



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
206	Non-Exempt	Acct Assistant	1	\$ 29.99			1	\$ 31.20		
			2	\$ 31.57			2	\$ 32.84		
			3	\$ 33.23			3	\$ 34.57		
			4	\$ 34.98			4	\$ 36.39		
			5	\$ 36.82			\$ 6,382	\$ 76,586		
204	Non-Exempt	Acct Spec	1	\$ 35.04			1	\$ 36.44		
			2	\$ 36.88			2	\$ 38.36		
			3	\$ 38.82			3	\$ 40.38		
			4	\$ 40.86			4	\$ 42.50		
			5	\$ 43.01			\$ 7,455	\$ 89,461		
207	Non-Exempt	Acct Spec-Lead	1	\$ 37.52			1	\$ 39.02		
			2	\$ 39.49			2	\$ 41.07		
			3	\$ 41.57			3	\$ 43.23		
			4	\$ 43.76			4	\$ 45.51		
			5	\$ 46.06			\$ 7,984	\$ 95,805		
294	Non-Exempt	Administrative Associate I	1	\$ 31.15			1	\$ 32.40		
			2	\$ 32.79			2	\$ 34.11		
			3	\$ 34.52			3	\$ 35.90		
			4	\$ 36.34			4	\$ 37.79		
			5	\$ 38.25			\$ 6,630	\$ 79,560		
295	Non-Exempt	Administrative Associate II	1	\$ 33.85			1	\$ 35.21		
			2	\$ 35.63			2	\$ 37.06		
			3	\$ 37.50			3	\$ 39.01		
			4	\$ 39.47			4	\$ 41.06		
			5	\$ 41.55			\$ 7,202	\$ 86,424		
296	Non-Exempt	Administrative Associate III	1	\$ 36.27			1	\$ 37.73		
			2	\$ 38.18			2	\$ 39.72		
			3	\$ 40.19			3	\$ 41.81		
			4	\$ 42.31			4	\$ 44.01		
			5	\$ 44.54			\$ 7,720	\$ 92,643		
276	Non-Exempt	Animal Control Off	1	\$ 31.83			1	\$ 33.12		
			2	\$ 33.51			2	\$ 34.86		
			3	\$ 35.27			3	\$ 36.69		
			4	\$ 37.13			4	\$ 38.62		
			5	\$ 39.08			\$ 6,774	\$ 81,286		
312	Non-Exempt	Animal Control Off - L	1	\$ 34.05			1	\$ 35.43		
			2	\$ 35.84			2	\$ 37.29		
			3	\$ 37.73			3	\$ 39.25		
			4	\$ 39.72			4	\$ 41.32		



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
			5	\$ 41.81	\$ 7,247	\$ 86,965	5	\$ 43.49	\$ 7,538	\$ 90,459
244	Non-Exempt	Assoc Buyer	1	\$ 42.63			1	\$ 44.34		
			2	\$ 44.87			2	\$ 46.67		
			3	\$ 47.23			3	\$ 49.13		
			4	\$ 49.72			4	\$ 51.72		
			5	\$ 52.34			\$ 9,072	\$ 108,867		
333	Non-Exempt	Assoc Engineer	1	\$ 57.86			1	\$ 60.19		
			2	\$ 60.91			2	\$ 63.36		
			3	\$ 64.12			3	\$ 66.69		
			4	\$ 67.49			4	\$ 70.20		
			5	\$ 71.04			\$ 12,314	\$ 147,763		
353	Non-Exempt	Assoc Planner	1	\$ 46.42			1	\$ 48.28		
			2	\$ 48.86			2	\$ 50.82		
			3	\$ 51.43			3	\$ 53.49		
			4	\$ 54.14			4	\$ 56.31		
			5	\$ 56.99			\$ 9,878	\$ 118,539		
247	Non-Exempt	Assoc Power Engr	1	\$ 61.62			1	\$ 64.08		
			2	\$ 64.86			2	\$ 67.45		
			3	\$ 68.27			3	\$ 71.00		
			4	\$ 71.86			4	\$ 74.74		
			5	\$ 75.64			\$ 13,111	\$ 157,331		
269	Non-Exempt	Assoc Res Planner	1	\$ 53.72			1	\$ 55.87		
			2	\$ 56.55			2	\$ 58.81		
			3	\$ 59.53			3	\$ 61.91		
			4	\$ 62.66			4	\$ 65.17		
			5	\$ 65.96			\$ 11,433	\$ 137,197		
330	Non-Exempt	Asst Engineer	1	\$ 52.42			1	\$ 54.52		
			2	\$ 55.18			2	\$ 57.39		
			3	\$ 58.08			3	\$ 60.41		
			4	\$ 61.14			4	\$ 63.59		
			5	\$ 64.36			\$ 11,156	\$ 133,869		
256	Non-Exempt	Asst Power Engr	1	\$ 55.64			1	\$ 57.86		
			2	\$ 58.57			2	\$ 60.91		
			3	\$ 61.65			3	\$ 64.12		
			4	\$ 64.89			4	\$ 67.49		
			5	\$ 68.30			\$ 11,839	\$ 142,064		
268	Non-Exempt	Asst Res Planner	1	\$ 48.51			1	\$ 50.45		
			2	\$ 51.06			2	\$ 53.11		
			3	\$ 53.75			3	\$ 55.91		



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
			4	\$ 56.58			4	\$ 58.85		
			5	\$ 59.56	\$ 10,324	\$ 123,885	5	\$ 61.95	\$ 10,738	\$ 128,856
TBD	Non-Exempt	Assoc. Sustainability Program Admin	1	\$ 44.36			1	\$ 46.13		
			2	\$ 46.70			2	\$ 48.56		
			3	\$ 49.15			3	\$ 51.12		
			4	\$ 51.74			4	\$ 53.81		
			5	\$ 54.46	\$ 9,440	\$ 113,277	5	\$ 56.64	\$ 9,818	\$ 117,811
299	Non-Exempt	Bldg Inspector	1	\$ 48.56			1	\$ 50.50		
			2	\$ 51.12			2	\$ 53.16		
			3	\$ 53.81			3	\$ 55.96		
			4	\$ 56.64			4	\$ 58.91		
			5	\$ 59.62	\$ 10,334	\$ 124,010	5	\$ 62.01	\$ 10,748	\$ 128,981
300	Non-Exempt	Bldg Inspector Spec	1	\$ 51.85			1	\$ 53.92		
			2	\$ 54.58			2	\$ 56.76		
			3	\$ 57.45			3	\$ 59.75		
			4	\$ 60.47			4	\$ 62.89		
			5	\$ 63.65	\$ 11,033	\$ 132,392	5	\$ 66.20	\$ 11,475	\$ 137,696
370	Non-Exempt	Bldg Serviceperson	1	\$ 27.94			1	\$ 29.07		
			2	\$ 29.41			2	\$ 30.60		
			3	\$ 30.96			3	\$ 32.21		
			4	\$ 32.59			4	\$ 33.91		
			5	\$ 34.31	\$ 5,947	\$ 71,365	5	\$ 35.69	\$ 6,186	\$ 74,235
371	Non-Exempt	Bldg Serviceperson-L	1	\$ 29.91			1	\$ 31.11		
			2	\$ 31.48			2	\$ 32.75		
			3	\$ 33.14			3	\$ 34.47		
			4	\$ 34.88			4	\$ 36.28		
			5	\$ 36.72	\$ 6,365	\$ 76,378	5	\$ 38.19	\$ 6,620	\$ 79,435
355	Non-Exempt	Bldg/Plg Technician	1	\$ 37.64			1	\$ 39.16		
			2	\$ 39.62			2	\$ 41.22		
			3	\$ 41.71			3	\$ 43.39		
			4	\$ 43.91			4	\$ 45.67		
			5	\$ 46.22	\$ 8,011	\$ 96,138	5	\$ 48.07	\$ 8,332	\$ 99,986
340	Non-Exempt	Business Analyst	1	\$ 66.45			1	\$ 69.12		
			2	\$ 69.95			2	\$ 72.76		
			3	\$ 73.63			3	\$ 76.59		
			4	\$ 77.51			4	\$ 80.62		
			5	\$ 81.59	\$ 14,142	\$ 169,707	5	\$ 84.86	\$ 14,709	\$ 176,509
			1	\$ 66.45			1	\$ 69.12		
			2	\$ 69.95			2	\$ 72.76		



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
3400	Non-Exempt	Business Analyst - S	3	\$ 73.63			3	\$ 76.59		
			4	\$ 77.51			4	\$ 80.62		
			5	\$ 81.59			\$ 14,142	\$ 169,707		
212	Non-Exempt	Buyer	1	\$ 46.94			1	\$ 48.82		
			2	\$ 49.41			2	\$ 51.39		
			3	\$ 52.01			3	\$ 54.09		
			4	\$ 54.75			4	\$ 56.94		
			5	\$ 57.63			\$ 9,989	\$ 119,870		
464	Non-Exempt	Cathodic Protection Tech Assistant	1	\$ 47.49			1	\$ 49.39		
			2	\$ 49.99			2	\$ 51.99		
			3	\$ 52.62			3	\$ 54.73		
			4	\$ 55.39			4	\$ 57.61		
			5	\$ 58.30			\$ 10,105	\$ 121,264		
536	Non-Exempt	Cathodic Tech	1	\$ 58.26			1	\$ 60.61		
			2	\$ 61.33			2	\$ 63.80		
			3	\$ 64.56			3	\$ 67.16		
			4	\$ 67.96			4	\$ 70.69		
			5	\$ 71.54			\$ 12,400	\$ 148,803		
208	Non-Exempt	CDBG Coordinator	1	\$ 49.61			1	\$ 51.59		
			2	\$ 52.22			2	\$ 54.31		
			3	\$ 54.97			3	\$ 57.17		
			4	\$ 57.86			4	\$ 60.18		
			5	\$ 60.91			\$ 10,558	\$ 126,693		
408	Non-Exempt	Cement Finisher	1	\$ 40.34			1	\$ 41.95		
			2	\$ 42.46			2	\$ 44.16		
			3	\$ 44.69			3	\$ 46.48		
			4	\$ 47.04			4	\$ 48.93		
			5	\$ 49.52			\$ 8,583	\$ 103,002		
409	Non-Exempt	Cement Finisher Lead	1	\$ 43.13			1	\$ 44.86		
			2	\$ 45.40			2	\$ 47.22		
			3	\$ 47.79			3	\$ 49.71		
			4	\$ 50.31			4	\$ 52.33		
			5	\$ 52.96			\$ 9,180	\$ 110,157		
502	Non-Exempt	Chemist	1	\$ 48.06			1	\$ 49.98		
			2	\$ 50.59			2	\$ 52.61		
			3	\$ 53.25			3	\$ 55.38		
			4	\$ 56.05			4	\$ 58.29		
			5	\$ 59.00			\$ 10,227	\$ 122,720		
			1	\$ 51.95			1	\$ 54.04		



