



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|------------------------------|--|----------|-------------|---------------|--------------------------------|----------|-------------|---------------|--|----------|--------------|---------------|-----------------------------------|----------|--------------|---------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 206 | Non-Exempt | Acct Assistant | 1 | \$ 33.94 | | | 1 | \$ 34.23 | | | 1 | \$ 35.09 | | | 1 | \$ 36.11 | | |
| | | | 2 | \$ 35.68 | | | 2 | \$ 35.97 | | | 2 | \$ 36.88 | | | 2 | \$ 37.95 | | |
| | | | 3 | \$ 37.51 | | | 3 | \$ 37.80 | | | 3 | \$ 38.76 | | | 3 | \$ 39.89 | | |
| | | | 4 | \$ 39.44 | | | 4 | \$ 39.73 | | | 4 | \$ 40.74 | | | 4 | \$ 41.93 | | |
| | | | 5 | \$ 41.47 | \$ 7,187.79 | \$ 86,253.44 | 5 | \$ 41.76 | \$ 7,238.05 | \$ 86,856.64 | 5 | \$ 42.83 | \$ 7,423.05 | \$ 89,076.62 | 5 | \$ 44.08 | \$ 7,640.53 | \$ 91,686.40 |
| 204 | Non-Exempt | Acct Spec | 1 | \$ 39.50 | | | 1 | \$ 39.79 | | | 1 | \$ 40.80 | | | 1 | \$ 42.00 | | |
| | | | 2 | \$ 41.53 | | | 2 | \$ 41.82 | | | 2 | \$ 42.89 | | | 2 | \$ 44.15 | | |
| | | | 3 | \$ 43.67 | | | 3 | \$ 43.96 | | | 3 | \$ 45.09 | | | 3 | \$ 46.41 | | |
| | | | 4 | \$ 45.92 | | | 4 | \$ 46.21 | | | 4 | \$ 47.40 | | | 4 | \$ 48.79 | | |
| | | | 5 | \$ 48.29 | \$ 8,371.03 | \$ 100,452.35 | 5 | \$ 48.58 | \$ 8,421.30 | \$ 101,055.55 | 5 | \$ 49.83 | \$ 8,637.40 | \$ 103,648.81 | 5 | \$ 51.30 | \$ 8,892.00 | \$ 106,704.00 |
| 207 | Non-Exempt | Acct Spec-Lead | 1 | \$ 42.24 | | | 1 | \$ 42.53 | | | 1 | \$ 43.61 | | | 1 | \$ 44.90 | | |
| | | | 2 | \$ 44.42 | | | 2 | \$ 44.71 | | | 2 | \$ 45.84 | | | 2 | \$ 47.20 | | |
| | | | 3 | \$ 46.71 | | | 3 | \$ 47.00 | | | 3 | \$ 48.19 | | | 3 | \$ 49.62 | | |
| | | | 4 | \$ 49.12 | | | 4 | \$ 49.41 | | | 4 | \$ 50.67 | | | 4 | \$ 52.17 | | |
| | | | 5 | \$ 51.65 | \$ 8,953.46 | \$ 107,441.57 | 5 | \$ 51.94 | \$ 9,003.73 | \$ 108,044.77 | 5 | \$ 53.28 | \$ 9,235.15 | \$ 110,821.77 | 5 | \$ 54.85 | \$ 9,507.33 | \$ 114,088.00 |
| 294 | Non-Exempt | Administrative Associate I | 1 | \$ 35.13 | | | 1 | \$ 35.42 | | | 1 | \$ 36.27 | | | 1 | \$ 37.34 | | |
| | | | 2 | \$ 36.93 | | | 2 | \$ 37.22 | | | 2 | \$ 38.12 | | | 2 | \$ 39.24 | | |
| | | | 3 | \$ 38.83 | | | 3 | \$ 39.12 | | | 3 | \$ 40.07 | | | 3 | \$ 41.24 | | |
| | | | 4 | \$ 40.83 | | | 4 | \$ 41.12 | | | 4 | \$ 42.12 | | | 4 | \$ 43.35 | | |
| | | | 5 | \$ 42.93 | \$ 7,441.77 | \$ 89,301.20 | 5 | \$ 43.22 | \$ 7,492.03 | \$ 89,904.40 | 5 | \$ 44.27 | \$ 7,674.31 | \$ 92,091.69 | 5 | \$ 45.57 | \$ 7,898.80 | \$ 94,785.60 |
| 295 | Non-Exempt | Administrative Associate II | 1 | \$ 38.10 | | | 1 | \$ 38.39 | | | 1 | \$ 39.32 | | | 1 | \$ 40.46 | | |
| | | | 2 | \$ 40.06 | | | 2 | \$ 40.35 | | | 2 | \$ 41.33 | | | 2 | \$ 42.53 | | |
| | | | 3 | \$ 42.12 | | | 3 | \$ 42.41 | | | 3 | \$ 43.44 | | | 3 | \$ 44.71 | | |
| | | | 4 | \$ 44.29 | | | 4 | \$ 44.58 | | | 4 | \$ 45.66 | | | 4 | \$ 47.00 | | |
| | | | 5 | \$ 46.57 | \$ 8,072.26 | \$ 96,867.10 | 5 | \$ 46.86 | \$ 8,122.52 | \$ 97,470.30 | 5 | \$ 48.00 | \$ 8,320.56 | \$ 99,846.73 | 5 | \$ 49.41 | \$ 8,564.40 | \$ 102,772.80 |
| 296 | Non-Exempt | Administrative Associate III | 1 | \$ 40.77 | | | 1 | \$ 41.06 | | | 1 | \$ 42.06 | | | 1 | \$ 43.29 | | |
| | | | 2 | \$ 42.87 | | | 2 | \$ 43.16 | | | 2 | \$ 44.21 | | | 2 | \$ 45.51 | | |
| | | | 3 | \$ 45.08 | | | 3 | \$ 45.37 | | | 3 | \$ 46.48 | | | 3 | \$ 47.84 | | |
| | | | 4 | \$ 47.41 | | | 4 | \$ 47.70 | | | 4 | \$ 48.86 | | | 4 | \$ 50.30 | | |
| | | | 5 | \$ 49.86 | \$ 8,642.27 | \$ 103,707.19 | 5 | \$ 50.15 | \$ 8,692.53 | \$ 104,310.39 | 5 | \$ 51.37 | \$ 8,904.82 | \$ 106,857.83 | 5 | \$ 52.89 | \$ 9,167.60 | \$ 110,011.20 |
| 578 | Non-Exempt | Airport Specialist I | 1 | \$ 42.24 | | | 1 | \$ 42.53 | | | 1 | \$ 43.57 | | | 1 | \$ 44.84 | | |
| | | | 2 | \$ 44.42 | | | 2 | \$ 44.71 | | | 2 | \$ 45.80 | | | 2 | \$ 47.14 | | |
| | | | 3 | \$ 46.71 | | | 3 | \$ 47.00 | | | 3 | \$ 48.15 | | | 3 | \$ 49.56 | | |
| | | | 4 | \$ 49.12 | | | 4 | \$ 49.41 | | | 4 | \$ 50.62 | | | 4 | \$ 52.11 | | |
| | | | 5 | \$ 51.66 | \$ 8,954.18 | \$ 107,450.14 | 5 | \$ 51.95 | \$ 9,004.44 | \$ 108,053.34 | 5 | \$ 53.22 | \$ 9,224.53 | \$ 110,694.35 | 5 | \$ 54.79 | \$ 9,496.93 | \$ 113,963.20 |
| 579 | Non-Exempt | Airport Specialist II | 1 | \$ 46.70 | | | 1 | \$ 46.99 | | | 1 | \$ 48.14 | | | 1 | \$ 49.55 | | |
| | | | 2 | \$ 49.11 | | | 2 | \$ 49.40 | | | 2 | \$ 50.61 | | | 2 | \$ 52.10 | | |
| | | | 3 | \$ 51.65 | | | 3 | \$ 51.94 | | | 3 | \$ 53.21 | | | 3 | \$ 54.78 | | |
| | | | 4 | \$ 54.32 | | | 4 | \$ 54.61 | | | 4 | \$ 55.95 | | | 4 | \$ 57.60 | | |
| | | | 5 | \$ 57.13 | \$ 9,903.38 | \$ 118,840.60 | 5 | \$ 57.42 | \$ 9,953.65 | \$ 119,443.80 | 5 | \$ 58.83 | \$ 10,197.46 | \$ 122,369.58 | 5 | \$ 60.57 | \$ 10,498.80 | \$ 125,985.60 |
| 331 | Non-Exempt | Animal Care Specialist | 1 | \$ 35.30 | | | 1 | \$ 35.59 | | | 1 | \$ 36.45 | | | 1 | \$ 37.53 | | |
| | | | 2 | \$ 37.11 | | | 2 | \$ 37.40 | | | 2 | \$ 38.31 | | | 2 | \$ 39.44 | | |
| | | | 3 | \$ 39.02 | | | 3 | \$ 39.31 | | | 3 | \$ 40.27 | | | 3 | \$ 41.45 | | |
| | | | 4 | \$ 41.03 | | | 4 | \$ 41.32 | | | 4 | \$ 42.33 | | | 4 | \$ 43.57 | | |
| | | | 5 | \$ 43.15 | \$ 7,478.97 | \$ 89,747.69 | 5 | \$ 43.44 | \$ 7,529.24 | \$ 90,350.89 | 5 | \$ 44.49 | \$ 7,712.44 | \$ 92,549.34 | 5 | \$ 45.80 | \$ 7,938.67 | \$ 95,264.00 |
| 276 | Non-Exempt | Animal Control Off | 1 | \$ 35.30 | | | 1 | \$ 35.59 | | | 1 | \$ 36.45 | | | 1 | \$ 37.53 | | |
| | | | 2 | \$ 37.11 | | | 2 | \$ 37.40 | | | 2 | \$ 38.31 | | | 2 | \$ 39.44 | | |
| | | | 3 | \$ 39.02 | | | 3 | \$ 39.31 | | | 3 | \$ 40.27 | | | 3 | \$ 41.45 | | |
| | | | 4 | \$ 41.03 | | | 4 | \$ 41.32 | | | 4 | \$ 42.33 | | | 4 | \$ 43.57 | | |
| | | | 5 | \$ 43.15 | \$ 7,478.97 | \$ 89,747.69 | 5 | \$ 43.44 | \$ 7,529.24 | \$ 90,350.89 | 5 | \$ 44.49 | \$ 7,712.44 | \$ 92,549.34 | 5 | \$ 45.80 | \$ 7,938.67 | \$ 95,264.00 |
| 312 | Non-Exempt | Animal Control Off - L | 1 | \$ 37.71 | | | 1 | \$ 38.00 | | | 1 | \$ 38.92 | | | 1 | \$ 40.06 | | |
| | | | 2 | \$ 39.65 | | | 2 | \$ 39.94 | | | 2 | \$ 40.91 | | | 2 | \$ 42.11 | | |
| | | | 3 | \$ 41.69 | | | 3 | \$ 41.98 | | | 3 | \$ 43.00 | | | 3 | \$ 44.26 | | |
| | | | 4 | \$ 43.84 | | | 4 | \$ 44.13 | | | 4 | \$ 45.20 | | | 4 | \$ 46.53 | | |
| | | | 5 | \$ 46.10 | \$ 7,990.95 | \$ 95,891.45 | 5 | \$ 46.39 | \$ 8,041.22 | \$ 96,494.65 | 5 | \$ 47.52 | \$ 8,237.23 | \$ 98,846.70 | 5 | \$ 48.92 | \$ 8,479.47 | \$ 101,753.60 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|-------------------------------------|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|----------|-------------|--------------|-----------------------------------|----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 244 | Non-Exempt | Assoc Buyer | 1 | \$ 47.84 | | | 1 | \$ 48.13 | | | 1 | \$ 49.30 | | | 1 | \$ 50.75 | | |
| | | | 2 | \$ 50.31 | | | 2 | \$ 50.60 | | | 2 | \$ 51.83 | | | 2 | \$ 53.36 | | |
| | | | 3 | \$ 52.91 | | | 3 | \$ 53.20 | | | 3 | \$ 54.50 | | | 3 | \$ 56.11 | | |
| | | | 4 | \$ 55.65 | | | 4 | \$ 55.94 | | | 4 | \$ 57.31 | | | 4 | \$ 59.00 | | |
| | | | 5 | \$ 58.53 | \$10,145.80 | \$121,749.64 | 5 | \$ 58.82 | \$ 10,196.07 | \$122,352.84 | 5 | \$ 60.27 | \$10,445.95 | \$125,351.34 | 5 | \$ 62.04 | \$10,753.60 | \$129,043.20 |
| 333 | Non-Exempt | Assoc Engineer | 1 | \$ 63.79 | | | 1 | \$ 64.08 | | | 1 | \$ 65.66 | | | 1 | \$ 67.59 | | |
| | | | 2 | \$ 67.10 | | | 2 | \$ 67.39 | | | 2 | \$ 69.05 | | | 2 | \$ 71.09 | | |
| | | | 3 | \$ 70.59 | | | 3 | \$ 70.88 | | | 3 | \$ 72.62 | | | 3 | \$ 74.77 | | |
| | | | 4 | \$ 74.26 | | | 4 | \$ 74.55 | | | 4 | \$ 76.38 | | | 4 | \$ 78.64 | | |
| | | | 5 | \$ 78.12 | \$13,540.98 | \$162,491.72 | 5 | \$ 78.41 | \$ 13,591.24 | \$163,094.92 | 5 | \$ 80.34 | \$13,926.00 | \$167,111.97 | 5 | \$ 82.72 | \$14,338.13 | \$172,057.60 |
| 353 | Non-Exempt | Assoc Planner | 1 | \$ 52.05 | | | 1 | \$ 52.34 | | | 1 | \$ 53.99 | | | 1 | \$ 55.59 | | |
| | | | 2 | \$ 54.74 | | | 2 | \$ 55.03 | | | 2 | \$ 56.77 | | | 2 | \$ 58.45 | | |
| | | | 3 | \$ 57.57 | | | 3 | \$ 57.86 | | | 3 | \$ 59.70 | | | 3 | \$ 61.46 | | |
| | | | 4 | \$ 60.55 | | | 4 | \$ 60.84 | | | 4 | \$ 62.78 | | | 4 | \$ 64.63 | | |
| | | | 5 | \$ 63.70 | \$11,040.67 | \$132,488.10 | 5 | \$ 63.99 | \$ 11,090.94 | \$133,091.30 | 5 | \$ 66.02 | \$11,443.98 | \$137,327.77 | 5 | \$ 67.97 | \$11,781.47 | \$141,377.60 |
