

RESOLUTION NO. 2024-002

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA ANA TO EFFECT CERTAIN CHANGES TO THE CITY'S CLASSIFICATION AND COMPENSATION PLAN

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SANTA ANA AS FOLLOWS:

Section 1. The City Council of the City of Santa Ana hereby finds, determines, and declares as follows:

A. Section 1004 of the City Charter of the City of Santa Ana requires the City Manager to prepare, install, and maintain a position classification and pay plan subject to civil service rules and regulations and the approval of the City Council.

B. It is the City's practice to assign job titles that reflect the duties and responsibilities of the classification and are consistent with other classifications within the City's organizational structure, as well as comparable job titles in the labor market, while maintaining internal pay equity relationships and attracting and retaining qualified candidates.

C. The City Council regularly amends the City's classification and compensation plan for all full-time and part-time classifications of officers and employees of the City of Santa Ana.

D. It is now desired to amend the City's classification and compensation plan

E. Updated Salary Schedules for the Confidential Association of the City of Santa Ana (CASA), Santa Ana Management Association (SAMA), Service Employees International Union Full-Time (SEIU FT), and Service Employees International Union Part-Time Non-Civil Service (SEIU PTNCS) are attached as Exhibit A to this resolution reflecting classification and compensation amendments per this and previously approved City Council resolutions and Memorandums of Understanding with City bargaining units; and grouped by employee unit, as recommended by CalPERS, and in compliance with CalPERS California *Code of Regulations* section 570.5.

Section 2. The Santa Ana City Council hereby amends the City's classification and compensation plan as follows:

A. Create the following classifications:

UNIT	TITLE	STEPS	MIN	MAX
SAMA	Park and Landscape Design Manager (MM)	17	\$9,249	\$13,731

Seasonal PT	Claims Adjuster (Part-Time)	6	\$39.05	\$49.83
SEIU FT	Associate Community Planner	7	\$7,837	\$10,513
SEIU FT	Community Planning Assistant	7	\$5,570	\$7,464

B. Delete the following classifications:

UNIT	TITLE	STEPS	MIN	MAX
SAMA	Community Development Manager (MM)	17	\$10,466	\$15,533
SEIU FT	Park Maintenance Aide	7	\$2,852	\$3,821

C. Change the titles and/or compensation of the following classifications:

	UNIT	TITLE	STEPS	MIN	MAX
FROM	SAMA	Applications / Technical Support Manager (AM)	5	\$12,223	\$14,858
TO	SAMA	Information Technology Applications Manager (MM)	17	\$10,466	\$15,533

	UNIT	TITLE	STEPS	MIN	MAX
FROM	SAMA	Information Services and Network Manager (MM)	17	\$10,466	\$15,533
TO	SAMA	Information Technology Infrastructure Manager (MM)	17	\$10,466	\$15,533

	UNIT	TITLE	STEPS	MIN	MAX
FROM	SEIU FT	Correctional Records Specialist	7	\$3,786	\$5,078
TO	SEIU FT	Correctional Records Specialist	7	\$3,977	\$5,331

	UNIT	TITLE	STEPS	MIN	MAX
FROM	SEIU FT	Lead Correctional Records Specialist	7	\$4,646	\$6,232
TO	SEIU FT	Lead Correctional Records Specialist	7	\$4,883	\$6,544

	UNIT	TITLE	STEPS	MIN	MAX
FROM	SEIU FT	Park Maintenance Assistant	7	\$3,657	\$4,907
TO	SEIU FT	General Maintenance Assistant	7	\$3,657	\$4,907

	UNIT	TITLE	STEPS	MIN	MAX
FROM	SEIU FT	Park Maintenance Leader	7	\$5,543	\$7,427
TO	SEIU FT	General Maintenance Leader	7	\$5,543	\$7,427

	UNIT	TITLE	STEPS	MIN	MAX
FROM	SEIU FT	Park Maintenance Supervisor	7	\$6,448	\$8,641
TO	SEIU FT	General Maintenance Supervisor	7	\$6,448	\$8,641

	UNIT	TITLE	STEPS	MIN	MAX
FROM	SEIU FT	Park Maintenance Worker	7	\$5,004	\$6,705
TO	SEIU FT	General Maintenance Worker	7	\$5,004	\$6,705

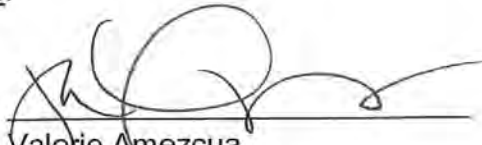
	UNIT	TITLE	STEPS	MIN	MAX
FROM	SEIU FT	Senior Correctional Records Specialist	7	\$4,320	\$5,792
TO	SEIU FT	Senior Correctional Records Specialist	7	\$4,536	\$6,082

	UNIT	TITLE	STEPS	MIN	MAX
FROM	SEIU PT	Park Maintenance Assistant (Part-Time)	5	\$18.09	\$22.03
TO	SEIU PT	General Maintenance Assistant (Part-Time)	5	\$18.09	\$22.03

Section 3. The Santa Ana City Council hereby approves updated Salary Schedules for the Confidential Association of the City of Santa Ana (CASA), Santa Ana Management Association (SAMA), Service Employees International Union Full-Time (SEIU FT), and Service Employees International Union Part-Time Non-Civil Service (SEIU PTNCS) attached as Exhibit A to this resolution and incorporated herein reflecting classification and compensation amendments per this and previously approved City Council resolutions

Section 4. This resolution is effective February 25, 2024, which is the start date of the first full pay period after adoption of this resolution.

ADOPTED this 20th day of February 2024.



Valerie Amezcua
Mayor

APPROVED AS TO FORM:
Sonia R. Carvalho
City Attorney

By: Laura A. Rossini
Laura A. Rossini
Chief Assistant City Attorney

AYES:	Councilmembers	<u>Amezcuca, Bacerra, Hernandez, Lopez, Penaloza, Phan, Vazquez (7)</u>
NOES:	Councilmembers	<u>None (0)</u>
ABSTAIN:	Councilmembers	<u>None (0)</u>
NOT PRESENT:	Councilmembers	<u>None (0)</u>

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, JENNIFER L. HALL, City Clerk, do hereby attest to and certify the attached Resolution No. 2024-002 to be the original resolution adopted by the City Council of the City of Santa Ana on February 20, 2024.

Date: 2/26/2024


Jennifer L. Hall
City Clerk
City of Santa Ana

**EXHIBIT A
CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Administrative Secretary (UC)	07271	4,921	5,168	5,425	5,703	5,989	6,286
Budget Aide (UC)	00497	5,759	6,046	6,349	6,666	7,000	7,351
Budget Analyst (UC)	00496	6,538	6,863	7,209	7,568	7,948	8,346
Council Services Secretary (UC)	00830	4,445	4,669	4,902	5,145	5,407	5,674
Data Analyst (UC) <i>March 26, 2023 to July 1, 2023</i>	00498	6,538	6,863	7,209	7,568	7,948	8,346
Equity and Inclusion Coordinator (UC)	01515	6,538	6,863	7,209	7,568	7,948	8,346
Executive Assistant (UC)	00900	5,844	6,138	6,444	6,765	7,103	7,459
Executive Secretary (UC)	07392	5,045	5,297	5,563	5,844	6,138	6,444
Executive Secretary to the Police Chief (UC)	00140	5,168	5,425	5,703	5,989	6,286	6,602
Financial Analyst (UC)	00481	6,380	6,702	7,034	7,386	7,754	8,142
Human Resources Administrative Assistant (UC)	07069	4,271	4,486	4,710	4,945	5,194	5,453
Human Resources Analyst (UC)	01520	6,380	6,702	7,034	7,386	7,754	8,142
Human Resources Communications Specialist (UC) <i>March 26, 2023 to July 1, 2023</i>	08590	6,380	6,702	7,034	7,386	7,754	8,142
Human Resources Specialist (UC)	07070	4,271	4,486	4,710	4,945	5,194	5,453
Human Resources Technician (UC)	01250	5,221	5,480	5,759	6,046	6,349	6,666
Legal Office Assistant (UC)	07080	3,568	3,745	3,934	4,129	4,337	4,553
Legal Secretary (UC)	07120	4,422	4,645	4,877	5,121	5,378	5,648
Management Aide (UC)	01201	5,759	6,046	6,349	6,666	7,000	7,351
Management Aide (UC)	01200	5,759	6,046	6,349	6,666	7,000	7,351
Management Analyst (UC)	00750	6,538	6,863	7,209	7,568	7,948	8,346
Management Analyst (UC)	01720	6,538	6,863	7,209	7,568	7,948	8,346
Organizational Development and Training Analyst (UC)	00476	6,380	6,702	7,034	7,386	7,754	8,142
Paralegal (UC)	01670	5,245	5,508	5,787	6,076	6,380	6,702
Payroll Systems Analyst (UC)	07400	7,948	8,346	8,761	9,200	9,659	10,141
Payroll Technician (UC)	07410	5,221	5,480	5,759	6,046	6,349	6,666
Risk Management Analyst (UC)	01756	6,380	6,702	7,034	7,386	7,754	8,142
Risk Management Assistant (UC)	01753	4,068	4,271	4,486	4,710	4,945	5,194
Risk Management Specialist (UC)	01758	4,271	4,486	4,710	4,945	5,194	5,453
Risk Management Technician (UC)	01755	5,221	5,480	5,759	6,046	6,349	6,666
Senior Human Resources Specialist (UC)	07300	4,734	4,971	5,221	5,480	5,759	6,046

EXHIBIT A
CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Human Resources Technician (UC)	00770	5,759	6,046	6,349	6,666	7,000	7,351
Senior Legal Secretary (UC)	07310	4,921	5,168	5,425	5,703	5,989	6,286
Senior Paralegal (UC)	01675	6,380	6,702	7,034	7,386	7,754	8,142
Senior Payroll Technician (UC)	07415	5,759	6,046	6,349	6,666	7,000	7,351
Training Coordinator (UC)	01280	7,908	8,304	8,718	9,154	9,610	10,092

EXHIBIT A
CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 29, 2023
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Administrative Receptionist (UC)	07272	3,992	4,190	4,399	4,621	4,851	5,093
Administrative Secretary (UC)	07271	5,069	5,323	5,588	5,874	6,169	6,475
Budget Aide (UC)	00497	5,932	6,227	6,539	6,866	7,210	7,572
Budget Analyst (UC)	00496	6,734	7,069	7,425	7,795	8,186	8,596
Council Services Secretary (UC)	00830	4,578	4,809	5,049	5,299	5,569	5,844
Data Analyst (UC)	00498	6,734	7,069	7,425	7,795	8,186	8,596
Equity and Inclusion Coordinator (UC)	01515	6,734	7,069	7,425	7,795	8,186	8,596
Executive Assistant (UC)	00900	6,019	6,322	6,637	6,968	7,316	7,683
Executive Secretary (UC)	07392	5,323	5,588	5,874	6,169	6,475	6,800
Executive Secretary to the Police Chief (UC)	00140	5,323	5,588	5,874	6,169	6,475	6,800
Financial Analyst (UC)	00481	6,571	6,903	7,245	7,608	7,987	8,386
Human Resources Administrative Assistant (UC)	07069	4,399	4,621	4,851	5,093	5,350	5,617
Human Resources Analyst (UC)	01520	6,571	6,903	7,245	7,608	7,987	8,386
Human Resources Communications Specialist (UC)	08590	6,571	6,903	7,245	7,608	7,987	8,386
Human Resources Specialist (UC)	07070	4,399	4,621	4,851	5,093	5,350	5,617
Human Resources Technician (UC)	01250	5,378	5,644	5,932	6,227	6,539	6,866
Legal Office Assistant (UC)	07080	3,675	3,857	4,052	4,253	4,467	4,690
Legal Secretary (UC)	07120	4,555	4,784	5,023	5,275	5,539	5,817
Management Aide (UC)	01201	5,932	6,227	6,539	6,866	7,210	7,572
Management Aide (UC)	01200	5,932	6,227	6,539	6,866	7,210	7,572
Management Analyst – Police Oversight Commission (UC)	00148	6,734	7,069	7,425	7,795	8,186	8,596
Management Analyst (UC)	00750	6,734	7,069	7,425	7,795	8,186	8,596
Management Analyst (UC)	01720	6,734	7,069	7,425	7,795	8,186	8,596
Organizational Development and Training Analyst (UC)	00476	6,571	6,903	7,245	7,608	7,987	8,386
Paralegal (UC)	01670	5,402	5,673	5,961	6,258	6,571	6,903
Payroll Systems Analyst (UC)	07400	8,186	8,596	9,024	9,476	9,949	10,445
Payroll Technician (UC)	07410	5,378	5,644	5,932	6,227	6,539	6,866
Risk Management Analyst (UC)	01756	6,571	6,903	7,245	7,608	7,987	8,386
Risk Management Assistant (UC)	01753	4,190	4,399	4,621	4,851	5,093	5,350
Risk Management Specialist (UC)	01758	4,399	4,621	4,851	5,093	5,350	5,617
Risk Management Technician (UC)	01755	5,378	5,644	5,932	6,227	6,539	6,866

**EXHIBIT A
CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 29, 2023
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Human Resources Specialist (UC)	07300	4,876	5,120	5,378	5,644	5,932	6,227
Senior Human Resources Technician (UC)	00770	5,932	6,227	6,539	6,866	7,210	7,572
Senior Legal Secretary (UC)	07310	5,069	5,323	5,588	5,874	6,169	6,475
Senior Paralegal (UC)	01675	6,571	6,903	7,245	7,608	7,987	8,386
Senior Payroll Technician (UC)	07415	5,932	6,227	6,539	6,866	7,210	7,572
Training Coordinator (UC)	01280	8,145	8,553	8,980	9,429	9,898	10,395

EXHIBIT A
CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 30, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Administrative Receptionist (UC)	07272	4,112	4,316	4,531	4,760	4,997	5,246
Administrative Secretary (UC)	07271	5,221	5,483	5,756	6,050	6,354	6,669
Budget Aide (UC)	00497	6,110	6,414	6,735	7,072	7,426	7,799
Budget Analyst (UC)	00496	6,936	7,281	7,648	8,029	8,432	8,854
Council Services Secretary (UC)	00830	4,715	4,953	5,200	5,458	5,736	6,019
Data Analyst (UC)	00498	6,936	7,281	7,648	8,029	8,432	8,854
Equity and Inclusion Coordinator (UC)	01515	6,936	7,281	7,648	8,029	8,432	8,854
Executive Assistant (UC)	00900	6,200	6,512	6,836	7,177	7,535	7,913
Executive Secretary (UC)	07392	5,483	5,756	6,050	6,354	6,669	7,004
Executive Secretary to the Police Chief (UC)	00140	5,483	5,756	6,050	6,354	6,669	7,004
Financial Analyst (UC)	00481	6,768	7,110	7,462	7,836	8,227	8,638
Human Resources Administrative Assistant (UC)	07069	4,531	4,760	4,997	5,246	5,511	5,786
Human Resources Analyst (UC)	01520	6,768	7,110	7,462	7,836	8,227	8,638
Human Resources Communications Specialist (UC)	08590	6,768	7,110	7,462	7,836	8,227	8,638
Human Resources Specialist (UC)	07070	4,531	4,760	4,997	5,246	5,511	5,786
Human Resources Technician (UC)	01250	5,539	5,813	6,110	6,414	6,735	7,072
Legal Office Assistant (UC)	07080	3,785	3,973	4,174	4,381	4,601	4,831
Legal Secretary (UC)	07120	4,692	4,928	5,174	5,433	5,705	5,992
Management Aide (UC)	01201	6,110	6,414	6,735	7,072	7,426	7,799
Management Aide (UC)	01200	6,110	6,414	6,735	7,072	7,426	7,799
Management Analyst – Police Oversight Commission (UC)	00148	6,936	7,281	7,648	8,029	8,432	8,854
Management Analyst (UC)	00750	6,936	7,281	7,648	8,029	8,432	8,854
Management Analyst (UC)	01720	6,936	7,281	7,648	8,029	8,432	8,854
Organizational Development and Training Analyst (UC)	00476	6,768	7,110	7,462	7,836	8,227	8,638
Paralegal (UC)	01670	5,564	5,843	6,140	6,446	6,768	7,110
Payroll Systems Analyst (UC)	07400	8,432	8,854	9,295	9,760	10,247	10,758
Payroll Technician (UC)	07410	5,539	5,813	6,110	6,414	6,735	7,072
Risk Management Analyst (UC)	01756	6,768	7,110	7,462	7,836	8,227	8,638
Risk Management Assistant (UC)	01753	4,316	4,531	4,760	4,997	5,246	5,511
Risk Management Specialist (UC)	01758	4,531	4,760	4,997	5,246	5,511	5,786
Risk Management Technician (UC)	01755	5,539	5,813	6,110	6,414	6,735	7,072

