

**CITY OF EAST PALO ALTO
COMPENSATION SCHEDULE FY 2016-17**

*Reviewed by: IC 8.23.2016
Reviewed by: AT 8.23.16*

Compensation Schedule SEIU 2.5%; MEA 2%

	Step A	Step B	Step C	Step D	Step E
Accountant I (SEIU)					
Hourly	28.1985	29.6085	31.0889	32.6433	34.2755
Bi-Weekly	2,255.88	2,368.68	2,487.11	2,611.47	2,742.04
Monthly	4,887.75	5,132.13	5,388.74	5,658.18	5,941.09
Annual	58,652.95	61,585.59	64,664.87	67,898.12	71,293.02
Accountant II (SEIU)					
Hourly	31.1556	32.7134	34.3490	36.0665	37.8698
Bi-Weekly	2,492.45	2,617.07	2,747.92	2,885.32	3,029.59
Monthly	5,400.30	5,670.32	5,953.83	6,251.53	6,564.10
Annual	64,803.63	68,043.81	71,446.00	75,018.30	78,769.22
Accountant II - PR Specialist (SEIU)					
Hourly	32.7134	34.3491	36.0665	37.8698	39.7633
Bi-Weekly	2,617.07	2,747.93	2,885.32	3,029.59	3,181.07
Monthly	5,670.32	5,953.84	6,251.53	6,564.11	6,892.31
Annual	68,043.87	71,446.07	75,018.37	78,769.29	82,707.75
Accountant Senior (MEA)					
Hourly	36.5843	38.4135	40.3342	42.3509	44.4684
Bi-Weekly	2,926.74	3,073.08	3,226.74	3,388.07	3,557.48
Monthly	6,341.28	6,658.34	6,991.26	7,340.82	7,707.86
Annual	76,095.34	79,900.11	83,895.12	88,089.87	92,494.37
Account Technician (SEIU)					
Hourly	23.5619	24.7400	25.9770	27.2758	28.6396
Bi-Weekly	1,884.95	1,979.20	2,078.16	2,182.06	2,291.17
Monthly	4,084.06	4,288.26	4,502.67	4,727.81	4,964.20
Annual	49,008.67	51,459.10	54,032.06	56,733.66	59,570.34
Account Technician II (SEIU)					
Hourly	25.3290	26.5955	27.9252	29.3215	30.7876
Bi-Weekly	2,026.32	2,127.64	2,234.02	2,345.72	2,463.00
Monthly	4,390.36	4,609.88	4,840.37	5,082.39	5,336.51
Annual	52,684.32	55,318.54	58,084.46	60,988.69	64,038.12
Administrative Assistant - UNREPRESENTED CONFIDENTIAL (Non- Bargaining) (MEA)					
Hourly	26.9009	28.2459	29.6582	31.1412	32.6982
Bi-Weekly	2,152.07	2,259.68	2,372.66	2,491.29	2,615.86
Monthly	4,662.82	4,895.96	5,140.76	5,397.80	5,667.69
Annual	55,953.87	58,751.57	61,689.14	64,773.60	68,012.28

	Step A	Step B	Step C	Step D	Step E
Administrative Assistant (SEIU)					
Hourly	28.2628	29.6759	31.1597	32.7177	34.3536
Bi-Weekly	2,261.02	2,374.07	2,492.78	2,617.41	2,748.28
Monthly	4,898.88	5,143.82	5,401.01	5,671.06	5,954.62
Annual	58,786.54	61,725.86	64,812.16	68,052.76	71,455.40

Administrative Grants Coordinator (MEA)					
Hourly	31.1556	32.7134	34.3490	36.0665	37.8698
Bi-Weekly	2,492.45	2,617.07	2,747.92	2,885.32	3,029.59
Monthly	5,400.30	5,670.32	5,953.84	6,251.53	6,564.10
Annual	64,803.65	68,043.83	71,446.02	75,018.32	78,769.24

Administration Services Manager (Non Bargaining - Management)					
Hourly	45.4029	47.6731	50.0567	52.5596	55.1875
Bi-Weekly	3,632.23	3,813.85	4,004.54	4,204.76	4,415.00
Monthly	7,869.84	8,263.33	8,676.50	9,110.32	9,565.84
Annual	94,438.08	99,159.98	104,117.98	109,323.88	114,790.07

Administration Services Director (Executive - Unrepresented)					
Hourly	62.0255	65.1268	68.3831	71.8023	75.3924
Bi-Weekly	4,962.04	5,210.14	5,470.65	5,744.18	6,031.39
Monthly	10,751.08	11,288.64	11,853.07	12,445.72	13,068.01
Annual	129,013.01	135,463.66	142,236.84	149,348.69	156,816.12

Assistant City Attorney (Management - Non Bargaining)					
Hourly	54.1944	56.9042	59.7494	62.7368	65.8737
Bi-Weekly	4,335.55	4,552.33	4,779.95	5,018.95	5,269.89
Monthly	9,393.70	9,863.39	10,356.56	10,874.38	11,418.10
Annual	112,724.43	118,360.65	124,278.68	130,492.61	137,017.25

