29	99,505.66	104,480.94	109,704.99	115,190.24

Information Technology Manager (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	75.0204	78.7715	82.7100	86.8455	91.1878
Bi-Weekly	6,001.63	6,301.72	6,616.80	6,947.64	7,295.02
Monthly	13,003.54	13,653.72	14,336.40	15,053.22	15,805.89
Annual	156,042.50	163,844.62	172,036.85	180,638.70	189,670.63

Information Technology Specialist I (SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	36.6678	38.5012	40.4262	42.4476	44.5699
Bi-Weekly	2,933.42	3,080.09	3,234.10	3,395.80	3,565.59
Monthly	6,355.75	6,673.54	7,007.22	7,357.58	7,725.46
Annual	76,269.01	80,082.46	84,086.59	88,290.91	92,705.46

Information Technology Specialist II (SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	45.8075	48.0979	50.5028	53.0279	55.6793
Bi-Weekly	3,664.60	3,847.83	4,040.22	4,242.23	4,454.34
Monthly	7,939.97	8,336.96	8,753.81	9,191.50	9,651.08
Annual	95,279.60	100,043.58	105,045.76	110,298.04	115,812.95

Kitchen Aide - (0.5 FTE, 1040 Hrs) (SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	18.8601	19.8031	20.7933	21.8330	22.9246
Bi-Weekly	754.41	792.13	831.73	873.32	916.98
Monthly	1,634.55	1,716.27	1,802.09	1,892.19	1,986.80
Annual	19,614.54	20,595.27	21,625.03	22,706.28	23,841.60

Maintenance Manager (MEA)					
	Step A	Step B	Step C	Step D	Step E
Hourly	66.8105	70.1510	73.6585	77.3415	81.2085
Bi-Weekly	5,344.84	5,612.08	5,892.68	6,187.32	6,496.68
Monthly	11,580.48	12,159.51	12,767.48	13,405.85	14,076.15
Annual	138,965.78	145,914.07	153,209.77	160,870.26	168,913.77

Maintenance Worker I (SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	29.9452	31.4424	33.0146	34.6653	36.3985
Bi-Weekly	2,395.61	2,515.39	2,641.16	2,773.22	2,911.88
Monthly	5,190.50	5,450.02	5,722.52	6,008.65	6,309.08
Annual	62,285.96	65,400.26	68,670.27	72,103.78	75,708.97

Maintenance Worker II (SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	33.2834	34.9476	36.6950	38.5297	40.4562
Bi-Weekly	2,662.67	2,795.81	2,935.60	3,082.38	3,236.50
Monthly	5,769.12	6,057.58	6,360.46	6,678.48	7,012.41
Annual	69,229.48	72,690.96	76,325.51	80,141.78	84,148.87

Maintenance Worker III (SEIU)					
	Step A	Step B	Step C	Step D	Step E
Hourly	37.0756	38.9294	40.8758	42.9196	45.0656
Bi-Weekly	2,966.05	3,114.35	3,270.07	3,433.57	3,605.25
Monthly	6,426.43	6,747.76	7,085.14	7,439.40	7,811.37
Annual	77,117.20	80,973.06	85,021.72	89,272.80	93,736.44

Management Analyst I (MEA)

		Step A	Step B	Step C	Step D	Step E
Hourly		46.2317	48.5433	50.9704	53.5190	56.1949
Bi-Weekly		3,698.54	3,883.46	4,077.63	4,281.52	4,495.59
Monthly		8,013.49	8,414.17	8,834.88	9,276.62	9,740.45
Annual		96,161.91	100,970.01	106,018.51	111,319.43	116,885.40

Management Analyst II (MEA)

		Step A	Step B	Step C	Step D	Step E
Hourly		55.5221	58.2982	61.2132	64.2738	67.4875
Bi-Weekly		4,441.77	4,663.86	4,897.05	5,141.91	5,399.00
Monthly		9,623.84	10,105.03	10,610.28	11,140.79	11,697.83
Annual		115,486.05	121,260.35	127,323.37	133,689.54	140,374.01

Neighborhood Preservation Officer I (SEIU)

		Step A	Step B	Step C	Step D	Step E
Hourly		37.0805	38.9345	40.8812	42.9253	45.0715
Bi-Weekly		2,966.44	3,114.76	3,270.50	3,434.02	3,605.72
Monthly		6,427.28	6,748.65	7,086.08	7,440.38	7,812.40
Annual		77,127.38	80,983.75	85,032.94	89,284.58	93,748.81

