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OAKLAND
2015 SEP 17 PM 1:02

AGENDA REPORT

TO: Sabrina B. Landreth
CITY ADMINISTRATOR

FROM: Renée Mayne

SUBJECT: MOU Approval between the City
of Oakland and SEIU and Salary
Ordinance Amendment

DATE: August 31, 2015

City Administrator
Approval

Date

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends that the City Council:

Adopt a Resolution Approving the Memorandum of Understanding between the City of Oakland and the Service Employees International Union, Local 1021 Representing Employees in Representation Units SB1, SC1, SD1, and SI1 Covering the Period from July 1, 2015 to June 30, 2017; And Amending Salary Schedule of Ordinance No. 12187 C.M.S. (The Salary Ordinance) to Increase Salaries by Amounts Pursuant to the Memorandum of Understanding.

OUTCOME

The City of Oakland will have an amended Memorandum of Understanding (MOU) with wages and other terms and conditions of employment with the Service Employees International Union (SEIU), Local 1021 for the term of July 1, 2015 through June 30, 2017. The Salary Ordinance will be amended to reflect the proposed four percent (4%) Cost of Living Adjustment (COLA) salary increases of the City's employees in SEIU retroactive to July 1, 2015; one percent (1%) COLA increases effective October 1, 2016; and three percent (3%) COLA increases effective April 1, 2017. Additionally, SEIU members will be able to receive a one-time revenue sharing payment of up to one percent (1%) of the base salary as of July 1, 2015.

BACKGROUND/LEGISLATIVE HISTORY

The current Memorandum of Understanding (MOU) between the City of Oakland and the Service Employees International Union (SEIU) expired on June 30, 2015. Since February 2015, the City and Local 1021 negotiation teams met regularly and signed comprehensive Tentative Agreements on thirteen (13) MOU Articles. Items of significance include the merging of the Temporary Part Time (TPT or Miscellaneous Part-Time) Employees' contract with the main

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contract; the conversion of TPT employment; and a new policy on zero tolerance for Child Safety and Endangerment.

ANALYSIS

Approval of the proposed resolution is necessary to adopt the MOU between the City and SEIU. The Union's ratification date was Friday, August 28, 2015. The report, ordinance, and resolution are being prepared for Council approval and authorization following SEIU ratification. The Salary Ordinance amendment requires two (2) readings with the first reading on September 22, 2015, for consideration and approval, and the second reading on October 6, 2015. If for any reason the MOU is not finalized or approved, the Salary Ordinance amendment could be canceled or delayed if required. The following list includes a summary of the key provision of the tentative agreements:

Article 3: Union Rights

In the Union Rights article, the City agreed to a twelve (12) month pilot project to release union stewards/officers to attend and participate in a Union Steward Council Meeting every month for two (2) hours. Additionally, effective January 1, 2016 the President of the Oakland SEIU, Local 1021 Chapter will be released from normal day-to-day City work assignments, without loss of seniority and accruals, on City paid time for the purpose of Union related business and to foster good labor relations between the City and SEIU, Local 1021.

In addition to the release time, the City also agreed to provide the Union with notice of any additions or deletions to budgeted positions within one week of final approval. All requests for information will go directly to the Employee Relations Department.

Article 5: Compensation

The City agrees to provide SEIU, Local 1021 members with the following COLA increases:

- July 1, 2015 – 4.0 percent salary increase
- October 1, 2016 – 1.0 percent salary increase
- April 1, 2017 – 3.0 percent salary increase

Additionally, there could be a one-time Revenue Sharing Payment of up to one percent (1%) of a member's gross salary as of July 1, 2015. The payment shall be payable to the member in February 2016 or February 2017, dependent upon available funds. The Revenue Sharing Payment will be identified as part of the FY 2014-2015 Fourth Quarter Revenue and Expenditure Report and made payable after the completion of the Comprehensive Annual Financial Report (CAFR).

The adjustment for overpayments by the City to a member has changed from a repayment of 10 percent to 5 percent per the Union’s request. In addition to the salary increases and the adjustments for overpayments, the City also agreed to increase the meal allowance from \$10.75 to \$18.00 and the Shift Differentials by 25 percent with the swing and rotating shifts increased from \$0.89 to \$1.11 per hour and the graveyard shift pay increased from \$1.05 to \$1.31 per hour. A Police Communications Dispatcher (PCD) or Police Evidence Technician (PET) selected by the Oakland Police Department as a Certified Trainer (CT) shall be paid five percent (5%) premium pay in addition to the member’s base rate of pay.

Members in the Oakland Parks and Recreation Department, in the classification of Van Driver, PT with a Class B license and the required endorsements shall be paid a special premium pay of five dollars (\$5.00) per hour when assigned to and operating a commercial vehicle that has the capacity to transport 50 or more passengers.

The City added the following classifications to the uniform allowance eligibility list: Fire Prevention Bureau Inspector, Fire Prevention District Inspector Part-Time and Hazardous Materials Inspector II. For the City provided uniforms (rentals), the City added the following classifications: Animal Care Attendant, Fire Equipment Technician, Food Program Coordinator, Food Service Worker, and Park Attendant. For members in the classification of Crossing Guards the Police Department will be providing safety reflective gear.

For the Safety Shoe Voucher, the City added the following additional classifications: Animal Care Attendant, Animal Control Officer, Park Attendant, Parking Control Technician, Hazardous Materials Inspector II, Food Service Worker, Food Program Coordinator, Fire Prevention Bureau Inspector, Fire Suppression District Inspector, Specialty Combination Inspector, Senior Specialty Combination Inspector, Parking Meter Collector, Street Sweeper Operator, and Police Service Technician II. Parking Meter Collectors will also receive two (2) pairs of safety shoes per fiscal year.

Article 6: Retirement

This entire article was revised to comply with the Public Employee Pension Reform Act (“PEPRA”) to list the third tier retirement plan.

Article 7: Insurance Programs

The City will now automatically enroll new employees to the Kaiser (medical plan) if they do not enroll themselves. The new employee will have an opportunity to change plans if requested within a timeframe.

The City agreed to increase the amount for “cash-in-lieu” of medical benefits from \$160.00 a month to \$300.00 per month.

Article 8: Leaves of Absence

The City proposed and SEIU agreed to update the family death leave entitlement within the MOU to match the Oakland Civil Service Rules. The current MOU contract provides five (5) days while the Civil Service Rules provides up to eight (8) days if the employee must travel a distance one way of more than 600 miles.

Article 9: Permanent Part Time Employee Benefits

The City has increased the employer contribution towards medical benefits for permanent part time members from 65 percent to 75percent.

Article 10: Vacation Leave

The City agreed to increase the vacation sell-back from 15 days to 20 days of accrued vacation each calendar year. Additionally, the City has removed the stipulation that employees would have had to take at least five (5) days of vacation in the preceding calendar year to sell-back vacation days.

Article 11: Paid Holidays

Currently employees take ½ day Christmas Eve and ½ day New Year’s Eve or a full day either Christmas Eve or New Years’ Eve. The City has agreed to provide additional options to take the time off by including the day after Christmas and the day after New Year’s Day.

Article 12: Working Conditions

Employees in Unit SC1, assigned to the Police Department under the classifications of Police Communications Dispatcher and Police Communications Operator, as well as those members assigned to field deployment, will draft a 5 days/8 hours per day (5-8) or a 4 days/10 hours per day (4-10) work schedule based on operational needs, seniority and availability during the annual shift draw.

Article 14: Personnel Provisions

The City agreed to establish procedures on how to dispute recruiting and hiring provisions as well as procedures on handling examinations for SEIU classifications.

The City and SEIU agreed on a procedure for hiring Temporary Part Time (TPT or Miscellaneous Part Time) employees which includes a restriction on hiring new TPT employees for 12 months following the full MOU ratification. Departments will instead use the TPT employees already on payroll within their department. If there are insufficient TPT employees within the department, as determined by the department head, including the on-call TPT pool,

the department head must request approval from the City Administrator's Office, in writing, to hire additional TPT employees.

The City shall post job announcements for SEIU represented classifications for a minimum of 10 working days.

Promotional, Restricted, and Open – Prior to any future open examinations postings for non-entry level positions represented by SEIU, the City shall hold Restricted examinations open only to SEIU represented permanent members of the City and Port of Oakland; where there are part-time (TPT) classifications with corresponding permanent part-time and full-time (PPT and FT) entry level classifications, the City shall hold Restricted examinations open only to part-time (TPT) employees of the City of Oakland. An open recruitment may be conducted if not enough applicants meet the minimum qualifications or no restricted recruitment candidates were selected for hire. An open/competitive examination is a procedure open to the general public as well as current City employees; restricted examination is limited to full or part-time City employees who meet the minimum qualification of the class to be examined.

In addition to the procedures for recruiting and hiring provision disputes, job promotion opportunities, TPT changes, and job announcement postings, the City also agreed to add five (5) additional points to the final examination score if the employees have completed 10 or more full years of City service in any classification.

The City and the Union agreed on a new policy related to Child Safety and Endangerment and zero tolerance for child endangerment. Employees who work or interact with minors or children as part of the job duties, any instance of observed, reported, or reasonably suspected mistreatment or maltreatment of a child or minor will result in the employee being placed on paid administrative leave and subject to an investigation.

The Tuition Reimbursement provision has been updated to include costs "related to City employment or promotional opportunities." Additionally, the City agreed to add the following classifications to the eligibility list for professional development reimbursement: Administrative Assistant, Equipment Service Worker, Tax Enforcement Officer II, Tax Representative II, Construction Inspector, Fire Prevention Bureau Inspector, Fire Suppression District Inspector, Heavy Equipment Service Worker, Help Desk Specialist, Park Attendant, Equipment Parts Technician, Public Service Representative, Recreation Attendant, Recreation Leader II, Senior Construction Inspector, Sewer Maintenance Worker, Sewer Maintenance Leader, and Heavy Equipment Operator.

Article 15: Grievance Procedures

The City and SEIU agreed on a list of pre-determined arbitrators which would reduce the amount of time that it currently takes to select an arbitrator. Additionally, the City updated some of the grievance procedures like specifying the elements of a grievance and making sure that the Employee Relations Department gets a copy of all grievances at all steps of the process. The

City and SEIU agreed to add a settlement conference to the grievance procedure which would be used for those grievances scheduled for an arbitrator hearing. The parties would hold a good faith settlement conference at least sixty (60) days prior to the hearing. At least ten (10) days prior to the hearing, the parties shall attempt to prepare a submission to the arbitrator, signed by both parties setting forth the issue(s) and specific provision number(s) in dispute. Should the parties fail to agree upon a submission, the arbitrator shall determine the issue(s).

Committees

The City shall establish the following committees during the term of this MOU: Contracting Out Committee (to identify the work that may be completed by SEIU members vs. contracting out); Housing Assistance for Employees Labor Management Committee; and Head Start Labor Management Sub-committee.

Head Start – Classroom Assessment Scoring System (C.L.A.S.S.)

All teachers will attend a mandatory training on the C.L.A.S.S. tool used by the Federal Office of Head Start and all classrooms will be assessed using the tool. Teachers are expected to maintain C.L.A.S.S. scores that meet or exceed the national average of Head Start Classrooms.

Joint Compensation Survey

The Union and the City agree to conduct a joint compensation survey with a mutually agreed upon third party compensation consultant. The Union and the City shall each propose 20 classifications, selected alternately, to study based upon internal equity, external equity, and/or changes to classifications. Both parties agree to fund the study with \$10,000 each.

Emergency Dispatch Equity

The City will complete its study of emergency dispatch classifications in the Fire and Police Departments by September 2015. The City shall increase the base salary of the emergency dispatch classifications by a minimum of four percent (4%).

PUBLIC OUTREACH

No public outreach was required.

COST SUMMARY/IMPLICATIONS

The FY 2015-2017 Adopted Budget appropriated \$22.6 million for outstanding labor contract negotiations. Of this amount, \$4.77 million (\$2.15 million in FY 2015-2016 and \$2.62 million in

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FY 2016-2017) is allocated for SEIU compensation package over the term of the MOU. Total costs associated with the contract include the salary increases and other economic provisions that would be absorbed by existing department budgets. Funds for the one-time Revenue Share Payment will be identified as part of the FY 2014-2015 Fourth Quarter Revenue & Expenditure Report and made payable after the completion of the Comprehensive Annual Financial Report (CAFR).

SUSTAINABLE OPPORTUNITIES

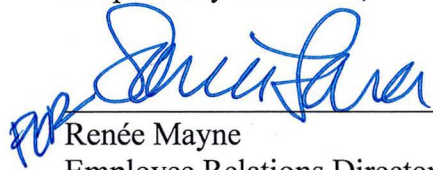
Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

Social Equity: There are no social equity opportunities associated with this report.

For questions regarding this report, please contact Renée Mayne, Employee Relations Director, at (510) 238-6466.

