

CITY OF EAST PALO ALTO
Compensation Schedule
Compensation Schedule for Active Positions
2014-2015 Wage 1.53846% Reduction -- MEA; 2.5% Increase -- POA
Updated January 2015

	Step A	Step B	Step C	Step D	Step E
Accountant I (SEIU)					
Hourly	26.8398	28.1818	29.5908	31.0704	32.6239
Bi-Weekly	2,147.18	2,254.54	2,367.27	2,485.63	2,609.91
Monthly	4,652.23	4,884.84	5,129.08	5,385.53	5,654.81
Annual	55,826.72	58,618.05	61,548.96	64,626.41	67,857.73
Accountant II (SEIU)					
Hourly	29.6543	31.1371	32.6939	34.3286	36.0450
Bi-Weekly	2,372.35	2,490.96	2,615.51	2,746.29	2,883.60
Monthly	5,140.09	5,397.09	5,666.94	5,950.29	6,247.81
Annual	61,681.03	64,765.08	68,003.33	71,403.50	74,973.68
Account Technician (SEIU)					
Hourly	22.4265	23.5478	24.7252	25.9615	27.2596
Bi-Weekly	1,794.12	1,883.83	1,978.02	2,076.92	2,180.77
Monthly	3,887.26	4,081.63	4,285.71	4,499.99	4,724.99
Annual	46,647.16	48,979.51	51,428.49	53,999.91	56,699.91
Administrative Assistant (SEIU)					
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
Administrative Services Manager (MEA - Management)					
Hourly	42.9685	45.1169	47.3728	49.7414	52.2285
Bi-Weekly	3,437.48	3,609.35	3,789.82	3,979.31	4,178.28
Monthly	7,447.87	7,820.27	8,211.28	8,621.84	9,052.93
Annual	89,374.46	93,843.18	98,535.34	103,462.11	108,635.21
Assistant City Attorney (Management - Unrepresented)					
Hourly	51.2886	53.8530	56.5457	59.3730	62.3416
Bi-Weekly	4,103.09	4,308.24	4,523.66	4,749.84	4,987.33
Monthly	8,890.03	9,334.53	9,801.25	10,291.32	10,805.88
Annual	106,680.32	112,014.34	117,615.05	123,495.81	129,670.60
Assistant City Manager (Executive - Unrepresented)					
Hourly	73.9388	77.6358	81.5176	85.5934	89.8731
Bi-Weekly	5,915.11	6,210.86	6,521.41	6,847.48	7,189.85
Monthly	12,816.06	13,456.87	14,129.71	14,836.20	15,578.01
Annual	153,792.78	161,482.42	169,556.54	178,034.36	186,936.08
Assistant Civil Engineer (SEIU)					
Hourly	32.2138	33.8244	35.5157	37.2915	39.1560
Bi-Weekly	2,577.10	2,705.96	2,841.25	2,983.32	3,132.48
Monthly	5,583.72	5,862.90	6,156.05	6,463.85	6,787.04
Annual	67,004.62	70,354.85	73,872.59	77,566.22	81,444.53