Neighborhood Preservation Officer II (SEIU)

		Step A	Step B	Step C	Step D	Step E
Hourly		42.4903	44.6148	46.8456	49.1879	51.6472
Bi-Weekly		3,399.23	3,569.19	3,747.65	3,935.03	4,131.78
Monthly		7,364.99	7,733.24	8,119.90	8,525.89	8,952.19
Annual		88,379.86	92,798.85	97,438.80	102,310.74	107,426.27

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

		Step A	Step B	Step C	Step D	Step E
Hourly		23.0283	24.1797	25.3887	26.6582	27.9911
Bi-Weekly		1,381.70	1,450.78	1,523.32	1,599.49	1,679.46
Monthly		2,993.68	3,143.37	3,300.53	3,465.56	3,638.84
Annual		35,924.18	37,720.38	39,606.40	41,586.72	43,666.06

Office Assistant (SEIU)

		Step A	Step B	Step C	Step D	Step E
Hourly		28.7340	30.1707	31.6792	33.2632	34.9264
Bi-Weekly		2,298.72	2,413.66	2,534.34	2,661.06	2,794.11
Monthly		4,980.56	5,229.59	5,491.07	5,765.62	6,053.90
Annual		59,766.73	62,755.06	65,892.81	69,187.46	72,646.83

Paralegal (Non Bargaining- SEIU)

		Step A	Step B	Step C	Step D	Step E
Hourly		43.7484	45.9358	48.2326	50.6443	53.1765
Bi-Weekly		3,499.87	3,674.87	3,858.61	4,051.54	4,254.12
Monthly		7,583.06	7,962.21	8,360.32	8,778.34	9,217.26
Annual		90,996.73	95,546.56	100,323.89	105,340.09	110,607.09

Planning Manager (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	70.0878	73.5922	77.2718	81.1354	85.1921
Bi-Weekly	5,607.02	5,887.37	6,181.74	6,490.83	6,815.37
Monthly	12,148.55	12,755.97	13,393.77	14,063.46	14,766.63
Annual	145,782.56	153,071.69	160,725.27	168,761.54	177,199.61

Planning Permit Technician (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	33.0329	34.6846	36.4188	38.2397	40.1517
Bi-Weekly	2,642.63	2,774.77	2,913.50	3,059.18	3,212.14
Monthly	5,725.71	6,011.99	6,312.59	6,628.22	6,959.63
Annual	68,708.49	72,143.92	75,751.11	79,538.67	83,515.60

Police Captain (Non Bargaining- MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	90.1947	94.7045	99.4397	104.4117	109.6323
Bi-Weekly	7,215.58	7,576.36	7,955.18	8,352.93	8,770.58
Monthly	15,633.75	16,415.44	17,236.21	18,098.02	19,002.92
Annual	187,605.03	196,985.29	206,834.55	217,176.28	228,035.09

Police Chief (Executive)

	Step A	Step B	Step C	Step D	Step E
Hourly	99.8630	104.8562	110.0990	115.6040	121.3842
Bi-Weekly	7,989.04	8,388.50	8,807.92	9,248.32	9,710.73
Monthly	17,309.59	18,175.07	19,083.83	20,038.02	21,039.92
Annual	207,715.13	218,100.88	229,005.93	240,456.22	252,479.03

Police Officer - Academy Graduate/ Basic (POA)

	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Hourly	49.5998	52.0798	54.6838	57.4180	60.2889	63.3033	66.4685
Bi-Weekly	4,166.39	4,374.70	4,593.44	4,823.11	5,064.27	5,317.48	5,583.35
Monthly	9,027.17	9,478.53	9,952.45	10,450.08	10,972.58	11,521.21	12,097.27
Annual	108,326.01	113,742.31	119,429.43	125,400.90	131,670.95	138,254.49	145,167.22

Police Records Clerk I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	30.5421	32.0692	33.6727	35.3563	37.1241
Bi-Weekly	2,443.37	2,565.54	2,693.81	2,828.51	2,969.93
Monthly	5,293.97	5,558.66	5,836.60	6,128.43	6,434.85
Annual	63,527.60	66,703.98	70,039.18	73,541.13	77,218.19