EXHIBIT A
CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 30, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Human Resources Specialist (UC)	07300	5,022	5,274	5,539	5,813	6,110	6,414
Senior Human Resources Technician (UC)	00770	6,110	6,414	6,735	7,072	7,426	7,799
Senior Legal Secretary (UC)	07310	5,221	5,483	5,756	6,050	6,354	6,669
Senior Paralegal (UC)	01675	6,768	7,110	7,462	7,836	8,227	8,638
Senior Payroll Technician (UC)	07415	6,110	6,414	6,735	7,072	7,426	7,799
Training Coordinator (UC)	01280	8,389	8,810	9,249	9,712	10,195	10,707

EXHIBIT A
CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Administrative Receptionist (UC)	07272	4,235	4,445	4,667	4,903	5,147	5,403
Administrative Secretary (UC)	07271	5,378	5,647	5,929	6,232	6,545	6,869
Budget Aide (UC)	00497	6,293	6,606	6,937	7,284	7,649	8,033
Budget Analyst (UC)	00496	7,144	7,499	7,877	8,270	8,685	9,120
Council Services Secretary (UC)	00830	4,856	5,102	5,356	5,622	5,908	6,200
Equity and Inclusion Coordinator (UC)	01515	7,144	7,499	7,877	8,270	8,685	9,120
Executive Assistant (UC)	00900	6,386	6,707	7,041	7,392	7,761	8,150
Executive Secretary (UC)	07392	5,647	5,929	6,232	6,545	6,869	7,214
Executive Secretary to the Police Chief (UC)	00140	5,647	5,929	6,232	6,545	6,869	7,214
Data Analyst (UC)	00498	6,971	7,323	7,686	8,071	8,474	8,897
Financial Analyst (UC)	00481	6,971	7,323	7,686	8,071	8,474	8,897
Human Resources Administrative Assistant (UC)	07069	4,667	4,903	5,147	5,403	5,676	5,960
Human Resources Analyst (UC)	01520	6,971	7,323	7,686	8,071	8,474	8,897
Human Resources Communications Specialist (UC)	08590	6,971	7,323	7,686	8,071	8,474	8,897
Human Resources Specialist (UC)	07070	4,667	4,903	5,147	5,403	5,676	5,960
Human Resources Technician (UC)	01250	5,705	5,987	6,293	6,606	6,937	7,284
Legal Office Assistant (UC)	07080	3,899	4,092	4,299	4,512	4,739	4,976
Legal Secretary (UC)	07120	4,833	5,076	5,329	5,596	5,876	6,172
Management Aide (UC)	01201	6,293	6,606	6,937	7,284	7,649	8,033
Management Aide (UC)	01200	6,293	6,606	6,937	7,284	7,649	8,033
Management Analyst – Police Oversight Commission (UC)	00148	7,144	7,499	7,877	8,270	8,685	9,120
Management Analyst (UC)	00750	7,144	7,499	7,877	8,270	8,685	9,120
Management Analyst (UC)	01720	7,144	7,499	7,877	8,270	8,685	9,120
Organizational Development and Training Analyst (UC)	00476	6,971	7,323	7,686	8,071	8,474	8,897
Paralegal (UC)	01670	5,731	6,018	6,324	6,639	6,971	7,323
Payroll Systems Analyst (UC)	07400	8,685	9,120	9,574	10,053	10,554	11,081
Payroll Technician (UC)	07410	5,705	5,987	6,293	6,606	6,937	7,284
Risk Management Analyst (UC)	01756	6,971	7,323	7,686	8,071	8,474	8,897
Risk Management Assistant (UC)	01753	4,445	4,667	4,903	5,147	5,403	5,676
Risk Management Specialist (UC)	01758	4,667	4,903	5,147	5,403	5,676	5,960
Risk Management Technician (UC)	01755	5,705	5,987	6,293	6,606	6,937	7,284

EXHIBIT A
CONFIDENTIAL ASSOCIATION OF THE CITY OF SANTA ANA

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Human Resources Specialist (UC)	07300	5,173	5,432	5,705	5,987	6,293	6,606
Senior Human Resources Technician (UC)	00770	6,293	6,606	6,937	7,284	7,649	8,033
Senior Legal Secretary (UC)	07310	5,378	5,647	5,929	6,232	6,545	6,869
Senior Paralegal (UC)	01675	6,971	7,323	7,686	8,071	8,474	8,897
Senior Payroll Technician (UC)	07415	6,293	6,606	6,937	7,284	7,649	8,033
Training Coordinator (UC)	01280	8,641	9,074	9,526	10,003	10,501	11,028

**EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION**

**ADMINISTRATIVE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Applications Systems Manager (AM)	02910	11,297	11,867	12,460	13,083	13,738
Applications / Technical Support Manager (AM)	02915	11,867	12,460	13,083	13,738	14,425
Assistant Public Works Maintenance Manager (AM)	01772	10,048	10,550	11,079	11,634	12,214
Budget and Research Manager (AM)	06400	10,759	11,297	11,867	12,460	13,083
Budget Supervisor (AM)	00493	9,757	10,245	10,759	11,297	11,867
Code Enforcement Principal (AM)	02745	8,893	9,337	9,804	10,297	10,811
Enterprise Program Manager (AM)	01769	10,048	10,550	11,079	11,634	12,214
Facilities Maintenance Manager (AM)	04377	8,805	9,247	9,711	10,197	10,708
Fleet Services Manager (AM)	04785	8,805	9,247	9,711	10,197	10,708
Homeless Services Manager (AM)	03750	10,759	11,297	11,867	12,460	13,083
Information Technology Infrastructure Supervisor (AM)	01705	10,708	11,242	11,808	12,397	13,018
Payroll Manager (AM)	07405	10,048	10,550	11,079	11,634	12,214
Payroll Supervisor (AM)	07404	9,247	9,711	10,197	10,708	11,242
Permit Services Principal (AM)	02589	8,893	9,337	9,804	10,297	10,811
Principal Community Planner (AM)	07609	10,550	11,079	11,634	12,214	12,825
Principal Human Resources Analyst (AM)	01519	9,429	9,898	10,395	10,915	11,462
Principal Management Analyst (AM)	00151	9,294	9,757	10,245	10,759	11,297
Principal Management Analyst (Excepted) (AM)	00149	9,294	9,757	10,245	10,759	11,297
Principal Planner (AM)	02471	10,550	11,079	11,634	12,214	12,825
Project Management Officer (AM)	06145	11,867	12,460	13,083	13,738	14,425
Public Affairs Information Officer (Excepted) (AM)	01800	9,711	10,197	10,708	11,242	11,808
Risk Management Supervisor (AM)	01751	8,805	9,247	9,711	10,197	10,708
Secretary to the City Manager (Excepted) (AM)	01071	7,210	7,572	7,947	8,345	8,764
Senior Budget Analyst (AM)	00494	8,145	8,553	8,980	9,429	9,898
Senior Financial Analyst (AM)	00482	8,553	8,980	9,429	9,898	10,395
Senior Human Resources Analyst (AM)	01541	8,764	9,203	9,661	10,146	10,655
Senior Human Resources Communications Specialist (AM) <i>March 26, 2023 to July 1, 2023</i>	08595	8,764	9,203	9,661	10,146	10,655
Senior Legal Management Assistant (Excepted) (AM)	02791	8,145	8,553	8,980	9,429	9,898

**EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION**

**ADMINISTRATIVE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Management Analyst (AM)	00152	8,145	8,553	8,980	9,429	9,898
Senior Management Analyst (Excepted) (AM)	00153	8,145	8,553	8,980	9,429	9,898
Senior Organizational Development and Training Analyst (AM)	00477	8,764	9,203	9,661	10,146	10,655
Senior Risk Management Analyst (AM)	01757	8,764	9,203	9,661	10,146	10,655
Supervisor of Inspections (AM)	02371	9,804	10,297	10,811	11,353	11,927

**EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION**

**ADMINISTRATIVE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Applications Systems Manager (AM)	02910	11,636	12,223	12,834	13,475	14,150
Applications / Technical Support Manager (AM) <i>July 2, 2023 to February 24, 2024</i>	02915	12,223	12,834	13,475	14,150	14,858
Assistant Public Works Maintenance Manager (AM)	01772	10,349	10,867	11,411	11,983	12,580
Budget and Research Manager (AM)	06400	11,082	11,636	12,223	12,834	13,475
Budget Supervisor (AM)	00493	10,050	10,552	11,082	11,636	12,223
Code Enforcement Principal (AM)	02745	9,160	9,617	10,098	10,606	11,135
Enterprise Program Manager (AM)	01769	10,349	10,867	11,411	11,983	12,580
Facilities Maintenance Manager (AM)	04377	9,069	9,524	10,002	10,503	11,029
Fleet Services Manager (AM)	04785	9,069	9,524	10,002	10,503	11,029
Homeless Services Manager (AM)	03750	11,082	11,636	12,223	12,834	13,475
Information Technology Infrastructure Supervisor (AM)	01705	11,029	11,579	12,162	12,769	13,409
Payroll Manager (AM)	07405	10,349	10,867	11,411	11,983	12,580
Payroll Supervisor (AM)	07404	9,524	10,002	10,503	11,029	11,579
Permit Services Principal (AM)	02589	9,160	9,617	10,098	10,606	11,135
Principal Community Planner (AM)	07609	10,867	11,411	11,983	12,580	13,210
Principal Human Resources Analyst (AM)	01519	9,712	10,195	10,707	11,242	11,806
Principal Management Analyst (AM)	00151	9,573	10,050	10,552	11,082	11,636
Principal Management Analyst (Excepted) (AM)	00149	9,573	10,050	10,552	11,082	11,636
Principal Planner (AM)	02471	10,867	11,411	11,983	12,580	13,210
Project Management Officer (AM)	06145	12,223	12,834	13,475	14,150	14,858
Public Affairs Information Officer (Excepted) (AM)	01800	10,002	10,503	11,029	11,579	12,162
Risk Management Supervisor (AM)	01751	9,069	9,524	10,002	10,503	11,029
Secretary to the City Manager (Excepted) (AM)	01071	7,426	7,799	8,185	8,595	9,027
Senior Budget Analyst (AM)	00494	8,389	8,810	9,249	9,712	10,195
Senior Financial Analyst (AM)	00482	8,810	9,249	9,712	10,195	10,707
Senior Human Resources Analyst (AM)	01541	9,027	9,479	9,951	10,450	10,975
Senior Human Resources Communications Specialist (AM)	08595	9,027	9,479	9,951	10,450	10,975
Senior Legal Management Analyst (Excepted) (AM)	02791	8,389	8,810	9,249	9,712	10,195

**EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION**

**ADMINISTRATIVE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Management Analyst (AM)	00152	8,389	8,810	9,249	9,712	10,195
Senior Management Analyst (Excepted) (AM)	00153	8,389	8,810	9,249	9,712	10,195
Senior Organizational Development and Training Analyst (AM)	00477	9,027	9,479	9,951	10,450	10,975
Senior Risk Management Analyst (AM)	01757	9,027	9,479	9,951	10,450	10,975
Supervisor of Inspections (AM)	02371	10,098	10,606	11,135	11,694	12,285
Zoo Animal Care Manager (AM)	05490	7,462	7,836	8,227	8,638	9,069

**EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION**

**ADMINISTRATIVE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Applications Systems Manager (AM)	02910	11,985	12,590	13,219	13,879	14,575
Assistant Public Works Maintenance Manager (AM)	01772	10,659	11,193	11,753	12,342	12,957
Budget and Research Manager (AM)	06400	11,414	11,985	12,590	13,219	13,879
Budget Supervisor (AM)	00493	10,352	10,869	11,414	11,985	12,590
Code Enforcement Principal (AM)	02745	9,435	9,906	10,401	10,924	11,469
Enterprise Program Manager (AM)	01769	10,659	11,193	11,753	12,342	12,957
Facilities Maintenance Manager (AM)	04377	9,341	9,810	10,302	10,818	11,360
Fleet Services Manager (AM)	04785	9,341	9,810	10,302	10,818	11,360
Homeless Services Manager (AM)	03750	11,414	11,985	12,590	13,219	13,879
Information Technology Infrastructure Supervisor (AM)	01705	11,360	11,926	12,527	13,152	13,811
Payroll Manager (AM)	07405	10,659	11,193	11,753	12,342	12,957
Payroll Supervisor (AM)	07404	9,810	10,302	10,818	11,360	11,926
Permit Services Principal (AM)	02589	9,435	9,906	10,401	10,924	11,469
Principal Community Planner (AM)	07609	11,193	11,753	12,342	12,957	13,606
Principal Human Resources Analyst (AM)	01519	10,003	10,501	11,028	11,579	12,160
Principal Management Analyst (AM)	00151	9,860	10,352	10,869	11,414	11,985
Principal Management Analyst (Excepted) (AM)	00149	9,860	10,352	10,869	11,414	11,985
Principal Planner (AM)	02471	11,193	11,753	12,342	12,957	13,606
Project Management Officer (AM)	06145	12,590	13,219	13,879	14,575	15,304
Public Affairs Information Officer (Excepted) (AM)	01800	10,302	10,818	11,360	11,926	12,527
Risk Management Supervisor (AM)	01751	9,341	9,810	10,302	10,818	11,360
Secretary to the City Manager (Excepted) (AM)	01071	7,649	8,033	8,431	8,853	9,298
Senior Budget Analyst (AM)	00494	8,641	9,074	9,526	10,003	10,501
Senior Financial Analyst (AM)	00482	9,074	9,526	10,003	10,501	11,028
Senior Human Resources Analyst (AM)	01541	9,298	9,763	10,250	10,764	11,304
Senior Human Resources Communications Specialist (AM)	08595	9,298	9,763	10,250	10,764	11,304
Senior Legal Management Analyst (Excepted) (AM)	02791	8,641	9,074	9,526	10,003	10,501
Senior Management Analyst (AM)	00152	8,641	9,074	9,526	10,003	10,501
Senior Management Analyst (Excepted) (AM)	00153	8,641	9,074	9,526	10,003	10,501

**EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION**

**ADMINISTRATIVE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Organizational Development and Training Analyst (AM)	00477	9,298	9,763	10,250	10,764	11,304
Senior Risk Management Analyst (AM)	01757	9,298	9,763	10,250	10,764	11,304
Supervisor of Inspections (AM)	02371	10,401	10,924	11,469	12,045	12,654
Zoo Animal Care Manager (AM)	05490	7,686	8,071	8,474	8,897	9,341

EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION
MIDDLE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
REVISED FEBRUARY 20, 2024

JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Accounting Manager (MM)	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
Administrative Services Manager (MM)	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Assistant City Attorney (Excepted) (MM)	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Assistant Clerk Of The Council (MM)	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Assistant Dir of Finance and Management Services (MM)	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645	17,063	17,489
Assistant Director of Community Development (MM)	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Assistant Director of Parks, Recreation, and Community Services (MM)	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Assistant Director of Planning and Building (MM)	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645	17,063	17,489
Assistant to the City Manager (Excepted) (MM)	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Benefits & Compensation Manager (MM)	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Building Safety Manager (MM)	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Chief Assistant City Attorney (Excepted) (MM)	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645	17,063	17,489	17,926	18,375
City Traffic Engineer (MM)	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
Code Enforcement Manager (MM)	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Community Development Manager (MM)	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Corporate Yard Facilities/Fleet Services Manager (MM)	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Council Services Manager (Excepted) (MM)	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Deputy City Attorney (Excepted) (MM)	7,935	8,135	8,343	8,548	8,759	8,980	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782
Deputy City Engineer (MM)	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
Deputy Public Works Director / City Engineer (MM)	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645	17,063	17,489

EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION
MIDDLE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Deputy Public Works Director / Maintenance Services Manager (MM)	04430	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846
Deputy Public Works Director / Construction Services Manager (MM)	02251	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Deputy Public Works Director/Water Resources Manager (MM)	04410	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Economic Development Manager (MM)	02690	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Facilities and Fleet Maintenance Manager (MM)	04376	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Facilities Maintenance Superintendent (MM)	04375	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Homeless Services Division Manager (MM)	03751	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Housing Division Manager (MM)	02460	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Information Services and Network Manager (MM)	00960	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Library Operations Manager (MM)	05195	8,980	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331
Organizational Development and Training Manager (MM)	00475	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Park Services Superintendent (MM)	04104	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Planning Manager (MM)	02500	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645
Principal Civil Engineer (MM)	02129	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
Principal Plan Check Engineer (MM)	00331	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Recreation and Community Services Manager (MM)	01945	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Risk Manager (MM)	01750	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Safety Administrator (MM)	05020	9,205	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663
Senior Assistant City Attorney (Excluded) (MM)	01630	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242	16,645	17,063	17,489
Strategic Communications Manager (Excluded) (MM)	02925	9,434	9,668	9,910	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003
Transit Program Manager (MM)	00200	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242
Transportation Manager (MM)	01080	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081	15,460	15,846	16,242

EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION
MIDDLE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Treasury and Customer Services Manager (MM)	01170	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081
Zoo Manager (MM)	05480	10,161	10,412	10,670	10,941	11,216	11,495	11,782	12,079	12,379	12,688	13,006	13,331	13,663	14,003	14,354	14,714	15,081

EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION
MIDDLE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Accounting Manager (MM)	01120	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729
Administrative Services Manager (MM)	00190	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Assistant City Attorney (Excepted) (MM)	01620	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Assistant City Clerk (MM)	01710	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073
Assistant Director of Finance and Management Services (MM)	01180	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144	17,575	18,014
Assistant Director of Community Development (MM)	02865	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Assistant Director of Parks, Recreation, and Community Services (MM)	00380	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Assistant Director of Planning and Building (MM)	02492	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144	17,575	18,014
Assistant to the City Manager (Excepted) (MM)	07721	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Benefits and Compensation Manager (MM)	00474	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073
Building Safety Manager (MM)	00940	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Chief Assistant City Attorney (Excepted) (MM)	01650	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144	17,575	18,014	18,464	18,926
City Traffic Engineer (MM)	02150	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729
Code Enforcement Manager (MM)	02750	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Community Development Manager (MM)	07615	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
<i>July 2, 2023 to February 24, 2024</i> Corporate Yard Facilities / Fleet Services Manager (MM)	04780	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Council Services Manager (Excepted) (MM)	00400	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Deputy City Attorney (Excepted) (MM)	01610	8,173	8,379	8,593	8,804	9,022	9,249	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135
Deputy City Engineer (MM)	00315	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729

EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION
MIDDLE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Deputy Parks, Recreation, and Community Services Director (Recreation) (MM)	01945	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Deputy Parks, Recreation, and Community Services Director (Zoo) (MM)	05480	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Deputy Public Works Director / City Engineer (MM)	00320	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144	17,575	18,014
Deputy Public Works Director / Maintenance Services Manager (MM)	04430	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321
Deputy Public Works Director / Parks, Fleet, and Facilities Manager (MM)	02251	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Deputy Public Works Director / Water Resources Manager (MM)	04410	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Economic Development Manager (MM)	02690	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Facilities and Fleet Maintenance Manager (MM)	04376	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Facilities Maintenance Superintendent (MM)	04375	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073
Homeless Services Division Manager (MM)	03751	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Housing Division Manager (MM)	02460	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Information Services and Network Manager (MM)	00960	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Information Technology Applications Manager (MM)	02915	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Information Technology Infrastructure Manager (MM)	00960	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Library Operations Manager (MM)	05195	9,249	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731
Organizational Development and Training Manager (MM)	00475	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073
Park and Landscape Design Manager (MM)	05540	9,249	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731
Park Services Superintendent (MM)	04104	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073

**EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION**

**MIDDLE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Planning Manager (MM)	02500	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144
Principal Civil Engineer (MM)	02129	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729
Principal Plan Check Engineer (MM)	00331	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Rent Stabilization Manager (MM)	02465	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Risk Manager (MM)	01750	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533
Safety Administrator (MM)	05020	9,481	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073
Senior Assistant City Attorney (Excepted) (MM)	01630	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729	17,144	17,575	18,014
Strategic Communications Manager (Excepted) (MM)	02925	9,717	9,958	10,207	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423
Transportation Manager (MM)	01080	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533	15,924	16,321	16,729
Treasury and Customer Services Manager (MM)	01170	10,466	10,724	10,990	11,269	11,552	11,840	12,135	12,441	12,750	13,069	13,396	13,731	14,073	14,423	14,785	15,155	15,533

EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION
MIDDLE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Accounting Manager (MM)	01120	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Administrative Services Manager (MM)	00190	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Assistant City Attorney (Excepted) (MM)	01620	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Assistant City Clerk (MM)	01710	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Assistant Director of Finance and Management Services (MM)	01180	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Assistant Director of Community Development (MM)	02865	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Assistant Director of Parks, Recreation, and Community Services (MM)	00380	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Assistant Director of Planning and Building (MM)	02492	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Assistant to the City Manager (Excepted) (MM)	07721	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Benefits and Compensation Manager (MM)	00474	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Building Safety Manager (MM)	00940	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Chief Assistant City Attorney (Excepted) (MM)	01650	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554	19,018	19,494
City Traffic Engineer (MM)	02150	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Code Enforcement Manager (MM)	02750	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Corporate Yard Facilities / Fleet Services Manager (MM)	04780	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Council Services Manager (Excepted) (MM)	00400	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Deputy City Attorney (Excepted) (MM)	01610	8,418	8,630	8,851	9,068	9,293	9,526	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499
Deputy City Engineer (MM)	00315	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Deputy Parks, Recreation, and Community Services Director (Recreation) (MM)	01945	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999

**EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION**

**MIDDLE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Deputy Parks, Recreation, and Community Services Director (Zoo) (MM)	05480	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Deputy Public Works Director / City Engineer (MM)	00320	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Deputy Public Works Director / Maintenance Services Manager (MM)	04430	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811
Deputy Public Works Director / Parks, Fleet, and Facilities Manager (MM)	02251	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Deputy Public Works Director / Water Resources Manager (MM)	04410	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Economic Development Manager (MM)	02690	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Facilities and Fleet Maintenance Manager (MM)	04376	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Facilities Maintenance Superintendent (MM)	04375	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Homeless Services Division Manager (MM)	03751	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Housing Division Manager (MM)	02460	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Information Technology Applications Manager (MM)	02915	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Information Technology Infrastructure Manager (MM)	00960	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Library Operations Manager (MM)	05195	9,526	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143
Organizational Development and Training Manager (MM)	00475	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Park and Landscape Design Manager (MM)	05540	9,526	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143
Park Services Superintendent (MM)	04104	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Planning Manager (MM)	02500	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658
Principal Civil Engineer (MM)	02129	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Principal Plan Check Engineer (MM)	00331	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Rent Stabilization Manager (MM)	02465	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999
Risk Manager (MM)	01750	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999

**EXHIBIT A
SANTA ANA MANAGEMENT ASSOCIATION**

**MIDDLE MANAGEMENT
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Safety Administrator (MM)	05020	9,765	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495
Senior Assistant City Attorney (Excepted) (MM)	01630	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231	17,658	18,102	18,554
Strategic Communications Manager (Excepted) (MM)	02925	10,009	10,257	10,513	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856
Transportation Manager (MM)	01080	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999	16,402	16,811	17,231
Treasury and Customer Services Manager (MM)	01170	10,780	11,046	11,320	11,607	11,899	12,195	12,499	12,814	13,133	13,461	13,798	14,143	14,495	14,856	15,229	15,610	15,999

**EXHIBIT A
SEASONAL PART-TIME**

**HOURLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Administrative Intern	08000	-	18.15	19.06	-	-	-
Animal Control Officer	08995	-	23.96	25.16	26.42	27.75	29.13
Background Investigator (Part-Time)	09315	-	28.45	29.87	31.38	32.94	34.60
Budget Intern	09790	-	19.97	20.96	-	-	-
Claims Adjuster (Part-Time) <i>Effective February 25, 2024</i>	00125	39.05	41.02	43.05	45.21	47.46	49.83
Cold Case Investigator	09316	-	28.45	29.87	31.38	32.94	34.60
Correctional Services Officer	00360	-	20.01	21.01	22.06	23.19	24.32
Data Analyst (Part-Time)	00489	37.72	39.59	41.59	43.66	45.85	48.15
Engineering Intern	09130	-	19.97	20.96	-	-	-
Fingerprint Examiner	07605	-	29.88	31.39	32.94	34.59	36.32
Forensic Ballistics Technician	08500	-	24.56	25.80	27.09	28.45	29.87
Human Resources Analyst (Part-Time)	08570	36.81	38.66	40.58	42.61	44.74	46.97
Human Resources Clerical Aide	07071	-	16.50	17.33	18.19	19.10	20.06
Human Resources Communications Specialist (Part-Time)	08575	36.81	38.66	40.58	42.61	44.74	46.97
Human Resources Specialist (Part-Time)	08580	24.64	25.88	27.17	28.52	29.96	31.46
Human Resources Technician (Part-Time)	08581	30.12	31.62	33.23	34.88	36.63	38.46
Jail Transportation Officer	09345	-	25.80	27.09	28.45	29.87	31.38
Law Clerk	08610	-	16.50	17.33	18.19	19.10	20.06
Management Intern	08080	-	21.96	23.06	-	-	-
Personnel Board Secretary (Part-Time)	08851	29.00	30.45	31.97	33.57	35.25	37.01
Police Cadet	08130	-	16.50	17.33	18.19	19.10	20.06
Police Reserve Level 1	08135	-	29.16	-	-	-	-
Police Reserve Level 2	08136	-	20.83	-	-	-	-
Police Reserve Level 3	08137	-	16.66	-	-	-	-
Risk Management Analyst (Part-Time)	09969	36.81	38.66	40.58	42.61	44.74	46.97
Risk Management Specialist (Part-Time)	09972	24.64	25.88	27.17	28.52	29.96	31.46
Risk Management Technician (Part-Time)	09971	30.12	31.62	33.23	34.88	36.63	38.46
Senior Administrative Intern	08100	-	19.97	20.96	-	-	-
Senior Human Resources Communications Specialist (Part-Time)	08582	-	49.09	51.55	54.12	56.83	59.68
Student Intern	08600	-	16.50	17.33	-	-	-

**EXHIBIT A
SEASONAL PART-TIME**

**HOURLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
Finance Project Manager (Part-Time)	00491	61.28	62.82	64.38	65.99	67.66	69.33	71.07	72.85	74.67	76.53	78.43	80.4	82.41	84.47	86.6	88.75	90.98

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
(BASED ON SALARY MATRIX)
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Accountant I	01140	5,706	5,992	6,291	6,606	6,937	7,283	7,647
Accountant II	01150	6,574	6,903	7,247	7,609	7,989	8,389	8,809
Accounting Assistant	07010	4,448	4,671	4,906	5,151	5,408	5,678	5,963
Accounting Assistant/Systems Technician	07015	4,448	4,671	4,906	5,151	5,408	5,678	5,963
Accounts Payable Supervisor	07009	5,790	6,080	6,384	6,702	7,039	7,391	7,761
Active Transportation Coordinator	01295	7,107	7,463	7,837	8,229	8,641	9,073	9,529
Arts & Culture Specialist	02845	5,706	5,992	6,291	6,606	6,937	7,283	7,647
Assistant Buyer	00270	4,930	5,176	5,434	5,706	5,992	6,291	6,606
Assistant Community Planner	07611	5,963	6,260	6,574	6,903	7,247	7,609	7,989
Assistant Engineer	01601	6,260	6,574	6,903	7,247	7,609	7,989	8,389
Assistant Fleet Services Technician	00530	4,360	4,579	4,810	5,051	5,304	5,569	5,847
Assistant Instrument Technician	04125	5,101	5,356	5,623	5,905	6,200	6,510	6,835
Assistant Librarian	05180	4,648	4,882	5,126	5,382	5,650	5,934	6,230
Assistant Parks/Landscape Planner	00280	5,992	6,291	6,606	6,937	7,283	7,647	8,029
Assistant Plan Check Engineer	01410	8,515	8,941	9,388	9,857	10,350	10,868	11,411
Assistant Planner I	00040	5,963	6,260	6,574	6,903	7,247	7,609	7,989
Assistant Planner II	02440	6,574	6,903	7,247	7,609	7,989	8,389	8,809
Assistant Traffic Operations Engineer	02155	8,557	8,985	9,434	9,906	10,401	10,922	11,468
Associate Engineer	02100	8,515	8,941	9,388	9,857	10,350	10,868	11,411
Associate Park and Landscape Planner	01040	7,647	8,029	8,431	8,853	9,296	9,770	10,258
Associate Plan Check Engineer	02280	9,161	9,625	10,105	10,611	11,142	11,699	12,284
Associate Planner	02450	7,609	7,989	8,389	8,809	9,250	9,721	10,207
Bibliographic Technician	05150	4,426	4,648	4,882	5,126	5,382	5,650	5,934
Building Maintenance Aide	04315	3,994	4,194	4,404	4,624	4,858	5,101	5,356
Building Maintenance Supervisor	04310	6,260	6,574	6,903	7,247	7,609	7,989	8,389
Building Maintenance Technician	04140	4,858	5,101	5,356	5,623	5,905	6,200	6,510
Building Technician	02230	4,741	4,978	5,226	5,488	5,762	6,050	6,353
Business Tax Collector/Inspector	01240	5,002	5,252	5,515	5,790	6,080	6,384	6,702
Buyer	01350	6,080	6,384	6,702	7,039	7,391	7,761	8,149
Central Services Supervisor	07030	5,026	5,278	5,542	5,818	6,110	6,415	6,735
Civil Engineer	02132	9,161	9,625	10,105	10,611	11,142	11,699	12,284
Code Enforcement Associate	02780	4,858	5,101	5,356	5,623	5,905	6,200	6,510
Code Enforcement Officer	02740	6,021	6,322	6,638	6,971	7,319	7,685	8,069
Code Enforcement Supervisor	00070	6,768	7,107	7,463	7,837	8,229	8,641	9,073