Assistant City Manager (Executive - Non Bargaining)					
Hourly	78.1279	82.0343	86.1360	90.4428	94.9650
Bi-Weekly	6,250.23	6,562.75	6,890.88	7,235.43	7,597.20
Monthly	13,542.17	14,219.28	14,930.25	15,676.76	16,460.60
Annual	162,506.10	170,631.40	179,162.97	188,121.12	197,527.18

Assistant Civil Engineer (SEIU)					
Hourly	33.8446	35.5368	37.3136	39.1793	41.1383
Bi-Weekly	2,707.57	2,842.94	2,985.09	3,134.35	3,291.06
Monthly	5,866.39	6,159.71	6,467.70	6,791.08	7,130.64
Annual	70,396.73	73,916.56	77,612.39	81,493.01	85,567.66

Associate Civil Engineer (SEIU)					
Hourly	39.1794	41.1384	43.1953	45.3550	47.6228
Bi-Weekly	3,134.35	3,291.07	3,455.62	3,628.40	3,809.82
Monthly	6,791.09	7,130.65	7,487.18	7,861.54	8,254.62

	Step A	Step B	Step C	Step D	Step E
Annual	81,493.11	85,567.77	89,846.16	94,338.47	99,055.39
Assistant Planner (SEIU)					
Hourly	33.2574	34.9202	36.6662	38.4995	40.4245
Bi-Weekly	2,660.59	2,793.62	2,933.30	3,079.96	3,233.96
Monthly	5,764.61	6,052.84	6,355.48	6,673.25	7,006.92
Annual	69,175.29	72,634.05	76,265.76	80,079.04	84,083.00
Associate Planner (SEIU)					
Hourly	34.9571	36.7050	38.5402	40.4672	42.4906
Bi-Weekly	2,796.57	2,936.40	3,083.22	3,237.38	3,399.25
Monthly	6,059.23	6,362.19	6,680.30	7,014.32	7,365.04
Annual	72,710.80	76,346.34	80,163.66	84,171.84	88,380.43
Building Inspector (SEIU)					
Hourly	32.6560	34.2888	36.0032	37.8034	39.6936
Bi-Weekly	2,612.48	2,743.10	2,880.26	3,024.27	3,175.48
Monthly	5,660.37	5,943.39	6,240.56	6,552.59	6,880.22
Annual	67,924.44	71,320.67	74,886.70	78,631.03	82,562.59
Building Permit Technician (SEIU)					
Hourly	23.9181	25.1140	26.3697	27.6882	29.0726
Bi-Weekly	1,913.45	2,009.12	2,109.58	2,215.06	2,325.81
Monthly	4,145.81	4,353.10	4,570.75	4,799.29	5,039.25
Annual	49,749.67	52,237.15	54,849.01	57,591.46	60,471.03
Chief Building Official (AT-WILL - MEA)					
Hourly	51.3963	53.9661	56.6644	59.4977	62.4725
Bi-Weekly	4,111.71	4,317.29	4,533.16	4,759.81	4,997.80
Monthly	8,908.70	9,354.13	9,821.84	10,312.93	10,828.57
Annual	106,904.35	112,249.56	117,862.04	123,755.14	129,942.90
City Attorney (Executive - Non Bargaining)					
Hourly	74.1453	77.8526	81.7452	85.8325	90.1241
Bi-Weekly	5,931.63	6,228.21	6,539.62	6,866.60	7,209.93
Monthly	12,851.85	13,494.45	14,169.17	14,877.63	15,621.51
Annual	154,222.26	161,933.37	170,030.04	178,531.54	187,458.12
City Manager (Executive - Non-Bargaining)					
Hourly	85.2177	89.4786	93.9525	98.6502	103.5827
Bi-Weekly	6,817.42	7,158.29	7,516.20	7,892.01	8,286.61
Monthly	14,771.07	15,509.62	16,285.11	17,099.36	17,954.33
Annual	177,252.85	186,115.49	195,421.26	205,192.33	215,451.94
City Engineer (MEA - Management)					
Hourly	57.5459	60.4232	63.4444	66.6166	69.9475
Bi-Weekly	4,603.68	4,833.86	5,075.55	5,329.33	5,595.80
Monthly	9,974.63	10,473.36	10,997.03	11,546.88	12,124.23