Police Records Clerk II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	33.9227	35.6188	37.3998	39.2698	41.2333
Bi-Weekly	2,713.82	2,849.51	2,991.98	3,141.58	3,298.66
Monthly	5,879.93	6,173.93	6,482.63	6,806.76	7,147.10
Annual	70,559.21	74,087.17	77,791.53	81,681.11	85,765.16

Police Records Supervisor (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	42.5684	44.6968	46.9317	49.2782	51.7422
Bi-Weekly	3,405.47	3,575.75	3,754.53	3,942.26	4,139.37
Monthly	7,378.52	7,747.45	8,134.82	8,541.56	8,968.64
Annual	88,542.28	92,969.39	97,617.86	102,498.76	107,623.70

Police Sergeant - Basic (POA)

	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Hourly	59.5601	62.5381	65.6650	68.9482	72.3956	76.0154	79.8162
Bi-Weekly	5,003.04	5,253.20	5,515.86	5,791.65	6,081.23	6,385.29	6,704.56
Monthly	10,839.93	11,381.93	11,951.02	12,548.57	13,176.00	13,834.80	14,526.54
Annual	130,079.15	136,583.11	143,412.27	150,582.88	158,112.03	166,017.63	174,318.51

Property and Evidence Technician (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	37.3838	39.2530	41.2157	43.2765	45.4403
Bi-Weekly	2,990.71	3,140.24	3,297.26	3,462.12	3,635.22
Monthly	6,479.87	6,803.86	7,144.05	7,501.26	7,876.32
Annual	77,758.40	81,646.32	85,728.64	90,015.07	94,515.82

Public Works Director / District Engineer (Executive)

	Step A	Step B	Step C	Step D	Step E
Hourly	97.2033	102.0634	107.1666	112.5249	118.1512
Bi-Weekly	7,776.26	8,165.07	8,573.33	9,001.99	9,452.09
Monthly	16,848.57	17,690.99	18,575.54	19,504.32	20,479.54
Annual	202,182.79	212,291.93	222,906.52	234,051.85	245,754.44

Public Works Supervisor (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	53.8156	56.5064	59.3317	62.2983	65.4132
Bi-Weekly	4,305.25	4,520.51	4,746.54	4,983.87	5,233.06
Monthly	9,328.04	9,794.45	10,284.17	10,798.38	11,338.30
Annual	111,936.53	117,533.35	123,410.02	129,580.52	136,059.55

Recreation Leader I FT (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	17.9735	18.8722	19.8158	20.8066	21.8469
Bi-Weekly	1,437.88	1,509.77	1,585.26	1,664.53	1,747.75
Monthly	3,115.41	3,271.18	3,434.74	3,606.47	3,786.80
Annual	37,384.88	39,254.12	41,216.83	43,277.67	45,441.56

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

	Step A	Step B	Step C	Step D	Step E
Hourly	17.9735	18.8722	19.8158	20.8066	21.8469
Bi-Weekly	647.05	679.40	713.37	749.04	786.49
Monthly	1,401.93	1,472.03	1,545.63	1,622.91	1,704.06
Annual	16,823.20	17,664.36	18,547.57	19,474.95	20,448.70

Recreation Leader II FT (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	19.1788	20.1378	21.1447	22.2019	23.3120
Bi-Weekly	1,534.31	1,611.02	1,691.57	1,776.15	1,864.96
Monthly	3,324.33	3,490.55	3,665.08	3,848.33	4,040.75
Annual	39,892.00	41,886.60	43,980.93	46,179.97	48,488.97

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

	Step A	Step B	Step C	Step D	Step E
Hourly	19.1788	20.1378	21.1447	22.2019	23.3120
Bi-Weekly	690.44	724.96	761.21	799.27	839.23
Monthly	1,495.95	1,570.75	1,649.28	1,731.75	1,818.34
Annual	17,951.40	18,848.97	19,791.42	20,780.99	21,820.04

Recreation Program Coordinator (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	37.0222	38.8733	40.8169	42.8578	45.0007
Bi-Weekly	2,961.77	3,109.86	3,265.36	3,428.62	3,600.05
Monthly	6,417.18	6,738.03	7,074.94	7,428.68	7,800.12
Annual	77,006.11	80,856.41	84,899.23	89,144.19	93,601.40