Respectfully submitted,



Renée Mayne
Employee Relations Director

Reviewed by:
City Bargaining Team

Prepared by:
Sonia Lara
Principal Employee Resource Analyst
CAO/Employee Relations Department

Attachments

1. DRAFT Resolution
2. DRAFT Ordinance
3. Estimated Cost of Living Adjustment Increases

SALARY SCHEDULE
SEIU LOCAL 1021

ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SB1	TR100	Auto Equipment Mechanic	1	29.23	29.52	30.41
SB1	TR100	Auto Equipment Mechanic	2	30.78	31.09	32.02
SB1	TR100	Auto Equipment Mechanic	3	32.39	32.71	33.69
SB1	TR100	Auto Equipment Mechanic	4	34.10	34.44	35.48
SB1	TR100	Auto Equipment Mechanic	5	35.89	36.25	37.34
SB1	TR101	Auto Equipment Painter	1	29.23	29.52	30.41
SB1	TR101	Auto Equipment Painter	2	30.78	31.09	32.02
SB1	TR101	Auto Equipment Painter	3	32.39	32.71	33.69
SB1	TR101	Auto Equipment Painter	4	34.10	34.44	35.48
SB1	TR101	Auto Equipment Painter	5	35.89	36.25	37.34
SB1	TR103	Blacksmith Welder	1	29.75	30.05	30.95
SB1	TR103	Blacksmith Welder	2	31.32	31.63	32.58
SB1	TR103	Blacksmith Welder	3	32.96	33.29	34.28
SB1	TR103	Blacksmith Welder	4	34.71	35.06	36.11
SB1	TR103	Blacksmith Welder	5	36.52	36.89	38.00
SB1	TR112	Carpenter	1	30.34	30.65	31.57
SB1	TR112	Carpenter	2	31.94	32.26	33.23
SB1	TR112	Carpenter	3	33.62	33.96	34.98
SB1	TR112	Carpenter	4	35.40	35.75	36.83
SB1	TR112	Carpenter	5	37.26	37.64	38.77
SB1	TR116	Concrete Finisher	1	29.23	29.52	30.41
SB1	TR116	Concrete Finisher	2	30.78	31.09	32.02
SB1	TR116	Concrete Finisher	3	32.39	32.71	33.69
SB1	TR116	Concrete Finisher	4	34.10	34.44	35.48
SB1	TR116	Concrete Finisher	5	35.89	36.25	37.34
SB1	TR205	Construction & Maint. Mech., PPT	1	30.34	30.65	31.57
SB1	TR205	Construction & Maint. Mech., PPT	2	31.94	32.26	33.23
SB1	TR205	Construction & Maint. Mech., PPT	3	33.62	33.96	34.98
SB1	TR205	Construction & Maint. Mech., PPT	4	35.40	35.75	36.83
SB1	TR205	Construction & Maint. Mech., PPT	5	37.26	37.64	38.77
SB1	TR118	Construction & Maintenance Mechanic	1	30.34	30.65	31.57
SB1	TR118	Construction & Maintenance Mechanic	2	31.94	32.26	33.23
SB1	TR118	Construction & Maintenance Mechanic	3	33.62	33.96	34.98
SB1	TR118	Construction & Maintenance Mechanic	4	35.40	35.75	36.83
SB1	TR118	Construction & Maintenance Mechanic	5	37.26	37.64	38.77
SB1	TR132	Electro-Mechanical Machinist	1	31.75	32.06	33.03
SB1	TR132	Electro-Mechanical Machinist	2	33.42	33.75	34.76
SB1	TR132	Electro-Mechanical Machinist	3	35.16	35.52	36.58
SB1	TR132	Electro-Mechanical Machinist	4	37.01	37.38	38.50
SB1	TR132	Electro-Mechanical Machinist	5	38.98	39.37	40.55
SB1	TC107	Electronics Technician	1	32.64	32.96	33.95
SB1	TC107	Electronics Technician	2	34.34	34.68	35.72
SB1	TC107	Electronics Technician	3	36.16	36.52	37.62
SB1	TC107	Electronics Technician	4	38.06	38.44	39.59
SB1	TC107	Electronics Technician	5	40.06	40.46	41.67
SB1	TR134	Equipment Body Repair Worker	1	29.23	29.52	30.41
SB1	TR134	Equipment Body Repair Worker	2	30.78	31.09	32.02
SB1	TR134	Equipment Body Repair Worker	3	32.39	32.71	33.69
SB1	TR134	Equipment Body Repair Worker	4	34.10	34.44	35.48
SB1	TR134	Equipment Body Repair Worker	5	35.89	36.25	37.34
SB1	TC109	Equipment Technician	1	26.17	26.44	27.23
SB1	TC109	Equipment Technician	2	27.56	27.83	28.67
SB1	TC109	Equipment Technician	3	29.00	29.29	30.17

SALARY SCHEDULE
SEIU LOCAL 1021

ATTACHMENT 3

REP	CLASS_NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SB1	TC109	Equipment Technician	4	30.54	30.84	31.77
SB1	TC109	Equipment Technician	5	32.14	32.46	33.44
SB1	TC143	Fire Equipment Technician	1	26.17	26.44	27.23
SB1	TC143	Fire Equipment Technician	2	27.56	27.83	28.67
SB1	TC143	Fire Equipment Technician	3	29.00	29.29	30.17
SB1	TC143	Fire Equipment Technician	4	30.54	30.84	31.77
SB1	TC143	Fire Equipment Technician	5	32.14	32.46	33.44
SB1	TR148	Heavy Equipment Mechanic	1	31.00	31.31	32.24
SB1	TR148	Heavy Equipment Mechanic	2	32.62	32.95	33.94
SB1	TR148	Heavy Equipment Mechanic	3	34.34	34.68	35.72
SB1	TR148	Heavy Equipment Mechanic	4	36.16	36.52	37.62
SB1	TR148	Heavy Equipment Mechanic	5	38.07	38.45	39.60
SB1	TR146	Heavy Equipment Operator	1	28.59	28.87	29.74
SB1	TR146	Heavy Equipment Operator	2	30.09	30.39	31.30
SB1	TR146	Heavy Equipment Operator	3	31.67	31.99	32.95
SB1	TR146	Heavy Equipment Operator	4	33.34	33.68	34.69
SB1	TR146	Heavy Equipment Operator	5	35.10	35.45	36.51
SB1	TR149	Hydrant Repair Worker	1	26.17	26.44	27.23
SB1	TR149	Hydrant Repair Worker	2	27.56	27.83	28.67
SB1	TR149	Hydrant Repair Worker	3	29.00	29.29	30.17
SB1	TR149	Hydrant Repair Worker	4	30.54	30.84	31.77
SB1	TR149	Hydrant Repair Worker	5	32.14	32.46	33.44
SB1	TR150	Hydrant Repair Worker, Senior	1	30.09	30.39	31.30
SB1	TR150	Hydrant Repair Worker, Senior	2	31.67	31.99	32.95
SB1	TR150	Hydrant Repair Worker, Senior	3	33.34	33.68	34.69
SB1	TR150	Hydrant Repair Worker, Senior	4	35.10	35.45	36.51
SB1	TR150	Hydrant Repair Worker, Senior	5	36.95	37.32	38.44
SB1	TR153	Jail Cook	1	21.02	21.23	21.87
SB1	TR153	Jail Cook	2	22.12	22.35	23.02
SB1	TR153	Jail Cook	3	23.30	23.54	24.24
SB1	TR153	Jail Cook	4	24.52	24.77	25.51
SB1	TR153	Jail Cook	5	25.80	26.06	26.84
SB1	TR154	Jail Cook's Assistant	1	17.76	17.94	18.48
SB1	TR154	Jail Cook's Assistant	2	18.71	18.89	19.46
SB1	TR154	Jail Cook's Assistant	3	19.68	19.88	20.47
SB1	TR154	Jail Cook's Assistant	4	20.71	20.92	21.54
SB1	TR154	Jail Cook's Assistant	5	21.80	22.02	22.68
SB1	TR198	Jail Cook, PPT	1	21.02	21.23	21.87
SB1	TR198	Jail Cook, PPT	2	22.12	22.35	23.02
SB1	TR198	Jail Cook, PPT	3	23.30	23.54	24.24
SB1	TR198	Jail Cook, PPT	4	24.52	24.77	25.51
SB1	TR198	Jail Cook, PPT	5	25.80	26.06	26.84
SB1	TR155	Jail Utility Worker	1	19.95	20.15	20.75
SB1	TR155	Jail Utility Worker	2	21.00	21.21	21.85
SB1	TR155	Jail Utility Worker	3	22.11	22.33	23.01
SB1	TR155	Jail Utility Worker	4	23.27	23.50	24.21
SB1	TR155	Jail Utility Worker	5	24.58	24.82	25.57
SB1	TR156	Maintenance Mechanic	1	26.37	26.63	27.43
SB1	TR156	Maintenance Mechanic	2	27.76	28.04	28.88
SB1	TR156	Maintenance Mechanic	3	29.23	29.52	30.41
SB1	TR156	Maintenance Mechanic	4	30.76	31.07	32.00
SB1	TR156	Maintenance Mechanic	5	32.38	32.70	33.68
SB1	TR204	Maintenance Mechanic, PPT	1	26.37	26.63	27.43

SALARY SCHEDULE
SEIU LOCAL 1021

ATTACHMENT 3

REP	CLASS_NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SB1	TR204	Maintenance Mechanic, PPT	2	27.76	28.04	28.88
SB1	TR204	Maintenance Mechanic, PPT	3	29.23	29.52	30.41
SB1	TR204	Maintenance Mechanic, PPT	4	30.76	31.07	32.00
SB1	TR204	Maintenance Mechanic, PPT	5	32.38	32.70	33.68
SB1	TC120	Museum Design & Prod Specialist	1	30.34	30.65	31.57
SB1	TC120	Museum Design & Prod Specialist	2	31.94	32.26	33.23
SB1	TC120	Museum Design & Prod Specialist	3	33.62	33.96	34.98
SB1	TC120	Museum Design & Prod Specialist	4	35.40	35.75	36.83
SB1	TC120	Museum Design & Prod Specialist	5	37.26	37.64	38.77
SB1	TR159	Painter	1	30.34	30.65	31.57
SB1	TR159	Painter	2	31.93	32.25	33.21
SB1	TR159	Painter	3	33.62	33.96	34.98
SB1	TR159	Painter	4	35.39	35.74	36.81
SB1	TR159	Painter	5	37.25	37.63	38.75
SB1	TR168	Parking Meter Repair Worker	1	23.76	24.00	24.72
SB1	TR168	Parking Meter Repair Worker	2	25.02	25.27	26.03
SB1	TR168	Parking Meter Repair Worker	3	26.34	26.60	27.40
SB1	TR168	Parking Meter Repair Worker	4	27.73	28.01	28.85
SB1	TR168	Parking Meter Repair Worker	5	29.20	29.49	30.37
SB1	TR172	Plumber	1	32.39	32.71	33.69
SB1	TR172	Plumber	2	34.09	34.43	35.47
SB1	TR172	Plumber	3	35.88	36.24	37.33
SB1	TR172	Plumber	4	37.78	38.16	39.30
SB1	TR172	Plumber	5	39.77	40.17	41.37
SB1	TC139	Stagehand, PPT	1	21.91	22.13	22.79
SB1	TC139	Stagehand, PPT	2	23.08	23.31	24.01
SB1	TC139	Stagehand, PPT	3	24.30	24.54	25.28
SB1	TC139	Stagehand, PPT	4	25.56	25.82	26.59
SB1	TC139	Stagehand, PPT	5	26.92	27.19	28.01
SB1	TR178	Stationary Engineer	1	30.34	30.65	31.57
SB1	TR178	Stationary Engineer	2	31.93	32.25	33.21
SB1	TR178	Stationary Engineer	3	33.62	33.96	34.98
SB1	TR178	Stationary Engineer	4	35.39	35.74	36.81
SB1	TR178	Stationary Engineer	5	37.25	37.63	38.75
SB1	TR185	Traffic Painter	1	30.34	30.65	31.57
SB1	TR185	Traffic Painter	2	31.93	32.25	33.21
SB1	TR185	Traffic Painter	3	33.62	33.96	34.98
SB1	TR185	Traffic Painter	4	35.39	35.74	36.81
SB1	TR185	Traffic Painter	5	37.25	37.63	38.75
SC1	TR203	Animal Care Attendant	1	17.89	18.07	18.61
SC1	TR203	Animal Care Attendant	2	18.84	19.02	19.59
SC1	TR203	Animal Care Attendant	3	19.82	20.02	20.62
SC1	TR203	Animal Care Attendant	4	20.87	21.08	21.71
SC1	TR203	Animal Care Attendant	5	21.96	22.18	22.85
SC1	TR202	Animal Care Attendant, PPT	1	17.89	18.07	18.61
SC1	TR202	Animal Care Attendant, PPT	2	18.84	19.02	19.59
SC1	TR202	Animal Care Attendant, PPT	3	19.82	20.02	20.62
SC1	TR202	Animal Care Attendant, PPT	4	20.87	21.08	21.71
SC1	TR202	Animal Care Attendant, PPT	5	21.96	22.18	22.85
SC1	PS100	Animal Control Officer	1	22.82	23.05	23.74
SC1	PS100	Animal Control Officer	2	24.04	24.28	25.01
SC1	PS100	Animal Control Officer	3	25.30	25.55	26.32

SALARY SCHEDULE
SEIU LOCAL 1021

ATTACHMENT 3

REP	CLASS_NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SC1	PS100	Animal Control Officer	4	26.64	26.90	27.71
SC1	PS100	Animal Control Officer	5	28.03	28.31	29.16
SC1	PS195	Animal Control Officer, PPT	1	22.82	23.05	23.74
SC1	PS195	Animal Control Officer, PPT	2	24.04	24.28	25.01
SC1	PS195	Animal Control Officer, PPT	3	25.30	25.55	26.32
SC1	PS195	Animal Control Officer, PPT	4	26.64	26.90	27.71
SC1	PS195	Animal Control Officer, PPT	5	28.03	28.31	29.16
SC1	TR102	Auto Equipment Service Worker	1	22.30	22.52	23.19
SC1	TR102	Auto Equipment Service Worker	2	23.47	23.71	24.42
SC1	TR102	Auto Equipment Service Worker	3	24.70	24.94	25.69
SC1	TR102	Auto Equipment Service Worker	4	26.00	26.26	27.05
SC1	TR102	Auto Equipment Service Worker	5	27.37	27.65	28.48
SC1	TC103	Cable TV Production Assistant	1	19.84	20.04	20.64
SC1	TC103	Cable TV Production Assistant	2	20.88	21.09	21.72
SC1	TC103	Cable TV Production Assistant	3	21.99	22.21	22.87
SC1	TC103	Cable TV Production Assistant	4	23.15	23.38	24.09
SC1	TC103	Cable TV Production Assistant	5	24.35	24.60	25.33
SC1	AP122	Cable TV Production Assistant, PPT	1	19.84	20.04	20.64
SC1	AP122	Cable TV Production Assistant, PPT	2	20.88	21.09	21.72
SC1	AP122	Cable TV Production Assistant, PPT	3	21.99	22.21	22.87
SC1	AP122	Cable TV Production Assistant, PPT	4	23.15	23.38	24.09
SC1	AP122	Cable TV Production Assistant, PPT	5	24.35	24.60	25.33
SC1	TR105	Camp Caretaker	1	26.59	26.86	27.66
SC1	TR105	Camp Caretaker	2	27.99	28.27	29.11
SC1	TR105	Camp Caretaker	3	29.46	29.76	30.65
SC1	TR105	Camp Caretaker	4	31.02	31.33	32.27
SC1	TR105	Camp Caretaker	5	32.64	32.96	33.95
SC1	TR197	Construction & Maintenance Leader	1	34.54	34.89	35.93
SC1	TR197	Construction & Maintenance Leader	2	36.32	36.68	37.78
SC1	TR197	Construction & Maintenance Leader	3	38.27	38.65	39.81
SC1	TR197	Construction & Maintenance Leader	4	40.31	40.71	41.93
SC1	TR197	Construction & Maintenance Leader	5	42.41	42.83	44.12
SC1	IS106	Construction Inspector (Field)	1	27.05	27.32	28.14
SC1	IS106	Construction Inspector (Field)	2	28.47	28.75	29.61
SC1	IS106	Construction Inspector (Field)	3	29.97	30.27	31.17
SC1	IS106	Construction Inspector (Field)	4	31.54	31.86	32.81
SC1	IS106	Construction Inspector (Field)	5	33.20	33.53	34.54
SC1	IS123	Construction Inspector (Office)	1	28.84	29.13	30.00
SC1	IS123	Construction Inspector (Office)	2	30.37	30.68	31.60
SC1	IS123	Construction Inspector (Office)	3	31.96	32.28	33.25
SC1	IS123	Construction Inspector (Office)	4	33.66	34.00	35.02
SC1	IS123	Construction Inspector (Office)	5	35.41	35.76	36.84
SC1	IS107	Construction Inspector, Sr (Field)	1	32.88	33.21	34.21
SC1	IS107	Construction Inspector, Sr (Field)	2	34.64	34.99	36.03
SC1	IS107	Construction Inspector, Sr (Field)	3	36.46	36.82	37.93
SC1	IS107	Construction Inspector, Sr (Field)	4	38.38	38.76	39.92
SC1	IS107	Construction Inspector, Sr (Field)	5	40.33	40.73	41.95
SC1	PS111	Correctional Officer	1	28.22	28.50	29.36
SC1	PS111	Correctional Officer	2	29.71	30.01	30.91
SC1	PS111	Correctional Officer	3	31.29	31.60	32.55
SC1	PS111	Correctional Officer	4	32.92	33.25	34.25
SC1	PS111	Correctional Officer	5	34.65	35.00	36.05
SC1	PS115	Crossing Guard, PPT	1	15.54	15.69	16.16