| 247 | Non-Exempt | Assoc Power Engr | 1 | \$ 67.86 | | | 1 | \$ 68.15 | | | 1 | \$ 69.84 | | | 1 | \$ 71.90 | | |
| | | | 2 | \$ 71.39 | | | 2 | \$ 71.68 | | | 2 | \$ 73.45 | | | 2 | \$ 75.62 | | |
| | | | 3 | \$ 75.10 | | | 3 | \$ 75.39 | | | 3 | \$ 77.25 | | | 3 | \$ 79.54 | | |
| | | | 4 | \$ 79.01 | | | 4 | \$ 79.30 | | | 4 | \$ 81.25 | | | 4 | \$ 83.66 | | |
| | | | 5 | \$ 83.12 | \$14,407.20 | \$172,886.36 | 5 | \$ 83.41 | \$ 14,457.46 | \$173,489.56 | 5 | \$ 85.46 | \$14,813.87 | \$177,766.48 | 5 | \$ 88.00 | \$15,253.33 | \$183,040.00 |
| 269 | Non-Exempt | Assoc Res Planner | 1 | \$ 58.42 | | | 1 | \$ 58.71 | | | 1 | \$ 60.15 | | | 1 | \$ 61.92 | | |
| | | | 2 | \$ 61.45 | | | 2 | \$ 61.74 | | | 2 | \$ 63.25 | | | 2 | \$ 65.12 | | |
| | | | 3 | \$ 64.64 | | | 3 | \$ 64.93 | | | 3 | \$ 66.52 | | | 3 | \$ 68.49 | | |
| | | | 4 | \$ 68.00 | | | 4 | \$ 68.29 | | | 4 | \$ 69.96 | | | 4 | \$ 72.03 | | |
| | | | 5 | \$ 71.53 | \$12,398.19 | \$148,778.24 | 5 | \$ 71.82 | \$ 12,448.45 | \$149,381.44 | 5 | \$ 73.58 | \$12,754.64 | \$153,055.66 | 5 | \$ 75.76 | \$13,131.73 | \$157,580.80 |
| 330 | Non-Exempt | Asst Engineer | 1 | \$ 57.88 | | | 1 | \$ 58.17 | | | 1 | \$ 59.59 | | | 1 | \$ 61.35 | | |
| | | | 2 | \$ 60.88 | | | 2 | \$ 61.17 | | | 2 | \$ 62.66 | | | 2 | \$ 64.52 | | |
| | | | 3 | \$ 64.04 | | | 3 | \$ 64.33 | | | 3 | \$ 65.90 | | | 3 | \$ 67.85 | | |
| | | | 4 | \$ 67.36 | | | 4 | \$ 67.65 | | | 4 | \$ 69.31 | | | 4 | \$ 71.36 | | |
| | | | 5 | \$ 70.85 | \$12,281.51 | \$147,378.16 | 5 | \$ 71.14 | \$ 12,331.78 | \$147,981.36 | 5 | \$ 72.89 | \$12,635.05 | \$151,620.57 | 5 | \$ 75.05 | \$13,008.67 | \$156,104.00 |
| 256 | Non-Exempt | Asst Power Engr | 1 | \$ 61.37 | | | 1 | \$ 61.66 | | | 1 | \$ 63.17 | | | 1 | \$ 65.04 | | |
| | | | 2 | \$ 64.55 | | | 2 | \$ 64.84 | | | 2 | \$ 66.43 | | | 2 | \$ 68.40 | | |
| | | | 3 | \$ 67.90 | | | 3 | \$ 68.19 | | | 3 | \$ 69.86 | | | 3 | \$ 71.94 | | |
| | | | 4 | \$ 71.43 | | | 4 | \$ 71.72 | | | 4 | \$ 73.48 | | | 4 | \$ 75.66 | | |
| | | | 5 | \$ 75.14 | \$13,024.51 | \$156,294.07 | 5 | \$ 75.43 | \$ 13,074.77 | \$156,897.27 | 5 | \$ 77.29 | \$13,396.62 | \$160,759.38 | 5 | \$ 79.58 | \$13,793.87 | \$165,526.40 |
| 268 | Non-Exempt | Asst Res Planner | 1 | \$ 52.84 | | | 1 | \$ 53.13 | | | 1 | \$ 54.43 | | | 1 | \$ 56.03 | | |
| | | | 2 | \$ 55.58 | | | 2 | \$ 55.87 | | | 2 | \$ 57.23 | | | 2 | \$ 58.92 | | |
| | | | 3 | \$ 58.46 | | | 3 | \$ 58.75 | | | 3 | \$ 60.18 | | | 3 | \$ 61.96 | | |
| | | | 4 | \$ 61.49 | | | 4 | \$ 61.78 | | | 4 | \$ 63.29 | | | 4 | \$ 65.16 | | |
| | | | 5 | \$ 64.68 | \$11,210.94 | \$134,531.28 | 5 | \$ 64.97 | \$ 11,261.21 | \$135,134.48 | 5 | \$ 66.56 | \$11,537.71 | \$138,452.52 | 5 | \$ 68.53 | \$11,878.53 | \$142,542.40 |
| 555 | Non-Exempt | Assoc. Sustainability Program Admin | 1 | \$ 49.78 | | | 1 | \$ 50.07 | | | 1 | \$ 52.65 | | | 1 | \$ 54.19 | | |
| | | | 2 | \$ 52.35 | | | 2 | \$ 52.64 | | | 2 | \$ 55.36 | | | 2 | \$ 56.98 | | |
| | | | 3 | \$ 55.06 | | | 3 | \$ 55.35 | | | 3 | \$ 58.21 | | | 3 | \$ 59.92 | | |
| | | | 4 | \$ 57.91 | | | 4 | \$ 58.20 | | | 4 | \$ 61.21 | | | 4 | \$ 63.01 | | |
| | | | 5 | \$ 60.91 | \$10,557.46 | \$126,689.47 | 5 | \$ 61.20 | \$ 10,607.72 | \$127,292.67 | 5 | \$ 64.37 | \$11,157.35 | \$133,888.22 | 5 | \$ 66.27 | \$11,486.80 | \$137,841.60 |
| 299 | Non-Exempt | Bldg Inspector | 1 | \$ 54.40 | | | 1 | \$ 54.69 | | | 1 | \$ 56.83 | | | 1 | \$ 58.50 | | |
| | | | 2 | \$ 57.22 | | | 2 | \$ 57.51 | | | 2 | \$ 59.76 | | | 2 | \$ 61.52 | | |
| | | | 3 | \$ 60.19 | | | 3 | \$ 60.48 | | | 3 | \$ 62.84 | | | 3 | \$ 64.70 | | |
| | | | 4 | \$ 63.31 | | | 4 | \$ 63.60 | | | 4 | \$ 66.09 | | | 4 | \$ 68.04 | | |
| | | | 5 | \$ 66.60 | \$11,544.10 | \$138,529.25 | 5 | \$ 66.89 | \$ 11,594.37 | \$139,132.45 | 5 | \$ 69.50 | \$12,047.44 | \$144,569.27 | 5 | \$ 71.56 | \$12,403.73 | \$148,844.80 |
| 300 | Non-Exempt | Bldg Inspector Spec | 1 | \$ 58.02 | | | 1 | \$ 58.31 | | | 1 | \$ 60.58 | | | 1 | \$ 62.38 | | |
| | | | 2 | \$ 61.03 | | | 2 | \$ 61.32 | | | 2 | \$ 63.71 | | | 2 | \$ 65.60 | | |
| | | | 3 | \$ 64.20 | | | 3 | \$ 64.49 | | | 3 | \$ 67.00 | | | 3 | \$ 68.99 | | |
| | | | 4 | \$ 67.53 | | | 4 | \$ 67.82 | | | 4 | \$ 70.47 | | | 4 | \$ 72.56 | | |
| | | | 5 | \$ 71.04 | \$12,313.95 | \$147,767.36 | 5 | \$ 71.33 | \$ 12,364.21 | \$148,370.56 | 5 | \$ 74.12 | \$12,847.90 | \$154,174.75 | 5 | \$ 76.32 | \$13,228.80 | \$158,745.60 |



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| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|------------------------------------|--|----------|--------------|---------------|--------------------------------|----------|--------------|---------------|--|----------|--------------|---------------|-----------------------------------|----------|--------------|---------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 370 | Non-Exempt | Bldg Serviceperson | 1 | \$ 31.68 | | | 1 | \$ 31.97 | | | 1 | \$ 34.49 | | | 1 | \$ 35.49 | | |
| | | | 2 | \$ 33.30 | | | 2 | \$ 33.59 | | | 2 | \$ 36.24 | | | 2 | \$ 37.30 | | |
| | | | 3 | \$ 35.01 | | | 3 | \$ 35.30 | | | 3 | \$ 38.09 | | | 3 | \$ 39.20 | | |
| | | | 4 | \$ 36.81 | | | 4 | \$ 37.10 | | | 4 | \$ 40.03 | | | 4 | \$ 41.20 | | |
| | | | 5 | \$ 38.70 | \$ 6,708.24 | \$ 80,498.91 | 5 | \$ 38.99 | \$ 6,758.51 | \$ 81,102.11 | 5 | \$ 42.08 | \$ 7,293.63 | \$ 87,523.56 | 5 | \$ 43.31 | \$ 7,507.07 | \$ 90,084.80 |
| 371 | Non-Exempt | Bldg Serviceperson-L | 1 | \$ 33.84 | | | 1 | \$ 34.13 | | | 1 | \$ 36.82 | | | 1 | \$ 37.90 | | |
| | | | 2 | \$ 35.58 | | | 2 | \$ 35.87 | | | 2 | \$ 38.70 | | | 2 | \$ 39.83 | | |
| | | | 3 | \$ 37.41 | | | 3 | \$ 37.70 | | | 3 | \$ 40.68 | | | 3 | \$ 41.87 | | |
| | | | 4 | \$ 39.33 | | | 4 | \$ 39.62 | | | 4 | \$ 42.76 | | | 4 | \$ 44.01 | | |
| | | | 5 | \$ 41.35 | \$ 7,167.58 | \$ 86,010.91 | 5 | \$ 41.64 | \$ 7,217.84 | \$ 86,614.11 | 5 | \$ 44.94 | \$ 7,790.45 | \$ 93,485.37 | 5 | \$ 46.26 | \$ 8,018.40 | \$ 96,220.80 |
| 355 | Non-Exempt | Bldg/Ptg Technician | 1 | \$ 42.38 | | | 1 | \$ 42.67 | | | 1 | \$ 44.01 | | | 1 | \$ 45.30 | | |
| | | | 2 | \$ 44.56 | | | 2 | \$ 44.85 | | | 2 | \$ 46.27 | | | 2 | \$ 47.62 | | |
| | | | 3 | \$ 46.86 | | | 3 | \$ 47.15 | | | 3 | \$ 48.64 | | | 3 | \$ 50.07 | | |
| | | | 4 | \$ 49.28 | | | 4 | \$ 49.57 | | | 4 | \$ 51.14 | | | 4 | \$ 52.64 | | |
| | | | 5 | \$ 51.82 | \$ 8,982.86 | \$ 107,794.34 | 5 | \$ 52.11 | \$ 9,033.13 | \$ 108,397.54 | 5 | \$ 53.77 | \$ 9,319.46 | \$ 111,833.46 | 5 | \$ 55.35 | \$ 9,594.00 | \$ 115,128.00 |
| 340 | Non-Exempt | Business Analyst | 1 | \$ 73.85 | | | 1 | \$ 74.14 | | | 1 | \$ 75.97 | | | 1 | \$ 78.21 | | |
| | | | 2 | \$ 77.69 | | | 2 | \$ 77.98 | | | 2 | \$ 79.91 | | | 2 | \$ 82.27 | | |
| | | | 3 | \$ 81.73 | | | 3 | \$ 82.02 | | | 3 | \$ 84.05 | | | 3 | \$ 86.54 | | |
| | | | 4 | \$ 85.99 | | | 4 | \$ 86.28 | | | 4 | \$ 88.41 | | | 4 | \$ 91.03 | | |
| | | | 5 | \$ 90.47 | \$ 15,681.05 | \$ 188,172.59 | 5 | \$ 90.76 | \$ 15,731.32 | \$ 188,775.79 | 5 | \$ 93.00 | \$ 16,119.57 | \$ 193,434.87 | 5 | \$ 95.76 | \$ 16,598.40 | \$ 199,180.80 |
| 3400 | Non-Exempt | Business Analyst - S | 1 | \$ 73.85 | | | 1 | \$ 74.14 | | | 1 | \$ 75.97 | | | 1 | \$ 78.21 | | |
| | | | 2 | \$ 77.69 | | | 2 | \$ 77.98 | | | 2 | \$ 79.91 | | | 2 | \$ 82.27 | | |
| | | | 3 | \$ 81.73 | | | 3 | \$ 82.02 | | | 3 | \$ 84.05 | | | 3 | \$ 86.54 | | |
| | | | 4 | \$ 85.99 | | | 4 | \$ 86.28 | | | 4 | \$ 88.41 | | | 4 | \$ 91.03 | | |
| | | | 5 | \$ 90.47 | \$ 15,681.05 | \$ 188,172.59 | 5 | \$ 90.76 | \$ 15,731.32 | \$ 188,775.79 | 5 | \$ 93.00 | \$ 16,119.57 | \$ 193,434.87 | 5 | \$ 95.76 | \$ 16,598.40 | \$ 199,180.80 |
| 212 | Non-Exempt | Buyer | 1 | \$ 52.58 | | | 1 | \$ 52.87 | | | 1 | \$ 54.16 | | | 1 | \$ 55.77 | | |
| | | | 2 | \$ 55.30 | | | 2 | \$ 55.59 | | | 2 | \$ 56.95 | | | 2 | \$ 58.64 | | |
| | | | 3 | \$ 58.16 | | | 3 | \$ 58.45 | | | 3 | \$ 59.89 | | | 3 | \$ 61.66 | | |
| | | | 4 | \$ 61.18 | | | 4 | \$ 61.47 | | | 4 | \$ 62.98 | | | 4 | \$ 64.84 | | |
| | | | 5 | \$ 64.36 | \$ 11,155.59 | \$ 133,867.02 | 5 | \$ 64.65 | \$ 11,205.85 | \$ 134,470.22 | 5 | \$ 66.24 | \$ 11,480.97 | \$ 137,771.66 | 5 | \$ 68.19 | \$ 11,819.60 | \$ 141,835.20 |
| 464 | Non-Exempt | Cathodic Protection Tech Assistant | 1 | \$ 53.22 | | | 1 | \$ 53.51 | | | 1 | \$ 56.49 | | | 1 | \$ 58.15 | | |
| | | | 2 | \$ 55.98 | | | 2 | \$ 56.27 | | | 2 | \$ 59.40 | | | 2 | \$ 61.15 | | |
| | | | 3 | \$ 58.88 | | | 3 | \$ 59.17 | | | 3 | \$ 62.46 | | | 3 | \$ 64.31 | | |