Rent Stabilization Administrator (MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	67.8723	71.2659	74.8292	78.5707	82.4992
Bi-Weekly	5,429.78	5,701.27	5,986.34	6,285.65	6,599.94
Monthly	11,764.53	12,352.76	12,970.40	13,618.92	14,299.86
Annual	141,174.41	148,233.13	155,644.78	163,427.02	171,598.37

Rent Stabilization Program Coordinator I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	38.1328	40.0395	42.0414	44.1435	46.3507
Bi-Weekly	3,050.63	3,203.16	3,363.32	3,531.48	3,708.06
Monthly	6,609.69	6,940.18	7,287.18	7,651.54	8,034.12
Annual	79,316.29	83,282.11	87,446.21	91,818.52	96,409.45

Rent Stabilization Program Coordinator II (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	45.8075	48.0978	50.5027	53.0279	55.6792
Bi-Weekly	3,664.60	3,847.83	4,040.22	4,242.23	4,454.34
Monthly	7,939.96	8,336.96	8,753.80	9,191.49	9,651.07
Annual	95,279.51	100,043.48	105,045.66	110,297.94	115,812.84

Secretary I (SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	29.2663	30.7296	32.2661	33.8794	35.5734
Bi-Weekly	2,341.30	2,458.37	2,581.29	2,710.35	2,845.87
Monthly	5,072.83	5,326.47	5,592.79	5,872.43	6,166.05
Annual	60,873.91	63,917.61	67,113.49	70,469.16	73,992.62

Secretary II (SEIU)

		Step A	Step B	Step C	Step D	Step E
Hourly		32.6021	34.2322	35.9438	37.7410	39.6280
Bi-Weekly		2,608.17	2,738.57	2,875.50	3,019.28	3,170.24
Monthly		5,651.02	5,933.58	6,230.25	6,541.77	6,868.86
Annual		67,812.30	71,202.91	74,763.06	78,501.21	82,426.27

Senior Accounting Technician (SEIU)

		Step A	Step B	Step C	Step D	Step E
Hourly		36.7377	38.5745	40.5033	42.5284	44.6548
Bi-Weekly		2,939.01	3,085.96	3,240.26	3,402.27	3,572.39
Monthly		6,367.86	6,686.25	7,020.57	7,371.59	7,740.17
Annual		76,414.32	80,235.03	84,246.78	88,459.12	92,882.08

Senior Engineer (MEA)

		Step A	Step B	Step C	Step D	Step E
Hourly		66.8104	70.1509	73.6585	77.3414	81.2085
Bi-Weekly		5,344.83	5,612.08	5,892.68	6,187.31	6,496.68
Monthly		11,580.47	12,159.50	12,767.47	13,405.85	14,076.14
Annual		138,965.68	145,913.96	153,209.66	160,870.14	168,913.65

Senior Management Analyst (MEA)

		Step A	Step B	Step C	Step D	Step E
Hourly		61.0744	64.1281	67.3345	70.7012	74.2363
Bi-Weekly		4,885.95	5,130.25	5,386.76	5,656.10	5,938.90
Monthly		10,586.22	11,115.53	11,671.31	12,254.87	12,867.62
Annual		127,034.65	133,386.38	140,055.70	147,058.49	154,411.41

Senior Planner (MEA)

		Step A	Step B	Step C	Step D	Step E
Hourly		55.6386	58.4206	61.3416	64.4087	67.6291
Bi-Weekly		4,451.09	4,673.65	4,907.33	5,152.69	5,410.33
Monthly		9,644.03	10,126.23	10,632.54	11,164.17	11,722.38
Annual		115,728.38	121,514.80	127,590.54	133,970.07	140,668.57

Support Services Manager (MEA)

		Step A	Step B	Step C	Step D	Step E
Hourly		60.6754	63.7092	66.8947	70.2394	73.7514
Bi-Weekly		4,854.04	5,096.74	5,351.57	5,619.15	5,900.11
Monthly		10,517.08	11,042.93	11,595.08	12,174.83	12,783.57
Annual		126,204.93	132,515.17	139,140.93	146,097.98	153,402.88

Utility Manager (MEA)

		Step A	Step B	Step C	Step D	Step E
Hourly		75.1639	78.9220	82.8682	87.0116	91.3621
Bi-Weekly		6,013.11	6,313.76	6,629.45	6,960.92	7,308.97
Monthly		13,028.40	13,679.82	14,363.81	15,082.00	15,836.10
Annual		156,340.82	164,157.86	172,365.76	180,984.04	190,033.25