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual				
239	Non-Exempt	Chf Inspec WGW	2	\$ 54.68			2	\$ 56.88						
			3	\$ 57.56			3	\$ 59.87						
			4	\$ 60.59			4	\$ 63.02						
			5	\$ 63.78			\$ 11,055	\$ 132,662			5	\$ 66.34	\$ 11,499	\$ 137,987
301	Non-Exempt	Code Enforcement Off	1	\$ 46.66			1	\$ 48.53						
			2	\$ 49.12			2	\$ 51.08						
			3	\$ 51.70			3	\$ 53.77						
			4	\$ 54.42			4	\$ 56.60						
			5	\$ 57.28			\$ 9,929	\$ 119,142			5	\$ 59.58	\$ 10,327	\$ 123,926
560	Non-Exempt	Code Enforcement Off - L	1	\$ 49.91			1	\$ 51.90						
			2	\$ 52.54			2	\$ 54.63						
			3	\$ 55.30			3	\$ 57.51						
			4	\$ 58.21			4	\$ 60.54						
			5	\$ 61.27			\$ 10,620	\$ 127,442			5	\$ 63.73	\$ 11,047	\$ 132,558
306	Non-Exempt	Comm Tech	1	\$ 46.35			1	\$ 48.21						
			2	\$ 48.79			2	\$ 50.75						
			3	\$ 51.36			3	\$ 53.42						
			4	\$ 54.06			4	\$ 56.23						
			5	\$ 56.91			\$ 9,864	\$ 118,373			5	\$ 59.19	\$ 10,260	\$ 123,115
702	Non-Exempt	Community Serv Offcr	1	\$ 35.16			1	\$ 36.58						
			2	\$ 37.01			2	\$ 38.50						
			3	\$ 38.96			3	\$ 40.53						
			4	\$ 41.01			4	\$ 42.66						
			5	\$ 43.17			\$ 7,483	\$ 89,794			5	\$ 44.90	\$ 7,783	\$ 93,392
320	Non-Exempt	Community Service Officer - Lead	1	\$ 37.60			1	\$ 39.10						
			2	\$ 39.58			2	\$ 41.16						
			3	\$ 41.66			3	\$ 43.33						
			4	\$ 43.85			4	\$ 45.61						
			5	\$ 46.16			\$ 8,001	\$ 96,013			5	\$ 48.01	\$ 8,322	\$ 99,861
341	Non-Exempt	Coor Trans Sys Mgmt	1	\$ 48.43			1	\$ 50.36						
			2	\$ 50.98			2	\$ 53.01						
			3	\$ 53.66			3	\$ 55.80						
			4	\$ 56.48			4	\$ 58.74						
			5	\$ 59.45			\$ 10,305	\$ 123,656			5	\$ 61.83	\$ 10,717	\$ 128,606
3410	Non-Exempt	Coor Trans Sys Mgmt - S	1	\$ 48.43			1	\$ 50.36						
			2	\$ 50.98			2	\$ 53.01						
			3	\$ 53.66			3	\$ 55.80						
			4	\$ 56.48			4	\$ 58.74						
			5	\$ 59.45			\$ 10,305	\$ 123,656			5	\$ 61.83	\$ 10,717	\$ 128,606



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
255	Non-Exempt	Coord Library Prog	1	\$ 46.36			1	\$ 48.22		
			2	\$ 48.80			2	\$ 50.76		
			3	\$ 51.37			3	\$ 53.43		
			4	\$ 54.07			4	\$ 56.24		
			5	\$ 56.92			\$ 9,866	\$ 118,394		
342	Non-Exempt	Coord Pub Wks Proj	1	\$ 46.02			1	\$ 47.85		
			2	\$ 48.44			2	\$ 50.37		
			3	\$ 50.99			3	\$ 53.02		
			4	\$ 53.67			4	\$ 55.81		
			5	\$ 56.49			\$ 9,792	\$ 117,499		
317	Non-Exempt	Coord Rec Prog	1	\$ 39.52			1	\$ 41.11		
			2	\$ 41.60			2	\$ 43.27		
			3	\$ 43.79			3	\$ 45.55		
			4	\$ 46.09			4	\$ 47.95		
			5	\$ 48.52			\$ 8,410	\$ 100,922		
344	Non-Exempt	Coord Utility Proj	1	\$ 49.69			1	\$ 51.68		
			2	\$ 52.30			2	\$ 54.40		
			3	\$ 55.05			3	\$ 57.26		
			4	\$ 57.95			4	\$ 60.27		
			5	\$ 61.00			\$ 10,573	\$ 126,880		
3440	Non-Exempt	Coord Utility Proj - S	1	\$ 49.69			1	\$ 51.68		
			2	\$ 52.30			2	\$ 54.40		
			3	\$ 55.05			3	\$ 57.26		
			4	\$ 57.95			4	\$ 60.27		
			5	\$ 61.00			\$ 10,573	\$ 126,880		
242	Non-Exempt	Coord Zero Waste	1	\$ 44.16			1	\$ 45.93		
			2	\$ 46.48			2	\$ 48.35		
			3	\$ 48.93			3	\$ 50.89		
			4	\$ 51.51			4	\$ 53.57		
			5	\$ 54.22			\$ 9,398	\$ 112,778		
205	Non-Exempt	Court Liaison Officer	1	\$ 45.76			1	\$ 47.59		
			2	\$ 48.17			2	\$ 50.09		
			3	\$ 50.70			3	\$ 52.73		
			4	\$ 53.37			4	\$ 55.51		
			5	\$ 56.18			\$ 9,738	\$ 116,854		
214	Non-Exempt	Crime Analyst	1	\$ 45.76			1	\$ 47.59		
			2	\$ 48.17			2	\$ 50.09		
			3	\$ 50.70			3	\$ 52.73		
			4	\$ 53.37			4	\$ 55.51		



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
			5	\$ 56.18	\$ 9,738	\$ 116,854	5	\$ 58.43	\$ 10,128	\$ 121,534
415	Non-Exempt	Cust Srv Specialist-L	1	\$ 38.69			1	\$ 40.25		
			2	\$ 40.73			2	\$ 42.37		
			3	\$ 42.87			3	\$ 44.60		
			4	\$ 45.13			4	\$ 46.95		
			5	\$ 47.51	\$ 8,235	\$ 98,821	5	\$ 49.42	\$ 8,566	\$ 102,794
218	Non-Exempt	Cust Svc Represent	1	\$ 32.92			1	\$ 34.23		
			2	\$ 34.65			2	\$ 36.03		
			3	\$ 36.47			3	\$ 37.93		
			4	\$ 38.39			4	\$ 39.93		
			5	\$ 40.41	\$ 7,004	\$ 84,053	5	\$ 42.03	\$ 7,285	\$ 87,422
217	Non-Exempt	Cust Svc Spec	1	\$ 36.20			1	\$ 37.64		
			2	\$ 38.10			2	\$ 39.62		
			3	\$ 40.10			3	\$ 41.71		
			4	\$ 42.21			4	\$ 43.90		
			5	\$ 44.43	\$ 7,701	\$ 92,414	5	\$ 46.21	\$ 8,010	\$ 96,117
260	Non-Exempt	Desktop Technician	1	\$ 44.86			1	\$ 46.66		
			2	\$ 47.22			2	\$ 49.12		
			3	\$ 49.71			3	\$ 51.71		
			4	\$ 52.33			4	\$ 54.43		
			5	\$ 55.08	\$ 9,547	\$ 114,566	5	\$ 57.29	\$ 9,930	\$ 119,163
514	Non-Exempt	Development Project Coordinator I	1	\$ 37.31			1	\$ 38.82		
			2	\$ 39.27			2	\$ 40.86		
			3	\$ 41.34			3	\$ 43.01		
			4	\$ 43.52			4	\$ 45.27		
			5	\$ 45.81	\$ 7,940	\$ 95,285	5	\$ 47.65	\$ 8,259	\$ 99,112
515	Non-Exempt	Development Project Coordinator II	1	\$ 42.39			1	\$ 44.09		
			2	\$ 44.62			2	\$ 46.41		
			3	\$ 46.97			3	\$ 48.85		
			4	\$ 49.44			4	\$ 51.42		
			5	\$ 52.04	\$ 9,020	\$ 108,243	5	\$ 54.13	\$ 9,383	\$ 112,590
516	Non-Exempt	Development Project Coordinator III	1	\$ 46.75			1	\$ 48.63		
			2	\$ 49.21			2	\$ 51.19		
			3	\$ 51.80			3	\$ 53.88		
			4	\$ 54.53			4	\$ 56.72		
			5	\$ 57.40	\$ 9,949	\$ 119,392	5	\$ 59.70	\$ 10,348	\$ 124,176
533	Non-Exempt	Elec Asst I	1	\$ 42.05			1	\$ 43.74		
			2	\$ 44.26			2	\$ 46.04		
			3	\$ 46.59			3	\$ 48.46		



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			4	\$ 49.04			4	\$ 51.01		
			5	\$ 51.62	\$ 8,947	\$ 107,370	5	\$ 53.69	\$ 9,306	\$ 111,675
267	Non-Exempt	Elec Undgd Inspec	1	\$ 52.96			1	\$ 55.09		
			2	\$ 55.75			2	\$ 57.99		
			3	\$ 58.68			3	\$ 61.04		
			4	\$ 61.77			4	\$ 64.25		
			5	\$ 65.02	\$ 11,270	\$ 135,242	5	\$ 67.63	\$ 11,723	\$ 140,670
345	Non-Exempt	Electric Project Engineer	1	\$ 73.81			1	\$ 76.76		
			2	\$ 77.69			2	\$ 80.80		
			3	\$ 81.78			3	\$ 85.05		
			4	\$ 86.08			4	\$ 89.53		
			5	\$ 90.61	\$ 15,706	\$ 188,469	5	\$ 94.24	\$ 16,335	\$ 196,019
3450	Non-Exempt	Electric Project Engineer - S	1	\$ 73.81			1	\$ 76.76		
			2	\$ 77.69			2	\$ 80.80		
			3	\$ 81.78			3	\$ 85.05		
			4	\$ 86.08			4	\$ 89.53		
			5	\$ 90.61	\$ 15,706	\$ 188,469	5	\$ 94.24	\$ 16,335	\$ 196,019
292	Non-Exempt	Electric Underground Inspector - Lead	1	\$ 56.63			1	\$ 58.91		
			2	\$ 59.61			2	\$ 62.01		
			3	\$ 62.75			3	\$ 65.27		
			4	\$ 66.05			4	\$ 68.70		
			5	\$ 69.53	\$ 12,052	\$ 144,622	5	\$ 72.32	\$ 12,535	\$ 150,426
527	Non-Exempt	Electrical Equipment Tech	1	\$ 54.11			1	\$ 56.29		
			2	\$ 56.96			2	\$ 59.25		
			3	\$ 59.96			3	\$ 62.37		
			4	\$ 63.12			4	\$ 65.65		
			5	\$ 66.44	\$ 11,516	\$ 138,195	5	\$ 69.10	\$ 11,977	\$ 143,728
530	Non-Exempt	Electrician	1	\$ 51.31			1	\$ 53.35		
			2	\$ 54.01			2	\$ 56.16		
			3	\$ 56.85			3	\$ 59.12		
			4	\$ 59.84			4	\$ 62.23		
			5	\$ 62.99	\$ 10,918	\$ 131,019	5	\$ 65.51	\$ 11,355	\$ 136,261
529	Non-Exempt	Electrician-Appren	1	\$ 48.57			1	\$ 50.51		
			2	\$ 51.13			2	\$ 53.17		
			3	\$ 53.82			3	\$ 55.97		
			4	\$ 56.65			4	\$ 58.92		
			5	\$ 59.63	\$ 10,336	\$ 124,030	5	\$ 62.02	\$ 10,750	\$ 129,002
			1	\$ 54.95			1	\$ 57.13		
			2	\$ 57.84			2	\$ 60.14		