| | | | 4 | \$ 61.93 | | | 4 | \$ 62.22 | | | 4 | \$ 65.69 | | | 4 | \$ 67.63 | | |
| | | | 5 | \$ 65.15 | \$ 11,292.39 | \$ 135,508.67 | 5 | \$ 65.44 | \$ 11,342.66 | \$ 136,111.87 | 5 | \$ 69.09 | \$ 11,975.44 | \$ 143,705.30 | 5 | \$ 71.13 | \$ 12,329.20 | \$ 147,950.40 |
| 536 | Non-Exempt | Cathodic Tech | 1 | \$ 65.11 | | | 1 | \$ 65.40 | | | 1 | \$ 69.06 | | | 1 | \$ 71.10 | | |
| | | | 2 | \$ 68.49 | | | 2 | \$ 68.78 | | | 2 | \$ 72.63 | | | 2 | \$ 74.78 | | |
| | | | 3 | \$ 72.05 | | | 3 | \$ 72.34 | | | 3 | \$ 76.39 | | | 3 | \$ 78.65 | | |
| | | | 4 | \$ 75.80 | | | 4 | \$ 76.09 | | | 4 | \$ 80.35 | | | 4 | \$ 82.73 | | |
| | | | 5 | \$ 79.74 | \$ 13,822.40 | \$ 165,868.77 | 5 | \$ 80.03 | \$ 13,872.66 | \$ 166,471.97 | 5 | \$ 84.51 | \$ 14,649.14 | \$ 175,789.69 | 5 | \$ 87.02 | \$ 15,083.47 | \$ 181,001.60 |
| 208 | Non-Exempt | CDBG Coordinator | 1 | \$ 55.56 | | | 1 | \$ 55.85 | | | 1 | \$ 57.63 | | | 1 | \$ 59.33 | | |
| | | | 2 | \$ 58.44 | | | 2 | \$ 58.73 | | | 2 | \$ 60.60 | | | 2 | \$ 62.39 | | |
| | | | 3 | \$ 61.47 | | | 3 | \$ 61.76 | | | 3 | \$ 63.73 | | | 3 | \$ 65.61 | | |
| | | | 4 | \$ 64.66 | | | 4 | \$ 64.95 | | | 4 | \$ 67.02 | | | 4 | \$ 69.00 | | |
| | | | 5 | \$ 68.02 | \$ 11,790.31 | \$ 141,483.68 | 5 | \$ 68.31 | \$ 11,840.57 | \$ 142,086.88 | 5 | \$ 70.49 | \$ 12,217.92 | \$ 146,614.99 | 5 | \$ 72.57 | \$ 12,578.80 | \$ 150,945.60 |
| 408 | Non-Exempt | Cement Finisher | 1 | \$ 45.35 | | | 1 | \$ 45.64 | | | 1 | \$ 47.68 | | | 1 | \$ 49.09 | | |
| | | | 2 | \$ 47.69 | | | 2 | \$ 47.98 | | | 2 | \$ 50.13 | | | 2 | \$ 51.61 | | |
| | | | 3 | \$ 50.15 | | | 3 | \$ 50.44 | | | 3 | \$ 52.71 | | | 3 | \$ 54.26 | | |
| | | | 4 | \$ 52.74 | | | 4 | \$ 53.03 | | | 4 | \$ 55.42 | | | 4 | \$ 57.05 | | |
| | | | 5 | \$ 55.47 | \$ 9,614.90 | \$ 115,378.85 | 5 | \$ 55.76 | \$ 9,665.17 | \$ 115,982.05 | 5 | \$ 58.27 | \$ 10,100.86 | \$ 121,210.34 | 5 | \$ 59.99 | \$ 10,398.27 | \$ 124,779.20 |
| 409 | Non-Exempt | Cement Finisher Lead | 1 | \$ 48.46 | | | 1 | \$ 48.75 | | | 1 | \$ 50.93 | | | 1 | \$ 52.43 | | |
| | | | 2 | \$ 50.96 | | | 2 | \$ 51.25 | | | 2 | \$ 53.55 | | | 2 | \$ 55.13 | | |
| | | | 3 | \$ 53.60 | | | 3 | \$ 53.89 | | | 3 | \$ 56.31 | | | 3 | \$ 57.97 | | |
| | | | 4 | \$ 56.37 | | | 4 | \$ 56.66 | | | 4 | \$ 59.21 | | | 4 | \$ 60.96 | | |
| | | | 5 | \$ 59.29 | \$ 10,276.93 | \$ 123,323.20 | 5 | \$ 59.58 | \$ 10,327.20 | \$ 123,926.40 | 5 | \$ 62.27 | \$ 10,793.47 | \$ 129,521.60 | 5 | \$ 64.11 | \$ 11,112.40 | \$ 133,348.80 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|----------------------------------|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|----------|-------------|--------------|-----------------------------------|----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 502 | Non-Exempt | Chemist | 1 | \$ 52.42 | | | 1 | \$ 52.71 | | | 1 | \$ 54.00 | | | 1 | \$ 55.59 | | |
| | | | 2 | \$ 55.13 | | | 2 | \$ 55.42 | | | 2 | \$ 56.78 | | | 2 | \$ 58.45 | | |
| | | | 3 | \$ 57.99 | | | 3 | \$ 58.28 | | | 3 | \$ 59.71 | | | 3 | \$ 61.47 | | |
| | | | 4 | \$ 61.00 | | | 4 | \$ 61.29 | | | 4 | \$ 62.79 | | | 4 | \$ 64.64 | | |
| | | | 5 | \$ 64.16 | \$11,121.07 | \$133,452.80 | 5 | \$ 64.45 | \$ 11,171.33 | \$134,056.00 | 5 | \$ 66.03 | \$11,445.59 | \$137,347.08 | 5 | \$ 67.98 | \$11,783.20 | \$141,398.40 |
| 239 | Non-Exempt | Chf Inspec WGW | 1 | \$ 58.15 | | | 1 | \$ 58.44 | | | 1 | \$ 60.72 | | | 1 | \$ 62.50 | | |
| | | | 2 | \$ 61.16 | | | 2 | \$ 61.45 | | | 2 | \$ 63.85 | | | 2 | \$ 65.73 | | |
| | | | 3 | \$ 64.33 | | | 3 | \$ 64.62 | | | 3 | \$ 67.15 | | | 3 | \$ 69.13 | | |
| | | | 4 | \$ 67.67 | | | 4 | \$ 67.96 | | | 4 | \$ 70.62 | | | 4 | \$ 72.71 | | |
| | | | 5 | \$ 71.19 | \$12,339.67 | \$148,076.03 | 5 | \$ 71.48 | \$ 12,389.94 | \$148,679.23 | 5 | \$ 74.28 | \$12,874.64 | \$154,495.70 | 5 | \$ 76.48 | \$13,256.53 | \$159,078.40 |
| 301 | Non-Exempt | Code Enforcement Off | 1 | \$ 52.31 | | | 1 | \$ 52.60 | | | 1 | \$ 54.65 | | | 1 | \$ 56.26 | | |
| | | | 2 | \$ 55.02 | | | 2 | \$ 55.31 | | | 2 | \$ 57.46 | | | 2 | \$ 59.16 | | |
| | | | 3 | \$ 57.87 | | | 3 | \$ 58.16 | | | 3 | \$ 60.42 | | | 3 | \$ 62.21 | | |
| | | | 4 | \$ 60.87 | | | 4 | \$ 61.16 | | | 4 | \$ 63.54 | | | 4 | \$ 65.42 | | |
| | | | 5 | \$ 64.02 | \$11,097.63 | \$133,171.58 | 5 | \$ 64.31 | \$ 11,147.90 | \$133,774.78 | 5 | \$ 66.83 | \$11,583.21 | \$138,998.56 | 5 | \$ 68.80 | \$11,925.33 | \$143,104.00 |
| 560 | Non-Exempt | Code Enforcement Off - L | 1 | \$ 55.91 | | | 1 | \$ 56.20 | | | 1 | \$ 58.40 | | | 1 | \$ 60.11 | | |
| | | | 2 | \$ 58.81 | | | 2 | \$ 59.10 | | | 2 | \$ 61.41 | | | 2 | \$ 63.21 | | |
| | | | 3 | \$ 61.86 | | | 3 | \$ 62.15 | | | 3 | \$ 64.58 | | | 3 | \$ 66.48 | | |
| | | | 4 | \$ 65.07 | | | 4 | \$ 65.36 | | | 4 | \$ 67.92 | | | 4 | \$ 69.92 | | |
| | | | 5 | \$ 68.45 | \$11,864.67 | \$142,376.00 | 5 | \$ 68.74 | \$ 11,914.93 | \$142,979.20 | 5 | \$ 71.43 | \$12,381.20 | \$148,574.40 | 5 | \$ 73.54 | \$12,746.93 | \$152,963.20 |
| 306 | Non-Exempt | Comm Tech | 1 | \$ 51.77 | | | 1 | \$ 52.06 | | | 1 | \$ 53.33 | | | 1 | \$ 54.90 | | |
| | | | 2 | \$ 54.45 | | | 2 | \$ 54.74 | | | 2 | \$ 56.08 | | | 2 | \$ 57.73 | | |
| | | | 3 | \$ 57.27 | | | 3 | \$ 57.56 | | | 3 | \$ 58.97 | | | 3 | \$ 60.71 | | |
| | | | 4 | \$ 60.24 | | | 4 | \$ 60.53 | | | 4 | \$ 62.01 | | | 4 | \$ 63.84 | | |
| | | | 5 | \$ 63.36 | \$10,983.18 | \$131,798.12 | 5 | \$ 63.65 | \$ 11,033.44 | \$132,401.32 | 5 | \$ 65.22 | \$11,304.25 | \$135,651.03 | 5 | \$ 67.14 | \$11,637.60 | \$139,651.20 |
| 702 | Non-Exempt | Community Serv Offcr | 1 | \$ 39.63 | | | 1 | \$ 39.92 | | | 1 | \$ 41.41 | | | 1 | \$ 42.62 | | |
| | | | 2 | \$ 41.67 | | | 2 | \$ 41.96 | | | 2 | \$ 43.53 | | | 2 | \$ 44.80 | | |
| | | | 3 | \$ 43.82 | | | 3 | \$ 44.11 | | | 3 | \$ 45.76 | | | 3 | \$ 47.10 | | |
| | | | 4 | \$ 46.08 | | | 4 | \$ 46.37 | | | 4 | \$ 48.11 | | | 4 | \$ 49.52 | | |
| | | | 5 | \$ 48.46 | \$ 8,400.43 | \$100,805.12 | 5 | \$ 48.75 | \$ 8,450.69 | \$101,408.32 | 5 | \$ 50.58 | \$ 8,767.40 | \$105,208.79 | 5 | \$ 52.07 | \$ 9,025.47 | \$108,305.60 |
| 320 | Non-Exempt | Community Service Officer - Lead | 1 | \$ 42.35 | | | 1 | \$ 42.64 | | | 1 | \$ 44.23 | | | 1 | \$ 45.53 | | |
| | | | 2 | \$ 44.53 | | | 2 | \$ 44.82 | | | 2 | \$ 46.50 | | | 2 | \$ 47.86 | | |
| | | | 3 | \$ 46.83 | | | 3 | \$ 47.12 | | | 3 | \$ 48.89 | | | 3 | \$ 50.32 | | |
| | | | 4 | \$ 49.25 | | | 4 | \$ 49.54 | | | 4 | \$ 51.40 | | | 4 | \$ 52.91 | | |
| | | | 5 | \$ 51.80 | \$ 8,978.67 | \$107,744.00 | 5 | \$ 52.09 | \$ 9,028.93 | \$108,347.20 | 5 | \$ 54.04 | \$ 9,366.93 | \$112,403.20 | 5 | \$ 55.63 | \$ 9,642.53 | \$115,710.40 |
| 341 | Non-Exempt | Coor Trans Sys Mgmt | 1 | \$ 53.75 | | | 1 | \$ 54.04 | | | 1 | \$ 55.36 | | | 1 | \$ 56.98 | | |
| | | | 2 | \$ 56.53 | | | 2 | \$ 56.82 | | | 2 | \$ 58.21 | | | 2 | \$ 59.92 | | |
| | | | 3 | \$ 59.46 | | | 3 | \$ 59.75 | | | 3 | \$ 61.21 | | | 3 | \$ 63.01 | | |
| | | | 4 | \$ 62.54 | | | 4 | \$ 62.83 | | | 4 | \$ 64.37 | | | 4 | \$ 66.27 | | |
| | | | 5 | \$ 65.78 | \$11,402.44 | \$136,829.30 | 5 | \$ 66.07 | \$ 11,452.71 | \$137,432.50 | 5 | \$ 67.70 | \$11,734.00 | \$140,808.00 | 5 | \$ 69.70 | \$12,081.33 | \$144,976.00 |
| 255 | Non-Exempt | Coord Library Prog | 1 | \$ 51.98 | | | 1 | \$ 52.27 | | | 1 | \$ 53.92 | | | 1 | \$ 55.51 | | |
| | | | 2 | \$ 54.67 | | | 2 | \$ 54.96 | | | 2 | \$ 56.70 | | | 2 | \$ 58.37 | | |
| | | | 3 | \$ 57.50 | | | 3 | \$ 57.79 | | | 3 | \$ 59.62 | | | 3 | \$ 61.38 | | |
| | | | 4 | \$ 60.48 | | | 4 | \$ 60.77 | | | 4 | \$ 62.70 | | | 4 | \$ 64.55 | | |
| | | | 5 | \$ 63.62 | \$11,027.81 | \$132,333.76 | 5 | \$ 63.91 | \$ 11,078.08 | \$132,936.96 | 5 | \$ 65.94 | \$11,430.23 | \$137,162.75 | 5 | \$ 67.89 | \$11,767.60 | \$141,211.20 |
| 342 | Non-Exempt | Coord Pub Wks Proj | 1 | \$ 51.12 | | | 1 | \$ 51.41 | | | 1 | \$ 52.66 | | | 1 | \$ 54.20 | | |
| | | | 2 | \$ 53.76 | | | 2 | \$ 54.05 | | | 2 | \$ 55.37 | | | 2 | \$ 56.99 | | |
| | | | 3 | \$ 56.54 | | | 3 | \$ 56.83 | | | 3 | \$ 58.22 | | | 3 | \$ 59.93 | | |
| | | | 4 | \$ 59.47 | | | 4 | \$ 59.76 | | | 4 | \$ 61.22 | | | 4 | \$ 63.02 | | |
| | | | 5 | \$ 62.55 | \$10,841.95 | \$130,103.43 | 5 | \$ 62.84 | \$ 10,892.22 | \$130,706.63 | 5 | \$ 64.38 | \$11,159.50 | \$133,913.98 | 5 | \$ 66.28 | \$11,488.53 | \$137,862.40 |
| 317 | Non-Exempt | Coord Rec Prog | 1 | \$ 44.03 | | | 1 | \$ 44.32 | | | 1 | \$ 45.40 | | | 1 | \$ 46.73 | | |
