

# MEMORANDUM



**To:** Executive Management Team

**Date:** March 14, 2019

**From:** Executive Director of Human Resources

**Subject:** Revised Salary Schedule – Fiscal Year 2018-2019

Attached for your reference is a copy of the City's revised Basic Salary and Wage Schedule for fiscal year 2018-2019. This edition incorporates all classification and compensation changes effective through March 1, 2019.

If you have any questions, please call Carrie Hanes at Extension 6967.

A handwritten signature in blue ink, appearing to read "Steven V. Pham", is written over a horizontal line. The signature is stylized and includes a long horizontal stroke extending to the right.

Steven V. Pham

Distribution:

Middle Managers  
Administrative Managers  
Human Resources  
Department Payroll Specialists

SVP:CH:LM

CITY OF SANTA ANA

BASIC SALARY AND WAGE SCHEDULE

FISCAL YEAR 2018-2019

Updated as of 03/01/2019



The City's basic salary and wage schedule provides for a number of ranges of pay rates (salary rate ranges), each comprised of pay steps or rates. The salary rate ranges are identified by a three-digit number and the steps by the letters AAA to E inclusive. Not all salary rate ranges are comprised of seven steps. For non-management employees, the purpose of each step and the length of service required for advancement within the rate range are summarized as follows:

For non management employees, represented by SEIU:

AAA Step Normal beginning pay rate.

- AA Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.
- A Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- B Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- D Step Automatic Increase - After 12 months' service in next lower step. Also maximum hiring rate.
- E Step Merit Rate - After 12 months' service in next lower step.

For non-management employees, represented by CASA:

AA Step Normal beginning pay rate.

- A Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.
- B Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- D Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- E Step Merit Rate - After 12 months' service in next lower step. Also optional hiring rate.

For non-management employees, represented by POA:

A Step Normal beginning pay rate.

- B Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase - After 12 months' service in next lower step. Also maximum hiring rate.
- D Step Automatic Increase - After 12 months' service in next lower step.
- E Step Merit Rate - After 12 months' service in next lower step.

NOTE: Certain management classes in Police Services have been designated as "Represented Management" (RM). While such classes are assigned to five (5) step salary rate ranges, the effective range of rates for personnel represented by the Police Management Association (PMA) is limited to the first four (4) steps, "A" through "D," of the assigned range.

Additionally, employees of said classes may be initially appointed at any of the first three steps, Step "A," Step "B," or Step "C" within their applicable rate range, and the length of service required for advancement to the next higher step is one (1) year. For SEIU Part Time Civil Service see Memorandum of Understanding 07/01/2017-12/31/2018 Section 4.2 Step Advancement and Exhibit B list of job titles and rate ranges.

In the salary schedule matrix found on page 2, each salary range is identified by a three-digit number. The first two digits are listed in the first vertical column on the left and the third digit is listed horizontally across the top and identifies the appropriate column. This three-digit range number locates the starting step ("AAA, AA" or "A") of the range depending on whether the class has been assigned 5, 6 or 7 steps and the subsequent steps ("AA, A," "B," "C," "D" and "E") are found in the column directly below the starting step.

For example, "AAA" step of Range No. 501 is found to be \$2402 by moving down the left column (Range No.) to the number 50 (the first two digits of the Range No.), then horizontally to column 1 (the third digit of the Range No.). The "AAA" step of \$2402 has the remaining steps shown directly below; thus the full, seven-step range is 2402-2523-2650-2782-2921-3067-3221. In the same manner, Range No. 555 is found to be 3129-3285-3449-3622-3803-3994-4194.

SALARY SCHEDULE MATRIX

	0	1	2	3	4	5	6	7	8	9
43	1700	1708	1717	1725	1734	1742	1751	1760	1769	1778
44	1785	1793	1802	1811	1820	1830	1839	1848	1857	1866
45	1874	1883	1892	1902	1911	1921	1930	1940	1950	1960
46	1968	1977	1987	1997	2007	2017	2027	2037	2048	2058
47	2066	2076	2086	2097	2107	2118	2128	2139	2150	2160
48	2169	2179	2190	2201	2212	2223	2234	2246	2257	2268
49	2277	2288	2299	2311	2322	2334	2346	2357	2369	2381
50	2391	2402	2414	2427	2439	2451	2463	2475	2488	2500
51	2511	2523	2536	2548	2561	2574	2587	2600	2613	2626
52	2637	2650	2663	2676	2690	2703	2717	2730	2744	2758
53	2769	2782	2796	2810	2824	2838	2853	2867	2881	2896
54	2907	2921	2936	2950	2965	2980	2995	3010	3025	3040
55	3052	3067	3082	3098	3113	3129	3144	3160	3176	3192
56	3205	3221	3237	3253	3269	3285	3302	3318	3335	3352
57	3365	3381	3398	3415	3432	3449	3467	3484	3501	3519
58	3533	3550	3568	3586	3604	3622	3640	3658	3676	3695
59	3710	3728	3747	3765	3784	3803	3822	3841	3861	3880
60	3896	3915	3935	3954	3974	3994	4014	4034	4054	4074
61	4091	4111	4132	4152	4173	4194	4215	4236	4257	4278
62	4296	4317	4339	4360	4382	4404	4426	4448	4470	4493
63	4511	4533	4556	4579	4601	4624	4648	4671	4694	4718
64	4741	4764	4787	4810	4834	4858	4882	4906	4930	4954
65	4978	5002	5026	5051	5076	5101	5126	5151	5176	5201
66	5226	5252	5278	5304	5330	5356	5382	5408	5434	5461
67	5488	5515	5542	5569	5596	5623	5650	5678	5706	5734
68	5762	5790	5818	5847	5876	5905	5934	5963	5992	6021
69	6050	6080	6110	6140	6170	6200	6230	6260	6291	6322
70	6353	6384	6415	6446	6478	6510	6542	6574	6606	6638
71	6670	6702	6735	6768	6801	6835	6869	6903	6937	6971
72	7005	7039	7073	7107	7141	7176	7211	7247	7283	7319
73	7355	7391	7427	7463	7499	7535	7571	7609	7647	7685
74	7723	7761	7799	7837	7875	7913	7951	7989	8029	8069
75	8109	8149	8189	8229	8269	8309	8349	8389	8431	8473
76	8515	8557	8599	8641	8683	8725	8767	8809	8853	8897
77	8941	8985	9029	9073	9117	9161	9205	9250	9296	9342
78	9388	9434	9482	9529	9577	9625	9673	9721	9770	9819
79	9857	9906	9955	10005	10055	10105	10156	10207	10258	10309
80	10350	10401	10453	10506	10558	10611	10664	10717	10771	10825
81	10868	10922	10976	11031	11086	11142	11198	11254	11310	11366
82	11411	11468	11525	11583	11640	11699	11757	11816	11875	11934
83	11982	12041	12102	12162	12223	12284	12345	12407	12469	12532
84	12581	12643	12707	12770	12834	12898	12963	13027	13093	13158
85	13210	13275	13342	13409	13476	13543	13611	13678	13748	13816
86	13871	13939	14009	14079	14150	14220	14292	14362	14435	14507
87	14565	14636	14709	14783	14858	14931	15007	15080	15157	15232
88	15293	15368	15444	15522	15601	15678	15757	15834	15915	15994
89	16058	16136	16216	16298	16381	16462	16545	16626	16711	16794
90	16861	16943	17027	17113	17200	17285	17372	17457	17547	17634

**CITY OF SANTA ANA**  
 Consolidated Alphabetical List of Regular Classes  
 and Assignment of Classes to Salary Rate Ranges  
 for Fiscal Year 2018-2019

UNIT CODE	JOB CODE	JOB TITLE	UPDATE		MONTHLY SALARY RATE RANGES						
			1/1/2019 RANGE NO.	3/1/2019 RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	01140	ACCOUNTANT I	651	651	5002	5252	5515	5790	6080	6384	6702
SEIU 6	01150gg	ACCOUNTANT II	680	680	5762	6050	6353	6670	7005	7355	7723
SEIU 6	07010	ACCOUNTING ASSISTANT	600	600	3896	4091	4296	4511	4741	4978	5226
SEIU 6	07015	ACCOUNTING ASSISTANT/SYSTEMS TECHNICIAN	600	600	3896	4091	4296	4511	4741	4978	5226
MID M-NS	01120	ACCOUNTING MANAGER (MM)	MM-25	MM-25			9581	-	11388	-	14223
SEIU 6	07009	ACCOUNTS PAYABLE SUPERVISOR	654	654	5076	5330	5596	5876	6170	6478	6801
SEIU 6	01295	ACTIVE TRANSPORTATION COORDINATOR	696	696	6230	6542	6869	7211	7571	7951	8349
UC	07271	ADMINISTRATIVE SECRETARY (UC)**	610	610		4439	4661	4894	5144	5401	5670
MID M-NS	00190	ADMINISTRATIVE SERVICES MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
POA-NS	03920	ANIMAL SERVICE OFFICER I	642	652			5026	5278	5542	5818	6110
POA-NS	03930	ANIMAL SERVICE OFFICER II	672	682			5818	6110	6415	6735	7073
ADMIN MGMT-NS	02910	APPLICATIONS SYSTEMS MANAGER (AM)**	AM774	AM774			9893	10391	10911	11456	12030
ADMIN MGMT-NS	02915	APPLICATIONS/TECH SUPPORT MANAGER (AM)**	AM784	AM784			10391	10911	11456	12030	12631
SEIU 6	02845	ARTS & CULTURE SPECIALIST	651	651	5002	5252	5515	5790	6080	6384	6702
SEIU 6	01722	ASSET MANAGEMENT ANALYST	672	672	5542	5818	6110	6415	6735	7073	7427
SEIU 6	00270	ASSISTANT BUYER	621	621	4317	4533	4764	5002	5252	5515	5790
MID M-NS	01620	ASSISTANT CITY ATTORNEY (MM)	MM-22	MM-22			8898	-	10577	-	13207
EXEC-NS	00090	ASSISTANT CITY MANAGER (EM)	EM-39	EM-39			11842	-	14075	-	16732
MID M-NS	01710	ASSISTANT CLERK OF THE COUNCIL (MM)	MM-18	MM-18			8061	-	9581	-	11964
MID M-NS	02865	ASSISTANT DIR OF COMMUNITY DEVELOPMENT (MM)	MM-26	MM-26			9821	-	11673	-	14576
MID M-NS	01180	ASSISTANT DIR OF FINANCE AND MANAGEMENT SVCS (MM)	MM-28	MM-28			10317	-	12262	-	15315
MID M-NS	01835	ASSISTANT DIR OF HUMAN RESOURCES (MM)	MM-26	MM-26			9821	-	11673	-	14576
MID M-NS	00380	ASSISTANT DIR OF PARKS, REC, AND CMTY SVCS (MM)	MM-26	MM-26			9821	-	11673	-	14576
MID M-NS	02492	ASSISTANT DIR OF PLANNING AND BUILDING (MM)	MM-28	MM-28			10317	-	12262	-	15315
SEIU 6	01390m	ASSISTANT ENGINEER I	720	720	7005	7355	7723	8109	8515	8941	9388
SEIU 6	02100m	ASSISTANT ENGINEER II	733	733	7463	7837	8229	8641	9073	9529	10005
SEIU 6	00530	ASSISTANT FLEET EQUIPMENT TECHNICIAN	596	596	3822	4014	4215	4426	4648	4882	5126
SEIU 6	04125	ASSISTANT INSTRUMENT TECHNICIAN	628	628	4470	4694	4930	5176	5434	5706	5992
SEIU 6	05180	ASSISTANT LIBRARIAN	609	609	4074	4278	4493	4718	4954	5201	5461
SEIU 6	00280	ASSISTANT PARKS/LANDSCAPE PLANNER	661	661	5252	5515	5790	6080	6384	6702	7039
SEIU 6	01400m/n	ASSISTANT PLAN CHECK ENGINEER I	719	719	6971	7319	7685	8069	8473	8897	9342
SEIU 6	01410m/n	ASSISTANT PLAN CHECK ENGINEER II	733	733	7463	7837	8229	8641	9073	9529	10005
SEIU 6	00040	ASSISTANT PLANNER I	660	660	5226	5488	5762	6050	6353	6670	7005
SEIU 6	02440	ASSISTANT PLANNER II	680	680	5762	6050	6353	6670	7005	7355	7723
ADMIN MGMT-NS	01772	ASSISTANT PUBLIC WORKS MAINTENANCE MANAGER (AM)**	AM750	AM750			8798	9239	9701	10187	10696
MID M-NS	07721	ASSISTANT TO THE CITY MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
SEIU 6	02155	ASSISTANT TRAFFIC OPERATIONS ENGINEER	734	734	7499	7875	8269	8683	9117	9577	10055
SEIU 6	01040	ASSOCIATE PARK AND LANDSCAPE PLANNER	711	711	6702	7039	7391	7761	8149	8557	8985
SEIU 6	02280m/n	ASSOCIATE PLAN CHECK ENGINEER	748	748	8029	8431	8853	9296	9770	10258	10771