	Step A	Step B	Step C	Step D	Step E
Annual	119,695.57	125,680.35	131,964.37	138,562.59	145,490.72
Code Enforcement Officer I (SEIU)					
Hourly	22.7647	23.9029	25.0981	26.3530	27.6706
Bi-Weekly	1,821.17	1,912.23	2,007.85	2,108.24	2,213.65
Monthly	3,945.88	4,143.17	4,350.33	4,567.85	4,796.24
Annual	47,350.55	49,718.08	52,203.98	54,814.18	57,554.89
Code Enforcement Officer II (SEIU)					
Hourly	29.5625	31.0406	32.5926	34.2223	35.9334
Bi-Weekly	2,365.00	2,483.25	2,607.41	2,737.78	2,874.67
Monthly	5,124.16	5,380.37	5,649.39	5,931.86	6,228.45
Annual	61,489.95	64,564.45	67,792.67	71,182.30	74,741.42
Community Programs Manager (MEA)			Youth & Family Services Manager (MEA)		
Hourly	43.4395	45.6114	47.8920	50.2866	52.8009
Bi-Weekly	3,475.16	3,648.91	3,831.36	4,022.93	4,224.07
Monthly	7,529.51	7,905.98	8,301.28	8,716.34	9,152.16
Annual	90,354.06	94,871.77	99,615.36	104,596.12	109,825.93
Community Services-Aide (PD)		(UNREPRESENTED)			
Hourly	18.3600	19.2780	20.2419	21.2540	22.3167
Bi-Weekly	660.96	694.01	728.71	765.14	803.40
Monthly	1,432.08	1,503.68	1,578.87	1,657.81	1,740.70
Annual	17,184.96	18,044.21	18,946.42	19,893.74	20,888.43
Community Services Officer (SEIU)					
Hourly	24.0897	25.2942	26.5589	27.8869	29.2812
Bi-Weekly	1,927.18	2,023.54	2,124.71	2,230.95	2,342.50
Monthly	4,175.55	4,384.33	4,603.55	4,833.72	5,075.41
Annual	50,106.64	52,611.97	55,242.57	58,004.70	60,904.93
Deputy City Attorney I (Non-Bargaining- Management)					
Hourly	43.8839	46.0781	48.3820	50.8011	53.3412
Bi-Weekly	3,510.71	3,686.25	3,870.56	4,064.09	4,267.30
Monthly	7,606.55	7,986.88	8,386.22	8,805.53	9,245.81
Annual	91,278.59	95,842.52	100,634.64	105,666.38	110,949.70
Deputy City Attorney II (Non-Bargaining- Management)					
Hourly	56.0083	58.8087	61.7492	64.8366	68.0784
Bi-Weekly	4,480.66	4,704.70	4,939.93	5,186.93	5,446.28
Monthly	9,708.11	10,193.51	10,703.19	11,238.35	11,800.26
Annual	116,497.27	122,322.13	128,438.24	134,860.15	141,603.16
Deputy City Clerk (MEA -Unit 2 Mid-Management)					
Hourly	30.4024	31.9226	33.5187	35.1946	36.9544
Bi-Weekly	2,432.20	2,553.80	2,681.50	2,815.57	2,956.35
Monthly	5,269.76	5,533.24	5,809.91	6,100.40	6,405.42
Annual	63,237.08	66,398.93	69,718.88	73,204.82	76,865.06

	Step A	Step B	Step C	Step D	Step E
Director of Finance (Executive - Non Bargaining)					
Hourly	67.6405	71.0225	74.5736	78.3023	82.2174
Bi-Weekly	5,411.24	5,681.80	5,965.89	6,264.19	6,577.40
Monthly	11,724.35	12,310.57	12,926.10	13,572.40	14,251.02
Annual	140,692.23	147,726.84	155,113.18	162,868.84	171,012.28
Electrician - Apprentice (SEIU)					
Hourly	32.6114	34.2420	35.9541	37.7518	39.6394
Bi-Weekly	2,608.91	2,739.36	2,876.33	3,020.14	3,171.15
Monthly	5,652.64	5,935.27	6,232.04	6,543.64	6,870.82
Annual	67,831.71	71,223.30	74,784.46	78,523.69	82,449.87
Electrician - Journeyman (SEIU)					
Hourly	34.4605	36.1835	37.9927	39.8923	41.8870
Bi-Weekly	2,756.84	2,894.68	3,039.42	3,191.39	3,350.96
Monthly	5,973.15	6,271.81	6,585.40	6,914.67	7,260.41
Annual	71,677.84	75,261.73	79,024.82	82,976.06	87,124.86
Electrician - Lead (SEIU)					
Hourly	36.8874	38.7318	40.6684	42.7018	44.8369
Bi-Weekly	2,951.00	3,098.55	3,253.47	3,416.15	3,586.95
Monthly	6,393.82	6,713.51	7,049.19	7,401.65	7,771.73
Annual	76,725.88	80,562.18	84,590.29	88,819.80	93,260.79
Engineering Technician (SEIU)					
Hourly	23.9181	25.1140	26.3697	27.6882	29.0726
Bi-Weekly	1,913.45	2,009.12	2,109.58	2,215.05	2,325.81
Monthly	4,145.80	4,353.09	4,570.75	4,799.29	5,039.25
Annual	49,749.64	52,237.12	54,848.98	57,591.43	60,471.00
Executive Assistant to the City Manager (Unrepresented - Confidential)					
Hourly	32.9028	34.5479	36.2753	38.0891	39.9936
Bi-Weekly	2,632.22	2,763.84	2,902.03	3,047.13	3,199.49
Monthly	5,703.15	5,988.31	6,287.73	6,602.11	6,932.22
Annual	68,437.84	71,859.73	75,452.72	79,225.35	83,186.62
Financial Services Manager - (MEA - Mid-Management)					
Hourly	46.1169	48.4227	50.8439	53.3861	56.0554
Bi-Weekly	3,689.35	3,873.82	4,067.51	4,270.89	4,484.43
Monthly	7,993.60	8,393.28	8,812.94	9,253.59	9,716.27
Annual	95,923.15	100,719.31	105,755.28	111,043.04	116,595.19
Fiscal Analyst - (MEA - Mid-Management)					
Hourly	41.5468	43.6241	45.8053	48.0956	50.5004
Bi-Weekly	3,323.74	3,489.93	3,664.43	3,847.65	4,040.03
Monthly	7,201.44	7,561.51	7,939.59	8,336.57	8,753.40
Annual	86,417.29	90,738.15	95,275.06	100,038.81	105,040.75
Human Resource Manager (Management - Non-Bargaining)					

