

**CITY OF SANTA ANA**  
**BASIC SALARY AND WAGE SCHEDULE**  
**FISCAL YEAR 2015-2016**



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

AAA Step Normal beginning pay rate.

- AA Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.
- A Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- B Step Automatic Increase - After 12 months' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase - After 12 months' service in next lower step. May also be maximum hiring rate for certain classifications.
- D Step Automatic Increase - After 12 months' service in next lower step. Also maximum hiring rate.
- E Step Merit Rate - After 18 months' service in next lower step.

For non-management employees, represented by CASA:

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

For non-management employees, represented by POA:

- A Step Normal beginning pay rate.
- B Step Automatic Increase - After 6 months' service in next lower step. Also optional hiring rate.
- C Step Automatic Increase - After 12 months' service in next lower step. Also maximum hiring rate.
- D Step Automatic Increase - After 12 months' service in next lower step.
- E Step Merit Rate - After 18 months' service in next lower step.

NOTE: Certain management classes in Police Services have been designated as "Represented Management" (RM). While such classes are assigned to five (5) step salary rate ranges, the effective range of rates for personnel represented by the Police Management Association (PMA) is limited to the first four (4) steps, "A" through "D," of the assigned range. Additionally, employees of said classes may be initially appointed at any of the first three steps, Step "A," Step "B," or Step "C" within their applicable rate range, and the length of service required for advancement to the next higher step is one (1) year. For SEIU Part Time Civil Service see Letter of Agreement FY 2015-2017 Section 4.2 Step Advancement and Exhibit B list of job titles and rate ranges.

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

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

SALARY SCHEDULE MATRIX

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

**CITY OF SANTA ANA**  
 Consolidated Alphabetical List of Regular Classes  
 and Assignment of Classes to Salary Rate Ranges  
 for Fiscal Year 2015-2016

UNIT CODE	JOB CODE	JOB TITLE	10/1/2014	7/1/2015	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	01140	ACCOUNTANT I	634	634	4601	4834	5076	5330	5596	5876	6170
SEIU 6	01150gg	ACCOUNTANT II	662	662	5278	5542	5818	6110	6415	6735	7073
SEIU 6	07010	ACCOUNTING ASSISTANT	583	583	3586	3765	3954	4152	4360	4579	4810
SEIU 6	07015	ACCOUNTING ASSISTANT/SYSTEMS TECHNICIAN	583	583	3586	3765	3954	4152	4360	4579	4810
MID M-NS	01120	ACCOUNTING MANAGER (MM)	MM-25	MM-25			9164	-	10893	-	13604
SEIU 6	07009	ACCOUNTS PAYABLE SUPERVISOR	637	637	4671	4906	5151	5408	5678	5963	6260
SEIU 6	01295	ACTIVE TRANSPORTATION COORDINATOR	673	673	5569	5847	6140	6446	6768	7107	7463
MID M-NS	00190	ADMINISTRATIVE SERVICES MANAGER (MM)	MM-22	MM-22			8511	-	10117	-	12632
POA-NS	03920	ANIMAL SERVICE OFFICER I	626	626			4426	4648	4882	5126	5382
POA-NS	03930	ANIMAL SERVICE OFFICER II	656	656			5126	5382	5650	5934	6230
ADMIN MGMT-NS	02910	APPLICATIONS SYSTEMS MANAGER (AM)**	AM774	AM774			9462	9939	10436	10957	11506
ADMIN MGMT-NS	02915	APPLICATIONS/TECH SUPPORT MANAGER (AM)**	AM784	AM784			9939	10436	10957	11506	12081
SEIU 6	00270	ASSISTANT BUYER	598	598	3861	4054	4257	4470	4694	4930	5176
MID M-NS	01620	ASSISTANT CITY ATTORNEY (MM)	MM-22	MM-22			8511	-	10117	-	12632
EXEC-NS	00090	ASSISTANT CITY MANAGER (EM)***	EM-39	EM-39			11271	-	13397	-	15925
MID M-NS	02865	ASSISTANT DIR OF COMMUNITY DEVELOPMENT (MM)	MM-26	MM-26			9393	-	11165	-	13941
MID M-NS	01180	ASSISTANT DIR OF FINANCE AND MANAGEMENT SVCS (MM)	MM-28	MM-28			9868	-	11729	-	14649
MID M-NS	00380	ASSISTANT DIR OF PARKS, REC, AND CMTY SVCS (MM)	MM-26	MM-26			9393	-	11165	-	13941
MID M-NS	01835	ASSISTANT DIR OF PERSONNEL SERVICES (MM)	MM-26	MM-26			9393	-	11165	-	13941
MID M-NS	02492	ASSISTANT DIR OF PLANNING AND BUILDING (MM)	MM-28	MM-28			9868	-	11729	-	14649
SEIU 6	01390m	ASSISTANT ENGINEER I	702	702	6415	6735	7073	7427	7799	8189	8599
SEIU 6	02100m	ASSISTANT ENGINEER II	716	716	6869	7211	7571	7951	8349	8767	9205
SEIU 6	00530	ASSISTANT FLEET EQUIPMENT TECHNICIAN	578	578	3501	3676	3861	4054	4257	4470	4694
SEIU 6	04125	ASSISTANT INSTRUMENT TECHNICIAN	609	609	4074	4278	4493	4718	4954	5201	5461
SEIU 6	05180	ASSISTANT LIBRARIAN	592	592	3747	3935	4132	4339	4556	4787	5026
SEIU 6	00280	ASSISTANT PARKS/LANDSCAPE PLANNER	643	643	4810	5051	5304	5569	5847	6140	6446
SEIU 6	01400m/n	ASSISTANT PLAN CHECK ENGINEER I	702	702	6415	6735	7073	7427	7799	8189	8599
SEIU 6	01410m/n	ASSISTANT PLAN CHECK ENGINEER II	716	716	6869	7211	7571	7951	8349	8767	9205
SEIU 6	00040	ASSISTANT PLANNER I	643	643	4810	5051	5304	5569	5847	6140	6446
SEIU 6	02440	ASSISTANT PLANNER II	663	663	5304	5569	5847	6140	6446	6768	7107
MID M-NS	07721	ASSISTANT TO THE CITY MANAGER (MM)	MM-22	MM-22			8511	-	10117	-	12632
SEIU 6	02155	ASSISTANT TRAFFIC OPERATIONS ENGINEER	716	716	6869	7211	7571	7951	8349	8767	9205
SEIU 6	01040	ASSOCIATE PARK AND LANDSCAPE PLANNER	693	693	6140	6446	6768	7107	7463	7837	8229
SEIU 6	02280m/n	ASSOCIATE PLAN CHECK ENGINEER	731	731	7391	7761	8149	8557	8985	9434	9906
SEIU 6	02450	ASSOCIATE PLANNER	693	693	6140	6446	6768	7107	7463	7837	8229
POA-NS	06170	BACKGROUND INVESTIGATOR	641	641			4764	5002	5252	5515	5790
ADMIN MGMT-NS	00472	BENEFITS AND COMPENSATION SUPERVISOR (AM)**	AM734	AM734			7783	8172	8581	9012	9462
ADMIN MGMT-NS	00471	BENEFITS SUPERVISOR (AM)**	AM723	AM723			7376	7745	8133	8540	8968

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

UNIT CODE	JOB CODE	JOB TITLE	10/1/2014	7/1/2015	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	05150	BIBLIOGRAPHIC TECHNICIAN	582	582	3568	3747	3935	4132	4339	4556	4787
UC	00497	BUDGET AIDE (UC)**	642	642		4968	5216	5478	5751	6038	6341
UC	00496	BUDGET ANALYST (UC)**	668	668		5640	5921	6219	6529	6856	7200
ADMIN MGMT-NS	06400	BUDGET AND RESEARCH MANAGER (AM)**	AM764	AM764			9012	9462	9939	10436	10957
ADMIN MGMT-NS	00493	BUDGET SUPERVISOR (AM)**		AM744			8172	8581	9012	9462	9939
SEIU 6	02300q	BUILDING INSPECTOR	643	643	4810	5051	5304	5569	5847	6140	6446
SEIU 6	04315	BUILDING MAINTENANCE AIDE	561	561	3221	3381	3550	3728	3915	4111	4317
SEIU 6	04310	BUILDING MAINTENANCE SUPERVISOR	653	653	5051	5304	5569	5847	6140	6446	6768
SEIU 6	04140	BUILDING MAINTENANCE TECHNICIAN	601	601	3915	4111	4317	4533	4764	5002	5252
MID M-NS	00940	BUILDING SAFETY MANAGER (MM)	MM-26	MM-26			9393	-	11165	-	13941
SEIU 6	02230q	BUILDING TECHNICIAN	595	595	3803	3994	4194	4404	4624	4858	5101
SEIU 6	01240	BUSINESS TAX COLLECTOR/INSPECTOR	607	607	4034	4236	4448	4671	4906	5151	5408
SEIU 6	01350k	BUYER	647	647	4906	5151	5408	5678	5963	6260	6574
SEIU 6	01355	BUYER/SYSTEMS TECHNICIAN	647	647	4906	5151	5408	5678	5963	6260	6574
SEIU 6	07030	CENTRAL SERVICES SUPERVISOR	607	607	4034	4236	4448	4671	4906	5151	5408
MID M-NS	01650	CHIEF ASSISTANT CITY ATTORNEY (MM)	MM-30	MM-30			10368	-	12323	-	15390
EXEC-NS	01701	CHIEF TECHNOLOGY INNOVATIONS OFFICER (EM)		EM-35			10,213	-	12137	-	14427
APPOINT	01690	CITY ATTORNEY (EM)					Per Contract				
MID M-NS	00320	CITY ENGINEER (MM)	MM-28	MM-28			9868	-	11729	-	14649
APPOINT	01790	CITY MANAGER (EM)*					\$28,520/MO				
MID M-NS	02150	CITY TRAFFIC ENGINEER (MM)	MM-25	MM-25			9164	-	10893	-	13604
APPOINT	01990	CLERK OF THE COUNCIL (EM)	EM-33	EM-33			(STEP 15) \$13,732/MO				
ADMIN MGMT-NS	02745	CODE ENFORCEMENT COORDINATOR (AM)**	AM725	AM725			7448	7820	8212	8623	9055
MID M-NS	02750	CODE ENFORCEMENT MANAGER (MM)	MM-26	MM-26			9393	-	11165	-	13941
SEIU 6	02740h	CODE ENFORCEMENT OFFICER	643	643	4810	5051	5304	5569	5847	6140	6446
SEIU 6	00070h	CODE ENFORCEMENT SUPERVISOR	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	02780h	CODE ENFORCEMENT TECHNICIAN	595	595	3803	3994	4194	4404	4624	4858	5101
SEIU 6	06430q	COMBINATION BUILDING INSPECTOR	643	643	4810	5051	5304	5569	5847	6140	6446
POA-NS	07660	COMMUNICATIONS SERVICES OFFICER	621	621			4317	4533	4764	5002	5252
SEIU 6	07585	COMMUNITY DEVELOPMENT ANALYST	658	658	5176	5434	5706	5992	6291	6606	6937
SEIU 6	07321	COMMUNITY DEVELOPMENT COMMISSION SECRETARY	579	579	3519	3695	3880	4074	4278	4493	4718
SEIU 6	07610	COMMUNITY DEVELOPMENT DISTRICT MANAGER	713	713	6768	7107	7463	7837	8229	8641	9073
MID M-NS	07615	COMMUNITY DEVELOPMENT MANAGER (MM)	MM-22	MM-22			8511	-	10117	-	12632
SEIU 6	07590	COMMUNITY DEVELOPMENT TECHNICIAN	612	612	4132	4339	4556	4787	5026	5278	5542
SEIU 6	00460	COMMUNITY EVENTS SUPERVISOR	668	668	5434	5706	5992	6291	6606	6937	7283
SEIU 6	05000	COMMUNITY LIAISON		664	5330	5596	5876	6170	6478	6801	7141
MID M-NS	01945	COMMUNITY SERVICES MANAGER (MM)	MM-22	MM-22			8511	-	10117	-	12632
SEIU 6	01940	COMMUNITY SERVICES SUPERVISOR	683	683	5847	6140	6446	6768	7107	7463	7837
SEIU 6	01440	COMPUTER OPERATOR	607	607	4034	4236	4448	4671	4906	5151	5408
SEIU 6	01000	COMPUTER PROGRAMMER	650	650	4978	5226	5488	5762	6050	6353	6670
SEIU 6	01430	COMPUTER SYSTEMS ANALYST/PROGRAMMER	670	670	5488	5762	6050	6353	6670	7005	7355
SEIU 6	02240u	CONSTRUCTION INSPECTOR I	643	643	4810	5051	5304	5569	5847	6140	6446
SEIU 6	00300u	CONSTRUCTION INSPECTOR II	653	653	5051	5304	5569	5847	6140	6446	6768