UNIT CODE	JOB CODE	JOB TITLE	1/1/2019	3/1/2019	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	02450	ASSOCIATE PLANNER	710	710	6670	7005	7355	7723	8109	8515	8941
POA-NS	06170	BACKGROUND INVESTIGATOR	657	667			5408	5678	5963	6260	6574
ADMIN MGMT-NS	00472	BENEFITS AND COMPENSATION MANAGER (AM)**	AM750	AM750			8798	9239	9701	10187	10696
ADMIN MGMT-NS	00471	BENEFITS SUPERVISOR (AM)**	AM723	AM723			7711	8098	8503	8929	9376
SEIU 6	05150	BIBLIOGRAPHIC TECHNICIAN	599	599	3880	4074	4278	4493	4718	4954	5201
UC	00497	BUDGET AIDE (UC)**	642	642		5194	5453	5727	6013	6313	6630
UC	00496	BUDGET ANALYST (UC)**	668	668		5897	6190	6501	6826	7168	7528
ADMIN MGMT-NS	06400	BUDGET AND RESEARCH MANAGER (AM)**	AM764	AM764			9422	9893	10391	10911	11456
ADMIN MGMT-NS	00493	BUDGET SUPERVISOR (AM)**	AM744	AM744			8544	8972	9422	9893	10391
SEIU 6	02300q	BUILDING INSPECTOR	661	661	5252	5515	5790	6080	6384	6702	7039
SEIU 6	04315	BUILDING MAINTENANCE AIDE	578	578	3501	3676	3861	4054	4257	4470	4694
SEIU 6	04310	BUILDING MAINTENANCE SUPERVISOR	670	670	5488	5762	6050	6353	6670	7005	7355
SEIU 6	04140	BUILDING MAINTENANCE TECHNICIAN	618	618	4257	4470	4694	4930	5176	5434	5706
MID M-NS	00940	BUILDING SAFETY MANAGER (MM)	MM-26	MM-26			9821	-	11673	-	14576
SEIU 6	02230q	BUILDING TECHNICIAN	613	613	4152	4360	4579	4810	5051	5304	5569
SEIU 6	01240	BUSINESS TAX COLLECTOR/INSPECTOR	624	624	4382	4601	4834	5076	5330	5596	5876
SEIU 6	01350k	BUYER	664	664	5330	5596	5876	6170	6478	6801	7141
SEIU 6	01355	BUYER/SYSTEMS TECHNICIAN	664	664	5330	5596	5876	6170	6478	6801	7141
SEIU 6	07030	CENTRAL SERVICES SUPERVISOR	625	625	4404	4624	4858	5101	5356	5623	5905
MID M-NS	01650	CHIEF ASSISTANT CITY ATTORNEY (MM)	MM-30	MM-30			10840	-	12884	-	16091
EXEC-NS	01701	CHIEF TECHNOLOGY INNOVATIONS OFFICER (EM)	EM-35	EM-35			10731	-	12752	-	15158
APPOINT	01690	CITY ATTORNEY (EM)*					Per Contract				
MID M-NS	00320	CITY ENGINEER (MM)	MM-28	MM-28			10317	-	12262	-	15315
APPOINT	01790	CITY MANAGER (EM)*					Per Contract				
MID M-NS	02150	CITY TRAFFIC ENGINEER (MM)	MM-25	MM-25			9581	-	11388	-	14223
APPOINT	01990	CLERK OF THE COUNCIL (EM)*	EM-33	EM-33			(STEP 1) Per Contract				
SEIU 6	02780h	CODE ENFORCEMENT ASSOCIATE	618	618	4257	4470	4694	4930	5176	5434	5706
MID M-NS	02750	CODE ENFORCEMENT MANAGER (MM)	MM-26	MM-26			9821	-	11673	-	14576
SEIU 6	02740h	CODE ENFORCEMENT OFFICER	662	662	5278	5542	5818	6110	6415	6735	7073
ADMIN MGMT-NS	02745	CODE ENFORCEMENT PRINCIPAL (AM)**	AM725	AM725			7787	8176	8585	9016	9467
SEIU 6	00070h	CODE ENFORCEMENT SUPERVISOR	686	686	5934	6230	6542	6869	7211	7571	7951
SEIU 6	06430q	COMBINATION BUILDING INSPECTOR	666	666	5382	5650	5934	6230	6542	6869	7211
POA-NS	07660	COMMUNICATIONS SERVICES OFFICER	637	647			4906	5151	5408	5678	5963
SEIU 6	07585	COMMUNITY DEVELOPMENT ANALYST	675	675	5623	5905	6200	6510	6835	7176	7535
SEIU 6	07321	COMMUNITY DEVELOPMENT COMMISSION SECRETARY	597	597	3841	4034	4236	4448	4671	4906	5151
MID M-NS	07615	COMMUNITY DEVELOPMENT MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
SEIU 6	07590	COMMUNITY DEVELOPMENT TECHNICIAN	629	629	4493	4718	4954	5201	5461	5734	6021
SEIU 6	00460	COMMUNITY EVENTS SUPERVISOR	685	685	5905	6200	6510	6835	7176	7535	7913
SEIU 6	05000	COMMUNITY LIAISON	681	681	5790	6080	6384	6702	7039	7391	7761
MID M-NS	01945	COMMUNITY SERVICES MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
SEIU 6	01940	COMMUNITY SERVICES SUPERVISOR	700	700	6353	6670	7005	7355	7723	8109	8515
SEIU 6	01440	COMPUTER OPERATOR	625	625	4404	4624	4858	5101	5356	5623	5905
SEIU 6	01000	COMPUTER PROGRAMMER	668	668	5434	5706	5992	6291	6606	6937	7283
SEIU 6	01430	COMPUTER SYSTEMS ANALYST/PROGRAMMER	688	688	5992	6291	6606	6937	7283	7647	8029
SEIU 6	02240u	CONSTRUCTION INSPECTOR I	660	660	5226	5488	5762	6050	6353	6670	7005

UNIT CODE	JOB CODE	JOB TITLE	1/1/2019	3/1/2019	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	00300u	CONSTRUCTION INSPECTOR II	671	671	5515	5790	6080	6384	6702	7039	7391
SEIU 6	01850w	CONTRACTS ADMINISTRATOR	666	666	5382	5650	5934	6230	6542	6869	7211
MID M-NS	04780	CORPORATE YARD FACILITIES/FLEET SVCS MGR (MM)	MM-22	MM-22			8898	-	10577	-	13207
ADMIN MGMT-NS	01970	CORRECTIONAL MANAGER (AM)**	AM737	AM737			8256	8668	9102	9558	10037
POA-NS	00310dd/oo/uu	CORRECTIONAL OFFICER	657	667			5408	5678	5963	6260	6574
SEIU 6	07630	CORRECTIONAL RECORDS SPECIALIST	561	561	3221	3381	3550	3728	3915	4111	4317
POA-NS	00370uu/vv	CORRECTIONAL SUPERVISOR	706	716			6869	7211	7571	7951	8349
MID M-NS	00400	COUNCIL SERVICES MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
UC	00830	COUNCIL SERVICES SECRETARY (UC)**	589	589		4010	4211	4421	4641	4876	5118
POA-NS	03995	CRIME RESEARCH AIDE	668	678			5706	5992	6291	6606	6937
POA-NS	03990	CRIME RESEARCH ANALYST	694	704			6478	6801	7141	7499	7875
SEIU 6	04005	CUSTODIAL AIDE/PORTER	523	523	2676	2810	2950	3098	3253	3415	3586
SEIU 6	04000k	CUSTODIAN	553	553	3098	3253	3415	3586	3765	3954	4152
SEIU 6	04090	CUSTODIAN SUPERVISOR	609	609	4074	4278	4493	4718	4954	5201	5461
SEIU 6	01220k	CUSTOMER SERVICE REPRESENTATIVE	608	608	4054	4257	4470	4694	4930	5176	5434
SEIU 6	04200	DATA ENTRY OFFICE ASST	578	578	3501	3676	3861	4054	4257	4470	4694
SEIU 6	07040cc	DATA ENTRY OPERATOR	569	569	3352	3519	3695	3880	4074	4278	4493
SEIU 6	02680	DATA ENTRY SPECIALIST	578	578	3501	3676	3861	4054	4257	4470	4694
MID M-NS	02250	DEPUTY BUILDING OFFICIAL/NEW CONSTRUCTION (MM)	MM-22	MM-22			8898	-	10577	-	13207
MID M-NS	02380	DEPUTY BUILDING OFFICIAL/PLAN CHECK (MM)	MM-25	MM-25			9581	-	11388	-	14223
MID M-NS	01610	DEPUTY CITY ATTORNEY (MM)	MM-12	MM-12			6948	-	8261	-	10317
MID M-NS	00315	DEPUTY CITY ENGINEER (MM)	MM-25	MM-25			9581	-	11388	-	14223
EXEC-NS	01791	DEPUTY CITY MANAGER (EM)	EM-44	EM-44			13397	-	15926	-	18933
SEIU 6	07050	DEPUTY CLERK OF THE COUNCIL	620	620	4296	4511	4741	4978	5226	5488	5762
SEIU 6	03100	DNA COORDINATOR	600	600	3896	4091	4296	4511	4741	4978	5226
SEIU 6	02653	DOWNTOWN DEVELOPMENT LIAISON	681	681	5790	6080	6384	6702	7039	7391	7761
SEIU 6	00570	ECONOMIC DEVELOPMENT AIDE	635	635	4624	4858	5101	5356	5623	5905	6200
MID M-NS	02690	ECONOMIC DEVELOPMENT MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
SEIU 6	00560	ECONOMIC DEVELOPMENT SPECIALIST I	681	681	5790	6080	6384	6702	7039	7391	7761
SEIU 6	00550	ECONOMIC DEVELOPMENT SPECIALIST II	710	710	6670	7005	7355	7723	8109	8515	8941
SEIU 6	00350	ECONOMIC DEVELOPMENT SPECIALIST III	740	740	7723	8109	8515	8941	9388	9857	10350
SEIU 6	02310q	ELECTRICAL INSPECTOR	663	663	5304	5569	5847	6140	6446	6768	7107
POA-NS	02705	EMERGENCY OPERATIONS COORDINATOR	726	736			7571	7951	8349	8767	9205
SEIU 6	04270	EMPLOYMENT SERVICES FISCAL SPECIALIST	651	651	5002	5252	5515	5790	6080	6384	6702
SEIU 6	02030	ENGINEERING AIDE	614	614	4173	4382	4601	4834	5076	5330	5596
SEIU 6	00110	ENVIRONMENTAL COORDINATOR	710	710	6670	7005	7355	7723	8109	8515	8941
SEIU 6	00440hh	EQUIPMENT OPERATOR	620	620	4296	4511	4741	4978	5226	5488	5762
SEIU 6	04215	EQUIPMENT OPERATOR - WATER SERVICES	624	624	4382	4601	4834	5076	5330	5596	5876
UC	00900i	EXECUTIVE ASSISTANT (UC)**	645	645		5271	5535	5812	6101	6407	6728
EXEC-NS	02870	EXECUTIVE DIR OF COMMUNITY DEVELOPMENT (EM)	EM-38	EM-38			11553	-	13733	-	16325
EXEC-NS	01190	EXECUTIVE DIR OF FINANCE AND MGMT SVCS (EM)	EM-37	EM-37			11273	-	13397	-	15926
EXEC-NS	01830	EXECUTIVE DIR OF HUMAN RESOURCES (EM)	EM-37	EM-37			11273	-	13397	-	15926
EXEC-NS	05400	EXECUTIVE DIR OF PARKS, REC & COMMUNITY SVCS (EM)	EM-37	EM-37			11273	-	13397	-	15926
EXEC-NS	02490	EXECUTIVE DIR OF PLANNING AND BLDG SAFETY (EM)	EM-42	EM-42			12752	-	15158	-	18021
EXEC-NS	02170	EXECUTIVE DIR OF PUBLIC WORKS (EM)	EM-41	EM-41			12444	-	14788	-	17581