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
(BASED ON SALARY MATRIX)
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Combination Building Inspector	06430	6,140	6,446	6,768	7,107	7,463	7,837	8,229
Community Development Analyst	07585	6,415	6,735	7,073	7,427	7,799	8,189	8,599
Community Development Commission Secretary	07321	4,382	4,601	4,834	5,076	5,330	5,596	5,876
Community Liaison	05000	6,606	6,937	7,283	7,647	8,029	8,431	8,853
Construction Inspector	02240	5,963	6,260	6,574	6,903	7,247	7,609	7,989
Contracts Administrator	01850	6,140	6,446	6,768	7,107	7,463	7,837	8,229
Corporate Yard Maintenance Attendant	04070	3,676	3,861	4,054	4,257	4,470	4,694	4,930
Correctional Records Specialist	07630	3,676	3,861	4,054	4,257	4,470	4,694	4,930
Correctional Records Supervisor	07629	5,356	5,623	5,905	6,200	6,510	6,835	7,176
Custodial Aide/Porter	04005	3,052	3,205	3,365	3,533	3,710	3,896	4,091
Custodian	04000	3,533	3,710	3,896	4,091	4,296	4,511	4,741
Custodian Supervisor	04090	4,648	4,882	5,126	5,382	5,650	5,934	6,230
Customer Service Representative	01220	4,624	4,858	5,101	5,356	5,623	5,905	6,200
Data Entry Office Assistant	04200	3,994	4,194	4,404	4,624	4,858	5,101	5,356
Deputy Clerk of the Council	07050	4,906	5,151	5,408	5,678	5,963	6,260	6,574
DNA Coordinator	03100	4,448	4,671	4,906	5,151	5,408	5,678	5,963
Economic Development Specialist I	00560	6,606	6,937	7,283	7,647	8,029	8,431	8,853
Economic Development Specialist II	00550	7,609	7,989	8,389	8,809	9,250	9,721	10,207
Economic Development Specialist III	00350	8,809	9,250	9,721	10,207	10,717	11,254	11,816
Engineering Aide	02030	4,764	5,002	5,252	5,515	5,790	6,080	6,384
Engineering Technician	02035	5,002	5,252	5,515	5,790	6,080	6,384	6,702
Equipment Operator	00440	4,906	5,151	5,408	5,678	5,963	6,260	6,574
Equipment Operator - Water Services	04215	5,002	5,252	5,515	5,790	6,080	6,384	6,702
Facilities Supervisor	04370	6,260	6,574	6,903	7,247	7,609	7,989	8,389
Fleet Parts Specialist	00500	5,278	5,542	5,818	6,110	6,415	6,735	7,073
Fleet Services Supervisor	04770	6,702	7,039	7,391	7,761	8,149	8,557	8,985
Fleet Services Technician I	04720	5,026	5,278	5,542	5,818	6,110	6,415	6,735
Fleet Services Technician II	04730	5,542	5,818	6,110	6,415	6,735	7,073	7,427
Fleet Services Technician III	00450	5,963	6,260	6,574	6,903	7,247	7,609	7,989
General Maintenance Leader	04190	5,382	5,650	5,934	6,230	6,542	6,869	7,211
General Maintenance Supervisor	01010	6,260	6,574	6,903	7,247	7,609	7,989	8,389
General Maintenance Worker	04180	4,858	5,101	5,356	5,623	5,905	6,200	6,510
GIS Administrator	02190	7,427	7,799	8,189	8,599	9,029	9,482	9,955
GIS Systems Analyst/Programmer	02192	6,801	7,141	7,499	7,875	8,269	8,683	9,117

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
(BASED ON SALARY MATRIX)
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
GIS Technician	02193	5,278	5,542	5,818	6,110	6,415	6,735	7,073
Graphics Designer I	01500	4,930	5,176	5,434	5,706	5,992	6,291	6,606
Graphics Designer II	02400	5,434	5,706	5,992	6,291	6,606	6,937	7,283
Housing Authority Analyst	01885	6,510	6,835	7,176	7,535	7,913	8,309	8,725
Housing Authority Coordinator	07640	8,853	9,296	9,770	10,258	10,771	11,310	11,875
Housing Authority Operations Supervisor	02720	7,211	7,571	7,951	8,349	8,767	9,205	9,673
Housing Programs Aide	07580	4,236	4,448	4,671	4,906	5,151	5,408	5,678
Housing Programs Analyst	01840	7,211	7,571	7,951	8,349	8,767	9,205	9,673
Housing Programs Coordinator	00520	8,853	9,296	9,770	10,258	10,771	11,310	11,875
Housing Specialist I	01890	4,511	4,741	4,978	5,226	5,488	5,762	6,050
Housing Specialist II	01900	5,002	5,252	5,515	5,790	6,080	6,384	6,702
Information Services Representative	02670	4,764	5,002	5,252	5,515	5,790	6,080	6,384
Information Technology Support Supervisor	06470	7,799	8,189	8,599	9,029	9,482	9,955	10,453
Information Technology Support Technician I	00021	4,787	5,026	5,278	5,542	5,818	6,110	6,415
Information Technology Support Technician II	00020	5,278	5,542	5,818	6,110	6,415	6,735	7,073
Instrument Technician	04130	5,569	5,847	6,140	6,446	6,768	7,107	7,463
Lead Accounting Assistant	07090	5,252	5,515	5,790	6,080	6,384	6,702	7,039
Lead Correctional Records Specialist	07628	4,511	4,741	4,978	5,226	5,488	5,762	6,050
Lead Police Records Specialist	07110	4,741	4,978	5,226	5,488	5,762	6,050	6,353
Librarian	05110	5,650	5,934	6,230	6,542	6,869	7,211	7,571
Library Services Assistant	05050	3,501	3,676	3,861	4,054	4,257	4,470	4,694
Library Technician	05076	4,215	4,426	4,648	4,882	5,126	5,382	5,650
Loan Specialist	07000	5,706	5,992	6,291	6,606	6,937	7,283	7,647
Mail Clerk/Messenger	07170	3,192	3,352	3,519	3,695	3,880	4,074	4,278
Maintenance Assistant	00740	3,550	3,728	3,915	4,111	4,317	4,533	4,764
Maintenance Worker I	04050	3,915	4,111	4,317	4,533	4,764	5,002	5,252
Maintenance Worker II	04060	4,426	4,648	4,882	5,126	5,382	5,650	5,934
Meter Reader Collector	01210	4,426	4,648	4,882	5,126	5,382	5,650	5,934
Network Engineer	06450	8,599	9,029	9,482	9,955	10,453	10,976	11,525
Network Specialist/WAN Systems Administrator	06460	7,073	7,427	7,799	8,189	8,599	9,029	9,482
NPDES Manager	06440	8,029	8,431	8,853	9,296	9,770	10,258	10,771
Office Assistant	07180	3,533	3,710	3,896	4,091	4,296	4,511	4,741
Office Specialist	07190	3,129	3,285	3,449	3,622	3,803	3,994	4,194

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
(BASED ON SALARY MATRIX)
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Park Maintenance Aide <i>July 1, 2022 to December 31, 2022</i>	04860	2,160	2,268	2,381	2,500	2,626	2,758	2,896
Park Maintenance Aide <i>January 1, 2023 to July 1, 2023</i>	04860	2,769	2,907	3,052	3,205	3,365	3,533	3,710
Park Ranger	03610	5,382	5,650	5,934	6,230	6,542	6,869	7,211
Park Services Inspection Supervisor	04320	6,291	6,606	6,937	7,283	7,647	8,029	8,431
Park Services Inspector I	04105	4,014	4,215	4,426	4,648	4,882	5,126	5,382
Park Services Inspector II	04106	4,978	5,226	5,488	5,762	6,050	6,353	6,670
Parking Meter Operations Supervisor	02890	5,330	5,596	5,876	6,170	6,478	6,801	7,141
Parking Meter Technician I	07160	4,074	4,278	4,493	4,718	4,954	5,201	5,461
Parking Meter Technician II	00080	4,718	4,954	5,201	5,461	5,734	6,021	6,322
Permit Services Processor	07200	4,404	4,624	4,858	5,101	5,356	5,623	5,905
Permit Services Supervisor	02590	6,768	7,107	7,463	7,837	8,229	8,641	9,073
Permit Services Technician	02580	5,678	5,963	6,260	6,574	6,903	7,247	7,609
Planning Assistant	00050	5,408	5,678	5,963	6,260	6,574	6,903	7,247
Planning Commission Secretary	07320	4,930	5,176	5,434	5,706	5,992	6,291	6,606
Planning Technician	00641	4,671	4,906	5,151	5,408	5,678	5,963	6,260
Plans Examiner	02271	7,685	8,069	8,473	8,897	9,342	9,819	10,309
Police Fiscal Officer	06290	7,176	7,535	7,913	8,309	8,725	9,161	9,625
Police Fiscal Services Supervisor	06295	6,170	6,478	6,801	7,141	7,499	7,875	8,269
Police Records Specialist	07220	3,861	4,054	4,257	4,470	4,694	4,930	5,176
Police Records Supervisor	07230	5,356	5,623	5,905	6,200	6,510	6,835	7,176
Police Systems Support Analyst	06475	8,029	8,431	8,853	9,296	9,770	10,258	10,771
Principal Librarian	05115	6,322	6,638	6,971	7,319	7,685	8,069	8,473
Principal Programmer Analyst	02630	8,599	9,029	9,482	9,955	10,453	10,976	11,525
Programmer Analyst	01460	7,073	7,427	7,799	8,189	8,599	9,029	9,482
Projects Manager	06140	7,989	8,389	8,809	9,250	9,721	10,207	10,717
Property Control Specialist	07250	4,426	4,648	4,882	5,126	5,382	5,650	5,934
Public Works Crew Leader	04040	5,382	5,650	5,934	6,230	6,542	6,869	7,211
Public Works Dispatcher	04519	4,132	4,339	4,556	4,787	5,026	5,278	5,542
Public Works Project Manager	04344	10,258	10,771	11,310	11,875	12,469	13,093	13,748
Public Works Projects Specialist	04340	6,638	6,971	7,319	7,685	8,069	8,473	8,897
Public Works Safety Assistant	05031	4,194	4,404	4,624	4,858	5,101	5,356	5,623
Public Works Safety Coordinator	05030	6,510	6,835	7,176	7,535	7,913	8,309	8,725
Purchasing Specialist	01345	4,448	4,671	4,906	5,151	5,408	5,678	5,963
Purchasing Supervisor	01340	7,571	7,951	8,349	8,767	9,205	9,673	10,156

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
(BASED ON SALARY MATRIX)
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Receptionist	00060	3,784	3,974	4,173	4,382	4,601	4,834	5,076
Records Specialist	07430	4,317	4,533	4,764	5,002	5,252	5,515	5,790
Recreation and Community Events Supervisor	00460	6,735	7,073	7,427	7,799	8,189	8,599	9,029
Recreation and Community Services Supervisor	01940	7,247	7,609	7,989	8,389	8,809	9,250	9,721
Recreation Leader	05310	3,302	3,467	3,640	3,822	4,014	4,215	4,426
Recreation Program Coordinator	05330	4,882	5,126	5,382	5,650	5,934	6,230	6,542
Reprographic Equipment Operator	07260	3,676	3,861	4,054	4,257	4,470	4,694	4,930
Residential Construction Specialist	02710	5,963	6,260	6,574	6,903	7,247	7,609	7,989
Revenue Supervisor	01090	5,847	6,140	6,446	6,768	7,107	7,463	7,837
Right-of-Way Coordinator	00118	4,215	4,426	4,648	4,882	5,126	5,382	5,650
Sanitation Inspector I	02200	4,671	4,906	5,151	5,408	5,678	5,963	6,260
Sanitation Inspector II	02210	5,706	5,992	6,291	6,606	6,937	7,283	7,647
Secretary	07270	4,404	4,624	4,858	5,101	5,356	5,623	5,905
Security Electronics Technician	01055	6,384	6,702	7,039	7,391	7,761	8,149	8,557
Senior Accountant	07490	7,176	7,535	7,913	8,309	8,725	9,161	9,625
Senior Accounting Assistant	07280	4,787	5,026	5,278	5,542	5,818	6,110	6,415
Senior Accounting Assistant/Systems Technician	07016	4,787	5,026	5,278	5,542	5,818	6,110	6,415
Senior Civil Engineer	02131	10,258	10,771	11,310	11,875	12,469	13,093	13,748
Senior Combination Building Inspector	06431	6,768	7,107	7,463	7,837	8,229	8,641	9,073
Senior Community Development Analyst	07584	7,391	7,761	8,149	8,557	8,985	9,434	9,906
Senior Community Planner	07610	8,389	8,809	9,250	9,721	10,207	10,717	11,254
Senior Construction Inspector	02239	6,768	7,107	7,463	7,837	8,229	8,641	9,073
Senior Correctional Records Specialist	07650	4,194	4,404	4,624	4,858	5,101	5,356	5,623
Senior Deputy Clerk of the Council	07290	5,762	6,050	6,353	6,670	7,005	7,355	7,723
Senior Electrical Systems Specialist (T)	02180	6,574	6,903	7,247	7,609	7,989	8,389	8,809
Senior Engineer	02111	10,258	10,771	11,310	11,875	12,469	13,093	13,748
Senior Fleet Services Supervisor	00840	7,391	7,761	8,149	8,557	8,985	9,434	9,906
Senior Grading Specialist	02260	6,606	6,937	7,283	7,647	8,029	8,431	8,853
Senior Housing Specialist	01860	6,170	6,478	6,801	7,141	7,499	7,875	8,269
Senior Land Surveyor	02040	10,771	11,310	11,875	12,469	13,093	13,748	14,435
Senior Librarian	05109	5,818	6,110	6,415	6,735	7,073	7,427	7,799
Senior Library Technician	05075	4,648	4,882	5,126	5,382	5,650	5,934	6,230
Senior Office Assistant	07330	3,994	4,194	4,404	4,624	4,858	5,101	5,356