	Step A	Step B	Step C	Step D	Step E
Hourly	51.6638	54.2470	56.9593	59.8073	62.7977
Bi-Weekly	4,133.10	4,339.76	4,556.75	4,784.58	5,023.81
Monthly	8,955.06	9,402.81	9,872.95	10,366.60	10,884.93
Annual	107,460.70	112,833.73	118,475.42	124,399.19	130,619.15

Human Resource Assistant (Non-Bargaining)

	Step A	Step B	Step C	Step D	Step E
Hourly	31.3125	32.8781	34.5220	36.2481	38.0605
Bi-Weekly	2,505.00	2,630.25	2,761.76	2,899.85	3,044.84
Monthly	5,427.49	5,698.87	5,983.81	6,283.00	6,597.15
Annual	65,129.92	68,386.41	71,805.73	75,396.02	79,165.82

Housing Specialist I (SEIU)

Hourly	27.1769	28.5358	29.9625	31.4607	33.0337
Bi-Weekly	2,174.15	2,282.86	2,397.00	2,516.85	2,642.70
Monthly	4,710.66	4,946.20	5,193.51	5,453.18	5,725.84
Annual	56,527.97	59,354.37	62,322.09	65,438.19	68,710.10

Housing Specialist II (SEIU)

Hourly	33.9509	35.6485	37.4309	39.3025	41.2676
Bi-Weekly	2,716.08	2,851.88	2,994.47	3,144.20	3,301.41
Monthly	5,884.83	6,179.07	6,488.03	6,812.43	7,153.05
Annual	70,617.96	74,148.86	77,856.30	81,749.12	85,836.57

Intern (400/hours) (Non-Bargaining)

Hourly	14.1420	14.8491	15.5916	16.3711	17.1897
Bi-Weekly	217.57	228.45	239.87	251.86	264.46
Monthly	471.40	494.97	519.72	545.70	572.99
Annual	5,656.80	5,939.64	6,236.62	6,548.45	6,875.88

Kitchen Aide - (Part-Time - unrepresented)

Hourly	13.2790	13.9429	14.6401	15.3721	16.1407
Bi-Weekly	478.04	501.95	527.04	553.39	581.06
Monthly	1,035.76	1,087.55	1,141.93	1,199.02	1,258.97
Annual	12,429.12	13,050.58	13,703.11	14,388.26	15,107.68

Legal Secretary- RES (Non Bargaining)

Hourly	30.0667	31.5701	33.1486	34.8060	36.5463
Bi-Weekly	2,405.34	2,525.60	2,651.88	2,784.48	2,923.70
Monthly	5,211.56	5,472.14	5,745.75	6,033.04	6,334.69
Annual	62,538.77	65,665.71	68,949.00	72,396.45	76,016.27

Maintenance Division Manager (MEA - Management)

Hourly	49.9937	52.4934	55.1181	57.8740	60.7677
Bi-Weekly	3,999.50	4,199.47	4,409.44	4,629.92	4,861.41
Monthly	8,665.58	9,098.85	9,553.80	10,031.49	10,533.06
Annual	103,986.91	109,186.25	114,645.56	120,377.84	126,396.73