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
535	Non-Exempt	Electrician-Lead	3	\$ 60.88			3	\$ 63.31		
			4	\$ 64.08			4	\$ 66.64		
			5	\$ 67.45			\$ 11,691	\$ 140,296		
399	Non-Exempt	Emergency Med Svs Data Specialist	1	\$ 36.27			1	\$ 37.73		
			2	\$ 38.18			2	\$ 39.72		
			3	\$ 40.19			3	\$ 41.81		
			4	\$ 42.31			4	\$ 44.01		
			5	\$ 44.54			\$ 7,720	\$ 92,643		
311	Non-Exempt	Eng Tech I	1	\$ 36.16			1	\$ 37.61		
			2	\$ 38.06			2	\$ 39.59		
			3	\$ 40.06			3	\$ 41.67		
			4	\$ 42.17			4	\$ 43.86		
			5	\$ 44.39			\$ 7,694	\$ 92,331		
332	Non-Exempt	Engineer	1	\$ 65.18			1	\$ 67.79		
			2	\$ 68.61			2	\$ 71.36		
			3	\$ 72.22			3	\$ 75.12		
			4	\$ 76.02			4	\$ 79.07		
			5	\$ 80.02			\$ 13,870	\$ 166,442		
323	Non-Exempt	Engr Tech II	1	\$ 39.11			1	\$ 40.69		
			2	\$ 41.17			2	\$ 42.83		
			3	\$ 43.34			3	\$ 45.08		
			4	\$ 45.62			4	\$ 47.45		
			5	\$ 48.02			\$ 8,323	\$ 99,882		
319	Non-Exempt	Engr Tech III	1	\$ 43.68			1	\$ 45.43		
			2	\$ 45.98			2	\$ 47.82		
			3	\$ 48.40			3	\$ 50.34		
			4	\$ 50.95			4	\$ 52.99		
			5	\$ 53.63			\$ 9,296	\$ 111,550		
257	Non-Exempt	Environmental Spec	1	\$ 53.45			1	\$ 55.59		
			2	\$ 56.26			2	\$ 58.52		
			3	\$ 59.22			3	\$ 61.60		
			4	\$ 62.34			4	\$ 64.84		
			5	\$ 65.62			\$ 11,374	\$ 136,490		
211	Non-Exempt	Equip Maint Serv Per	1	\$ 30.67			1	\$ 31.89		
			2	\$ 32.28			2	\$ 33.57		
			3	\$ 33.98			3	\$ 35.34		
			4	\$ 35.77			4	\$ 37.20		
			5	\$ 37.65			\$ 6,526	\$ 78,312		
			1	\$ 39.55			1	\$ 41.14		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)							
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual				
396	Non-Exempt	Equip Operator	2	\$ 41.63			2	\$ 43.30						
			3	\$ 43.82			3	\$ 45.58						
			4	\$ 46.13			4	\$ 47.98						
			5	\$ 48.56			\$ 8,417	\$ 101,005			5	\$ 50.51	\$ 8,755	\$ 105,061
397	Non-Exempt	Equip Operator - Lead	1	\$ 42.32			1	\$ 44.01						
			2	\$ 44.55			2	\$ 46.33						
			3	\$ 46.89			3	\$ 48.77						
			4	\$ 49.36			4	\$ 51.34						
			5	\$ 51.96			\$ 9,006	\$ 108,077			5	\$ 54.04	\$ 9,367	\$ 112,403
250	Non-Exempt	Equip Parts Tech	1	\$ 34.63			1	\$ 36.02						
			2	\$ 36.45			2	\$ 37.92						
			3	\$ 38.37			3	\$ 39.92						
			4	\$ 40.39			4	\$ 42.02						
			5	\$ 42.52			\$ 7,370	\$ 88,442			5	\$ 44.23	\$ 7,667	\$ 91,998
203	Non-Exempt	Facilities Asst	1	\$ 30.96			1	\$ 32.19						
			2	\$ 32.59			2	\$ 33.88						
			3	\$ 34.30			3	\$ 35.66						
			4	\$ 36.10			4	\$ 37.54						
			5	\$ 38.00			\$ 6,587	\$ 79,040			5	\$ 39.52	\$ 6,850	\$ 82,202
374	Non-Exempt	Facilities Carpenter	1	\$ 41.93			1	\$ 43.60						
			2	\$ 44.14			2	\$ 45.89						
			3	\$ 46.46			3	\$ 48.31						
			4	\$ 48.90			4	\$ 50.85						
			5	\$ 51.47			\$ 8,921	\$ 107,058			5	\$ 53.53	\$ 9,279	\$ 111,342
375	Non-Exempt	Facilities Elect	1	\$ 42.52			1	\$ 44.23						
			2	\$ 44.76			2	\$ 46.56						
			3	\$ 47.12			3	\$ 49.01						
			4	\$ 49.60			4	\$ 51.59						
			5	\$ 52.21			\$ 9,050	\$ 108,597			5	\$ 54.30	\$ 9,412	\$ 112,944
373	Non-Exempt	Facilities Maint-L	1	\$ 54.90			1	\$ 57.10						
			2	\$ 57.79			2	\$ 60.11						
			3	\$ 60.83			3	\$ 63.27						
			4	\$ 64.03			4	\$ 66.60						
			5	\$ 67.40			\$ 11,683	\$ 140,192			5	\$ 70.10	\$ 12,151	\$ 145,808
377	Non-Exempt	Facilities Painter	1	\$ 40.34			1	\$ 41.95						
			2	\$ 42.46			2	\$ 44.16						
			3	\$ 44.69			3	\$ 46.48						
			4	\$ 47.04			4	\$ 48.93						
			5	\$ 49.52			\$ 8,583	\$ 103,002			5	\$ 51.51	\$ 8,928	\$ 107,141



