

APPENDIX A-1

SEIU 2025-2026 SALARY TABLE

The following salary tables are effective July 5, 2025:

FY 2025-2026
Effective date: 07/05/2025

Job Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Account Clerk	24	\$4,427	\$4,652	\$4,887	\$5,135	\$5,526
Accountant	34	\$6,235	\$6,551	\$6,884	\$7,231	\$7,783
Administrative Aide	11	\$5,439	\$5,714	\$6,003	\$6,307	\$6,788
Animal Services Officer	8	\$4,715	\$4,954	\$5,205	\$5,468	\$5,885
Assistant Deputy City Clerk	39	\$5,688	\$5,976	\$6,279	\$6,596	\$7,101
Assistant Planner	14	\$6,420	\$6,746	\$7,086	\$7,446	\$8,013
Associate Planner	43	\$7,288	\$7,657	\$8,045	\$8,453	\$9,097
Auto Shop Technician	22	\$4,725	\$4,965	\$5,216	\$5,480	\$5,898
Building Inspector	42	\$7,182	\$7,545	\$7,927	\$8,329	\$8,964
Building Trades Technician	29	\$5,598	\$5,881	\$6,179	\$6,491	\$6,986
Child Care Assistant	6	\$4,322	\$4,542	\$4,771	\$5,013	\$5,395
Civil Engineering Assistant	16	\$6,972	\$7,325	\$7,696	\$8,085	\$8,701
Civil Engineering Technician	13	\$6,059	\$6,366	\$6,688	\$7,026	\$7,563
Code Enforcement Officer	12	\$5,739	\$6,029	\$6,334	\$6,655	\$7,163
Communication Dispatcher	37	\$5,924	\$6,225	\$6,540	\$6,871	\$7,394
Communications Dispatcher Trainee	33	\$4,896	\$5,144	\$5,404	\$5,678	\$6,110
Retitled Media Specialist II						
Community Service Officer	45	\$4,708	\$4,946	\$5,197	\$5,460	\$5,876
Consumer Service Representative	23	\$5,294	\$5,562	\$5,843	\$6,139	\$6,607
Crew Leader	29	\$5,598	\$5,881	\$6,179	\$6,491	\$6,986
Cross Connection Control Inspector	1	\$7,105	\$7,464	\$7,843	\$8,239	\$8,967
Dial-A-Ride Dispatcher	45	\$4,708	\$4,946	\$5,197	\$5,460	\$5,876
Dial-A-Ride Driver	17	\$3,174	\$3,335	\$3,503	\$3,681	\$3,962
Economic Development Specialist	16	\$6,972	\$7,325	\$7,696	\$8,085	\$8,701
Electrician	13	\$6,059	\$6,366	\$6,688	\$7,026	\$7,563
Equipment Mechanic	29	\$5,598	\$5,881	\$6,179	\$6,491	\$6,986
Equipment Service Specialist	22	\$4,725	\$4,965	\$5,216	\$5,480	\$5,898
Evidence Officer	44	\$5,083	\$5,340	\$5,611	\$5,895	\$6,344
Fire Prevention Permit Technician	10	\$5,172	\$5,434	\$5,709	\$5,997	\$6,455
Fire Safety Specialist	15	\$6,804	\$7,149	\$7,511	\$7,890	\$8,493
Fire Recruit	15	\$5,553				
Geographical Information Systems (GIS) Analyst	36	\$6,932	\$7,283	\$7,651	\$8,038	\$8,651
Irrigation Specialist	22	\$4,725	\$4,965	\$5,216	\$5,480	\$5,898
Information Technology Technician I	12	\$5,739	\$6,029	\$6,334	\$6,655	\$7,163
Information Technology Technician II	15	\$6,804	\$7,149	\$7,511	\$7,890	\$8,493
Jailer	3	\$4,977	\$5,228	\$5,493	\$5,771	\$6,211
Lead Equipment Mechanic	38	\$6,438	\$6,763	\$7,106	\$7,466	\$8,034
Librarian	7	\$6,489	\$6,818	\$7,162	\$7,525	\$8,098
Library Circulation Service Supervisor	9	\$4,934	\$5,184	\$5,446	\$5,721	\$6,159
Library Assistant	6	\$4,322	\$4,542	\$4,771	\$5,013	\$5,395