UNIT CODE	JOB CODE	JOB TITLE	1/1/2019	3/1/2019	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	07390i	EXECUTIVE SECRETARY	621	621	4317	4533	4764	5002	5252	5515	5790
UC	07391	EXECUTIVE SECRETARY TO CITY ATTORNEY (UC)**	610	610		4439	4661	4894	5144	5401	5670
UC	00140i	EXECUTIVE SECRETARY TO THE POLICE CHIEF (UC)**	620	620		4661	4894	5144	5401	5670	5955
MID M-NS	04376	FACILITIES AND FLEET MAINTENANCE MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
MID M-NS	04375	FACILITIES MAINTENANCE SUPERINTENDENT (MM)	MM-18	MM-18			8061	-	9581	-	11964
SEIU 6	04370	FACILITIES SUPERVISOR	670	670	5488	5762	6050	6353	6670	7005	7355
UC	00621	FINANCE EXECUTIVE SECRETARY (UC)**	616	616		4574	4802	5044	5298	5562	5840
UC	00481	FINANCIAL ANALYST (UC)**	663	663		5755	6044	6344	6662	6994	7344
POA-NS	07600ww	FIREARMS EXAMINER	713	723			7107	7463	7837	8229	8641
SEIU 6	00500	FLEET PARTS SPECIALIST	635	635	4624	4858	5101	5356	5623	5905	6200
SEIU 6	04770e	FLEET SERVICES SUPERVISOR	684	684	5876	6170	6478	6801	7141	7499	7875
SEIU 6	04720b/e	FLEET SERVICES TECHNICIAN I	625	625	4404	4624	4858	5101	5356	5623	5905
SEIU 6	04730b/e	FLEET SERVICES TECHNICIAN II	645	645	4858	5101	5356	5623	5905	6200	6510
SEIU 6	00450b/e	FLEET SERVICES TECHNICIAN III	660	660	5226	5488	5762	6050	6353	6670	7005
POA-NS	01360	FORENSIC SERVICES SUPERVISOR	744	754			8269	8683	9117	9577	10055
POA-NS	03970y/yy/zz	FORENSIC SPECIALIST I	668	678			5706	5992	6291	6606	6937
POA-NS	03980dd/yy/zz/aaa	FORENSIC SPECIALIST II	687	697			6260	6574	6903	7247	7609
SEIU 6	04175	GENERAL MAINTENANCE AIDE	578	578	3501	3676	3861	4054	4257	4470	4694
SEIU 6	04190	GENERAL MAINTENANCE LEADER	639	639	4718	4954	5201	5461	5734	6021	6322
SEIU 6	01010	GENERAL MAINTENANCE SUPERVISOR	670	670	5488	5762	6050	6353	6670	7005	7355
SEIU 6	04180	GENERAL MAINTENANCE WORKER	618	618	4257	4470	4694	4930	5176	5434	5706
SEIU 6	02190	GIS ADMINISTRATOR	705	705	6510	6835	7176	7535	7913	8309	8725
SEIU 6	02192	GIS SYSTEMS ANALYST/PROGRAMMER	687	687	5963	6260	6574	6903	7247	7609	7989
SEIU 6	01500	GRAPHICS DESIGNER I	621	621	4317	4533	4764	5002	5252	5515	5790
SEIU 6	02400k	GRAPHICS DESIGNER II	641	641	4764	5002	5252	5515	5790	6080	6384
ADMIN MGMT-NS	03750	HOMELESS SERVICES MANAGER (AM)**	AM764	AM764			9422	9893	10391	10911	11456
SEIU 6	01880	HOUSING AUTHORITY AIDE	552	552	3082	3237	3398	3568	3747	3935	4132
SEIU 6	01885	HOUSING AUTHORITY ANALYST	678	678	5706	5992	6291	6606	6937	7283	7647
SEIU 6	07640	HOUSING AUTHORITY COORDINATOR	741	741	7761	8149	8557	8985	9434	9906	10401
SEIU 6	02810	HOUSING AUTHORITY INTAKE SPECIALIST	567	567	3318	3484	3658	3841	4034	4236	4448
SEIU 6	02720	HOUSING AUTHORITY OPERATIONS SUPV.	699	699	6322	6638	6971	7319	7685	8069	8473
MID M-NS	02460	HOUSING DIVISION MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
SEIU 6	07580	HOUSING PROGRAMS AIDE	590	590	3710	3896	4091	4296	4511	4741	4978
SEIU 6	01840	HOUSING PROGRAMS ANALYST	699	699	6322	6638	6971	7319	7685	8069	8473
SEIU 6	00520	HOUSING PROGRAMS COORDINATOR	741	741	7761	8149	8557	8985	9434	9906	10401
SEIU 6	01890	HOUSING SPECIALIST I	603	603	3954	4152	4360	4579	4810	5051	5304
SEIU 6	01900k	HOUSING SPECIALIST II	624	624	4382	4601	4834	5076	5330	5596	5876
UC	01520	HUMAN RESOURCES ANALYST (UC)**	663	663		5755	6044	6344	6662	6994	7344
UC	07069	HUMAN RESOURCES CLERK (UC)**	571	571		3669	3852	4045	4248	4460	4684
UC	07530	HUMAN RESOURCES EXEC SECRETARY (UC)**	610	610		4439	4661	4894	5144	5401	5670
UC	01760	HUMAN RESOURCES RECEPTIONIST (UC)**	571	571		3669	3852	4045	4248	4460	4684
UC	00700	HUMAN RESOURCES SECRETARY (UC)**	589	589		4010	4211	4421	4641	4876	5118
UC	07070	HUMAN RESOURCES SPECIALIST (UC)**	581	581		3852	4045	4248	4460	4684	4919
UC	01525	HUMAN RESOURCES SYSTEMS ANALYST (UC)**	708	708		7168	7528	7902	8298	8711	9147
UC	01250	HUMAN RESOURCES TECHNICIAN (UC)**	622	622		4708	4943	5194	5453	5727	6013

UNIT CODE	JOB CODE	JOB TITLE	1/1/2019	3/1/2019	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
MID M-NS	00960	INFORMATION SERVICES AND NETWORK MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
SEIU 6	02670k	INFORMATION SERVICES REPRESENTATIVE	614	614	4173	4382	4601	4834	5076	5330	5596
SEIU 6	04130	INSTRUMENT TECHNICIAN	646	646	4882	5126	5382	5650	5934	6230	6542
SEIU 6	01960	INTAKE SPECIALIST	567	567	3318	3484	3658	3841	4034	4236	4448
PMA-NS	03231	JAIL ADMINISTRATOR (RM)	M834	M834		12223	12834	13476	14150	14858	
SEIU 6	04300bb	LANDSCAPE DEVELOPMENT ASSOCIATE	710	710	6670	7005	7355	7723	8109	8515	8941
SEIU 6	07090	LEAD ACCOUNTING ASSISTANT	634	634	4601	4834	5076	5330	5596	5876	6170
SEIU 6	07628	LEAD CORRECTIONAL RECORDS SPECIALIST	603	603	3954	4152	4360	4579	4810	5051	5304
SEIU 6	07110	LEAD POLICE RECORDS SPECIALIST	613	613	4152	4360	4579	4810	5051	5304	5569
UC	07080	LEGAL OFFICE ASSISTANT (UC)**	544	544		3217	3378	3548	3724	3911	4106
UC	07120	LEGAL SECRETARY (UC)**	588	588		3988	4189	4399	4619	4850	5094
UC	00130	LIABILITY CLAIMS PROCESSOR (UC)**	593	593		4085	4290	4505	4731	4968	5219
SEIU 6	05110k	LIBRARIAN	649	649	4954	5201	5461	5734	6021	6322	6638
SEIU 6	07440	LIBRARY AIDE	511	511	2523	2650	2782	2921	3067	3221	3381
MID M-NS	05195	LIBRARY OPERATIONS MANAGER (MM)	MM-17	MM-17			7863	-	9344	-	11673
SEIU 6	05050k	LIBRARY SERVICES ASSISTANT	551	551	3067	3221	3381	3550	3728	3915	4111
UC	07085	LITIGATION ASSISTANT (UC)**	610	610		4439	4661	4894	5144	5401	5670
SEIU 6	07000	LOAN SPECIALIST	651	651	5002	5252	5515	5790	6080	6384	6702
UC	07690	LOSS CONTROL ANALYST (UC)**	663	663		5755	6044	6344	6662	6994	7344
UC	00690	LOSS CONTROL TECHNICIAN (UC)**	642	642		5194	5453	5727	6013	6313	6630
SEIU 6	07170	MAIL CLERK/MESSENGER	532	532	2796	2636	3082	3237	3398	3568	3747
SEIU 6	00740	MAINTENANCE ASSISTANT	554	554	3113	3269	3432	3604	3784	3974	4173
SEIU 6	04050	MAINTENANCE WORKER I	574	574	3432	3604	3784	3974	4173	4382	4601
SEIU 6	04060bb/s	MAINTENANCE WORKER II	599	599	3880	4074	4278	4493	4718	4954	5201
UC	01200	MANAGEMENT AIDE (UC)**	642	642		5194	5453	5727	6013	6313	6630
UC	01720	MANAGEMENT ANALYST (UC)**	668	668		5897	6190	6501	6826	7168	7528
UC	00750	MANAGEMENT ASSISTANT (EXEMPT) (UC)**	668	668		5897	6190	6501	6826	7168	7528
SEIU 6	01210	METER READER COLLECTOR	599	599	3880	4074	4278	4493	4718	4954	5201
SEIU 6	00970	MICRO SYSTEMS PROGRAMMER	695	695	6200	6510	6835	7176	7535	7913	8309
SEIU 6	00020	MICRO SYSTEMS TECHNICIAN	635	635	4624	4858	5101	5356	5623	5905	6200
SEIU 6	04335	NEIGHBORHOOD IMPROVEMENT PROJECTS SPECIALIST	680	680	5762	6050	6353	6670	7005	7355	7723
SEIU 6	06450	NETWORK ENGINEER	735	735	7535	7913	8309	8725	9161	9625	10105
SEIU 6	06460	NETWORK SPECIALIST/WAN SYSTEMS ADMINISTRATOR	695	695	6200	6510	6835	7176	7535	7913	8309
SEIU 6	06440	NPDES MANAGER	721	721	7039	7391	7761	8149	8557	8985	9434
SEIU 6	07180	OFFICE ASSISTANT	553	553	3098	3253	3415	3586	3765	3954	4152
SEIU 6	07190	OFFICE SPECIALIST	528	528	2744	2881	3025	3176	3335	3501	3676
SEIU 6	00390	OFFICE SUPERVISOR	622	622	4339	4556	4787	5026	5278	5542	5818
UC	01670	PARALEGAL (EXEMPT) (UC)**	623	623		4731	4968	5219	5480	5755	6044
SEIU 6	04860	PARK MAINTENANCE AIDE	452	452	1892	1987	2086	2190	2299	2414	2536
SEIU 6	03610	PARK RANGER	639	639	4718	4954	5201	5461	5734	6021	6322
SEIU 6	04320	PARK SERVICES INSPECTION SUPERVISOR	671	671	5515	5790	6080	6384	6702	7039	7391
SEIU 6	04105	PARK SERVICES INSPECTOR I	579	579	3519	3695	3880	4074	4278	4493	4718
SEIU 6	04106	PARK SERVICES INSPECTOR II	623	623	4360	4579	4810	5051	5304	5569	5847
POA-NS	03900pp	PARKING CONTROL OFFICER	607	617			4236	4448	4671	4906	5151
SEIU 6	02890	PARKING METER OPERATIONS SUPERVISOR	637	637	4671	4906	5151	5408	5678	5963	6260