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
376	Non-Exempt	Facilities Tech	1	\$ 41.93			1	\$ 43.60		
			2	\$ 44.14			2	\$ 45.89		
			3	\$ 46.46			3	\$ 48.31		
			4	\$ 48.90			4	\$ 50.85		
			5	\$ 51.47			\$ 8,921	\$ 107,058		
462	Non-Exempt	Field Service Pers WGW	1	\$ 39.47			1	\$ 41.06		
			2	\$ 41.55			2	\$ 43.22		
			3	\$ 43.74			3	\$ 45.49		
			4	\$ 46.04			4	\$ 47.88		
			5	\$ 48.46			\$ 8,400	\$ 100,797		
383	Non-Exempt	Fleet Svcs Coord	1	\$ 41.24			1	\$ 42.88		
			2	\$ 43.41			2	\$ 45.14		
			3	\$ 45.69			3	\$ 47.52		
			4	\$ 48.09			4	\$ 50.02		
			5	\$ 50.62			\$ 8,774	\$ 105,290		
419	Non-Exempt	Assistant Gas Measurement and Control Technician	1	\$ 44.92			1	\$ 46.72		
			2	\$ 47.28			2	\$ 49.18		
			3	\$ 49.77			3	\$ 51.77		
			4	\$ 52.39			4	\$ 54.49		
			5	\$ 55.15			\$ 9,559	\$ 114,712		
418	Non-Exempt	Gas Measurement and Control Technician	1	\$ 47.17			1	\$ 49.06		
			2	\$ 49.65			2	\$ 51.64		
			3	\$ 52.26			3	\$ 54.36		
			4	\$ 55.01			4	\$ 57.22		
			5	\$ 57.91			\$ 10,038	\$ 120,453		
417	Non-Exempt	Assistant Gas and Water Measurement and Control Technician	1	\$ 47.18			1	\$ 49.07		
			2	\$ 49.66			2	\$ 51.65		
			3	\$ 52.27			3	\$ 54.37		
			4	\$ 55.02			4	\$ 57.23		
			5	\$ 57.92			\$ 10,039	\$ 120,474		
416	Non-Exempt	Gas and Water Measurement and Control Technician	1	\$ 49.54			1	\$ 51.54		
			2	\$ 52.15			2	\$ 54.25		
			3	\$ 54.89			3	\$ 57.10		
			4	\$ 57.78			4	\$ 60.10		
			5	\$ 60.82			\$ 10,542	\$ 126,506		
398	Non-Exempt	Geographic Inform Syst Specialist	1	\$ 55.79			1	\$ 58.03		
			2	\$ 58.73			2	\$ 61.08		
			3	\$ 61.82			3	\$ 64.29		
			4	\$ 65.07			4	\$ 67.67		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
			5	\$ 68.49	\$ 11,872	\$ 142,459	5	\$ 71.23	\$ 12,347	\$ 148,158
390	Non-Exempt	Heavy Equip Oper	1	\$ 47.34			1	\$ 49.24		
			2	\$ 49.83			2	\$ 51.83		
			3	\$ 52.45			3	\$ 54.56		
			4	\$ 55.21			4	\$ 57.43		
			5	\$ 58.12			\$ 10,074	\$ 120,890		
391	Non-Exempt	Heavy Equip Oper-L	1	\$ 50.62			1	\$ 52.64		
			2	\$ 53.28			2	\$ 55.41		
			3	\$ 56.08			3	\$ 58.33		
			4	\$ 59.03			4	\$ 61.40		
			5	\$ 62.14			\$ 10,771	\$ 129,251		
571	Non-Exempt	Electric Heavy Equip Oper	1	\$ 50.27			1	\$ 52.29		
			2	\$ 52.92			2	\$ 55.04		
			3	\$ 55.71			3	\$ 57.94		
			4	\$ 58.64			4	\$ 60.99		
			5	\$ 61.73			\$ 10,700	\$ 128,398		
572	Non-Exempt	WGW Heavy Equip Oper	1	\$ 46.93			1	\$ 48.81		
			2	\$ 49.40			2	\$ 51.38		
			3	\$ 52.00			3	\$ 54.08		
			4	\$ 54.74			4	\$ 56.93		
			5	\$ 57.62			\$ 9,987	\$ 119,850		
508	Non-Exempt	Ind Waste Inspec	1	\$ 44.91			1	\$ 46.71		
			2	\$ 47.27			2	\$ 49.17		
			3	\$ 49.76			3	\$ 51.76		
			4	\$ 52.38			4	\$ 54.48		
			5	\$ 55.14			\$ 9,558	\$ 114,691		
258	Non-Exempt	Ind Waste Invtgtr	1	\$ 50.45			1	\$ 52.48		
			2	\$ 53.11			2	\$ 55.24		
			3	\$ 55.91			3	\$ 58.15		
			4	\$ 58.85			4	\$ 61.21		
			5	\$ 61.95			\$ 10,738	\$ 128,856		
365	Non-Exempt	Industrial Waste Technician	1	\$ 40.56			1	\$ 42.18		
			2	\$ 42.69			2	\$ 44.40		
			3	\$ 44.94			3	\$ 46.74		
			4	\$ 47.30			4	\$ 49.20		
			5	\$ 49.79			\$ 8,630	\$ 103,563		
227	Non-Exempt	Inspector, Field Svc	1	\$ 46.90			1	\$ 48.79		
			2	\$ 49.37			2	\$ 51.36		
			3	\$ 51.97			3	\$ 54.06		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
			4	\$ 54.70			4	\$ 56.90		
			5	\$ 57.58	\$ 9,981	\$ 119,766	5	\$ 59.89	\$ 10,381	\$ 124,571
308	Non-Exempt	Instrum Elec	1	\$ 48.38			1	\$ 50.32		
			2	\$ 50.93			2	\$ 52.97		
			3	\$ 53.61			3	\$ 55.76		
			4	\$ 56.43			4	\$ 58.69		
			5	\$ 59.40	\$ 10,296	\$ 123,552	5	\$ 61.78	\$ 10,709	\$ 128,502
293	Non-Exempt	Educator	1	\$ 35.35			1	\$ 36.77		
			2	\$ 37.21			2	\$ 38.70		
			3	\$ 39.17			3	\$ 40.74		
			4	\$ 41.23			4	\$ 42.88		
			5	\$ 43.40	\$ 7,523	\$ 90,272	5	\$ 45.14	\$ 7,824	\$ 93,891
503	Non-Exempt	Laboratory Tech Wqc	1	\$ 42.99			1	\$ 44.72		
			2	\$ 45.25			2	\$ 47.07		
			3	\$ 47.63			3	\$ 49.55		
			4	\$ 50.14			4	\$ 52.16		
			5	\$ 52.78	\$ 9,149	\$ 109,782	5	\$ 54.90	\$ 9,516	\$ 114,192
413	Non-Exempt	Landfill Technician	1	\$ 47.62			1	\$ 49.53		
			2	\$ 50.13			2	\$ 52.14		
			3	\$ 52.77			3	\$ 54.88		
			4	\$ 55.55			4	\$ 57.77		
			5	\$ 58.47	\$ 10,135	\$ 121,618	5	\$ 60.81	\$ 10,540	\$ 126,485
254	Non-Exempt	Librarian	1	\$ 37.44			1	\$ 38.93		
			2	\$ 39.41			2	\$ 40.98		
			3	\$ 41.48			3	\$ 43.14		
			4	\$ 43.66			4	\$ 45.41		
			5	\$ 45.96	\$ 7,966	\$ 95,597	5	\$ 47.80	\$ 8,285	\$ 99,424
252	Non-Exempt	Library Associate	1	\$ 34.33			1	\$ 35.71		
			2	\$ 36.14			2	\$ 37.59		
			3	\$ 38.04			3	\$ 39.57		
			4	\$ 40.04			4	\$ 41.65		
			5	\$ 42.15	\$ 7,306	\$ 87,672	5	\$ 43.84	\$ 7,599	\$ 91,187
253	Non-Exempt	Library Specialist	1	\$ 32.49			1	\$ 33.79		
			2	\$ 34.20			2	\$ 35.57		
			3	\$ 36.00			3	\$ 37.44		
			4	\$ 37.89			4	\$ 39.41		
			5	\$ 39.88	\$ 6,913	\$ 82,950	5	\$ 41.48	\$ 7,190	\$ 86,278
			1	\$ 72.85			1	\$ 75.76		
			2	\$ 76.68			2	\$ 79.75		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
541	Non-Exempt	Lineper/Cable Spl	3	\$ 80.72			3	\$ 83.95		
			4	\$ 84.97			4	\$ 88.37		
			5	\$ 89.44			\$ 15,503	\$ 186,035		
542	Non-Exempt	Lineper/Cable Spl-L	1	\$ 77.95			1	\$ 81.06		
			2	\$ 82.05			2	\$ 85.33		
			3	\$ 86.37			3	\$ 89.82		
			4	\$ 90.92			4	\$ 94.55		
			5	\$ 95.70			\$ 16,588	\$ 199,056		
531	Non-Exempt	Lineperson/Cable Spl-T	1	\$ 69.39			1	\$ 72.16		
			2	\$ 73.04			2	\$ 75.96		
			3	\$ 76.88			3	\$ 79.96		
			4	\$ 80.93			4	\$ 84.17		
			5	\$ 85.19			\$ 14,766	\$ 177,195		
532	Non-Exempt	Lineperson/Cable Spl-TL	1	\$ 74.20			1	\$ 77.18		
			2	\$ 78.11			2	\$ 81.24		
			3	\$ 82.22			3	\$ 85.52		
			4	\$ 86.55			4	\$ 90.02		
			5	\$ 91.11			\$ 15,792	\$ 189,509		
528	Non-Exempt	Lnper/Cbl Spl-Appren	1	\$ 62.59			1	\$ 65.08		
			2	\$ 65.88			2	\$ 68.51		
			3	\$ 69.35			3	\$ 72.12		
			4	\$ 73.00			4	\$ 75.92		
			5	\$ 76.84			\$ 13,319	\$ 159,827		
213	Non-Exempt	Mailing Svcs Spec	1	\$ 26.51			1	\$ 27.58		
			2	\$ 27.90			2	\$ 29.03		
			3	\$ 29.37			3	\$ 30.56		
			4	\$ 30.92			4	\$ 32.17		
			5	\$ 32.55			\$ 5,642	\$ 67,704		
291	Non-Exempt	Maintenance Mechanic-Welding	1	\$ 47.43			1	\$ 49.33		
			2	\$ 49.93			2	\$ 51.93		
			3	\$ 52.56			3	\$ 54.66		
			4	\$ 55.33			4	\$ 57.54		
			5	\$ 58.24			\$ 10,095	\$ 121,139		
346	Non-Exempt	Management Assistant	1	\$ 39.42			1	\$ 40.99		
			2	\$ 41.49			2	\$ 43.15		
			3	\$ 43.67			3	\$ 45.42		
			4	\$ 45.97			4	\$ 47.81		
			5	\$ 48.39			\$ 8,388	\$ 100,651		
			1	\$ 39.42			1	\$ 40.99		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)							
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual				
3460	Non-Exempt	Management Assistant - S	2	\$ 41.49			2	\$ 43.15						
			3	\$ 43.67			3	\$ 45.42						
			4	\$ 45.97			4	\$ 47.81						
			5	\$ 48.39			\$ 8,388	\$ 100,651			5	\$ 50.33	\$ 8,724	\$ 104,686
216	Non-Exempt	Marketing Eng	1	\$ 65.18			1	\$ 67.79						
			2	\$ 68.61			2	\$ 71.36						
			3	\$ 72.22			3	\$ 75.12						
			4	\$ 76.02			4	\$ 79.07						
			5	\$ 80.02			\$ 13,870	\$ 166,442			5	\$ 83.23	\$ 14,427	\$ 173,118
241	Non-Exempt	Meter Reader	1	\$ 33.98			1	\$ 35.34						
			2	\$ 35.77			2	\$ 37.20						
			3	\$ 37.65			3	\$ 39.16						
			4	\$ 39.63			4	\$ 41.22						
			5	\$ 41.72			\$ 7,231	\$ 86,778			5	\$ 43.39	\$ 7,521	\$ 90,251
240	Non-Exempt	Meter Reader-Lead	1	\$ 36.37			1	\$ 37.82						
			2	\$ 38.28			2	\$ 39.81						
			3	\$ 40.29			3	\$ 41.90						
			4	\$ 42.41			4	\$ 44.11						
			5	\$ 44.64			\$ 7,738	\$ 92,851			5	\$ 46.43	\$ 8,048	\$ 96,574
369	Non-Exempt	Meter Shop Lead	1	\$ 40.00			1	\$ 41.61						
			2	\$ 42.11			2	\$ 43.80						
			3	\$ 44.33			3	\$ 46.11						
			4	\$ 46.66			4	\$ 48.54						
			5	\$ 49.12			\$ 8,514	\$ 102,170			5	\$ 51.09	\$ 8,856	\$ 106,267
552	Non-Exempt	Metering Technician	1	\$ 63.12			1	\$ 65.64						
			2	\$ 66.44			2	\$ 69.09						
			3	\$ 69.94			3	\$ 72.73						
			4	\$ 73.62			4	\$ 76.56						
			5	\$ 77.49			\$ 13,432	\$ 161,179			5	\$ 80.59	\$ 13,969	\$ 167,627
553	Non-Exempt	Metering Technician – Lead	1	\$ 67.55			1	\$ 70.25						
			2	\$ 71.10			2	\$ 73.95						
			3	\$ 74.84			3	\$ 77.84						
			4	\$ 78.78			4	\$ 81.94						
			5	\$ 82.93			\$ 14,375	\$ 172,494			5	\$ 86.25	\$ 14,950	\$ 179,400
384	Non-Exempt	Mobile Service Tech	1	\$ 45.72			1	\$ 47.57						
			2	\$ 48.13			2	\$ 50.07						
			3	\$ 50.66			3	\$ 52.70						
			4	\$ 53.33			4	\$ 55.47						
			5	\$ 56.14			\$ 9,731	\$ 116,771			5	\$ 58.39	\$ 10,121	\$ 121,451