| | | | 2 | \$ 46.30 | | | 2 | \$ 46.59 | | | 2 | \$ 47.73 | | | 2 | \$ 49.13 | | |
| | | | 3 | \$ 48.69 | | | 3 | \$ 48.98 | | | 3 | \$ 50.18 | | | 3 | \$ 51.65 | | |
| | | | 4 | \$ 51.21 | | | 4 | \$ 51.50 | | | 4 | \$ 52.76 | | | 4 | \$ 54.31 | | |
| | | | 5 | \$ 53.86 | \$ 9,335.18 | \$112,022.19 | 5 | \$ 54.15 | \$ 9,385.45 | \$112,625.39 | 5 | \$ 55.47 | \$ 9,615.06 | \$115,380.70 | 5 | \$ 57.11 | \$ 9,899.07 | \$118,788.80 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|-------------------------------------|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|----------|-------------|--------------|-----------------------------------|----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 344 | Non-Exempt | Coord Utility Proj | 1 | \$ 55.12 | | | 1 | \$ 55.41 | | | 1 | \$ 56.77 | | | 1 | \$ 58.44 | | |
| | | | 2 | \$ 57.97 | | | 2 | \$ 58.26 | | | 2 | \$ 59.70 | | | 2 | \$ 61.45 | | |
| | | | 3 | \$ 60.98 | | | 3 | \$ 61.27 | | | 3 | \$ 62.78 | | | 3 | \$ 64.62 | | |
| | | | 4 | \$ 64.14 | | | 4 | \$ 64.43 | | | 4 | \$ 66.02 | | | 4 | \$ 67.96 | | |
| | | | 5 | \$ 67.47 | \$11,695.42 | \$140,345.10 | 5 | \$ 67.76 | \$ 11,745.69 | \$140,948.30 | 5 | \$ 69.43 | \$12,034.31 | \$144,411.69 | 5 | \$ 71.48 | \$12,389.87 | \$148,678.40 |
| 242 | Non-Exempt | Coord Zero Waste | 1 | \$ 49.09 | | | 1 | \$ 49.38 | | | 1 | \$ 50.59 | | | 1 | \$ 52.07 | | |
| | | | 2 | \$ 51.63 | | | 2 | \$ 51.92 | | | 2 | \$ 53.19 | | | 2 | \$ 54.75 | | |
| | | | 3 | \$ 54.30 | | | 3 | \$ 54.59 | | | 3 | \$ 55.93 | | | 3 | \$ 57.57 | | |
| | | | 4 | \$ 57.11 | | | 4 | \$ 57.40 | | | 4 | \$ 58.81 | | | 4 | \$ 60.54 | | |
| | | | 5 | \$ 60.07 | \$10,412.49 | \$124,949.84 | 5 | \$ 60.36 | \$ 10,462.75 | \$125,553.04 | 5 | \$ 61.84 | \$10,719.30 | \$128,631.55 | 5 | \$ 63.67 | \$11,036.13 | \$132,433.60 |
| 205 | Non-Exempt | Court Liaison Officer | 1 | \$ 51.32 | | | 1 | \$ 51.61 | | | 1 | \$ 53.55 | | | 1 | \$ 55.12 | | |
| | | | 2 | \$ 53.98 | | | 2 | \$ 54.27 | | | 2 | \$ 56.31 | | | 2 | \$ 57.96 | | |
| | | | 3 | \$ 56.77 | | | 3 | \$ 57.06 | | | 3 | \$ 59.21 | | | 3 | \$ 60.95 | | |
| | | | 4 | \$ 59.71 | | | 4 | \$ 60.00 | | | 4 | \$ 62.26 | | | 4 | \$ 64.10 | | |
| | | | 5 | \$ 62.81 | \$10,886.34 | \$130,636.06 | 5 | \$ 63.10 | \$ 10,936.61 | \$131,239.26 | 5 | \$ 65.47 | \$11,348.75 | \$136,184.95 | 5 | \$ 67.41 | \$11,684.40 | \$140,212.80 |
| 214 | Non-Exempt | Crime Analyst | 1 | \$ 51.32 | | | 1 | \$ 51.61 | | | 1 | \$ 53.55 | | | 1 | \$ 55.12 | | |
| | | | 2 | \$ 53.98 | | | 2 | \$ 54.27 | | | 2 | \$ 56.31 | | | 2 | \$ 57.96 | | |
| | | | 3 | \$ 56.77 | | | 3 | \$ 57.06 | | | 3 | \$ 59.21 | | | 3 | \$ 60.95 | | |
| | | | 4 | \$ 59.71 | | | 4 | \$ 60.00 | | | 4 | \$ 62.26 | | | 4 | \$ 64.10 | | |
| | | | 5 | \$ 62.81 | \$10,886.34 | \$130,636.06 | 5 | \$ 63.10 | \$ 10,936.61 | \$131,239.26 | 5 | \$ 65.47 | \$11,348.75 | \$136,184.95 | 5 | \$ 67.41 | \$11,684.40 | \$140,212.80 |
| 415 | Non-Exempt | Cust Srv Specialist-L | 1 | \$ 43.56 | | | 1 | \$ 43.85 | | | 1 | \$ 46.10 | | | 1 | \$ 47.46 | | |
| | | | 2 | \$ 45.81 | | | 2 | \$ 46.10 | | | 2 | \$ 48.47 | | | 2 | \$ 49.90 | | |
| | | | 3 | \$ 48.17 | | | 3 | \$ 48.46 | | | 3 | \$ 50.96 | | | 3 | \$ 52.46 | | |
| | | | 4 | \$ 50.66 | | | 4 | \$ 50.95 | | | 4 | \$ 53.58 | | | 4 | \$ 55.16 | | |
| | | | 5 | \$ 53.28 | \$ 9,235.20 | \$110,822.40 | 5 | \$ 53.57 | \$ 9,285.47 | \$111,425.60 | 5 | \$ 56.34 | \$ 9,765.60 | \$117,187.20 | 5 | \$ 58.00 | \$10,053.33 | \$120,640.00 |
| 218 | Non-Exempt | Cust Svc Represent | 1 | \$ 38.25 | | | 1 | \$ 38.54 | | | 1 | \$ 40.52 | | | 1 | \$ 41.71 | | |
| | | | 2 | \$ 40.22 | | | 2 | \$ 40.51 | | | 2 | \$ 42.59 | | | 2 | \$ 43.84 | | |
| | | | 3 | \$ 42.29 | | | 3 | \$ 42.58 | | | 3 | \$ 44.77 | | | 3 | \$ 46.09 | | |
| | | | 4 | \$ 44.47 | | | 4 | \$ 44.76 | | | 4 | \$ 47.07 | | | 4 | \$ 48.45 | | |
| | | | 5 | \$ 46.77 | \$8,106.45 | \$97,277.44 | 5 | \$ 47.06 | \$8,156.72 | \$97,880.64 | 5 | \$ 49.48 | \$8,576.90 | \$102,922.78 | 5 | \$ 50.94 | \$8,829.60 | \$105,955.20 |
| 217 | Non-Exempt | Cust Svc Spec | 1 | \$ 40.76 | | | 1 | \$ 41.05 | | | 1 | \$ 43.16 | | | 1 | \$ 44.42 | | |
| | | | 2 | \$ 42.86 | | | 2 | \$ 43.15 | | | 2 | \$ 45.37 | | | 2 | \$ 46.70 | | |
| | | | 3 | \$ 45.07 | | | 3 | \$ 45.36 | | | 3 | \$ 47.70 | | | 3 | \$ 49.10 | | |
| | | | 4 | \$ 47.40 | | | 4 | \$ 47.69 | | | 4 | \$ 50.15 | | | 4 | \$ 51.62 | | |
| | | | 5 | \$ 49.85 | \$ 8,641.12 | \$103,693.41 | 5 | \$ 50.14 | \$ 8,691.38 | \$104,296.61 | 5 | \$ 52.73 | \$ 9,139.80 | \$109,677.61 | 5 | \$ 54.28 | \$ 9,408.53 | \$112,902.40 |
| 260 | Non-Exempt | Desktop Technician | 1 | \$ 50.34 | | | 1 | \$ 50.63 | | | 1 | \$ 52.94 | | | 1 | \$ 54.50 | | |
| | | | 2 | \$ 52.94 | | | 2 | \$ 53.23 | | | 2 | \$ 55.67 | | | 2 | \$ 57.31 | | |
| | | | 3 | \$ 55.68 | | | 3 | \$ 55.97 | | | 3 | \$ 58.54 | | | 3 | \$ 60.27 | | |
| | | | 4 | \$ 58.56 | | | 4 | \$ 58.85 | | | 4 | \$ 61.56 | | | 4 | \$ 63.38 | | |
| | | | 5 | \$ 61.60 | \$10,676.88 | \$128,122.59 | 5 | \$ 61.89 | \$ 10,727.15 | \$128,725.79 | 5 | \$ 64.74 | \$11,220.81 | \$134,649.74 | 5 | \$ 66.65 | \$11,552.67 | \$138,632.00 |
| 514 | Non-Exempt | Development Project Coordinator I | 1 | \$ 42.01 | | | 1 | \$ 42.30 | | | 1 | \$ 43.94 | | | 1 | \$ 45.23 | | |
| | | | 2 | \$ 44.17 | | | 2 | \$ 44.46 | | | 2 | \$ 46.19 | | | 2 | \$ 47.55 | | |
| | | | 3 | \$ 46.45 | | | 3 | \$ 46.74 | | | 3 | \$ 48.56 | | | 3 | \$ 49.99 | | |
| | | | 4 | \$ 48.85 | | | 4 | \$ 49.14 | | | 4 | \$ 51.05 | | | 4 | \$ 52.56 | | |
| | | | 5 | \$ 51.38 | \$ 8,905.69 | \$106,868.32 | 5 | \$ 51.67 | \$ 8,955.96 | \$107,471.52 | 5 | \$ 53.68 | \$ 9,304.11 | \$111,649.31 | 5 | \$ 55.26 | \$ 9,578.40 | \$114,940.80 |
| 515 | Non-Exempt | Development Project Coordinator II | 1 | \$ 47.60 | | | 1 | \$ 47.89 | | | 1 | \$ 49.76 | | | 1 | \$ 51.22 | | |
| | | | 2 | \$ 50.06 | | | 2 | \$ 50.35 | | | 2 | \$ 52.32 | | | 2 | \$ 53.85 | | |
| | | | 3 | \$ 52.65 | | | 3 | \$ 52.94 | | | 3 | \$ 55.01 | | | 3 | \$ 56.62 | | |
| | | | 4 | \$ 55.38 | | | 4 | \$ 55.67 | | | 4 | \$ 57.84 | | | 4 | \$ 59.54 | | |
| | | | 5 | \$ 58.25 | \$10,096.29 | \$121,155.42 | 5 | \$ 58.54 | \$ 10,146.55 | \$121,758.62 | 5 | \$ 60.82 | \$10,542.05 | \$126,504.56 | 5 | \$ 62.61 | \$10,852.40 | \$130,228.80 |
| 516 | Non-Exempt | Development Project Coordinator III | 1 | \$ 52.41 | | | 1 | \$ 52.70 | | | 1 | \$ 54.75 | | | 1 | \$ 56.36 | | |
| | | | 2 | \$ 55.12 | | | 2 | \$ 55.41 | | | 2 | \$ 57.57 | | | 2 | \$ 59.27 | | |
| | | | 3 | \$ 57.98 | | | 3 | \$ 58.27 | | | 3 | \$ 60.54 | | | 3 | \$ 62.33 | | |
| | | | 4 | \$ 60.99 | | | 4 | \$ 61.28 | | | 4 | \$ 63.67 | | | 4 | \$ 65.55 | | |
| | | | 5 | \$ 64.15 | \$11,119.68 | \$133,436.16 | 5 | \$ 64.44 | \$ 11,169.95 | \$134,039.36 | 5 | \$ 66.96 | \$11,606.14 | \$139,273.65 | 5 | \$ 68.94 | \$11,949.60 | \$143,395.20 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|---------------------------------------|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|-----------|-------------|--------------|-----------------------------------|-----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 293 | Non-Exempt | Educator | 1 | \$ 39.47 | | | 1 | \$ 39.76 | | | 1 | \$ 40.73 | | | 1 | \$ 41.92 | | |
| | | | 2 | \$ 41.50 | | | 2 | \$ 41.79 | | | 2 | \$ 42.81 | | | 2 | \$ 44.06 | | |
| | | | 3 | \$ 43.64 | | | 3 | \$ 43.93 | | | 3 | \$ 45.00 | | | 3 | \$ 46.32 | | |
| | | | 4 | \$ 45.89 | | | 4 | \$ 46.18 | | | 4 | \$ 47.31 | | | 4 | \$ 48.70 | | |
| | | | 5 | \$ 48.26 | \$ 8,365.24 | \$100,382.94 | 5 | \$ 48.55 | \$ 8,415.51 | \$100,986.14 | 5 | \$ 49.74 | \$ 8,620.87 | \$103,450.47 | 5 | \$ 51.20 | \$ 8,874.67 | \$106,496.00 |
| 533 | Non-Exempt | Elec Asst I | 1 | \$ 46.18 | | | 1 | \$ 46.47 | | | 1 | \$ 47.60 | | | 1 | \$ 48.99 | | |
| | | | 2 | \$ 48.56 | | | 2 | \$ 48.85 | | | 2 | \$ 50.04 | | | 2 | \$ 51.51 | | |
| | | | 3 | \$ 51.07 | | | 3 | \$ 51.36 | | | 3 | \$ 52.61 | | | 3 | \$ 54.16 | | |
| | | | 4 | \$ 53.71 | | | 4 | \$ 54.00 | | | 4 | \$ 55.32 | | | 4 | \$ 56.95 | | |
| | | | 5 | \$ 56.49 | \$ 9,791.71 | \$117,500.52 | 5 | \$ 56.78 | \$ 9,841.98 | \$118,103.72 | 5 | \$ 58.17 | \$10,083.00 | \$120,995.99 | 5 | \$ 59.89 | \$10,380.93 | \$124,571.20 |
| 267 | Non-Exempt | Elec Undgd Inspec | 1 | \$ 57.94 | | | 1 | \$ 58.23 | | | 1 | \$ 59.65 | | | 1 | \$ 61.41 | | |
| | | | 2 | \$ 60.94 | | | 2 | \$ 61.23 | | | 2 | \$ 62.73 | | | 2 | \$ 64.58 | | |
| | | | 3 | \$ 64.10 | | | 3 | \$ 64.39 | | | 3 | \$ 65.97 | | | 3 | \$ 67.92 | | |