UNIT CODE	JOB CODE	JOB TITLE	1/1/2019	3/1/2019	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	07160	PARKING METER TECHNICIAN I	582	582	3568	3747	3935	4132	4339	4556	4787
SEIU 6	00080k	PARKING METER TECHNICIAN II	612	612	4132	4339	4556	4787	5026	5278	5542
ADMIN MGMT-NS	07405	PAYROLL MANAGER (AM)**	AM750	AM750			8798	9239	9701	10187	10696
UC	07400	PAYROLL SYSTEMS ANALYST (UC)**	708	708		7168	7528	7902	8298	8711	9147
UC	07410k	PAYROLL TECHNICIAN (UC)**	622	622		4708	4943	5194	5453	5727	6013
SEIU 6	07200	PERMIT SERVICES PROCESSOR	598	598	3861	4054	4257	4470	4694	4930	5176
SEIU 6	02590	PERMIT SERVICES SUPERVISOR	686	686	5934	6230	6542	6869	7211	7571	7951
SEIU 6	02580	PERMIT SERVICES TECHNICIAN	650	650	4978	5226	5488	5762	6050	6353	6670
SEIU 6	00050	PLANNING ASSISTANT	640	640	4741	4978	5226	5488	5762	6050	6353
SEIU 6	07320i	PLANNING COMMISSION SECRETARY	621	621	4317	4533	4764	5002	5252	5515	5790
MID M-NS	02500	PLANNING MANAGER (MM)	MM-26	MM-26			9821	-	11673	-	14576
SEIU 6	02320q	PLUMBING INSPECTOR	661	661	5252	5515	5790	6080	6384	6702	7039
PMA-NS	00180	POLICE ADMINISTRATIVE MANAGER (RM)	M775	M775		9161	9625	10105	10611	11142	
POA-NS	03600	POLICE ATHLETIC/ACTIVITIES LEAGUE ASSISTANT DIR	636	646			4882	5126	5382	5650	5934
PMA-SWORN	03360	POLICE CAPTAIN (RM)***	M855	M855			13543	14220	14931	15678	
EXEC-SWORN	03390	POLICE CHIEF (EM)	EM-47	EM-47			14428	-	17152	-	20388
PMA-NS	03370	POLICE COMMUNICATIONS MANAGER (RM)	M760	M760		8515	8941	9388	9857	10350	
POA-NS	06180	POLICE COMMUNICATIONS SUPERVISOR	702	712			6735	7073	7427	7799	8189
POA-NS	00780	POLICE COMMUNITY SERVICES SPECIALIST	657	667			5408	5678	5963	6260	6574
POA-NS	00799	POLICE EVIDENCE AND SUPPLY SPECIALIST	640	650			4978	5226	5488	5762	6050
POA-NS	00801	POLICE EVIDENCE AND SUPPLY SUPERVISOR	660	670			5488	5762	6050	6353	6670
SEIU 6	06290	POLICE FISCAL OFFICER	698	698	6291	6606	6937	7283	7647	8029	8431
SEIU 6	06295	POLICE FISCAL SERVICES SUPERVISOR	667	667	5408	5678	5963	6260	6574	6903	7247
UC	07210	POLICE HUMAN RESOURCES SPECIALIST (UC)**	602	602		4270	4484	4708	4943	5194	5453
POA-NS	00790tt	POLICE INVESTIGATIVE SPECIALIST	657	667			5408	5678	5963	6260	6574
PMA-SWORN	03350	POLICE LIEUTENANT (RM)***	M821	M821			11468	12041	12643	13275	
POA-SWORN	03200j/dd/ee/rr/ss/tt	POLICE OFFICER	713	723			7107	7463	7837	8229	8641
POA-NS	01100	POLICE PHOTO/VIDEO SPECIALIST	652	662			5278	5542	5818	6110	6415
POA-NS	00800	POLICE PROPERTY AND EVIDENCE SUPERVISOR	660	670			5488	5762	6050	6353	6670
SEIU 6	07220	POLICE RECORDS SPECIALIST	571	571	3381	3550	3728	3915	4111	4317	4533
SEIU 6	07230	POLICE RECORDS SUPERVISOR	638	638	4694	4930	5176	5434	5706	5992	6291
POA-NS	03870	POLICE RECRUIT	666	676			5650	5934	6230	6542	6869
POA-SWORN	03300dd/ee/tt	POLICE SERGEANT	756	766			8767	9205	9673	10156	10664
POA-NS	03800	POLICE SERVICE OFFICER	637	647			4906	5151	5408	5678	5963
POA-NS	03680d	POLICE SERVICES DISPATCHER	662	672			5542	5818	6110	6415	6735
PMA-NS	02931	POLICE SYSTEMS MANAGER (RM)	M798	M798		10258	10771	11310	11875	12469	
SEIU 6	06475	POLICE SYSTEMS SUPPORT ANALYST	721	721	7039	7391	7761	8149	8557	8985	9434
MID M-NS	02129	PRINCIPAL CIVIL ENGINEER (MM)	MM-25	MM-25			9581	-	11388	-	14223
ADMIN MGMT-NS	01519	PRINCIPAL HUMAN RESOURCES ANALYST (AM)**	AM737	AM737			8256	8668	9102	9558	10037
SEIU 6	05115	PRINCIPAL LIBRARIAN	672	672	5542	5818	6110	6415	6735	7073	7427
ADMIN MGMT-NS	00151	PRINCIPAL MANAGEMENT ANALYST (AM)**	AM734	AM734			8138	8544	8972	9422	9893
ADMIN MGMT-NS	02471	PRINCIPAL PLANNER (AM)**	AM760	AM760			9239	9701	10187	10696	11230
SEIU 6	02630	PRINCIPAL PROGRAMMER ANALYST	735	735	7535	7913	8309	8725	9161	9625	10105
SEIU 6	01460	PROGRAMMER ANALYST	695	695	6200	6510	6835	7176	7535	7913	8309
ADMIN MGMT-NS	06145	PROJECT MANAGEMENT OFFICER (AM)**	AM784	AM784			10391	10911	11456	12030	12631

See attached Exhibits A, and B for MM:(Mid Mgmt), EM:(Exec Mgmt), respectively.

UNIT CODE	JOB CODE	JOB TITLE	1/1/2019	3/1/2019	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	06140bb	PROJECTS MANAGER	720	720	7005	7355	7723	8109	8515	8941	9388
SEIU 6	07250	PROPERTY CONTROL SPECIALIST	599	599	3880	4074	4278	4493	4718	4954	5201
SEIU 6	02760	PROPERTY REHABILITATION ASSISTANT	600	600	3896	4091	4296	4511	4741	4978	5226
SEIU 6	04040	PUBLIC WORKS CREW LEADER	639	639	4718	4954	5201	5461	5734	6021	6322
SEIU 6	04519	PUBLIC WORKS DISPATCHER	585	585	3622	3803	3994	4194	4404	4624	4858
MID M-NS	04430	PUBLIC WORKS MAINTENANCE MANAGER (MM)	MM-24	MM-24			9344	-	11110	-	13875
SEIU 6	04344	PUBLIC WORKS PROJECT MANAGER	771	771	8985	9434	9906	10401	10922	11468	12041
SEIU 6	04340bb	PUBLIC WORKS PROJECTS SPECIALIST	682	682	5818	6110	6415	6735	7073	7427	7799
SEIU 6	05030	PUBLIC WORKS SAFETY COORDINATOR	678	678	5706	5992	6291	6606	6937	7283	7647
SEIU 6	07060	PURCHASING ASSISTANT	590	590	3710	3896	4091	4296	4511	4741	4978
SEIU 6	01345	PURCHASING SPECIALIST	600	600	3896	4091	4296	4511	4741	4978	5226
SEIU 6	01340	PURCHASING SUPERVISOR	709	709	6638	6971	7319	7685	8069	8473	8897
POA-NS	03820	RANGEMASTER	637	647			4906	5151	5408	5678	5963
SEIU 6	00060	RECEPTIONIST	567	567	3318	3484	3658	3841	4034	4236	4448
SEIU 6	07430	RECORDS SPECIALIST	594	594	3784	3974	4173	4382	4601	4834	5076
SEIU 6	05310	RECREATION LEADER	539	539	2896	3040	3192	3352	3519	3695	3880
SEIU 6	05330	RECREATION PROGRAM COORDINATOR	619	619	4278	4493	4718	4954	5201	5461	5734
SEIU 6	07260	REPROGRAPHIC EQUIPMENT OPERATOR	561	561	3221	3381	3550	3728	3915	4111	4317
SEIU 6	02710	RESIDENTIAL CONSTRUCTION SPECIALIST	660	660	5226	5488	5762	6050	6353	6670	7005
SEIU 6	01870	REVENUE AND CONTRACT COMPLIANCE AUDITOR	685	685	5905	6200	6510	6835	7176	7535	7913
SEIU 6	01875	REVENUE AND CONTRACT COMPLIANCE EXAMINER	681	681	5790	6080	6384	6702	7039	7391	7761
SEIU 6	07680	REVENUE PROCESSING ASSISTANT	571	571	3381	3550	3728	3915	4111	4317	4533
SEIU 6	01090	REVENUE SUPERVISOR	656	656	5126	5382	5650	5934	6230	6542	6869
UC	01756	RISK MANAGEMENT ANALYST (UC)**	652	652		5453	5727	6013	6313	6630	6959
UC	01753	RISK MANAGEMENT ASSISTANT (UC)**	571	571		3669	3852	4045	4248	4460	4684
UC	01752	RISK MANAGEMENT COORDINATOR (UC)**	648	648		5350	5616	5897	6190	6501	6826
ADMIN MGMT-NS	01751	RISK MANAGEMENT SUPERVISOR (AM)**	AM723	AM723			7711	8098	8503	8929	9376
UC	01755	RISK MANAGEMENT TECHNICIAN (UC)**	622	622		4708	4943	5194	5453	5727	6013
MID M-NS	01750	RISK MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
SEIU 6	02200	SANITATION INSPECTOR I	610	610	4091	4296	4511	4741	4978	5226	5488
SEIU 6	02210	SANITATION INSPECTOR II	651	651	5002	5252	5515	5790	6080	6384	6702
SEIU 6	07270i	SECRETARY	598	598	3861	4054	4257	4470	4694	4930	5176
UC	01070	SECRETARY TO THE CITY MANAGER (UC)**	666	666		5840	6131	6438	6761	7099	7453
SEIU 6	01055	SECURITY ELECTRONICS TECHNICIAN	674	674	5596	5876	6170	6478	6801	7141	7499
SEIU 6	07490	SENIOR ACCOUNTANT	698	698	6291	6606	6937	7283	7647	8029	8431
SEIU 6	07280k	SENIOR ACCOUNTING ASSISTANT	615	615	4194	4404	4624	4858	5101	5356	5623
SEIU 6	07016	SENIOR ACCOUNTING ASSISTANT/SYSTEMS TECHNICIAN	615	615	4194	4404	4624	4858	5101	5356	5623
MID M-NS	01630	SENIOR ASSISTANT CITY ATTORNEY (MM)	MM-28	MM-28			10317	-	12262	-	15315
SEIU 6	01600m	SENIOR ASSISTANT ENGINEER	748	748	8029	8431	8853	9296	9770	10258	10771
UC	00495	SENIOR BUDGET ANALYST (UC)**	697	697		6791	7133	7490	7863	8256	8668
SEIU 6	02330q	SENIOR BUILDING INSPECTOR	686	686	5934	6230	6542	6869	7211	7571	7951
SEIU 6	02131m	SENIOR CIVIL ENGINEER	771	771	8985	9434	9906	10401	10922	11468	12041
SEIU 6	06431q	SENIOR COMBINATION BUILDING INSPECTOR	686	686	5934	6230	6542	6869	7211	7571	7951
SEIU 6	07584	SENIOR COMMUNITY DEVELOPMENT ANALYST	704	704	6478	6801	7141	7499	7875	8269	8683
SEIU 6	07610	SENIOR COMMUNITY PLANNER	730	730	7355	7723	8109	8515	8941	9388	9857

UNIT CODE	JOB CODE	JOB TITLE	1/1/2019	3/1/2019	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	07650	SENIOR CORRECTIONAL RECORDS SPECIALIST	588	588	3676	3861	4054	4257	4470	4694	4930
SEIU 6	07290ff	SENIOR DEPUTY CLERK OF THE COUNCIL	653	653	5051	5304	5569	5847	6140	6446	6768
SEIU 6	02340q	SENIOR ELECTRICAL INSPECTOR	686	686	5934	6230	6542	6869	7211	7571	7951
SEIU 6	02180q	SENIOR ELECTRICAL SYSTEMS SPECIALIST	680	680	5762	6050	6353	6670	7005	7355	7723
SEIU 6	02111m	SENIOR ENGINEER	771	771	8985	9434	9906	10401	10922	11468	12041
UC	00480	SENIOR FINANCIAL ANALYST (UC)**	707	707		7133	7490	7863	8256	8668	9102
SEIU 6	00840	SENIOR FLEET SERVICES SUPERVISOR	704	704	6478	6801	7141	7499	7875	8269	8683
SEIU 6	02260	SENIOR GRADING SPECIALIST	681	681	5790	6080	6384	6702	7039	7391	7761
SEIU 6	01860	SENIOR HOUSING SPECIALIST	667	667	5408	5678	5963	6260	6574	6903	7247
UC	01540	SENIOR HUMAN RESOURCES ANALYST (UC)**	707	707		7133	7490	7863	8256	8668	9102
UC	01530	SENIOR HUMAN RESOURCES RECEPTIONIST (UC)**	589	589		4010	4211	4421	4641	4876	5118
UC	07300	SENIOR HUMAN RESOURCES SPECIALIST (UC)**	602	602		4270	4484	4708	4943	5194	5453
UC	00770	SENIOR HUMAN RESOURCES TECHNICIAN (UC)**	642	642		5194	5453	5727	6013	6313	6630
SEIU 6	02040	SENIOR LAND SURVEYOR	781	781	9434	9906	10401	10922	11468	12041	12643
UC	02790	SENIOR LEGAL MANAGEMENT ASSISTANT (EXEMPT) (UC)**	697	697		6791	7133	7490	7863	8256	8668
UC	07150	SENIOR LEGAL OFFICE ASSISTANT (UC)**	571	571		3669	3852	4045	4248	4460	4684
UC	07310	SENIOR LEGAL SECRETARY (UC)**	610	610		4439	4661	4894	5144	5401	5670
SEIU 6	05109k	SENIOR LIBRARIAN	655	655	5101	5356	5623	5905	6200	6510	6835
SEIU 6	05100	SENIOR LIBRARY TECHNICIAN (T)	609	609	4074	4278	4493	4718	4954	5201	5461
UC	00150	SENIOR MANAGEMENT ANALYST (UC)**	697	697		6791	7133	7490	7863	8256	8668
UC	06360	SENIOR MANAGEMENT ASSISTANT (EXEMPT) (UC)**	697	697		6791	7133	7490	7863	8256	8668
SEIU 6	07330i/l	SENIOR OFFICE ASSISTANT	578	578	3501	3676	3861	4054	4257	4470	4694
SEIU 6	07360	SENIOR OFFICE SPECIALIST	553	553	3098	3253	3415	3586	3765	3954	4152
UC	01675	SENIOR PARALEGAL (EXEMPT) (UC)**	663	663		5755	6044	6344	6662	6994	7344
SEIU 6	06330	SENIOR PARK SERVICES INSPECTION SUPERVISOR	704	704	6478	6801	7141	7499	7875	8269	8683
POA-NS	01270	SENIOR PARKING CONTROL OFFICER	627	637			4671	4906	5151	5408	5678
UC	07415	SENIOR PAYROLL TECHNICIAN (UC)**	642	642		5194	5453	5727	6013	6313	6630
SEIU 6	00330m/n	SENIOR PLAN CHECK ENGINEER	771	771	8985	9434	9906	10401	10922	11468	12041
SEIU 6	02470	SENIOR PLANNER	736	736	7571	7951	8349	8767	9205	9673	10156
SEIU 6	02350q	SENIOR PLUMBING INSPECTOR	686	686	5934	6230	6542	6869	7211	7571	7951
SEIU 6	02430q	SENIOR PLUMBING/MECHANICAL SYSTEMS SPEC.	680	680	5762	6050	6353	6670	7005	7355	7723
SEIU 6	07370	SENIOR POLICE RECORDS SPECIALIST	598	598	3861	4054	4257	4470	4694	4930	5176
SEIU 6	01470	SENIOR PROGRAMMER ANALYST	715	715	6835	7176	7535	7913	8309	8725	9161
SEIU 6	01640	SENIOR RECEPTIONIST	597	597	3841	4034	4236	4448	4671	4906	5151
SEIU 6	02700	SENIOR RESIDENTIAL CONSTRUCTION SPECIALIST	680	680	5762	6050	6353	6670	7005	7355	7723
UC	01754	SENIOR RISK MANAGEMENT TECHNICIAN (UC)**	642	642		5194	5453	5727	6013	6313	6630
SEIU 6	00990k	SENIOR SYSTEMS ADMINISTRATOR	688	688	5992	6291	6606	6937	7283	7647	8029
SEIU 6	02151m	SENIOR TRAFFIC ENGINEER	771	771	8985	9434	9906	10401	10922	11468	12041
SEIU 6	01290m	SENIOR TRANSPORTATION ANALYST	771	771	8985	9434	9906	10401	10922	11468	12041
SEIU 6	07776	SENIOR WATER SERVICES SUPERVISOR	705	705	6510	6835	7176	7535	7913	8309	8725
SEIU 6	06240	SENIOR WATER SYSTEMS OPERATOR	666	666	5382	5650	5934	6230	6542	6869	7211
UC	07510	SENIOR WORKERS' COMP. CLAIMS ASSISTANT (UC)**	617	617		4596	4827	5067	5322	5589	5868
UC	07540	SENIOR WORKERS' COMP. CLAIMS EXAM. (UC)**	682	682		6313	6630	6959	7307	7674	8059
UC	07575	SENIOR WORKERS' COMPENSATION SYSTEMS TECH (UC)**	627	627		4827	5067	5322	5589	5868	6161
EXEC-NS	07719	SPECIAL ASSISTANT TO THE CITY MANAGER (EM)	EM-37	EM-37			11273	-	13397	-	15926