UNIT CODE	JOB CODE	JOB TITLE	10/1/2014	7/1/2015	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	01850w	CONTRACTS ADMINISTRATOR	643	643	4810	5051	5304	5569	5847	6140	6446
MID M-NS	04780	CORPORATE YARD FACILITIES/FLEET SVCS MGR (MM)	MM-22	MM-22			8511	-	10117	-	12632
ADMIN MGMT-NS	01970	CORRECTIONAL MANAGER (AM)**	AM737	AM737			7897	8291	8706	9142	9600
POA-NS	00310dd/oo/uu	CORRECTIONAL OFFICER	641	641			4764	5002	5252	5515	5790
SEIU 6	07630	CORRECTIONAL RECORDS SPECIALIST	544	544	2965	3113	3269	3432	3604	3784	3974
POA-NS	00370uu	CORRECTIONAL SUPERVISOR	690	690			6050	6353	6670	7005	7355
MID M-NS	00400	COUNCIL SERVICES MANAGER (MM)	MM-22	MM-22			8511	-	10117	-	12632
UC	00830	COUNCIL SERVICES SECRETARY (UC)**	589	589		3835	4027	4228	4439	4663	4896
POA-NS	03995	CRIME RESEARCH AIDE	652	652			5026	5278	5542	5818	6110
POA-NS	03990	CRIME RESEARCH ANALYST	678	678			5706	5992	6291	6606	6937
SEIU 6	04005	CUSTODIAL AIDE/PORTER	506	506	2463	2587	2717	2853	2995	3144	3302
SEIU 6	04000k	CUSTODIAN	536	536	2853	2995	3144	3302	3467	3640	3822
SEIU 6	04090	CUSTODIAN SUPERVISOR	588	588	3676	3861	4054	4257	4470	4694	4930
SEIU 6	01220k	CUSTOMER SERVICE REPRESENTATIVE	591	591	3728	3915	4111	4317	4533	4764	5002
SEIU 6	04200	DATA ENTRY OFFICE ASST	561	561	3221	3381	3550	3728	3915	4111	4317
SEIU 6	07040cc	DATA ENTRY OPERATOR	552	552	3082	3237	3398	3568	3747	3935	4132
SEIU 6	02680	DATA ENTRY SPECIALIST	561	561	3221	3381	3550	3728	3915	4111	4317
MID M-NS	02250	DEPUTY BUILDING OFFICIAL/NEW CONSTRUCTION (MM)	MM-22	MM-22			8511	-	10117	-	12632
MID M-NS	02380	DEPUTY BUILDING OFFICIAL/PLAN CHECK (MM)	MM-25	MM-25			9164	-	10893	-	13604
MID M-NS	01610	DEPUTY CITY ATTORNEY (MM)	MM-12	MM-12			6646	-	7901	-	9868
MID M-NS	00315	DEPUTY CITY ENGINEER (MM)	MM-25	MM-25			9164	-	10893	-	13604
EXEC-NS	01791	DEPUTY CITY MANAGER (EM)***	EM-41	EM-41			11843	-	14075	-	16733
SEIU 6	07050	DEPUTY CLERK OF THE COUNCIL	602	602	3935	4132	4339	4556	4787	5026	5278
SEIU 6	02653	DOWNTOWN DEVELOPMENT LIAISON	664	664	5330	5596	5876	6170	6478	6801	7141
SEIU 6	00570	ECONOMIC DEVELOPMENT AIDE	612	612	4132	4339	4556	4787	5026	5278	5542
MID M-NS	02690	ECONOMIC DEVELOPMENT MANAGER (MM)	MM-22	MM-22			8511	-	10117	-	12632
SEIU 6	00560	ECONOMIC DEVELOPMENT SPECIALIST I	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	00550	ECONOMIC DEVELOPMENT SPECIALIST II	693	693	6140	6446	6768	7107	7463	7837	8229
SEIU 6	00350	ECONOMIC DEVELOPMENT SPECIALIST III	723	723	7107	7463	7837	8229	8641	9073	9529
SEIU 6	02310q	ELECTRICAL INSPECTOR	643	643	4810	5051	5304	5569	5847	6140	6446
POA-NS	02705	EMERGENCY OPERATIONS COORDINATOR	710	710			6670	7005	7355	7723	8109
SEIU 6	04270	EMPLOYMENT SERVICES FISCAL SPECIALIST	634	634	4601	4834	5076	5330	5596	5876	6170
SEIU 6	02030	ENGINEERING AIDE	597	597	3841	4034	4236	4448	4671	4906	5151
SEIU 6	00110	ENVIRONMENTAL COORDINATOR	693	693	6140	6446	6768	7107	7463	7837	8229
SEIU 6	00440hh	EQUIPMENT OPERATOR	602	602	3935	4132	4339	4556	4787	5026	5278
SEIU 6	04215	EQUIPMENT OPERATOR - WATER SERVICES	607	607	4034	4236	4448	4671	4906	5151	5408
UC	00900i	EXECUTIVE ASSISTANT (UC)**	645	645		5042	5294	5559	5835	6128	6435
EXEC-NS	02870	EXECUTIVE DIR OF COMMUNITY DEVELOPMENT (EM)***	EM-33	EM-33			9719	-	11553	-	13732
EXEC-NS	01190	EXECUTIVE DIR OF FINANCE AND MGMT SVCS (EM)***	EM-37	EM-37			10729	-	12751	-	15159
EXEC-NS	05400	EXECUTIVE DIR OF PARKS, REC & COMMUNITY SVCS (EM)***	EM-37	EM-37			10729	-	12751	-	15159
EXEC-NS	01830	EXECUTIVE DIR OF PERSONNEL SERVICES (EM)***	EM-33	EM-33			9719	-	11553	-	13732
EXEC-NS	02490	EXECUTIVE DIR OF PLANNING AND BLDG SAFETY (EM)***	EM-35	EM-42			12137	-	14427	-	17152

UNIT CODE	JOB CODE	JOB TITLE	10/1/2014	7/1/2015	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
EXEC-NS	02170	EXECUTIVE DIR OF PUBLIC WORKS (EM)***	EM-38	EM-38			10996	-	13071	-	15538
SEIU 6	07390i	EXECUTIVE SECRETARY	600	600	3896	4091	4296	4511	4741	4978	5226
UC	00140i	EXECUTIVE SECRETARY TO THE POLICE CHIEF (UC)**	620	620		4459	4681	4920	5166	5423	5696
MID M-NS	04375	FACILITIES MAINTENANCE SUPERINTENDENT (MM)	MM-18	MM-18			7710	-	9164	-	11443
SEIU 6	04370	FACILITIES SUPERVISOR	653	653	5051	5304	5569	5847	6140	6446	6768
UC	00621	FINANCE EXECUTIVE SECRETARY (UC)**	616	616		4375	4593	4824	5067	5320	5585
UC	00481	FINANCIAL ANALYST (UC)**	663	663		5504	5780	6068	6372	6690	7024
POA-NS	07600ww	FIREARMS EXAMINER	697	697			6260	6574	6903	7247	7609
SEIU 6	00500	FLEET PARTS SPECIALIST	618	618	4257	4470	4694	4930	5176	5434	5706
SEIU 6	04770e	FLEET SERVICES SUPERVISOR	667	667	5408	5678	5963	6260	6574	6903	7247
SEIU 6	04720b/e	FLEET SERVICES TECHNICIAN I	608	608	4054	4257	4470	4694	4930	5176	5434
SEIU 6	04730b/e	FLEET SERVICES TECHNICIAN II	628	628	4470	4694	4930	5176	5434	5706	5992
SEIU 6	00450b/e	FLEET SERVICES TECHNICIAN III	643	643	4810	5051	5304	5569	5847	6140	6446
POA-NS	01360	FORENSIC SERVICES SUPERVISOR	728	728			7283	7647	8029	8431	8853
POA-NS	03970y/yy/zz	FORENSIC SPECIALIST I	652	652			5026	5278	5542	5818	6110
POA-NS	03980dd/yy/zz/aaa	FORENSIC SPECIALIST II	671	671			5515	5790	6080	6384	6702
SEIU 6	04175	GENERAL MAINTENANCE AIDE	561	561	3221	3381	3550	3728	3915	4111	4317
SEIU 6	04190	GENERAL MAINTENANCE LEADER	622	622	4339	4556	4787	5026	5278	5542	5818
SEIU 6	01010	GENERAL MAINTENANCE SUPERVISOR	653	653	5051	5304	5569	5847	6140	6446	6768
SEIU 6	04180	GENERAL MAINTENANCE WORKER	601	601	3915	4111	4317	4533	4764	5002	5252
SEIU 6	02190	GIS ADMINISTRATOR	688	688	5992	6291	6606	6937	7283	7647	8029
SEIU 6	02192	GIS SYSTEMS ANALYST/PROGRAMMER		670	5488	5762	6050	6353	6670	7005	7355
SEIU 6	01500	GRAPHICS DESIGNER I	604	604	3974	4173	4382	4601	4834	5076	5330
SEIU 6	02400k	GRAPHICS DESIGNER II	624	624	4382	4601	4834	5076	5330	5596	5876
SEIU 6	01880	HOUSING AUTHORITY AIDE	534	534	2824	2965	3113	3269	3432	3604	3784
SEIU 6	01885	HOUSING AUTHORITY ANALYST	660	660	5226	5488	5762	6050	6353	6670	7005
SEIU 6	07640	HOUSING AUTHORITY COORDINATOR	723	723	7107	7463	7837	8229	8641	9073	9529
SEIU 6	02810	HOUSING AUTHORITY INTAKE SPECIALIST	549	549	3040	3192	3352	3519	3695	3880	4074
SEIU 6	02720	HOUSING AUTHORITY OPERATIONS SUPV.	681	681	5790	6080	6384	6702	7039	7391	7761
MID M-NS	02460	HOUSING DIVISION MANAGER (MM)	MM-22	MM-22			8511	-	10117	-	12632
SEIU 6	07580	HOUSING PROGRAMS AIDE	572	572	3398	3568	3747	3935	4132	4339	4556
SEIU 6	01840	HOUSING PROGRAMS ANALYST	681	681	5790	6080	6384	6702	7039	7391	7761
SEIU 6	00520	HOUSING PROGRAMS COORDINATOR	723	723	7107	7463	7837	8229	8641	9073	9529
SEIU 6	01890	HOUSING SPECIALIST I	582	582	3568	3747	3935	4132	4339	4556	4787
SEIU 6	01900k	HOUSING SPECIALIST II	606	606	4014	4215	4426	4648	4882	5126	5382
MID M-NS	00960	INFORMATION SERVICES AND NETWORK MANAGER (MM)	MM-25	MM-22			8511	-	10117	-	12632
SEIU 6	02670k	INFORMATION SERVICES REPRESENTATIVE	596	596	3822	4014	4215	4426	4648	4882	5126
SEIU 6	04130	INSTRUMENT TECHNICIAN	623	623	4360	4579	4810	5051	5304	5569	5847
SEIU 6	01960	INTAKE SPECIALIST	549	549	3040	3192	3352	3519	3695	3880	4074
PMA-NS	03231	JAIL ADMINISTRATOR (RM)	M813	M818		11310	11875	12469	13093	13748	
SEIU 6	04300bb	LANDSCAPE DEVELOPMENT ASSOCIATE	693	693	6140	6446	6768	7107	7463	7837	8229