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
(BASED ON SALARY MATRIX)
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Office Specialist	07360	3,533	3,710	3,896	4,091	4,296	4,511	4,741
Senior Park Services Inspection Supervisor	06330	7,391	7,761	8,149	8,557	8,985	9,434	9,906
Senior Permit Services Technician	02581	6,080	6,384	6,702	7,039	7,391	7,761	8,149
Senior Plan Check Engineer	00330	10,258	10,771	11,310	11,875	12,469	13,093	13,748
Senior Planner	02470	8,641	9,073	9,529	10,005	10,506	11,031	11,583
Senior Plumbing/Mechanical Systems Spec.	02430	6,574	6,903	7,247	7,609	7,989	8,389	8,809
Senior Police Records Specialist	07370	4,404	4,624	4,858	5,101	5,356	5,623	5,905
Senior Programmer Analyst	01470	7,799	8,189	8,599	9,029	9,482	9,955	10,453
Senior Residential Construction Specialist	02700	6,574	6,903	7,247	7,609	7,989	8,389	8,809
Senior Systems Administrator	00990	6,835	7,176	7,535	7,913	8,309	8,725	9,161
Senior Traffic Engineer	02151	10,258	10,771	11,310	11,875	12,469	13,093	13,748
Senior Transportation Analyst	01290	10,258	10,771	11,310	11,875	12,469	13,093	13,748
Senior Water Services Supervisor	07776	7,427	7,799	8,189	8,599	9,029	9,482	9,955
Senior Water Systems Operator	06240	6,140	6,446	6,768	7,107	7,463	7,837	8,229
Solid Waste Code Enforcement Officer	02741	6,021	6,322	6,638	6,971	7,319	7,685	8,069
Stock Clerk	01310	4,317	4,533	4,764	5,002	5,252	5,515	5,790
Storekeeper	01320	5,126	5,382	5,650	5,934	6,230	6,542	6,869
Stores & City Yard Property Specialist	01315	5,126	5,382	5,650	5,934	6,230	6,542	6,869
Stormwater Coordinator	00115	6,937	7,283	7,647	8,029	8,431	8,853	9,296
Street Lighting Maintenance Worker	04280	5,278	5,542	5,818	6,110	6,415	6,735	7,073
Street Maintenance Supervisor	04360	6,291	6,606	6,937	7,283	7,647	8,029	8,431
Street Painter	04160	4,741	4,978	5,226	5,488	5,762	6,050	6,353
Supervising Accountant	07500	7,989	8,389	8,809	9,250	9,721	10,207	10,717
Supervising Buyer	00269	7,039	7,391	7,761	8,149	8,557	8,985	9,434
Supervising Library Services Assistant	05055	4,091	4,296	4,511	4,741	4,978	5,226	5,488
Supervising Park Ranger	07470	6,080	6,384	6,702	7,039	7,391	7,761	8,149
Survey Party Chief	02070	7,005	7,355	7,723	8,109	8,515	8,941	9,388
Survey Party Technician I	02050	5,126	5,382	5,650	5,934	6,230	6,542	6,869
Survey Party Technician II	02060	5,963	6,260	6,574	6,903	7,247	7,609	7,989
Systems Administrator	00120	5,847	6,140	6,446	6,768	7,107	7,463	7,837
Systems Technician	01060	4,360	4,579	4,810	5,051	5,304	5,569	5,847
Telecommunications Coordinator	00710	7,141	7,499	7,875	8,269	8,683	9,117	9,577
Telecommunications Customer Service Representative	07140	4,648	4,882	5,126	5,382	5,650	5,934	6,230

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
(BASED ON SALARY MATRIX)
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Treasury Services Specialist	01165	5,151	5,408	5,678	5,963	6,260	6,574	6,903
Treasury Services Supervisor	07020	5,790	6,080	6,384	6,702	7,039	7,391	7,761
Tree Maintenance Supervisor	04330	6,260	6,574	6,903	7,247	7,609	7,989	8,389
Tree Trimmer	04170	4,741	4,978	5,226	5,488	5,762	6,050	6,353
Utilities Billing/Systems Technician	01215	4,624	4,858	5,101	5,356	5,623	5,905	6,200
Utilities Customer Service Supervisor <i>July 1, 2022 to March 25, 2023</i>	01219	5,542	5,818	6,110	6,415	6,735	7,073	7,427
Utilities Customer Service Supervisor <i>March 26, 2023 to July 1, 2023</i>	01219	5,847	6,140	6,446	6,768	7,107	7,463	7,837
Video Technician	06320	5,876	6,170	6,478	6,801	7,141	7,499	7,875
Water Conservation Specialist	07740	5,818	6,110	6,415	6,735	7,073	7,427	7,799
Water Services Crew Leader	07750	5,542	5,818	6,110	6,415	6,735	7,073	7,427
Water Services Meter Repairer I	07755	4,533	4,764	5,002	5,252	5,515	5,790	6,080
Water Services Meter Repairer II	07756	4,978	5,226	5,488	5,762	6,050	6,353	6,670
Water Services Production Supervisor	07795	6,415	6,735	7,073	7,427	7,799	8,189	8,599
Water Services Quality Coordinator	07760	7,107	7,463	7,837	8,229	8,641	9,073	9,529
Water Services Quality Inspector	07765	5,818	6,110	6,415	6,735	7,073	7,427	7,799
Water Services Quality Supervisor	07770	6,542	6,869	7,211	7,571	7,951	8,349	8,767
Water Services Supervisor	07775	6,542	6,869	7,211	7,571	7,951	8,349	8,767
Water Services Utility Inspector	07780	5,818	6,110	6,415	6,735	7,073	7,427	7,799
Water Services Worker I	07785	4,014	4,215	4,426	4,648	4,882	5,126	5,382
Water Services Worker II	07790	4,533	4,764	5,002	5,252	5,515	5,790	6,080
Water Systems Electrician	04540	6,140	6,446	6,768	7,107	7,463	7,837	8,229
Water Systems Operator I	00880	4,601	4,834	5,076	5,330	5,596	5,876	6,170
Water Systems Operator II	00920	5,076	5,330	5,596	5,876	6,170	6,478	6,801
Water Systems Operator III	04530	5,434	5,706	5,992	6,291	6,606	6,937	7,283
Web Systems Technician	01006	4,360	4,579	4,810	5,051	5,304	5,569	5,847
Website Entry Specialist	01005	3,822	4,014	4,215	4,426	4,648	4,882	5,126
Work Center Coordinator	02390	8,809	9,250	9,721	10,207	10,717	11,254	11,816
Workforce Specialist I	08371	4,360	4,579	4,810	5,051	5,304	5,569	5,847
Workforce Specialist II	08372	4,906	5,151	5,408	5,678	5,963	6,260	6,574
Workforce Specialist III	08373	5,408	5,678	5,963	6,260	6,574	6,903	7,247
Workforce Specialist IV	08374	7,073	7,427	7,799	8,189	8,599	9,029	9,482
Youth Services Technician	05313	4,215	4,426	4,648	4,882	5,126	5,382	5,650
Zoo Curator	05430	5,706	5,992	6,291	6,606	6,937	7,283	7,647
Zoo Curator of Education	05450	5,818	6,110	6,415	6,735	7,073	7,427	7,799

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 1, 2022 TO JULY 1, 2023
(BASED ON SALARY MATRIX)
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Zoo Curator of Health	05451	5,623	5,905	6,200	6,510	6,835	7,176	7,535
Zoo Education Specialist	00930	4,579	4,810	5,051	5,304	5,569	5,847	6,140
Zoo Keeper I	05420	3,861	4,054	4,257	4,470	4,694	4,930	5,176
Zoo Keeper II	05410	4,470	4,694	4,930	5,176	5,434	5,706	5,992
Zoo Operations Coordinator	05485	5,026	5,278	5,542	5,818	6,110	6,415	6,735

The (T) designates a terminal classification. 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 classification that has been so assigned.

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Accountant I	01140	5,877	6,172	6,480	6,804	7,145	7,501	7,876
Accountant II	01150	6,771	7,110	7,464	7,837	8,229	8,641	9,073
Accounting Assistant	07010	4,581	4,811	5,053	5,306	5,570	5,848	6,142
Accounting Assistant / Systems Technician	07015	4,581	4,811	5,053	5,306	5,570	5,848	6,142
Accounts Payable Supervisor	07009	7,798	8,190	8,599	9,030	9,481	9,963	10,461
Accounts Payable Technician	01345	4,581	4,811	5,053	5,306	5,570	5,848	6,142
Active Transportation Coordinator	01295	7,320	7,687	8,072	8,476	8,900	9,345	9,815
Arts and Culture Specialist	02845	5,877	6,172	6,480	6,804	7,145	7,501	7,876
Assistant Buyer	00270	5,078	5,331	5,597	5,877	6,172	6,480	6,804
Assistant Community Planner	07611	6,142	6,448	6,771	7,110	7,464	7,837	8,229
Assistant Engineer	01601	6,448	6,771	7,110	7,464	7,837	8,229	8,641
Assistant Fleet Services Technician	00530	4,491	4,716	4,954	5,203	5,463	5,736	6,022
Assistant Instrument Technician	04125	5,254	5,517	5,792	6,082	6,386	6,705	7,040
Assistant Librarian	05180	4,787	5,028	5,280	5,543	5,820	6,112	6,417
Assistant Park and Landscape Planner	00280	6,172	6,480	6,804	7,145	7,501	7,876	8,270
Assistant Plan Check Engineer	01410	8,770	9,209	9,670	10,153	10,661	11,194	11,753
Assistant Planner I	00040	6,142	6,448	6,771	7,110	7,464	7,837	8,229
Assistant Planner II	02440	6,771	7,110	7,464	7,837	8,229	8,641	9,073
Assistant Traffic Operations Engineer	02155	8,814	9,255	9,717	10,203	10,713	11,250	11,812
Associate Community Planner <i>February 25, 2024 to July 13, 2024</i>	02455	7,837	8,229	8,641	9,073	9,528	10,013	10,513
Associate Engineer	02100	8,770	9,209	9,670	10,153	10,661	11,194	11,753
Associate Park and Landscape Planner	01040	7,876	8,270	8,684	9,119	9,575	10,063	10,566
Associate Plan Check Engineer	02280	9,436	9,914	10,408	10,929	11,476	12,050	12,653
Associate Planner	02450	7,837	8,229	8,641	9,073	9,528	10,013	10,513
Bibliographic Technician	05150	4,559	4,787	5,028	5,280	5,543	5,820	6,112
Building Maintenance Aide	04315	4,114	4,320	4,536	4,763	5,004	5,254	5,517
Building Maintenance Supervisor	04310	6,448	6,771	7,110	7,464	7,837	8,229	8,641
Building Maintenance Technician	04140	5,004	5,254	5,517	5,792	6,082	6,386	6,705
Building Technician	02230	4,883	5,127	5,383	5,653	5,935	6,232	6,544
Business Tax Collector / Inspector	01240	5,152	5,410	5,680	5,964	6,262	6,576	6,903
Buyer	01350	6,262	6,576	6,903	7,250	7,613	7,994	8,393
Central Services Supervisor	07030	5,177	5,436	5,708	5,993	6,293	6,607	6,937
Civil Engineer	02132	9,436	9,914	10,408	10,929	11,476	12,050	12,653
Code Enforcement Associate	02780	5,004	5,254	5,517	5,792	6,082	6,386	6,705

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Code Enforcement Officer	02740	6,202	6,512	6,837	7,180	7,539	7,916	8,311
Code Enforcement Supervisor	00070	6,971	7,320	7,687	8,072	8,476	8,900	9,345
Combination Building Inspector	06430	6,324	6,639	6,971	7,320	7,687	8,072	8,476
Community Development Analyst	07585	6,607	6,937	7,285	7,650	8,033	8,435	8,857
Community Development Commission Secretary	07321	4,513	4,739	4,979	5,228	5,490	5,764	6,052
Community Liaison	05000	6,804	7,145	7,501	7,876	8,270	8,684	9,119
Community Planning Assistant <i>February 25, 2024 to July 13, 2024</i>	00055	5,570	5,848	6,142	6,448	6,771	7,110	7,464
Construction Inspector	02240	6,142	6,448	6,771	7,110	7,464	7,837	8,229
Corporate Yard Maintenance Attendant	04070	3,786	3,977	4,176	4,385	4,604	4,835	5,078
Correctional Records Specialist <i>July 2, 2023 to February 24, 2024</i>	07630	3,786	3,977	4,176	4,385	4,604	4,835	5,078
Correctional Records Specialist <i>February 25, 2024 to July 13, 2024</i>	07630	3,977	4,176	4,385	4,604	4,835	5,078	5,331
Correctional Records Supervisor	07629	5,517	5,792	6,082	6,386	6,705	7,040	7,391
Custodial Aide / Porter	04005	3,144	3,301	3,466	3,639	3,821	4,013	4,214
Custodian	04000	3,639	3,821	4,013	4,214	4,425	4,646	4,883
Custodian Supervisor	04090	4,787	5,028	5,280	5,543	5,820	6,112	6,417
Customer Service Representative	01220	4,763	5,004	5,254	5,517	5,792	6,082	6,386
Data Entry Office Assistant	04200	4,114	4,320	4,536	4,763	5,004	5,254	5,517
Deputy City Clerk	07050	5,053	5,306	5,570	5,848	6,142	6,448	6,771
DNA Coordinator	03100	4,581	4,811	5,053	5,306	5,570	5,848	6,142
Economic Development Specialist I	00560	6,804	7,145	7,501	7,876	8,270	8,684	9,119
Economic Development Specialist II	00550	7,837	8,229	8,641	9,073	9,528	10,013	10,513
Economic Development Specialist III	00350	9,073	9,528	10,013	10,513	11,039	11,592	12,170
Engineering Aide	02030	4,907	5,152	5,410	5,680	5,964	6,262	6,576
Engineering Technician	02035	5,152	5,410	5,680	5,964	6,262	6,576	6,903
Equipment Operator	00440	5,053	5,306	5,570	5,848	6,142	6,448	6,771
Equipment Operator - Water Services	04215	5,152	5,410	5,680	5,964	6,262	6,576	6,903
Facilities Supervisor	04370	6,448	6,771	7,110	7,464	7,837	8,229	8,641
Fleet Parts Specialist	00500	5,436	5,708	5,993	6,293	6,607	6,937	7,285
Fleet Services Supervisor	04770	6,903	7,250	7,613	7,994	8,393	8,814	9,255
Fleet Services Technician I	04720	5,177	5,436	5,708	5,993	6,293	6,607	6,937
Fleet Services Technician II	04730	5,708	5,993	6,293	6,607	6,937	7,285	7,650
Fleet Services Technician III	00450	6,142	6,448	6,771	7,110	7,464	7,837	8,229
General Maintenance Assistant <i>February 25, 2024 to July 13, 2024</i>	00740	3,657	3,840	4,032	4,234	4,447	4,669	4,907

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
General Maintenance Leader <i>February 25, 2024 to July 13, 2024</i>	04190	5,543	5,820	6,112	6,417	6,738	7,075	7,427
General Maintenance Supervisor <i>February 25, 2024 to July 13, 2024</i>	01010	6,448	6,771	7,110	7,464	7,837	8,229	8,641
General Maintenance Worker <i>February 25, 2024 to July 13, 2024</i>	04180	5,004	5,254	5,517	5,792	6,082	6,386	6,705
GIS Administrator	02190	7,650	8,033	8,435	8,857	9,300	9,766	10,254
GIS Systems Analyst / Programmer	02192	7,005	7,355	7,724	8,111	8,517	8,943	9,391
GIS Technician	02193	5,436	5,708	5,993	6,293	6,607	6,937	7,285
Graphics Designer I	01500	5,078	5,331	5,597	5,877	6,172	6,480	6,804
Graphics Designer II	02400	5,597	5,877	6,172	6,480	6,804	7,145	7,501
Housing Authority Analyst	01885	6,705	7,040	7,391	7,761	8,150	8,558	8,987
Housing Authority Coordinator	07640	9,119	9,575	10,063	10,566	11,094	11,649	12,231
Housing Authority Operations Supervisor	02720	7,427	7,798	8,190	8,599	9,030	9,481	9,963
Housing Programs Aide	07580	4,363	4,581	4,811	5,053	5,306	5,570	5,848
Housing Programs Analyst	01840	7,427	7,798	8,190	8,599	9,030	9,481	9,963
Housing Programs Coordinator	00520	9,119	9,575	10,063	10,566	11,094	11,649	12,231
Housing Specialist I	01890	4,646	4,883	5,127	5,383	5,653	5,935	6,232
Housing Specialist II	01900	5,152	5,410	5,680	5,964	6,262	6,576	6,903
Information Services Representative	02670	4,907	5,152	5,410	5,680	5,964	6,262	6,576
Information Technology Support Supervisor	06470	8,033	8,435	8,857	9,300	9,766	10,254	10,767
Information Technology Support Technician I	00021	4,931	5,177	5,436	5,708	5,993	6,293	6,607
Information Technology Support Technician II	00020	5,436	5,708	5,993	6,293	6,607	6,937	7,285
Instrument Technician	04130	5,736	6,022	6,324	6,639	6,971	7,320	7,687
Lead Accounting Assistant	07090	5,410	5,680	5,964	6,262	6,576	6,903	7,250
Lead Correctional Records Specialist <i>July 2, 2023 to February 24, 2024</i>	07628	4,646	4,883	5,127	5,383	5,653	5,935	6,232
Lead Correctional Records Specialist <i>February 25, 2024 to July 13, 2024</i>	07628	4,883	5,127	5,383	5,653	5,935	6,232	6,544
Lead Police Records Specialist	07110	4,883	5,127	5,383	5,653	5,935	6,232	6,544
Librarian	05110	5,820	6,112	6,417	6,738	7,075	7,427	7,798
Library Services Assistant	05050	3,606	3,786	3,977	4,176	4,385	4,604	4,835
Library Technician	05076	4,341	4,559	4,787	5,028	5,280	5,543	5,820
Loan Specialist	07000	5,877	6,172	6,480	6,804	7,145	7,501	7,876
Mail Clerk / Messenger	07170	3,288	3,453	3,625	3,806	3,996	4,196	4,406
Maintenance Worker I	04050	4,032	4,234	4,447	4,669	4,907	5,152	5,410
Maintenance Worker II	04060	4,559	4,787	5,028	5,280	5,543	5,820	6,112
Meter Reader Collector	01210	4,559	4,787	5,028	5,280	5,543	5,820	6,112