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Associate Civil Engineer (SEIU)					
Hourly	37.2915	39.1560	41.1138	43.1695	45.3280
Bi-Weekly	2,983.32	3,132.48	3,289.11	3,453.56	3,626.24
Monthly	6,463.85	6,787.04	7,126.40	7,482.72	7,856.85
Annual	77,566.22	81,444.53	85,516.76	89,792.60	94,282.23
Assistant Planner (SEIU)					
Hourly	31.6548	33.2376	34.8994	36.6444	38.4766
Bi-Weekly	2,532.39	2,659.01	2,791.96	2,931.55	3,078.13
Monthly	5,486.84	5,761.18	6,049.24	6,351.70	6,669.28
Annual	65,842.04	69,134.14	72,590.84	76,220.39	80,031.41
Associate Planner (SEIU)					
Hourly	33.2727	34.9363	36.6831	38.5173	40.4432
Bi-Weekly	2,661.81	2,794.91	2,934.65	3,081.38	3,235.45
Monthly	5,767.27	6,055.63	6,358.41	6,676.33	7,010.15
Annual	69,207.19	72,667.54	76,300.92	80,115.97	84,121.77
Building Inspector (SEIU)					
Hourly	31.0824	32.6366	34.2684	35.9818	37.7809
Bi-Weekly	2,486.59	2,610.92	2,741.47	2,878.54	3,022.47
Monthly	5,387.62	5,657.00	5,939.85	6,236.85	6,548.69
Annual	64,651.46	67,884.04	71,278.24	74,842.15	78,584.26
Building Permit Technician (SEIU)					
Hourly	22.0319	23.1335	24.2901	25.5046	26.7799
Bi-Weekly	1,762.55	1,850.68	1,943.21	2,040.37	2,142.39
Monthly	3,818.86	4,009.80	4,210.29	4,420.80	4,641.84
Annual	45,826.28	48,117.59	50,523.47	53,049.64	55,702.13
Chief Building Official (MEA - At-Will - Management)					
Hourly	48.6405	51.0726	53.6262	56.3075	59.1229
Bi-Weekly	3,891.24	4,085.80	4,290.09	4,504.60	4,729.83
Monthly	8,431.03	8,852.58	9,295.21	9,759.97	10,247.96
Annual	101,172.30	106,230.92	111,542.46	117,119.59	122,975.57
City Attorney (Executive - Unrepresented)					
Hourly	73.0046	76.6549	80.4876	84.5120	88.7376
Bi-Weekly	5,840.37	6,132.39	6,439.01	6,760.96	7,099.01
Monthly	12,654.13	13,286.84	13,951.18	14,648.74	15,381.18
Annual	151,849.61	159,442.09	167,414.19	175,784.90	184,574.15
City Engineer (MEA - Management)					
Hourly	54.4604	57.1834	60.0426	63.0448	66.1970
Bi-Weekly	4,356.83	4,574.68	4,803.41	5,043.58	5,295.76
Monthly	9,439.81	9,911.80	10,407.39	10,927.76	11,474.14
Annual	113,277.69	118,941.57	124,888.65	131,133.08	137,689.73

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City Manager/City Clerk (Executive - Unrepresented)					
Hourly	80.6795	84.7135	88.9491	93.3966	98.0664
Bi-Weekly	6,454.36	6,777.08	7,115.93	7,471.73	7,845.31
Monthly	13,984.45	14,683.67	15,417.85	16,188.74	16,998.18
Annual	167,813.35	176,204.02	185,014.22	194,264.93	203,978.17
Code Enforcement Officer I (SEIU)					
Hourly	21.6678	22.7511	23.8887	25.0831	26.3373
Bi-Weekly	1,733.42	1,820.09	1,911.10	2,006.65	2,106.98
Monthly	3,755.74	3,943.53	4,140.71	4,347.74	4,565.13
Annual	45,068.93	47,322.38	49,688.50	52,172.93	54,781.57
Code Enforcement Officer II (SEIU)					
Hourly	28.1380	29.5449	31.0221	32.5732	34.2019
Bi-Weekly	2,251.04	2,363.59	2,481.77	2,605.86	2,736.15
Monthly	4,877.25	5,121.11	5,377.17	5,646.03	5,928.33
Annual	58,527.02	61,453.37	64,526.04	67,752.34	71,139.96
Community Services Officer (SEIU)					
Hourly	22.9290	24.0754	25.2792	26.5431	27.8703
Bi-Weekly	1,834.32	1,926.03	2,022.33	2,123.45	2,229.62
Monthly	3,974.35	4,173.07	4,381.72	4,600.81	4,830.85
Annual	47,692.22	50,076.83	52,580.67	55,209.71	57,970.19
Deputy City Attorney (Management - Unrepresented)					
Hourly	41.5309	43.6075	45.7879	48.0773	50.4811
Bi-Weekly	3,322.48	3,488.60	3,663.03	3,846.18	4,038.49
Monthly	7,198.70	7,558.63	7,936.56	8,333.39	8,750.06
Annual	86,384.38	90,703.59	95,238.77	100,000.71	105,000.75
Deputy City Clerk (MEA - Mid-Management)					
Hourly	28.7723	30.2109	31.7215	33.3075	34.9729
Bi-Weekly	2,301.78	2,416.87	2,537.72	2,664.60	2,797.83
Monthly	4,987.20	5,236.56	5,498.39	5,773.31	6,061.97
Annual	59,846.40	62,838.72	65,980.66	69,279.69	72,743.68
Deputy Director of Community Development (MEA - Mid-Management)					
Hourly	56.3914	59.2109	62.1715	65.2801	68.5441
Bi-Weekly	4,511.31	4,736.87	4,973.72	5,222.40	5,483.52
Monthly	9,774.50	10,263.23	10,776.39	11,315.21	11,880.97
Annual	117,294.05	123,158.75	129,316.69	135,782.52	142,571.65
Director of Community Development (Executive - Unrepresented)					
Hourly	67.9414	71.3384	74.9054	78.6506	82.5832
Bi-Weekly	5,435.31	5,707.08	5,992.43	6,292.05	6,606.65
Monthly	11,776.51	12,365.33	12,983.60	13,632.78	14,314.42
Annual	141,318.07	148,383.97	155,803.17	163,593.33	171,772.99