UNIT CODE	JOB CODE	JOB TITLE	10/1/2014	7/1/2015	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	07090	LEAD ACCOUNTING ASSISTANT	617	617	4236	4448	4671	4906	5151	5408	5678
SEIU 6	07628	LEAD CORRECTIONAL RECORDS SPECIALIST	586	586	3640	3822	4014	4215	4426	4648	4882
SEIU 6	07110	LEAD POLICE RECORDS SPECIALIST	596	596	3822	4014	4215	4426	4648	4882	5126
UC	07080	LEGAL OFFICE ASSISTANT (UC)**	544	544		3077	3231	3393	3562	3740	3927
UC	07120	LEGAL SECRETARY (UC)**	588	588		3815	4007	4208	4418	4639	4872
UC	00130	LIABILITY CLAIMS PROCESSOR (UC)**	593	593		3907	4103	4309	4525	4752	4992
SEIU 6	05110k	LIBRARIAN	632	632	4556	4787	5026	5278	5542	5818	6110
SEIU 6	07440	LIBRARY AIDE	489	489	2268	2381	2500	2626	2758	2896	3040
MID M-NS	05195	LIBRARY OPERATIONS MANAGER (MM)	MM-17	MM-17			7521	-	8938	-	11165
SEIU 6	05050k	LIBRARY SERVICES ASSISTANT	534	534	2824	2965	3113	3269	3432	3604	3784
SEIU 6	07000	LOAN SPECIALIST	633	633	4579	4810	5051	5304	5569	5847	6140
UC	07690	LOSS CONTROL ANALYST (UC)**	663	663		5504	5780	6068	6372	6690	7024
UC	00690	LOSS CONTROL TECHNICIAN (UC)**	642	642		4968	5216	5478	5751	6038	6341
SEIU 6	07170	MAIL CLERK/MESSENGER	515	515	2574	2703	2838	2980	3129	3285	3449
SEIU 6	00740	MAINTENANCE ASSISTANT	536	536	2853	2995	3144	3302	3467	3640	3822
ADMIN MGMT-NS	01772	MAINTENANCE ENTERPRISE ADMINISTRATOR (AM)**		AM760			8837	9279	9743	10230	10741
SEIU 6	04050	MAINTENANCE WORKER I	556	556	3144	3302	3467	3640	3822	4014	4215
SEIU 6	04060bb/s	MAINTENANCE WORKER II	576	576	3467	3640	3822	4014	4215	4426	4648
UC	01200	MANAGEMENT AIDE (UC)**	642	642		4968	5216	5478	5751	6038	6341
UC	01720	MANAGEMENT ANALYST (UC)**	668	668		5640	5921	6219	6529	6856	7200
UC	00750	MANAGEMENT ASSISTANT (EXEMPT) (UC)**	668	668		5640	5921	6219	6529	6856	7200
SEIU 6	01210	METER READER COLLECTOR	582	582	3568	3747	3935	4132	4339	4556	4787
SEIU 6	00970	MICRO SYSTEMS PROGRAMMER	678	678	5706	5992	6291	6606	6937	7283	7647
SEIU 6	00020	MICRO SYSTEMS TECHNICIAN	612	612	4132	4339	4556	4787	5026	5278	5542
SEIU 6	04335	NEIGHBORHOOD IMPROVEMENT PROJECTS SPECIALIST	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	06450	NETWORK ENGINEER	718	718	6937	7283	7647	8029	8431	8853	9296
SEIU 6	06460	NETWORK SPECIALIST/WAN SYSTEMS ADMINISTRATOR	678	678	5706	5992	6291	6606	6937	7283	7647
SEIU 6	06440	NPDES MANAGER		703	6446	6768	7107	7463	7837	8229	8641
SEIU 6	07180	OFFICE ASSISTANT	534	534	2824	2965	3113	3269	3432	3604	3784
SEIU 6	07190	OFFICE SPECIALIST	509	509	2500	2626	2758	2896	3040	3192	3352
SEIU 6	00390	OFFICE SUPERVISOR	603	603	3954	4152	4360	4579	4810	5051	5304
UC	01670	PARALEGAL (EXEMPT) (UC)**	623	623		4525	4752	4992	5242	5504	5780
SEIU 6	04860	PARK MAINTENANCE AIDE	434	434	1734	1820	1911	2007	2107	2212	2322
SEIU 6	04110g	PARK MAINTENANCE LEADER	605	605	3994	4194	4404	4624	4858	5101	5356
SEIU 6	03610	PARK RANGER	622	622	4339	4556	4787	5026	5278	5542	5818
SEIU 6	04320	PARK SERVICES INSPECTION SUPERVISOR	653	653	5051	5304	5569	5847	6140	6446	6768
SEIU 6	04105	PARK SERVICES INSPECTOR I	561	561	3221	3381	3550	3728	3915	4111	4317
SEIU 6	04106	PARK SERVICES INSPECTOR II	605	605	3994	4194	4404	4624	4858	5101	5356
POA-NS	03900pp	PARKING CONTROL OFFICER	591	591			3728	3915	4111	4317	4533
SEIU 6	02890	PARKING METER OPERATIONS SUPERVISOR	615	615	4194	4404	4624	4858	5101	5356	5623
SEIU 6	07160	PARKING METER TECHNICIAN I	565	565	3285	3449	3622	3803	3994	4194	4404

UNIT CODE	JOB CODE	JOB TITLE	10/1/2014	7/1/2015	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	00080k	PARKING METER TECHNICIAN II	595	595	3803	3994	4194	4404	4624	4858	5101
UC	07400	PAYROLL SYSTEMS ANALYST (UC)**	708	708		6856	7200	7558	7937	8332	8749
UC	07410k	PAYROLL TECHNICIAN (UC)**	622	622		4503	4728	4968	5216	5478	5751
SEIU 6	07200	PERMIT PROCESSOR	581	581	3550	3728	3915	4111	4317	4533	4764
SEIU 6	02590	PERMIT SUPERVISOR	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	02580	PERMIT TECHNICIAN	633	633	4579	4810	5051	5304	5569	5847	6140
UC	01520	PERSONNEL ANALYST (UC)**	663	663		5504	5780	6068	6372	6690	7024
UC	07530	PERSONNEL EXECUTIVE SECRETARY (UC)**	610	610		4246	4459	4681	4920	5166	5423
UC	00700	PERSONNEL SECRETARY (UC)**	589	589		3835	4027	4228	4439	4663	4896
UC	01760	PERSONNEL SERVICES RECEPTIONIST (UC)**	571	571		3509	3684	3869	4063	4266	4480
UC	07070	PERSONNEL SERVICES SPECIALIST (UC)**	581	581		3684	3869	4063	4266	4480	4705
UC	01250	PERSONNEL TECHNICIAN (UC)**	622	622		4503	4728	4968	5216	5478	5751
SEIU 6	02270n/q	PLAN EXAMINER (T)	662	662	5278	5542	5818	6110	6415	6735	7073
SEIU 6	00050	PLANNING ASSISTANT	623	623	4360	4579	4810	5051	5304	5569	5847
SEIU 6	07320i	PLANNING COMMISSION SECRETARY	600	600	3896	4091	4296	4511	4741	4978	5226
MID M-NS	02500	PLANNING MANAGER (MM)	MM-26	MM-26			9393	-	11165	-	13941
SEIU 6	02320q	PLUMBING INSPECTOR	643	643	4810	5051	5304	5569	5847	6140	6446
PMA-NS	00180	POLICE ADMINISTRATIVE MANAGER (RM)	M754	M759		8473	8897	9342	9819	10309	
POA-NS	03600	POLICE ATHLETIC/ACTIVITIES LEAGUE ASSISTANT DIR	620	620			4296	4511	4741	4978	5226
PMA-SWORN	03360	POLICE CAPTAIN (RM)	M834	M839			12532	13158	13816	14507	
EXEC-SWORN	03390	POLICE CHIEF (EM)***	EM-47	EM-47			13732	-	16325	-	19405
PMA-NS	03370	POLICE COMMUNICATIONS MANAGER (RM)	M739	M744		7875	8269	8683	9117	9577	
POA-NS	06180	POLICE COMMUNICATIONS SUPERVISOR	686	686			5934	6230	6542	6869	7211
POA-NS	00780	POLICE COMMUNITY SERVICES SPECIALIST	641	641			4764	5002	5252	5515	5790
POA-NS	00799	POLICE EVIDENCE AND SUPPLY SPECIALIST	624	624			4382	4601	4834	5076	5330
POA-NS	00801	POLICE EVIDENCE AND SUPPLY SUPERVISOR	644	644			4834	5076	5330	5596	5876
SEIU 6	06290	POLICE FISCAL OFFICER	681	681	5790	6080	6384	6702	7039	7391	7761
SEIU 6	06295	POLICE FISCAL SERVICES SUPERVISOR	650	650	4978	5226	5488	5762	6050	6353	6670
POA-NS	00790tt	POLICE INVESTIGATIVE SPECIALIST	641	641			4764	5002	5252	5515	5790
PMA-SWORN	03350	POLICE LIEUTENANT (RM)	M800	M805			10611	11142	11699	12284	
POA-SWORN	03200j/dd/ee/rr/ss/tt	POLICE OFFICER	690	690			6050	6353	6670	7005	7355
UC	07210	POLICE PERSONNEL SERVICES SPECIALIST (UC)**	602	602		4084	4289	4503	4728	4968	5216
POA-NS	01100	POLICE PHOTO/VIDEO SPECIALIST	621	621			4317	4533	4764	5002	5252
POA-NS	00800	POLICE PROPERTY AND EVIDENCE SUPERVISOR	644	644			4834	5076	5330	5596	5876
SEIU 6	07220	POLICE RECORDS SPECIALIST	554	554	3113	3269	3432	3604	3784	3974	4173
SEIU 6	07230	POLICE RECORDS SUPERVISOR	621	621	4317	4533	4764	5002	5252	5515	5790
POA-NS	03870	POLICE RECRUIT	650	650			4978	5226	5488	5762	6050
POA-SWORN	03300dd/ee/tt	POLICE SERGEANT	733	733			7463	7837	8229	8641	9073
POA-NS	03800	POLICE SERVICE OFFICER	621	621			4317	4533	4764	5002	5252
POA-NS	03680d	POLICE SERVICES DISPATCHER	646	646			4882	5126	5382	5650	5934
PMA-NS	02931	POLICE SYSTEMS MANAGER (RM)****		M782		9482	9955	10453	10976	11525	