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Network Engineer	06450	8,857	9,300	9,766	10,254	10,767	11,305	11,871
Network Specialist / WAN Systems Administrator	06460	7,285	7,650	8,033	8,435	8,857	9,300	9,766
NPDES Manager	06440	8,270	8,684	9,119	9,575	10,063	10,566	11,094
Office Assistant	07180	3,639	3,821	4,013	4,214	4,425	4,646	4,883
Office Specialist	07190	3,223	3,384	3,552	3,731	3,917	4,114	4,320
Park Maintenance Aide <i>July 2, 2023 to February 24, 2024</i>	04860	2,852	2,994	3,144	3,301	3,466	3,639	3,821
Park Maintenance Assistant <i>July 2, 2023 to February 24, 2024</i>	00740	3,657	3,840	4,032	4,234	4,447	4,669	4,907
Park Maintenance Leader <i>July 2, 2023 to February 24, 2024</i>	04190	5,543	5,820	6,112	6,417	6,738	7,075	7,427
Park Maintenance Supervisor <i>July 2, 2023 to February 24, 2024</i>	01010	6,448	6,771	7,110	7,464	7,837	8,229	8,641
Park Maintenance Worker <i>July 2, 2023 to February 24, 2024</i>	04180	5,004	5,254	5,517	5,792	6,082	6,386	6,705
Park Ranger	03610	5,543	5,820	6,112	6,417	6,738	7,075	7,427
Park Services Inspection Supervisor	04320	6,480	6,804	7,145	7,501	7,876	8,270	8,684
Park Services Inspector I	04105	4,134	4,341	4,559	4,787	5,028	5,280	5,543
Park Services Inspector II	04106	5,127	5,383	5,653	5,935	6,232	6,544	6,870
Parking Meter Operations Supervisor	02890	5,490	5,764	6,052	6,355	6,672	7,005	7,355
Parking Meter Technician I	07160	4,196	4,406	4,628	4,860	5,103	5,357	5,625
Parking Meter Technician II	00080	4,860	5,103	5,357	5,625	5,906	6,202	6,512
Permit Services Processor	07200	4,536	4,763	5,004	5,254	5,517	5,792	6,082
Permit Services Supervisor	02590	6,971	7,320	7,687	8,072	8,476	8,900	9,345
Permit Services Technician	02580	5,848	6,142	6,448	6,771	7,110	7,464	7,837
Planning Assistant	00050	5,570	5,848	6,142	6,448	6,771	7,110	7,464
Planning Commission Secretary	07320	5,078	5,331	5,597	5,877	6,172	6,480	6,804
Planning Technician	00641	4,811	5,053	5,306	5,570	5,848	6,142	6,448
Plans Examiner	02271	7,916	8,311	8,727	9,164	9,622	10,114	10,618
Police Fiscal Officer	06290	7,391	7,761	8,150	8,558	8,987	9,436	9,914
Police Fiscal Services Supervisor	06295	6,355	6,672	7,005	7,355	7,724	8,111	8,517
Police Records Specialist	07220	3,977	4,176	4,385	4,604	4,835	5,078	5,331
Police Records Supervisor	07230	5,517	5,792	6,082	6,386	6,705	7,040	7,391
Police Systems Support Analyst	06475	8,270	8,684	9,119	9,575	10,063	10,566	11,094
Principal Librarian	05115	6,512	6,837	7,180	7,539	7,916	8,311	8,727
Principal Programmer Analyst	02630	8,857	9,300	9,766	10,254	10,767	11,305	11,871
Programmer Analyst	01460	7,285	7,650	8,033	8,435	8,857	9,300	9,766
Property Control Specialist	07250	4,559	4,787	5,028	5,280	5,543	5,820	6,112
Public Works Contracts Administrator	01850	6,324	6,639	6,971	7,320	7,687	8,072	8,476

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Public Works Crew Leader	04040	5,543	5,820	6,112	6,417	6,738	7,075	7,427
Public Works Dispatcher	04519	4,256	4,469	4,693	4,931	5,177	5,436	5,708
Public Works Projects Manager	06140	8,229	8,641	9,073	9,528	10,013	10,513	11,039
Public Works Projects Specialist	04340	6,837	7,180	7,539	7,916	8,311	8,727	9,164
Public Works Safety Assistant	05031	4,320	4,536	4,763	5,004	5,254	5,517	5,792
Public Works Safety Coordinator	05030	6,705	7,040	7,391	7,761	8,150	8,558	8,987
Purchasing Supervisor	01340	7,798	8,190	8,599	9,030	9,481	9,963	10,461
Receptionist	00060	3,898	4,093	4,298	4,513	4,739	4,979	5,228
Records Specialist	07430	4,447	4,669	4,907	5,152	5,410	5,680	5,964
Recreation and Community Services Supervisor	01940	7,464	7,837	8,229	8,641	9,073	9,528	10,013
Recreation Leader	05310	3,401	3,571	3,749	3,937	4,134	4,341	4,559
Recreation Program Coordinator	05330	5,028	5,280	5,543	5,820	6,112	6,417	6,738
Reprographic Equipment Operator	07260	3,786	3,977	4,176	4,385	4,604	4,835	5,078
Residential Construction Specialist	02710	6,142	6,448	6,771	7,110	7,464	7,837	8,229
Revenue Supervisor	01090	6,022	6,324	6,639	6,971	7,320	7,687	8,072
Right-of-Way Coordinator	00118	4,341	4,559	4,787	5,028	5,280	5,543	5,820
Sanitation Inspector I	02200	4,811	5,053	5,306	5,570	5,848	6,142	6,448
Sanitation Inspector II	02210	5,877	6,172	6,480	6,804	7,145	7,501	7,876
Secretary	07270	4,536	4,763	5,004	5,254	5,517	5,792	6,082
Security Electronics Technician	01055	6,576	6,903	7,250	7,613	7,994	8,393	8,814
Senior Accountant	07490	7,391	7,761	8,150	8,558	8,987	9,436	9,914
Senior Accounting Assistant	07280	4,931	5,177	5,436	5,708	5,993	6,293	6,607
Senior Accounting Assistant / Systems Technician	07016	4,931	5,177	5,436	5,708	5,993	6,293	6,607
Senior Buyer	00275	6,837	7,180	7,539	7,916	8,311	8,727	9,164
Senior Civil Engineer	02131	10,566	11,094	11,649	12,231	12,843	13,486	14,160
Senior Combination Building Inspector	06431	6,971	7,320	7,687	8,072	8,476	8,900	9,345
Senior Community Development Analyst	07584	7,613	7,994	8,393	8,814	9,255	9,717	10,203
Senior Community Planner	07610	8,641	9,073	9,528	10,013	10,513	11,039	11,592
Senior Construction Inspector	02239	6,971	7,320	7,687	8,072	8,476	8,900	9,345
Senior Correctional Records Specialist <i>July 2, 2023 to February 24, 2024</i>	07650	4,320	4,536	4,763	5,004	5,254	5,517	5,792
Senior Correctional Records Specialist <i>February 25, 2024 to July 13, 2024</i>	07650	4,536	4,763	5,004	5,254	5,517	5,792	6,082
Senior Deputy City Clerk	07290	5,935	6,232	6,544	6,870	7,215	7,576	7,955
Senior Engineer	02111	10,566	11,094	11,649	12,231	12,843	13,486	14,160
Senior Fleet Services Supervisor	00840	7,613	7,994	8,393	8,814	9,255	9,717	10,203

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Housing Specialist	01860	6,355	6,672	7,005	7,355	7,724	8,111	8,517
Senior Librarian	05109	5,993	6,293	6,607	6,937	7,285	7,650	8,033
Senior Library Technician	05075	4,787	5,028	5,280	5,543	5,820	6,112	6,417
Senior Office Assistant	07330	4,114	4,320	4,536	4,763	5,004	5,254	5,517
Senior Office Specialist	07360	3,639	3,821	4,013	4,214	4,425	4,646	4,883
Senior Park Services Inspection Supervisor	06330	7,613	7,994	8,393	8,814	9,255	9,717	10,203
Senior Permit Services Technician	02581	6,262	6,576	6,903	7,250	7,613	7,994	8,393
Senior Plan Check Engineer	00330	10,566	11,094	11,649	12,231	12,843	13,486	14,160
Senior Planner	02470	8,900	9,345	9,815	10,305	10,821	11,362	11,930
Senior Police Records Specialist	07370	4,536	4,763	5,004	5,254	5,517	5,792	6,082
Senior Programmer Analyst	01470	8,033	8,435	8,857	9,300	9,766	10,254	10,767
Senior Residential Construction Specialist	02700	6,771	7,110	7,464	7,837	8,229	8,641	9,073
Senior Systems Administrator	00990	7,040	7,391	7,761	8,150	8,558	8,987	9,436
Senior Transportation Analyst	01290	10,566	11,094	11,649	12,231	12,843	13,486	14,160
Senior Water Services Supervisor	07776	7,650	8,033	8,435	8,857	9,300	9,766	10,254
Senior Water Systems Operator	06240	6,324	6,639	6,971	7,320	7,687	8,072	8,476
Solid Waste Enforcement Officer	02741	6,202	6,512	6,837	7,180	7,539	7,916	8,311
Stock Clerk	01310	4,447	4,669	4,907	5,152	5,410	5,680	5,964
Storekeeper	01320	5,280	5,543	5,820	6,112	6,417	6,738	7,075
Stores and City Yard Property Specialist	01315	5,280	5,543	5,820	6,112	6,417	6,738	7,075
Stormwater Coordinator	00115	7,145	7,501	7,876	8,270	8,684	9,119	9,575
Street Lighting Maintenance Worker	04280	5,436	5,708	5,993	6,293	6,607	6,937	7,285
Street Maintenance Supervisor	04360	6,480	6,804	7,145	7,501	7,876	8,270	8,684
Street Painter	04160	4,883	5,127	5,383	5,653	5,935	6,232	6,544
Supervising Accountant	07500	8,229	8,641	9,073	9,528	10,013	10,513	11,039
Supervising Library Services Assistant	05055	4,214	4,425	4,646	4,883	5,127	5,383	5,653
Supervising Park Ranger	07470	6,262	6,576	6,903	7,250	7,613	7,994	8,393
Systems Administrator	00120	6,022	6,324	6,639	6,971	7,320	7,687	8,072
Systems Technician	01060	4,491	4,716	4,954	5,203	5,463	5,736	6,022
Telecommunications Coordinator	00710	7,355	7,724	8,111	8,517	8,943	9,391	9,864
Telecommunications Customer Service Representative	07140	4,787	5,028	5,280	5,543	5,820	6,112	6,417
Transportation Driver	01081	4,176	4,385	4,604	4,835	5,078	5,331	5,597
Treasury Services Specialist	01165	5,306	5,570	5,848	6,142	6,448	6,771	7,110
Treasury Services Supervisor	07020	5,964	6,262	6,576	6,903	7,250	7,613	7,994
Tree Maintenance Supervisor	04330	6,480	6,804	7,145	7,501	7,876	8,270	8,684

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Tree Trimmer	04170	4,883	5,127	5,383	5,653	5,935	6,232	6,544
Utilities Billing / Systems Technician	01215	4,763	5,004	5,254	5,517	5,792	6,082	6,386
Utilities Customer Service Supervisor	01219	6,022	6,324	6,639	6,971	7,320	7,687	8,072
Video Technician	06320	6,052	6,355	6,672	7,005	7,355	7,724	8,111
Water Conservation Specialist	07740	5,993	6,293	6,607	6,937	7,285	7,650	8,033
Water Services Crew Leader	07750	5,708	5,993	6,293	6,607	6,937	7,285	7,650
Water Services Meter Repairer I	07755	4,669	4,907	5,152	5,410	5,680	5,964	6,262
Water Services Meter Repairer II	07756	5,127	5,383	5,653	5,935	6,232	6,544	6,870
Water Services Production Supervisor	07795	6,607	6,937	7,285	7,650	8,033	8,435	8,857
Water Services Quality Coordinator	07760	7,320	7,687	8,072	8,476	8,900	9,345	9,815
Water Services Quality Inspector	07765	5,993	6,293	6,607	6,937	7,285	7,650	8,033
Water Services Quality Supervisor	07770	6,738	7,075	7,427	7,798	8,190	8,599	9,030
Water Services Supervisor	07775	6,738	7,075	7,427	7,798	8,190	8,599	9,030
Water Services Utility Inspector	07780	5,993	6,293	6,607	6,937	7,285	7,650	8,033
Water Services Worker I	07785	4,134	4,341	4,559	4,787	5,028	5,280	5,543
Water Services Worker II	07790	4,669	4,907	5,152	5,410	5,680	5,964	6,262
Water Systems Electrician	04540	6,324	6,639	6,971	7,320	7,687	8,072	8,476
Water Systems Operator I	00880	4,739	4,979	5,228	5,490	5,764	6,052	6,355
Water Systems Operator II	00920	5,228	5,490	5,764	6,052	6,355	6,672	7,005
Water Systems Operator III	04530	5,597	5,877	6,172	6,480	6,804	7,145	7,501
Web Systems Technician	01006	4,491	4,716	4,954	5,203	5,463	5,736	6,022
Website Entry Specialist	01005	3,937	4,134	4,341	4,559	4,787	5,028	5,280
Work Center Coordinator	02390	9,073	9,528	10,013	10,513	11,039	11,592	12,170
Workforce Specialist I	08371	4,491	4,716	4,954	5,203	5,463	5,736	6,022
Workforce Specialist II	08372	5,053	5,306	5,570	5,848	6,142	6,448	6,771
Workforce Specialist III	08373	5,570	5,848	6,142	6,448	6,771	7,110	7,464
Workforce Specialist IV	08374	7,285	7,650	8,033	8,435	8,857	9,300	9,766
Youth Services Technician	05313	4,341	4,559	4,787	5,028	5,280	5,543	5,820
Zoo Curator	05430	5,877	6,172	6,480	6,804	7,145	7,501	7,876
Zoo Curator of Education	05450	5,993	6,293	6,607	6,937	7,285	7,650	8,033
Zoo Curator of Health	05451	5,792	6,082	6,386	6,705	7,040	7,391	7,761
Zoo Education Specialist	00930	4,716	4,954	5,203	5,463	5,736	6,022	6,324
Zoo Keeper I	05420	3,977	4,176	4,385	4,604	4,835	5,078	5,331
Zoo Keeper II	05410	4,604	4,835	5,078	5,331	5,597	5,877	6,172
Zoo Operations Coordinator	05485	5,177	5,436	5,708	5,993	6,293	6,607	6,937

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME
MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023 TO JULY 13, 2024
REVISED FEBRUARY 20, 2024

The (T) designates a terminal classification. 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 classification that has been so assigned.