| | | | 4 | \$ 67.43 | | | 4 | \$ 67.72 | | | 4 | \$ 69.38 | | | 4 | \$ 71.43 | | |
| | | | 5 | \$ 70.93 | \$12,294.86 | \$147,538.36 | 5 | \$ 71.22 | \$ 12,345.13 | \$148,141.56 | 5 | \$ 72.97 | \$12,648.73 | \$151,784.78 | 5 | \$ 75.13 | \$13,022.53 | \$156,270.40 |
| 345 | Non-Exempt | Electric Project Engineer | 1 | \$ 81.12 | | | 1 | \$ 81.41 | | | 1 | \$ 83.41 | | | 1 | \$ 85.89 | | |
| | | | 2 | \$ 85.34 | | | 2 | \$ 85.63 | | | 2 | \$ 87.74 | | | 2 | \$ 90.35 | | |
| | | | 3 | \$ 89.79 | | | 3 | \$ 90.08 | | | 3 | \$ 92.30 | | | 3 | \$ 95.04 | | |
| | | | 4 | \$ 94.47 | | | 4 | \$ 94.76 | | | 4 | \$ 97.10 | | | 4 | \$ 99.98 | | |
| | | | 5 | \$ 99.40 | \$17,228.76 | \$206,745.08 | 5 | \$ 99.69 | \$ 17,279.02 | \$207,348.28 | 5 | \$ 102.15 | \$17,705.97 | \$212,471.67 | 5 | \$ 105.18 | \$18,231.20 | \$218,774.40 |
| 292 | Non-Exempt | Electric Underground Inspector - Lead | 1 | \$ 61.94 | | | 1 | \$ 62.23 | | | 1 | \$ 63.75 | | | 1 | \$ 65.63 | | |
| | | | 2 | \$ 65.15 | | | 2 | \$ 65.44 | | | 2 | \$ 67.04 | | | 2 | \$ 69.02 | | |
| | | | 3 | \$ 68.53 | | | 3 | \$ 68.82 | | | 3 | \$ 70.51 | | | 3 | \$ 72.59 | | |
| | | | 4 | \$ 72.09 | | | 4 | \$ 72.38 | | | 4 | \$ 74.16 | | | 4 | \$ 76.35 | | |
| | | | 5 | \$ 75.84 | \$13,145.60 | \$157,747.20 | 5 | \$ 76.13 | \$ 13,195.87 | \$158,350.40 | 5 | \$ 78.00 | \$13,520.00 | \$162,240.00 | 5 | \$ 80.31 | \$13,920.40 | \$167,044.80 |
| 527 | Non-Exempt | Electrical Equipment Tech | 1 | \$ 59.18 | | | 1 | \$ 59.47 | | | 1 | \$ 60.92 | | | 1 | \$ 62.72 | | |
| | | | 2 | \$ 62.25 | | | 2 | \$ 62.54 | | | 2 | \$ 64.07 | | | 2 | \$ 65.96 | | |
| | | | 3 | \$ 65.48 | | | 3 | \$ 65.77 | | | 3 | \$ 67.38 | | | 3 | \$ 69.37 | | |
| | | | 4 | \$ 68.88 | | | 4 | \$ 69.17 | | | 4 | \$ 70.87 | | | 4 | \$ 72.96 | | |
| | | | 5 | \$ 72.45 | \$12,558.83 | \$150,705.91 | 5 | \$ 72.74 | \$ 12,609.09 | \$151,309.11 | 5 | \$ 74.53 | \$12,919.29 | \$155,031.51 | 5 | \$ 76.74 | \$13,301.60 | \$159,619.20 |
| 530 | Non-Exempt | Electrician | 1 | \$ 56.00 | | | 1 | \$ 56.29 | | | 1 | \$ 57.67 | | | 1 | \$ 59.37 | | |
| | | | 2 | \$ 58.90 | | | 2 | \$ 59.19 | | | 2 | \$ 60.64 | | | 2 | \$ 62.43 | | |
| | | | 3 | \$ 61.95 | | | 3 | \$ 62.24 | | | 3 | \$ 63.77 | | | 3 | \$ 65.65 | | |
| | | | 4 | \$ 65.16 | | | 4 | \$ 65.45 | | | 4 | \$ 67.06 | | | 4 | \$ 69.04 | | |
| | | | 5 | \$ 68.54 | \$11,881.05 | \$142,572.56 | 5 | \$ 68.83 | \$ 11,931.31 | \$143,175.76 | 5 | \$ 70.53 | \$12,224.57 | \$146,694.84 | 5 | \$ 72.61 | \$12,585.73 | \$151,028.80 |
| 529 | Non-Exempt | Electrician-Appren | 1 | \$ 53.06 | | | 1 | \$ 53.35 | | | 1 | \$ 54.65 | | | 1 | \$ 56.27 | | |
| | | | 2 | \$ 55.81 | | | 2 | \$ 56.10 | | | 2 | \$ 57.47 | | | 2 | \$ 59.17 | | |
| | | | 3 | \$ 58.70 | | | 3 | \$ 58.99 | | | 3 | \$ 60.43 | | | 3 | \$ 62.22 | | |
| | | | 4 | \$ 61.74 | | | 4 | \$ 62.03 | | | 4 | \$ 63.55 | | | 4 | \$ 65.43 | | |
| | | | 5 | \$ 64.94 | \$11,256.13 | \$135,073.51 | 5 | \$ 65.23 | \$ 11,306.39 | \$135,676.71 | 5 | \$ 66.83 | \$11,584.03 | \$139,008.31 | 5 | \$ 68.81 | \$11,927.07 | \$143,124.80 |
| 535 | Non-Exempt | Electrician-Lead | 1 | \$ 59.89 | | | 1 | \$ 60.18 | | | 1 | \$ 61.67 | | | 1 | \$ 63.48 | | |
| | | | 2 | \$ 63.00 | | | 2 | \$ 63.29 | | | 2 | \$ 64.85 | | | 2 | \$ 66.76 | | |
| | | | 3 | \$ 66.27 | | | 3 | \$ 66.56 | | | 3 | \$ 68.20 | | | 3 | \$ 70.21 | | |
| | | | 4 | \$ 69.71 | | | 4 | \$ 70.00 | | | 4 | \$ 71.73 | | | 4 | \$ 73.84 | | |
| | | | 5 | \$ 73.34 | \$12,711.89 | \$152,542.65 | 5 | \$ 73.63 | \$ 12,762.15 | \$153,145.85 | 5 | \$ 75.44 | \$13,076.18 | \$156,914.17 | 5 | \$ 77.67 | \$13,462.80 | \$161,553.60 |
| 399 | Non-Exempt | Emergency Med Svs Data Specialist | 1 | \$ 40.77 | | | 1 | \$ 41.06 | | | 1 | \$ 42.06 | | | 1 | \$ 43.29 | | |
| | | | 2 | \$ 42.87 | | | 2 | \$ 43.16 | | | 2 | \$ 44.21 | | | 2 | \$ 45.51 | | |
| | | | 3 | \$ 45.08 | | | 3 | \$ 45.37 | | | 3 | \$ 46.48 | | | 3 | \$ 47.84 | | |
| | | | 4 | \$ 47.41 | | | 4 | \$ 47.70 | | | 4 | \$ 48.86 | | | 4 | \$ 50.30 | | |
| | | | 5 | \$ 49.86 | \$ 8,642.27 | \$103,707.19 | 5 | \$ 50.15 | \$ 8,692.53 | \$104,310.39 | 5 | \$ 51.37 | \$ 8,904.82 | \$106,857.83 | 5 | \$ 52.89 | \$ 9,167.60 | \$110,011.20 |
| 311 | Non-Exempt | Eng Tech I | 1 | \$ 40.73 | | | 1 | \$ 41.02 | | | 1 | \$ 42.41 | | | 1 | \$ 43.65 | | |
| | | | 2 | \$ 42.83 | | | 2 | \$ 43.12 | | | 2 | \$ 44.58 | | | 2 | \$ 45.89 | | |
| | | | 3 | \$ 45.04 | | | 3 | \$ 45.33 | | | 3 | \$ 46.86 | | | 3 | \$ 48.24 | | |
| | | | 4 | \$ 47.36 | | | 4 | \$ 47.65 | | | 4 | \$ 49.27 | | | 4 | \$ 50.72 | | |
| | | | 5 | \$ 49.81 | \$ 8,633.77 | \$103,605.22 | 5 | \$ 50.10 | \$ 8,684.03 | \$104,208.42 | 5 | \$ 51.81 | \$ 8,979.92 | \$107,759.09 | 5 | \$ 53.33 | \$ 9,243.87 | \$110,926.40 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|-----------------------|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|----------|-------------|--------------|-----------------------------------|----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 332 | Non-Exempt | Engineer | 1 | \$ 71.75 | | | 1 | \$ 72.04 | | | 1 | \$ 73.81 | | | 1 | \$ 75.99 | | |
| | | | 2 | \$ 75.48 | | | 2 | \$ 75.77 | | | 2 | \$ 77.63 | | | 2 | \$ 79.93 | | |
| | | | 3 | \$ 79.41 | | | 3 | \$ 79.70 | | | 3 | \$ 81.65 | | | 3 | \$ 84.08 | | |
| | | | 4 | \$ 83.54 | | | 4 | \$ 83.83 | | | 4 | \$ 85.89 | | | 4 | \$ 88.44 | | |
| | | | 5 | \$ 87.89 | \$15,233.55 | \$182,802.60 | 5 | \$ 88.18 | \$ 15,283.82 | \$183,405.80 | 5 | \$ 90.35 | \$15,660.89 | \$187,930.62 | 5 | \$ 93.03 | \$16,125.20 | \$193,502.40 |
| 323 | Non-Exempt | Engr Tech II | 1 | \$ 44.00 | | | 1 | \$ 44.29 | | | 1 | \$ 45.79 | | | 1 | \$ 47.13 | | |
| | | | 2 | \$ 46.27 | | | 2 | \$ 46.56 | | | 2 | \$ 48.14 | | | 2 | \$ 49.55 | | |
| | | | 3 | \$ 48.66 | | | 3 | \$ 48.95 | | | 3 | \$ 50.61 | | | 3 | \$ 52.10 | | |
| | | | 4 | \$ 51.17 | | | 4 | \$ 51.46 | | | 4 | \$ 53.21 | | | 4 | \$ 54.78 | | |
| | | | 5 | \$ 53.82 | \$ 9,328.28 | \$111,939.36 | 5 | \$ 54.11 | \$ 9,378.55 | \$112,542.56 | 5 | \$ 55.95 | \$ 9,698.66 | \$116,383.94 | 5 | \$ 57.60 | \$ 9,984.00 | \$119,808.00 |
| 319 | Non-Exempt | Engr Tech III | 1 | \$ 49.03 | | | 1 | \$ 49.32 | | | 1 | \$ 51.00 | | | 1 | \$ 52.51 | | |
| | | | 2 | \$ 51.56 | | | 2 | \$ 51.85 | | | 2 | \$ 53.62 | | | 2 | \$ 55.21 | | |
| | | | 3 | \$ 54.23 | | | 3 | \$ 54.52 | | | 3 | \$ 56.38 | | | 3 | \$ 58.05 | | |
| | | | 4 | \$ 57.04 | | | 4 | \$ 57.33 | | | 4 | \$ 59.29 | | | 4 | \$ 61.04 | | |
| | | | 5 | \$ 60.00 | \$10,399.45 | \$124,793.34 | 5 | \$ 60.29 | \$ 10,449.71 | \$125,396.54 | 5 | \$ 62.35 | \$10,807.19 | \$129,686.27 | 5 | \$ 64.19 | \$11,126.27 | \$133,515.20 |
| 257 | Non-Exempt | Environmental Spec | 1 | \$ 59.08 | | | 1 | \$ 59.37 | | | 1 | \$ 60.81 | | | 1 | \$ 62.62 | | |
| | | | 2 | \$ 62.14 | | | 2 | \$ 62.43 | | | 2 | \$ 63.95 | | | 2 | \$ 65.85 | | |
| | | | 3 | \$ 65.36 | | | 3 | \$ 65.65 | | | 3 | \$ 67.25 | | | 3 | \$ 69.25 | | |
| | | | 4 | \$ 68.75 | | | 4 | \$ 69.04 | | | 4 | \$ 70.73 | | | 4 | \$ 72.83 | | |
| | | | 5 | \$ 72.32 | \$12,535.38 | \$150,424.61 | 5 | \$ 72.61 | \$ 12,585.65 | \$151,027.81 | 5 | \$ 74.40 | \$12,895.27 | \$154,743.18 | 5 | \$ 76.60 | \$13,277.33 | \$159,328.00 |
| 211 | Non-Exempt | Equip Maint Serv Per | 1 | \$ 34.68 | | | 1 | \$ 34.97 | | | 1 | \$ 37.73 | | | 1 | \$ 38.83 | | |
| | | | 2 | \$ 36.46 | | | 2 | \$ 36.75 | | | 2 | \$ 39.65 | | | 2 | \$ 40.81 | | |
| | | | 3 | \$ 38.33 | | | 3 | \$ 38.62 | | | 3 | \$ 41.68 | | | 3 | \$ 42.90 | | |
| | | | 4 | \$ 40.30 | | | 4 | \$ 40.59 | | | 4 | \$ 43.81 | | | 4 | \$ 45.10 | | |
| | | | 5 | \$ 42.38 | \$ 7,345.80 | \$ 88,149.57 | 5 | \$ 42.67 | \$ 7,396.06 | \$ 88,752.77 | 5 | \$ 46.06 | \$ 7,983.21 | \$ 95,798.55 | 5 | \$ 47.41 | \$ 8,217.73 | \$ 98,612.80 |
| 396 | Non-Exempt | Equip Operator | 1 | \$ 44.48 | | | 1 | \$ 44.77 | | | 1 | \$ 46.78 | | | 1 | \$ 48.16 | | |
| | | | 2 | \$ 46.77 | | | 2 | \$ 47.06 | | | 2 | \$ 49.18 | | | 2 | \$ 50.63 | | |
| | | | 3 | \$ 49.19 | | | 3 | \$ 49.48 | | | 3 | \$ 51.71 | | | 3 | \$ 53.23 | | |
| | | | 4 | \$ 51.73 | | | 4 | \$ 52.02 | | | 4 | \$ 54.37 | | | 4 | \$ 55.97 | | |
| | | | 5 | \$ 54.41 | \$ 9,431.17 | \$113,174.05 | 5 | \$ 54.70 | \$ 9,481.44 | \$113,777.25 | 5 | \$ 57.17 | \$ 9,908.67 | \$118,904.04 | 5 | \$ 58.85 | \$10,200.67 | \$122,408.00 |
| 397 | Non-Exempt | Equip Operator - Lead | 1 | \$ 47.53 | | | 1 | \$ 47.82 | | | 1 | \$ 49.97 | | | 1 | \$ 51.43 | | |