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SC1	PS115	Crossing Guard, PPT	2	16.36	16.52	17.02
SC1	PS115	Crossing Guard, PPT	3	17.23	17.40	17.92
SC1	PS115	Crossing Guard, PPT	4	18.12	18.30	18.85
SC1	PS115	Crossing Guard, PPT	5	19.06	19.25	19.83
SC1	TR120	Custodian	1	17.89	18.07	18.61
SC1	TR120	Custodian	2	18.84	19.02	19.59
SC1	TR120	Custodian	3	19.82	20.02	20.62
SC1	TR120	Custodian	4	20.87	21.08	21.71
SC1	TR120	Custodian	5	21.96	22.18	22.85
SC1	TR121	Custodian, PPT	1	17.89	18.07	18.61
SC1	TR121	Custodian, PPT	2	18.84	19.02	19.59
SC1	TR121	Custodian, PPT	3	19.82	20.02	20.62
SC1	TR121	Custodian, PPT	4	20.87	21.08	21.71
SC1	TR121	Custodian, PPT	5	21.96	22.18	22.85
SC1	TR127	Electrical Painter	1	30.34	30.65	31.57
SC1	TR127	Electrical Painter	2	31.94	32.26	33.23
SC1	TR127	Electrical Painter	3	33.62	33.96	34.98
SC1	TR127	Electrical Painter	4	35.39	35.74	36.81
SC1	TR127	Electrical Painter	5	37.25	37.63	38.75
SC1	ET123	Engineering Technician I (Field)	1	23.52	23.75	24.47
SC1	ET123	Engineering Technician I (Field)	2	24.75	25.00	25.75
SC1	ET123	Engineering Technician I (Field)	3	26.06	26.32	27.11
SC1	ET123	Engineering Technician I (Field)	4	27.43	27.70	28.53
SC1	ET123	Engineering Technician I (Field)	5	28.87	29.16	30.04
SC1	ET124	Engineering Technician I (Office)	1	25.10	25.35	26.11
SC1	ET124	Engineering Technician I (Office)	2	26.43	26.70	27.50
SC1	ET124	Engineering Technician I (Office)	3	27.80	28.08	28.92
SC1	ET124	Engineering Technician I (Office)	4	29.26	29.55	30.44
SC1	ET124	Engineering Technician I (Office)	5	30.80	31.11	32.04
SC1	SS201	Equipment Parts Technician	1	24.94	25.19	25.95
SC1	SS201	Equipment Parts Technician	2	26.27	26.53	27.33
SC1	SS201	Equipment Parts Technician	3	27.65	27.93	28.77
SC1	SS201	Equipment Parts Technician	4	29.10	29.39	30.27
SC1	SS201	Equipment Parts Technician	5	30.63	30.94	31.87
SC1	PS120	Facility Security Assistant	1	21.76	21.98	22.64
SC1	PS120	Facility Security Assistant	2	22.91	23.14	23.83
SC1	PS120	Facility Security Assistant	3	24.11	24.35	25.08
SC1	PS120	Facility Security Assistant	4	25.38	25.64	26.40
SC1	PS120	Facility Security Assistant	5	26.72	26.99	27.80
SC1	PS121	Facility Security Assistant, PPT	1	21.76	21.98	22.64
SC1	PS121	Facility Security Assistant, PPT	2	22.91	23.14	23.83
SC1	PS121	Facility Security Assistant, PPT	3	24.11	24.35	25.08
SC1	PS121	Facility Security Assistant, PPT	4	25.38	25.64	26.40
SC1	PS121	Facility Security Assistant, PPT	5	26.72	26.99	27.80
SC1	PS123	Fire Communications Dispatcher	1	33.02	33.35	34.35
SC1	PS123	Fire Communications Dispatcher	2	33.87	34.21	35.23
SC1	PS123	Fire Communications Dispatcher	3	34.72	35.07	36.12
SC1	PS123	Fire Communications Dispatcher	4	35.60	35.96	37.04
SC1	PS123	Fire Communications Dispatcher	5	36.54	36.90	38.01
SC1	PS142	Fire Prevent Bureau Inspect, Civil	1	32.19	32.51	33.48
SC1	PS142	Fire Prevent Bureau Inspect, Civil	2	33.90	34.24	35.27
SC1	PS142	Fire Prevent Bureau Inspect, Civil	3	35.68	36.03	37.12
SC1	PS142	Fire Prevent Bureau Inspect, Civil	4	37.55	37.93	39.07

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SC1	PS142	Fire Prevent Bureau Inspect, Civil	5	39.53	39.93	41.13
SC1	PS196	Forensic Technician	1	28.26	28.55	29.40
SC1	PS196	Forensic Technician	2	29.75	30.05	30.95
SC1	PS196	Forensic Technician	3	31.31	31.62	32.57
SC1	PS196	Forensic Technician	4	32.95	33.28	34.27
SC1	PS196	Forensic Technician	5	34.68	35.03	36.08
SC1	TR140	Gardener Crew Leader	1	25.81	26.07	26.85
SC1	TR140	Gardener Crew Leader	2	27.18	27.45	28.28
SC1	TR140	Gardener Crew Leader	3	28.62	28.90	29.77
SC1	TR140	Gardener Crew Leader	4	30.13	30.43	31.34
SC1	TR140	Gardener Crew Leader	5	31.70	32.02	32.98
SC1	TR141	Gardener I	1	20.82	21.03	21.66
SC1	TR142	Gardener II	1	21.81	22.03	22.69
SC1	TR142	Gardener II	2	22.95	23.18	23.87
SC1	TR142	Gardener II	3	24.14	24.38	25.11
SC1	TR142	Gardener II	4	25.41	25.67	26.44
SC1	TR142	Gardener II	5	26.72	26.99	27.80
SC1	TR143	Gardner I, PPT	1	20.82	21.03	21.66
SC1	TR144	Greenskeeper	1	22.41	22.64	23.32
SC1	TR144	Greenskeeper	2	23.59	23.83	24.54
SC1	TR144	Greenskeeper	3	24.84	25.08	25.84
SC1	TR144	Greenskeeper	4	26.14	26.40	27.20
SC1	TR144	Greenskeeper	5	27.52	27.80	28.63
SC1	SS128	Head Start Driver Courier	1	21.78	22.00	22.66
SC1	SS128	Head Start Driver Courier	2	22.93	23.16	23.85
SC1	SS128	Head Start Driver Courier	3	24.14	24.38	25.11
SC1	SS128	Head Start Driver Courier	4	25.41	25.67	26.44
SC1	SS128	Head Start Driver Courier	5	26.74	27.01	27.82
SC1	TR147	Heavy Equipment Service Worker	1	22.69	22.92	23.61
SC1	TR147	Heavy Equipment Service Worker	2	23.89	24.13	24.86
SC1	TR147	Heavy Equipment Service Worker	3	25.15	25.40	26.16
SC1	TR147	Heavy Equipment Service Worker	4	26.46	26.73	27.53
SC1	TR147	Heavy Equipment Service Worker	5	27.86	28.14	28.98
SC1	TR151	Irrigation Repair Specialist	1	27.77	28.05	28.89
SC1	TR151	Irrigation Repair Specialist	2	29.24	29.53	30.42
SC1	TR151	Irrigation Repair Specialist	3	30.78	31.09	32.02
SC1	TR151	Irrigation Repair Specialist	4	32.39	32.71	33.69
SC1	TR151	Irrigation Repair Specialist	5	34.10	34.44	35.48
SC1	TR152	Irrigation Repair Specialist, PPT	1	27.75	28.03	28.87
SC1	TR152	Irrigation Repair Specialist, PPT	2	29.22	29.51	30.39
SC1	TR152	Irrigation Repair Specialist, PPT	3	30.74	31.05	31.98
SC1	TR152	Irrigation Repair Specialist, PPT	4	32.36	32.68	33.66
SC1	TR152	Irrigation Repair Specialist, PPT	5	34.08	34.42	35.45
SC1	PP158	Litter/Nuisance Enforcement Officer	1	27.51	27.79	28.62
SC1	PP158	Litter/Nuisance Enforcement Officer	2	28.96	29.25	30.13
SC1	PP158	Litter/Nuisance Enforcement Officer	3	30.48	30.79	31.71
SC1	PP158	Litter/Nuisance Enforcement Officer	4	32.09	32.41	33.38
SC1	PP158	Litter/Nuisance Enforcement Officer	5	33.78	34.12	35.14
SC1	PS155	Museum Guard	1	19.39	19.59	20.17
SC1	PS155	Museum Guard	2	20.41	20.61	21.23
SC1	PS155	Museum Guard	3	21.48	21.70	22.35
SC1	PS155	Museum Guard	4	22.61	22.83	23.52
SC1	PS155	Museum Guard	5	23.80	24.03	24.75

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SC1	PS157	Museum Guard, PPT	1	19.39	19.59	20.17
SC1	PS157	Museum Guard, PPT	2	20.41	20.61	21.23
SC1	PS157	Museum Guard, PPT	3	21.48	21.70	22.35
SC1	PS157	Museum Guard, PPT	4	22.61	22.83	23.52
SC1	PS157	Museum Guard, PPT	5	23.80	24.03	24.75
SC1	SS202	Park Attendant	1	16.16	16.32	16.81
SC1	SS202	Park Attendant	2	17.01	17.18	17.70
SC1	SS202	Park Attendant	3	17.90	18.08	18.62
SC1	SS202	Park Attendant	4	18.85	19.03	19.61
SC1	SS202	Park Attendant	5	19.83	20.03	20.63
SC1	SS157	Park Attendant, PPT	1	16.16	16.32	16.81
SC1	SS157	Park Attendant, PPT	2	17.01	17.18	17.70
SC1	SS157	Park Attendant, PPT	3	17.90	18.08	18.62
SC1	SS157	Park Attendant, PPT	4	18.85	19.03	19.61
SC1	SS157	Park Attendant, PPT	5	19.83	20.03	20.63
SC1	TR162	Park Equipment Operator	1	26.45	26.72	27.52
SC1	TR162	Park Equipment Operator	2	27.85	28.12	28.97
SC1	TR162	Park Equipment Operator	3	29.31	29.61	30.50
SC1	TR162	Park Equipment Operator	4	30.86	31.17	32.10
SC1	TR162	Park Equipment Operator	5	32.47	32.80	33.78
SC1	TR164	Parking Control Technician	1	21.15	21.36	22.00
SC1	TR164	Parking Control Technician	2	22.26	22.49	23.16
SC1	TR164	Parking Control Technician	3	23.43	23.67	24.38
SC1	TR164	Parking Control Technician	4	24.66	24.91	25.66
SC1	TR164	Parking Control Technician	5	25.95	26.21	27.00
SC1	TC134	Parking Control Technician, PPT	1	21.15	21.36	22.00
SC1	TC134	Parking Control Technician, PPT	2	22.26	22.49	23.16
SC1	TC134	Parking Control Technician, PPT	3	23.43	23.67	24.38
SC1	TC134	Parking Control Technician, PPT	4	24.66	24.91	25.66
SC1	TC134	Parking Control Technician, PPT	5	25.95	26.21	27.00
SC1	TR169	Parklands Maintenance Worker	1	22.89	23.11	23.81
SC1	TR169	Parklands Maintenance Worker	2	24.09	24.33	25.06
SC1	TR169	Parklands Maintenance Worker	3	25.35	25.60	26.37
SC1	TR169	Parklands Maintenance Worker	4	26.69	26.96	27.76
SC1	TR169	Parklands Maintenance Worker	5	28.09	28.37	29.22
SC1	PS162	Police Communications Dispatcher	1	33.76	34.10	35.12
SC1	PS162	Police Communications Dispatcher	2	34.61	34.95	36.00
SC1	PS162	Police Communications Dispatcher	3	35.50	35.85	36.93
SC1	PS162	Police Communications Dispatcher	4	36.41	36.77	37.87
SC1	PS162	Police Communications Dispatcher	5	37.35	37.72	38.85
SC1	PS163	Police Communications Operator	1	31.25	31.57	32.51
SC1	PS165	Police Evidence Technician	1	28.26	28.55	29.40
SC1	PS165	Police Evidence Technician	2	29.75	30.05	30.95
SC1	PS165	Police Evidence Technician	3	31.31	31.62	32.57
SC1	PS165	Police Evidence Technician	4	32.95	33.28	34.27
SC1	PS165	Police Evidence Technician	5	34.68	35.03	36.08
SC1	PS170	Police Property Specialist	1	23.34	23.57	24.28
SC1	PS170	Police Property Specialist	2	24.56	24.80	25.55
SC1	PS170	Police Property Specialist	3	25.85	26.11	26.89
SC1	PS170	Police Property Specialist	4	27.20	27.48	28.30
SC1	PS170	Police Property Specialist	5	28.64	28.93	29.79
SC1	PS173	Police Services Technician II	1	23.37	23.60	24.31
SC1	PS173	Police Services Technician II	2	24.61	24.86	25.60