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Director of Finance (Executive - Unrepresented)					
Hourly	64.0137	67.2144	70.5751	74.1039	77.8091
Bi-Weekly	5,121.10	5,377.15	5,646.01	5,928.31	6,224.73
Monthly	11,095.71	11,650.50	12,233.02	12,844.67	13,486.91
Annual	133,148.53	139,805.96	146,796.26	154,136.07	161,842.87
Economic Development Division Manager (MEA - Mid-Management)					
Hourly	52.7749	55.4136	58.1843	61.0935	64.1482
Bi-Weekly	4,221.99	4,433.09	4,654.75	4,887.48	5,131.86
Monthly	9,147.65	9,605.03	10,085.28	10,589.54	11,119.02
Annual	109,771.76	115,260.35	121,023.37	127,074.54	133,428.27
Economic Development Coordinator I (SEIU)					
Hourly	31.7510	33.3385	35.0054	36.7557	38.5935
Bi-Weekly	2,540.08	2,667.08	2,800.44	2,940.46	3,087.48
Monthly	5,503.50	5,778.68	6,067.61	6,370.99	6,689.54
Annual	66,042.01	69,344.11	72,811.32	76,451.88	80,274.48
Economic Development Coordinator II (SEIU)					
Hourly	34.9991	36.7490	38.5865	40.5158	42.5416
Bi-Weekly	2,799.92	2,939.92	3,086.92	3,241.26	3,403.33
Monthly	6,066.50	6,369.83	6,688.32	7,022.73	7,373.87
Annual	72,798.03	76,437.93	80,259.82	84,272.82	88,486.46
Electrician - Apprentice (SEIU)					
Hourly	31.0400	32.5920	34.2216	35.9327	37.7293
Bi-Weekly	2,483.20	2,607.36	2,737.73	2,874.61	3,018.35
Monthly	5,380.27	5,649.28	5,931.74	6,228.33	6,539.75
Annual	64,563.20	67,791.36	71,180.93	74,739.97	78,476.97
Electrician - Journeyman (SEIU)					
Hourly	32.8000	34.4400	36.1620	37.9701	39.8686
Bi-Weekly	2,624.00	2,755.20	2,892.96	3,037.61	3,189.49
Monthly	5,685.33	5,969.60	6,268.08	6,581.48	6,910.56
Annual	68,224.00	71,635.20	75,216.96	78,977.81	82,926.70
Electrician - Lead (SEIU)					
Hourly	35.1100	36.8655	38.7088	40.6442	42.6764
Bi-Weekly	2,808.80	2,949.24	3,096.70	3,251.54	3,414.11
Monthly	6,085.73	6,390.02	6,709.52	7,045.00	7,397.25
Annual	73,028.80	76,680.24	80,514.25	84,539.96	88,766.96
Engineering Technician (SEIU)					
Hourly	22.7656	23.9039	25.0991	26.3540	27.6717
Bi-Weekly	1,821.25	1,912.31	2,007.92	2,108.32	2,213.74
Monthly	3,946.04	4,143.34	4,350.50	4,568.03	4,796.43
Annual	47,352.43	49,720.05	52,206.05	54,816.35	57,557.17