| | | | 2 | \$ 49.99 | | | 2 | \$ 50.28 | | | 2 | \$ 52.54 | | | 2 | \$ 54.08 | | |
| | | | 3 | \$ 52.58 | | | 3 | \$ 52.87 | | | 3 | \$ 55.24 | | | 3 | \$ 56.87 | | |
| | | | 4 | \$ 55.30 | | | 4 | \$ 55.59 | | | 4 | \$ 58.09 | | | 4 | \$ 59.80 | | |
| | | | 5 | \$ 58.16 | \$10,081.07 | \$120,972.80 | 5 | \$ 58.45 | \$ 10,131.33 | \$121,576.00 | 5 | \$ 61.09 | \$10,588.93 | \$127,067.20 | 5 | \$ 62.89 | \$10,900.93 | \$130,811.20 |
| 250 | Non-Exempt | Equip Parts Tech | 1 | \$ 39.05 | | | 1 | \$ 39.34 | | | 1 | \$ 40.99 | | | 1 | \$ 42.19 | | |
| | | | 2 | \$ 41.06 | | | 2 | \$ 41.35 | | | 2 | \$ 43.09 | | | 2 | \$ 44.35 | | |
| | | | 3 | \$ 43.18 | | | 3 | \$ 43.47 | | | 3 | \$ 45.30 | | | 3 | \$ 46.62 | | |
| | | | 4 | \$ 45.41 | | | 4 | \$ 45.70 | | | 4 | \$ 47.62 | | | 4 | \$ 49.01 | | |
| | | | 5 | \$ 47.75 | \$ 8,277.33 | \$ 99,327.90 | 5 | \$ 48.04 | \$ 8,327.59 | \$ 99,931.10 | 5 | \$ 50.06 | \$ 8,677.19 | \$104,126.33 | 5 | \$ 51.53 | \$ 8,931.87 | \$107,182.40 |
| 203 | Non-Exempt | Facilities Asst | 1 | \$ 34.71 | | | 1 | \$ 35.00 | | | 1 | \$ 35.84 | | | 1 | \$ 36.89 | | |
| | | | 2 | \$ 36.49 | | | 2 | \$ 36.78 | | | 2 | \$ 37.67 | | | 2 | \$ 38.77 | | |
| | | | 3 | \$ 38.36 | | | 3 | \$ 38.65 | | | 3 | \$ 39.59 | | | 3 | \$ 40.75 | | |
| | | | 4 | \$ 40.33 | | | 4 | \$ 40.62 | | | 4 | \$ 41.61 | | | 4 | \$ 42.83 | | |
| | | | 5 | \$ 42.41 | \$ 7,350.91 | \$ 88,210.97 | 5 | \$ 42.70 | \$ 7,401.18 | \$ 88,814.17 | 5 | \$ 43.74 | \$ 7,581.18 | \$ 90,974.20 | 5 | \$ 45.02 | \$ 7,803.47 | \$ 93,641.60 |
| 374 | Non-Exempt | Facilities Carpenter | 1 | \$ 46.70 | | | 1 | \$ 46.99 | | | 1 | \$ 48.14 | | | 1 | \$ 49.55 | | |
| | | | 2 | \$ 49.11 | | | 2 | \$ 49.40 | | | 2 | \$ 50.61 | | | 2 | \$ 52.10 | | |
| | | | 3 | \$ 51.65 | | | 3 | \$ 51.94 | | | 3 | \$ 53.21 | | | 3 | \$ 54.78 | | |
| | | | 4 | \$ 54.32 | | | 4 | \$ 54.61 | | | 4 | \$ 55.95 | | | 4 | \$ 57.60 | | |
| | | | 5 | \$ 57.13 | \$ 9,903.38 | \$118,840.60 | 5 | \$ 57.42 | \$ 9,953.65 | \$119,443.80 | 5 | \$ 58.83 | \$10,197.46 | \$122,369.58 | 5 | \$ 60.57 | \$10,498.80 | \$125,985.60 |
| 375 | Non-Exempt | Facilities Elect | 1 | \$ 46.57 | | | 1 | \$ 46.86 | | | 1 | \$ 48.00 | | | 1 | \$ 49.41 | | |
| | | | 2 | \$ 48.97 | | | 2 | \$ 49.26 | | | 2 | \$ 50.46 | | | 2 | \$ 51.95 | | |
| | | | 3 | \$ 51.50 | | | 3 | \$ 51.79 | | | 3 | \$ 53.05 | | | 3 | \$ 54.62 | | |
| | | | 4 | \$ 54.16 | | | 4 | \$ 54.45 | | | 4 | \$ 55.78 | | | 4 | \$ 57.43 | | |
| | | | 5 | \$ 56.96 | \$ 9,873.78 | \$118,485.36 | 5 | \$ 57.25 | \$ 9,924.05 | \$119,088.56 | 5 | \$ 58.66 | \$10,167.12 | \$122,005.45 | 5 | \$ 60.39 | \$10,467.60 | \$125,611.20 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|--|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|----------|-------------|--------------|-----------------------------------|----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 373 | Non-Exempt | Facilities Maint-L | 1 | \$ 60.89 | | | 1 | \$ 61.18 | | | 1 | \$ 62.67 | | | 1 | \$ 64.53 | | |
| | | | 2 | \$ 64.05 | | | 2 | \$ 64.34 | | | 2 | \$ 65.91 | | | 2 | \$ 67.86 | | |
| | | | 3 | \$ 67.37 | | | 3 | \$ 67.66 | | | 3 | \$ 69.32 | | | 3 | \$ 71.37 | | |
| | | | 4 | \$ 70.87 | | | 4 | \$ 71.16 | | | 4 | \$ 72.91 | | | 4 | \$ 75.06 | | |
| | | | 5 | \$ 74.55 | \$12,922.26 | \$155,067.09 | 5 | \$ 74.84 | \$ 12,972.52 | \$155,670.29 | 5 | \$ 76.68 | \$13,291.81 | \$159,501.72 | 5 | \$ 78.95 | \$13,684.67 | \$164,216.00 |
| 377 | Non-Exempt | Facilities Painter | 1 | \$ 44.97 | | | 1 | \$ 45.26 | | | 1 | \$ 46.36 | | | 1 | \$ 47.72 | | |
| | | | 2 | \$ 47.29 | | | 2 | \$ 47.58 | | | 2 | \$ 48.74 | | | 2 | \$ 50.17 | | |
| | | | 3 | \$ 49.73 | | | 3 | \$ 50.02 | | | 3 | \$ 51.24 | | | 3 | \$ 52.75 | | |
| | | | 4 | \$ 52.30 | | | 4 | \$ 52.59 | | | 4 | \$ 53.88 | | | 4 | \$ 55.47 | | |
| | | | 5 | \$ 55.01 | \$ 9,535.36 | \$114,424.34 | 5 | \$ 55.30 | \$ 9,585.63 | \$115,027.54 | 5 | \$ 56.66 | \$ 9,820.24 | \$117,842.91 | 5 | \$ 58.33 | \$10,110.53 | \$121,326.40 |
| 376 | Non-Exempt | Facilities Tech | 1 | \$ 46.70 | | | 1 | \$ 46.99 | | | 1 | \$ 48.14 | | | 1 | \$ 49.55 | | |
| | | | 2 | \$ 49.11 | | | 2 | \$ 49.40 | | | 2 | \$ 50.61 | | | 2 | \$ 52.10 | | |
| | | | 3 | \$ 51.65 | | | 3 | \$ 51.94 | | | 3 | \$ 53.21 | | | 3 | \$ 54.78 | | |
| | | | 4 | \$ 54.32 | | | 4 | \$ 54.61 | | | 4 | \$ 55.95 | | | 4 | \$ 57.60 | | |
| | | | 5 | \$ 57.13 | \$ 9,903.38 | \$118,840.60 | 5 | \$ 57.42 | \$ 9,953.65 | \$119,443.80 | 5 | \$ 58.83 | \$10,197.46 | \$122,369.58 | 5 | \$ 60.57 | \$10,498.80 | \$125,985.60 |
| 462 | Non-Exempt | Field Service Pers WGW | 1 | \$ 44.38 | | | 1 | \$ 44.67 | | | 1 | \$ 47.15 | | | 1 | \$ 48.54 | | |
| | | | 2 | \$ 46.67 | | | 2 | \$ 46.96 | | | 2 | \$ 49.57 | | | 2 | \$ 51.03 | | |
| | | | 3 | \$ 49.08 | | | 3 | \$ 49.37 | | | 3 | \$ 52.12 | | | 3 | \$ 53.65 | | |
| | | | 4 | \$ 51.62 | | | 4 | \$ 51.91 | | | 4 | \$ 54.80 | | | 4 | \$ 56.41 | | |
| | | | 5 | \$ 54.29 | \$ 9,410.96 | \$112,931.52 | 5 | \$ 54.58 | \$ 9,461.23 | \$113,534.72 | 5 | \$ 57.62 | \$ 9,987.16 | \$119,845.88 | 5 | \$ 59.32 | \$10,282.13 | \$123,385.60 |
| 383 | Non-Exempt | Fleet Svcs Coord | 1 | \$ 46.33 | | | 1 | \$ 46.62 | | | 1 | \$ 48.57 | | | 1 | \$ 49.99 | | |
| | | | 2 | \$ 48.72 | | | 2 | \$ 49.01 | | | 2 | \$ 51.07 | | | 2 | \$ 52.56 | | |
| | | | 3 | \$ 51.24 | | | 3 | \$ 51.53 | | | 3 | \$ 53.70 | | | 3 | \$ 55.27 | | |
| | | | 4 | \$ 53.89 | | | 4 | \$ 54.18 | | | 4 | \$ 56.46 | | | 4 | \$ 58.12 | | |
| | | | 5 | \$ 56.68 | \$ 9,824.36 | \$117,892.32 | 5 | \$ 56.97 | \$ 9,874.63 | \$118,495.52 | 5 | \$ 59.37 | \$10,290.78 | \$123,489.39 | 5 | \$ 61.12 | \$10,594.13 | \$127,129.60 |
| 329 | Non-Exempt | Forensic Coordinator | 1 | \$ 54.86 | | | 1 | \$ 55.15 | | | 1 | \$ 57.22 | | | 1 | \$ 58.91 | | |
| | | | 2 | \$ 57.70 | | | 2 | \$ 57.99 | | | 2 | \$ 60.17 | | | 2 | \$ 61.95 | | |
| | | | 3 | \$ 60.69 | | | 3 | \$ 60.98 | | | 3 | \$ 63.28 | | | 3 | \$ 65.15 | | |
| | | | 4 | \$ 63.84 | | | 4 | \$ 64.13 | | | 4 | \$ 66.55 | | | 4 | \$ 68.52 | | |
| | | | 5 | \$ 67.15 | \$11,639.65 | \$139,675.74 | 5 | \$ 67.44 | \$ 11,689.91 | \$140,278.94 | 5 | \$ 69.99 | \$12,130.97 | \$145,571.67 | 5 | \$ 72.06 | \$12,490.40 | \$149,884.80 |
| 328 | Non-Exempt | Forensic Specialist | 1 | \$ 51.32 | | | 1 | \$ 51.61 | | | 1 | \$ 53.55 | | | 1 | \$ 55.12 | | |
| | | | 2 | \$ 53.98 | | | 2 | \$ 54.27 | | | 2 | \$ 56.31 | | | 2 | \$ 57.96 | | |
| | | | 3 | \$ 56.77 | | | 3 | \$ 57.06 | | | 3 | \$ 59.21 | | | 3 | \$ 60.95 | | |
| | | | 4 | \$ 59.71 | | | 4 | \$ 60.00 | | | 4 | \$ 62.26 | | | 4 | \$ 64.10 | | |
| | | | 5 | \$ 62.81 | \$10,886.34 | \$130,636.06 | 5 | \$ 63.10 | \$ 10,936.61 | \$131,239.26 | 5 | \$ 65.47 | \$11,348.75 | \$136,184.95 | 5 | \$ 67.41 | \$11,684.40 | \$140,212.80 |
| 419 | Non-Exempt | Assistant Gas Measurement and Control Technician | 1 | \$ 50.39 | | | 1 | \$ 50.68 | | | 1 | \$ 53.50 | | | 1 | \$ 55.07 | | |
| | | | 2 | \$ 53.00 | | | 2 | \$ 53.29 | | | 2 | \$ 56.25 | | | 2 | \$ 57.91 | | |
| | | | 3 | \$ 55.74 | | | 3 | \$ 56.03 | | | 3 | \$ 59.15 | | | 3 | \$ 60.90 | | |
| | | | 4 | \$ 58.63 | | | 4 | \$ 58.92 | | | 4 | \$ 62.20 | | | 4 | \$ 64.04 | | |
| | | | 5 | \$ 61.67 | \$10,689.74 | \$128,276.93 | 5 | \$ 61.96 | \$ 10,740.01 | \$128,880.13 | 5 | \$ 65.41 | \$11,338.57 | \$136,062.83 | 5 | \$ 67.35 | \$11,674.00 | \$140,088.00 |
| 418 | Non-Exempt | Gas Measurement and Control Technician | 1 | \$ 52.87 | | | 1 | \$ 53.16 | | | 1 | \$ 56.13 | | | 1 | \$ 57.77 | | |
| | | | 2 | \$ 55.61 | | | 2 | \$ 55.90 | | | 2 | \$ 59.02 | | | 2 | \$ 60.75 | | |
| | | | 3 | \$ 58.49 | | | 3 | \$ 58.78 | | | 3 | \$ 62.06 | | | 3 | \$ 63.89 | | |
| | | | 4 | \$ 61.52 | | | 4 | \$ 61.81 | | | 4 | \$ 65.26 | | | 4 | \$ 67.19 | | |
| | | | 5 | \$ 64.71 | \$11,217.06 | \$134,604.70 | 5 | \$ 65.00 | \$ 11,267.33 | \$135,207.90 | 5 | \$ 68.63 | \$11,895.83 | \$142,749.99 | 5 | \$ 70.66 | \$12,247.73 | \$146,972.80 |
| 417 | Non-Exempt | Assistant Gas and Water Measurement and Control Technician | 1 | \$ 52.88 | | | 1 | \$ 53.17 | | | 1 | \$ 56.13 | | | 1 | \$ 57.77 | | |
| | | | 2 | \$ 55.62 | | | 2 | \$ 55.91 | | | 2 | \$ 59.02 | | | 2 | \$ 60.75 | | |
| | | | 3 | \$ 58.50 | | | 3 | \$ 58.79 | | | 3 | \$ 62.06 | | | 3 | \$ 63.89 | | |
| | | | 4 | \$ 61.53 | | | 4 | \$ 61.82 | | | 4 | \$ 65.27 | | | 4 | \$ 67.19 | | |
| | | | 5 | \$ 64.72 | \$11,218.90 | \$134,626.75 | 5 | \$ 65.01 | \$ 11,269.16 | \$135,229.95 | 5 | \$ 68.64 | \$11,897.77 | \$142,773.29 | 5 | \$ 70.67 | \$12,249.47 | \$146,993.60 |