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REP	CLASS_NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SC1	PS173	Police Services Technician II	3	25.89	26.14	26.93
SC1	PS173	Police Services Technician II	4	27.26	27.53	28.36
SC1	PS173	Police Services Technician II	5	28.70	28.99	29.86
SC1	AP366	Pool Manager, PPT	1	15.75	15.91	16.38
SC1	AP366	Pool Manager, PPT	2	16.59	16.75	17.25
SC1	AP366	Pool Manager, PPT	3	17.45	17.63	18.16
SC1	AP366	Pool Manager, PPT	4	18.37	18.56	19.12
SC1	AP366	Pool Manager, PPT	5	19.34	19.53	20.12
SC1	TR207	Pool Technician	1	17.89	18.07	18.61
SC1	TR207	Pool Technician	2	18.84	19.02	19.59
SC1	TR207	Pool Technician	3	19.82	20.02	20.62
SC1	TR207	Pool Technician	4	20.87	21.08	21.71
SC1	TR207	Pool Technician	5	21.96	22.18	22.85
SC1	TR208	Pool Technician, PPT	1	17.89	18.07	18.61
SC1	TR208	Pool Technician, PPT	2	18.84	19.02	19.59
SC1	TR208	Pool Technician, PPT	3	19.82	20.02	20.62
SC1	TR208	Pool Technician, PPT	4	20.87	21.08	21.71
SC1	TR208	Pool Technician, PPT	5	21.96	22.18	22.85
SC1	TR174	Public Works Maintenance Worker	1	21.54	21.75	22.40
SC1	TR174	Public Works Maintenance Worker	2	22.66	22.89	23.57
SC1	TR174	Public Works Maintenance Worker	3	23.86	24.10	24.82
SC1	TR174	Public Works Maintenance Worker	4	25.11	25.36	26.13
SC1	TR174	Public Works Maintenance Worker	5	26.44	26.71	27.51
SC1	TR200	Public Works Utility Worker, PPT	1	22.21	22.43	23.11
SC1	TR200	Public Works Utility Worker, PPT	2	23.37	23.60	24.31
SC1	TR200	Public Works Utility Worker, PPT	3	24.60	24.85	25.59
SC1	TR200	Public Works Utility Worker, PPT	4	25.91	26.17	26.95
SC1	TR200	Public Works Utility Worker, PPT	5	27.24	27.51	28.33
SC1	SS203	Recreation Attendant II, PPT	1	15.02	15.17	15.62
SC1	SS203	Recreation Attendant II, PPT	2	15.77	15.92	16.40
SC1	SS203	Recreation Attendant II, PPT	3	16.56	16.72	17.22
SC1	SS203	Recreation Attendant II, PPT	4	17.39	17.56	18.09
SC1	SS203	Recreation Attendant II, PPT	5	18.25	18.43	18.99
SC1	PP131	Recreation Center Director	1	26.74	27.01	27.82
SC1	PP131	Recreation Center Director	2	28.16	28.44	29.29
SC1	PP131	Recreation Center Director	3	29.64	29.93	30.83
SC1	PP131	Recreation Center Director	4	31.19	31.50	32.45
SC1	PP131	Recreation Center Director	5	32.83	33.16	34.15
SC1	PP133	Recreation Leader II, PPT	1	16.68	16.85	17.35
SC1	PP133	Recreation Leader II, PPT	2	17.51	17.69	18.22
SC1	PP133	Recreation Leader II, PPT	3	18.39	18.57	19.13
SC1	PP133	Recreation Leader II, PPT	4	19.31	19.51	20.09
SC1	PP133	Recreation Leader II, PPT	5	20.28	20.48	21.10
SC1	PP135	Recreation Program Director	1	23.54	23.77	24.49
SC1	PP135	Recreation Program Director	2	24.77	25.02	25.77
SC1	PP135	Recreation Program Director	3	26.08	26.34	27.13
SC1	PP135	Recreation Program Director	4	27.45	27.72	28.56
SC1	PP135	Recreation Program Director	5	28.89	29.17	30.05
SC1	PP136	Recreation Specialist I, PPT	1	16.99	17.16	17.68
SC1	PP136	Recreation Specialist I, PPT	2	17.89	18.07	18.61
SC1	PP136	Recreation Specialist I, PPT	3	18.84	19.02	19.59
SC1	PP136	Recreation Specialist I, PPT	4	19.82	20.02	20.62
SC1	PP136	Recreation Specialist I, PPT	5	20.87	21.08	21.71

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REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SC1	PP138	Recreation Specialist II, PPT	1	21.92	22.14	22.80
SC1	PP138	Recreation Specialist II, PPT	2	23.08	23.31	24.01
SC1	PP138	Recreation Specialist II, PPT	3	24.30	24.54	25.28
SC1	PP138	Recreation Specialist II, PPT	4	25.57	25.83	26.61
SC1	PP138	Recreation Specialist II, PPT	5	26.92	27.19	28.01
SC1	PP161	Recreation Specialist III, PPT	1	26.74	27.01	27.82
SC1	PP161	Recreation Specialist III, PPT	2	28.16	28.44	29.29
SC1	PP161	Recreation Specialist III, PPT	3	29.64	29.93	30.83
SC1	PP161	Recreation Specialist III, PPT	4	31.19	31.50	32.45
SC1	PP161	Recreation Specialist III, PPT	5	32.83	33.16	34.15
SC1	TR196	Refuge Naturalist	1	20.41	20.61	21.23
SC1	TR196	Refuge Naturalist	2	21.48	21.70	22.35
SC1	TR196	Refuge Naturalist	3	22.61	22.83	23.52
SC1	TR196	Refuge Naturalist	4	23.80	24.03	24.75
SC1	TR196	Refuge Naturalist	5	25.05	25.30	26.06
SC1	AP315	Rehabilitation Paint Technician	1	23.87	24.11	24.83
SC1	AP315	Rehabilitation Paint Technician	2	25.14	25.39	26.15
SC1	AP315	Rehabilitation Paint Technician	3	26.45	26.72	27.52
SC1	AP315	Rehabilitation Paint Technician	4	27.85	28.12	28.97
SC1	AP315	Rehabilitation Paint Technician	5	29.31	29.61	30.50
SC1	TR175	Sewer Maintenance Leader	1	29.52	29.81	30.71
SC1	TR175	Sewer Maintenance Leader	2	31.07	31.38	32.32
SC1	TR175	Sewer Maintenance Leader	3	32.71	33.04	34.03
SC1	TR175	Sewer Maintenance Leader	4	34.44	34.78	35.82
SC1	TR175	Sewer Maintenance Leader	5	36.25	36.61	37.71
SC1	TR176	Sewer Maintenance Worker	1	22.72	22.95	23.64
SC1	TR176	Sewer Maintenance Worker	2	23.94	24.17	24.90
SC1	TR176	Sewer Maintenance Worker	3	25.19	25.44	26.20
SC1	TR176	Sewer Maintenance Worker	4	26.51	26.77	27.57
SC1	TR176	Sewer Maintenance Worker	5	27.90	28.18	29.02
SC1	TR177	Sign Maintenance Worker	1	23.66	23.89	24.61
SC1	TR177	Sign Maintenance Worker	2	24.89	25.14	25.89
SC1	TR177	Sign Maintenance Worker	3	26.21	26.47	27.26
SC1	TR177	Sign Maintenance Worker	4	27.58	27.85	28.69
SC1	TR177	Sign Maintenance Worker	5	29.04	29.33	30.21
SC1	SS186	Storekeeper	1	21.81	22.03	22.69
SC1	SS186	Storekeeper	2	22.95	23.18	23.87
SC1	SS186	Storekeeper	3	24.14	24.38	25.11
SC1	SS186	Storekeeper	4	25.41	25.67	26.44
SC1	SS186	Storekeeper	5	26.72	26.99	27.80
SC1	TR180	Street Maintenance Leader	1	27.35	27.63	28.46
SC1	TR180	Street Maintenance Leader	2	28.80	29.09	29.96
SC1	TR180	Street Maintenance Leader	3	30.33	30.63	31.55
SC1	TR180	Street Maintenance Leader	4	31.92	32.24	33.20
SC1	TR180	Street Maintenance Leader	5	33.60	33.94	34.95
SC1	TR181	Street Sweeper Operator	1	25.80	26.06	26.84
SC1	TR181	Street Sweeper Operator	2	27.15	27.42	28.24
SC1	TR181	Street Sweeper Operator	3	28.59	28.87	29.74
SC1	TR181	Street Sweeper Operator	4	30.09	30.39	31.30
SC1	TR181	Street Sweeper Operator	5	31.67	31.99	32.95
SC1	AP331	Subpoena Server	1	24.60	24.85	25.59
SC1	AP331	Subpoena Server	2	25.90	26.15	26.94
SC1	AP331	Subpoena Server	3	27.26	27.53	28.36

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REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SC1	AP331	Subpoena Server	4	28.69	28.98	29.85
SC1	AP331	Subpoena Server	5	30.20	30.51	31.42
SC1	ET132	Surveying Technician (Field)	1	23.52	23.75	24.47
SC1	ET132	Surveying Technician (Field)	2	24.75	25.00	25.75
SC1	ET132	Surveying Technician (Field)	3	26.06	26.32	27.11
SC1	ET132	Surveying Technician (Field)	4	27.43	27.70	28.53
SC1	ET132	Surveying Technician (Field)	5	28.87	29.16	30.04
SC1	ET133	Surveying Technician, Sr (Field)	1	27.05	27.32	28.14
SC1	ET133	Surveying Technician, Sr (Field)	2	28.47	28.75	29.61
SC1	ET133	Surveying Technician, Sr (Field)	3	29.97	30.27	31.17
SC1	ET133	Surveying Technician, Sr (Field)	4	31.54	31.86	32.81
SC1	ET133	Surveying Technician, Sr (Field)	5	33.20	33.53	34.54
SC1	TR186	Traffic Sign Maker	1	25.34	25.59	26.36
SC1	TR186	Traffic Sign Maker	2	26.67	26.93	27.74
SC1	TR186	Traffic Sign Maker	3	28.07	28.35	29.20
SC1	TR186	Traffic Sign Maker	4	29.55	29.84	30.74
SC1	TR186	Traffic Sign Maker	5	31.10	31.41	32.36
SC1	TR188	Tree High Climber	1	29.14	29.43	30.32
SC1	TR188	Tree High Climber	2	30.66	30.97	31.90
SC1	TR188	Tree High Climber	3	32.27	32.59	33.57
SC1	TR188	Tree High Climber	4	33.97	34.31	35.34
SC1	TR188	Tree High Climber	5	35.75	36.11	37.19
SC1	TR189	Tree Trimmer	1	27.10	27.37	28.19
SC1	TR189	Tree Trimmer	2	28.53	28.82	29.68
SC1	TR189	Tree Trimmer	3	30.04	30.34	31.25
SC1	TR189	Tree Trimmer	4	31.61	31.92	32.88
SC1	TR189	Tree Trimmer	5	33.27	33.60	34.61
SC1	TR190	Tree Worker Driver	1	23.47	23.71	24.42
SC1	TR190	Tree Worker Driver	2	24.65	24.90	25.65
SC1	TR190	Tree Worker Driver	3	25.89	26.14	26.93
SC1	TR190	Tree Worker Driver	4	27.19	27.46	28.29
SC1	TR190	Tree Worker Driver	5	28.59	28.87	29.74
SC1	TR191	Truck Driver	1	24.34	24.59	25.32
SC1	TR191	Truck Driver	2	25.62	25.87	26.65
SC1	TR191	Truck Driver	3	26.97	27.24	28.05
SC1	TR191	Truck Driver	4	28.39	28.68	29.54
SC1	TR191	Truck Driver	5	29.88	30.18	31.09
SC1	TR193	Zoo Keeper	1	20.41	20.61	21.23
SC1	TR193	Zoo Keeper	2	21.48	21.70	22.35
SC1	TR193	Zoo Keeper	3	22.61	22.83	23.52
SC1	TR193	Zoo Keeper	4	23.80	24.03	24.75
SC1	TR193	Zoo Keeper	5	25.05	25.30	26.06
SD1	AF001	Account Clerk I	1	17.92	18.10	18.65
SD1	AF001	Account Clerk I	2	18.88	19.07	19.64
SD1	AF001	Account Clerk I	3	19.86	20.06	20.66
SD1	AF001	Account Clerk I	4	20.91	21.12	21.76
SD1	AF001	Account Clerk I	5	22.01	22.23	22.89
SD1	AF048	Account Clerk I, PPT	1	17.92	18.10	18.65
SD1	AF048	Account Clerk I, PPT	2	18.88	19.07	19.64
SD1	AF048	Account Clerk I, PPT	3	19.86	20.06	20.66
SD1	AF048	Account Clerk I, PPT	4	20.91	21.12	21.76
SD1	AF048	Account Clerk I, PPT	5	22.01	22.23	22.89

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SD1	AF020	Account Clerk II	1	21.04	21.25	21.89
SD1	AF020	Account Clerk II	2	22.15	22.37	23.04
SD1	AF020	Account Clerk II	3	23.30	23.54	24.24
SD1	AF020	Account Clerk II	4	24.54	24.78	25.52
SD1	AF020	Account Clerk II	5	25.82	26.08	26.86
SD1	AF002	Accountant I	1	28.72	29.01	29.88
SD1	AF002	Accountant I	2	30.24	30.54	31.45
SD1	AF002	Accountant I	3	31.83	32.15	33.11
SD1	AF002	Accountant I	4	33.52	33.86	34.88
SD1	AF002	Accountant I	5	35.28	35.63	36.70
SD1	AF021	Accountant II	1	33.03	33.36	34.36
SD1	AF021	Accountant II	2	34.77	35.11	36.17
SD1	AF021	Accountant II	3	36.59	36.95	38.06
SD1	AF021	Accountant II	4	38.53	38.91	40.08
SD1	AF021	Accountant II	5	40.54	40.95	42.18
SD1	AF049	Accounting Technician	1	27.96	28.24	29.09
SD1	AF049	Accounting Technician	2	29.43	29.73	30.62
SD1	AF049	Accounting Technician	3	30.99	31.29	32.23
SD1	AF049	Accounting Technician	4	32.61	32.94	33.93
SD1	AF049	Accounting Technician	5	34.33	34.67	35.71
SD1	SS102	Administrative Assistant I	1	22.70	22.93	23.62
SD1	SS102	Administrative Assistant I	2	23.91	24.15	24.88
SD1	SS102	Administrative Assistant I	3	25.17	25.42	26.18
SD1	SS102	Administrative Assistant I	4	26.50	26.76	27.56
SD1	SS102	Administrative Assistant I	5	27.89	28.17	29.01
SD1	SS103	Administrative Assistant I, PPT	1	22.70	22.93	23.62
SD1	SS103	Administrative Assistant I, PPT	2	23.91	24.15	24.88
SD1	SS103	Administrative Assistant I, PPT	3	25.17	25.42	26.18
SD1	SS103	Administrative Assistant I, PPT	4	26.50	26.76	27.56
SD1	SS103	Administrative Assistant I, PPT	5	27.89	28.17	29.01
SD1	AP108	Afr Amer Museum Curat Specialist PPT	1	23.15	23.38	24.09
SD1	AP108	Afr Amer Museum Curat Specialist PPT	2	24.36	24.61	25.35
SD1	AP108	Afr Amer Museum Curat Specialist PPT	3	25.65	25.91	26.68
SD1	AP108	Afr Amer Museum Curat Specialist PPT	4	27.00	27.27	28.09
SD1	AP108	Afr Amer Museum Curat Specialist PPT	5	28.41	28.70	29.56
SD1	AF003	Cashier	1	20.08	20.28	20.89
SD1	AF003	Cashier	2	21.13	21.34	21.98
SD1	AF003	Cashier	3	22.24	22.46	23.14
SD1	AF003	Cashier	4	23.42	23.66	24.36
SD1	AF003	Cashier	5	24.64	24.89	25.64
SD1	IS104	Code Enforcement Inspector, Assist	1	27.96	28.24	29.09
SD1	IS104	Code Enforcement Inspector, Assist	2	29.43	29.73	30.62
SD1	IS104	Code Enforcement Inspector, Assist	3	30.99	31.29	32.23
SD1	IS104	Code Enforcement Inspector, Assist	4	32.61	32.94	33.93
SD1	IS104	Code Enforcement Inspector, Assist	5	34.33	34.67	35.71
SD1	AF032	Collections Officer	1	30.76	31.07	32.00
SD1	AF032	Collections Officer	2	32.47	32.80	33.78
SD1	AF032	Collections Officer	3	34.17	34.51	35.54
SD1	AF032	Collections Officer	4	35.97	36.33	37.42
SD1	AF032	Collections Officer	5	37.86	38.24	39.39
SD1	SS115	Computer Operator	1	22.00	22.22	22.88
SD1	SS115	Computer Operator	2	23.15	23.38	24.09
SD1	SS115	Computer Operator	3	24.36	24.61	25.35