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
381	Non-Exempt	Motor Equip Mech-L	1	\$ 46.60			1	\$ 48.47		
			2	\$ 49.05			2	\$ 51.02		
			3	\$ 51.63			3	\$ 53.70		
			4	\$ 54.35			4	\$ 56.53		
			5	\$ 57.21			\$ 9,916	\$ 118,997		
286	Non-Exempt	Motor Equipment Mechanic I	1	\$ 40.35			1	\$ 41.96		
			2	\$ 42.47			2	\$ 44.17		
			3	\$ 44.70			3	\$ 46.49		
			4	\$ 47.05			4	\$ 48.94		
			5	\$ 49.53			\$ 8,585	\$ 103,022		
287	Non-Exempt	Motor Equipment Mechanic II	1	\$ 43.58			1	\$ 45.32		
			2	\$ 45.87			2	\$ 47.70		
			3	\$ 48.28			3	\$ 50.21		
			4	\$ 50.82			4	\$ 52.85		
			5	\$ 53.49			\$ 9,272	\$ 111,259		
230	Non-Exempt	Offset Equip Op	1	\$ 30.06			1	\$ 31.27		
			2	\$ 31.64			2	\$ 32.92		
			3	\$ 33.31			3	\$ 34.65		
			4	\$ 35.06			4	\$ 36.47		
			5	\$ 36.91			\$ 6,398	\$ 76,773		
543	Non-Exempt	Overhead Underground Troublemán	1	\$ 76.51			1	\$ 79.58		
			2	\$ 80.54			2	\$ 83.77		
			3	\$ 84.78			3	\$ 88.18		
			4	\$ 89.24			4	\$ 92.82		
			5	\$ 93.94			\$ 16,283	\$ 195,395		
452	Non-Exempt	Park Maint - Lead	1	\$ 40.49			1	\$ 42.10		
			2	\$ 42.62			2	\$ 44.32		
			3	\$ 44.86			3	\$ 46.65		
			4	\$ 47.22			4	\$ 49.11		
			5	\$ 49.70			\$ 8,615	\$ 103,376		
451	Non-Exempt	Park Maint Person	1	\$ 34.93			1	\$ 36.33		
			2	\$ 36.77			2	\$ 38.24		
			3	\$ 38.70			3	\$ 40.25		
			4	\$ 40.74			4	\$ 42.37		
			5	\$ 42.88			\$ 7,433	\$ 89,190		
281	Non-Exempt	Park Ranger	1	\$ 37.55			1	\$ 39.06		
			2	\$ 39.53			2	\$ 41.12		
			3	\$ 41.61			3	\$ 43.28		
			4	\$ 43.80			4	\$ 45.56		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
			5	\$ 46.11	\$ 7,992	\$ 95,909	5	\$ 47.96	\$ 8,313	\$ 99,757
570	Non-Exempt	Parking Operations Lead	1	\$ 59.55			1	\$ 61.94		
			2	\$ 62.68			2	\$ 65.20		
			3	\$ 65.98			3	\$ 68.63		
			4	\$ 69.45			4	\$ 72.24		
			5	\$ 73.11	\$ 12,672	\$ 152,069	5	\$ 76.04	\$ 13,180	\$ 158,163
460	Non-Exempt	Parks/Golf Crew-Lead	1	\$ 37.99			1	\$ 39.51		
			2	\$ 39.99			2	\$ 41.59		
			3	\$ 42.09			3	\$ 43.78		
			4	\$ 44.31			4	\$ 46.08		
			5	\$ 46.64	\$ 8,084	\$ 97,011	5	\$ 48.51	\$ 8,408	\$ 100,901
348	Non-Exempt	Payroll Analyst	1	\$ 41.78			1	\$ 43.45		
			2	\$ 43.98			2	\$ 45.74		
			3	\$ 46.29			3	\$ 48.15		
			4	\$ 48.73			4	\$ 50.68		
			5	\$ 51.29	\$ 8,890	\$ 106,683	5	\$ 53.35	\$ 9,247	\$ 110,968
3480	Non-Exempt	Payroll Analyst - S	1	\$ 41.78			1	\$ 43.45		
			2	\$ 43.98			2	\$ 45.74		
			3	\$ 46.29			3	\$ 48.15		
			4	\$ 48.73			4	\$ 50.68		
			5	\$ 51.29	\$ 8,890	\$ 106,683	5	\$ 53.35	\$ 9,247	\$ 110,968
352	Non-Exempt	Planner	1	\$ 49.61			1	\$ 51.59		
			2	\$ 52.22			2	\$ 54.31		
			3	\$ 54.97			3	\$ 57.17		
			4	\$ 57.86			4	\$ 60.18		
			5	\$ 60.91	\$ 10,558	\$ 126,693	5	\$ 63.35	\$ 10,981	\$ 131,768
347	Non-Exempt	Planning Arborist	1	\$ 56.81			1	\$ 59.08		
			2	\$ 59.80			2	\$ 62.19		
			3	\$ 62.95			3	\$ 65.46		
			4	\$ 66.26			4	\$ 68.91		
			5	\$ 69.75	\$ 12,090	\$ 145,080	5	\$ 72.54	\$ 12,574	\$ 150,883
3470	Non-Exempt	Planning Arborist - S	1	\$ 56.81			1	\$ 59.08		
			2	\$ 59.80			2	\$ 62.19		
			3	\$ 62.95			3	\$ 65.46		
			4	\$ 66.26			4	\$ 68.91		
			5	\$ 69.75	\$ 12,090	\$ 145,080	5	\$ 72.54	\$ 12,574	\$ 150,883
304	Non-Exempt	Plans Check Engr	1	\$ 63.30			1	\$ 65.84		
			2	\$ 66.63			2	\$ 69.30		
			3	\$ 70.14			3	\$ 72.95		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
			4	\$ 73.83			4	\$ 76.79		
			5	\$ 77.72	\$ 13,471	\$ 161,658	5	\$ 80.83	\$ 14,011	\$ 168,126
513	Non-Exempt	Plans Examiner	1	\$ 49.29			1	\$ 51.26		
			2	\$ 51.88			2	\$ 53.96		
			3	\$ 54.61			3	\$ 56.80		
			4	\$ 57.48			4	\$ 59.79		
			5	\$ 60.51	\$ 10,488	\$ 125,861	5	\$ 62.94	\$ 10,910	\$ 130,915
517	Non-Exempt	Plant Mechanic	1	\$ 44.76			1	\$ 46.56		
			2	\$ 47.12			2	\$ 49.01		
			3	\$ 49.60			3	\$ 51.59		
			4	\$ 52.21			4	\$ 54.30		
			5	\$ 54.96	\$ 9,526	\$ 114,317	5	\$ 57.16	\$ 9,908	\$ 118,893
321	Non-Exempt	Police Records Specialist - Lead	1	\$ 36.40			1	\$ 37.86		
			2	\$ 38.32			2	\$ 39.85		
			3	\$ 40.34			3	\$ 41.95		
			4	\$ 42.46			4	\$ 44.16		
			5	\$ 44.69	\$ 7,746	\$ 92,955	5	\$ 46.48	\$ 8,057	\$ 96,678
313	Non-Exempt	Police Records Specialist I	1	\$ 32.34			1	\$ 33.64		
			2	\$ 34.04			2	\$ 35.41		
			3	\$ 35.83			3	\$ 37.27		
			4	\$ 37.72			4	\$ 39.23		
			5	\$ 39.70	\$ 6,881	\$ 82,576	5	\$ 41.29	\$ 7,157	\$ 85,883
314	Non-Exempt	Police Records Specialist II	1	\$ 34.03			1	\$ 35.40		
			2	\$ 35.82			2	\$ 37.26		
			3	\$ 37.70			3	\$ 39.22		
			4	\$ 39.68			4	\$ 41.28		
			5	\$ 41.77	\$ 7,240	\$ 86,882	5	\$ 43.45	\$ 7,531	\$ 90,376
246	Non-Exempt	Power Engr	1	\$ 69.59			1	\$ 72.38		
			2	\$ 73.25			2	\$ 76.19		
			3	\$ 77.11			3	\$ 80.20		
			4	\$ 81.17			4	\$ 84.42		
			5	\$ 85.44	\$ 14,810	\$ 177,715	5	\$ 88.86	\$ 15,402	\$ 184,829
270	Non-Exempt	Prod Arts/Sci Prog	1	\$ 42.85			1	\$ 44.56		
			2	\$ 45.11			2	\$ 46.91		
			3	\$ 47.48			3	\$ 49.38		
			4	\$ 49.98			4	\$ 51.98		
			5	\$ 52.61	\$ 9,119	\$ 109,429	5	\$ 54.72	\$ 9,485	\$ 113,818
			1	\$ 53.69			1	\$ 55.84		
			2	\$ 56.52			2	\$ 58.78		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
232	Non-Exempt	Prog-Analyst	3	\$ 59.49			3	\$ 61.87		
			4	\$ 62.62			4	\$ 65.13		
			5	\$ 65.92	\$ 11,426	\$ 137,114	5	\$ 68.56	\$ 11,884	\$ 142,605
265	Non-Exempt	Program Assistant	1	\$ 32.40			1	\$ 33.70		
			2	\$ 34.10			2	\$ 35.47		
			3	\$ 35.89			3	\$ 37.34		
			4	\$ 37.78			4	\$ 39.30		
			5	\$ 39.77	\$ 6,893	\$ 82,722	5	\$ 41.37	\$ 7,171	\$ 86,050
302	Non-Exempt	Program Assistant I	1	\$ 34.34			1	\$ 35.72		
			2	\$ 36.15			2	\$ 37.60		
			3	\$ 38.05			3	\$ 39.58		
			4	\$ 40.05			4	\$ 41.66		
			5	\$ 42.16	\$ 7,308	\$ 87,693	5	\$ 43.85	\$ 7,601	\$ 91,208
303	Non-Exempt	Program Assistant II	1	\$ 36.91			1	\$ 38.38		
			2	\$ 38.85			2	\$ 40.40		
			3	\$ 40.89			3	\$ 42.53		
			4	\$ 43.04			4	\$ 44.77		
			5	\$ 45.31	\$ 7,854	\$ 94,245	5	\$ 47.13	\$ 8,169	\$ 98,030
368	Non-Exempt	Program Coordinator	1	\$ 36.98			1	\$ 38.48		
			2	\$ 38.93			2	\$ 40.50		
			3	\$ 40.98			3	\$ 42.63		
			4	\$ 43.14			4	\$ 44.87		
			5	\$ 45.41	\$ 7,871	\$ 94,453	5	\$ 47.23	\$ 8,187	\$ 98,238
349	Non-Exempt	Project Engineer	1	\$ 70.13			1	\$ 72.95		
			2	\$ 73.82			2	\$ 76.79		
			3	\$ 77.71			3	\$ 80.83		
			4	\$ 81.80			4	\$ 85.08		
			5	\$ 86.11	\$ 14,926	\$ 179,109	5	\$ 89.56	\$ 15,524	\$ 186,285
3490	Non-Exempt	Project Engineer - S	1	\$ 70.13			1	\$ 72.95		
			2	\$ 73.82			2	\$ 76.79		
			3	\$ 77.71			3	\$ 80.83		
			4	\$ 81.80			4	\$ 85.08		
			5	\$ 86.11	\$ 14,926	\$ 179,109	5	\$ 89.56	\$ 15,524	\$ 186,285
209	Non-Exempt	Property Evid Tech	1	\$ 35.19			1	\$ 36.59		
			2	\$ 37.04			2	\$ 38.52		
			3	\$ 38.99			3	\$ 40.55		
			4	\$ 41.04			4	\$ 42.68		
			5	\$ 43.20	\$ 7,488	\$ 89,856	5	\$ 44.93	\$ 7,788	\$ 93,454
			1	\$ 63.74			1	\$ 66.28		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)							
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual				
262	Non-Exempt	Resource Planner	2	\$ 67.09			2	\$ 69.77						
			3	\$ 70.62			3	\$ 73.44						
			4	\$ 74.34			4	\$ 77.31						
			5	\$ 78.25			\$ 13,563	\$ 162,760			5	\$ 81.38	\$ 14,106	\$ 169,270
366	Non-Exempt	Restoration Lead	1	\$ 50.26			1	\$ 52.27						
			2	\$ 52.91			2	\$ 55.02						
			3	\$ 55.69			3	\$ 57.92						
			4	\$ 58.62			4	\$ 60.97						
			5	\$ 61.71			\$ 10,696	\$ 128,357			5	\$ 64.18	\$ 11,125	\$ 133,494
580	Non-Exempt	Senior Building Inspector	1	\$ 60.62			1	\$ 62.42						
			2	\$ 63.65			2	\$ 65.70						
			3	\$ 66.83			3	\$ 69.16						
			4	\$ 70.18			4	\$ 72.80						
			5	\$ 73.68			\$ 12,771	\$ 153,254			5	\$ 76.63	\$ 13,283	\$ 159,390
554	Non-Exempt	SCADA Technologist Utility System Technician	1	\$ 65.26			1	\$ 67.86						
			2	\$ 68.69			2	\$ 71.43						
			3	\$ 72.30			3	\$ 75.19						
			4	\$ 76.10			4	\$ 79.15						
			5	\$ 80.11			\$ 13,886	\$ 166,629			5	\$ 83.32	\$ 14,442	\$ 173,306
385	Non-Exempt	Senior Fleet Services Coordinator	1	\$ 47.39			1	\$ 49.29						
			2	\$ 49.88			2	\$ 51.88						
			3	\$ 52.50			3	\$ 54.61						
			4	\$ 55.26			4	\$ 57.48						
			5	\$ 58.17			\$ 10,083	\$ 120,994			5	\$ 60.50	\$ 10,487	\$ 125,840
461	Non-Exempt	Sprinkler Sys Repr	1	\$ 35.51			1	\$ 36.94						
			2	\$ 37.38			2	\$ 38.88						
			3	\$ 39.35			3	\$ 40.93						
			4	\$ 41.42			4	\$ 43.08						
			5	\$ 43.60			\$ 7,557	\$ 90,688			5	\$ 45.35	\$ 7,861	\$ 94,328
360	Non-Exempt	Sr Buyer	1	\$ 49.29			1	\$ 51.26						
			2	\$ 51.88			2	\$ 53.96						
			3	\$ 54.61			3	\$ 56.80						
			4	\$ 57.48			4	\$ 59.79						
			5	\$ 60.51			\$ 10,488	\$ 125,861			5	\$ 62.94	\$ 10,910	\$ 130,915
3600	Non-Exempt	Sr Buyer - S	1	\$ 49.29			1	\$ 51.26						
			2	\$ 51.88			2	\$ 53.96						
			3	\$ 54.61			3	\$ 56.80						
			4	\$ 57.48			4	\$ 59.79						
			5	\$ 60.51			\$ 10,488	\$ 125,861			5	\$ 62.94	\$ 10,910	\$ 130,915