UNIT CODE	JOB CODE	JOB TITLE	1/1/2019	3/1/2019	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	01310	STOCK CLERK	594	594	3784	3974	4173	4382	4601	4834	5076
SEIU 6	01320	STOREKEEPER	629	629	4493	4718	4954	5201	5461	5734	6021
SEIU 6	01315	STORES AND CITY YARD PROPERTY SPECIALIST	629	629	4493	4718	4954	5201	5461	5734	6021
SEIU 6	00115	STORMWATER COORDINATOR	691	691	6080	6384	6702	7039	7391	7761	8149
MID M-NS	02925	STRATEGIC COMMUNICATIONS MANAGER (MM)	MM-19	MM-19			8261	-	9821	-	12262
SEIU 6	04280	STREET LIGHTING MAINTENANCE WORKER	635	635	4624	4858	5101	5356	5623	5905	6200
SEIU 6	04360	STREET MAINTENANCE SUPERVISOR	671	671	5515	5790	6080	6384	6702	7039	7391
SEIU 6	04160	STREET PAINTER	613	613	4152	4360	4579	4810	5051	5304	5569
SEIU 6	07500	SUPERVISING ACCOUNTANT	720	720	7005	7355	7723	8109	8515	8941	9388
SEIU 6	00269	SUPERVISING BUYER	694	694	6170	6478	6801	7141	7499	7875	8269
SEIU 6	05055	SUPERVISING LIBRARY SERVICES ASSISTANT	583	583	3586	3765	3954	4152	4360	4579	4810
SEIU 6	07470	SUPERVISING PARK RANGER	664	664	5330	5596	5876	6170	6478	6801	7141
ADMIN MGMT-NS	02371	SUPERVISOR OF INSPECTIONS (AM)**	AM745	AM745			8585	9016	9467	9941	10444
SEIU 6	02070	SURVEY PARTY CHIEF	693	693	6140	6446	6768	7107	7463	7837	8229
SEIU 6	02050	SURVEY PARTY TECHNICIAN I	629	629	4493	4718	4954	5201	5461	5734	6021
SEIU 6	02060	SURVEY PARTY TECHNICIAN II	660	660	5226	5488	5762	6050	6353	6670	7005
SEIU 6	00120	SYSTEMS ADMINISTRATOR	656	656	5126	5382	5650	5934	6230	6542	6869
SEIU 6	06470	SYSTEMS SUPPORT ANALYST	715	715	6835	7176	7535	7913	8309	8725	9161
SEIU 6	01060	SYSTEMS TECHNICIAN	596	596	3822	4014	4215	4426	4648	4882	5126
SEIU 6	00710	TELECOMMUNICATIONS COORDINATOR	697	697	6260	6574	6903	7247	7609	7989	8389
SEIU 6	07140	TELECOMMUNICATIONS CUSTOMER SERVICE REP.	609	609	4074	4278	4493	4718	4954	5201	5461
SEIU 6	02860	TENANT SERVICES TECHNICIAN	596	596	3822	4014	4215	4426	4648	4882	5126
POA-NS	00860	TRAFFIC SERVICES SPECIALIST	657	667			5408	5678	5963	6260	6574
UC	01280	TRAINING COORDINATOR (UC)**	707	707		7133	7490	7863	8256	8668	9102
MID M-NS	00200	TRANSIT PROGRAM MANAGER (MM)	MM-25	MM-25			9581	-	11388	-	14223
MID M-NS	01080	TRANSPORTATION MANAGER (MM)	MM-25	MM-25			9581	-	11388	-	14223
MID M-NS	01170	TREASURY AND CUSTOMER SERVICES MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
SEIU 6	01165	TREASURY SERVICES SPECIALIST	639	639	4718	4954	5201	5461	5734	6021	6322
SEIU 6	07020	TREASURY SERVICES SUPERVISOR	654	654	5076	5330	5596	5876	6170	6478	6801
SEIU 6	04330bb	TREE MAINTENANCE SUPERVISOR	670	670	5488	5762	6050	6353	6670	7005	7355
SEIU 6	04170bb	TREE TRIMMER	613	613	4152	4360	4579	4810	5051	5304	5569
SEIU 6	01215	UTILITIES BILLING/SYSTEMS TECHNICIAN	608	608	4054	4257	4470	4694	4930	5176	5434
SEIU 6	06320	VIDEO TECHNICIAN	657	657	5151	5408	5678	5963	6260	6574	6903
MID M-NS	04410	WATER RESOURCES MANAGER (MM)	MM-26	MM-26			9821	-	11673	-	14576
SEIU 6	07750	WATER SERVICES CREW LEADER	645	645	4858	5101	5356	5623	5905	6200	6510
SEIU 6	07755	WATER SERVICES METER REPAIRER I	604	604	3974	4173	4382	4601	4834	5076	5330
SEIU 6	07756	WATER SERVICES METER REPAIRER II	623	623	4360	4579	4810	5051	5304	5569	5847
SEIU 6	07795	WATER SERVICES PRODUCTION SUPERVISOR	675	675	5623	5905	6200	6510	6835	7176	7535
SEIU 6	07760	WATER SERVICES QUALITY COORDINATOR	696	696	6230	6542	6869	7211	7571	7951	8349
SEIU 6	07765	WATER SERVICES QUALITY INSPECTOR	655	655	5101	5356	5623	5905	6200	6510	6835
SEIU 6	07770	WATER SERVICES QUALITY SUPERVISOR	679	679	5734	6021	6322	6638	6971	7319	7685
SEIU 6	07775	WATER SERVICES SUPERVISOR	679	679	5734	6021	6322	6638	6971	7319	7685
SEIU 6	07780	WATER SERVICES UTILITY INSPECTOR	655	655	5101	5356	5623	5905	6200	6510	6835
SEIU 6	07785	WATER SERVICES WORKER I	579	579	3519	3695	3880	4074	4278	4493	4718
SEIU 6	07790	WATER SERVICES WORKER II	604	604	3974	4173	4382	4601	4834	5076	5330

UNIT CODE	JOB CODE	JOB TITLE	1/1/2019	3/1/2019	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	04540	WATER SYSTEMS ELECTRICIAN	666	666	5382	5650	5934	6230	6542	6869	7211
SEIU 6	00880	WATER SYSTEMS OPERATOR I	607	607	4034	4236	4448	4671	4906	5151	5408
SEIU 6	00920	WATER SYSTEMS OPERATOR II	627	627	4448	4671	4906	5151	5408	5678	5963
SEIU 6	04530	WATER SYSTEMS OPERATOR III	641	641	4764	5002	5252	5515	5790	6080	6384
SEIU 6	01006	WEB SYSTEMS TECHNICIAN	596	596	3822	4014	4215	4426	4648	4882	5126
SEIU 6	01005	WEBSITE ENTRY SPECIALIST	569	569	3352	3519	3695	3880	4074	4278	4493
SEIU 6	02390	WORK CENTER COORDINATOR	740	740	7723	8109	8515	8941	9388	9857	10350
UC	07560	WORKERS' COMPENSATION CLAIMS ASSISTANT (UC)**	593	593		4085	4290	4505	4731	4968	5219
UC	07570	WORKERS' COMPENSATION CLAIMS EXAMINER (UC)**	652	652		5453	5727	6013	6313	6630	6959
ADMIN MGMT-NS	07551	WORKERS' COMPENSATION SUPERVISOR (AM)**	AM723	AM723			7711	8098	8503	8929	9376
UC	07576	WORKERS' COMPENSATION SYSTEMS TECHNICIAN (UC)**	603	603		4290	4505	4731	4968	5219	5480
SEIU 6	08371	WORKFORCE SPECIALIST I	596	596	3822	4014	4215	4426	4648	4882	5126
SEIU 6	08372k	WORKFORCE SPECIALIST II	620	620	4296	4511	4741	4978	5226	5488	5762
SEIU 6	08373k	WORKFORCE SPECIALIST III	640	640	4741	4978	5226	5488	5762	6050	6353
SEIU 6	08374	WORKFORCE SPECIALIST IV	695	695	6200	6510	6835	7176	7535	7913	8309
SEIU 6	05312	YOUTH SERVICES SUPERVISOR	685	685	5905	6200	6510	6835	7176	7535	7913
SEIU 6	05313	YOUTH SERVICES TECHNICIAN	589	589	3695	3880	4074	4278	4493	4718	4954
SEIU 6	05470	ZOO ANIMAL REGISTRAR	601	601	3915	4111	4317	4533	4764	5002	5252
SEIU 6	05430	ZOO CURATOR	651	651	5002	5252	5515	5790	6080	6384	6702
SEIU 6	05450	ZOO CURATOR OF EDUCATION	655	655	5101	5356	5623	5905	6200	6510	6835
SEIU 6	00930	ZOO EDUCATION SPECIALIST	606	606	4014	4215	4426	4648	4882	5126	5382
SEIU 6	05460	ZOO KEEPER AIDE	511	511	2523	2650	2782	2921	3067	3221	3381
SEIU 6	05420	ZOO KEEPER I	571	571	3381	3550	3728	3915	4111	4317	4533
SEIU 6	05410	ZOO KEEPER II	601	601	3915	4111	4317	4533	4764	5002	5252
MID M-NS	05480	ZOO MANAGER (MM)	MM-22	MM-22			8898	-	10577	-	13207
SEIU 6	05485	ZOO OPERATIONS COORDINATOR	625	625	4404	4624	4858	5101	5356	5623	5905

\*Per Contract.

\*\*AM and CASA Rate Ranges Frozen as of 10/1/2014 and No Longer Reflected on the Current Salary Schedule Matrix.

\*\*\*PMA MOU 2015-2017 Title Change from Police Captain to Deputy Chief of Police (RM), from Police Lieutenant to Police Commander.