UNIT CODE	JOB CODE	JOB TITLE	10/1/2014	7/1/2015	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	06475	POLICE SYSTEMS SUPPORT ANALYST	698	698	6291	6606	6937	7283	7647	8029	8431
MID M-NS	02129	PRINCIPAL CIVIL ENGINEER (MM)	MM-25	MM-25			9164	-	10893	-	13604
SEIU 6	05115	PRINCIPAL LIBRARIAN	652	652	5026	5278	5542	5818	6110	6415	6735
ADMIN MGMT-NS	00151	PRINCIPAL MANAGEMENT ANALYST (AM)**	AM734	AM734			7783	8172	8581	9012	9462
ADMIN MGMT-NS	02471	PRINCIPAL PLANNER (AM)**	AM760	AM760			8837	9279	9743	10230	10741
SEIU 6	02630	PRINCIPAL PROGRAMMER ANALYST	718	718	6937	7283	7647	8029	8431	8853	9296
SEIU 6	01460	PROGRAMMER ANALYST	678	678	5706	5992	6291	6606	6937	7283	7647
ADMIN MGMT-NS	06145	PROJECT MANAGEMENT OFFICER (AM)**		AM784			9939	10436	10957	11506	12081
SEIU 6	06140bb	PROJECTS MANAGER	703	703	6446	6768	7107	7463	7837	8229	8641
SEIU 6	07250	PROPERTY CONTROL SPECIALIST	582	582	3568	3747	3935	4132	4339	4556	4787
SEIU 6	02760	PROPERTY REHABILITATION ASSISTANT	582	582	3568	3747	3935	4132	4339	4556	4787
SEIU 6	04040	PUBLIC WORKS CREW LEADER	622	622	4339	4556	4787	5026	5278	5542	5818
SEIU 6	04519	PUBLIC WORKS DISPATCHER	566	566	3302	3467	3640	3822	4014	4215	4426
MID M-NS	04430	PUBLIC WORKS MAINTENANCE MANAGER (MM)	MM-24	MM-24			8938	-	10626	-	13271
SEIU 6	04344	PUBLIC WORKS PROJECT MANAGER		754	8269	8683	9117	9577	10055	10558	11086
SEIU 6	04340bb	PUBLIC WORKS PROJECTS SPECIALIST	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	07060	PURCHASING ASSISTANT	572	572	3398	3568	3747	3935	4132	4339	4556
SEIU 6	01345	PURCHASING SPECIALIST	583	583	3586	3765	3954	4152	4360	4579	4810
SEIU 6	01340	PURCHASING SUPERVISOR	692	692	6110	6415	6735	7073	7427	7799	8189
POA-NS	03820	RANGEMASTER	621	621			4317	4533	4764	5002	5252
SEIU 6	00060	RECEPTIONIST	549	549	3040	3192	3352	3519	3695	3880	4074
SEIU 6	07430	RECORDS SPECIALIST	577	577	3484	3658	3841	4034	4236	4448	4671
SEIU 6	05310	RECREATION LEADER	522	522	2663	2796	2936	3082	3237	3398	3568
SEIU 6	05330	RECREATION PROGRAM COORDINATOR	602	602	3935	4132	4339	4556	4787	5026	5278
SEIU 6	07260	REPROGRAPHIC EQUIPMENT OPERATOR	541	541	2921	3067	3221	3381	3550	3728	3915
SEIU 6	02710	RESIDENTIAL CONSTRUCTION SPECIALIST	643	643	4810	5051	5304	5569	5847	6140	6446
SEIU 6	01870	REVENUE AND CONTRACT COMPLIANCE AUDITOR	662	662	5278	5542	5818	6110	6415	6735	7073
SEIU 6	01875	REVENUE AND CONTRACT COMPLIANCE EXAMINER*****		662	5278	5542	5818	6110	6415	6735	7073
SEIU 6	07680	REVENUE PROCESSING ASSISTANT	552	552	3082	3237	3398	3568	3747	3935	4132
SEIU 6	01090	REVENUE SUPERVISOR	637	637	4671	4906	5151	5408	5678	5963	6260
UC	01752	RISK MANAGEMENT COORDINATOR (UC)**		648			5117	5372	5640	5921	6219
UC	01755	RISK MANAGEMENT TECHNICIAN (UC)**	622	622			4503	4728	4968	5216	5478
MID M-NS	01750	RISK MANAGER (MM)	MM-23	MM-23			8721	-	10368	-	12949
SEIU 6	05030	SAFETY COORDINATOR		690	6050	6353	6670	7005	7355	7723	8109
SEIU 6	02200	SANITATION INSPECTOR I	592	592	3747	3935	4132	4339	4556	4787	5026
SEIU 6	02210	SANITATION INSPECTOR II	633	633	4579	4810	5051	5304	5569	5847	6140
SEIU 6	07270i	SECRETARY	579	579	3519	3695	3880	4074	4278	4493	4718
UC	01070	SECRETARY TO THE CITY MANAGER (UC)**	666	666			5585	5864	6158	6466	6790
SEIU 6	01055	SECURITY ELECTRONICS TECHNICIAN	656	656	5126	5382	5650	5934	6230	6542	6869
SEIU 6	07490	SENIOR ACCOUNTANT	681	681	5790	6080	6384	6702	7039	7391	7761
SEIU 6	07280k	SENIOR ACCOUNTING ASSISTANT	598	598	3861	4054	4257	4470	4694	4930	5176

UNIT CODE	JOB CODE	JOB TITLE	10/1/2014	7/1/2015	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	07016	SENIOR ACCOUNTING ASSISTANT/SYSTEMS TECHNICIAN	598	598	3861	4054	4257	4470	4694	4930	5176
MID M-NS	01630	SENIOR ASSISTANT CITY ATTORNEY (MM)	MM-28	MM-28			9868	-	11729	-	14649
SEIU 6	01600m	SENIOR ASSISTANT ENGINEER	731	731	7391	7761	8149	8557	8985	9434	9906
UC	00495	SENIOR BUDGET ANALYST (UC)**	697	697		6496	6822	7164	7521	7897	8291
SEIU 6	02330q	SENIOR BUILDING INSPECTOR	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	02131m	SENIOR CIVIL ENGINEER	754	754	8269	8683	9117	9577	10055	10558	11086
SEIU 6	06431q	SENIOR COMBINATION BUILDING INSPECTOR	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	07584	SENIOR COMMUNITY DEVELOPMENT ANALYST	687	687	5963	6260	6574	6903	7247	7609	7989
SEIU 6	07650	SENIOR CORRECTIONAL RECORDS SPECIALIST	571	571	3381	3550	3728	3915	4111	4317	4533
SEIU 6	07290ff	SENIOR DEPUTY CLERK OF THE COUNCIL	632	632	4556	4787	5026	5278	5542	5818	6110
SEIU 6	02340q	SENIOR ELECTRICAL INSPECTOR	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	02180q	SENIOR ELECTRICAL SYSTEMS SPECIALIST	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	02111m	SENIOR ENGINEER	754	754	8269	8683	9117	9577	10055	10558	11086
UC	00480	SENIOR FINANCIAL ANALYST (UC)**	707	707		6822	7164	7521	7897	8291	8706
SEIU 6	00840	SENIOR FLEET SERVICES SUPERVISOR	687	687	5963	6260	6574	6903	7247	7609	7989
SEIU 6	02260	SENIOR GRADING SPECIALIST	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	01860	SENIOR HOUSING SPECIALIST	644	644	4834	5076	5330	5596	5876	6170	6478
SEIU 6	02040	SENIOR LAND SURVEYOR	764	764	8683	9117	9577	10055	10558	11086	11640
UC	02790	SENIOR LEGAL MANAGEMENT ASSISTANT (EXEMPT) (UC)**	697	697		6496	6822	7164	7521	7897	8291
UC	07150	SENIOR LEGAL OFFICE ASSISTANT (UC)**	571	571		3509	3684	3869	4063	4266	4480
UC	07310	SENIOR LEGAL SECRETARY (UC)**	610	610		4246	4459	4681	4920	5166	5423
SEIU 6	05109k	SENIOR LIBRARIAN	637	637	4671	4906	5151	5408	5678	5963	6260
SEIU 6	05100	SENIOR LIBRARY TECHNICIAN (T)	592	592	3747	3935	4132	4339	4556	4787	5026
UC	00150	SENIOR MANAGEMENT ANALYST (UC)**	697	697		6496	6822	7164	7521	7897	8291
UC	06360	SENIOR MANAGEMENT ASSISTANT (EXEMPT) (UC)**	697	697		6496	6822	7164	7521	7897	8291
SEIU 6	07330i/l	SENIOR OFFICE ASSISTANT	561	561	3221	3381	3550	3728	3915	4111	4317
SEIU 6	07360	SENIOR OFFICE SPECIALIST	534	534	2824	2965	3113	3269	3432	3604	3784
UC	01675	SENIOR PARALEGAL (EXEMPT) (UC)**	663	663		5504	5780	6068	6372	6690	7024
SEIU 6	06330	SENIOR PARK SERVICES INSPECTION SUPERVISOR	683	683	5847	6140	6446	6768	7107	7463	7837
POA-NS	01270	SENIOR PARKING CONTROL OFFICER	611	611			4111	4317	4533	4764	5002
UC	07415	SENIOR PAYROLL TECHNICIAN (UC)**	642	642		4968	5216	5478	5751	6038	6341
UC	01540	SENIOR PERSONNEL ANALYST (UC)**	707	707		6822	7164	7521	7897	8291	8706
UC	01530	SENIOR PERSONNEL RECEPTIONIST (UC)**	589	589		3835	4027	4228	4439	4663	4896
UC	07300	SENIOR PERSONNEL SERVICES SPECIALIST (UC)**	602	602		4084	4289	4503	4728	4968	5216
UC	00770	SENIOR PERSONNEL TECHNICIAN (UC)**	642	642		4968	5216	5478	5751	6038	6341
SEIU 6	00330m/n	SENIOR PLAN CHECK ENGINEER	754	754	8269	8683	9117	9577	10055	10558	11086
SEIU 6	02470	SENIOR PLANNER	713	713	6768	7107	7463	7837	8229	8641	9073
SEIU 6	02350q	SENIOR PLUMBING INSPECTOR	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	02430q	SENIOR PLUMBING/MECHANICAL SYSTEMS SPEC.	663	663	5304	5569	5847	6140	6446	6768	7107
SEIU 6	07370	SENIOR POLICE RECORDS SPECIALIST	581	581	3550	3728	3915	4111	4317	4533	4764
SEIU 6	01470	SENIOR PROGRAMMER ANALYST	698	698	6291	6606	6937	7283	7647	8029	8431