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
224	Non-Exempt	Sr Chemist	1	\$ 53.38			1	\$ 55.52		
			2	\$ 56.19			2	\$ 58.44		
			3	\$ 59.15			3	\$ 61.52		
			4	\$ 62.26			4	\$ 64.76		
			5	\$ 65.54			\$ 11,360	\$ 136,323		
544	Non-Exempt	Sr Industrial Waste Investigator	1	\$ 57.71			1	\$ 60.03		
			2	\$ 60.75			2	\$ 63.19		
			3	\$ 63.95			3	\$ 66.52		
			4	\$ 67.32			4	\$ 70.02		
			5	\$ 70.86			\$ 12,282	\$ 147,389		
512	Non-Exempt	Sr Instrum Elect	1	\$ 52.84			1	\$ 54.97		
			2	\$ 55.62			2	\$ 57.86		
			3	\$ 58.55			3	\$ 60.90		
			4	\$ 61.63			4	\$ 64.10		
			5	\$ 64.87			\$ 11,244	\$ 134,930		
251	Non-Exempt	Sr Librarian	1	\$ 42.51			1	\$ 44.21		
			2	\$ 44.75			2	\$ 46.54		
			3	\$ 47.10			3	\$ 48.99		
			4	\$ 49.58			4	\$ 51.57		
			5	\$ 52.19			\$ 9,046	\$ 108,555		
504	Non-Exempt	Sr. Mech	1	\$ 49.12			1	\$ 51.07		
			2	\$ 51.70			2	\$ 53.76		
			3	\$ 54.42			3	\$ 56.59		
			4	\$ 57.28			4	\$ 59.57		
			5	\$ 60.29			\$ 10,450	\$ 125,403		
361	Non-Exempt	Sr Mkt Analyst	1	\$ 58.49			1	\$ 60.84		
			2	\$ 61.57			2	\$ 64.04		
			3	\$ 64.81			3	\$ 67.41		
			4	\$ 68.22			4	\$ 70.96		
			5	\$ 71.81			\$ 12,447	\$ 149,365		
3610	Non-Exempt	Sr Mkt Analyst - S	1	\$ 58.49			1	\$ 60.84		
			2	\$ 61.57			2	\$ 64.04		
			3	\$ 64.81			3	\$ 67.41		
			4	\$ 68.22			4	\$ 70.96		
			5	\$ 71.81			\$ 12,447	\$ 149,365		
506	Non-Exempt	Sr Operator Wqc	1	\$ 51.07			1	\$ 53.11		
			2	\$ 53.76			2	\$ 55.91		
			3	\$ 56.59			3	\$ 58.85		
			4	\$ 59.57			4	\$ 61.95		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
			5	\$ 62.70	\$ 10,868	\$ 130,416	5	\$ 65.21	\$ 11,303	\$ 135,637
318	Non-Exempt	Sr Planner	1	\$ 57.30			1	\$ 59.59		
			2	\$ 60.32			2	\$ 62.73		
			3	\$ 63.49			3	\$ 66.03		
			4	\$ 66.83			4	\$ 69.51		
			5	\$ 70.35			\$ 12,194	\$ 146,328		
337	Non-Exempt	Sr. Plan Check Engineer	1	\$ 69.79			1	\$ 72.59		
			2	\$ 73.47			2	\$ 76.41		
			3	\$ 77.33			3	\$ 80.43		
			4	\$ 81.40			4	\$ 84.66		
			5	\$ 85.69			\$ 14,853	\$ 178,235		
280	Non-Exempt	Sr Ranger	1	\$ 41.14			1	\$ 42.78		
			2	\$ 43.30			2	\$ 45.03		
			3	\$ 45.58			3	\$ 47.40		
			4	\$ 47.98			4	\$ 49.89		
			5	\$ 50.50			\$ 8,753	\$ 105,040		
261	Non-Exempt	Sr Util Field Svc Rep	1	\$ 51.59			1	\$ 53.68		
			2	\$ 54.31			2	\$ 56.50		
			3	\$ 57.17			3	\$ 59.47		
			4	\$ 60.18			4	\$ 62.60		
			5	\$ 63.35			\$ 10,981	\$ 131,768		
TBD	Non-Exempt	Sr. Utility System Technician	1	\$ 72.85			1	\$ 75.76		
			2	\$ 76.68			2	\$ 79.75		
			3	\$ 80.72			3	\$ 83.95		
			4	\$ 84.97			4	\$ 88.37		
			5	\$ 89.44			\$ 15,503	\$ 186,035		
501	Non-Exempt	Sr Water Sys Oper	1	\$ 48.68			1	\$ 50.64		
			2	\$ 51.24			2	\$ 53.30		
			3	\$ 53.94			3	\$ 56.11		
			4	\$ 56.78			4	\$ 59.06		
			5	\$ 59.77			\$ 10,360	\$ 124,322		
405	Non-Exempt	St Maint Asst	1	\$ 32.42			1	\$ 33.73		
			2	\$ 34.13			2	\$ 35.50		
			3	\$ 35.93			3	\$ 37.37		
			4	\$ 37.82			4	\$ 39.34		
			5	\$ 39.81			\$ 6,900	\$ 82,805		
392	Non-Exempt	St Sweeper Op	1	\$ 39.47			1	\$ 41.06		
			2	\$ 41.55			2	\$ 43.22		
			3	\$ 43.74			3	\$ 45.49		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
			4	\$ 46.04			4	\$ 47.88		
			5	\$ 48.46	\$ 8,400	\$ 100,797	5	\$ 50.40	\$ 8,736	\$ 104,832
248	Non-Exempt	Storekeeper	1	\$ 36.24			1	\$ 37.69		
			2	\$ 38.15			2	\$ 39.67		
			3	\$ 40.16			3	\$ 41.76		
			4	\$ 42.27			4	\$ 43.96		
			5	\$ 44.49	\$ 7,712	\$ 92,539	5	\$ 46.27	\$ 8,020	\$ 96,242
288	Non-Exempt	Storekeeper-L	1	\$ 38.80			1	\$ 40.35		
			2	\$ 40.84			2	\$ 42.47		
			3	\$ 42.99			3	\$ 44.71		
			4	\$ 45.25			4	\$ 47.06		
			5	\$ 47.63	\$ 8,256	\$ 99,070	5	\$ 49.54	\$ 8,587	\$ 103,043
545	Non-Exempt	Street Light, Traffic Signal and Fiber – Apprentice	1	\$ 57.13			1	\$ 59.42		
			2	\$ 60.14			2	\$ 62.55		
			3	\$ 63.30			3	\$ 65.84		
			4	\$ 66.63			4	\$ 69.30		
			5	\$ 70.14	\$ 12,158	\$ 145,891	5	\$ 72.95	\$ 12,645	\$ 151,736
547	Non-Exempt	Street Light, Traffic Signal and Fiber – Lead	1	\$ 64.60			1	\$ 67.20		
			2	\$ 68.00			2	\$ 70.74		
			3	\$ 71.58			3	\$ 74.46		
			4	\$ 75.35			4	\$ 78.38		
			5	\$ 79.32	\$ 13,749	\$ 164,986	5	\$ 82.50	\$ 14,300	\$ 171,600
546	Non-Exempt	Street Light, Traffic Signal and Fiber Technician	1	\$ 60.36			1	\$ 62.78		
			2	\$ 63.54			2	\$ 66.08		
			3	\$ 66.88			3	\$ 69.56		
			4	\$ 70.40			4	\$ 73.22		
			5	\$ 74.10	\$ 12,844	\$ 154,128	5	\$ 77.07	\$ 13,359	\$ 160,306
549	Non-Exempt	Substation Electrician	1	\$ 65.86			1	\$ 68.50		
			2	\$ 69.33			2	\$ 72.11		
			3	\$ 72.98			3	\$ 75.91		
			4	\$ 76.82			4	\$ 79.90		
			5	\$ 80.86	\$ 14,016	\$ 168,189	5	\$ 84.10	\$ 14,577	\$ 174,928
548	Non-Exempt	Substation Electrician - Apprentice	1	\$ 62.34			1	\$ 64.85		
			2	\$ 65.62			2	\$ 68.26		
			3	\$ 69.07			3	\$ 71.85		
			4	\$ 72.71			4	\$ 75.63		
			5	\$ 76.54	\$ 13,267	\$ 159,203	5	\$ 79.61	\$ 13,799	\$ 165,589
			1	\$ 70.47			1	\$ 73.30		
			2	\$ 74.18			2	\$ 77.16		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
550	Non-Exempt	Substation Electrician - Lead	3	\$ 78.08			3	\$ 81.22		
			4	\$ 82.19			4	\$ 85.49		
			5	\$ 86.52			\$ 14,997	\$ 179,962		
326	Non-Exempt	Surveying Asst	1	\$ 43.64			1	\$ 45.39		
			2	\$ 45.94			2	\$ 47.78		
			3	\$ 48.36			3	\$ 50.29		
			4	\$ 50.90			4	\$ 52.94		
			5	\$ 53.58			\$ 9,287	\$ 111,446		
325	Non-Exempt	Surveyor, Public Wks	1	\$ 47.47			1	\$ 49.37		
			2	\$ 49.97			2	\$ 51.97		
			3	\$ 52.60			3	\$ 54.71		
			4	\$ 55.37			4	\$ 57.59		
			5	\$ 58.28			\$ 10,102	\$ 121,222		
362	Non-Exempt	Technologist	1	\$ 66.45			1	\$ 69.12		
			2	\$ 69.95			2	\$ 72.76		
			3	\$ 73.63			3	\$ 76.59		
			4	\$ 77.51			4	\$ 80.62		
			5	\$ 81.59			\$ 14,142	\$ 169,707		
3620	Non-Exempt	Technologist - S	1	\$ 66.45			1	\$ 69.12		
			2	\$ 69.95			2	\$ 72.76		
			3	\$ 73.63			3	\$ 76.59		
			4	\$ 77.51			4	\$ 80.62		
			5	\$ 81.59			\$ 14,142	\$ 169,707		
229	Non-Exempt	Theater Specialist	1	\$ 45.82			1	\$ 47.65		
			2	\$ 48.23			2	\$ 50.16		
			3	\$ 50.77			3	\$ 52.80		
			4	\$ 53.44			4	\$ 55.58		
			5	\$ 56.25			\$ 9,750	\$ 117,000		
406	Non-Exempt	Traf Cont Maint I	1	\$ 37.95			1	\$ 39.47		
			2	\$ 39.95			2	\$ 41.55		
			3	\$ 42.05			3	\$ 43.74		
			4	\$ 44.26			4	\$ 46.04		
			5	\$ 46.59			\$ 8,076	\$ 96,907		
412	Non-Exempt	Traf Cont Maint li	1	\$ 35.13			1	\$ 36.56		
			2	\$ 36.98			2	\$ 38.48		
			3	\$ 38.93			3	\$ 40.50		
			4	\$ 40.98			4	\$ 42.63		
			5	\$ 43.14			\$ 7,478	\$ 89,731		
			1	\$ 40.61			1	\$ 42.25		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)							
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual				
407	Non-Exempt	Traf Cont Maint-L	2	\$ 42.75			2	\$ 44.47						
			3	\$ 45.00			3	\$ 46.81						
			4	\$ 47.37			4	\$ 49.27						
			5	\$ 49.86			\$ 8,642	\$ 103,709			5	\$ 51.86	\$ 8,989	\$ 107,869
575	Non-Exempt	Traffic Engineering Lead	1	\$ 73.81			1	\$ 76.76						
			2	\$ 77.69			2	\$ 80.80						
			3	\$ 81.78			3	\$ 85.05						
			4	\$ 86.08			4	\$ 89.53						
			5	\$ 90.61			\$ 15,706	\$ 188,469			5	\$ 94.24	\$ 16,335	\$ 196,019
435	Non-Exempt	Tree Maint Asst	1	\$ 33.92			1	\$ 35.28						
			2	\$ 35.71			2	\$ 37.14						
			3	\$ 37.59			3	\$ 39.09						
			4	\$ 39.57			4	\$ 41.15						
			5	\$ 41.65			\$ 7,219	\$ 86,632			5	\$ 43.32	\$ 7,509	\$ 90,106
434	Non-Exempt	Tree Maintenance Specialist	1	\$ 39.58			1	\$ 41.16						
			2	\$ 41.66			2	\$ 43.33						
			3	\$ 43.85			3	\$ 45.61						
			4	\$ 46.16			4	\$ 48.01						
			5	\$ 48.59			\$ 8,422	\$ 101,067			5	\$ 50.54	\$ 8,760	\$ 105,123
430	Non-Exempt	Tree Trim/Ln Clr	1	\$ 38.96			1	\$ 40.53						
			2	\$ 41.01			2	\$ 42.66						
			3	\$ 43.17			3	\$ 44.90						
			4	\$ 45.44			4	\$ 47.26						
			5	\$ 47.83			\$ 8,291	\$ 99,486			5	\$ 49.75	\$ 8,623	\$ 103,480
431	Non-Exempt	Tree Trim/Ln Clr-L	1	\$ 41.67			1	\$ 43.34						
			2	\$ 43.86			2	\$ 45.62						
			3	\$ 46.17			3	\$ 48.02						
			4	\$ 48.60			4	\$ 50.55						
			5	\$ 51.16			\$ 8,868	\$ 106,413			5	\$ 53.21	\$ 9,223	\$ 110,677
432	Non-Exempt	Tree Trm/Ln Clr Asst	1	\$ 36.74			1	\$ 38.20						
			2	\$ 38.67			2	\$ 40.21						
			3	\$ 40.70			3	\$ 42.33						
			4	\$ 42.84			4	\$ 44.56						
			5	\$ 45.09			\$ 7,816	\$ 93,787			5	\$ 46.90	\$ 8,129	\$ 97,552
223	Non-Exempt	Util Acctg Tech	1	\$ 37.86			1	\$ 39.37						
			2	\$ 39.85			2	\$ 41.44						
			3	\$ 41.95			3	\$ 43.62						
			4	\$ 44.16			4	\$ 45.92						
			5	\$ 46.48			\$ 8,057	\$ 96,678			5	\$ 48.34	\$ 8,379	\$ 100,547