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Executive Assistant to the City Manager (Unrepresented - Confidential)					
Hourly	31.3174	32.8833	34.5274	36.2538	38.0665
Bi-Weekly	2,505.39	2,630.66	2,762.19	2,900.30	3,045.32
Monthly	5,428.35	5,699.77	5,984.75	6,283.99	6,598.19
Annual	65140.19	68397.26	71816.99	75407.90	79178.32
Fiscal Analyst - (MEA - Mid-Management)					
Hourly	39.3191	41.2851	43.3493	45.5168	47.7926
Bi-Weekly	3,145.53	3,302.80	3,467.94	3,641.34	3,823.41
Monthly	6,815.31	7,156.08	7,513.88	7,889.57	8,284.05
Annual	81,783.73	85,872.91	90,166.56	94,674.89	99,408.63
General Plan Project Manager					
Hourly	47.31	49.68	52.16	54.77	57.51
Bi-Weekly	3,785.05	3,974.30	4,173.02	4,381.67	4,600.75
Monthly	8,200.94	8,610.99	9,041.54	9,493.61	9,968.30
Annual	98,411.29	103,331.86	108,498.45	113,923.37	119,619.54
Human Resource Assistant (Unrepresented)					
Hourly	29.8037	31.2938	32.8585	34.5015	36.2265
Bi-Weekly	2,384.29	2,503.51	2,628.68	2,760.12	2,898.12
Monthly	5,165.97	5,424.26	5,695.48	5,980.25	6,279.26
Annual	61,991.59	65,091.17	68,345.73	71,763.02	75,351.17
Human Resource Manager (Management - Unrepresented)					
Hourly	48.8937	51.3383	53.9053	56.6005	59.4306
Bi-Weekly	3,911.49	4,107.07	4,312.42	4,528.04	4,754.44
Monthly	8,474.90	8,898.65	9,343.58	9,810.76	10,301.30
Annual	101,698.82	106,783.77	112,122.95	117,729.10	123,615.56
Housing Specialist I (SEIU)					
Hourly	25.8674	27.1607	28.5188	29.9447	31.4420
Bi-Weekly	2,069.39	2,172.86	2,281.50	2,395.58	2,515.36
Monthly	4,483.68	4,707.86	4,943.26	5,190.42	5,449.94
Annual	53,804.14	56,494.35	59,319.06	62,285.02	65,399.27
Housing Specialist II (SEIU)					
Hourly	32.3150	33.9307	35.6273	37.4086	39.2791
Bi-Weekly	2,585.20	2,714.46	2,850.18	2,992.69	3,142.33
Monthly	5,601.27	5,881.33	6,175.40	6,484.17	6,808.37
Annual	67,215.19	70,575.95	74,104.75	77,809.99	81,700.48
Intern [400 hours/year] (Unrepresented)					
	Year 1	Year 2	Year 3	Year 4	Year 5
Hourly	12.5757	13.2045	13.8647	14.5579	15.2858
Bi-Weekly	1,006.06	1,056.36	1,109.18	1,164.63	1,222.87
Monthly	2,395.37	2,515.14	2,640.90	2,772.94	2,911.59
Annual	5,030.28	5,281.79	5,545.88	5,823.17	6,114.33