UNIT CODE	JOB CODE	JOB TITLE	10/1/2014	7/1/2015	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	01640	SENIOR RECEPTIONIST	579	579	3519	3695	3880	4074	4278	4493	4718
SEIU 6	02700	SENIOR RESIDENTIAL CONSTRUCTION SPECIALIST	663	663	5304	5569	5847	6140	6446	6768	7107
UC	01754	SENIOR RISK MANAGEMENT TECHNICIAN (UC)**	642	642		4968	5216	5478	5751	6038	6341
SEIU 6	00990k	SENIOR SYSTEMS ADMINISTRATOR	670	670	5488	5762	6050	6353	6670	7005	7355
SEIU 6	02151m	SENIOR TRAFFIC ENGINEER	754	754	8269	8683	9117	9577	10055	10558	11086
SEIU 6	01290m	SENIOR TRANSPORTATION ANALYST	754	754	8269	8683	9117	9577	10055	10558	11086
SEIU 6	07776	SENIOR WATER SERVICES SUPERVISOR		688	5992	6291	6606	6937	7283	7647	8029
SEIU 6	06240	SENIOR WATER SYSTEMS OPERATOR	643	643	4810	5051	5304	5569	5847	6140	6446
UC	07510	SENIOR WORKERS' COMP. CLAIMS ASSISTANT (UC)**	617	617		4396	4617	4847	5091	5345	5613
UC	07540	SENIOR WORKERS' COMP. CLAIMS EXAM. (UC)**	682	682		6038	6341	6657	6989	7340	7708
UC	07575	SENIOR WORKERS' COMPENSATION SYSTEMS TECH (UC)**	627	627		4617	4847	5091	5345	5613	5893
EXEC-NS	07719	SPECIAL ASSISTANT TO THE CITY MANAGER (EM)***	EM-37	EM-37			10729	-	12751	-	15159
SEIU 6	01310	STOCK CLERK	577	577	3484	3658	3841	4034	4236	4448	4671
SEIU 6	01320	STOREKEEPER	612	612	4132	4339	4556	4787	5026	5278	5542
SEIU 6	01315	STORES AND CITY YARD PROPERTY SPECIALIST	612	612	4132	4339	4556	4787	5026	5278	5542
SEIU 6	00115	STORMWATER COORDINATOR	673	673	5569	5847	6140	6446	6768	7107	7463
MID M-NS	02925	STRATEGIC COMMUNICATIONS MANAGER (MM)	MM-19	MM-19			7901	-	9393	-	11729
SEIU 6	04280	STREET LIGHTING MAINTENANCE WORKER	612	612	4132	4339	4556	4787	5026	5278	5542
SEIU 6	04360	STREET MAINTENANCE SUPERVISOR	653	653	5051	5304	5569	5847	6140	6446	6768
SEIU 6	04160	STREET PAINTER	596	596	3822	4014	4215	4426	4648	4882	5126
SEIU 6	07500	SUPERVISING ACCOUNTANT	703	703	6446	6768	7107	7463	7837	8229	8641
SEIU 6	00269	SUPERVISING BUYER	677	677	5678	5963	6260	6574	6903	7247	7609
SEIU 6	05055	SUPERVISING LIBRARY SERVICES ASSISTANT	566	566	3302	3467	3640	3822	4014	4215	4426
SEIU 6	07470	SUPERVISING PARK RANGER	647	647	4906	5151	5408	5678	5963	6260	6574
ADMIN MGMT-NS	02371	SUPERVISOR OF INSPECTIONS (AM)**	AM745	AM745			8212	8623	9055	9508	9989
SEIU 6	02070	SURVEY PARTY CHIEF	676	676	5650	5934	6230	6542	6869	7211	7571
SEIU 6	02050	SURVEY PARTY TECHNICIAN I	612	612	4132	4339	4556	4787	5026	5278	5542
SEIU 6	02060	SURVEY PARTY TECHNICIAN II	643	643	4810	5051	5304	5569	5847	6140	6446
SEIU 6	00120	SYSTEMS ADMINISTRATOR	638	638	4694	4930	5176	5434	5706	5992	6291
SEIU 6	06470	SYSTEMS SUPPORT ANALYST	698	698	6291	6606	6937	7283	7647	8029	8431
SEIU 6	01060	SYSTEMS TECHNICIAN	578	578	3501	3676	3861	4054	4257	4470	4694
SEIU 6	00710	TELECOMMUNICATIONS COORDINATOR	680	680	5762	6050	6353	6670	7005	7355	7723
SEIU 6	07140	TELECOMMUNICATIONS CUSTOMER SERVICE REP.	591	591	3728	3915	4111	4317	4533	4764	5002
SEIU 6	02860	TENANT SERVICES TECHNICIAN	579	579	3519	3695	3880	4074	4278	4493	4718
POA-NS	00860	TRAFFIC SERVICES SPECIALIST	641	641			4764	5002	5252	5515	5790
UC	01280	TRAINING COORDINATOR (UC)**	707	707		6822	7164	7521	7897	8291	8706
MID M-NS	00200	TRANSIT PROGRAM MANAGER (MM)	MM-25	MM-25			9164	-	10893	-	13604
MID M-NS	01080	TRANSPORTATION MANAGER (MM)	MM-25	MM-25			9164	-	10893	-	13604
MID M-NS	01170	TREASURY AND CUSTOMER SERVICES MANAGER (MM)****	MM-22	MM-22			8511	-	10117	-	12632
SEIU 6	01165	TREASURY SERVICES SPECIALIST****		622	4339	4556	4787	5026	5278	5542	5818
SEIU 6	07020	TREASURY SERVICES SUPERVISOR	637	637	4671	4906	5151	5408	5678	5963	6260

UNIT CODE	JOB CODE	JOB TITLE	10/1/2014	7/1/2015	MONTHLY SALARY RATE RANGES						
			RANGE NO.	RANGE NO.	AAA	AA	A	B	C	D	E
SEIU 6	04330bb	TREE MAINTENANCE SUPERVISOR	653	653	5051	5304	5569	5847	6140	6446	6768
SEIU 6	04170bb	TREE TRIMMER	596	596	3822	4014	4215	4426	4648	4882	5126
SEIU 6	01215	UTILITIES BILLING/SYSTEMS TECHNICIAN	591	591	3728	3915	4111	4317	4533	4764	5002
SEIU 6	06320	VIDEO TECHNICIAN	634	634	4601	4834	5076	5330	5596	5876	6170
MID M-NS	04410	WATER RESOURCES MANAGER (MM)	MM-26	MM-26			9393	-	11165	-	13941
SEIU 6	07750	WATER SERVICES CREW LEADER	627	627	4448	4671	4906	5151	5408	5678	5963
SEIU 6	07755	WATER SERVICES METER REPAIRER I	586	586	3640	3822	4014	4215	4426	4648	4882
SEIU 6	07756	WATER SERVICES METER REPAIRER II	606	606	4014	4215	4426	4648	4882	5126	5382
SEIU 6	07760	WATER SERVICES QUALITY COORDINATOR	678	678	5706	5992	6291	6606	6937	7283	7647
SEIU 6	07765	WATER SERVICES QUALITY INSPECTOR	638	638	4694	4930	5176	5434	5706	5992	6291
SEIU 6	07770	WATER SERVICES QUALITY SUPERVISOR	658	658	5176	5434	5706	5992	6291	6606	6937
SEIU 6	07775	WATER SERVICES SUPERVISOR	658	658	5176	5434	5706	5992	6291	6606	6937
SEIU 6	07780	WATER SERVICES UTILITY INSPECTOR	638	638	4694	4930	5176	5434	5706	5992	6291
SEIU 6	07785	WATER SERVICES WORKER I	561	561	3221	3381	3550	3728	3915	4111	4317
SEIU 6	07790	WATER SERVICES WORKER II	581	581	3550	3728	3915	4111	4317	4533	4764
SEIU 6	00880	WATER SYSTEMS OPERATOR I	589	589	3695	3880	4074	4278	4493	4718	4954
SEIU 6	00920	WATER SYSTEMS OPERATOR II	609	609	4074	4278	4493	4718	4954	5201	5461
SEIU 6	04530	WATER SYSTEMS OPERATOR III	623	623	4360	4579	4810	5051	5304	5569	5847
SEIU 6	01006	WEB SYSTEMS TECHNICIAN	578	578	3501	3676	3861	4054	4257	4470	4694
SEIU 6	01005	WEBSITE ENTRY SPECIALIST	552	552	3082	3237	3398	3568	3747	3935	4132
SEIU 6	02390	WORK CENTER COORDINATOR	723	723	7107	7463	7837	8229	8641	9073	9529
UC	07560	WORKERS' COMPENSATION CLAIMS ASSISTANT (UC)**	593	593		3907	4103	4309	4525	4752	4992
UC	07570	WORKERS' COMPENSATION CLAIMS EXAMINER (UC)**	652	652		5216	5478	5751	6038	6341	6657
ADMIN MGMT-NS	07551	WORKERS' COMPENSATION SUPERVISOR (AM)**	AM723	AM723			7376	7745	8133	8540	8968
UC	07576	WORKERS' COMPENSATION SYSTEMS TECHNICIAN (UC)**	603	603		4103	4309	4525	4752	4992	5242
SEIU 6	08371	WORKFORCE SPECIALIST I	578	578	3501	3676	3861	4054	4257	4470	4694
SEIU 6	08372k	WORKFORCE SPECIALIST II	603	603	3954	4152	4360	4579	4810	5051	5304
SEIU 6	08373k	WORKFORCE SPECIALIST III	623	623	4360	4579	4810	5051	5304	5569	5847
SEIU 6	08374	WORKFORCE SPECIALIST IV	678	678	5706	5992	6291	6606	6937	7283	7647
SEIU 6	05313	YOUTH SERVICES TECHNICIAN	572	572	3398	3568	3747	3935	4132	4339	4556
SEIU 6	05470	ZOO ANIMAL REGISTRAR	583	583	3586	3765	3954	4152	4360	4579	4810
SEIU 6	05430	ZOO CURATOR	632	632	4556	4787	5026	5278	5542	5818	6110
SEIU 6	05450	ZOO CURATOR OF EDUCATION	632	632	4556	4787	5026	5278	5542	5818	6110
SEIU 6	00930	ZOO EDUCATION SPECIALIST	583	583	3586	3765	3954	4152	4360	4579	4810
SEIU 6	05460	ZOO KEEPER AIDE	493	493	2311	2427	2548	2676	2810	2950	3098
SEIU 6	05420	ZOO KEEPER I	553	553	3098	3253	3415	3586	3765	3954	4152
SEIU 6	05410	ZOO KEEPER II	583	583	3586	3765	3954	4152	4360	4579	4810
MID M-NS	05480	ZOO MANAGER (MM)	MM-22	MM-22			8511	-	10117	-	12632

\*Includes Deferred Compensation to Be Included as PERSable Income Per Individual Contract

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

\*\*\*Title/Salary Change Effective 1/1/2015

\*\*\*\*Title/Salary Change Effective 2/3/2015

\*\*\*\*\*Title/Salary Change Effective 2/17/2015

**CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF NON-CIVIL SERVICE PART-TIME EMPLOYMENT  
BASIC HOURLY WAGE RATES EFFECTIVE 8/11/14**