Library Technician	9	\$4,934	\$5,184	\$5,446	\$5,721	\$6,159
Maintenance Worker	20	\$4,498	\$4,725	\$4,965	\$5,216	\$5,614
Management Aide	28	\$5,467	\$5,742	\$6,034	\$6,338	\$6,821
Management Analyst	36	\$6,932	\$7,283	\$7,651	\$8,038	\$8,651
Media Specialist I	10	\$5,172	\$5,434	\$5,709	\$5,997	\$6,455
Media Specialist II	18	\$5,711	\$6,000	\$6,304	\$6,623	\$7,128
Office Assistant (Senior Clerk Typist)	6	\$4,322	\$4,542	\$4,771	\$5,013	\$5,395
Outreach and Housing Navigation Coord.	46	\$5,823	\$6,118	\$6,428	\$6,753	\$7,268
Park Maintenance Crew Leader	29	\$5,598	\$5,881	\$6,179	\$6,491	\$6,986
Park Maintenance Lead Worker	26	\$5,205	\$5,468	\$5,745	\$6,036	\$6,496
Park Maintenance Worker	20	\$4,498	\$4,725	\$4,965	\$5,216	\$5,614
Permit Technician I	10	\$5,172	\$5,434	\$5,709	\$5,997	\$6,455
Permit Technician II	12	\$5,739	\$6,029	\$6,334	\$6,655	\$7,163
Plan Checker	41	\$7,689	\$8,078	\$8,487	\$8,917	\$9,597
Planning Technician	11	\$5,439	\$5,714	\$6,003	\$6,307	\$6,788
Police Clerk	4	\$4,369	\$4,591	\$4,823	\$5,067	\$5,454
Police Officer Recruit	15	\$5,553				
Pool Maintenance Worker	20	\$4,498	\$4,725	\$4,965	\$5,216	\$5,614
Program Coordinator	11	\$5,439	\$5,714	\$6,003	\$6,307	\$6,788
Public Works Inspector	35	\$6,424	\$6,749	\$7,091	\$7,449	\$8,018
Public Works Technician	11	\$5,439	\$5,714	\$6,003	\$6,307	\$6,788
Recreation Specialist	6	\$4,322	\$4,542	\$4,771	\$5,013	\$5,395
Secretary (non-conf)	10	\$5,172	\$5,434	\$5,709	\$5,997	\$6,455
Senior Account Clerk (non-conf)	10	\$5,172	\$5,434	\$5,709	\$5,997	\$6,455
Senior Code Compliance Officer	14	\$6,420	\$6,746	\$7,086	\$7,446	\$8,013
Senior Library Assistant	8	\$4,715	\$4,954	\$5,205	\$5,468	\$5,885
Senior Maintenance Worker	33	\$4,896	\$5,144	\$5,404	\$5,678	\$6,110
Senior Management Analyst	19	\$8,227	\$8,644	\$9,082	\$9,542	\$10,270
Senior Water Production System Operator	40	\$6,596	\$6,930	\$7,281	\$7,649	\$8,232
Support Services Supervisor	15	\$6,804	\$7,149	\$7,511	\$7,890	\$8,493
Water Distribution Lead Worker	27	\$5,692	\$5,980	\$6,283	\$6,601	\$7,104
Water Production System Operator	25	\$5,841	\$6,136	\$6,447	\$6,774	\$7,290
Water Utility Maintenance Worker	21	\$4,879	\$5,126	\$5,385	\$5,658	\$6,089

APPENDIX A-2

SEIU 2026-2027 SALARY TABLE

The following salary tables are effective the first full pay period after July 1, 2026:

FY 2026-2027
Effective date: 07/04/2026

Job Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Account Clerk	24	\$4,604	\$4,838	\$5,083	\$5,340	\$5,747
Accountant	34	\$6,485	\$6,813	\$7,159	\$7,521	\$8,094
Administrative Aide	11	\$5,656	\$5,943	\$6,243	\$6,560	\$7,060
Animal Services Officer	8	\$4,903	\$5,152	\$5,413	\$5,687	\$6,121
Assistant Deputy City Clerk	39	\$5,916	\$6,215	\$6,530	\$6,860	\$7,385
Assistant Planner	14	\$6,677	\$7,016	\$7,370	\$7,744	\$8,333
Associate Planner	43	\$7,580	\$7,963	\$8,367	\$8,791	\$9,461
Auto Shop Technician	22	\$4,914	\$5,163	\$5,424	\$5,699	\$6,134
Building Inspector	42	\$7,469	\$7,847	\$8,244	\$8,662	\$9,323
Building Trades Technician	29	\$5,822	\$6,116	\$6,426	\$6,751	\$7,266
Child Care Assistant	6	\$4,495	\$4,723	\$4,962	\$5,214	\$5,611
Civil Engineering Assistant	16	\$7,251	\$7,618	\$8,004	\$8,408	\$9,049
Civil Engineering Technician	13	\$6,301	\$6,621	\$6,956	\$7,307	\$7,865
Code Enforcement Officer	12	\$5,969	\$6,270	\$6,588	\$6,921	\$7,450
Communication Dispatcher	37	\$6,161	\$6,474	\$6,801	\$7,146	\$7,690
Communications Dispatcher Trainee	33	\$5,092	\$5,350	\$5,621	\$5,905	\$6,355
Community Service Officer	45	\$4,896	\$5,144	\$5,405	\$5,678	\$6,111
Consumer Service Representative	23	\$5,505	\$5,785	\$6,077	\$6,384	\$6,871
Crew Leader	29	\$5,822	\$6,116	\$6,426	\$6,751	\$7,266
Cross Connection Control Inspector	1	\$7,389	\$7,763	\$8,156	\$8,568	\$9,222
Dial-A-Ride Dispatcher	45	\$4,896	\$5,144	\$5,405	\$5,678	\$6,111
Dial-A-Ride Driver	17	\$3,301	\$3,468	\$3,643	\$3,828	\$4,120
Economic Development Specialist	16	\$7,251	\$7,618	\$8,004	\$8,408	\$9,049
Electrician	13	\$6,301	\$6,621	\$6,956	\$7,307	\$7,865
Equipment Mechanic	29	\$5,822	\$6,116	\$6,426	\$6,751	\$7,266
Equipment Service Specialist	22	\$4,914	\$5,163	\$5,424	\$5,699	\$6,134
Evidence Officer	44	\$5,286	\$5,553	\$5,835	\$6,131	\$6,598
Fire Prevention Permit Technician	10	\$5,379	\$5,651	\$5,937	\$6,237	\$6,713
Fire Safety Specialist	15	\$7,076	\$7,435	\$7,811	\$8,206	\$8,832
Fire Recruit	15	\$5,775				
Geographical Information Systems (GIS) Analyst	36	\$7,209	\$7,574	\$7,957	\$8,360	\$8,997
Irrigation Specialist	22	\$4,914	\$5,163	\$5,424	\$5,699	\$6,134
Information Technology Technician I	12	\$5,739	\$6,029	\$6,334	\$6,655	\$7,163
Information Technology Technician II	15	\$7,076	\$7,435	\$7,811	\$8,206	\$8,832
Jailer	3	\$5,176	\$5,437	\$5,713	\$6,002	\$6,459
Lead Equipment Mechanic	38	\$6,696	\$7,034	\$7,391	\$7,765	\$8,355
Librarian	7	\$6,749	\$7,091	\$7,449	\$7,826	\$8,422
Library Circulation Service Supervisor	9	\$5,131	\$5,391	\$5,663	\$5,950	\$6,405
Library Assistant	6	\$4,495	\$4,723	\$4,962	\$5,214	\$5,611
Library Technician	9	\$5,131	\$5,391	\$5,663	\$5,950	\$6,405

Maintenance Worker	20	\$4,678	\$4,914	\$5,163	\$5,424	\$5,839
Management Aide	28	\$5,686	\$5,971	\$6,275	\$6,591	\$7,094
Management Analyst	36	\$7,209	\$7,574	\$7,957	\$8,360	\$8,997
Media Specialist I	10	\$5,379	\$5,651	\$5,937	\$6,237	\$6,713
Media Specialist II	18	\$5,939	\$6,240	\$6,556	\$6,888	\$7,413
Office Assistant	6	\$4,495	\$4,723	\$4,962	\$5,214	\$5,611
Outreach and Housing Navigation Coord.	46	\$6,056	\$6,362	\$6,685	\$7,023	\$7,559
Park Maintenance Crew Leader	29	\$5,822	\$6,116	\$6,426	\$6,751	\$7,266
Park Maintenance Lead Worker	26	\$5,413	\$5,687	\$5,975	\$6,278	\$6,756
Park Maintenance Worker	20	\$4,678	\$4,914	\$5,163	\$5,424	\$5,839
Permit Technician I	10	\$5,379	\$5,651	\$5,937	\$6,237	\$6,713
Permit Technician II	12	\$5,739	\$6,029	\$6,334	\$6,655	\$7,163
Plan Checker	41	\$7,996	\$8,401	\$8,826	\$9,274	\$9,981
Planning Technician	11	\$5,656	\$5,943	\$6,243	\$6,560	\$7,060
Police Clerk	4	\$4,544	\$4,775	\$5,016	\$5,270	\$5,672
Police Officer Recruit	15	\$5,775				
Pool Maintenance Worker	20	\$4,678	\$4,914	\$5,163	\$5,424	\$5,839
Program Coordinator	11	\$5,656	\$5,943	\$6,243	\$6,560	\$7,060
Public Works Inspector	35	\$6,681	\$7,019	\$7,375	\$7,747	\$8,338
Public Works Technician	11	\$5,656	\$5,943	\$6,243	\$6,560	\$7,060
Recreation Specialist	6	\$4,322	\$4,542	\$4,771	\$5,013	\$5,395
Secretary (non-conf)	10	\$5,379	\$5,651	\$5,937	\$6,237	\$6,713
Senior Account Clerk (non-conf)	10	\$5,379	\$5,651	\$5,937	\$6,237	\$6,713
Senior Code Compliance Officer	14	\$6,677	\$7,016	\$7,370	\$7,744	\$8,333
Senior Library Assistant	8	\$4,903	\$5,152	\$5,413	\$5,687	\$6,121
Senior Maintenance Worker	33	\$5,092	\$5,350	\$5,621	\$5,905	\$6,355
Senior Management Analyst	19	\$8,556	\$8,989	\$9,445	\$9,924	\$10,681
Senior Water Production System Operator	40	\$6,860	\$7,207	\$7,572	\$7,955	\$8,561
Support Services Supervisor	15	\$7,076	\$7,435	\$7,811	\$8,206	\$8,832
Water Distribution Lead Worker	27	\$5,920	\$6,219	\$6,534	\$6,865	\$7,388
Water Production System Operator	25	\$6,075	\$6,382	\$6,705	\$7,045	\$7,582
Water Utility Maintenance Worker	21	\$5,074	\$5,331	\$5,601	\$5,885	\$6,333