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Legal Secretary (Unrepresented)					
Hourly	28.6179	30.0488	31.5513	33.1288	34.7853
Bi-Weekly	2,289.43	2,403.91	2,524.10	2,650.31	2,782.82
Monthly	4,960.44	5,208.46	5,468.89	5,742.33	6,029.45
Annual	59,525.31	62,501.57	65,626.65	68,907.98	72,353.38
Maintenance Division Manager (MEA - Management)					
Hourly	47.3131	49.6788	52.1627	54.7709	57.5094
Bi-Weekly	3,785.05	3,974.30	4,173.02	4,381.67	4,600.75
Monthly	8,200.94	8,610.99	9,041.54	9,493.61	9,968.30
Annual	98,411.29	103,331.86	108,498.45	113,923.37	119,619.54
Maintenance Worker I (SEIU)					
Hourly	19.9369	20.9338	21.9804	23.0795	24.2334
Bi-Weekly	1,594.95	1,674.70	1,758.44	1,846.36	1,938.67
Monthly	3,455.73	3,628.52	3,809.94	4,000.44	4,200.46
Annual	41,468.77	43,542.21	45,719.32	48,005.28	50,405.55
Maintenance Worker II (SEIU)					
Hourly	22.7436	23.8808	25.0748	26.3286	27.6450
Bi-Weekly	1,819.49	1,910.46	2,005.99	2,106.29	2,211.60
Monthly	3,942.23	4,139.34	4,346.31	4,563.62	4,791.80
Annual	47,306.74	49,672.08	52,155.68	54,763.46	57,501.64
Management Analyst (MEA - Mid-Management)					
Hourly	39.3191	41.2851	43.3493	45.5168	47.7926
Bi-Weekly	3,145.53	3,302.80	3,467.94	3,641.34	3,823.41
Monthly	6,815.31	7,156.08	7,513.88	7,889.57	8,284.05
Annual	81,783.73	85,872.91	90,166.56	94,674.89	99,408.63
Maintenance Worker III (SEIU)					
Hourly	26.1550	27.4628	28.8359	30.2777	31.7916
Bi-Weekly	2,092.40	2,197.02	2,306.87	2,422.22	2,543.33
Monthly	4,533.54	4,760.22	4,998.23	5,248.14	5,510.55
Annual	54,402.48	57,122.60	59,978.73	62,977.67	66,126.55
Nutrition Site Supervisor [P/T 0.625 - 1300 hours/year] (SEIU)					
Hourly	16.2454	17.0576	17.9105	18.8060	19.7463
Bi-Weekly	812.27	852.88	895.53	940.30	987.32
Monthly	1,759.92	1,847.91	1,940.31	2,037.32	2,139.19
Annual	21,118.98	22,174.93	23,283.68	24,447.86	25,670.25
Office Assistant (SEIU)					
Hourly	20.2705	21.2840	22.3482	23.4656	24.6389
Bi-Weekly	1,621.64	1,702.72	1,787.85	1,877.25	1,971.11
Monthly	3,513.55	3,689.22	3,873.68	4,067.37	4,270.74
Annual	42,162.55	44,270.68	46,484.21	48,808.42	51,248.84