<u>UNIT CODE</u>	<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>POS. NO.</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
SEIU PT	09041	ACCOUNT CLERK I	2936	18.56	19.46	20.44	21.46	22.53
SEIU PT	09042	ACCOUNT CLERK II	2977	20.53	21.55	22.65	23.76	24.95
SEIU PT	01130	ACCOUNTANT	3144	31.53	33.11	34.76	36.51	38.33
SEIU PT	09770	ADMINISTRATIVE AIDE	2917	23.53	24.71	25.94	27.24	28.60
SEIU PT	09000	ANIMAL KEEPER I	2761	11.56	12.15	12.74	13.39	14.04
SEIU PT	09010	ANIMAL KEEPER II	2762	13.41	14.06	14.78	15.51	16.28
SEIU PT	09215	BUILDING MAINTENANCE ASST.		20.22	21.23	22.29	23.43	24.57
SEIU PT	09040	CASHIER	2724	11.34	11.91	12.51	13.16	13.80
SEIU PT	09060	CLERICAL AIDE	2763	13.27	13.93	14.65	15.40	16.14
SEIU PT	09050	CLERICAL ASSISTANT	2725	9.09	9.55	10.02	10.52	11.04
SEIU PT	09080	CLERK TYPIST I	2764	14.59	15.32	16.09	16.90	17.73
SEIU PT	09090	CLERK TYPIST II	2765	17.14	17.99	18.90	19.84	20.81
SEIU PT	09800	COMBINATION INSPECTOR	3097	28.74	30.17	31.70	33.27	34.95
SEIU PT	09100	COMMUNITY CENTER AIDE	2766	17.52	18.40	19.32	20.29	21.31
SEIU PT	09690	COMPUTER TECHNICIAN	2859	18.70	19.64	20.62	21.66	22.76
SEIU PT	09780	CUSTOMER SERVICE CLERK	2913	19.28	20.22	21.24	22.30	23.43
SEIU PT	09120	DATA ENTRY CLERK	2768	15.98	16.79	17.66	18.53	19.45
SEIU PT	09140	EQUIP. SVC. ATTENDANT	2769	17.99	18.87	19.84	20.80	21.86
SEIU PT	08010	GENERAL ASSISTANT	2727	9.09	9.55	10.02	10.52	11.04
SEIU PT	09160	GRAPHICS AIDE	2728	13.11	13.78	14.46	15.19	15.95
SEIU PT	09750	HOUSING AUTHORITY ASST.	2993	20.70	21.73	22.83	23.98	25.18
SEIU PT	09170	JANITOR	2771	14.74	15.47	16.24	17.05	17.93
SEIU PT	09180	LIBRARIAN (PART-TIME)	2731	21.44	22.51	23.64	24.83	26.07
SEIU PT	09190	LIBRARY ASSISTANT	2772	18.05	18.95	19.89	20.90	21.96
SEIU PT	09200	LIBRARY CLERK I	2773	15.03	15.78	16.58	17.41	18.26
SEIU PT	09210	LIBRARY CLERK II	2732	16.65	17.48	18.34	19.28	20.22
SEIU PT	09760	LOSS CONTROL OFFICE ASST.	2966	18.61	19.55	20.51	21.54	22.62
SEIU PT	09220	MAINTENANCE AIDE I	2733	9.09	9.55	10.02	10.52	11.04
SEIU PT	09230	MAINTENANCE AIDE II	2734	10.07	10.58	11.10	11.68	12.28
SEIU PT	01205	MEDIA RELATIONS SPECIALIST		18.61	19.55	20.51	21.54	22.62
SEIU PT	09280	MOBILE LIBRARY CLERK	2774	18.32	19.28	20.20	21.23	22.29
SEIU PT	09775	MUNICIPAL UTILITY READER/COLL.	3027	18.44	19.36	20.31	21.34	22.41
SEIU PT	09290	PAGE	2775	9.09	9.55	10.02	10.52	11.04
SEIU PT	09740	PAINTER	2874	17.47	18.32	19.27	20.20	21.23
SEIU PT	09300	PARK MAINTENANCE ASST.	2776	15.62	16.41	17.24	18.11	19.01

**CLASS TITLES AND WAGE RATES FOR REPRESENTED CATEGORIES OF NON-CIVIL SERVICE PART-TIME EMPLOYMENT  
BASIC HOURLY WAGE RATES EFFECTIVE 8/11/14**

<u>UNIT CODE</u>	<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>POS. NO.</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
SEIU PT	03615	PARK RANGER (PART TIME)	2806	25.93	27.23	28.59	30.03	31.54
SEIU PT	09310	PARK SECURITY GUARD	2735	18.70	19.64	20.62	21.66	22.76
SEIU PT	09313	PARKING METER MAINTENANCE AIDE		16.97	17.81	18.72	19.65	20.63
SEIU PT	09505	PERMIT PARKING AIDE	2989	19.89	20.89	21.96	23.03	24.19
SEIU PT	09135	PLANNING TECHNICIAN	3059	23.64	24.81	26.06	27.37	28.74
SEIU PT	09320	POLICE RECORDS CLERK I	2777	16.06	16.87	17.71	18.60	19.53
SEIU PT	09330	POLICE RECORDS CLERK II	2778	17.47	18.32	19.28	20.20	21.23
SEIU PT	09340	POLICE SUPPLY CLERK	2738	17.52	18.40	19.32	20.29	21.31
SEIU PT	08160	PROGRAM COORDINATOR	2739	15.18	15.93	16.72	17.56	18.48
SEIU PT	09350	PROGRAM LEADER I	2779	9.09	9.55	10.02	10.52	11.04
SEIU PT	09360	PROGRAM LEADER II	2780	10.48	11.00	11.55	12.14	12.72
SEIU PT	07435	PUBLIC WORKS RECORDS ASSISTANT		22.16	23.28	24.45	25.67	26.95
SEIU PT	09710	PURCHASING AGENT	3132	29.32	30.77	32.31	33.93	35.62
SEIU PT	09720	PURCHASING CLERK	2760	18.49	19.40	20.40	21.40	22.46
SEIU PT	09900	RIGHT OF WAY TECHNICIAN	3096	14.87	15.62	16.43	17.23	18.07
SEIU PT	09771	SENIOR ADMINISTRATIVE AIDE	3124	25.90	27.18	28.55	29.97	31.48
SEIU PT	09070	SENIOR CLERICAL AIDE	2782	15.03	15.78	16.58	17.41	18.26
SEIU PT	09400	SENIOR PROGRAM LEADER	2783	12.41	12.99	13.67	14.34	15.05
SEIU PT	08340	SPECIAL EMP. COUNSELOR I	2743	9.95	10.45	10.99	11.52	12.09
SEIU PT	08350	SPECIAL EMP. COUNSELOR II	2744	12.24	12.84	13.49	14.18	14.87
SEIU PT	08360	SPECIAL EMP. COUNSELOR III	2745	13.78	14.46	15.19	15.95	16.74
SEIU PT	09430	SPECIAL EVENTS LEADER I	2746	12.09	12.69	13.32	13.99	14.69
SEIU PT	09440	SPECIAL EVENTS LEADER II	2747	14.74	15.47	16.24	17.05	17.93
SEIU PT	09420	SPORTS ATTENDANT	2748	9.09	9.55	10.02	10.52	11.04
SEIU PT	08170	SR. LIBRARY ASSISTANT	2750	19.16	20.11	21.10	22.18	23.28
SEIU PT	09240	SR. MAINTENANCE AIDE I	2751	11.50	12.06	12.66	13.29	13.95
SEIU PT	09250	SR. MAINTENANCE AIDE II	2752	13.03	13.71	14.39	15.08	15.86
SEIU PT	09260	SR. MAINTENANCE WORKER	2753	16.35	17.16	18.03	18.91	19.86
SEIU PT	08370	SR. SPECIAL EMP. COUNSELOR	2754	14.87	15.62	16.43	17.23	18.07
SEIU PT	08410	SR. TUTOR	2755	14.52	15.26	16.00	16.80	17.67
SEIU PT	09460	STORES AIDE	2784	17.16	18.03	18.91	19.86	20.84
SEIU PT	09910	STRUCTURAL PLAN EXAMINER I		31.54	33.12	34.77	36.52	38.33
SEIU PT	09911	STRUCTURAL PLAN EXAMINER II	3205	33.77	35.47	37.22	39.08	41.03
SEIU PT	07475	SUPERVISING PARK RANGER (PART TIME)	3025	29.29	30.77	32.31	33.93	35.62
SEIU PT	08420	TUTOR	2757	12.24	12.84	13.49	14.18	14.87

**CLASS TITLES AND WAGE RATES FOR SEASONAL AND OTHER UNAFFILIATED CATEGORIES OF NON CIVIL SERVICE PART-TIME EMPLOYMENT.** PART TIME WORKERS EMPLOYED UNDER THE FOLLOWING CLASS TITLES SHALL RECEIVE WAGES BASED ON THE HOURLY PAY RATES AS SET FORTH BELOW, EFFECTIVE 8/11/14:

**BASIC HOURLY WAGE RATES EFFECTIVE 8/11/14**

<u>UNIT CODE</u>	<u>JOB CODE</u>	<u>JOB TITLE</u>	<u>POS. NO.</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
SEASONAL PT	08000	ADMINISTRATIVE INTERN	2722	12.23	12.85	13.51	14.17	14.88
SEASONAL PT	08995	ANIMAL CONTROL OFFICER	3148	23.96	25.16	26.42	27.75	29.13
SEASONAL PT	09315	BACKGROUND INVESTIGATOR	3071	28.45	29.87	31.38	32.94	34.60
SEASONAL PT	09790	BUDGET INTERN	3241	16.18	16.99	17.85	18.72	19.66
SEASONAL PT	09316	COLD CASE INVESTIGATOR	3108	28.45	29.87	31.38	32.94	34.60
SEASONAL PT	00360	CORRECTIONAL SERVICES OFFICER	3257	20.01	21.01	22.06	23.19	24.32
SEASONAL PT	09130	ENGINEERING INTERN	2726	16.18	16.99	17.85	18.72	19.66
SEASONAL PT	07605	FINGERPRINT EXAMINER	3111	29.88	31.39	32.94	34.59	36.32
SEASONAL PT	08500	FORENSIC BALLISTICS TECHNICIAN	3085	24.56	25.80	27.09	28.45	29.87
SEASONAL PT	09345	JAIL TRANSPORTATION OFFICER		25.80	27.09	28.45	29.87	31.38
SEASONAL PT	08610	LAW CLERK	2729	15.10	15.84	16.63	17.49	18.35
SEASONAL PT	08080	MANAGEMENT INTERN	2759	18.68	19.61	---	---	---
SEASONAL PT	08130	POLICE CADET	2736	10.19	10.69	11.25	11.82	12.43
SEASONAL PT	08135	POLICE RESERVE LEVEL 1	3187	29.16	---	---	---	---
SEASONAL PT	08136	POLICE RESERVE LEVEL 2	3186	20.83	---	---	---	---
SEASONAL PT	08137	POLICE RESERVE LEVEL 3	3188	16.66	---	---	---	---
SEASONAL PT	08138	POLICE RESERVE SERGEANT	3189	32.08	---	---	---	---
SEASONAL PT	08190	POLICE SPECIAL EVENTS OFFC.	2737	18.51	19.44	20.41	21.44	22.53
SEASONAL PT	08140	POLICE TRAINING FACILITATOR		22.21	23.32	24.49	25.71	27.00
SEASONAL PT	09950	PROFESSIONAL STANDARDS INV	3099	28.45	29.87	31.38	32.94	34.60
SEASONAL PT	08380	REDEVELOPMENT PROJECT COORD	3062	42.06	44.16	46.36	48.68	51.11
SEASONAL PT	08100	SR. ADMINISTRATIVE INTERN	2749	14.72	15.46	16.26	17.05	17.89
SEASONAL PT	08600	STUDENT INTERN	2756	9.00	9.45	9.92	10.41	10.93

## SPECIAL COMPENSATION PROVISIONS:

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

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

Current employees who do not receive assignment pay under section 5.1 prior to 6/30/13, will not hereafter, be eligible to receive it. Any employee hired after 8/31/10 shall not be eligible to receive assignment pay under the assignment pay provision of section 5.1.

