

SEIU Revised Salary Table

Effective July 1, 2020 **3% COLA applied to all classifications per MOU**

CLASSIFICATION	Step A	Step B	Step C	Step D	Step E	Step F
Maintenance Worker I	\$ 4,000.59	\$ 4,200.62	\$ 4,410.65	\$ 4,631.18	\$ 4,862.74	\$ 5,105.88
Maintenance Worker II	\$ 4,202.68	\$ 4,412.81	\$ 4,633.46	\$ 4,865.13	\$ 5,108.38	\$ 5,363.80
Maintenance Worker III	\$ 4,453.23	\$ 4,675.89	\$ 4,909.69	\$ 5,155.17	\$ 5,412.93	\$ 5,683.58
Senior Maintenance Worker	\$ 4,992.50	\$ 5,242.12	\$ 5,504.23	\$ 5,779.44	\$ 6,068.41	\$ 6,371.83
Administrative Assistant	\$ 4,120.19	\$ 4,326.20	\$ 4,542.51	\$ 4,769.64	\$ 5,008.12	\$ 5,258.53
Administrative Assistant II	\$ 4,211.96	\$ 4,422.56	\$ 4,643.69	\$ 4,875.87	\$ 5,119.66	\$ 5,375.65

Effective July 1, 2020 **3% COLA applied to all classifications per MOU**

CLASSIFICATION	Step A	Step B	Step C	Step D	Step E	Step F
Maintenance Worker I	\$ 4,120.60	\$ 4,326.64	\$ 4,542.97	\$ 4,770.12	\$ 5,008.62	\$ 5,259.05
Maintenance Worker II	\$ 4,120.60	\$ 4,326.64	\$ 4,542.97	\$ 4,770.12	\$ 5,008.62	\$ 5,259.05
Maintenance Worker III	\$ 4,328.76	\$ 4,545.20	\$ 4,772.46	\$ 5,011.08	\$ 5,261.64	\$ 5,524.72
Senior Maintenance Worker	\$ 4,586.83	\$ 4,816.17	\$ 5,056.98	\$ 5,309.83	\$ 5,575.32	\$ 5,854.09
Administrative Assistant	\$ 5,142.27	\$ 5,399.38	\$ 5,669.35	\$ 5,952.82	\$ 6,250.46	\$ 6,562.99
Administrative Assistant II	\$ 4,243.80	\$ 4,455.99	\$ 4,678.79	\$ 4,912.73	\$ 5,158.36	\$ 5,416.28

HISTORICAL DATA ON COLA/SALARY ADJUSTMENTS FOR SEIU AND MANAGEMENT EMPLOYEES

SEIU (Non-Management)

Effective Date	Salary	
	Increase	Description
7/1/2009	-1.5%	Employee begins paying a portion of employee share of retirement
7/1/2010	0.0%	no cola
9/1/2011	-1.5%	Employee pays additional amount of employee share of retirement
7/1/2012	-2.0%	Employee pays additional amount of employee share of retirement
7/1/2013	-3.0%	employee now pays 100% of employee share of retirement costs (8%)
7/1/2013	5.0%	2% cola; 3% salary increase to offset employees paying additional share of employee retirement after eff date new hires share \$100 for medical single+one and \$200 single + two/more; eliminates retiree health for new employees
7/1/2014	2.0%	cola ; eliminated 2 floating holidays
7/1/2015	0.0%	no cola
1/1/2016	5.0%	created additonal step F for everyone; those not eligible (2) for step incr receive 4%-5% bonus
1/1/2017	2.0%	cola/salary range adjustment
1/1/2018	2.0%	cola/salary range adjustment
7/1/2018	5.0%	cola/salary range adjustment
7/1/2019	4.0%	cola/salary range adjustment
7/1/2020	3.0%	cola/salary range adjustment
7/1/2021	3.0%	Proposed cola/salary range adjustment
Effective %		
Total Incr	23.0%	7/1/2009 to 7/1/2021
Avg/yr	1.9%	12 yrs

Management

Effective Date	Salary	
	Increase	Description
7/1/2009	-1.5%	Employee begins paying a portion of employee share of retirement
7/1/2010	0.0%	no cola
9/1/2011	-1.5%	Employee pays additional amount of employee share of retirement
7/1/2012	-2.0%	Employee pays additional amount of employee share of retirement
7/1/2013	-3.0%	employee now pays 100% of employee share of retirement costs (8%)
7/1/2013	4.5%	1.5% cola; 3% salary incr. to offset employee paying added share of retirement costs after eff date new hires share \$100 for medical single+one and \$200 single + two/more; eliminates retiree health for new employees
1/1/2014	1.5%	cola
7/1/2015	2.0%	cola
7/1/2016	0.0%	no cola
1/1/2017	2.0%	cola
1/1/2018	2.0%	cola
7/1/2018	4.0%	cola/salary range adjustment
7/1/2019	3.0%	cola/salary range adjustment
7/1/2020	2.0%	cola/salary range adjustment
7/1/2021	2.5%	Proposed cola/salary range adjustment
Effective %		
Total Incr	15.5%	7/1/2009 to 7/1/2021
Avg. yr	1.3%	12 yrs

revised 7/7/21