APPENDIX A-3

SEIU 2027-2028 SALARY TABLE

The following salary tables are effective the first full pay period after July 1, 2027:

FY 2027-2028
Effective date: 07/03/2027

Job Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Account Clerk	24	\$4,742	\$4,983	\$5,235	\$5,500	\$5,919
Accountant	34	\$6,679	\$7,018	\$7,374	\$7,746	\$8,337
Administrative Aide	11	\$5,826	\$6,121	\$6,431	\$6,756	\$7,272
Animal Services Officer	8	\$5,051	\$5,307	\$5,576	\$5,857	\$6,304
Assistant Deputy City Clerk	39	\$6,093	\$6,402	\$6,726	\$7,066	\$7,606
Assistant Planner	14	\$6,878	\$7,226	\$7,591	\$7,976	\$8,583
Associate Planner	43	\$7,807	\$8,202	\$8,618	\$9,054	\$9,745
Auto Shop Technician	22	\$5,062	\$5,318	\$5,587	\$5,870	\$6,318
Building Inspector	42	\$7,693	\$8,082	\$8,491	\$8,922	\$9,602
Building Trades Technician	29	\$5,996	\$6,299	\$6,619	\$6,953	\$7,484
Child Care Assistant	6	\$4,630	\$4,865	\$5,111	\$5,370	\$5,779
Civil Engineering Assistant	16	\$7,469	\$7,846	\$8,244	\$8,660	\$9,321
Civil Engineering Technician	13	\$6,490	\$6,819	\$7,164	\$7,527	\$8,101
Code Enforcement Officer	12	\$6,148	\$6,458	\$6,785	\$7,129	\$7,673
Communication Dispatcher	37	\$6,346	\$6,668	\$7,005	\$7,360	\$7,921
Communications Dispatcher Trainee	33	\$5,245	\$5,510	\$5,789	\$6,082	\$6,545
Community Service Officer	45	\$5,043	\$5,298	\$5,567	\$5,849	\$6,294
Consumer Service Representative	23	\$5,671	\$5,958	\$6,259	\$6,576	\$7,077
Crew Leader	29	\$5,996	\$6,299	\$6,619	\$6,953	\$7,484
Cross Connection Control Inspector	1	\$7,611	\$7,996	\$8,401	\$8,825	\$9,498
Dial-A-Ride Dispatcher	45	\$5,671	\$5,958	\$6,259	\$6,576	\$7,077
Dial-A-Ride Driver	17	\$3,400	\$3,572	\$3,753	\$3,943	\$4,244
Economic Development Specialist	16	\$7,469	\$7,846	\$8,244	\$8,660	\$9,321
Electrician	13	\$6,490	\$6,819	\$7,164	\$7,527	\$8,101
Equipment Mechanic	29	\$5,996	\$6,299	\$6,619	\$6,953	\$7,484
Equipment Service Specialist	22	\$5,062	\$5,318	\$5,587	\$5,870	\$6,318
Evidence Officer	44	\$5,444	\$5,720	\$6,010	\$6,314	\$6,796
Fire Prevention Permit Technician	10	\$5,540	\$5,821	\$6,115	\$6,424	\$6,914
Fire Safety Specialist	15	\$7,288	\$7,658	\$8,046	\$8,452	\$9,097
Fire Recruit	15	\$5,948				
Geographical Information Systems (GIS) Analyst	36	\$7,425	\$7,801	\$8,195	\$8,611	\$9,267
Irrigation Specialist	22	\$5,062	\$5,318	\$5,587	\$5,870	\$6,318
Information Technology Technician I	12	\$6,148	\$6,458	\$6,785	\$7,129	\$7,673
Information Technology Technician II	15	\$7,288	\$7,658	\$8,046	\$8,452	\$9,097
Jailer	3	\$5,331	\$5,600	\$5,884	\$6,182	\$6,653
Lead Equipment Mechanic	38	\$6,897	\$7,245	\$7,612	\$7,998	\$8,606
Librarian	7	\$6,951	\$7,303	\$7,672	\$8,061	\$8,675
Library Circulation Service Supervisor	9	\$5,285	\$5,553	\$5,833	\$6,129	\$6,597
Library Assistant	6	\$4,630	\$4,865	\$5,111	\$5,370	\$5,779
Library Technician	9	\$5,285	\$5,553	\$5,833	\$6,129	\$6,597