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Planning Division Manager - (MEA - At-Will - Management)					
Hourly	48.6977	51.1326	53.6892	56.3736	59.1923
Bi-Weekly	3,895.81	4,090.60	4,295.13	4,509.89	4,735.39
Monthly	8,440.93	8,862.98	9,306.12	9,771.43	10,260.00
Annual	101,291.15	106,355.70	111,673.49	117,257.16	123,120.02
Police Captain (Management - Unrepresented)					
Hourly	61.7936	64.8833	68.1275	71.5338	75.1105
Bi-Weekly	4,943.49	5,190.66	5,450.20	5,722.71	6,008.84
Monthly	10,710.89	11,246.44	11,808.76	12,399.20	13,019.16
Annual	128,530.71	134,957.25	141,705.11	148,790.37	156,229.88
Police Chief (Executive - Unrepresented)					
Hourly	72.3229	75.9391	79.7360	83.7228	87.9090
Bi-Weekly	5,785.83	6,075.13	6,378.88	6,697.83	7,032.72
Monthly	12,535.97	13,162.77	13,820.91	14,511.96	15,237.56
Annual	150,431.70	157,953.28	165,850.94	174,143.49	182,850.67
Police Commander (Management - Unrepresented)					
Hourly	58.2684	61.3352	64.5634	67.9615	71.5384
Bi-Weekly	4,661.47	4,906.82	5,165.07	5,436.92	5,723.07
Monthly	10,099.86	10,631.43	11,190.99	11,779.99	12,399.99
Annual	121,198.27	127,577.22	134,291.87	141,359.92	148,799.87
Police Crime Analyst (SEIU)					
Hourly	30.9079	32.4533	34.0760	35.7798	37.5688
Bi-Weekly	2,472.63	2,596.26	2,726.08	2,862.38	3,005.50
Monthly	5,357.37	5,625.24	5,906.50	6,201.83	6,511.92
Annual	64,288.46	67,502.88	70,878.02	74,421.92	78,143.02
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	6,776.57	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 Property Officer (SEIU)					
Hourly	23.0711	24.2247	25.4359	26.7077	28.0431
Bi-Weekly	1,845.69	1,937.98	2,034.87	2,136.62	2,243.45

CITY OF EAST PALO ALTO
Compensation Schedule
Compensation Schedule for Active Positions
2014-2015 Wage 1.53846% Reduction -- MEA; 2.5% Increase -- POA
Updated January 2015

	Step A	Step B	Step C	Step D	Step E
Monthly	3,999.00	4,198.95	4,408.89	4,629.34	4,860.81
Annual	47,987.96	50,387.36	52,906.73	55,552.07	58,329.67

CITY OF EAST PALO ALTO
Compensation Schedule
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	Step A	Step B	Step C	Step D	Step E
Police Records Clerk I (SEIU)					
Hourly	20.5184	21.5443	22.6215	23.7526	24.9402
Bi-Weekly	1,641.47	1,723.54	1,809.72	1,900.20	1,995.21
Monthly	3,556.51	3,734.34	3,921.06	4,117.11	4,322.97
Annual	42,678.17	44,812.08	47,052.68	49,405.32	51,875.58
Police Records Clerk II (SEIU)					
Hourly	22.0967	23.2015	24.3616	25.5797	26.8587
Bi-Weekly	1,767.73	1,856.12	1,948.93	2,046.37	2,148.69
Monthly	3,830.09	4,021.60	4,222.68	4,433.81	4,655.50
Annual	45,961.11	48,259.16	50,672.12	53,205.73	55,866.01
Police Records Supervisor - (MEA - Mid-Management)					
Hourly	24.6078	25.8382	27.1301	28.4866	29.9110
Bi-Weekly	1,968.63	2,067.06	2,170.41	2,278.93	2,392.88
Monthly	4,265.36	4,478.62	4,702.55	4,937.68	5,184.57
Annual	51,184.26	53,743.47	56,430.65	59,252.18	62,214.79
Police Sergeant - Basic (POA)					
Hourly	41.4486	43.5210	45.6971	47.9820	50.3811
Bi-Weekly	3,315.89	3,481.68	3,655.77	3,838.56	4,030.49
Monthly	7,184.42	7,543.64	7,920.83	8,316.88	8,732.72
Annual	86,213.09	90,523.68	95,049.97	99,802.56	104,792.69
Police Sergeant - Intermediate (POA)					
Hourly	43.5210	45.6971	47.9820	50.3811	52.9001
Bi-Weekly	3,481.68	3,665.77	3,838.56	4,030.48	4,232.01
Monthly	7,543.65	7,902.83	8,316.87	8,732.72	9,169.35
Annual	90,523.78	95,049.97	98,802.46	104,792.59	110,032.22
Police Sergeant - Advanced (POA)					
Hourly	44.5573	46.7851	49.1244	51.5806	54.1596
Bi-Weekly	3,564.58	3,742.81	3,929.95	4,126.45	4,332.77
Monthly	7,723.26	8,109.42	8,514.89	8,940.64	9,387.67
Annual	92,679.10	97,313.06	102,178.71	107,287.65	112,652.03
Program Coordinator (aka Measure C Coordinator) - [.75 FTE - 1560 hours/year] (Unrepresented)					
Hourly	26.1100	27.4155	28.7863	30.2256	31.7369
Bi-Weekly	1,566.60	1,644.93	1,727.18	1,813.54	1,904.21
Monthly	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 Inspector (SEIU)					
Hourly	27.1649	28.5232	29.9493	31.4468	33.0191
Bi-Weekly	2,173.19	2,281.85	2,395.95	2,515.74	2,641.53
Monthly	4,708.59	4,944.02	5,191.22	5,450.78	5,723.32
Annual	56,503.04	59,328.19	62,294.60	65,409.33	68,679.80