POA Salary Increase Retroactive 7/01/2018

POA Salary Increase Effective 1/01/2019

**CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF NON-CIVIL SERVICE PART-TIME EMPLOYMENT  
BASIC HOURLY WAGE RATES EFFECTIVE 1/1/2019**

<u>UNIT CODE</u>	<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>POS. NO.</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
SEIU PT	09041	ACCOUNT CLERK I	2936	19.50	20.45	21.47	22.55	23.67
SEIU PT	09042	ACCOUNT CLERK II	2977	21.57	22.64	23.80	24.96	26.21
SEIU PT	01130	ACCOUNTANT	3144	33.13	34.79	36.52	38.36	40.27
SEIU PT	09770	ADMINISTRATIVE AIDE	2917	24.72	25.96	27.25	28.62	30.05
SEIU PT	09000	ANIMAL KEEPER I	2761	12.15	12.76	13.39	14.06	14.75
SEIU PT	09010	ANIMAL KEEPER II	2762	14.09	14.77	15.53	16.30	17.11
SEIU PT	08361	ASSISTANT SPECIAL EMPLOYMENT COUNSELOR		12.86	13.49	14.18	14.89	15.62
SEIU PT	08362	ASSOCIATE SPECIAL EMPLOYMENT COUNSELOR		14.47	15.19	15.96	16.76	17.59
SEIU PT	09215	BUILDING MAINTENANCE ASST.		21.25	22.30	23.42	24.62	25.81
SEIU PT	09040	CASHIER	2724	—	12.52	13.14	13.83	14.50
SEIU PT	09060	CLERICAL AIDE	2763	13.94	14.64	15.40	16.18	16.95
SEIU PT	09080	CLERK TYPIST I	2764	15.32	16.09	16.90	17.75	18.62
SEIU PT	09090	CLERK TYPIST II	2765	18.01	18.90	19.85	20.85	21.86
SEIU PT	09800	COMBINATION INSPECTOR	3097	30.20	31.69	33.30	34.95	36.72
SEIU PT	09100	COMMUNITY CENTER AIDE	2766	18.41	19.33	20.30	21.32	22.39
SEIU PT	09690	COMPUTER TECHNICIAN	2859	19.65	20.63	21.67	22.76	23.91
SEIU PT	09780	CUSTOMER SERVICE CLERK	2913	20.25	21.25	22.31	23.43	24.62
SEIU PT	09120	DATA ENTRY CLERK	2768	16.79	17.64	18.55	19.46	20.44
SEIU PT	09140	EQUIP. SVC. ATTENDANT	2769	18.90	19.82	20.85	21.85	22.97
SEIU PT	09160	GRAPHICS AIDE	2728	13.78	14.47	15.19	15.96	16.76
SEIU PT	09750	HOUSING AUTHORITY ASST.	2993	21.75	22.83	23.99	25.19	26.46
SEIU PT	09755	INFORMATION DESK CLERK	3456	15.80	16.57	17.41	18.30	19.19
SEIU PT	09170	JANITOR	2771	15.49	16.26	17.07	17.92	18.84
SEIU PT	09180	LIBRARIAN (PART-TIME)	2731	22.53	23.65	24.84	26.09	27.39
SEIU PT	09190	LIBRARY ASSISTANT	2772	18.96	19.91	20.90	21.96	23.07
SEIU PT	09200	LIBRARY CLERK I	2773	15.80	16.57	17.41	18.30	19.19
SEIU PT	09210	LIBRARY CLERK II	2732	17.50	18.37	19.27	20.25	21.25
SEIU PT	09760	LOSS CONTROL OFFICE ASST.	2966	19.56	20.54	21.55	22.63	23.77
SEIU PT	09230	MAINTENANCE ATTENDANT	2734	—	—	—	12.27	12.90
SEIU PT	01205	MEDIA RELATIONS SPECIALIST		19.56	20.54	21.55	22.63	23.77
SEIU PT	09280	MOBILE LIBRARY CLERK	2774	19.25	20.25	21.23	22.30	23.42
SEIU PT	09775	MUNICIPAL UTILITY READER/COLL.	3027	19.37	20.34	21.34	22.42	23.54
SEIU PT	09290	PAGE	2775	—	—	—	12.16	12.75
SEIU PT	09740	PAINTER	2874	18.36	19.25	20.24	21.23	22.30
SEIU PT	09300	PARK MAINTENANCE ASST.	2776	16.41	17.24	18.11	19.02	19.98

**CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF NON-CIVIL SERVICE PART-TIME EMPLOYMENT  
BASIC HOURLY WAGE RATES EFFECTIVE 1/1/2019**

<u>UNIT CODE</u>	<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>POS. NO.</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
SEIU PT	03615	PARK RANGER (PART TIME)	2806	27.24	28.61	30.03	31.55	33.14
SEIU PT	09310	PARK SECURITY GUARD	2735	19.65	20.63	21.67	22.76	23.91
SEIU PT	09313	PARKING METER MAINTENANCE AIDE		17.82	18.72	19.67	20.64	21.68
SEIU PT	09505	PERMIT PARKING AIDE	2989	20.90	21.95	23.07	24.20	25.41
SEIU PT	09135	PLANNING TECHNICIAN	3059	24.84	26.07	27.38	28.75	30.20
SEIU PT	09320	POLICE RECORDS CLERK I	2777	16.87	17.72	18.60	19.55	20.52
SEIU PT	09330	POLICE RECORDS CLERK II	2778	18.36	19.25	20.25	21.23	22.30
SEIU PT	09340	POLICE SUPPLY CLERK	2738	18.41	19.33	20.30	21.32	22.39
SEIU PT	08160	PROGRAM COORDINATOR	2739	15.95	16.74	17.57	18.45	19.41
SEIU PT	09350	PROGRAM LEADER I	2779	---	---	---	12.16	12.75
SEIU PT	09360	PROGRAM LEADER II	2780	---	---	12.14	12.75	13.37
SEIU PT	07435	PUBLIC WORKS RECORDS ASSISTANT	3260	23.28	24.46	25.69	26.97	28.31
SEIU PT	09710	PURCHASING AGENT	3132	30.80	32.33	33.95	35.65	37.42
SEIU PT	09720	PURCHASING CLERK	2760	19.42	20.39	21.43	22.49	23.60
SEIU PT	09395	RECREATION FACILITY ATTENDANT	3579	16.41	17.24	18.11	19.02	19.98
SEIU PT	09900	RIGHT OF WAY TECHNICIAN	3096	15.62	16.41	17.26	18.10	18.98
SEIU PT	09771	SENIOR ADMINISTRATIVE AIDE	3124	27.21	28.56	29.99	31.49	33.08
SEIU PT	09070	SENIOR CLERICAL AIDE	2782	15.80	16.57	17.41	18.30	19.19
SEIU PT	09400	SENIOR PROGRAM LEADER	2783	13.04	13.64	14.36	15.07	15.82
SEIU PT	09430	SPECIAL EVENTS LEADER I	2746	12.70	13.34	13.99	14.70	15.44
SEIU PT	09440	SPECIAL EVENTS LEADER II	2747	15.49	16.26	17.07	17.92	18.84
SEIU PT	08170	SR. LIBRARY ASSISTANT	2750	20.13	21.13	22.17	23.30	24.46
SEIU PT	09240	SR. MAINTENANCE AIDE I	2751	12.08	12.67	13.30	13.96	14.66
SEIU PT	09250	SR. MAINTENANCE AIDE II	2752	13.69	14.40	15.12	15.85	16.67
SEIU PT	09260	SR. MAINTENANCE WORKER	2753	17.18	18.03	18.94	19.86	20.87
SEIU PT	08370	SR. SPECIAL EMP. COUNSELOR	2754	15.62	16.41	17.26	18.10	18.98
SEIU PT	08410	SR. TUTOR	2755	15.25	16.03	16.81	17.65	18.56
SEIU PT	09460	STORES AIDE	2784	18.03	18.94	19.86	20.87	21.89
SEIU PT	09910	STRUCTURAL PLAN EXAMINER I		33.14	34.80	36.53	38.37	40.27
SEIU PT	09911	STRUCTURAL PLAN EXAMINER II	3205	35.48	37.27	39.10	41.06	43.11
SEIU PT	07475	SUPERVISING PARK RANGER (PART TIME)	3025	30.77	32.33	33.95	35.65	37.42
SEIU PT	08420	TUTOR	2757	12.86	13.49	14.18	14.89	15.62
SEIU PT	09960	WATER CONSERVATION REPRESENTATIVE		15.95	16.74	17.57	18.45	19.41

**CLASS TITLES AND WAGE RATES FOR SEASONAL AND OTHER UNAFFILIATED CATEGORIES OF NON CIVIL SERVICE PART-TIME EMPLOYMENT.** PART TIME WORKERS EMPLOYED UNDER THE FOLLOWING CLASS TITLES SHALL RECEIVE WAGES BASED ON THE HOURLY PAY RATES AS SET FORTH BELOW, EFFECTIVE 1/1/2019:

**BASIC HOURLY WAGE RATES EFFECTIVE 1/1/2019**

	<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>POS. NO.</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
SEASONAL PT	08000	ADMINISTRATIVE INTERN	2722	12.23	12.85	13.51	14.17	14.88
SEASONAL PT	08995	ANIMAL CONTROL OFFICER	3148	23.96	25.16	26.42	27.75	29.13
SEASONAL PT	09315	BACKGROUND INVESTIGATOR	3071	28.45	29.87	31.38	32.94	34.60
SEASONAL PT	09790	BUDGET INTERN	3241	16.18	16.99	17.85	18.72	19.66
SEASONAL PT	09316	COLD CASE INVESTIGATOR	3108	28.45	29.87	31.38	32.94	34.60
SEASONAL PT	00360	CORRECTIONAL SERVICES OFFICER	3257	20.01	21.01	22.06	23.19	24.32
SEASONAL PT	09130	ENGINEERING INTERN		16.18	16.99	17.85	18.72	19.66
SEASONAL PT	07605	FINGERPRINT EXAMINER	3111	29.88	31.39	32.94	34.59	36.32
SEASONAL PT	08500	FORENSIC BALLISTICS TECHNICIAN	3085	24.56	25.80	27.09	28.45	29.87
SEASONAL PT	09345	JAIL TRANSPORTATION OFFICER		25.80	27.09	28.45	29.87	31.38
SEASONAL PT	08610	LAW CLERK	2729	15.10	15.84	16.63	17.49	18.35
SEASONAL PT	08080	MANAGEMENT INTERN	2759	18.68	19.61	---	---	---
SEASONAL PT	08130	POLICE CADET	2736	---	---	---	---	12.43
SEASONAL PT	08135	POLICE RESERVE LEVEL 1	3187	29.16	---	---	---	---
SEASONAL PT	08136	POLICE RESERVE LEVEL 2	3186	20.83	---	---	---	---
SEASONAL PT	08137	POLICE RESERVE LEVEL 3	3188	16.66	---	---	---	---
SEASONAL PT	08138	POLICE RESERVE SERGEANT	3189	32.08	---	---	---	---
SEASONAL PT	08190	POLICE SPECIAL EVENTS OFFC.	2737	18.51	19.44	20.41	21.44	22.53
SEASONAL PT	08140	POLICE TRAINING FACILITATOR		22.21	23.32	24.49	25.71	27.00
SEASONAL PT	09950	PROFESSIONAL STANDARDS INV	3099	28.45	29.87	31.38	32.94	34.60
SEASONAL PT	08380	REDEVELOPMENT PROJECT COORD	3062	42.06	44.16	46.36	48.68	51.11
SEASONAL PT	08100	SR. ADMINISTRATIVE INTERN	2749	14.72	15.46	16.26	17.05	17.89
SEASONAL PT	08600	STUDENT INTERN	2756	---	---	---	---	12.14



## SPECIAL COMPENSATION PROVISIONS:

Lower case letters appearing next to certain occupational code numbers in the above listing refer to special compensation provisions, shown below, that may be applicable to certain incumbents of the classes of employment so identified.

### Note: SEIU MOU Article V section 7 Limitation on Assignment Pay Differentials

Employees hired after 8/31/2010 or hired before August 31, 2010, who did not receive assignment pay under section 5.1 of this article prior to June 30, 2013, shall not be eligible to receive it.

### SEIU MOU Article V section 9 Limitation on Career Development Incentive Pay

With the exception of employee classifications listed below\*, employees covered by this MOU and already receiving career development incentive pay under section 5.8 prior to June 30, 2012 and who continue to meet the qualifications described in the applicable career development incentive pay provisions of section 5.8 shall continue to receive said pay under the current career development incentive pay formulas. Employees who have not received career development pay prior to June 30, 2012 shall not be eligible to receive it.

The employee classifications listed below\* covered by this MOU and already receiving career development incentive pay under section 5.8 prior to June 30, 2013 and who continue to meet the qualifications described in the applicable career development incentive pay provisions of section 5.8 shall continue to receive said pay under the current career development incentive pay formulas. Employees in the classifications listed below who have not received career development pay prior to June 30, 2013 will not thereafter be eligible to receive it.

\*Assistant Engineer I, Assistant Engineer II, Assistant Engineer-Transportation (T), Senior Assistant Engineer, Senior Civil Engineer, Senior Engineer, Senior Traffic Engineer.