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

Current employees who do not receive career development pay prior to the 6/30/12 will not thereafter be eligible to receive it. Provided, however, that current employees who are eligible to qualify for career development incentive pay under the terms of section 5.8, and who are awaiting the results of a qualifying examination or other measurement taken prior to 6/30/12, shall receive career development incentive pay upon confirmation of a passing result. Any employee hired after 9/30/10 shall not be eligible to receive career development incentive pay under the career development incentive pay provision of section 5.8.

### SEIU Eleventh Side Letter 5.9 Limitation on Career Development Incentive Pay

Current employees in the classifications listed below who are eligible for, and do in fact begin receiving career development incentive pay prior to June 30, 2013, shall continue to receive said pay under the applicable career development incentive pay provisions. Provided, however that current employees in the classifications listed below who are eligible to qualify for career development incentive pay under the terms of section 5.8 of this article and who are awaiting the results of a qualifying examination or other measurement taken prior to June 30, 2013, shall receive career development incentive pay upon confirmation of a passing result.

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

- (a) (Reserved)
- (b) Incumbents in the classifications of Fleet Services Technician I, II and III who possess nationally recognized certifications for Automotive Service Excellence Master Certification (ASE) and ASE Alternative Fuel, will be paid an assignment pay differential at a rate set five (5) salary rate ranges (approximately 2.5%) for said certification above their then current base monthly salary step. The restrictions set forth in Section 5.7 do not apply to this provision. (SEIU MOU Article V Section 1D)
- (c) (Reserved)
- (d) An incumbent in the class of Police Services Dispatcher who is continuously and regularly assigned to and actually performing in a lead supervisory and trainer capacity over an assigned shift of Police Services Dispatchers will be paid at a rate set ten (10) salary rate ranges (approximately 5.0%) above his or her then current base monthly salary step. (POA MOU Article V Section 1A)
- (e) Personnel in the classifications of Fleet Services Technician I, II, III, and Fleet Services Supervisor, who maintain a valid State of California Commercial Driver's License and are assigned to an area that requires the possession of either a Class "A" or Class "B" license in the course and scope of their work shall be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (SEIU MOU Article V Section 1E)
- (f) (Reserved)
- (g) Incumbents in the classification of Park Maintenance Leader who is continuously and regularly assigned to perform either on a full-time or half-time basis, duties as a Park Maintenance Planner-Scheduler will be paid an assignment pay differential at a rate set above his or her then current base monthly salary step in accordance with the following schedule: twenty (20) salary rate ranges (approximately 10%) for full-time assignment; ten (10) rate ranges (approximately 5%) for half-time assignment. (SEIU MOU Article V Section 1B)
- (h) Incumbents in the classifications of: Code Enforcement Technician, Code Enforcement Officer, Code Enforcement Supervisor who obtain or possess a valid certificate in any of four Career Development Incentive areas shall receive incentive pay worth five salary rate ranges (approximately 2.5%) for each certificate not to exceed five (5) certificates or a total of twenty-five salary rate ranges (approximately 12.5%). If an incumbent has obtained four (4) certificates from list, he or she then shall be eligible to earn an additional five (5) salary rate ranges (approximately 2.5%) pay additive upon completion of both the SCACEO/CACEO Intermediate and SCACEO/CACEO Advanced Certifications. (SEIU MOU Article V Section 8D)



- (i) Incumbents in the classifications of Senior Office Assistant, Secretary, Executive Secretary, or Planning Commission Secretary who are assigned by a Department Head with the prior approval of the City Manager, to a position requiring the ability to take dictation at a rate of 70 words per minute or better on a regular basis or as an essential or integral element of the work of the position will be paid a monthly differential of sixty dollars (\$60) above his or her base monthly salary step for each full month of such assignment. (SEIU MOU Article V Section 1A and Council Resolution No. 88-38, as amended by Resolution No. 99-023)
- (j) Incumbents in the class of Police Officer who are continuously and regularly assigned to and actually performing duties of a Corporal will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. Effective July 1, 2005, if a Corporal is assigned to lead a work unit without a Sergeant, he or she will be paid an additional five (5) salary rate ranges (approximately 2.5%) above his or her base monthly salary step for such assignment. At the present time, Directed Patrols and Civic Center Patrol units are examples of such assignments. (POA MOU Article V Section 1C)
- (k) Incumbents regularly and continuously assigned to lead a functional unit which includes two (2) or more positions in the same or lower classifications as the incumbent may be compensated at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 2), and/or (Council Resolution No. 82-110 Section 3.1, as amended by Resolution No. 91-103), and/or (Resolution No. 99-023) and (POA Eight Side Letter Amendment Article V Section 5.1N)
- (l) An incumbent in the classification of Senior Office Assistant who is continuously and regularly assigned to operate and who actually operate a two-way radio communications base station will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (SEIU MOU Article V Section 1C)
- (m) Incumbents in the classifications of Assistant Engineer I or II, Senior Assistant Engineer, Senior Civil Engineer, Senior Engineer, Senior Traffic Engineer, Assistant Plan Check Engineer I or II, Associate Plan Check Engineer, Senior Plan Check Engineer, or Senior Transportation Analyst will be eligible for career incentive pay for any certificates approved for their classification at a rate set of ten (10) salary rate ranges (approximately 5%) above his or her then current base monthly salary step for registration(s) as a Registered Engineer or as a Structural Engineer by the State of California. Additionally, said incumbents who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in the areas of accessibility/usability (one specialty area), residential energy plan check, or non-residential energy plan check, shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step in accordance to the schedule. (SEIU MOU Article V Section 8A) and/or (as amended by Resolution No. 97-028)  
In no event shall the application of this Career Development Incentive Program result in an individual being eligible to earn more than twenty (25) salary rate ranges (approximately 12.5%) above his or her current monthly base salary step. (SEIU MOU Article V Section 8)
- (n) Incumbents in the classifications of Plan Examiner (T), Assistant Plan Check Engineer I or II, Associate Plan Check, Engineer Senior Plan Check Engineer and who as of December 31, 1987 had possessed a valid Plan Examiner Certificate issued by the ICBO shall continue to be paid at a rate set ten (10) salary rate ranges (approximately 5%) above his or her then current base salary step. However effective January 1, 1988 said ten (10) range differential shall be reduced to five (5) salary rate ranges (approximately 2.5%) for any incumbent of said classifications who is issued his or her initial certificate on or after January 1, 1988. (SEIU MOU Article V Section 8B)
- (o) (Reserved)
- (p) (Reserved)
- (q) An incumbent in one of the classifications of: Building Inspector, Senior Building Inspector, Electrical Inspector, Senior Electrical Inspector, Plumbing Inspector, Senior Plumbing Inspector, Combination Building Inspector, Senior Combination Building Inspector, Building Technician, Plan Examiner(T), Senior Plumbing/Mechanical Systems Specialist, or Senior Electrical Systems Specialist who possess a valid certificate issued by the ICBO (or similar nationally recognized certifying organization) in relevant areas (see MOU for full details) shall be paid an incentive pay differential at a rate set above his or her then current base monthly salary step as follows: One certificate from one specialty area: five (5) salary rate ranges (approximately 2.5%); an additional certificate from a second specialty area (total of two): ten (10) salary rate ranges (approximately 5%); an additional certificate from a third specialty area (total of three): fifteen (15) salary rate ranges (approximately 7.5%); an additional

certificate from a fourth specialty area (total of four): twenty (20) salary rate ranges (approximately 10%); an additional certificate from the fifth specialty area (total of five): twenty-five (25) salary rate ranges (approximately 12.5%). (SEIU MOU Article V Section 8C)

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

rate ranges (approximately 2.5%) above his or her then current base monthly salary step. (POA MOU Article V Section 1F as amended by Ninth Side Letter Amendment to the Memorandum of Understanding Between the City of Santa Ana and the Santa Ana POA)

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

- (uu) Investigations Bureau shall be subject to an annual review subject to organizational needs to determine whether to continue the employee in the assignment. The annual review shall occur prior to the annual patrol deployment sign-ups. An employee who is informed that he/she will be removed from the assignment may appeal to the Police Chief, but such appeal shall not be in accordance with the Public Safety Officers' Procedural Bill of Rights as the parties agree that the Police Chief has discretion to remove employees from the assignment as part of an annual rotation in the assignment. The appeal will consist of a meeting with the Police Chief whereby the employee has the right to try and convince the Chief why he/she should not be removed from the assignment, but shall not be a formal hearing. (POA MOU Article V Section 1K)
- (vv) Incumbents in the classifications of Correctional Officer or Correctional Supervisor, who are continuously and regularly assigned to either the 207(k) 7/12.5 Detention Work Schedule, or the 4/10.5 Detention Administration Work Schedule, shall be paid at a rate set six (6) salary rate ranges (approximately 3%) above his or her then current base monthly salary step. (POA MOU Article V Section 1L)
- (ww) (Reserved)
- (xx) Incumbents in the classification of Firearms Examiner who are regularly and continuously assigned to and actually performing duties in a "lead" supervisory capacity over a primary functional unit, will be paid at a rate set ten (10) salary rate ranges (approximately 5.0%) above their then current base monthly salary step. (POA MOU Article V Section 1M and Council Resolution No. 2005-026)
- (xx) Reserved
- (yy) Incumbents in the classifications of Forensic Specialist I and Forensic Specialist II who are continuously and regularly assigned as a Tenprint - AFIS Technician will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (POA MOU Article V Section 1N as amended by Ninth Side Letter Amendment to the Memorandum of Understanding Between the City of Santa Ana and the Santa Ana POA and Council Resolution No. 2006-050)
- (zz) Incumbents in the classifications of Forensic Specialist I and Forensic Specialist II who are continuously and regularly assigned as a Fingerprint Analyst will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (POA MOU Article V Section 1O as amended by Ninth Side Letter Amendment to the Memorandum of Understanding Between the City of Santa Ana and the Santa Ana POA and Council Resolution No. 2006-050)
- (aaa) Incumbents in the classification of Forensic Specialist II who are continuously and regularly assigned as a Fingerprint Training Officer will be paid at a rate set five (5) salary rate ranges (approximately 2.5%) above their then current base monthly salary step. (Council Resolution No. 2006-050)

OTHER PAY ADDITIVES:

1. BILINGUAL PAY. Qualified personnel in the below-listed representational categories who meet the required criteria specified in the Memorandum of Understanding (or Pay Plan) covering their job classification will receive a monthly pay differential above their current base monthly salary step in the amounts specified below by representational category:
  - (a) SEIU (Service Employees International Union 5.3B, C), SAMA (Santa Ana Management Association 6.1B, C), Unrepresented Management, CASA (Confidential Association of the City of Santa Ana MOU 6.3B, C):
    - Primary Bilingual Assignments: \$175.00 per month.
    - Secondary Bilingual Assignments: \$40.00 per month.
  - (b) POA (Police Officers Association): (POA MOU Article V Section 3C,D,E,F)
    - Sworn: Street Level Proficiency. The amount equal to the product obtained by multiplying the step "E" base salary rate of Police Officer by five (5) salary rate ranges (approximately 2.5%).
    - Sworn: Complex Level Proficiency. The amount equal to the product obtained by multiplying the step "E" base salary rate of Police Officer by ten (10) salary rate ranges (approximately 5%).
    - Non Sworn: Secondary Level Proficiency: \$40.00 per month.
    - Non Sworn: Primary Level Proficiency: \$175.00 per month.
  - (c) PMA (Santa Ana Police Management Association): (PMA MOU Article 5.1)
    - Primary Bilingual Assignments: \$175.00 per month.