CITY OF EAST PALO ALTO
Compensation Schedule
Compensation Schedule for Active Positions
2014-2015 Wage 1.53846% Reduction -- MEA; 2.5% Increase -- POA
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	Step A	Step B	Step C	Step D	Step E
Rent Stabilization Administrator (MEA - Mid Management)					
Hourly	48.0651	50.4683	52.9918	55.6413	58.4234
Bi-Weekly	3,845.21	4,037.47	4,239.34	4,451.31	4,673.87
Monthly	8,331.28	8,747.85	9,185.24	9,644.50	10,126.72
Annual	99,975.37	104,974.14	110,222.85	115,733.99	121,520.69
Rent Stabilization Counselor I (SEIU)					
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
Rent Stabilization Counselor II (SEIU)					
Hourly	32.3150	33.9307	35.6273	37.4086	39.2791
Bi-Weekly	2,585.20	2,714.46	2,850.18	2,992.69	3,142.33
Monthly	5,601.27	5,881.33	6,175.40	6,484.17	6,808.37
Annual	67,215.19	70,575.95	74,104.75	77,809.99	81,700.48
Secretary I (SEIU)					
Hourly	20.6460	21.6783	22.7622	23.9003	25.0953
Bi-Weekly	1,651.68	1,734.26	1,820.97	1,912.02	2,007.62
Monthly	3,578.63	3,757.57	3,945.44	4,142.72	4,349.85
Annual	42,943.61	45,090.80	47,345.34	49,712.60	52,198.23
Secretary II (SEIU)					
Hourly	22.9992	24.1491	25.3566	26.6244	27.9557
Bi-Weekly	1,839.94	1,931.93	2,028.53	2,129.95	2,236.45
Monthly	3,986.53	4,185.85	4,395.15	4,614.90	4,845.65
Annual	47,838.31	50,230.23	52,741.74	55,378.83	58,147.77
Senior Engineer (MEA)					
Hourly	46.4574	48.7803	51.2193	53.7802	56.4693
Bi-Weekly	3,716.59	3,902.42	4,097.54	4,302.42	4,517.54
Monthly	8,052.62	8,455.25	8,878.01	9,321.90	9,788.01
Annual	96,631.39	101,463.02	106,536.14	111,862.82	117,456.14
Senior Planner (MEA)					
Hourly	46.4384	48.7603	51.7583	53.7583	56.4462
Bi-Weekly	3,715.07	3,900.82	4,140.66	4,300.66	4,515.70
Monthly	8,049.32	8,451.79	8,971.44	9,318.11	9,784.01
Annual	96,591.87	101,421.42	107,657.26	111,817.26	117,408.10
Van Driver (2 P/T 1 FTE - 1560 hours/year) (SEIU)					
Hourly	17.8381	18.7300	19.6665	20.6498	21.6823
Bi-Weekly	1,070.28	1,123.80	1,179.99	1,238.99	1,300.94
Monthly	2,318.95	2,434.89	2,556.64	2,684.47	2,818.69
Annual	27,827.36	29,218.73	30,679.67	32,213.65	33,824.33