	Step A	Step B	Step C	Step D	Step E
Maintenance Worker I (SEIU)					
Hourly	20.9462	21.9935	23.0932	24.2479	25.4603
Bi-Weekly	1,675.70	1,759.48	1,847.46	1,939.83	2,036.82
Monthly	3,630.68	3,812.21	4,002.82	4,202.96	4,413.11
Annual	43,568.13	45,746.53	48,033.86	50,435.55	52,957.33
Maintenance Worker II (SEIU)					
Hourly	23.8950	25.0898	26.3443	27.6615	29.0445
Bi-Weekly	1,911.60	2,007.18	2,107.54	2,212.92	2,323.56
Monthly	4,141.80	4,348.89	4,566.34	4,794.66	5,034.39
Annual	49,701.64	52,186.73	54,796.06	57,535.86	60,412.66
Maintenance Worker III (SEIU)					
Hourly	27.4791	28.8531	30.2957	31.8105	33.4011
Bi-Weekly	2,198.33	2,308.25	2,423.66	2,544.84	2,672.08
Monthly	4,763.05	5,001.20	5,251.26	5,513.83	5,789.52
Annual	57,156.60	60,014.43	63,015.15	66,165.91	69,474.21
Management Analyst (MEA - Mid Management)					
Hourly	41.5467	43.6241	45.8053	48.0955	50.5003
Bi-Weekly	3,323.74	3,489.93	3,664.42	3,847.64	4,040.03
Monthly	7,201.44	7,561.51	7,939.58	8,336.56	8,753.39
Annual	86,417.22	90,738.08	95,274.99	100,038.74	105,040.68
Nutrition Site Supervisor (P/T 0.625) - 1300/hours (SEIU)					
Hourly	17.0678	17.9212	18.8172	19.7581	20.7460
Bi-Weekly	853.39	896.06	940.86	987.91	1,037.30
Monthly	1,849.01	1,941.46	2,038.53	2,140.46	2,247.48
Annual	22,188.13	23,297.54	24,462.41	25,685.53	26,969.81
Office Assistant (SEIU)					
Hourly	21.2966	22.3615	23.4796	24.6535	25.8862
Bi-Weekly	1,703.73	1,788.92	1,878.36	1,972.28	2,070.90
Monthly	3,691.42	3,875.99	4,069.79	4,273.28	4,486.94
Annual	44,297.03	46,511.88	48,837.47	51,279.35	53,843.31
Planning Division Manager - (MEA (AT-WILL) - Management)					
Hourly	51.4567	54.0295	56.7310	59.5676	62.5459
Bi-Weekly	4,116.54	4,322.36	4,538.48	4,765.40	5,003.67
Monthly	8,919.16	9,365.12	9,833.37	10,325.04	10,841.29
Annual	107,029.92	112,381.42	118,000.49	123,900.51	130,095.54
Police Chief (Executive - Non-Bargaining)					
Hourly	76.4205	80.2415	84.2536	88.4663	92.8896
Bi-Weekly	6,113.64	6,419.32	6,740.29	7,077.30	7,431.17
Monthly	13,246.22	13,908.53	14,603.95	15,334.15	16,100.86
Annual	158,954.59	166,902.32	175,247.43	184,009.81	193,210.30

	Step A	Step B	Step C	Step D	Step E
Police Commander (Non-Bargaining)					
Hourly	61.0795	64.1335	67.3402	70.7072	74.2426
Bi-Weekly	4,886.36	5,130.68	5,387.22	5,656.58	5,939.40
Monthly	10,587.12	11,116.48	11,672.30	12,255.91	12,868.71
Annual	127,045.44	133,397.71	140,067.60	147,070.98	154,424.53

Police Officer -Academy Graduate / Basic (POA)					
Hourly	34.6311	36.3626	38.1808	40.0898	42.0943
Bi-Weekly	2,770.49	2,909.01	3,054.46	3,207.18	3,367.54
Monthly	6,002.72	6,302.85	6,618.00	6,948.90	7,296.34
Annual	72,032.62	75,634.25	79,415.97	83,386.77	87,556.10

Police Officer-Intermediate (POA)					
Hourly	36.3626	38.1808	40.0898	42.0943	44.1990
Bi-Weekly	2,909.01	3,054.46	3,207.18	3,367.54	3,535.92
Monthly	6,302.85	6,618.00	6,948.90	7,296.34	7,661.16
Annual	75,634.25	79,415.97	83,386.77	87,556.10	91,933.91

Police Officer-Advanced (POA)					
Hourly	37.2284	39.0898	41.0443	43.0965	45.2514
Bi-Weekly	2,978.27	3,127.19	3,283.54	3,447.72	3,620.11
Monthly	6,452.92	6,775.57	7,114.35	7,470.06	7,843.57
Annual	77,435.07	81,306.82	85,372.16	89,640.77	94,122.81

Police Officer- (Part-Time 999 HRS) (Cold Case Detective) (POA)					
Hourly	39.0898	41.0443	43.0965	45.2514	47.5139
Bi-Weekly	1,501.95	1,577.05	1,655.90	1,738.70	1,825.63
Monthly	3,254.23	3,416.94	3,587.79	3,767.18	3,955.53
Annual	39,050.73	41,003.27	43,053.43	45,206.10	47,466.41