- (a) (Reserved)
- (b) Incumbents in the classifications of Fleet Services Technician I, II and III who possess nationally recognized certifications for Automotive Service Excellence Master Certification (ASE) and ASE Alternative Fuel, will be paid an assignment pay differential at a rate set five (5) salary rate ranges (approximately 2.5%) for said certification above their then current base monthly salary step. The restrictions set forth in Section 5.7 do not apply to this provision. (SEIU MOU Article V Section 1C)
- (c) (Reserved)
- (d) An incumbent in the class of Police Services Dispatcher who is continuously and regularly assigned to and actually performing in a lead supervisory and trainer capacity over an assigned shift of Police Services Dispatchers will be paid at a rate set ten (10) salary rate ranges (approximately 5.0%) above his or her then current base monthly salary step. (POA MOU Article V Section 1A)
- (e) Personnel in the classifications of Fleet Services Technician I, II, III, and Fleet Services Supervisor, who maintain a valid State of California Commercial Driver's License and are assigned to an area that requires the possession of either a Class "A" or Class "B" license in the course and scope of their work shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (SEIU MOU Article V Section 1D)
- (f) (Reserved)
- (g) (Reserved)
- (h) Incumbents in the classifications of: Code Enforcement Associate, Code Enforcement Officer, Code Enforcement Supervisor who obtain or possess a valid certificate in any of four Career Development Incentive areas shall receive incentive pay worth five salary rate ranges (approximately 2.5%) for each certificates not to exceed five (5) certificates or a total of twenty-five salary rate ranges (approximately 12.5%). If an incumbent has obtained four (4) certificates from list, he or she than shall be eligible to earn an additional five (5) salary rate ranges (approximately 2.5%) pay additive upon completion of both the SCACEO/CACEO Intermediate and SCACEO/CACEO Advanced Certifications. (SEIU MOU Article V Section 8D)
- (i) Incumbents in the classifications of Senior Office Assistant, Secretary, Executive Secretary, or Planning Commission Secretary who are assigned by a Department Head with the prior approval of the City Manager, to a position requiring the ability to take dictation at a rate of 70 words per minute or better on a regular basis or as an essential or integral element of the work of the position will be paid a monthly differential of sixty dollars (\$60) above his or her base monthly salary step for each full month of such assignment. (SEIU MOU Article V Section 1A and Council Resolution No. 88-38, as amended by Resolution No. 99-023)

- (j) Incumbents in the class of Police Officer who are continuously and regularly assigned to and actually performing duties of a Corporal will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. If a Corporal is assigned to lead a work unit without a Sergeant, he or she will be paid an additional five (5) salary rate ranges (approximately 2.5%) above his or her base monthly salary step for such assignment. At the present time, Directed Patrols and Civic Center Patrol units are examples of such assignments. (POA MOU Article V Section 1C)
- (k) Incumbents regularly and continuously assigned to lead a functional unit which includes two (2) or more positions in the same or lower classifications as the incumbent may be compensated at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 2), and/or (Council Resolution No. 82-110 Section 3.1, as amended by Resolution No. 91-103), and/or (Resolution No. 99-023) and (POA MOU Article V Section 1N)
- (l) An incumbent in the classification of Senior Office Assistant who is continuously and regularly assigned to operate and who actually operate a two-way radio communications base station will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 1B)
- (m) Incumbents in the classifications of Assistant Engineer I or II, Senior Assistant Engineer, Senior Civil Engineer, Senior Engineer, Senior Traffic Engineer, Assistant Plan Check Engineer I or II, Associate Plan Check Engineer, Senior Plan Check Engineer, or Senior Transportation Analyst will be eligible for career incentive pay for any certificates approved for their classification at a rate set of ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step for valid registration(s) as a Registered Engineer by the State of California or as a Structural Engineer by the State of California (a total of twenty (20) salary rate ranges (approximately 10% for both). Additionally, said incumbents who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in the areas of accessibility/usability (one specialty area), residential energy plan check, or non-residential energy plan check, shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step in accordance with the following schedule: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%). (SEIU MOU Article V Section 8A) and/or (as amended by Resolution No. 97-028) In no event shall the application of this Career Development Incentive Program result in an individual being eligible to earn more than twenty (25) salary rate ranges (approximately 12.5%) above his or her current monthly base salary step. (SEIU MOU Article V Section 8)
- (n) An incumbent who was employed as of August 16, 1991 in the classification of Assistant Plan Check Engineer I or II, Associate Plan Check Engineer, Senior Plan Check Engineer and who as of December 31, 1987 had possessed a valid Plan Examiner Certificate issued by the ICBO shall continue to be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base salary step. However effective January 1, 1988 said ten (10) range differential shall be reduced to five (5) salary rate ranges (approximately 2.5%) for any incumbent of said classifications who is issued his or her initial certificate on or after January 1, 1988. (SEIU MOU Article V Section 8B)
- (o) (Reserved)
- (p) (Reserved)
- (q) An incumbent in one of the classifications of: Building Inspector, Senior Building Inspector, Electrical Inspector, Senior Electrical Inspector, Plumbing Inspector, Senior Plumbing Inspector, Combination Building Inspector, Senior Combination Building Inspector, Building Technician, Senior Plumbing/Mechanical Systems Specialist, or Senior Electrical Systems Specialist who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in relevant areas (see MOU for full details) shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step as follows: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%); an additional certificate from a fourth specialty area (total of four): twenty (20) salary rate ranges (approximately 10%); an additional certificate from the fifth specialty area (total of five): twenty-five (25) salary rate ranges (approximately 12.5%). (SEIU MOU Article V Section 8C)

- (r) (Reserved)
- (s) An incumbent in the classification of Maintenance Worker II (assigned to the tree crew) who possesses a valid certificate issued by the International Society of Arboriculture (ISA) as a certified Tree Worker shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 8H)
- (t) (Reserved)
- (u) An incumbent in one of the classifications of Construction Inspector I or II who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in the areas of reinforced concrete, structural masonry, structural steel/welding, electrical inspection, plumbing inspection, plans examiner, or C27 landscape contractors license, shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step as follows: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%); an additional certificate from a fourth specialty area (total of four): twenty (20) salary rate ranges (approximately 10%); and an additional certificate from the fifth specialty area (total of five) twenty-five (25) salary rate ranges (approximately 12.5%). (SEIU MOU Article V Section 8E)
- (v) (Reserved)
- (w) An incumbent in the classification of Contracts Administrator who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in the areas of plumbing inspection, electrical inspection, plans examiner, C27 landscape contractors license, turf grass management, or certified arborist (ISA), shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step as follows: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%); an additional certificate from a fourth specialty area (total of four) twenty (20) salary rate ranges (approximately 10%); and an additional certificate from the fifth specialty area (total of five): twenty-five (25) salary rate ranges (approximately 12.5%). (SEIU MOU Article V Section 8F)
- (x) (Reserved)
- (y) Incumbents in the class of Forensic Specialist I, who are regularly and continuously assigned to and actually performing duties in a "lead" supervisory capacity over a primary functional unit of Forensic Specialist I employees, will be paid at a rate set ten (10) salary rate ranges (approximately 5.0%) above their then current base monthly salary step. (POA MOU Article V Section 1B)
- (z) (Reserved)
- (aa) (Reserved)
- (bb) Incumbents in one of the classifications of Projects Manager, Tree Maintenance Supervisor, Tree Trimmer, Maintenance Worker II (assigned to the tree crew), Public Works Projects Specialist, or Landscape Development Associate who possess a valid certificate issued by the International Society of Arboriculture (ISA) as a certified arborist shall be paid at a rate of set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 8G)
- (cc) An incumbent in the classification Data Entry Operator who, at the discretion of the appointing authority, is regularly and continuously assigned to serve in a limited lead capacity including assigning and monitoring data entry work, will be paid an additional five salary rate ranges (approximately 2.5%) above the current base monthly salary step to which he or she would otherwise be entitled. (Council Resolution No. 82-110 Section 3.1 [cc], as amended by Resolution No. 91-103)
- (dd) An employee who is continuously and regularly assigned as a Training Officer working in either Field Operations, the Detention facility, or as a Forensic Specialist II will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1F as amended by Ninth Side Letter Amendment to the Memorandum of Understanding Between the City of Santa Ana and the Santa Ana POA)

- (ee) An employee who is continuously and regularly assigned to and actually performing duties of an Internal Affairs Officer will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1G)
- (ff) The incumbent of the classification Senior Deputy Clerk of the Council designated by Resolution 91-073 as third in command in the Clerk of the Council's office with full signature authority for the Clerk in the clerk and Assistant Clerk's absence, will be paid an additional ten salary rate ranges (approximately 5%) above the current base monthly salary step to which he or she would otherwise be entitled. (Council Resolution No.82-110 Section 3.1[ff], as amended by Resolution No. 91-103)
- (gg) The incumbent in the class of Accountant II who, at the discretion of the appointing authority, is regularly and continuously assigned electronic data processing (EDP) systems coordination responsibilities, will be paid an additional ten salary rate ranges (approximately 5%) above the current base monthly salary step to which he or she would otherwise be entitled. (Council Resolution No.82-110 Section 3.1[gg], as amended by Resolution No. 92-034)
- (hh) An incumbent in the class of Equipment Operator who, at the discretion of the appointing authority, is regularly and continuously assigned, on a full-time basis, to operate a Motor Grader, will be paid an additional ten salary rate ranges (five percent) above the current base monthly salary step to which he or she would otherwise be entitled. (Council Resolution No. 82-110 Section 3.1[hh], as amended by Resolution No. 92-034)
- (ii) (Reserved)
- (jj) (Reserved)
- (kk) (Reserved)
- (ll) (Reserved)
- (mm) (Reserved)
- (nn) (Reserved)
- (oo) Incumbents in the classification of Correctional Officer who are continuously and regularly assigned to and actually performing duties of a Correctional Supervisor will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1D)
- (pp) An employee who is continuously and regularly assigned to perform training functions as a Parking Control Officer will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1H)
- (qq) (Reserved)
- (rr) Incumbents in the classification of Police Officer who are continuously and regularly assigned as a Canine Officer will be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step. (POA MOU Article V Section1I)
- (ss) Incumbents in the classification of Police Officer who are continuously and regularly assigned to and actually performing duties of a Motor Officer assigned to the Traffic Division will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section1J)
- (tt) An incumbent, identified by the Police Department, who is continuously and regularly assigned to and actually performing duties of a Detective/Investigator assigned to the Investigations Division or Special Investigations Units as well as Police Investigative Specialist, Background Investigator, Collision Investigator, and Graffiti Task Force Investigator, will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section1K)
- (uu) Incumbents in the classifications of Correctional Officer or Correctional Supervisor, who are continuously and regularly assigned to either the 207(k) 7/12.5 Detention Work Schedule, or the 4/10.5 Detention Administration Work Schedule, shall be paid at a rate set six (6) salary rate ranges (approximately 3%) above his or her then current base monthly salary step. (POA MOU Article V Section1L)

- (vv) (Reserved)
- (ww) Incumbents in the classification of Firearms Examiner who are regularly and continuously assigned to and actually performing duties in a "lead" supervisory capacity over a primary functional unit, will be paid at a rate set ten (10) salary rate ranges (approximately 5.0%) above their then current base monthly salary step. (POA MOU Article V Section 1M and Council Resolution No. 2005-026)
- (xx) Reserved
- (yy) Incumbents in the classifications of Forensic Specialist I and Forensic Specialist II who are continuously and regularly assigned as a Tenprint - AFIS Technician will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (POA MOU Article V Section 1O)
- (zz) Incumbents in the classifications of Forensic Specialist I and Forensic Specialist II who are continuously and regularly assigned as a Fingerprint Analyst will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (POA MOU Article V Section 1P)

OTHER PAY ADDITIVES:

1. BILINGUAL PAY. Qualified personnel in the below-listed representational categories who meet the required criteria specified in the Memorandum of Understanding (or Pay Plan) covering their job classification will receive a monthly pay differential above their current base monthly salary step in the amounts specified below by representational category:
  - (a) SEIU (Service Employees International Union 5.3B, C), SAMA (Santa Ana Management Association 6.1B, C), Unrepresented Management, CASA (Confidential Association of the City of Santa Ana MOU 6.3B, C):
    - Primary Bilingual Assignments: \$175.00 per month.
    - Secondary Bilingual Assignments: \$40.00 per month.
  - (b) POA (Police Officers Association): (POA MOU Article V Section 3C,D,E,F)
    - Sworn: Street Level Proficiency. The amount equal to the product obtained by multiplying the step "E" base salary rate of Police Officer by five (5) salary rate ranges (approximately 2.5%).
    - Sworn: Complex Level Proficiency. The amount equal to the product obtained by multiplying the step "E" base salary rate of Police Officer by ten (10) salary rate ranges (approximately 5%).
    - Non Sworn: Secondary Level Proficiency: \$40.00 per month.
    - Non Sworn: Primary Level Proficiency: \$175.00 per month.
  - (c) PMA (Santa Ana Police Management Association): (PMA MOU Article 5.1)
    - Primary Bilingual Assignments: \$175.00 per month.
  
2. SHIFT DIFFERENTIAL.
  - (a) SEIU, Generally.  
An employee in a classification represented by SEIU who is continuously and regularly assigned to a schedule of work which requires that he or she actually work a minimum of four and one-half (4 1/2 hours) between the hours of 5:00 p.m. and 7:00 a.m. will be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then current base monthly salary step except however such shift pay differential shall not be applicable to employees in the classification of Park Ranger and Supervising Park Ranger. (SEIU MOU Article V Section 4A)
  
  - (b) Library Department Employees.  
Employees hired and assigned to the Library prior to December 1, 1987 who work evening shifts until closing time, but who are not otherwise eligible for shift differential as provided under Subsection (a) above, shall receive as special shift pay, an amount equal to one-half (1/2) of one hour's pay for each day they work an evening shift until closing time. Said special shift pay shall be computed on the hourly equivalent of the base monthly salary step. Such half-hour's pay shall not be counted toward the computation of overtime. Such special library shift pay differential shall not be applicable to library employees hired on or after December 1, 1987. (SEIU MOU Article V Section 4B)

(c) Early Morning Street Crews.