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REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SD1	SS115	Computer Operator	4	25.65	25.91	26.68
SD1	SS115	Computer Operator	5	27.00	27.27	28.09
SD1	SS116	Computer Operator, Senior	1	24.78	25.03	25.78
SD1	SS116	Computer Operator, Senior	2	26.09	26.35	27.14
SD1	SS116	Computer Operator, Senior	3	27.47	27.75	28.58
SD1	SS116	Computer Operator, Senior	4	28.92	29.21	30.08
SD1	SS116	Computer Operator, Senior	5	30.44	30.74	31.67
SD1	IS108	Construction Inspector, Sr (Office)	1	35.13	35.48	36.55
SD1	IS108	Construction Inspector, Sr (Office)	2	36.97	37.34	38.46
SD1	IS108	Construction Inspector, Sr (Office)	3	38.92	39.31	40.49
SD1	IS108	Construction Inspector, Sr (Office)	4	40.97	41.38	42.62
SD1	IS108	Construction Inspector, Sr (Office)	5	43.13	43.57	44.87
SD1	AP359	Contract Compliance Field Tech	1	24.02	24.26	24.99
SD1	AP359	Contract Compliance Field Tech	2	25.29	25.54	26.30
SD1	AP359	Contract Compliance Field Tech	3	26.61	26.88	27.69
SD1	AP359	Contract Compliance Field Tech	4	28.01	28.29	29.14
SD1	AP359	Contract Compliance Field Tech	5	29.49	29.78	30.67
SD1	PS114	Criminalist I	1	34.94	35.29	36.35
SD1	PS114	Criminalist I	2	36.77	37.14	38.25
SD1	PS114	Criminalist I	3	38.71	39.10	40.27
SD1	PS114	Criminalist I	4	40.75	41.15	42.39
SD1	PS114	Criminalist I	5	42.89	43.32	44.62
SD1	SS117	Data Entry Operator	1	19.09	19.28	19.86
SD1	SS117	Data Entry Operator	2	20.09	20.29	20.90
SD1	SS117	Data Entry Operator	3	21.15	21.36	22.00
SD1	SS117	Data Entry Operator	4	22.26	22.49	23.16
SD1	SS117	Data Entry Operator	5	23.43	23.67	24.38
SD1	SS118	Data Entry Operator, Senior	1	21.16	21.37	22.01
SD1	SS118	Data Entry Operator, Senior	2	22.27	22.50	23.17
SD1	SS118	Data Entry Operator, Senior	3	23.44	23.68	24.39
SD1	SS118	Data Entry Operator, Senior	4	24.69	24.93	25.68
SD1	SS118	Data Entry Operator, Senior	5	25.98	26.24	27.03
SD1	ET110	Drafting Technician, Int (Office)	1	28.04	28.32	29.17
SD1	ET110	Drafting Technician, Int (Office)	2	29.52	29.81	30.71
SD1	ET110	Drafting Technician, Int (Office)	3	31.07	31.38	32.32
SD1	ET110	Drafting Technician, Int (Office)	4	32.71	33.04	34.03
SD1	ET110	Drafting Technician, Int (Office)	5	34.44	34.78	35.82
SD1	ET109	Drafting/Design Technician, Sr	1	34.15	34.49	35.52
SD1	ET109	Drafting/Design Technician, Sr	2	35.92	36.28	37.37
SD1	ET109	Drafting/Design Technician, Sr	3	37.82	38.20	39.34
SD1	ET109	Drafting/Design Technician, Sr	4	39.81	40.21	41.42
SD1	ET109	Drafting/Design Technician, Sr	5	41.90	42.32	43.59
SD1	PP113	Early Childhood Center Director	1	25.03	25.28	26.04
SD1	PP113	Early Childhood Center Director	2	26.36	26.62	27.42
SD1	PP113	Early Childhood Center Director	3	27.75	28.03	28.87
SD1	PP113	Early Childhood Center Director	4	29.21	29.50	30.38
SD1	PP113	Early Childhood Center Director	5	30.75	31.06	31.99
SD1	PP114	Early Childhood Instructor	1	18.66	18.85	19.42
SD1	PP114	Early Childhood Instructor	2	19.65	19.85	20.44
SD1	PP114	Early Childhood Instructor	3	20.69	20.90	21.52
SD1	PP114	Early Childhood Instructor	4	21.77	21.99	22.65
SD1	PP114	Early Childhood Instructor	5	22.92	23.15	23.84
SD1	PP157	Early Childhood Instructor, PT	1	18.66	18.85	19.42

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REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SD1	PP157	Early Childhood Instructor, PT	2	19.65	19.85	20.44
SD1	PP157	Early Childhood Instructor, PT	3	20.69	20.90	21.52
SD1	PP157	Early Childhood Instructor, PT	4	21.77	21.99	22.65
SD1	PP157	Early Childhood Instructor, PT	5	22.92	23.15	23.84
SD1	ET125	Engineering Technician II (Office)	1	28.75	29.03	29.90
SD1	ET125	Engineering Technician II (Office)	2	30.26	30.56	31.48
SD1	ET125	Engineering Technician II (Office)	3	31.84	32.16	33.13
SD1	ET125	Engineering Technician II (Office)	4	33.54	33.87	34.89
SD1	ET125	Engineering Technician II (Office)	5	35.29	35.65	36.71
SD1	ET126	Engineering Technician, Sr (Field)	1	32.73	33.06	34.05
SD1	ET126	Engineering Technician, Sr (Field)	2	34.47	34.81	35.86
SD1	ET126	Engineering Technician, Sr (Field)	3	36.27	36.63	37.73
SD1	ET126	Engineering Technician, Sr (Field)	4	38.21	38.59	39.75
SD1	ET126	Engineering Technician, Sr (Field)	5	40.20	40.60	41.82
SD1	ET127	Engineering Technician, Sr (Office)	1	34.99	35.34	36.40
SD1	ET127	Engineering Technician, Sr (Office)	2	36.82	37.19	38.31
SD1	ET127	Engineering Technician, Sr (Office)	3	38.76	39.15	40.33
SD1	ET127	Engineering Technician, Sr (Office)	4	40.81	41.22	42.45
SD1	ET127	Engineering Technician, Sr (Office)	5	42.95	43.38	44.68
SD1	PP123	Family Advocate	1	21.11	21.32	21.96
SD1	PP123	Family Advocate	2	22.21	22.43	23.11
SD1	PP123	Family Advocate	3	23.39	23.62	24.33
SD1	PP123	Family Advocate	4	24.61	24.86	25.60
SD1	PP123	Family Advocate	5	25.91	26.17	26.95
SD1	IS112	Fire Suppression District Inspector	1	27.51	27.79	28.62
SD1	IS112	Fire Suppression District Inspector	2	28.96	29.25	30.13
SD1	IS112	Fire Suppression District Inspector	3	30.48	30.79	31.71
SD1	IS112	Fire Suppression District Inspector	4	32.08	32.40	33.37
SD1	IS112	Fire Suppression District Inspector	5	33.78	34.12	35.14
SD1	SC152	Food Program Coordinator, PPT	1	23.54	23.77	24.49
SD1	SC152	Food Program Coordinator, PPT	2	24.77	25.02	25.77
SD1	SC152	Food Program Coordinator, PPT	3	26.08	26.34	27.13
SD1	SC152	Food Program Coordinator, PPT	4	27.45	27.72	28.56
SD1	SC152	Food Program Coordinator, PPT	5	28.91	29.20	30.07
SD1	TR137	Food Service Worker	1	18.62	18.81	19.37
SD1	TR137	Food Service Worker	2	19.60	19.79	20.39
SD1	TR137	Food Service Worker	3	20.64	20.84	21.47
SD1	TR137	Food Service Worker	4	21.72	21.93	22.59
SD1	TR137	Food Service Worker	5	22.86	23.09	23.79
SD1	TC110	Graphic Delineator	1	25.02	25.27	26.03
SD1	TC110	Graphic Delineator	2	26.34	26.60	27.40
SD1	TC110	Graphic Delineator	3	27.73	28.01	28.85
SD1	TC110	Graphic Delineator	4	29.17	29.47	30.35
SD1	TC110	Graphic Delineator	5	30.72	31.02	31.96
SD1	IS113	Hazardous Materials Inspect, Senior	1	37.47	37.84	38.98
SD1	IS113	Hazardous Materials Inspect, Senior	2	39.44	39.83	41.03
SD1	IS113	Hazardous Materials Inspect, Senior	3	41.51	41.92	43.18
SD1	IS113	Hazardous Materials Inspect, Senior	4	43.69	44.13	45.45
SD1	IS113	Hazardous Materials Inspect, Senior	5	46.00	46.46	47.85
SD1	IS113	Hazardous Materials Inspect, Senior	6	43.70	44.14	45.46
SD1	IS115	Hazardous Materials Inspector II	1	35.43	35.79	36.86
SD1	IS115	Hazardous Materials Inspector II	2	37.30	37.67	38.80
SD1	IS115	Hazardous Materials Inspector II	3	39.25	39.64	40.83

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REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SD1	IS115	Hazardous Materials Inspector II	4	41.31	41.73	42.98
SD1	IS115	Hazardous Materials Inspector II	5	43.48	43.91	45.23
SD1	AP265	Help Desk Specialist	1	24.43	24.67	25.41
SD1	AP265	Help Desk Specialist	2	25.70	25.96	26.74
SD1	AP265	Help Desk Specialist	3	27.05	27.32	28.14
SD1	AP265	Help Desk Specialist	4	28.49	28.77	29.64
SD1	AP265	Help Desk Specialist	5	29.98	30.28	31.19
SD1	PS186	Latent Print Examiner I	1	33.03	33.36	34.36
SD1	PS186	Latent Print Examiner I	2	34.77	35.11	36.17
SD1	PS186	Latent Print Examiner I	3	36.59	36.95	38.06
SD1	PS186	Latent Print Examiner I	4	38.53	38.91	40.08
SD1	PS186	Latent Print Examiner I	5	40.54	40.95	42.18
SD1	AP214	Librarian I	1	31.01	31.32	32.26
SD1	AP214	Librarian I	2	32.64	32.96	33.95
SD1	AP214	Librarian I	3	34.37	34.71	35.76
SD1	AP214	Librarian I	4	36.17	36.53	37.63
SD1	AP214	Librarian I	5	38.09	38.47	39.62
SD1	AP215	Librarian I, PPT	1	31.01	31.32	32.26
SD1	AP215	Librarian I, PPT	2	32.64	32.96	33.95
SD1	AP215	Librarian I, PPT	3	34.37	34.71	35.76
SD1	AP215	Librarian I, PPT	4	36.17	36.53	37.63
SD1	AP215	Librarian I, PPT	5	38.09	38.47	39.62
SD1	AP217	Librarian II	1	33.45	33.78	34.80
SD1	AP217	Librarian II	2	35.21	35.56	36.63
SD1	AP217	Librarian II	3	37.06	37.43	38.55
SD1	AP217	Librarian II	4	39.02	39.41	40.59
SD1	AP217	Librarian II	5	41.08	41.49	42.73
SD1	AP218	Librarian II, PPT	1	33.45	33.78	34.80
SD1	AP218	Librarian II, PPT	2	35.21	35.56	36.63
SD1	AP218	Librarian II, PPT	3	37.06	37.43	38.55
SD1	AP218	Librarian II, PPT	4	39.02	39.41	40.59
SD1	AP218	Librarian II, PPT	5	41.08	41.49	42.73
SD1	AP220	Librarian, Senior	1	38.08	38.46	39.61
SD1	AP220	Librarian, Senior	2	40.08	40.48	41.70
SD1	AP220	Librarian, Senior	3	42.20	42.62	43.90
SD1	AP220	Librarian, Senior	4	44.41	44.85	46.20
SD1	AP220	Librarian, Senior	5	46.76	47.22	48.64
SD1	AP228	Librarian, Senior, PPT	1	38.08	38.46	39.61
SD1	AP228	Librarian, Senior, PPT	2	40.08	40.48	41.70
SD1	AP228	Librarian, Senior, PPT	3	42.20	42.62	43.90
SD1	AP228	Librarian, Senior, PPT	4	44.41	44.85	46.20
SD1	AP228	Librarian, Senior, PPT	5	46.76	47.22	48.64
SD1	AP221	Library Aide	1	16.15	16.31	16.80
SD1	AP221	Library Aide	2	16.99	17.16	17.68
SD1	AP221	Library Aide	3	17.89	18.07	18.61
SD1	AP221	Library Aide	4	18.84	19.02	19.59
SD1	AP221	Library Aide	5	19.82	20.02	20.62
SD1	AP222	Library Aide, PPT	1	16.15	16.31	16.80
SD1	AP222	Library Aide, PPT	2	17.00	17.17	17.69
SD1	AP222	Library Aide, PPT	3	17.90	18.08	18.62
SD1	AP222	Library Aide, PPT	4	18.86	19.05	19.62
SD1	AP222	Library Aide, PPT	5	19.83	20.03	20.63
SD1	AP223	Library Assistant	1	26.00	26.26	27.05