Police Property Officer (SEIU)					
Hourly	24.2391	25.4511	26.7236	28.0598	29.4628
Bi-Weekly	1,939.13	2,036.09	2,137.89	2,244.78	2,357.02
Monthly	4,201.45	4,411.52	4,632.09	4,863.70	5,106.88
Annual	50,417.35	52,938.22	55,585.13	58,364.39	61,282.61

Police Records Clerk I (SEIU)					
Hourly	21.5571	22.6349	23.7667	24.9550	26.2028
Bi-Weekly	1,724.57	1,810.80	1,901.34	1,996.40	2,096.22
Monthly	3,736.56	3,923.39	4,119.56	4,325.54	4,541.82
Annual	44,838.75	47,080.69	49,434.73	51,906.46	54,501.79

Police Records Clerk II (SEIU)					
Hourly	23.2153	24.3761	25.5949	26.8746	28.2184
Bi-Weekly	1,857.23	1,950.09	2,047.59	2,149.97	2,257.47
Monthly	4,023.99	4,225.19	4,436.45	4,658.27	4,891.19
Annual	48,287.89	50,702.28	53,237.40	55,899.27	58,694.23

Police Records Supervisor - RESTRICTED (MEA - Mid-Management)

CITY OF EAST PALO ALTO
COMPENSATION SCHEDULE FY 2015-16
Compensation Schedule SEIU 2.5%; MEA 2%

Police Officer -Academy Graduate / Basic (POA) 7 years of employment

Hourly	35.4968	37.2717	39.1353	41.0920	43.1466
Bi-Weekly	2,839.75	2,981.74	3,130.82	3,287.36	3,451.73
Monthly	6,152.79	6,460.43	6,783.45	7,122.62	7,478.75
Annual	73,833.44	77,525.11	81,401.37	85,471.43	89,745.01

Police Officer-Intermediate (POA) 7 years of employment

Hourly	37.2717	39.1353	41.0920	43.1466	45.3040
Bi-Weekly	2,981.74	3,130.82	3,287.36	3,451.73	3,624.32
Monthly	6,460.43	6,783.45	7,122.62	7,478.75	7,852.69
Annual	77,525.11	81,401.37	85,471.43	89,745.01	94,232.26

Police Officer-Advanced (POA) 7 years of employment

Hourly	38.1591	40.0671	42.0704	44.1739	46.3826
Bi-Weekly	3,052.73	3,205.37	3,365.63	3,533.92	3,710.61
Monthly	6,614.25	6,944.96	7,292.21	7,656.82	8,039.66
Annual	79,370.95	83,339.49	87,506.47	91,881.79	96,475.88

CITY OF EAST PALO ALTO
COMPENSATION SCHEDULE FY 2015-16
 Compensation Schedule SEIU 2.5%; MEA 2%

Police Officer -Academy Graduate / Basic (POA) 10 years of employment

Hourly	36.3626	38.1808	40.0898	42.0943	44.1990
Bi-Weekly	2,909.01	3,054.46	3,207.18	3,367.54	3,535.92
Monthly	6,302.85	6,618.00	6,948.90	7,296.34	7,661.16
Annual	75,634.25	79,415.97	83,386.77	87,556.10	91,933.91

Police Officer-Intermediate (POA) 10 years of employment

Hourly	38.1808	40.0898	42.0943	44.1990	46.4089
Bi-Weekly	3,054.46	3,207.18	3,367.54	3,535.92	3,712.72
Monthly	6,618.00	6,948.90	7,296.34	7,661.16	8,044.22
Annual	79,415.97	83,386.77	87,556.10	91,933.91	96,530.60

Police Officer-Advanced (POA) 10 years of employment

Hourly	39.0898	41.0443	43.0965	45.2514	47.5139
Bi-Weekly	3,127.19	3,283.54	3,447.72	3,620.11	3,801.11
Monthly	6,775.57	7,114.35	7,470.06	7,843.57	8,235.75
Annual	81,306.82	85,372.16	89,640.77	94,122.81	98,828.95

	Step A	Step B	Step C	Step D	Step E
Hourly	26.0020	27.3021	28.6672	30.1006	31.6056
Bi-Weekly	2,080.16	2,184.17	2,293.38	2,408.05	2,528.45
Monthly	4,507.01	4,732.36	4,968.98	5,217.43	5,478.30
Annual	54,084.17	56,788.38	59,627.80	62,609.19	65,739.65

Police Recruit 1040/hours (Temporary - Non-Bargaining)