A Street Maintenance employee who is assigned to traffic painting or downtown cleanup crews who is continuously and regularly assigned to a schedule of work which requires that he or she actually work at least fifty percent (50%) of his or her normal daily work shift between the hours of 1:00 a.m. and 7:00 a.m. will be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then current base monthly salary step. (SEIU MOU Article V Section 4C)

(d) Standby Pay.

Employees who are released from active duty but who are required by their department to leave notice where they can be reached and be available to return to active duty when required by the department at any time other than their regularly scheduled working hours, shall be said to be on standby duty. Employees shall receive four hundred fifty dollars (\$450) per week when assigned to be on standby duty. Employees who "trade" days will have that time deducted from their pay on a prorated daily rate based on a seven (7) day week. Employees who cover the day shall be paid at the daily rate. All trades must be approved by the Supervisor or Manager.

Water Production, Water Maintenance, Public Works Maintenance, Building Maintenance, and Information Technology Department and staff shall be required to serve on standby duty and receive standby pay as defined above. The City's preference will be to accomplish the above through volunteers; however, qualified employees may be directed to be on standby if the number of volunteers is insufficient. In addition to Standby Pay, if an employee is able to handle the incident by phone or other electronic means without reporting to duty, he shall be entitled to overtime pay at the rate of 15 minutes or actual time spent per incident whichever is greater, paid at time and one-half (T 1/2) per incident. Additional Standby Pay programs may be implemented with the approval of the Department Head and City Manager. (SEIU MOU Article V Section 4D)

(e) (POA) Police Officers Association

Incumbents in the classification of Animal Service Officer I or II, Forensic Specialist I or II, Crime Research Analyst, Police Communications Supervisor, Police Investigative Specialist, Police Property & Evidence Specialist, Police Service Officer, Police Evidence and Supply Specialist, Police Services Dispatcher, Communications Services Officer, Correctional Officer, Correctional Supervisor, and Parking Control Officer who are continuously and regularly assigned to a schedule of work which require that he or she actually work a minimum of four and one-half (4 1/2) hours between the hours of 5:00 P.M. and 7:00 A.M. will be paid a shift differential at a rate set ten (10) salary rate ranges (approximately 5.0%) above his or her then current base monthly salary step. (POA MOU Article V Section 2)

Effective July 1, 2017 each Sworn employee who is continuously and regularly assigned to a schedule of work that requires that he or she actually work a minimum of four and one-half (4 ½) hours between the hours of 5:00 P.M. and 7:00 A.M. will be paid a shift differential at a rate set at 2.5% above his or her base monthly salary. (POA MOU Article V Section 2)

(f) (CASA) Confidential Association of the City of Santa Ana

An employee in a classification represented by CASA who is continuously and regularly assigned to a schedule of work which requires that he or she actually work a minimum of four and one-half (4 ½) hours between the hours of 5:00 p.m. and 7:00 a.m., shall be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then-current base monthly salary step. (CASA MOU Article 6 Section 4A)

(g) Standby Pay

Employees who are released from active duty but who are required by their department to leave notice where they can be reached and be available to return to active duty when required by the department at any time other than their regularly scheduled working hours, shall be said to be on standby duty. Effective no later than the first (1<sup>st</sup>) day of the second (2<sup>nd</sup>) payroll period following Council approval, such employees shall receive two hundred dollars (\$200) per week when assigned to be on standby duty. (CASA MOU Article 6 Section 4B)

3. NOTARY PUBLIC

(a) SEIU (Service Employees International Union)

An employee that is required by a Department Head or their designee to perform the duties of a Notary Public for the City, in addition to regular duties shall be paid a monthly differential of forty dollars (\$40) above his or her then current base monthly salary step. (SEIU MOU Article V Section 1E),

(b) (CASA) Confidential Association of the City of Santa Ana

Full-time incumbents in any classification who are required by a Department Head or their designee to perform the duties of a Notary Public for the City, in addition to regular duties, shall be paid a monthly pay premium of forty dollars (\$40) above his or her then current base monthly salary step. (CASA MOU Article 6 Section 1B)

4. CONFIDENTIAL PREMIUM

(a) (CASA) Confidential Association of the City of Santa Ana

An employee who is routinely and consistently assigned to sensitive positions by a Department Head, involving labor negotiations which require trust and discretion, in accordance with Government Code section 3507.5, will be paid at a rate set 2.5%, above his or her then current base monthly salary step. (CASA MOU Article 6 Section 6)

FOOTNOTES:

(EM) designates unrepresented "Executive Management" personnel, and as such, are eligible to receive certain employee benefits which are different from and/or greater than those available to non-management personnel. (MM) designates "Middle Management". (RM) designates "Represented Management". (AM) designates "Administrative Management". (UC) designates "Confidential".

(T) designates a "terminal" class. A position classification that has been designated as "terminal" by formal City Council action will be deleted from the City's Basic Classification and Compensation Plan when vacated by its last remaining incumbent. No new appointments may be made to a class that has been so designated.

Employee groups and City Council appointed employees are designated as follows:

"ADMIN MGMT-NS", MID M-NS	denotes classifications defined as Administrative Management (AM) under the terms of the Four-Year Contract Extension to the Memorandum of Understanding (MOU) between the City and the Santa Ana Management Association (SAMA) for July 1, 2017-December 31, 2018;
"APPOINT"	denotes City Manager; City Attorney, and Clerk of the Council;
"EXEC-NS", EXEC-SWORN	denotes classifications defined as "Executive Management" under the terms of Santa Ana City Council Resolution No. 2015-026;
"PMA-NS", PMA-SWORN	denotes classifications covered by the Three-Year Contract Extension to the Memorandum of Understanding (MOU) between the City and Santa Ana Police Management Association (PMA) for fiscal years 2017-2018;
"POA-NS", POA-SWORN	denotes classifications covered by the Memorandum of Understanding (MOU) between the City and the Santa Ana Police Officers Association (POA) for fiscal year 2018-2021;
"PT CS SEIU 6"	denotes classifications defined as "Part-Time Civil Service" under the terms of the Letter of Agreement between the City and the Service Employees International Union Local 721 Chapter 1939, AFL-CIO, (SEIU) for July 1, 2017-December 31, 2018;
"SEIU 6"	denotes classifications covered by the Memorandum of Understanding (MOU) between the City and the Service Employees International Union Local 721 Chapter 1939, AFL-CIO, (SEIU) for fiscal years July 1, 2017-June 30, 2019;
"SEIU PT"	denotes regular, long-term part-time classes covered by the Memorandum of Understanding MOU between the City and the Service Employees International Union (SEIU), Local 721 Chapter 1939, AFL-CIO, Part-time Employees' Representation Unit for fiscal years 2015-2017;
"UC"	denotes classifications covered by the Memorandum of Understanding (MOU) between the City and the Confidential Association of the City of Santa Ana (CASA) for July 1, 2017-December 31, 2018

EXHIBIT A  
 Schedule of Salary Rate Ranges for Represented  
 Middle-Management Classes of Employment  
 Effective 9/1/2017

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
MM-10	6616	6780	6948	7124	7305	7485	7670	7863	8061	8261	8466	8678	8898	9118	9344	9581	9821
MM-11	6780	6948	7124	7305	7485	7670	7863	8061	8261	8466	8678	8898	9118	9344	9581	9821	10066
MM-12	6948	7124	7305	7485	7670	7863	8061	8261	8466	8678	8898	9118	9344	9581	9821	10066	10317
MM-13	7124	7305	7485	7670	7863	8061	8261	8466	8678	8898	9118	9344	9581	9821	10066	10317	10577
MM-14	7305	7485	7670	7863	8061	8261	8466	8678	8898	9118	9344	9581	9821	10066	10317	10577	10840
MM-15	7485	7670	7863	8061	8261	8466	8678	8898	9118	9344	9581	9821	10066	10317	10577	10840	11110
MM-16	7670	7863	8061	8261	8466	8678	8898	9118	9344	9581	9821	10066	10317	10577	10840	11110	11388
MM-17	7863	8061	8261	8466	8678	8898	9118	9344	9581	9821	10066	10317	10577	10840	11110	11388	11673
MM-18	8061	8261	8466	8678	8898	9118	9344	9581	9821	10066	10317	10577	10840	11110	11388	11673	11964
MM-19	8261	8466	8678	8898	9118	9344	9581	9821	10066	10317	10577	10840	11110	11388	11673	11964	12262
MM-20	8466	8678	8898	9118	9344	9581	9821	10066	10317	10577	10840	11110	11388	11673	11964	12262	12570
MM-21	8678	8898	9118	9344	9581	9821	10066	10317	10577	10840	11110	11388	11673	11964	12262	12570	12884
MM-22	8898	9118	9344	9581	9821	10066	10317	10577	10840	11110	11388	11673	11964	12262	12570	12884	13207
MM-23	9118	9344	9581	9821	10066	10317	10577	10840	11110	11388	11673	11964	12262	12570	12884	13207	13538
MM-24	9344	9581	9821	10066	10317	10577	10840	11110	11388	11673	11964	12262	12570	12884	13207	13538	13875
MM-25	9581	9821	10066	10317	10577	10840	11110	11388	11673	11964	12262	12570	12884	13207	13538	13875	14223
MM-26	9821	10066	10317	10577	10840	11110	11388	11673	11964	12262	12570	12884	13207	13538	13875	14223	14576
MM-27	10066	10317	10577	10840	11110	11388	11673	11964	12262	12570	12884	13207	13538	13875	14223	14576	14942
MM-28	10317	10577	10840	11110	11388	11673	11964	12262	12570	12884	13207	13538	13875	14223	14576	14942	15315
MM-29	10577	10840	11110	11388	11673	11964	12262	12570	12884	13207	13538	13875	14223	14576	14942	15315	15697
MM-30	10840	11110	11388	11673	11964	12262	12570	12884	13207	13538	13875	14223	14576	14942	15315	15697	16091
MM-31	11110	11388	11673	11964	12262	12570	12884	13207	13538	13875	14223	14576	14942	15315	15697	16091	16490
MM-32	11388	11673	11964	12262	12570	12884	13207	13538	13875	14223	14576	14942	15315	15697	16091	16490	16904
MM-33	11673	11964	12262	12570	12884	13207	13538	13875	14223	14576	14942	15315	15697	16091	16490	16904	17326
MM-34	11964	12262	12570	12884	13207	13538	13875	14223	14576	14942	15315	15697	16091	16490	16904	17326	17759
MM-35	12262	12570	12884	13207	13538	13875	14223	14576	14942	15315	15697	16091	16490	16904	17326	17759	18203
MM-36	12570	12884	13207	13538	13875	14223	14576	14942	15315	15697	16091	16490	16904	17326	17759	18203	18657
MM-37	12884	13207	13538	13875	14223	14576	14942	15315	15697	16091	16490	16904	17326	17759	18203	18657	19123
MM-38	13207	13538	13875	14223	14576	14942	15315	15697	16091	16490	16904	17326	17759	18203	18657	19123	19602
MM-39	13538	13875	14223	14576	14942	15315	15697	16091	16490	16904	17326	17759	18203	18657	19123	19602	20091
MM-40	13875	14223	14576	14942	15315	15697	16091	16490	16904	17326	17759	18203	18657	19123	19602	20091	20593



EXHIBIT B  
Schedule of Salary Rate Ranges for Represented  
Executive-Management Classes of Employment  
Effective 7/1/2017

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15
EM-20	7407	7592	7780	7973	8176	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470
EM-21	7592	7780	7973	8176	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731
EM-22	7780	7973	8176	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998
EM-23	7973	8176	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273
EM-24	8176	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553
EM-25	8379	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842
EM-26	8588	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138
EM-27	8805	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444
EM-28	9025	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752
EM-29	9253	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072
EM-30	9483	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397
EM-31	9719	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733
EM-32	9964	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075
EM-33	10211	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428
EM-34	10470	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788
EM-35	10731	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158
EM-36	10998	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537
EM-37	11273	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926
EM-38	11553	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325
EM-39	11842	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732
EM-40	12138	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732	17152
EM-41	12444	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732	17152	17581
EM-42	12752	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732	17152	17581	18021
EM-43	13072	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732	17152	17581	18021	18472
EM-44	13397	13733	14075	14428	14788	15158	15537	15926	16325	16732	17152	17581	18021	18472	18933
EM-45	13733	14075	14428	14788	15158	15537	15926	16325	16757	17152	17581	18021	18472	18933	19405
EM-46	14075	14428	14788	15158	15537	15926	16325	16732	17152	17581	18021	18472	18933	19405	19891
EM-47	14428	14788	15158	15537	15926	16325	16732	17152	17581	18021	18472	18933	19405	19891	20388
EM-48	14788	15158	15537	15926	16325	16732	17152	17581	18021	18472	18933	19405	19891	20388	20899
EM-49	15158	15537	15926	16325	16732	17152	17581	18021	18472	18933	19405	19891	20388	20899	21419
EM-50	15537	15926	16325	16732	17152	17581	18021	18472	18933	19405	19891	20388	20899	21419	21956