2. SHIFT DIFFERENTIAL.

(a) SEIU, Generally.

An employee in a classification represented by SEIU who is continuously and regularly assigned to a schedule of work which requires that he or she actually work a minimum of four and one-half (4 1/2 hours) between the hours of 5:00 p.m. and 7:00 a.m. will be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then current base monthly salary step except however such shift pay differential shall not be applicable to employees in the classification of Park Ranger and Supervising Park Ranger. (SEIU MOU Article V Section 4A)

(b) Library Department Employees.

Employees hired and assigned to the Library prior to December 1, 1987 who work evening shifts until closing time but who are not otherwise eligible for shift differential as provided under Subsection (a) above shall receive as special shift pay an amount equal to one-half (1/2) of one hour's pay for each day they work an evening shift until closing time. Said special shift pay shall be computed on the hourly equivalent of the base monthly salary step. Such half-hour's pay shall not be counted toward the computation of overtime. Such special library shift pay differential shall not be applicable to library employees hired on or after December 1, 1987. (SEIU MOU Article V Section 4B)

(c) Early Morning Street Crews.

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

(d) Standby Pay.

Employees who are released from active duty but who are required by their department to leave notice where they can be reached and be available to return to active duty when required by the department at any time other than their regularly scheduled working hours shall be said to be on standby duty. Effective no later than the first (1st) day of the second (2nd) payroll period following Council approval, such employees shall receive three hundred dollars (\$300) per week when assigned to be on standby duty. Water Production, Water Maintenance, Public Works Maintenance, Building Maintenance, and Information Services Division staff shall be required to serve on standby duty and receive standby pay as defined above. In addition to the \$300 per week Standby Pay, if an employee is able to handle the incident by phone or other electronic means without reporting to duty, he shall be entitled to overtime pay at the rate of 15 minutes or actual time spent per incident whichever is greater, paid at time and one-half (T 1/2) per incident. The City agrees, after ratification of this Agreement, to timely present to the Department Head of the Parks & recreation Department the Union's position for implementing a Standby Program in that Department. Within 30 days of the presentation, the Department Head will respond in writing with his final and binding decision on the issue of a Standby Program in that Department. (SEIU MOU Article V Section 4E)

(e) (POA) Police Officers Association

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

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

An employee in a classification represented by CASA who is continuously and regularly assigned to a schedule of work which requires that he or she actually work a minimum of four and one-half (4 1/2) hours between the hours of 5:00 p.m. and 7:00 a.m., shall be paid a shift differential for his or her entire work shift at a rate set ten (10) salary rate ranges (approximately 5%) higher than his or her then-current base monthly salary step. (CASA MOU Article 6 Section 4A)

(g) Standby Pay

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

3. NOTARY PUBLIC

(a) SEIU (Service Employees International Union)

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

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

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

4. CONFIDENTIAL PREMIUM

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

An employee who is routinely and consistently assigned to sensitive positions by a Department Head, involving labor negotiations and/or employee discipline which require trust and discretion, will be paid at a rate set five (5) salary rate ranges (approximately 2.5%), above his or her then current base monthly salary step. (CASA MOU Article 6 Section 6)

FOOTNOTES:

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

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

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

"ADMIN MGMT-NS", MID M-NS denotes classifications defined as Administrative Management (AM) under the terms of the Four-Year Contract Extension to the Memorandum of Understanding (MOU) between the City and the Santa Ana Management Association (SAMA) for fiscal years 2015-2017;

"APPOINT" denotes City Manager; City Attorney, and Clerk of the Council;

"EXEC-NS", EXEC-SWORN denotes classifications defined as "Executive Management" under the terms of Santa Ana City Council Resolution No. 2015-001;

"PMA-NS", PMA-SWORN denotes classifications covered by the Three-Year Contract Extension to the Memorandum of Understanding (MOU) between the City and Santa Ana Police Management Association (PMA) for fiscal years 2015-2017;

"POA-NS", POA-SWORN denotes classifications covered by the Memorandum of Understanding (MOU) between the City and the Santa Ana Police Officers Association (POA) for fiscal years 2013-2015;

"PT CS SEIU 6" denotes classifications defined as "Part-Time Civil Service" under the terms of the Letter of Agreement between the City and the Service Employees International Union Local 721 Chapter 1939, AFL-CIO, (SEIU) for fiscal years 2015-2017;

"SEIU 6" denotes classifications covered by the Memorandum of Understanding (MOU) between the City and the Service Employees International Union Local 721 Chapter 1939, AFL-CIO, (SEIU) for fiscal years 2013-2015;

"SEIU PT" denotes regular, long-term part-time classes covered by the Memorandum of Understanding MOU between the City and the Service Employees International Union (SEIU), Local 721 Chapter 1939, AFL-CIO, Part-time Employees' Representation Unit for fiscal years 2013-2015;

"UC" denotes classifications covered by the Memorandum of Understanding (MOU) between the City and the Confidential Association of the City of Santa Ana (CASA) for fiscal years 2015-2017

EXHIBIT A  
 Schedule of Salary Rate Ranges for Represented  
 Middle-Management Classes of Employment  
 Effective 7/1/2015

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17
MM-10	6328	6485	6646	6814	6987	7159	7337	7521	7710	7901	8098	8300	8511	8721	8938	9164	9393
MM-11	6485	6646	6814	6987	7159	7337	7521	7710	7901	8098	8300	8511	8721	8938	9164	9393	9628
MM-12	6646	6814	6987	7159	7337	7521	7710	7901	8098	8300	8511	8721	8938	9164	9393	9628	9868
MM-13	6814	6987	7159	7337	7521	7710	7901	8098	8300	8511	8721	8938	9164	9393	9628	9868	10117
MM-14	6987	7159	7337	7521	7710	7901	8098	8300	8511	8721	8938	9164	9393	9628	9868	10117	10368
MM-15	7159	7337	7521	7710	7901	8098	8300	8511	8721	8938	9164	9393	9628	9868	10117	10368	10626
MM-16	7337	7521	7710	7901	8098	8300	8511	8721	8938	9164	9393	9628	9868	10117	10368	10626	10893
MM-17	7521	7710	7901	8098	8300	8511	8721	8938	9164	9393	9628	9868	10117	10368	10626	10893	11165
MM-18	7710	7901	8098	8300	8511	8721	8938	9164	9393	9628	9868	10117	10368	10626	10893	11165	11443
MM-19	7901	8098	8300	8511	8721	8938	9164	9393	9628	9868	10117	10368	10626	10893	11165	11443	11729
MM-20	8098	8300	8511	8721	8938	9164	9393	9628	9868	10117	10368	10626	10893	11165	11443	11729	12023
MM-21	8300	8511	8721	8938	9164	9393	9628	9868	10117	10368	10626	10893	11165	11443	11729	12023	12323
MM-22	8511	8721	8938	9164	9393	9628	9868	10117	10368	10626	10893	11165	11443	11729	12023	12323	12632
MM-23	8721	8938	9164	9393	9628	9868	10117	10368	10626	10893	11165	11443	11729	12023	12323	12632	12949
MM-24	8938	9164	9393	9628	9868	10117	10368	10626	10893	11165	11443	11729	12023	12323	12632	12949	13271
MM-25	9164	9393	9628	9868	10117	10368	10626	10893	11165	11443	11729	12023	12323	12632	12949	13271	13604
MM-26	9393	9628	9868	10117	10368	10626	10893	11165	11443	11729	12023	12323	12632	12949	13271	13604	13941
MM-27	9628	9868	10117	10368	10626	10893	11165	11443	11729	12023	12323	12632	12949	13271	13604	13941	14292
MM-28	9868	10117	10368	10626	10893	11165	11443	11729	12023	12323	12632	12949	13271	13604	13941	14292	14649
MM-29	10117	10368	10626	10893	11165	11443	11729	12023	12323	12632	12949	13271	13604	13941	14292	14649	15014
MM-30	10368	10626	10893	11165	11443	11729	12023	12323	12632	12949	13271	13604	13941	14292	14649	15014	15390
MM-31	10626	10893	11165	11443	11729	12023	12323	12632	12949	13271	13604	13941	14292	14649	15014	15390	15773
MM-32	10893	11165	11443	11729	12023	12323	12632	12949	13271	13604	13941	14292	14649	15014	15390	15773	16169
MM-33	11165	11443	11729	12023	12323	12632	12949	13271	13604	13941	14292	14649	15014	15390	15773	16169	16572
MM-34	11443	11729	12023	12323	12632	12949	13271	13604	13941	14292	14649	15014	15390	15773	16169	16572	16986
MM-35	11729	12023	12323	12632	12949	13271	13604	13941	14292	14649	15014	15390	15773	16169	16572	16986	17411
MM-36	12023	12323	12632	12949	13271	13604	13941	14292	14649	15014	15390	15773	16169	16572	16986	17411	17845
MM-37	12323	12632	12949	13271	13604	13941	14292	14649	15014	15390	15773	16169	16572	16986	17411	17845	18291
MM-38	12632	12949	13271	13604	13941	14292	14649	15014	15390	15773	16169	16572	16986	17411	17845	18291	18749
MM-39	12949	13271	13604	13941	14292	14649	15014	15390	15773	16169	16572	16986	17411	17845	18291	18749	19217
MM-40	13271	13604	13941	14292	14649	15014	15390	15773	16169	16572	16986	17411	17845	18291	18749	19217	19697

EXHIBIT B  
 Schedule of Salary Rate Ranges for Represented  
 Executive-Management Classes of Employment  
 Effective 2/1/2015

	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15
EM-20	7049	7226	7404	7589	7782	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965
EM-21	7226	7404	7589	7782	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213
EM-22	7404	7589	7782	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468
EM-23	7589	7782	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729
EM-24	7782	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996
EM-25	7975	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271
EM-26	8174	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553
EM-27	8380	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843
EM-28	8590	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137
EM-29	8806	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441
EM-30	9026	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751
EM-31	9250	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071
EM-32	9483	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397
EM-33	9719	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732
EM-34	9965	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075
EM-35	10213	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427
EM-36	10468	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788
EM-37	10729	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159
EM-38	10996	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538
EM-39	11271	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925
EM-40	11553	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925	16325
EM-41	11843	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925	16325	16733
EM-42	12137	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925	16325	16733	17152
EM-43	12441	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925	16325	16733	17152	17581
EM-44	12751	13071	13397	13732	14075	14427	14788	15159	15538	15925	16325	16733	17152	17581	18020
EM-45	13071	13397	13732	14075	14427	14788	15159	15538	15949	16325	16733	17152	17581	18020	18470
EM-46	13397	13732	14075	14427	14788	15159	15538	15925	16325	16733	17152	17581	18020	18470	18932
EM-47	13732	14075	14427	14788	15159	15538	15925	16325	16733	17152	17581	18020	18470	18932	19405
EM-48	14075	14427	14788	15159	15538	15925	16325	16733	17152	17581	18020	18470	18932	19405	19891
EM-49	14427	14788	15159	15538	15925	16325	16733	17152	17581	18020	18470	18932	19405	19891	20387
EM-50	14788	15159	15538	15925	16325	16733	17152	17581	18020	18470	18932	19405	19891	20387	20897