| 416 | Non-Exempt | Gas and Water Measurement and Control Technician | 1 | \$ 55.49 | | | 1 | \$ 55.78 | | | 1 | \$ 58.87 | | | 1 | \$ 60.61 | | |
| | | | 2 | \$ 58.36 | | | 2 | \$ 58.65 | | | 2 | \$ 61.91 | | | 2 | \$ 63.74 | | |
| | | | 3 | \$ 61.39 | | | 3 | \$ 61.68 | | | 3 | \$ 65.11 | | | 3 | \$ 67.03 | | |
| | | | 4 | \$ 64.57 | | | 4 | \$ 64.86 | | | 4 | \$ 68.48 | | | 4 | \$ 70.50 | | |
| | | | 5 | \$ 67.93 | \$11,773.77 | \$141,285.25 | 5 | \$ 68.22 | \$ 11,824.04 | \$141,888.45 | 5 | \$ 72.02 | \$12,484.16 | \$149,809.95 | 5 | \$ 74.15 | \$12,852.67 | \$154,232.00 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|-----------------------------------|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|----------|-------------|--------------|-----------------------------------|----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 398 | Non-Exempt | Geographic Inform Syst Specialist | 1 | \$ 62.14 | | | 1 | \$ 62.43 | | | 1 | \$ 63.95 | | | 1 | \$ 65.84 | | |
| | | | 2 | \$ 65.36 | | | 2 | \$ 65.65 | | | 2 | \$ 67.25 | | | 2 | \$ 69.24 | | |
| | | | 3 | \$ 68.75 | | | 3 | \$ 69.04 | | | 3 | \$ 70.73 | | | 3 | \$ 72.82 | | |
| | | | 4 | \$ 72.32 | | | 4 | \$ 72.61 | | | 4 | \$ 74.39 | | | 4 | \$ 76.59 | | |
| | | | 5 | \$ 76.08 | \$13,186.62 | \$158,239.44 | 5 | \$ 76.37 | \$ 13,236.89 | \$158,842.64 | 5 | \$ 78.25 | \$13,562.78 | \$162,753.38 | 5 | \$ 80.56 | \$13,963.73 | \$167,564.80 |
| 390 | Non-Exempt | Heavy Equip Oper | 1 | \$ 53.06 | | | 1 | \$ 53.35 | | | 1 | \$ 55.77 | | | 1 | \$ 57.39 | | |
| | | | 2 | \$ 55.81 | | | 2 | \$ 56.10 | | | 2 | \$ 58.64 | | | 2 | \$ 60.35 | | |
| | | | 3 | \$ 58.70 | | | 3 | \$ 58.99 | | | 3 | \$ 61.66 | | | 3 | \$ 63.47 | | |
| | | | 4 | \$ 61.74 | | | 4 | \$ 62.03 | | | 4 | \$ 64.84 | | | 4 | \$ 66.75 | | |
| | | | 5 | \$ 64.95 | \$11,257.48 | \$135,089.76 | 5 | \$ 65.24 | \$ 11,307.75 | \$135,692.96 | 5 | \$ 68.19 | \$11,819.06 | \$141,828.67 | 5 | \$ 70.20 | \$12,168.00 | \$146,016.00 |
| 391 | Non-Exempt | Heavy Equip Oper-L | 1 | \$ 56.71 | | | 1 | \$ 57.00 | | | 1 | \$ 59.57 | | | 1 | \$ 61.34 | | |
| | | | 2 | \$ 59.65 | | | 2 | \$ 59.94 | | | 2 | \$ 62.64 | | | 2 | \$ 64.51 | | |
| | | | 3 | \$ 62.74 | | | 3 | \$ 63.03 | | | 3 | \$ 65.88 | | | 3 | \$ 67.84 | | |
| | | | 4 | \$ 66.00 | | | 4 | \$ 66.29 | | | 4 | \$ 69.29 | | | 4 | \$ 71.35 | | |
| | | | 5 | \$ 69.43 | \$12,034.53 | \$144,414.40 | 5 | \$ 69.72 | \$ 12,084.80 | \$145,017.60 | 5 | \$ 72.88 | \$12,632.53 | \$151,590.40 | 5 | \$ 75.04 | \$13,006.93 | \$156,083.20 |
| 571 | Non-Exempt | Electric Heavy Equip Oper | 1 | \$ 55.04 | | | 1 | \$ 55.33 | | | 1 | \$ 56.68 | | | 1 | \$ 58.35 | | |
| | | | 2 | \$ 57.89 | | | 2 | \$ 58.18 | | | 2 | \$ 59.60 | | | 2 | \$ 61.36 | | |
| | | | 3 | \$ 60.89 | | | 3 | \$ 61.18 | | | 3 | \$ 62.68 | | | 3 | \$ 64.53 | | |
| | | | 4 | \$ 64.05 | | | 4 | \$ 64.34 | | | 4 | \$ 65.92 | | | 4 | \$ 67.87 | | |
| | | | 5 | \$ 67.38 | \$11,678.95 | \$140,147.41 | 5 | \$ 67.67 | \$ 11,729.22 | \$140,750.61 | 5 | \$ 69.33 | \$12,017.42 | \$144,209.06 | 5 | \$ 71.38 | \$12,372.53 | \$148,470.40 |
| 572 | Non-Exempt | WGW Heavy Equip Oper | 1 | \$ 52.61 | | | 1 | \$ 52.90 | | | 1 | \$ 55.84 | | | 1 | \$ 57.49 | | |
| | | | 2 | \$ 55.33 | | | 2 | \$ 55.62 | | | 2 | \$ 58.72 | | | 2 | \$ 60.45 | | |
| | | | 3 | \$ 58.20 | | | 3 | \$ 58.49 | | | 3 | \$ 61.75 | | | 3 | \$ 63.57 | | |
| | | | 4 | \$ 61.22 | | | 4 | \$ 61.51 | | | 4 | \$ 64.94 | | | 4 | \$ 66.85 | | |
| | | | 5 | \$ 64.40 | \$11,161.94 | \$133,943.26 | 5 | \$ 64.69 | \$ 11,212.21 | \$134,546.46 | 5 | \$ 68.29 | \$11,837.58 | \$142,050.98 | 5 | \$ 70.31 | \$12,187.07 | \$146,244.80 |
| 508 | Non-Exempt | Ind Waste Inspec | 1 | \$ 49.78 | | | 1 | \$ 50.07 | | | 1 | \$ 51.28 | | | 1 | \$ 52.79 | | |
| | | | 2 | \$ 52.35 | | | 2 | \$ 52.64 | | | 2 | \$ 53.92 | | | 2 | \$ 55.51 | | |
| | | | 3 | \$ 55.06 | | | 3 | \$ 55.35 | | | 3 | \$ 56.70 | | | 3 | \$ 58.37 | | |
| | | | 4 | \$ 57.91 | | | 4 | \$ 58.20 | | | 4 | \$ 59.62 | | | 4 | \$ 61.38 | | |
| | | | 5 | \$ 60.91 | \$10,557.48 | \$126,689.76 | 5 | \$ 61.20 | \$ 10,607.75 | \$127,292.96 | 5 | \$ 62.70 | \$10,867.91 | \$130,414.96 | 5 | \$ 64.55 | \$11,188.67 | \$134,264.00 |
| 258 | Non-Exempt | Ind Waste Invtr | 1 | \$ 55.82 | | | 1 | \$ 56.11 | | | 1 | \$ 57.48 | | | 1 | \$ 59.18 | | |
| | | | 2 | \$ 58.71 | | | 2 | \$ 59.00 | | | 2 | \$ 60.44 | | | 2 | \$ 62.23 | | |
| | | | 3 | \$ 61.75 | | | 3 | \$ 62.04 | | | 3 | \$ 63.56 | | | 3 | \$ 65.44 | | |
| | | | 4 | \$ 64.95 | | | 4 | \$ 65.24 | | | 4 | \$ 66.84 | | | 4 | \$ 68.82 | | |
| | | | 5 | \$ 68.32 | \$11,842.21 | \$142,106.52 | 5 | \$ 68.61 | \$ 11,892.48 | \$142,709.72 | 5 | \$ 70.30 | \$12,184.76 | \$146,217.15 | 5 | \$ 72.38 | \$12,545.87 | \$150,550.40 |
| 365 | Non-Exempt | Industrial Waste Technician | 1 | \$ 45.03 | | | 1 | \$ 45.32 | | | 1 | \$ 46.42 | | | 1 | \$ 47.80 | | |
| | | | 2 | \$ 47.35 | | | 2 | \$ 47.64 | | | 2 | \$ 48.80 | | | 2 | \$ 50.25 | | |
| | | | 3 | \$ 49.80 | | | 3 | \$ 50.09 | | | 3 | \$ 51.31 | | | 3 | \$ 52.83 | | |
| | | | 4 | \$ 52.38 | | | 4 | \$ 52.67 | | | 4 | \$ 53.95 | | | 4 | \$ 55.55 | | |
| | | | 5 | \$ 55.09 | \$ 9,548.57 | \$114,582.81 | 5 | \$ 55.38 | \$ 9,598.83 | \$115,186.01 | 5 | \$ 56.73 | \$ 9,833.78 | \$118,005.34 | 5 | \$ 58.41 | \$10,124.40 | \$121,492.80 |
| 227 | Non-Exempt | Inspector, Field Svc | 1 | \$ 52.58 | | | 1 | \$ 52.87 | | | 1 | \$ 54.92 | | | 1 | \$ 56.54 | | |
| | | | 2 | \$ 55.30 | | | 2 | \$ 55.59 | | | 2 | \$ 57.75 | | | 2 | \$ 59.45 | | |
| | | | 3 | \$ 58.16 | | | 3 | \$ 58.45 | | | 3 | \$ 60.73 | | | 3 | \$ 62.52 | | |
| | | | 4 | \$ 61.18 | | | 4 | \$ 61.47 | | | 4 | \$ 63.87 | | | 4 | \$ 65.75 | | |
| | | | 5 | \$ 64.35 | \$11,154.59 | \$133,855.07 | 5 | \$ 64.64 | \$ 11,204.86 | \$134,458.27 | 5 | \$ 67.17 | \$11,642.44 | \$139,709.22 | 5 | \$ 69.15 | \$11,986.00 | \$143,832.00 |
| 576 | Non-Exempt | Inspector, WGW Utilities Field | 1 | \$ 58.31 | | | 1 | \$ 58.60 | | | 1 | \$ 61.86 | | | 1 | \$ 63.68 | | |
| | | | 2 | \$ 61.33 | | | 2 | \$ 61.62 | | | 2 | \$ 65.05 | | | 2 | \$ 66.97 | | |
| | | | 3 | \$ 64.51 | | | 3 | \$ 64.80 | | | 3 | \$ 68.41 | | | 3 | \$ 70.43 | | |
| | | | 4 | \$ 67.86 | | | 4 | \$ 68.15 | | | 4 | \$ 71.95 | | | 4 | \$ 74.08 | | |
| | | | 5 | \$ 71.38 | \$12,372.74 | \$148,472.90 | 5 | \$ 71.67 | \$ 12,423.01 | \$149,076.10 | 5 | \$ 75.68 | \$13,117.15 | \$157,405.82 | 5 | \$ 77.92 | \$13,506.13 | \$162,073.60 |
| 308 | Non-Exempt | Instrum Elec | 1 | \$ 52.85 | | | 1 | \$ 53.14 | | | 1 | \$ 54.45 | | | 1 | \$ 56.04 | | |
| | | | 2 | \$ 55.59 | | | 2 | \$ 55.88 | | | 2 | \$ 57.25 | | | 2 | \$ 58.93 | | |
| | | | 3 | \$ 58.47 | | | 3 | \$ 58.76 | | | 3 | \$ 60.20 | | | 3 | \$ 61.97 | | |
| | | | 4 | \$ 61.50 | | | 4 | \$ 61.79 | | | 4 | \$ 63.31 | | | 4 | \$ 65.17 | | |
| | | | 5 | \$ 64.69 | \$11,213.15 | \$134,557.82 | 5 | \$ 64.98 | \$ 11,263.42 | \$135,161.02 | 5 | \$ 66.58 | \$11,539.98 | \$138,479.73 | 5 | \$ 68.54 | \$11,880.27 | \$142,563.20 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|-------------------------|--|-----------|-------------|--------------|--------------------------------|-----------|--------------|--------------|--|-----------|-------------|--------------|-----------------------------------|-----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 293 | Non-Exempt | Educator | 1 | \$ 39.47 | | | 1 | \$ 39.76 | | | 1 | \$ 40.73 | | | 1 | \$ 41.92 | | |
| | | | 2 | \$ 41.50 | | | 2 | \$ 41.79 | | | 2 | \$ 42.81 | | | 2 | \$ 44.06 | | |
| | | | 3 | \$ 43.64 | | | 3 | \$ 43.93 | | | 3 | \$ 45.00 | | | 3 | \$ 46.32 | | |
| | | | 4 | \$ 45.89 | | | 4 | \$ 46.18 | | | 4 | \$ 47.31 | | | 4 | \$ 48.70 | | |
| | | | 5 | \$ 48.26 | \$ 8,365.24 | \$100,382.94 | 5 | \$ 48.55 | \$ 8,415.51 | \$100,986.14 | 5 | \$ 49.74 | \$ 8,620.87 | \$103,450.47 | 5 | \$ 51.20 | \$ 8,874.67 | \$106,496.00 |
| 503 | Non-Exempt | Laboratory Tech Wqc | 1 | \$ 46.99 | | | 1 | \$ 47.28 | | | 1 | \$ 48.43 | | | 1 | \$ 49.86 | | |
| | | | 2 | \$ 49.42 | | | 2 | \$ 49.71 | | | 2 | \$ 50.92 | | | 2 | \$ 52.42 | | |
| | | | 3 | \$ 51.98 | | | 3 | \$ 52.27 | | | 3 | \$ 53.54 | | | 3 | \$ 55.12 | | |
| | | | 4 | \$ 54.67 | | | 4 | \$ 54.96 | | | 4 | \$ 56.30 | | | 4 | \$ 57.96 | | |
| | | | 5 | \$ 57.50 | \$ 9,966.11 | \$119,593.37 | 5 | \$ 57.79 | \$ 10,016.38 | \$120,196.57 | 5 | \$ 59.20 | \$10,261.76 | \$123,141.16 | 5 | \$ 60.95 | \$10,564.67 | \$126,776.00 |