Maintenance Worker	20	\$4,818	\$5,062	\$5,318	\$5,587	\$6,014
Management Aide	28	\$5,856	\$6,150	\$6,463	\$6,789	\$7,307
Management Analyst	36	\$7,425	\$7,801	\$8,195	\$8,611	\$9,267
Media Specialist I	10	\$5,540	\$5,821	\$6,115	\$6,424	\$6,914
Media Specialist II	18	\$6,117	\$6,427	\$6,753	\$7,095	\$7,635
Office Assistant	6	\$4,630	\$4,865	\$5,111	\$5,370	\$5,779
Outreach and Housing Navigation Coord.	46	\$6,238	\$6,553	\$6,886	\$7,234	\$7,785
Park Maintenance Crew Leader	29	\$5,996	\$6,299	\$6,619	\$6,953	\$7,484
Park Maintenance Lead Worker	26	\$5,576	\$5,857	\$6,154	\$6,466	\$6,958
Park Maintenance Worker	20	\$4,818	\$5,062	\$5,318	\$5,587	\$6,014
Permit Technician I	10	\$5,540	\$5,821	\$6,115	\$6,424	\$6,914
Permit Technician II	12	\$6,148	\$6,458	\$6,785	\$7,129	\$7,673
Plan Checker	41	\$8,236	\$8,653	\$9,091	\$9,552	\$10,280
Planning Technician	11	\$5,826	\$6,121	\$6,431	\$6,756	\$7,272
Police Clerk	4	\$4,681	\$4,918	\$5,167	\$5,428	\$5,842
Police Officer Recruit	15	\$5,948				
Pool Maintenance Worker	20	\$4,818	\$5,062	\$5,318	\$5,587	\$6,014
Program Coordinator	11	\$5,826	\$6,121	\$6,431	\$6,756	\$7,272
Public Works Inspector	35	\$6,881	\$7,230	\$7,596	\$7,980	\$8,588
Public Works Technician	11	\$5,826	\$6,121	\$6,431	\$6,756	\$7,272
Recreation Specialist	6	\$4,630	\$4,865	\$5,111	\$5,370	\$5,779
Secretary (non-conf)	10	\$5,540	\$5,821	\$6,115	\$6,424	\$6,914
Senior Account Clerk (non-conf)	10	\$5,540	\$5,821	\$6,115	\$6,424	\$6,914
Senior Code Compliance Officer	14	\$6,878	\$7,226	\$7,591	\$7,976	\$8,583
Senior Library Assistant	8	\$5,051	\$5,307	\$5,576	\$5,857	\$6,304
Senior Maintenance Worker	33	\$5,245	\$5,510	\$5,789	\$6,082	\$6,545
Senior Management Analyst	19	\$8,813	\$9,259	\$9,728	\$10,221	\$11,001
Senior Water Production System Operator	40	\$7,066	\$7,423	\$7,799	\$8,193	\$8,818
Support Services Supervisor	15	\$7,288	\$7,658	\$8,046	\$8,452	\$9,097
Water Distribution Lead Worker	27	\$6,097	\$6,405	\$6,730	\$7,071	\$7,610
Water Production System Operator	25	\$6,257	\$6,573	\$6,906	\$7,256	\$7,809
Water Utility Maintenance Worker	21	\$5,226	\$5,491	\$5,769	\$6,061	\$6,523