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
272	Non-Exempt	Util Comp Tech	1	\$ 72.85			1	\$ 75.76		
			2	\$ 76.68			2	\$ 79.75		
			3	\$ 80.72			3	\$ 83.95		
			4	\$ 84.97			4	\$ 88.37		
			5	\$ 89.44			\$ 15,503	\$ 186,035		
273	Non-Exempt	Util Comp Tech-L	1	\$ 77.95			1	\$ 81.06		
			2	\$ 82.05			2	\$ 85.33		
			3	\$ 86.37			3	\$ 89.82		
			4	\$ 90.92			4	\$ 94.55		
			5	\$ 95.70			\$ 16,588	\$ 199,056		
219	Non-Exempt	Util Credit/Col Spec	1	\$ 45.08			1	\$ 46.89		
			2	\$ 47.45			2	\$ 49.36		
			3	\$ 49.95			3	\$ 51.96		
			4	\$ 52.58			4	\$ 54.69		
			5	\$ 55.35			\$ 9,594	\$ 115,128		
310	Non-Exempt	Util Engr Estimator	1	\$ 61.28			1	\$ 63.74		
			2	\$ 64.51			2	\$ 67.09		
			3	\$ 67.91			3	\$ 70.62		
			4	\$ 71.48			4	\$ 74.34		
			5	\$ 75.24			\$ 13,042	\$ 156,499		
486	Non-Exempt	Util Fld Svcs Rep	1	\$ 48.27			1	\$ 50.19		
			2	\$ 50.81			2	\$ 52.83		
			3	\$ 53.48			3	\$ 55.61		
			4	\$ 56.29			4	\$ 58.54		
			5	\$ 59.25			\$ 10,270	\$ 123,240		
480	Non-Exempt	Util Install/Rep	1	\$ 47.05			1	\$ 48.95		
			2	\$ 49.53			2	\$ 51.53		
			3	\$ 52.14			3	\$ 54.24		
			4	\$ 54.88			4	\$ 57.09		
			5	\$ 57.77			\$ 10,013	\$ 120,162		
481	Non-Exempt	Util Install/Rep Ast	1	\$ 39.91			1	\$ 41.51		
			2	\$ 42.01			2	\$ 43.69		
			3	\$ 44.22			3	\$ 45.99		
			4	\$ 46.55			4	\$ 48.41		
			5	\$ 49.00			\$ 8,493	\$ 101,920		
479	Non-Exempt	Util Install/Rep-L	1	\$ 51.35			1	\$ 53.40		
			2	\$ 54.05			2	\$ 56.21		
			3	\$ 56.89			3	\$ 59.17		
			4	\$ 59.88			4	\$ 62.28		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
			5	\$ 63.03	\$ 10,925	\$ 131,102	5	\$ 65.56	\$ 11,364	\$ 136,365
363	Non-Exempt	Util Key Acct Rep	1	\$ 50.86			1	\$ 52.91		
			2	\$ 53.54			2	\$ 55.69		
			3	\$ 56.36			3	\$ 58.62		
			4	\$ 59.33			4	\$ 61.70		
			5	\$ 62.45			\$ 10,825	\$ 129,896		
3630	Non-Exempt	Util Key Acct Rep -S	1	\$ 50.86			1	\$ 52.91		
			2	\$ 53.54			2	\$ 55.69		
			3	\$ 56.36			3	\$ 58.62		
			4	\$ 59.33			4	\$ 61.70		
			5	\$ 62.45			\$ 10,825	\$ 129,896		
271	Non-Exempt	Util Locator	1	\$ 46.51			1	\$ 48.37		
			2	\$ 48.96			2	\$ 50.92		
			3	\$ 51.54			3	\$ 53.60		
			4	\$ 54.25			4	\$ 56.42		
			5	\$ 57.10			\$ 9,897	\$ 118,768		
215	Non-Exempt	Sustainability Programs Administrator	1	\$ 49.15			1	\$ 51.13		
			2	\$ 51.74			2	\$ 53.82		
			3	\$ 54.46			3	\$ 56.65		
			4	\$ 57.33			4	\$ 59.63		
			5	\$ 60.35			\$ 10,461	\$ 125,528		
TBD	Non-Exempt	Associate Sustainability Programs Administrator	1	\$ 44.36			1	\$ 46.13		
			2	\$ 46.70			2	\$ 48.56		
			3	\$ 49.15			3	\$ 51.12		
			4	\$ 51.74			4	\$ 53.81		
			5	\$ 54.46			\$ 9,440	\$ 113,277		
233	Non-Exempt	Util Rate Analyst	1	\$ 49.69			1	\$ 51.68		
			2	\$ 52.30			2	\$ 54.40		
			3	\$ 55.05			3	\$ 57.26		
			4	\$ 57.95			4	\$ 60.27		
			5	\$ 61.00			\$ 10,573	\$ 126,880		
307	Non-Exempt	Util Syst Oper	1	\$ 81.56			1	\$ 84.83		
			2	\$ 85.85			2	\$ 89.29		
			3	\$ 90.37			3	\$ 93.99		
			4	\$ 95.13			4	\$ 98.94		
			5	\$ 100.14			\$ 17,358	\$ 208,291		
322	Non-Exempt	Util Syst Oper in Training	1	\$ 77.49			1	\$ 80.60		
			2	\$ 81.57			2	\$ 84.84		
			3	\$ 85.86			3	\$ 89.30		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
			4	\$ 90.38			4	\$ 94.00		
			5	\$ 95.14	\$ 16,491	\$ 197,891	5	\$ 98.95	\$ 17,151	\$ 205,816
284	Non-Exempt	Utilities Engineer Estimator Lead	1	\$ 65.57			1	\$ 68.17		
			2	\$ 69.02			2	\$ 71.76		
			3	\$ 72.65			3	\$ 75.54		
			4	\$ 76.47			4	\$ 79.52		
			5	\$ 80.49	\$ 13,952	\$ 167,419	5	\$ 83.71	\$ 14,510	\$ 174,117
290	Non-Exempt	Utl Install Repair Lead-Welding Cert	1	\$ 53.40			1	\$ 55.54		
			2	\$ 56.21			2	\$ 58.46		
			3	\$ 59.17			3	\$ 61.54		
			4	\$ 62.28			4	\$ 64.78		
			5	\$ 65.56	\$ 11,364	\$ 136,365	5	\$ 68.19	\$ 11,820	\$ 141,835
289	Non-Exempt	Utl Install Repair-Welding Cert	1	\$ 48.92			1	\$ 50.87		
			2	\$ 51.49			2	\$ 53.55		
			3	\$ 54.20			3	\$ 56.37		
			4	\$ 57.05			4	\$ 59.34		
			5	\$ 60.05	\$ 10,409	\$ 124,904	5	\$ 62.46	\$ 10,826	\$ 129,917
274	Non-Exempt	Volunteer Coord	1	\$ 38.90			1	\$ 40.47		
			2	\$ 40.95			2	\$ 42.60		
			3	\$ 43.10			3	\$ 44.84		
			4	\$ 45.37			4	\$ 47.20		
			5	\$ 47.76	\$ 8,278	\$ 99,341	5	\$ 49.68	\$ 8,611	\$ 103,334
482	Non-Exempt	Water Meter Rep Asst	1	\$ 32.88			1	\$ 34.21		
			2	\$ 34.61			2	\$ 36.01		
			3	\$ 36.43			3	\$ 37.90		
			4	\$ 38.35			4	\$ 39.89		
			5	\$ 40.37	\$ 6,997	\$ 83,970	5	\$ 41.99	\$ 7,278	\$ 87,339
484	Non-Exempt	Water Meter Repair	1	\$ 36.41			1	\$ 37.88		
			2	\$ 38.33			2	\$ 39.87		
			3	\$ 40.35			3	\$ 41.97		
			4	\$ 42.47			4	\$ 44.18		
			5	\$ 44.71	\$ 7,750	\$ 92,997	5	\$ 46.50	\$ 8,060	\$ 96,720
499	Non-Exempt	Water Sys Oper I	1	\$ 37.57			1	\$ 39.08		
			2	\$ 39.55			2	\$ 41.14		
			3	\$ 41.63			3	\$ 43.30		
			4	\$ 43.82			4	\$ 45.58		
			5	\$ 46.13	\$ 7,996	\$ 95,950	5	\$ 47.98	\$ 8,317	\$ 99,798
			1	\$ 42.92			1	\$ 44.64		
			2	\$ 45.18			2	\$ 46.99		