Hourly	30.0000
Bi-Weekly	2,400.00
Monthly	5,200.00
Annual	31,200.00

	Step A	Step B	Step C	Step D	Step E
Police Sergeant - Basic (POA)					
Hourly					
Bi-Weekly	41.4486	43.5210	45.6971	47.9820	50.3811
Monthly	3,315.89	3,481.68	3,655.77	3,838.56	4,030.48
Annual	7,184.43	7,543.65	7,920.83	8,316.87	8,732.72
	86,213.12	90,523.78	95,049.97	99,802.46	104,792.59
Police Sergeant - Intermediate (POA)					
Hourly					
Bi-Weekly	43.5210	45.6971	47.9820	50.3811	52.9001
Monthly	3,481.68	3,655.77	3,838.56	4,030.48	4,232.01
Annual	7,543.65	7,920.83	8,316.87	8,732.72	9,169.35
	90,523.78	95,049.97	99,802.46	104,792.59	110,032.22
Police Sergeant - Advanced (POA)					
Hourly					
Bi-Weekly	44.5573	46.7851	49.1244	51.5806	54.1596
Monthly	3,564.58	3,742.81	3,929.95	4,126.45	4,332.77
Annual	7,723.26	8,109.42	8,514.89	8,940.64	9,387.67
	92,679.10	97,313.06	102,178.71	107,287.65	112,652.03
Program Coordinator - (.75 FTE - 1560 hours) (aka Measure C Coordinator)					
Hourly					
Bi-Weekly	26.1100	27.4155	28.7863	30.2256	31.7369
Monthly	1,566.60	1,644.93	1,727.18	1,813.54	1,904.21
	3,394.30	3,564.02	3,742.22	3,929.33	4,125.79
Annual	40,731.60	42,768.18	44,906.59	47,151.92	49,509.51
Public Works Director (Executive - Unrepresented)					
Hourly	66.8376	70.1795	73.6885	77.3729	81.2416
Bi-Weekly	5,347.01	5,614.36	5,895.08	6,189.83	6,499.33
Monthly	11,585.19	12,164.45	12,772.67	13,411.31	14,081.87
Annual	139,022.30	145,973.41	153,272.08	160,935.68	168,982.47
Public Works Inspector (SEIU)					
Hourly	28.5401	29.9672	31.4655	33.0388	34.6907
Bi-Weekly	2,283.21	2,397.37	2,517.24	2,643.10	2,775.26
Monthly	4,946.96	5,194.31	5,454.02	5,726.72	6,013.06
Annual	59,363.51	62,331.68	65,448.27	68,720.68	72,156.72
Recreation Leader I (SEIU)					
Hourly	13.0488	13.7012	14.3863	15.1056	15.8609
Bi-Weekly	1,043.90	1,096.10	1,150.90	1,208.45	1,268.87
Monthly	2,261.79	2,374.87	2,493.62	2,618.30	2,749.21
Annual	27,141.43	28,498.50	29,923.42	31,419.59	32,990.57

CITY OF EAST PALO ALTO
COMPENSATION SCHEDULE FY 2015-16
 Compensation Schedule SEIU 2.5%; MEA 2%

Police Sergeant - Basic (POA) 7 years of employment

Hourly	42.4848	44.6091	46.8395	49.1815	51.6406
Bi-Weekly	3,398.79	3,568.73	3,747.16	3,934.52	4,131.25
Monthly	7,364.04	7,732.24	8,118.85	8,524.79	8,951.03
Annual	88,368.45	92,786.87	97,426.21	102,297.53	107,412.40

Police Sergeant - Intermediate (POA) 7 years of employment

Hourly	44.6091	46.8395	49.1815	51.6406	54.2226
Bi-Weekly	3,568.73	3,747.16	3,934.52	4,131.25	4,337.81
Monthly	7,732.24	8,118.85	8,524.79	8,951.03	9,398.59
Annual	92,786.87	97,426.21	102,297.53	107,412.40	112,783.02

Police Sergeant - Advanced (POA) 7 years of employment

Hourly	45.6712	47.9548	50.3525	52.8701	55.5136
Bi-Weekly	3,653.70	3,836.38	4,028.20	4,229.61	4,441.09
Monthly	7,916.34	8,312.16	8,727.77	9,164.15	9,622.36
Annual	94,996.08	99,745.89	104,733.18	109,969.84	115,468.33

CITY OF EAST PALO ALTO
COMPENSATION SCHEDULE FY 2015-16
Compensation Schedule SEIU 2.5%; MEA 2%

Police Sergeant - Basic (POA) 10 years of employment

Hourly	43.5210	45.6971	47.9820	50.3811	52.9001
Bi-Weekly	3,481.68	3,655.77	3,838.56	4,030.48	4,232.01
Monthly	7,543.65	7,920.83	8,316.87	8,732.72	9,169.35
Annual	90,523.78	95,049.97	99,802.46	104,792.59	110,032.22

Police Sergeant - Intermediate (POA) 10 years of employment

Hourly	45.6971	47.9820	50.3811	52.9001	55.5451
Bi-Weekly	3,655.77	3,838.56	4,030.48	4,232.01	4,443.61
Monthly	7,920.83	8,316.87	8,732.72	9,169.35	9,627.82
Annual	95,049.97	99,802.46	104,792.59	110,032.22	115,533.83