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REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SD1	AP223	Library Assistant	2	27.37	27.65	28.48
SD1	AP223	Library Assistant	3	28.80	29.09	29.96
SD1	AP223	Library Assistant	4	30.32	30.62	31.54
SD1	AP223	Library Assistant	5	31.92	32.24	33.20
SD1	AP224	Library Assistant, Senior	1	31.62	31.93	32.89
SD1	AP224	Library Assistant, Senior	2	33.29	33.62	34.63
SD1	AP224	Library Assistant, Senior	3	35.05	35.40	36.46
SD1	AP224	Library Assistant, Senior	4	36.88	37.25	38.36
SD1	AP224	Library Assistant, Senior	5	38.82	39.21	40.38
SD1	AP225	Library Assistant, Senior, PPT	1	31.14	31.45	32.39
SD1	AP225	Library Assistant, Senior, PPT	2	32.77	33.10	34.10
SD1	AP225	Library Assistant, Senior, PPT	3	34.48	34.82	35.87
SD1	AP225	Library Assistant, Senior, PPT	4	36.30	36.66	37.76
SD1	AP225	Library Assistant, Senior, PPT	5	38.22	38.60	39.76
SD1	AP227	Library Asst, PPT	1	26.00	26.26	27.05
SD1	AP227	Library Asst, PPT	2	27.37	27.65	28.48
SD1	AP227	Library Asst, PPT	3	28.80	29.09	29.96
SD1	AP227	Library Asst, PPT	4	30.32	30.62	31.54
SD1	AP227	Library Asst, PPT	5	31.92	32.24	33.20
SD1	SS140	Literacy Assistant	1	26.00	26.26	27.05
SD1	SS140	Literacy Assistant	2	27.37	27.65	28.48
SD1	SS140	Literacy Assistant	3	28.80	29.09	29.96
SD1	SS140	Literacy Assistant	4	30.32	30.62	31.54
SD1	SS140	Literacy Assistant	5	31.92	32.24	33.20
SD1	AP231	Literacy Assistant, PPT	1	26.00	26.26	27.05
SD1	AP231	Literacy Assistant, PPT	2	27.37	27.65	28.48
SD1	AP231	Literacy Assistant, PPT	3	28.80	29.09	29.96
SD1	AP231	Literacy Assistant, PPT	4	30.32	30.62	31.54
SD1	AP231	Literacy Assistant, PPT	5	31.92	32.24	33.20
SD1	SS141	Literacy Assistant, Senior	1	31.62	31.93	32.89
SD1	SS141	Literacy Assistant, Senior	2	33.29	33.62	34.63
SD1	SS141	Literacy Assistant, Senior	3	35.05	35.40	36.46
SD1	SS141	Literacy Assistant, Senior	4	36.88	37.25	38.36
SD1	SS141	Literacy Assistant, Senior	5	38.82	39.21	40.38
SD1	IS116	Mechanical Inspector	1	33.75	34.09	35.11
SD1	IS116	Mechanical Inspector	2	35.54	35.89	36.97
SD1	IS116	Mechanical Inspector	3	37.40	37.78	38.91
SD1	IS116	Mechanical Inspector	4	39.36	39.76	40.95
SD1	IS116	Mechanical Inspector	5	41.44	41.86	43.11
SD1	AP245	Museum Curatorial Specialist	1	23.15	23.38	24.09
SD1	AP245	Museum Curatorial Specialist	2	24.36	24.61	25.35
SD1	AP245	Museum Curatorial Specialist	3	25.65	25.91	26.68
SD1	AP245	Museum Curatorial Specialist	4	27.00	27.27	28.09
SD1	AP245	Museum Curatorial Specialist	5	28.41	28.70	29.56
SD1	AP246	Museum Curatorial Specialist, PPT	1	23.15	23.38	24.09
SD1	AP246	Museum Curatorial Specialist, PPT	2	24.36	24.61	25.35
SD1	AP246	Museum Curatorial Specialist, PPT	3	25.65	25.91	26.68
SD1	AP246	Museum Curatorial Specialist, PPT	4	27.00	27.27	28.09
SD1	AP246	Museum Curatorial Specialist, PPT	5	28.41	28.70	29.56
SD1	TC121	Museum Tech Spec Exhibits, PPT	1	23.04	23.27	23.96
SD1	TC121	Museum Tech Spec Exhibits, PPT	2	24.26	24.50	25.23
SD1	TC121	Museum Tech Spec Exhibits, PPT	3	25.53	25.79	26.56
SD1	TC121	Museum Tech Spec Exhibits, PPT	4	26.87	27.14	27.95

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REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SD1	TC121	Museum Tech Spec Exhibits, PPT	5	28.29	28.57	29.43
SD1	TC133	Museum Tech Spec, Exhibits	1	23.04	23.27	23.96
SD1	TC133	Museum Tech Spec, Exhibits	2	24.26	24.50	25.23
SD1	TC133	Museum Tech Spec, Exhibits	3	25.53	25.79	26.56
SD1	TC133	Museum Tech Spec, Exhibits	4	26.87	27.14	27.95
SD1	TC133	Museum Tech Spec, Exhibits	5	28.29	28.57	29.43
SD1	ET129	Museum Tech Spec, Nat Sci	1	23.04	23.27	23.96
SD1	ET129	Museum Tech Spec, Nat Sci	2	24.26	24.50	25.23
SD1	ET129	Museum Tech Spec, Nat Sci	3	25.53	25.79	26.56
SD1	ET129	Museum Tech Spec, Nat Sci	4	26.87	27.14	27.95
SD1	ET129	Museum Tech Spec, Nat Sci	5	28.29	28.57	29.43
SD1	TC125	Museum Tech Specialist Conserv, PPT	1	23.04	23.27	23.96
SD1	TC125	Museum Tech Specialist Conserv, PPT	2	24.26	24.50	25.23
SD1	TC125	Museum Tech Specialist Conserv, PPT	3	25.53	25.79	26.56
SD1	TC125	Museum Tech Specialist Conserv, PPT	4	26.87	27.14	27.95
SD1	TC125	Museum Tech Specialist Conserv, PPT	5	28.29	28.57	29.43
SD1	TC124	Museum Tech Specialist Nat Sc, PPT	1	23.04	23.27	23.96
SD1	TC124	Museum Tech Specialist Nat Sc, PPT	2	24.26	24.50	25.23
SD1	TC124	Museum Tech Specialist Nat Sc, PPT	3	25.53	25.79	26.56
SD1	TC124	Museum Tech Specialist Nat Sc, PPT	4	26.87	27.14	27.95
SD1	TC124	Museum Tech Specialist Nat Sc, PPT	5	28.29	28.57	29.43
SD1	TC132	Museum Technical Specialist, EV/AV	1	23.04	23.27	23.96
SD1	TC132	Museum Technical Specialist, EV/AV	2	24.26	24.50	25.23
SD1	TC132	Museum Technical Specialist, EV/AV	3	25.53	25.79	26.56
SD1	TC132	Museum Technical Specialist, EV/AV	4	26.87	27.14	27.95
SD1	TC132	Museum Technical Specialist, EV/AV	5	28.29	28.57	29.43
SD1	SS150	Office Assistant I	1	17.04	17.21	17.72
SD1	SS150	Office Assistant I	2	17.92	18.10	18.65
SD1	SS150	Office Assistant I	3	18.87	19.06	19.63
SD1	SS150	Office Assistant I	4	19.86	20.06	20.66
SD1	SS150	Office Assistant I	5	20.90	21.11	21.75
SD1	SS151	Office Assistant I, PPT	1	17.04	17.21	17.72
SD1	SS151	Office Assistant I, PPT	2	17.92	18.10	18.65
SD1	SS151	Office Assistant I, PPT	3	18.87	19.06	19.63
SD1	SS151	Office Assistant I, PPT	4	19.86	20.06	20.66
SD1	SS151	Office Assistant I, PPT	5	20.90	21.11	21.75
SD1	SS153	Office Assistant II	1	19.56	19.76	20.35
SD1	SS153	Office Assistant II	2	20.58	20.79	21.41
SD1	SS153	Office Assistant II	3	21.66	21.88	22.54
SD1	SS153	Office Assistant II	4	22.82	23.05	23.74
SD1	SS153	Office Assistant II	5	24.01	24.25	24.98
SD1	SS154	Office Assistant II, PPT	1	19.56	19.76	20.35
SD1	SS154	Office Assistant II, PPT	2	20.58	20.79	21.41
SD1	SS154	Office Assistant II, PPT	3	21.66	21.88	22.54
SD1	SS154	Office Assistant II, PPT	4	22.82	23.05	23.74
SD1	SS154	Office Assistant II, PPT	5	24.01	24.25	24.98
SD1	AF025	Parking Meter Collector	1	21.13	21.34	21.98
SD1	AF025	Parking Meter Collector	2	22.24	22.46	23.14
SD1	AF025	Parking Meter Collector	3	23.42	23.66	24.36
SD1	AF025	Parking Meter Collector	4	24.64	24.89	25.64
SD1	AF025	Parking Meter Collector	5	25.94	26.20	26.98
SD1	TR167	Parking Meter Collector, PPT	1	21.13	21.34	21.98
SD1	TR167	Parking Meter Collector, PPT	2	22.24	22.46	23.14

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REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SD1	TR167	Parking Meter Collector, PPT	3	23.42	23.66	24.36
SD1	TR167	Parking Meter Collector, PPT	4	24.64	24.89	25.64
SD1	TR167	Parking Meter Collector, PPT	5	25.94	26.20	26.98
SD1	SS159	Payroll Personnel Clerk I	1	17.98	18.16	18.70
SD1	SS159	Payroll Personnel Clerk I	2	18.93	19.12	19.69
SD1	SS159	Payroll Personnel Clerk I	3	19.93	20.13	20.73
SD1	SS159	Payroll Personnel Clerk I	4	21.00	21.21	21.85
SD1	SS159	Payroll Personnel Clerk I	5	22.08	22.30	22.97
SD1	SS161	Payroll Personnel Clerk II	1	21.04	21.25	21.89
SD1	SS161	Payroll Personnel Clerk II	2	22.15	22.37	23.04
SD1	SS161	Payroll Personnel Clerk II	3	23.30	23.54	24.24
SD1	SS161	Payroll Personnel Clerk II	4	24.54	24.78	25.52
SD1	SS161	Payroll Personnel Clerk II	5	25.82	26.08	26.86
SD1	ET130	Permit Technician I	1	26.26	26.52	27.32
SD1	ET130	Permit Technician I	2	27.64	27.92	28.76
SD1	ET130	Permit Technician I	3	29.09	29.38	30.26
SD1	ET130	Permit Technician I	4	30.62	30.93	31.85
SD1	ET130	Permit Technician I	5	32.23	32.55	33.53
SD1	ET131	Permit Technician II	1	28.04	28.32	29.17
SD1	ET131	Permit Technician II	2	29.52	29.81	30.71
SD1	ET131	Permit Technician II	3	31.07	31.38	32.32
SD1	ET131	Permit Technician II	4	32.71	33.04	34.03
SD1	ET131	Permit Technician II	5	34.44	34.78	35.82
SD1	AP282	Planning Investigator	1	34.93	35.28	36.34
SD1	AP282	Planning Investigator	2	36.76	37.13	38.24
SD1	AP282	Planning Investigator	3	38.70	39.09	40.26
SD1	AP282	Planning Investigator	4	40.73	41.14	42.38
SD1	AP282	Planning Investigator	5	42.88	43.31	44.61
SD1	SS165	Police Records Specialist	1	22.70	22.93	23.62
SD1	SS165	Police Records Specialist	2	23.91	24.15	24.88
SD1	SS165	Police Records Specialist	3	25.17	25.42	26.18
SD1	SS165	Police Records Specialist	4	26.50	26.76	27.56
SD1	SS165	Police Records Specialist	5	27.89	28.17	29.01
SD1	SS206	Police Records Specialist, PPT	1	22.70	22.93	23.62
SD1	SS206	Police Records Specialist, PPT	2	23.91	24.15	24.88
SD1	SS206	Police Records Specialist, PPT	3	25.17	25.42	26.18
SD1	SS206	Police Records Specialist, PPT	4	26.50	26.76	27.56
SD1	SS206	Police Records Specialist, PPT	5	27.89	28.17	29.01
SD1	AP287	Preparator	1	24.99	25.24	25.99
SD1	AP287	Preparator	2	26.30	26.57	27.36
SD1	AP287	Preparator	3	27.69	27.96	28.80
SD1	AP287	Preparator	4	29.14	29.43	30.32
SD1	AP287	Preparator	5	30.67	30.98	31.91
SD1	AP288	Preparator, PPT	1	24.99	25.24	25.99
SD1	AP288	Preparator, PPT	2	26.30	26.57	27.36
SD1	AP288	Preparator, PPT	3	27.69	27.96	28.80
SD1	AP288	Preparator, PPT	4	29.14	29.43	30.32
SD1	AP288	Preparator, PPT	5	30.67	30.98	31.91
SD1	AP290	Process Coordinator II	1	33.75	34.09	35.11
SD1	AP290	Process Coordinator II	2	35.54	35.89	36.97
SD1	AP290	Process Coordinator II	3	37.40	37.78	38.91
SD1	AP290	Process Coordinator II	4	39.36	39.76	40.95
SD1	AP290	Process Coordinator II	5	41.44	41.86	43.11

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REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SD1	SS196	Public Service Rep, PPT	1	22.70	22.93	23.62
SD1	SS196	Public Service Rep, PPT	2	23.91	24.15	24.88
SD1	SS196	Public Service Rep, PPT	3	25.17	25.42	26.18
SD1	SS196	Public Service Rep, PPT	4	26.50	26.76	27.56
SD1	SS196	Public Service Rep, PPT	5	27.89	28.17	29.01
SD1	SS169	Public Service Representative	1	22.70	22.93	23.62
SD1	SS169	Public Service Representative	2	23.91	24.15	24.88
SD1	SS169	Public Service Representative	3	25.17	25.42	26.18
SD1	SS169	Public Service Representative	4	26.50	26.76	27.56
SD1	SS169	Public Service Representative	5	27.89	28.17	29.01
SD1	AF034	Real Estate Collections Officer	1	24.75	25.00	25.75
SD1	AF034	Real Estate Collections Officer	2	26.06	26.32	27.11
SD1	AF034	Real Estate Collections Officer	3	27.43	27.70	28.53
SD1	AF034	Real Estate Collections Officer	4	28.87	29.16	30.04
SD1	AF034	Real Estate Collections Officer	5	30.36	30.67	31.59
SD1	SS170	Receptionist	1	18.99	19.18	19.75
SD1	SS170	Receptionist	2	19.99	20.19	20.80
SD1	SS170	Receptionist	3	21.04	21.25	21.89
SD1	SS170	Receptionist	4	22.16	22.38	23.05
SD1	SS170	Receptionist	5	23.31	23.55	24.25
SD1	SS173	Receptionist to the City Council	1	18.99	19.18	19.75
SD1	SS173	Receptionist to the City Council	2	19.99	20.19	20.80
SD1	SS173	Receptionist to the City Council	3	21.04	21.25	21.89
SD1	SS173	Receptionist to the City Council	4	22.16	22.38	23.05
SD1	SS173	Receptionist to the City Council	5	23.31	23.55	24.25
SD1	SS174	Receptionist, PPT	1	18.99	19.18	19.75
SD1	SS174	Receptionist, PPT	2	19.99	20.19	20.80
SD1	SS174	Receptionist, PPT	3	21.04	21.25	21.89
SD1	SS174	Receptionist, PPT	4	22.16	22.38	23.05
SD1	SS174	Receptionist, PPT	5	23.31	23.55	24.25
SD1	SS180	Reproduction Assistant	1	19.14	19.33	19.91
SD1	SS180	Reproduction Assistant	2	20.14	20.34	20.95
SD1	SS180	Reproduction Assistant	3	21.20	21.42	22.06
SD1	SS180	Reproduction Assistant	4	22.32	22.54	23.22
SD1	SS180	Reproduction Assistant	5	23.49	23.72	24.43
SD1	SS182	Reproduction Offset Operator	1	20.29	20.50	21.11
SD1	SS182	Reproduction Offset Operator	2	21.36	21.58	22.22
SD1	SS182	Reproduction Offset Operator	3	22.50	22.72	23.41
SD1	SS182	Reproduction Offset Operator	4	23.68	23.91	24.63
SD1	SS182	Reproduction Offset Operator	5	24.93	25.18	25.94
SD1	AP321	Revenue Assistant	1	25.34	25.59	26.36
SD1	AP321	Revenue Assistant	2	26.68	26.94	27.75
SD1	AP321	Revenue Assistant	3	28.08	28.36	29.21
SD1	AP321	Revenue Assistant	4	29.56	29.86	30.75
SD1	AP321	Revenue Assistant	5	31.11	31.42	32.37
SD1	IS121	Specialty Combination Insp Tech	1	43.91	44.35	45.68
SD1	IS121	Specialty Combination Insp Tech	2	0.00	0.00	0.00
SD1	IS121	Specialty Combination Insp Tech	3	0.00	0.00	0.00
SD1	IS121	Specialty Combination Insp Tech	4	0.00	0.00	0.00
SD1	IS121	Specialty Combination Insp Tech	5	0.00	0.00	0.00
SD1	IS120	Specialty Combination Insp, Senior	1	41.28	41.69	42.94
SD1	IS120	Specialty Combination Insp, Senior	2	43.46	43.89	45.21
SD1	IS120	Specialty Combination Insp, Senior	3	45.73	46.18	47.57