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

	Step A	Step B	Step C	Step D	Step E
Hourly	25.0399	26.2919	27.6065	28.9868	30.4362
Bi-Weekly	1,001.60	1,051.68	1,104.26	1,159.47	1,217.45
Monthly	2,170.13	2,278.63	2,392.56	2,512.19	2,637.80
Annual	26,041.51	27,343.59	28,710.77	30,146.31	31,653.62

Temporary and Limited Duration Classifications**Human Resources Technician I (18 Month LTD) (Non Bargaining- SEIU)**

	Step A	Step B	Step C	Step D	Step E
Hourly	41.4192	43.4902	45.6647	47.9479	50.3453
Bi-Weekly	3,313.54	3,479.22	3,653.18	3,835.84	4,027.63
Monthly	7,179.33	7,538.30	7,915.22	8,310.98	8,726.53
Annual	86,152.01	90,459.61	94,982.59	99,731.72	104,718.30

Human Resources Technician II (18 Month LTD) (Non Bargaining- SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	45.5612	47.8393	50.2312	52.7428	55.3799
Bi-Weekly	3,644.90	3,827.14	4,018.50	4,219.42	4,430.39
Monthly	7,897.27	8,292.14	8,706.75	9,142.08	9,599.19
Annual	94,767.29	99,505.66	104,480.94	109,704.99	115,190.24

Management Analyst I (1 Year LTD) (Non Bargaining)

	Step A	Step B	Step C	Step D	Step E
Hourly	46.2317	48.5433	50.9704	53.5190	56.1949
Bi-Weekly	3,698.54	3,883.46	4,077.63	4,281.52	4,495.59
Monthly	8,013.49	8,414.17	8,834.88	9,276.62	9,740.45
Annual	96,161.91	100,970.01	106,018.51	111,319.43	116,885.40

Management Analyst II (1 Year LTD) (Non Bargaining)

	Step A	Step B	Step C	Step D	Step E
Hourly	55.5221	58.2982	61.2132	64.2738	67.4875
Bi-Weekly	4,441.77	4,663.86	4,897.05	5,141.91	5,399.00
Monthly	9,623.84	10,105.03	10,610.28	11,140.79	11,697.83
Annual	115,486.05	121,260.35	127,323.37	133,689.54	140,374.01

Police Recruit (Temporary- Non Bargaining)

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

Special Projects Manager (960 HRS LTD) (Temporary- Non Bargaining)

Hourly				65.1000	69.3300
Bi-Weekly				2,403.69	2,559.88
Monthly				5,208.00	5,546.40
Annual				62,496.00	66,556.80

Special Projects Manager (2 Year LTD) (Temporary- Non Bargaining)

Hourly					65.1000	69.3300
Bi-Weekly					2,403.69	2,559.88
Monthly					5,208.00	5,546.40
Annual					62,496.00	66,556.80

Utility Manager (6-Month LTD) (Non Bargaining- MEA)

	Step A	Step B	Step C	Step D	Step E
Hourly	75.1639	78.9220	82.8682	87.0116	91.3621
Bi-Weekly	6,013.11	6,313.76	6,629.45	6,960.92	7,308.97
Monthly	13,028.40	13,679.82	14,363.81	15,082.00	15,836.10
Annual	156,340.82	164,157.86	172,365.76	180,984.04	190,033.25

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

	Step A				
Hourly	17.4500				100.0000
Bi-Weekly					
Monthly					
Annual					

Housing Specialist I (1 Year LTD) (Non Bargaining- SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	36.6678	38.5012	40.4263	42.4476	44.5699
Bi-Weekly	2,933.42	3,080.10	3,234.10	3,395.81	3,565.60
Monthly	6,355.75	6,673.54	7,007.22	7,357.58	7,725.46
Annual	76,269.04	80,082.49	84,086.62	88,290.95	92,705.50

Housing Specialist II (1 Year LTD) (Non Bargaining- SEIU)

	Step A	Step B	Step C	Step D	Step E
Hourly	45.8075	48.0979	50.5028	53.0279	55.6793
Bi-Weekly	3,664.60	3,847.83	4,040.22	4,242.23	4,454.35
Monthly	7,939.97	8,336.97	8,753.82	9,191.51	9,651.08
Annual	95,279.63	100,043.61	105,045.79	110,298.08	115,812.98