Police Sergeant - Advanced (POA) 10 years of employment

Hourly	46.7851	49.1244	51.5806	54.1596	56.8676
Bi-Weekly	3,742.81	3,929.95	4,126.45	4,332.77	4,549.41
Monthly	8,109.42	8,514.89	8,940.64	9,387.67	9,857.05
Annual	97,313.06	102,178.71	107,287.65	112,652.03	118,284.63

	Step A	Step B	Step C	Step D	Step E
Recreation Leader II (SEIU)					
Hourly	15.8329	16.6246	17.4558	18.3286	19.2450
Bi-Weekly	1,266.63	1,329.97	1,396.46	1,466.29	1,539.60
Monthly	2,744.37	2,881.59	3,025.67	3,176.95	3,335.80
Annual	32,932.47	34,579.09	36,308.05	38,123.45	40,029.62
Rent Stabilization Administrator (MEA -Mid Managment)					
Hourly	50.7883	53.3277	55.9941	58.7938	61.7335
Bi-Weekly	4,063.06	4,266.21	4,479.53	4,703.50	4,938.68
Monthly	8,803.30	9,243.47	9,705.64	10,190.92	10,700.47
Annual	105,639.60	110,921.58	116,467.66	122,291.04	128,405.60
Rent Stabilization Program Counselor I (SEIU)					
Hourly	28.2627	29.6759	31.1597	32.7176	34.3535
Bi-Weekly	2,261.02	2,374.07	2,492.77	2,617.41	2,748.28
Monthly	4,898.87	5,143.82	5,401.01	5,671.06	5,954.61
Annual	58,786.49	61,725.81	64,812.10	68,052.71	71,455.34
Rent Stabilization Program Counselor II (SEIU)					
Hourly	33.9509	35.6484	37.4309	39.3024	41.2675
Bi-Weekly	2,716.07	2,851.88	2,994.47	3,144.19	3,301.40
Monthly	5,884.82	6,179.06	6,488.02	6,812.42	7,153.04
Annual	70,617.87	74,148.77	77,856.20	81,749.01	85,836.46
Secretary I (SEIU)					
Hourly	21.6912	22.7757	23.9145	25.1102	26.3658
Bi-Weekly	1,735.29	1,822.06	1,913.16	2,008.82	2,109.26
Monthly	3,759.80	3,947.79	4,145.18	4,352.44	4,570.06
Annual	45,117.64	47,373.52	49,742.19	52,229.30	54,840.77
Secretary II (SEIU)					
Hourly	24.1635	25.3717	26.6403	27.9723	29.3709
Bi-Weekly	1,933.08	2,029.74	2,131.22	2,237.78	2,349.67
Monthly	4,188.34	4,397.76	4,617.65	4,848.53	5,090.96
Annual	50,260.13	52,773.13	55,411.79	58,182.38	61,091.50
Senior Engineer (MEA)					
Hourly	49.9937	52.4934	55.1180	57.8739	60.7676
Bi-Weekly	3,999.49	4,199.47	4,409.44	4,629.91	4,861.41
Monthly	8,665.57	9,098.85	9,553.79	10,031.48	10,533.05
Annual	103,986.83	109,186.17	114,645.48	120,377.75	126,396.64

	Step A	Step B	Step C	Step D	Step E
Senior Planner (MEA) - Limited 2-Year Term Appointment					
Hourly	40.1770	42.1858	44.2951	46.5099	48.8354
Bi-Weekly	3,214.16	3,374.87	3,543.61	3,720.79	3,906.83
Monthly	6,964.01	7,312.21	7,677.82	8,061.71	8,464.80
Annual	83,568.13	87,746.53	92,133.86	96,740.55	101,577.58

Van Driver (2 P/T 1 FTE - 1560/Hrs) (SEIU)					
Hourly	18.5587	19.4866	20.4610	21.4840	22.5582
Bi-Weekly	1,113.52	1,169.20	1,227.66	1,289.04	1,353.49
Monthly	2,412.63	2,533.26	2,659.93	2,792.92	2,932.57
Annual	28,951.59	30,399.17	31,919.13	33,515.08	35,190.84

Youth & Family Services Manager (MEA - Mid-Management)					
Hourly	43.4394	45.6114	47.8919	50.2865	52.8009
Bi-Weekly	3,475.15	3,648.91	3,831.36	4,022.92	4,224.07
Monthly	7,529.50	7,905.97	8,301.27	8,716.33	9,152.15
Annual	90,353.96	94,871.66	99,615.24	104,596.01	109,825.81

TEMPORARY CLASSIFICATIONS

Non Sworn Investigators (Temporary not to exceed 960 hours (Non-Bargaining))					
Hourly	36.3204	38.1364	40.0432	42.0454	44.1477
Bi-Weekly	2,905.63	3,050.91	3,203.46	3,363.63	3,531.81
Monthly	6,295.54	6,610.31	6,940.83	7,287.87	7,652.26
Annual	75,546.43	79,323.75	83,289.94	87,454.44	91,827.16