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REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SD1	IS120	Specialty Combination Insp, Senior	4	48.14	48.62	50.08
SD1	IS120	Specialty Combination Insp, Senior	5	50.68	51.18	52.72
SD1	IS120	Specialty Combination Insp, Senior	6	46.75	47.21	48.63
SD1	IS119	Specialty Combination Inspector	1	36.84	37.20	38.32
SD1	IS119	Specialty Combination Inspector	2	38.76	39.15	40.33
SD1	IS119	Specialty Combination Inspector	3	40.09	40.49	41.71
SD1	IS119	Specialty Combination Inspector	4	42.95	43.38	44.68
SD1	IS119	Specialty Combination Inspector	5	45.21	45.67	47.04
SD1	AF004	Tax Auditor I	1	28.72	29.01	29.88
SD1	AF004	Tax Auditor I	2	30.24	30.54	31.45
SD1	AF004	Tax Auditor I	3	31.83	32.15	33.11
SD1	AF004	Tax Auditor I	4	33.52	33.86	34.88
SD1	AF004	Tax Auditor I	5	35.28	35.63	36.70
SD1	AF022	Tax Auditor II	1	33.03	33.36	34.36
SD1	AF022	Tax Auditor II	2	34.77	35.11	36.17
SD1	AF022	Tax Auditor II	3	36.59	36.95	38.06
SD1	AF022	Tax Auditor II	4	38.53	38.91	40.08
SD1	AF022	Tax Auditor II	5	40.54	40.95	42.18
SD1	AF050	Tax Enforcement Officer II	1	33.03	33.36	34.36
SD1	AF050	Tax Enforcement Officer II	2	34.77	35.11	36.17
SD1	AF050	Tax Enforcement Officer II	3	36.59	36.95	38.06
SD1	AF050	Tax Enforcement Officer II	4	38.53	38.91	40.08
SD1	AF050	Tax Enforcement Officer II	5	40.54	40.95	42.18
SD1	AF005	Tax Representative I	1	20.61	20.82	21.44
SD1	AF005	Tax Representative I	2	21.71	21.92	22.58
SD1	AF005	Tax Representative I	3	22.84	23.07	23.76
SD1	AF005	Tax Representative I	4	24.04	24.28	25.01
SD1	AF005	Tax Representative I	5	25.31	25.56	26.33
SD1	AF024	Tax Representative II	1	33.03	33.36	34.36
SD1	AF024	Tax Representative II	2	34.77	35.11	36.17
SD1	AF024	Tax Representative II	3	36.59	36.95	38.06
SD1	AF024	Tax Representative II	4	38.53	38.91	40.08
SD1	AF024	Tax Representative II	5	40.54	40.95	42.18
SD1	ET134	Traffic Engineering Tech, Senior (O)	1	34.15	34.49	35.52
SD1	ET134	Traffic Engineering Tech, Senior (O)	2	35.92	36.28	37.37
SD1	ET134	Traffic Engineering Tech, Senior (O)	3	37.82	38.20	39.34
SD1	ET134	Traffic Engineering Tech, Senior (O)	4	39.81	40.21	41.42
SD1	ET134	Traffic Engineering Tech, Senior (O)	5	41.90	42.32	43.59
SD1	TC144	Veterinary Technician	1	18.62	18.81	19.37
SD1	TC145	Veterinary Technician	1	18.62	18.81	19.37
SD1	TC146	Veterinary Technician	1	18.62	18.81	19.37
SD1	TC144	Veterinary Technician	2	19.68	19.88	20.47
SD1	TC145	Veterinary Technician	2	19.68	19.88	20.47
SD1	TC146	Veterinary Technician	2	19.68	19.88	20.47
SD1	TC144	Veterinary Technician	3	20.73	20.94	21.57
SD1	TC145	Veterinary Technician	3	20.73	20.94	21.57
SD1	TC146	Veterinary Technician	3	20.73	20.94	21.57
SD1	TC144	Veterinary Technician	4	21.80	22.02	22.68
SD1	TC145	Veterinary Technician	4	21.80	22.02	22.68
SD1	TC146	Veterinary Technician	4	21.80	22.02	22.68
SD1	TC144	Veterinary Technician	5	22.85	23.08	23.77
SD1	TC145	Veterinary Technician	5	22.85	23.08	23.77
SD1	TC146	Veterinary Technician	5	22.85	23.08	23.77

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REP	CLASS_NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SI1	SS100	Administrative Assistant I, PT	1	22.69	22.92	23.61
SI1	SS100	Administrative Assistant I, PT	2	23.91	24.15	24.88
SI1	SS100	Administrative Assistant I, PT	3	25.16	25.41	26.17
SI1	SS100	Administrative Assistant I, PT	4	26.49	26.75	27.55
SI1	SS100	Administrative Assistant I, PT	5	27.88	28.16	29.00
SI1	TR201	Animal Care Attendant, PT	1	17.89	18.07	18.61
SI1	TR201	Animal Care Attendant, PT	2	18.84	19.02	19.59
SI1	TR201	Animal Care Attendant, PT	3	19.82	20.02	20.62
SI1	TR201	Animal Care Attendant, PT	4	20.87	21.08	21.71
SI1	TR201	Animal Care Attendant, PT	5	21.96	22.18	22.85
SI1	AP123	Cable TV Production Assistant, PT	1	18.03	18.21	18.76
SI1	AP123	Cable TV Production Assistant, PT	2	19.00	19.19	19.76
SI1	AP123	Cable TV Production Assistant, PT	3	19.99	20.19	20.80
SI1	AP123	Cable TV Production Assistant, PT	4	21.05	21.26	21.90
SI1	AP123	Cable TV Production Assistant, PT	5	22.14	22.36	23.03
SI1	PS116	Crossing Guard, PT	1	15.54	15.69	16.16
SI1	PS116	Crossing Guard, PT	2	16.36	16.52	17.02
SI1	PS116	Crossing Guard, PT	3	17.23	17.40	17.92
SI1	PS116	Crossing Guard, PT	4	18.12	18.30	18.85
SI1	PS116	Crossing Guard, PT	5	19.06	19.25	19.83
SI1	TR122	Custodian, PT	1	17.89	18.07	18.61
SI1	TR122	Custodian, PT	2	18.84	19.02	19.59
SI1	TR122	Custodian, PT	3	19.82	20.02	20.62
SI1	TR122	Custodian, PT	4	20.87	21.08	21.71
SI1	TR122	Custodian, PT	5	21.96	22.18	22.85
SI1	PS122	Facility Security Assistant, PT	1	21.76	21.98	22.64
SI1	PS122	Facility Security Assistant, PT	2	22.92	23.15	23.84
SI1	PS122	Facility Security Assistant, PT	3	24.12	24.36	25.09
SI1	PS122	Facility Security Assistant, PT	4	25.38	25.64	26.40
SI1	PS122	Facility Security Assistant, PT	5	26.73	27.00	27.81
SI1	IS124	Fire Suppression Dist Inspect PT	1	27.51	27.79	28.62
SI1	IS124	Fire Suppression Dist Inspect PT	2	28.96	29.25	30.13
SI1	IS124	Fire Suppression Dist Inspect PT	3	30.47	30.78	31.70
SI1	IS124	Fire Suppression Dist Inspect PT	4	32.08	32.40	33.37
SI1	IS124	Fire Suppression Dist Inspect PT	5	33.78	34.12	35.14
SI1	TR136	Food Program Driver, PT	1	14.97	15.12	15.57
SI1	TR136	Food Program Driver, PT	2	15.75	15.91	16.38
SI1	TR136	Food Program Driver, PT	3	16.56	16.73	17.23
SI1	TR136	Food Program Driver, PT	4	17.43	17.61	18.13
SI1	TR136	Food Program Driver, PT	5	18.35	18.54	19.09
SI1	PP124	Food Program Monitor, PT	1	16.60	16.76	17.26
SI1	PP124	Food Program Monitor, PT	2	17.47	17.65	18.18
SI1	PP124	Food Program Monitor, PT	3	18.41	18.59	19.15
SI1	PP124	Food Program Monitor, PT	4	19.38	19.58	20.16
SI1	PP124	Food Program Monitor, PT	5	20.39	20.59	21.21
SI1	PP125	Food Program Site Leader, PT	1	14.51	14.65	15.09
SI1	PP125	Food Program Site Leader, PT	2	15.24	15.39	15.85
SI1	PP125	Food Program Site Leader, PT	3	16.00	16.16	16.64
SI1	PP125	Food Program Site Leader, PT	4	16.80	16.96	17.47
SI1	PP125	Food Program Site Leader, PT	5	17.64	17.81	18.35
SI1	TR199	Jail Cook, PT	1	21.02	21.23	21.87
SI1	TR199	Jail Cook, PT	2	22.12	22.35	23.02

SALARY SCHEDULE
SEIU LOCAL 1021

ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SI1	TR199	Jail Cook, PT	3	23.30	23.54	24.24
SI1	TR199	Jail Cook, PT	4	24.52	24.77	25.51
SI1	TR199	Jail Cook, PT	5	25.81	26.07	26.85
SI1	AP216	Librarian I, PT	1	31.01	31.32	32.26
SI1	AP216	Librarian I, PT	2	32.64	32.96	33.95
SI1	AP216	Librarian I, PT	3	34.37	34.71	35.76
SI1	AP216	Librarian I, PT	4	36.17	36.53	37.63
SI1	AP216	Librarian I, PT	5	38.09	38.47	39.62
SI1	AP219	Librarian II, PT	1	33.45	33.78	34.80
SI1	AP219	Librarian II, PT	2	35.21	35.56	36.63
SI1	AP219	Librarian II, PT	3	37.06	37.43	38.55
SI1	AP219	Librarian II, PT	4	39.02	39.41	40.59
SI1	AP219	Librarian II, PT	5	41.07	41.48	42.72
SI1	AP229	Librarian, Senior, PT	1	38.08	38.46	39.61
SI1	AP229	Librarian, Senior, PT	2	40.08	40.48	41.70
SI1	AP229	Librarian, Senior, PT	3	42.21	42.64	43.91
SI1	AP229	Librarian, Senior, PT	4	44.40	44.84	46.19
SI1	AP229	Librarian, Senior, PT	5	46.75	47.21	48.63
SI1	SS138	Library Aide, PT	1	16.15	16.31	16.80
SI1	SS138	Library Aide, PT	2	17.00	17.17	17.69
SI1	SS138	Library Aide, PT	3	17.89	18.07	18.61
SI1	SS138	Library Aide, PT	4	18.84	19.02	19.59
SI1	SS138	Library Aide, PT	5	19.82	20.02	20.62
SI1	SS139	Library Assistant, PT	1	26.00	26.26	27.05
SI1	SS139	Library Assistant, PT	2	27.36	27.64	28.47
SI1	SS139	Library Assistant, PT	3	28.79	29.08	29.95
SI1	SS139	Library Assistant, PT	4	30.32	30.62	31.54
SI1	SS139	Library Assistant, PT	5	31.93	32.25	33.21
SI1	AP226	Library Assistant, Senior, PT	1	31.63	31.94	32.90
SI1	AP226	Library Assistant, Senior, PT	2	33.28	33.61	34.62
SI1	AP226	Library Assistant, Senior, PT	3	35.05	35.40	36.46
SI1	AP226	Library Assistant, Senior, PT	4	36.87	37.24	38.35
SI1	AP226	Library Assistant, Senior, PT	5	38.82	39.21	40.38
SI1	PP159	Library Program Leader, PT	1	23.53	23.76	24.48
SI1	PP159	Library Program Leader, PT	2	24.74	24.99	25.74
SI1	PP159	Library Program Leader, PT	3	26.08	26.34	27.13
SI1	PP159	Library Program Leader, PT	4	27.45	27.72	28.56
SI1	PP159	Library Program Leader, PT	5	28.89	29.17	30.05
SI1	AP230	Lifeguard, PT	1	12.97	13.10	13.50
SI1	AP230	Lifeguard, PT	2	13.64	13.78	14.19
SI1	AP230	Lifeguard, PT	3	14.37	14.51	14.95
SI1	AP230	Lifeguard, PT	4	15.12	15.27	15.73
SI1	AP230	Lifeguard, PT	5	15.91	16.07	16.55
SI1	AP232	Literacy Assistant, PT	1	26.00	26.26	27.05
SI1	AP232	Literacy Assistant, PT	2	27.36	27.64	28.47
SI1	AP232	Literacy Assistant, PT	3	28.79	29.08	29.95
SI1	AP232	Literacy Assistant, PT	4	30.32	30.62	31.54
SI1	AP232	Literacy Assistant, PT	5	31.93	32.25	33.21
SI1	TR157	Maintenance Mechanic, PT	1	26.37	26.63	27.43
SI1	TR157	Maintenance Mechanic, PT	2	27.76	28.04	28.88
SI1	TR157	Maintenance Mechanic, PT	3	29.23	29.52	30.41
SI1	TR157	Maintenance Mechanic, PT	4	30.76	31.07	32.00
SI1	TR157	Maintenance Mechanic, PT	5	32.38	32.70	33.68