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Compensation Schedule for Active Positions
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	Step A	Step B	Step C	Step D	Step E
Youth & Family Services Manager (MEA - Mid-Management)					
Hourly	41.1103	43.1658	45.3241	47.5903	49.9698
Bi-Weekly	3,288.82	3,453.26	3,625.92	3,807.22	3,997.58
Monthly	7,125.78	7,482.07	7,856.17	8,248.98	8,661.43
Annual	85,509.33	89,784.79	94,274.03	98,987.73	103,937.12



TEMPORARY CLASSIFICATIONS

Ceasefire Services Coordinator (Grant funded - Unrepresented)

Hourly	32.1166	33.7224	35.4086	37.1790	39.0379
Bi-Weekly	2,569.33	2,697.79	2,832.68	2,974.32	3,123.03
Monthly	5,566.88	5,845.22	6,137.48	6,444.36	6,766.57
Annual	66,802.53	70,142.65	73,649.79	77,332.28	81,198.89

Police Recruit 1040/hours (Unrepresented)

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

Recreation Leader I (Unrepresented)

Hourly	12.4200	13.0410	13.6931	14.3777	15.0966
Bi-Weekly	993.60	1,043.28	1,095.44	1,150.22	1,207.73
Monthly	2,152.80	2,260.44	2,373.46	2,492.14	2,616.74
Annual	25,833.60	27,125.28	28,481.54	29,905.62	31,400.90

Recreation Leader II (Unrepresented)

Hourly	15.0700	15.8235	16.6147	17.4454	18.3177
Bi-Weekly	1,205.60	1,265.88	1,329.17	1,395.63	1,465.41
Monthly	2,612.13	2,742.74	2,879.88	3,023.87	3,175.06
Annual	31,345.60	32,912.88	34,558.52	36,286.45	38,100.77

Re-Entry Program Coordinator (Grant funded - Unrepresented)

Hourly	31.7510	33.3385	35.0054	36.7557	38.5935
Bi-Weekly	2,540.08	2,667.08	2,800.44	2,940.46	3,087.48
Monthly	5,503.50	5,778.68	6,067.61	6,370.99	6,689.54
Annual	66,042.01	69,344.11	72,811.32	76,451.88	80,274.48

Re-Entry Program Assistant [.5 FTE] (Grant funded - Unrepresented)

Hourly	21.6300	22.7115	23.8471	25.0394	26.2914
Bi-Weekly	865.20	908.46	953.88	1,001.58	1,051.66
Monthly	1,874.60	1,968.33	2,066.75	2,170.08	2,278.59
Annual	22,495.20	23,619.96	24,800.96	26,041.01	27,343.06

Re-Entry Program Caseworker (Grant funded - Unrepresented)

Hourly	23.1300	24.2865	25.5008	26.7759	28.1147
Bi-Weekly	0.00	0.00	0.00	0.00	0.00
Monthly	0.00	0.00	0.00	0.00	0.00

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Step A Step B Step C Step D Step E

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School Social Worker Temporary [.75 FTE - 1560 hours] (Grant funded - Unrepresented)					
Hourly	26.2700	27.5835	28.9627	30.4108	31.9313
Bi-Weekly	1,639.25	1,655.01	1,737.76	1,824.65	1,915.88
Monthly	3,415.10	3,585.86	3,765.15	3,953.41	4,151.08
Annual	40,981.20	43,030.26	45,181.77	47,440.86	49,812.90