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)							
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual				
507	Non-Exempt	Water Sys Oper II	3	\$ 47.56			3	\$ 49.46						
			4	\$ 50.06			4	\$ 52.06						
			5	\$ 52.69			\$ 9,133	\$ 109,595			5	\$ 54.80	\$ 9,499	\$ 113,984
500	Non-Exempt	WQC Plt Oper I	1	\$ 39.42			1	\$ 40.99						
			2	\$ 41.49			2	\$ 43.15						
			3	\$ 43.67			3	\$ 45.42						
			4	\$ 45.97			4	\$ 47.81						
			5	\$ 48.39			\$ 8,388	\$ 100,651			5	\$ 50.33	\$ 8,724	\$ 104,686
509	Non-Exempt	WQC Plt Oper II	1	\$ 45.03			1	\$ 46.84						
			2	\$ 47.40			2	\$ 49.31						
			3	\$ 49.89			3	\$ 51.90						
			4	\$ 52.52			4	\$ 54.63						
			5	\$ 55.28			\$ 9,582	\$ 114,982			5	\$ 57.50	\$ 9,967	\$ 119,600
510	Non-Exempt	WQC Plt Oper Trn	1	\$ 34.72			1	\$ 36.10						
			2	\$ 36.55			2	\$ 38.00						
			3	\$ 38.47			3	\$ 40.00						
			4	\$ 40.49			4	\$ 42.11						
			5	\$ 42.62			\$ 7,387	\$ 88,650			5	\$ 44.33	\$ 7,684	\$ 92,206
226	Non-Exempt	Wtr Mtr Crs Cn Tec	1	\$ 37.36			1	\$ 38.86						
			2	\$ 39.33			2	\$ 40.90						
			3	\$ 41.40			3	\$ 43.05						
			4	\$ 43.58			4	\$ 45.32						
			5	\$ 45.87			\$ 7,951	\$ 95,410			5	\$ 47.71	\$ 8,270	\$ 99,237
315	Non-Exempt	Public Safety Dispatcher - Lead	1	\$ 56.53			1	\$ 58.79						
			2	\$ 59.50			2	\$ 61.88						
			3	\$ 62.63			3	\$ 65.14						
			4	\$ 65.93			4	\$ 68.57						
			5	\$ 69.40			\$ 12,029	\$ 144,352			5	\$ 72.18	\$ 12,511	\$ 150,134
			6	\$ 71.14			Longevity Steps				6	\$ 73.99	Longevity Steps	
			7	\$ 72.92			Longevity Steps				7	\$ 75.84	Longevity Steps	
298	Non-Exempt	Public Safety Dispatcher I	1	\$ 47.83			1	\$ 49.75						
			2	\$ 50.35			2	\$ 52.37						
			3	\$ 53.00			3	\$ 55.13						
			4	\$ 55.79			4	\$ 58.03						
			5	\$ 58.73			\$ 10,180	\$ 122,158			5	\$ 61.08	\$ 10,587	\$ 127,046
			6	\$ 60.20			Longevity Steps				6	\$ 62.61	Longevity Steps	
			7	\$ 61.71			Longevity Steps				7	\$ 64.18	Longevity Steps	
			1	\$ 50.38			1	\$ 52.39						
			2	\$ 53.03			2	\$ 55.15						
			3	\$ 55.82			3	\$ 58.05						



Service Employees International Union (SEIU) Salary Schedule

Job Code	FLSA	Job Title	Effective 01/28/2023 (MKT + 4%)				Effective 2024 01/13/2024 (4%)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
316	Non-Exempt	Public Safety Dispatcher II	4	\$ 58.76			4	\$ 61.11		
			5	\$ 61.85	\$ 10,721	\$ 128,648	5	\$ 64.33	\$ 11,151	\$ 133,806
			6	\$ 63.40	Longevity Steps		6	\$ 65.94	Longevity Steps	
			7	\$ 64.99			7	\$ 67.59		
576	Non-Exempt	Inspector, WGW Utilities Field	1	\$ 52.09			1	\$ 54.18		
			2	\$ 54.83			2	\$ 57.03		
			3	\$ 57.72			3	\$ 60.03		
			4	\$ 60.76			4	\$ 63.19		
			5	\$ 63.96	\$ 11,086	\$ 133,037	5	\$ 66.52	\$ 11,530	\$ 138,362
578	Non-Exempt	Airport Specialist I	1	\$ 37.84			1	\$ 39.36		
			2	\$ 39.83			2	\$ 41.43		
			3	\$ 41.93			3	\$ 43.61		
			4	\$ 44.14			4	\$ 45.90		
			5	\$ 46.46	\$ 8,053	\$ 96,637	5	\$ 48.32	\$ 8,375	\$ 100,506
579	Non-Exempt	Airport Specialist II	1	\$ 41.93			1	\$ 43.60		
			2	\$ 44.14			2	\$ 45.89		
			3	\$ 46.46			3	\$ 48.31		
			4	\$ 48.90			4	\$ 50.85		
			5	\$ 51.47	\$ 8,921	\$ 107,058	5	\$ 53.53	\$ 9,279	\$ 111,342