SALARY SCHEDULE
SEIU LOCAL 1021

ATTACHMENT 3

REP	CLASS_NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SI1	PS158	Museum Guard, PT	1	19.39	19.59	20.17
SI1	PS158	Museum Guard, PT	2	20.40	20.60	21.22
SI1	PS158	Museum Guard, PT	3	21.48	21.70	22.35
SI1	PS158	Museum Guard, PT	4	22.61	22.83	23.52
SI1	PS158	Museum Guard, PT	5	23.80	24.03	24.75
SI1	TC126	Museum Tech Specialist Conserv, PT	1	23.05	23.28	23.97
SI1	TC126	Museum Tech Specialist Conserv, PT	2	24.26	24.50	25.23
SI1	TC126	Museum Tech Specialist Conserv, PT	3	25.53	25.79	26.56
SI1	TC126	Museum Tech Specialist Conserv, PT	4	26.87	27.14	27.95
SI1	TC126	Museum Tech Specialist Conserv, PT	5	28.30	28.58	29.44
SI1	TC122	Museum Tech Specialist EV/AV, PT	1	23.05	23.28	23.97
SI1	TC122	Museum Tech Specialist EV/AV, PT	2	24.26	24.50	25.23
SI1	TC122	Museum Tech Specialist EV/AV, PT	3	25.53	25.79	26.56
SI1	TC122	Museum Tech Specialist EV/AV, PT	4	26.87	27.14	27.95
SI1	TC122	Museum Tech Specialist EV/AV, PT	5	28.30	28.58	29.44
SI1	TC127	Museum Tech Specialist Exhibits, PT	1	23.05	23.28	23.97
SI1	TC127	Museum Tech Specialist Exhibits, PT	2	24.26	24.50	25.23
SI1	TC127	Museum Tech Specialist Exhibits, PT	3	25.53	25.79	26.56
SI1	TC127	Museum Tech Specialist Exhibits, PT	4	26.87	27.14	27.95
SI1	TC127	Museum Tech Specialist Exhibits, PT	5	28.30	28.58	29.44
SI1	TC128	Museum Tech Specialist Nat Sc, PT	1	23.05	23.28	23.97
SI1	TC128	Museum Tech Specialist Nat Sc, PT	2	24.26	24.50	25.23
SI1	TC128	Museum Tech Specialist Nat Sc, PT	3	25.53	25.79	26.56
SI1	TC128	Museum Tech Specialist Nat Sc, PT	4	26.87	27.14	27.95
SI1	TC128	Museum Tech Specialist Nat Sc, PT	5	28.30	28.58	29.44
SI1	TC131	Museum Technical Aide, PT	1	18.31	18.49	19.05
SI1	TC131	Museum Technical Aide, PT	2	19.29	19.48	20.06
SI1	TC131	Museum Technical Aide, PT	3	20.29	20.50	21.11
SI1	TC131	Museum Technical Aide, PT	4	21.37	21.59	22.24
SI1	TC131	Museum Technical Aide, PT	5	22.50	22.72	23.41
SI1	SS152	Office Assistant I, PT	1	17.04	17.21	17.72
SI1	SS152	Office Assistant I, PT	2	17.92	18.10	18.65
SI1	SS152	Office Assistant I, PT	3	18.87	19.06	19.63
SI1	SS152	Office Assistant I, PT	4	19.86	20.06	20.66
SI1	SS152	Office Assistant I, PT	5	20.90	21.11	21.75
SI1	SS155	Office Assistant II, PT	1	19.56	19.76	20.35
SI1	SS155	Office Assistant II, PT	2	20.58	20.79	21.41
SI1	SS155	Office Assistant II, PT	3	21.67	21.89	22.55
SI1	SS155	Office Assistant II, PT	4	22.82	23.05	23.74
SI1	SS155	Office Assistant II, PT	5	24.01	24.25	24.98
SI1	TR161	Park Attendant, PT	1	16.16	16.32	16.81
SI1	TR161	Park Attendant, PT	2	17.01	17.18	17.70
SI1	TR161	Park Attendant, PT	3	17.90	18.08	18.62
SI1	TR161	Park Attendant, PT	4	18.85	19.03	19.61
SI1	TR161	Park Attendant, PT	5	19.83	20.03	20.63
SI1	TC135	Parking Control Technician, PT	1	21.15	21.36	22.00
SI1	TC135	Parking Control Technician, PT	2	22.26	22.49	23.16
SI1	TC135	Parking Control Technician, PT	3	23.43	23.67	24.38
SI1	TC135	Parking Control Technician, PT	4	24.66	24.91	25.66
SI1	TC135	Parking Control Technician, PT	5	25.96	26.22	27.01
SI1	SS160	Payroll Personnel Clerk I, PT	1	17.98	18.16	18.70
SI1	SS160	Payroll Personnel Clerk I, PT	2	18.93	19.12	19.69
SI1	SS160	Payroll Personnel Clerk I, PT	3	19.94	20.14	20.74

SALARY SCHEDULE
SEIU LOCAL 1021

ATTACHMENT 3

REP	CLASS_NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SI1	SS160	Payroll Personnel Clerk I, PT	4	20.96	21.17	21.80
SI1	SS160	Payroll Personnel Clerk I, PT	5	22.06	22.28	22.95
SI1	SS162	Payroll Personnel Clerk II, PT	1	21.05	21.26	21.90
SI1	SS162	Payroll Personnel Clerk II, PT	2	22.14	22.36	23.03
SI1	SS162	Payroll Personnel Clerk II, PT	3	23.30	23.54	24.24
SI1	SS162	Payroll Personnel Clerk II, PT	4	24.54	24.78	25.52
SI1	SS162	Payroll Personnel Clerk II, PT	5	25.82	26.08	26.86
SI1	AP286	Pool Manager, PT	1	15.75	15.91	16.38
SI1	AP286	Pool Manager, PT	2	16.59	16.75	17.25
SI1	AP286	Pool Manager, PT	3	17.45	17.63	18.16
SI1	AP286	Pool Manager, PT	4	18.36	18.55	19.10
SI1	AP286	Pool Manager, PT	5	19.34	19.53	20.12
SI1	TR209	Pool Technician, PT	1	17.89	18.07	18.61
SI1	TR209	Pool Technician, PT	2	18.84	19.02	19.59
SI1	TR209	Pool Technician, PT	3	19.82	20.02	20.62
SI1	TR209	Pool Technician, PT	4	20.87	21.08	21.71
SI1	TR209	Pool Technician, PT	5	21.96	22.18	22.85
SI1	SS198	Public Service Representative, PT	1	22.69	22.92	23.61
SI1	SS198	Public Service Representative, PT	2	23.91	24.15	24.88
SI1	SS198	Public Service Representative, PT	3	25.16	25.41	26.17
SI1	SS198	Public Service Representative, PT	4	26.49	26.75	27.55
SI1	SS198	Public Service Representative, PT	5	27.88	28.16	29.00
SI1	SS175	Receptionist, PT	1	19.00	19.19	19.76
SI1	SS175	Receptionist, PT	2	19.99	20.19	20.80
SI1	SS175	Receptionist, PT	3	21.04	21.25	21.89
SI1	SS175	Receptionist, PT	4	22.16	22.38	23.05
SI1	SS175	Receptionist, PT	5	23.31	23.55	24.25
SI1	SS177	Recreation Aide, PT	1	12.74	12.87	13.25
SI1	SS177	Recreation Aide, PT	2	13.37	13.51	13.91
SI1	SS177	Recreation Aide, PT	3	14.05	14.19	14.62
SI1	SS177	Recreation Aide, PT	4	14.75	14.89	15.34
SI1	SS177	Recreation Aide, PT	5	15.49	15.64	16.11
SI1	SS178	Recreation Attendant I, PT	1	13.05	13.18	13.58
SI1	SS178	Recreation Attendant I, PT	2	13.71	13.84	14.26
SI1	SS178	Recreation Attendant I, PT	3	14.39	14.54	14.97
SI1	SS178	Recreation Attendant I, PT	4	15.11	15.26	15.72
SI1	SS178	Recreation Attendant I, PT	5	15.86	16.02	16.50
SI1	SS179	Recreation Attendant II, PT	1	15.02	15.17	15.62
SI1	SS179	Recreation Attendant II, PT	2	15.77	15.92	16.40
SI1	SS179	Recreation Attendant II, PT	3	16.56	16.72	17.22
SI1	SS179	Recreation Attendant II, PT	4	17.39	17.56	18.09
SI1	SS179	Recreation Attendant II, PT	5	18.25	18.43	18.99
SI1	PP132	Recreation Leader I, PT	1	14.51	14.65	15.09
SI1	PP132	Recreation Leader I, PT	2	15.24	15.39	15.85
SI1	PP132	Recreation Leader I, PT	3	16.00	16.16	16.64
SI1	PP132	Recreation Leader I, PT	4	16.80	16.96	17.47
SI1	PP132	Recreation Leader I, PT	5	17.64	17.81	18.35
SI1	PP134	Recreation Leader II, PT	1	16.68	16.85	17.35
SI1	PP134	Recreation Leader II, PT	2	17.51	17.69	18.22
SI1	PP134	Recreation Leader II, PT	3	18.39	18.57	19.13
SI1	PP134	Recreation Leader II, PT	4	19.31	19.51	20.09
SI1	PP134	Recreation Leader II, PT	5	20.28	20.48	21.10
SI1	PP137	Recreation Specialist I, PT	1	17.00	17.17	17.69

SALARY SCHEDULE
SEIU LOCAL 1021

ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	7/1/2015 (4%)	10/1/2016 (1%)	4/1/2017 (3%)
SI1	PP137	Recreation Specialist I, PT	2	17.89	18.07	18.61
SI1	PP137	Recreation Specialist I, PT	3	18.84	19.02	19.59
SI1	PP137	Recreation Specialist I, PT	4	19.82	20.02	20.62
SI1	PP137	Recreation Specialist I, PT	5	20.87	21.08	21.71
SI1	PP139	Recreation Specialist II, PT	1	21.93	22.15	22.82
SI1	PP139	Recreation Specialist II, PT	2	23.09	23.32	24.02
SI1	PP139	Recreation Specialist II, PT	3	24.30	24.54	25.28
SI1	PP139	Recreation Specialist II, PT	4	25.57	25.83	26.61
SI1	PP139	Recreation Specialist II, PT	5	26.92	27.19	28.01
SI1	PP162	Recreation Specialist III, PT	1	26.74	27.01	27.82
SI1	PP162	Recreation Specialist III, PT	2	28.16	28.44	29.29
SI1	PP162	Recreation Specialist III, PT	3	29.64	29.93	30.83
SI1	PP162	Recreation Specialist III, PT	4	31.19	31.50	32.45
SI1	PP162	Recreation Specialist III, PT	5	32.83	33.16	34.15
SI1	PP160	Sports Official, PT	1	19.35	19.54	20.13
SI1	TC138	Stagehand, PT	1	21.93	22.15	22.82
SI1	TC138	Stagehand, PT	2	23.09	23.32	24.02
SI1	TC138	Stagehand, PT	3	24.30	24.54	25.28
SI1	TC138	Stagehand, PT	4	25.57	25.83	26.61
SI1	TC138	Stagehand, PT	5	26.92	27.19	28.01
SI1	TR192	Van Driver, PT	1	14.97	15.12	15.57
SI1	TR192	Van Driver, PT	2	15.75	15.91	16.38
SI1	TR192	Van Driver, PT	3	16.56	16.73	17.23
SI1	TR192	Van Driver, PT	4	17.43	17.61	18.13
SI1	TR192	Van Driver, PT	5	18.35	18.54	19.09
SI1	AP354	Water Safety Instructor, PT	1	14.37	14.51	14.95
SI1	AP354	Water Safety Instructor, PT	2	15.12	15.27	15.73
SI1	AP354	Water Safety Instructor, PT	3	15.91	16.07	16.55
SI1	AP354	Water Safety Instructor, PT	4	16.75	16.91	17.42
SI1	AP354	Water Safety Instructor, PT	5	17.62	17.80	18.33

FILED
OFFICE OF THE CITY CLERK
OAKLAND
2015 SEP 17 PM 1:02

ATTACHMENT 1

Approved as to Form and Legality


City Attorney

OAKLAND CITY COUNCIL

RESOLUTION No. _____ C.M.S.

RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021, REPRESENTING EMPLOYEES IN REPRESENTATION UNITS SB1, SC1, SD1 AND SI1, COVERING THE PERIOD FROM OF JULY 1, 2015 THROUGH JUNE 30, 2017

WHEREAS, the Memorandum of Understanding to be entered into between the City of Oakland and the Service Employees International Union has been presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State of California: and

WHEREAS, the key provisions of the Memorandum of Understanding are described in the Report from the City Administrator dated August 31, 2015; and

WHEREAS, the terms and conditions contained in said Memorandum of Understanding are in the best interests of the City; now, therefore, be it

RESOLVED: That said agreement be, and is, hereby approved; and be it

FURTHER RESOLVED: That the provisions of said Memorandum of Understanding are effective as of July 1, 2015.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and
PRESIDENT GIBSON MCELHANEY

NOES -

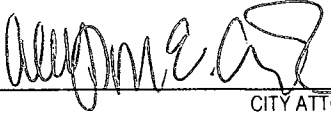
ABSENT -

ABSTENTION -

ATTEST: _____
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

DATE OF ATTESTATION: _____

INTRODUCED BY COUNCILMEMBER _____



CITY ATTORNEY

OAKLAND CITY COUNCIL

ORDINANCE NO. _____ C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE COST OF LIVING ADJUSTMENTS TO THE SALARIES OF CERTAIN MISCELLANEOUS EMPLOYEES PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 1% EFFECTIVE OCTOBER 1, 2016; AND INCREASE OF 3% EFFECTIVE APRIL 1, 2017

WHEREAS, the Memorandum of Understanding between the City of Oakland and Service Employees International Union, Local 1021 has been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California; and

WHEREAS, said agreements are approved and included increases to salaries of 4% for July 1, 2015, 1% for October 1, 2016 and 3% for April 1, 2017 for employees represented by Service Employees International Union, Local 1021; and

WHEREAS, Oakland City Charter Section 207 requires that the Council shall fix the compensation of all City employees; now, therefore

THE COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

Section 1. Effective July 1, 2015, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union, Local 1021 are increased by 4%.

Section 2. Effective October 1, 2016, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union, Local 1021 are increased by 1%.

Section 3. Effective April 1, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union, Local 1021 are increased by 3%.

Section 4. Severability. If any section, subsection, sentence, clause or phrase of this Ordinance is for any reason held to be invalid or unconstitutional by decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Chapter. The City Council hereby declares that it would have passed this Ordinance and each section, subsection, clause or phrase thereof irrespective of the fact that one or more others section, subsection, clauses or phrases may be declared invalid or unconstitutional.

Section 3. Effective Date. This ordinance shall become effective immediately on final adoption if it receives six or more affirmative votes; otherwise it shall become effective upon the seventh day after final adoption.

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 2015

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID, and PRESIDENT GIBSON
MCELHANEY

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

DATE OF ATTESTATION: _____