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Accountant I	01140	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Accountant II	01150	6,974	7,323	7,688	8,072	8,476	8,900	9,345
Accounting Assistant	07010	4,718	4,955	5,205	5,465	5,737	6,023	6,326
Accounting Assistant / Systems Technician	07015	4,718	4,955	5,205	5,465	5,737	6,023	6,326
Accounts Payable Supervisor	07009	8,032	8,436	8,857	9,301	9,765	10,262	10,775
Accounts Payable Technician	01345	4,718	4,955	5,205	5,465	5,737	6,023	6,326
Active Transportation Coordinator	01295	7,540	7,918	8,314	8,730	9,167	9,625	10,109
Arts and Culture Specialist	02845	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Assistant Buyer	00270	5,230	5,491	5,765	6,053	6,357	6,674	7,008
Assistant Community Planner	07611	6,326	6,641	6,974	7,323	7,688	8,072	8,476
Assistant Engineer	01601	6,641	6,974	7,323	7,688	8,072	8,476	8,900
Assistant Fleet Services Technician	00530	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Assistant Instrument Technician	04125	5,412	5,683	5,966	6,264	6,578	6,906	7,251
Assistant Librarian	05180	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Assistant Park and Landscape Planner	00280	6,357	6,674	7,008	7,359	7,726	8,112	8,518
Assistant Plan Check Engineer	01410	9,033	9,485	9,960	10,458	10,981	11,530	12,106
Assistant Planner I	00040	6,326	6,641	6,974	7,323	7,688	8,072	8,476
Assistant Planner II	02440	6,974	7,323	7,688	8,072	8,476	8,900	9,345
Assistant Traffic Operations Engineer	02155	9,078	9,533	10,009	10,509	11,034	11,588	12,166
Associate Community Planner	02455	8,072	8,476	8,900	9,345	9,814	10,313	10,828
Associate Engineer	02100	9,033	9,485	9,960	10,458	10,981	11,530	12,106
Associate Park and Landscape Planner	01040	8,112	8,518	8,945	9,393	9,862	10,365	10,883
Associate Plan Check Engineer	02280	9,719	10,211	10,720	11,257	11,820	12,412	13,033
Associate Planner	02450	8,072	8,476	8,900	9,345	9,814	10,313	10,828
Bibliographic Technician	05150	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Building Maintenance Aide	04315	4,237	4,450	4,672	4,906	5,154	5,412	5,683
Building Maintenance Supervisor	04310	6,641	6,974	7,323	7,688	8,072	8,476	8,900
Building Maintenance Technician	04140	5,154	5,412	5,683	5,966	6,264	6,578	6,906
Building Technician	02230	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Business Tax Collector / Inspector	01240	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Buyer	01350	6,450	6,773	7,110	7,468	7,841	8,234	8,645
Central Services Supervisor	07030	5,332	5,599	5,879	6,173	6,482	6,805	7,145
Civil Engineer	02132	9,719	10,211	10,720	11,257	11,820	12,412	13,033
Code Enforcement Associate	02780	5,154	5,412	5,683	5,966	6,264	6,578	6,906
Code Enforcement Officer	02740	6,388	6,707	7,042	7,395	7,765	8,153	8,560

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Code Enforcement Supervisor	00070	7,180	7,540	7,918	8,314	8,730	9,167	9,625
Combination Building Inspector	06430	6,514	6,838	7,180	7,540	7,918	8,314	8,730
Community Development Analyst	07585	6,805	7,145	7,504	7,880	8,274	8,688	9,123
Community Development Commission Secretary	07321	4,648	4,881	5,128	5,385	5,655	5,937	6,234
Community Liaison	05000	7,008	7,359	7,726	8,112	8,518	8,945	9,393
Community Planning Assistant	00055	5,737	6,023	6,326	6,641	6,974	7,323	7,688
Construction Inspector	02240	6,326	6,641	6,974	7,323	7,688	8,072	8,476
Corporate Yard Maintenance Attendant	04070	3,900	4,096	4,301	4,517	4,742	4,980	5,230
Correctional Records Specialist	07630	4,096	4,301	4,517	4,742	4,980	5,230	5,491
Correctional Records Supervisor	07629	5,683	5,966	6,264	6,578	6,906	7,251	7,613
Custodial Aide / Porter	04005	3,238	3,400	3,570	3,748	3,936	4,133	4,340
Custodian	04000	3,748	3,936	4,133	4,340	4,558	4,785	5,029
Custodian Supervisor	04090	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Customer Service Representative	01220	4,906	5,154	5,412	5,683	5,966	6,264	6,578
Data Entry Office Assistant	04200	4,237	4,450	4,672	4,906	5,154	5,412	5,683
Deputy City Clerk	07050	5,205	5,465	5,737	6,023	6,326	6,641	6,974
DNA Coordinator	03100	4,718	4,955	5,205	5,465	5,737	6,023	6,326
Economic Development Specialist I	00560	7,008	7,359	7,726	8,112	8,518	8,945	9,393
Economic Development Specialist II	00550	8,072	8,476	8,900	9,345	9,814	10,313	10,828
Economic Development Specialist III	00350	9,345	9,814	10,313	10,828	11,370	11,940	12,535
Engineering Aide	02030	5,054	5,307	5,572	5,850	6,143	6,450	6,773
Engineering Technician	02035	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Equipment Operator	00440	5,205	5,465	5,737	6,023	6,326	6,641	6,974
Equipment Operator - Water Services	04215	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Facilities Supervisor	04370	6,641	6,974	7,323	7,688	8,072	8,476	8,900
Fleet Parts Specialist	00500	5,599	5,879	6,173	6,482	6,805	7,145	7,504
Fleet Services Supervisor	04770	7,110	7,468	7,841	8,234	8,645	9,078	9,533
Fleet Services Technician I	04720	5,332	5,599	5,879	6,173	6,482	6,805	7,145
Fleet Services Technician II	04730	5,879	6,173	6,482	6,805	7,145	7,504	7,880
Fleet Services Technician III	00450	6,326	6,641	6,974	7,323	7,688	8,072	8,476
General Maintenance Assistant	00740	3,767	3,955	4,153	4,361	4,580	4,809	5,054
General Maintenance Leader	04190	5,709	5,995	6,295	6,610	6,940	7,287	7,650
General Maintenance Supervisor	01010	6,641	6,974	7,323	7,688	8,072	8,476	8,900
General Maintenance Worker	04180	5,154	5,412	5,683	5,966	6,264	6,578	6,906
GIS Administrator	02190	7,880	8,274	8,688	9,123	9,579	10,059	10,562

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
GIS Systems Analyst / Programmer	02192	7,215	7,576	7,956	8,354	8,773	9,211	9,673
GIS Technician	02193	5,599	5,879	6,173	6,482	6,805	7,145	7,504
Graphics Designer I	01500	5,230	5,491	5,765	6,053	6,357	6,674	7,008
Graphics Designer II	02400	5,765	6,053	6,357	6,674	7,008	7,359	7,726
Housing Authority Analyst	01885	6,906	7,251	7,613	7,994	8,395	8,815	9,257
Housing Authority Coordinator	07640	9,393	9,862	10,365	10,883	11,427	11,998	12,598
Housing Authority Operations Supervisor	02720	7,650	8,032	8,436	8,857	9,301	9,765	10,262
Housing Programs Aide	07580	4,494	4,718	4,955	5,205	5,465	5,737	6,023
Housing Programs Analyst	01840	7,650	8,032	8,436	8,857	9,301	9,765	10,262
Housing Programs Coordinator	00520	9,393	9,862	10,365	10,883	11,427	11,998	12,598
Housing Specialist I	01890	4,785	5,029	5,281	5,544	5,823	6,113	6,419
Housing Specialist II	01900	5,307	5,572	5,850	6,143	6,450	6,773	7,110
Information Services Representative	02670	5,054	5,307	5,572	5,850	6,143	6,450	6,773
Information Technology Support Supervisor	06470	8,274	8,688	9,123	9,579	10,059	10,562	11,090
Information Technology Support Technician I	00021	5,079	5,332	5,599	5,879	6,173	6,482	6,805
Information Technology Support Technician II	00020	5,599	5,879	6,173	6,482	6,805	7,145	7,504
Instrument Technician	04130	5,908	6,203	6,514	6,838	7,180	7,540	7,918
Lead Accounting Assistant	07090	5,572	5,850	6,143	6,450	6,773	7,110	7,468
Lead Correctional Records Specialist	07628	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Lead Police Records Specialist	07110	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Librarian	05110	5,995	6,295	6,610	6,940	7,287	7,650	8,032
Library Services Assistant	05050	3,714	3,900	4,096	4,301	4,517	4,742	4,980
Library Technician	05076	4,471	4,696	4,931	5,179	5,438	5,709	5,995
Loan Specialist	07000	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Mail Clerk / Messenger	07170	3,387	3,557	3,734	3,920	4,116	4,322	4,538
Maintenance Worker I	04050	4,153	4,361	4,580	4,809	5,054	5,307	5,572
Maintenance Worker II	04060	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Meter Reader Collector	01210	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Network Engineer	06450	9,123	9,579	10,059	10,562	11,090	11,644	12,227
Network Specialist / WAN Systems Administrator	06460	7,504	7,880	8,274	8,688	9,123	9,579	10,059
NPDES Manager	06440	8,518	8,945	9,393	9,862	10,365	10,883	11,427
Office Assistant	07180	3,748	3,936	4,133	4,340	4,558	4,785	5,029
Office Specialist	07190	3,320	3,486	3,659	3,843	4,035	4,237	4,450
Park Ranger	03610	5,709	5,995	6,295	6,610	6,940	7,287	7,650

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Park Services Inspection Supervisor	04320	6,674	7,008	7,359	7,726	8,112	8,518	8,945
Park Services Inspector I	04105	4,258	4,471	4,696	4,931	5,179	5,438	5,709
Park Services Inspector II	04106	5,281	5,544	5,823	6,113	6,419	6,740	7,076
Parking Meter Operations Supervisor	02890	5,655	5,937	6,234	6,546	6,872	7,215	7,576
Parking Meter Technician I	07160	4,322	4,538	4,767	5,006	5,256	5,518	5,794
Parking Meter Technician II	00080	5,006	5,256	5,518	5,794	6,083	6,388	6,707
Permit Services Processor	07200	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Permit Services Supervisor	02590	7,180	7,540	7,918	8,314	8,730	9,167	9,625
Permit Services Technician	02580	6,023	6,326	6,641	6,974	7,323	7,688	8,072
Planning Assistant	00050	5,737	6,023	6,326	6,641	6,974	7,323	7,688
Planning Commission Secretary	07320	5,230	5,491	5,765	6,053	6,357	6,674	7,008
Planning Technician	00641	4,955	5,205	5,465	5,737	6,023	6,326	6,641
Plans Examiner	02271	8,153	8,560	8,989	9,439	9,911	10,417	10,937
Police Fiscal Officer	06290	7,613	7,994	8,395	8,815	9,257	9,719	10,211
Police Fiscal Services Supervisor	06295	6,546	6,872	7,215	7,576	7,956	8,354	8,773
Police Records Specialist	07220	4,096	4,301	4,517	4,742	4,980	5,230	5,491
Police Records Supervisor	07230	5,683	5,966	6,264	6,578	6,906	7,251	7,613
Police Systems Support Analyst	06475	8,518	8,945	9,393	9,862	10,365	10,883	11,427
Principal Librarian	05115	6,707	7,042	7,395	7,765	8,153	8,560	8,989
Principal Programmer Analyst	02630	9,123	9,579	10,059	10,562	11,090	11,644	12,227
Programmer Analyst	01460	7,504	7,880	8,274	8,688	9,123	9,579	10,059
Property Control Specialist	07250	4,696	4,931	5,179	5,438	5,709	5,995	6,295
Public Works Contracts Administrator	01850	6,514	6,838	7,180	7,540	7,918	8,314	8,730
Public Works Crew Leader	04040	5,709	5,995	6,295	6,610	6,940	7,287	7,650
Public Works Dispatcher	04519	4,384	4,603	4,834	5,079	5,332	5,599	5,879
Public Works Projects Manager	06140	8,476	8,900	9,345	9,814	10,313	10,828	11,370
Public Works Projects Specialist	04340	7,042	7,395	7,765	8,153	8,560	8,989	9,439
Public Works Safety Assistant	05031	4,450	4,672	4,906	5,154	5,412	5,683	5,966
Public Works Safety Coordinator	05030	6,906	7,251	7,613	7,994	8,395	8,815	9,257
Purchasing Supervisor	01340	8,032	8,436	8,857	9,301	9,765	10,262	10,775
Receptionist	00060	4,015	4,216	4,427	4,648	4,881	5,128	5,385
Records Specialist	07430	4,580	4,809	5,054	5,307	5,572	5,850	6,143
Recreation and Community Services Supervisor	01940	7,688	8,072	8,476	8,900	9,345	9,814	10,313
Recreation Leader	05310	3,503	3,678	3,861	4,055	4,258	4,471	4,696
Recreation Program Coordinator	05330	5,179	5,438	5,709	5,995	6,295	6,610	6,940
Reprographic Equipment Operator	07260	3,900	4,096	4,301	4,517	4,742	4,980	5,230

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Residential Construction Specialist	02710	6,326	6,641	6,974	7,323	7,688	8,072	8,476
Revenue Supervisor	01090	6,203	6,514	6,838	7,180	7,540	7,918	8,314
Right-of-Way Coordinator	00118	4,471	4,696	4,931	5,179	5,438	5,709	5,995
Sanitation Inspector I	02200	4,955	5,205	5,465	5,737	6,023	6,326	6,641
Sanitation Inspector II	02210	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Secretary	07270	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Security Electronics Technician	01055	6,773	7,110	7,468	7,841	8,234	8,645	9,078
Senior Accountant	07490	7,613	7,994	8,395	8,815	9,257	9,719	10,211
Senior Accounting Assistant	07280	5,079	5,332	5,599	5,879	6,173	6,482	6,805
Senior Accounting Assistant / Systems Technician	07016	5,079	5,332	5,599	5,879	6,173	6,482	6,805
Senior Buyer	00275	7,042	7,395	7,765	8,153	8,560	8,989	9,439
Senior Civil Engineer	02131	10,883	11,427	11,998	12,598	13,228	13,891	14,585
Senior Combination Building Inspector	06431	7,180	7,540	7,918	8,314	8,730	9,167	9,625
Senior Community Development Analyst	07584	7,841	8,234	8,645	9,078	9,533	10,009	10,509
Senior Community Planner	07610	8,900	9,345	9,814	10,313	10,828	11,370	11,940
Senior Construction Inspector	02239	7,180	7,540	7,918	8,314	8,730	9,167	9,625
Senior Correctional Records Specialist	07650	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Senior Deputy City Clerk	07290	6,113	6,419	6,740	7,076	7,431	7,803	8,194
Senior Engineer	02111	10,883	11,427	11,998	12,598	13,228	13,891	14,585
Senior Fleet Services Supervisor	00840	7,841	8,234	8,645	9,078	9,533	10,009	10,509
Senior Housing Specialist	01860	6,546	6,872	7,215	7,576	7,956	8,354	8,773
Senior Librarian	05109	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Senior Library Technician	05075	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Senior Office Assistant	07330	4,237	4,450	4,672	4,906	5,154	5,412	5,683
Senior Office Specialist	07360	3,748	3,936	4,133	4,340	4,558	4,785	5,029
Senior Park Services Inspection Supervisor	06330	7,841	8,234	8,645	9,078	9,533	10,009	10,509
Senior Permit Services Technician	02581	6,450	6,773	7,110	7,468	7,841	8,234	8,645
Senior Plan Check Engineer	00330	10,883	11,427	11,998	12,598	13,228	13,891	14,585
Senior Planner	02470	9,167	9,625	10,109	10,614	11,146	11,703	12,288
Senior Police Records Specialist	07370	4,672	4,906	5,154	5,412	5,683	5,966	6,264
Senior Programmer Analyst	01470	8,274	8,688	9,123	9,579	10,059	10,562	11,090
Senior Residential Construction Specialist	02700	6,974	7,323	7,688	8,072	8,476	8,900	9,345
Senior Systems Administrator	00990	7,251	7,613	7,994	8,395	8,815	9,257	9,719
Senior Transportation Analyst	01290	10,883	11,427	11,998	12,598	13,228	13,891	14,585

**EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME**

**MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024**

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Water Services Supervisor	07776	7,880	8,274	8,688	9,123	9,579	10,059	10,562
Senior Water Systems Operator	06240	6,514	6,838	7,180	7,540	7,918	8,314	8,730
Solid Waste Enforcement Officer	02741	6,388	6,707	7,042	7,395	7,765	8,153	8,560
Stock Clerk	01310	4,580	4,809	5,054	5,307	5,572	5,850	6,143
Storekeeper	01320	5,438	5,709	5,995	6,295	6,610	6,940	7,287
Stores and City Yard Property Specialist	01315	5,438	5,709	5,995	6,295	6,610	6,940	7,287
Stormwater Coordinator	00115	7,359	7,726	8,112	8,518	8,945	9,393	9,862
Street Lighting Maintenance Worker	04280	5,599	5,879	6,173	6,482	6,805	7,145	7,504
Street Maintenance Supervisor	04360	6,674	7,008	7,359	7,726	8,112	8,518	8,945
Street Painter	04160	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Supervising Accountant	07500	8,476	8,900	9,345	9,814	10,313	10,828	11,370
Supervising Library Services Assistant	05055	4,340	4,558	4,785	5,029	5,281	5,544	5,823
Supervising Park Ranger	07470	6,450	6,773	7,110	7,468	7,841	8,234	8,645
Systems Administrator	00120	6,203	6,514	6,838	7,180	7,540	7,918	8,314
Systems Technician	01060	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Telecommunications Coordinator	00710	7,576	7,956	8,354	8,773	9,211	9,673	10,160
Telecommunications Customer Service Representative	07140	4,931	5,179	5,438	5,709	5,995	6,295	6,610
Transportation Driver	01081	4,301	4,517	4,742	4,980	5,230	5,491	5,765
Treasury Services Specialist	01165	5,465	5,737	6,023	6,326	6,641	6,974	7,323
Treasury Services Supervisor	07020	6,143	6,450	6,773	7,110	7,468	7,841	8,234
Tree Maintenance Supervisor	04330	6,674	7,008	7,359	7,726	8,112	8,518	8,945
Tree Trimmer	04170	5,029	5,281	5,544	5,823	6,113	6,419	6,740
Utilities Billing / Systems Technician	01215	4,906	5,154	5,412	5,683	5,966	6,264	6,578
Utilities Customer Service Supervisor	01219	6,203	6,514	6,838	7,180	7,540	7,918	8,314
Video Technician	06320	6,234	6,546	6,872	7,215	7,576	7,956	8,354
Water Conservation Specialist	07740	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Water Services Crew Leader	07750	5,879	6,173	6,482	6,805	7,145	7,504	7,880
Water Services Meter Repairer I	07755	4,809	5,054	5,307	5,572	5,850	6,143	6,450
Water Services Meter Repairer II	07756	5,281	5,544	5,823	6,113	6,419	6,740	7,076
Water Services Production Supervisor	07795	6,805	7,145	7,504	7,880	8,274	8,688	9,123
Water Services Quality Coordinator	07760	7,540	7,918	8,314	8,730	9,167	9,625	10,109
Water Services Quality Inspector	07765	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Water Services Quality Supervisor	07770	6,940	7,287	7,650	8,032	8,436	8,857	9,301
Water Services Supervisor	07775	6,940	7,287	7,650	8,032	8,436	8,857	9,301
Water Services Utility Inspector	07780	6,173	6,482	6,805	7,145	7,504	7,880	8,274

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME

MONTHLY WAGE RATE SCHEDULE
EFFECTIVE JULY 14, 2024
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP AAA	STEP AA	STEP A	STEP B	STEP C	STEP D	STEP E
Water Services Worker I	07785	4,258	4,471	4,696	4,931	5,179	5,438	5,709
Water Services Worker II	07790	4,809	5,054	5,307	5,572	5,850	6,143	6,450
Water Systems Electrician	04540	6,514	6,838	7,180	7,540	7,918	8,314	8,730
Water Systems Operator I	00880	4,881	5,128	5,385	5,655	5,937	6,234	6,546
Water Systems Operator II	00920	5,385	5,655	5,937	6,234	6,546	6,872	7,215
Water Systems Operator III	04530	5,765	6,053	6,357	6,674	7,008	7,359	7,726
Web Systems Technician	01006	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Website Entry Specialist	01005	4,055	4,258	4,471	4,696	4,931	5,179	5,438
Work Center Coordinator	02390	9,345	9,814	10,313	10,828	11,370	11,940	12,535
Workforce Specialist I	08371	4,626	4,857	5,103	5,359	5,627	5,908	6,203
Workforce Specialist II	08372	5,205	5,465	5,737	6,023	6,326	6,641	6,974
Workforce Specialist III	08373	5,737	6,023	6,326	6,641	6,974	7,323	7,688
Workforce Specialist IV	08374	7,504	7,880	8,274	8,688	9,123	9,579	10,059
Youth Services Technician	05313	4,471	4,696	4,931	5,179	5,438	5,709	5,995
Zoo Curator	05430	6,053	6,357	6,674	7,008	7,359	7,726	8,112
Zoo Curator of Education	05450	6,173	6,482	6,805	7,145	7,504	7,880	8,274
Zoo Curator of Health	05451	5,966	6,264	6,578	6,906	7,251	7,613	7,994
Zoo Education Specialist	00930	4,857	5,103	5,359	5,627	5,908	6,203	6,514
Zoo Keeper I	05420	4,096	4,301	4,517	4,742	4,980	5,230	5,491
Zoo Keeper II	05410	4,742	4,980	5,230	5,491	5,765	6,053	6,357
Zoo Operations Coordinator	05485	5,332	5,599	5,879	6,173	6,482	6,805	7,145

The (T) designates a terminal classification. 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 classification that has been so assigned.

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION PART-TIME NON-CIVIL SERVICE

HOURLY WAGE RATE SCHEDULE
EFFECTIVE NOVEMBER 26, 2022
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Account Clerk I	09041	20.48	21.47	22.54	23.68	24.85
Account Clerk II	09042	22.65	23.77	24.99	26.21	27.52
Administrative Aide	09770	25.96	27.26	28.61	30.05	31.55
Animal Keeper	09000	16.31	17.13	17.99	18.89	19.83
Building Maintenance Assistant	09215	22.31	23.42	24.59	25.85	27.10
Cashier	09040	15.86	16.65	17.48	18.35	19.27
Clerical Aide	09060	16.17	16.99	17.80	18.69	19.62
Clerk Typist	09090	21.21	22.27	23.38	24.55	25.78
Combination Inspector	09800	31.71	33.27	34.97	36.70	38.56
Community Center Aide	09100	21.20	22.26	23.37	24.54	25.77
Computer Technician	09690	20.63	21.66	22.75	23.90	25.11
Customer Service Clerk	09780	21.26	22.31	23.43	24.60	25.85
Data Entry Clerk	09120	17.63	18.52	19.48	20.43	21.46
Engineering Apprentice	09471	21.81	22.90	24.05	25.25	26.51
Equip. Svc. Attendant	09140	19.85	20.81	21.89	22.94	24.12
Information Desk Clerk	09755	17.80	18.69	19.62	20.60	21.63
Janitor	09170	16.26	17.07	17.92	18.82	19.78
Library Associate	09271	19.91	20.91	21.95	23.06	24.22
Library Clerk I	09200	16.59	17.40	18.28	19.22	20.15
Library Clerk II	09210	18.38	19.29	20.23	21.26	22.31
Maintenance Attendant	09230	15.75	16.54	17.09	17.94	18.84
Mobile Library Clerk	09280	20.21	21.26	22.29	23.42	24.59
Municipal Utility Reader/Collector	09775	20.34	21.36	22.41	23.54	24.72
Page	09290	15.75	16.54	17.09	17.94	18.84
Park Maintenance Assistant	09300	17.23	18.10	19.02	19.97	20.98
Park Ranger (Part Time)	03615	28.60	30.04	31.53	33.13	34.80
Permit Parking Aide	09505	21.95	23.05	24.22	25.41	26.68
Planning Technician	09135	26.08	27.37	28.75	30.19	31.71
Police Records Clerk	09330	19.28	20.21	21.26	22.29	23.42
Police Supply Clerk	09340	19.33	20.30	21.32	22.39	23.51
Program Coordinator	08160	19.23	20.19	21.20	22.26	23.37
Program Leader	09360	15.82	16.61	17.44	18.31	19.23
Purchasing Clerk	09720	20.39	21.41	22.50	23.61	24.78
Recreation Facility Attendant	09395	17.23	18.10	19.02	19.97	20.98
Right-of-Way Technician	09900	16.40	17.23	18.12	19.01	19.93

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION PART-TIME NON-CIVIL SERVICE

HOURLY WAGE RATE SCHEDULE
EFFECTIVE NOVEMBER 26, 2022
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Clerical Aide	09070	17.80	18.69	19.62	20.60	21.63
Senior Library Associate	09270	21.14	22.19	23.28	24.47	25.68
Senior Program Leader	09400	16.61	17.44	18.31	19.23	20.19
Special Events Leader I	09430	16.21	17.02	17.87	18.76	19.70
Special Events Leader II	09440	19.78	20.77	21.81	22.90	24.05
Sr. Maintenance Aide	09250	15.88	16.66	17.49	18.38	19.30
Sr. Maintenance Worker	09260	19.30	20.27	21.28	22.34	23.46
Sr. Special Emp. Counselor	08370	16.40	17.23	18.12	19.01	19.93
Sr. Tutor	08410	18.98	19.93	20.93	21.92	23.02
Stores Aide	09460	18.93	19.89	20.85	21.91	22.98
Tutor	08420	16.40	17.22	18.08	18.98	19.93
Water Conservation Representative	09960	16.75	17.58	18.45	19.37	20.38

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION PART-TIME NON-CIVIL SERVICE

HOURLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Account Clerk I	09041	21.50	22.54	23.67	24.86	26.09
Account Clerk II	09042	23.78	24.96	26.24	27.52	28.90
Administrative Aide	09770	27.26	28.62	30.04	31.55	33.13
Animal Keeper	09000	17.13	17.99	18.89	19.83	20.82
Building Maintenance Assistant	09215	23.43	24.59	25.82	27.14	28.46
Cashier	09040	16.65	17.48	18.35	19.27	20.23
Clerical Aide	09060	16.98	17.84	18.69	19.62	20.60
Clerk Typist	09090	22.27	23.38	24.55	25.78	27.07
Combination Inspector	09800	33.30	34.93	36.72	38.54	40.49
Community Center Aide	09100	22.26	23.37	24.54	25.77	27.06
Computer Technician	09690	21.66	22.74	23.89	25.10	26.37
Customer Service Clerk	09780	22.32	23.43	24.60	25.83	27.14
Data Entry Clerk	09120	18.51	19.45	20.45	21.45	22.53
Engineering Apprentice	09471	22.90	24.05	25.25	26.51	27.84
Equipment Service Attendant	09140	20.84	21.85	22.98	24.09	25.33
General Maintenance Assistant (Part-Time) <i>Effective February 25, 2024</i>	09300	18.09	19.01	19.97	20.97	22.03
Information Desk Clerk	09755	18.69	19.62	20.60	21.63	22.71
Janitor	09170	17.07	17.92	18.82	19.76	20.77
Library Associate	09271	20.91	21.96	23.05	24.21	25.43
Library Clerk I	09200	17.42	18.27	19.19	20.18	21.16
Library Clerk II	09210	19.30	20.25	21.24	22.32	23.43
Maintenance Attendant	09230	16.54	17.37	17.94	18.84	19.78
Mobile Library Clerk	09280	21.22	22.32	23.40	24.59	25.82
Municipal Utility Reader / Collector	09775	21.36	22.43	23.53	24.72	25.96
Page	09290	16.54	17.37	17.94	18.84	19.78
Park Maintenance Assistant (Part-Time) <i>July 2, 2023 to February 24, 2024</i>	09300	18.09	19.01	19.97	20.97	22.03
Park Ranger (Part-Time)	03615	30.03	31.54	33.11	34.79	36.54
Permit Parking Aide	09505	23.05	24.20	25.43	26.68	28.01
Planning Technician (Part-Time)	09135	27.38	28.74	30.19	31.70	33.30
Police Records Clerk	09330	20.24	21.22	22.32	23.40	24.59
Police Supply Clerk	09340	20.30	21.32	22.39	23.51	24.69
Program Coordinator	08160	20.19	21.20	22.26	23.37	24.54
Program Leader	09360	16.61	17.44	18.31	19.23	20.19
Purchasing Clerk	09720	21.41	22.48	23.63	24.79	26.02
Recreation Facility Attendant	09395	18.09	19.01	19.97	20.97	22.03

EXHIBIT A
SERVICE EMPLOYEES INTERNATIONAL UNION PART-TIME NON-CIVIL SERVICE

HOURLY WAGE RATE SCHEDULE
EFFECTIVE JULY 2, 2023
REVISED FEBRUARY 20, 2024

JOB TITLE	JOB CODE	STEP A	STEP B	STEP C	STEP D	STEP E
Right-of-Way Technician	09900	17.22	18.09	19.03	19.96	20.93
Senior Clerical Aide	09070	18.69	19.62	20.60	21.63	22.71
Senior Library Associate	09270	22.20	23.30	24.44	25.69	26.96
Senior Maintenance Aide	09250	16.67	17.49	18.36	19.30	20.27
Senior Maintenance Worker	09260	20.27	21.28	22.34	23.46	24.63
Senior Special Employment Counselor	08370	17.22	18.09	19.03	19.96	20.93
Senior Program Leader	09400	17.44	18.31	19.23	20.19	21.20
Special Events Leader I	09430	17.02	17.87	18.76	19.70	20.69
Special Events Leader II	09440	20.77	21.81	22.90	24.05	25.25
Stores Aide	09460	19.88	20.88	21.89	23.01	24.13
Tutor	08420	17.22	18.08	18.98	19.93	20.93
Water Conservation Representative	09960	17.59	18.46	19.37	20.34	21.40