| 413 | Non-Exempt | Landfill Technician | 1 | \$ 53.38 | | | 1 | \$ 53.67 | | | 1 | \$ 55.49 | | | 1 | \$ 57.12 | | |
| | | | 2 | \$ 56.14 | | | 2 | \$ 56.43 | | | 2 | \$ 58.35 | | | 2 | \$ 60.07 | | |
| | | | 3 | \$ 59.05 | | | 3 | \$ 59.34 | | | 3 | \$ 61.36 | | | 3 | \$ 63.17 | | |
| | | | 4 | \$ 62.11 | | | 4 | \$ 62.40 | | | 4 | \$ 64.53 | | | 4 | \$ 66.43 | | |
| | | | 5 | \$ 65.33 | \$11,323.62 | \$135,883.49 | 5 | \$ 65.62 | \$ 11,373.89 | \$136,486.69 | 5 | \$ 67.87 | \$11,763.60 | \$141,163.25 | 5 | \$ 69.87 | \$12,110.80 | \$145,329.60 |
| 254 | Non-Exempt | Librarian | 1 | \$ 42.13 | | | 1 | \$ 42.42 | | | 1 | \$ 43.77 | | | 1 | \$ 45.05 | | |
| | | | 2 | \$ 44.30 | | | 2 | \$ 44.59 | | | 2 | \$ 46.01 | | | 2 | \$ 47.36 | | |
| | | | 3 | \$ 46.59 | | | 3 | \$ 46.88 | | | 3 | \$ 48.37 | | | 3 | \$ 49.79 | | |
| | | | 4 | \$ 49.00 | | | 4 | \$ 49.29 | | | 4 | \$ 50.85 | | | 4 | \$ 52.35 | | |
| | | | 5 | \$ 51.54 | \$ 8,933.25 | \$107,199.04 | 5 | \$ 51.83 | \$ 8,983.52 | \$107,802.24 | 5 | \$ 53.47 | \$ 9,267.86 | \$111,214.28 | 5 | \$ 55.04 | \$ 9,540.27 | \$114,483.20 |
| 252 | Non-Exempt | Library Associate | 1 | \$ 38.72 | | | 1 | \$ 39.01 | | | 1 | \$ 41.01 | | | 1 | \$ 42.22 | | |
| | | | 2 | \$ 40.71 | | | 2 | \$ 41.00 | | | 2 | \$ 43.11 | | | 2 | \$ 44.38 | | |
| | | | 3 | \$ 42.81 | | | 3 | \$ 43.10 | | | 3 | \$ 45.32 | | | 3 | \$ 46.65 | | |
| | | | 4 | \$ 45.02 | | | 4 | \$ 45.31 | | | 4 | \$ 47.64 | | | 4 | \$ 49.04 | | |
| | | | 5 | \$ 47.34 | \$ 8,205.67 | \$ 98,468.03 | 5 | \$ 47.63 | \$ 8,255.94 | \$ 99,071.23 | 5 | \$ 50.09 | \$ 8,681.94 | \$104,183.23 | 5 | \$ 51.56 | \$ 8,937.07 | \$107,244.80 |
| 253 | Non-Exempt | Library Specialist | 1 | \$ 36.69 | | | 1 | \$ 36.98 | | | 1 | \$ 38.87 | | | 1 | \$ 40.01 | | |
| | | | 2 | \$ 38.57 | | | 2 | \$ 38.86 | | | 2 | \$ 40.85 | | | 2 | \$ 42.05 | | |
| | | | 3 | \$ 40.55 | | | 3 | \$ 40.84 | | | 3 | \$ 42.94 | | | 3 | \$ 44.20 | | |
| | | | 4 | \$ 42.64 | | | 4 | \$ 42.93 | | | 4 | \$ 45.14 | | | 4 | \$ 46.47 | | |
| | | | 5 | \$ 44.84 | \$ 7,772.06 | \$ 93,264.70 | 5 | \$ 45.13 | \$ 7,822.33 | \$ 93,867.90 | 5 | \$ 47.45 | \$ 8,225.39 | \$ 98,704.71 | 5 | \$ 48.85 | \$ 8,467.33 | \$101,608.00 |
| 541 | Non-Exempt | Lineper/Cable Spl | 1 | \$ 79.36 | | | 1 | \$ 79.65 | | | 1 | \$ 81.62 | | | 1 | \$ 84.03 | | |
| | | | 2 | \$ 83.49 | | | 2 | \$ 83.78 | | | 2 | \$ 85.85 | | | 2 | \$ 88.39 | | |
| | | | 3 | \$ 87.84 | | | 3 | \$ 88.13 | | | 3 | \$ 90.31 | | | 3 | \$ 92.98 | | |
| | | | 4 | \$ 92.42 | | | 4 | \$ 92.71 | | | 4 | \$ 95.00 | | | 4 | \$ 97.81 | | |
| | | | 5 | \$ 97.23 | \$16,854.05 | \$202,248.59 | 5 | \$ 97.52 | \$ 16,904.32 | \$202,851.79 | 5 | \$ 99.93 | \$17,321.90 | \$207,862.77 | 5 | \$ 102.90 | \$17,836.00 | \$214,032.00 |
| 542 | Non-Exempt | Lineper/Cable Spl-L | 1 | \$ 84.85 | | | 1 | \$ 85.14 | | | 1 | \$ 87.24 | | | 1 | \$ 89.83 | | |
| | | | 2 | \$ 89.27 | | | 2 | \$ 89.56 | | | 2 | \$ 91.77 | | | 2 | \$ 94.50 | | |
| | | | 3 | \$ 93.92 | | | 3 | \$ 94.21 | | | 3 | \$ 96.54 | | | 3 | \$ 99.41 | | |
| | | | 4 | \$ 98.82 | | | 4 | \$ 99.11 | | | 4 | \$ 101.56 | | | 4 | \$ 104.58 | | |
| | | | 5 | \$ 103.98 | \$18,023.03 | \$216,276.31 | 5 | \$ 104.27 | \$ 18,073.29 | \$216,879.51 | 5 | \$ 106.85 | \$18,520.10 | \$222,241.17 | 5 | \$ 110.02 | \$19,070.13 | \$228,841.60 |
| 531 | Non-Exempt | Lineperson/Cable Spl-T | 1 | \$ 75.64 | | | 1 | \$ 75.93 | | | 1 | \$ 77.79 | | | 1 | \$ 80.10 | | |
| | | | 2 | \$ 79.57 | | | 2 | \$ 79.86 | | | 2 | \$ 81.82 | | | 2 | \$ 84.25 | | |
| | | | 3 | \$ 83.71 | | | 3 | \$ 84.00 | | | 3 | \$ 86.07 | | | 3 | \$ 88.62 | | |
| | | | 4 | \$ 88.07 | | | 4 | \$ 88.36 | | | 4 | \$ 90.54 | | | 4 | \$ 93.22 | | |
| | | | 5 | \$ 92.66 | \$16,060.37 | \$192,724.40 | 5 | \$ 92.95 | \$ 16,110.63 | \$193,327.60 | 5 | \$ 95.24 | \$16,508.37 | \$198,100.47 | 5 | \$ 98.07 | \$16,998.80 | \$203,985.60 |
| 532 | Non-Exempt | Lineperson/Cable Spl-TL | 1 | \$ 80.87 | | | 1 | \$ 81.16 | | | 1 | \$ 83.16 | | | 1 | \$ 85.62 | | |
| | | | 2 | \$ 85.08 | | | 2 | \$ 85.37 | | | 2 | \$ 87.48 | | | 2 | \$ 90.07 | | |
| | | | 3 | \$ 89.51 | | | 3 | \$ 89.80 | | | 3 | \$ 92.02 | | | 3 | \$ 94.75 | | |
| | | | 4 | \$ 94.17 | | | 4 | \$ 94.46 | | | 4 | \$ 96.80 | | | 4 | \$ 99.68 | | |
| | | | 5 | \$ 99.08 | \$17,173.87 | \$206,086.40 | 5 | \$ 99.37 | \$ 17,224.13 | \$206,689.60 | 5 | \$ 101.83 | \$17,650.53 | \$211,806.40 | 5 | \$ 104.86 | \$18,175.73 | \$218,108.80 |
| 528 | Non-Exempt | Lnper/Cbl Spl-Appren | 1 | \$ 68.30 | | | 1 | \$ 68.59 | | | 1 | \$ 70.28 | | | 1 | \$ 72.36 | | |
| | | | 2 | \$ 71.85 | | | 2 | \$ 72.14 | | | 2 | \$ 73.92 | | | 2 | \$ 76.11 | | |
| | | | 3 | \$ 75.59 | | | 3 | \$ 75.88 | | | 3 | \$ 77.75 | | | 3 | \$ 80.05 | | |
| | | | 4 | \$ 79.52 | | | 4 | \$ 79.81 | | | 4 | \$ 81.78 | | | 4 | \$ 84.20 | | |
| | | | 5 | \$ 83.66 | \$14,501.73 | \$174,020.78 | 5 | \$ 83.95 | \$ 14,552.00 | \$174,623.98 | 5 | \$ 86.02 | \$14,910.77 | \$178,929.26 | 5 | \$ 88.57 | \$15,352.13 | \$184,225.60 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|------------------------------|--|----------|--------------|---------------|--------------------------------|----------|--------------|---------------|--|----------|--------------|---------------|-----------------------------------|----------|--------------|---------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 213 | Non-Exempt | Mailing Svcs Spec | 1 | \$ 30.03 | | | 1 | \$ 30.32 | | | 1 | \$ 31.05 | | | 1 | \$ 31.94 | | |
| | | | 2 | \$ 31.56 | | | 2 | \$ 31.85 | | | 2 | \$ 32.62 | | | 2 | \$ 33.56 | | |
| | | | 3 | \$ 33.18 | | | 3 | \$ 33.47 | | | 3 | \$ 34.28 | | | 3 | \$ 35.27 | | |
| | | | 4 | \$ 34.88 | | | 4 | \$ 35.17 | | | 4 | \$ 36.02 | | | 4 | \$ 37.07 | | |
| | | | 5 | \$ 36.67 | \$ 6,356.74 | \$ 76,280.84 | 5 | \$ 36.96 | \$ 6,407.00 | \$ 76,884.04 | 5 | \$ 37.86 | \$ 6,562.15 | \$ 78,745.82 | 5 | \$ 38.96 | \$ 6,753.07 | \$ 81,036.80 |
| 291 | Non-Exempt | Maintenance Mechanic-Welding | 1 | \$ 53.16 | | | 1 | \$ 53.45 | | | 1 | \$ 56.43 | | | 1 | \$ 58.09 | | |
| | | | 2 | \$ 55.91 | | | 2 | \$ 56.20 | | | 2 | \$ 59.34 | | | 2 | \$ 61.09 | | |
| | | | 3 | \$ 58.81 | | | 3 | \$ 59.10 | | | 3 | \$ 62.40 | | | 3 | \$ 64.24 | | |
| | | | 4 | \$ 61.86 | | | 4 | \$ 62.15 | | | 4 | \$ 65.62 | | | 4 | \$ 67.56 | | |
| | | | 5 | \$ 65.07 | \$ 11,279.53 | \$ 135,354.34 | 5 | \$ 65.36 | \$ 11,329.79 | \$ 135,957.54 | 5 | \$ 69.01 | \$ 11,961.85 | \$ 143,542.19 | 5 | \$ 71.05 | \$ 12,315.33 | \$ 147,784.00 |
| 346 | Non-Exempt | Management Assistant | 1 | \$ 44.22 | | | 1 | \$ 44.51 | | | 1 | \$ 45.59 | | | 1 | \$ 46.92 | | |
| | | | 2 | \$ 46.50 | | | 2 | \$ 46.79 | | | 2 | \$ 47.93 | | | 2 | \$ 49.33 | | |
| | | | 3 | \$ 48.90 | | | 3 | \$ 49.19 | | | 3 | \$ 50.39 | | | 3 | \$ 51.87 | | |
| | | | 4 | \$ 51.43 | | | 4 | \$ 51.72 | | | 4 | \$ 52.98 | | | 4 | \$ 54.54 | | |
| | | | 5 | \$ 54.09 | \$ 9,375.39 | \$ 112,504.73 | 5 | \$ 54.38 | \$ 9,425.66 | \$ 113,107.93 | 5 | \$ 55.71 | \$ 9,656.28 | \$ 115,875.31 | 5 | \$ 57.35 | \$ 9,940.67 | \$ 119,288.00 |
| 216 | Non-Exempt | Marketing Eng | 1 | \$ 71.75 | | | 1 | \$ 72.04 | | | 1 | \$ 73.81 | | | 1 | \$ 75.99 | | |
| | | | 2 | \$ 75.48 | | | 2 | \$ 75.77 | | | 2 | \$ 77.63 | | | 2 | \$ 79.93 | | |
| | | | 3 | \$ 79.41 | | | 3 | \$ 79.70 | | | 3 | \$ 81.65 | | | 3 | \$ 84.08 | | |
| | | | 4 | \$ 83.54 | | | 4 | \$ 83.83 | | | 4 | \$ 85.89 | | | 4 | \$ 88.44 | | |
| | | | 5 | \$ 87.89 | \$ 15,233.55 | \$ 182,802.60 | 5 | \$ 88.18 | \$ 15,283.82 | \$ 183,405.80 | 5 | \$ 90.35 | \$ 15,660.89 | \$ 187,930.62 | 5 | \$ 93.03 | \$ 16,125.20 | \$ 193,502.40 |
| 241 | Non-Exempt | Meter Reader | 1 | \$ 38.33 | | | 1 | \$ 38.62 | | | 1 | \$ 41.37 | | | 1 | \$ 42.59 | | |
| | | | 2 | \$ 40.30 | | | 2 | \$ 40.59 | | | 2 | \$ 43.49 | | | 2 | \$ 44.77 | | |
| | | | 3 | \$ 42.38 | | | 3 | \$ 42.67 | | | 3 | \$ 45.72 | | | 3 | \$ 47.06 | | |
| | | | 4 | \$ 44.56 | | | 4 | \$ 44.85 | | | 4 | \$ 48.07 | | | 4 | \$ 49.48 | | |
| | | | 5 | \$ 46.86 | \$ 8,122.99 | \$ 97,475.87 | 5 | \$ 47.15 | \$ 8,173.26 | \$ 98,079.07 | 5 | \$ 50.54 | \$ 8,759.63 | \$ 105,115.59 | 5 | \$ 52.02 | \$ 9,016.80 | \$ 108,201.60 |
| 240 | Non-Exempt | Meter Reader-Lead | 1 | \$ 40.96 | | | 1 | \$ 41.25 | | | 1 | \$ 44.20 | | | 1 | \$ 45.49 | | |
| | | | 2 | \$ 43.07 | | | 2 | \$ 43.36 | | | 2 | \$ 46.46 | | | 2 | \$ 47.82 | | |
| | | | 3 | \$ 45.29 | | | 3 | \$ 45.58 | | | 3 | \$ 48.84 | | | 3 | \$ 50.28 | | |
| | | | 4 | \$ 47.63 | | | 4 | \$ 47.92 | | | 4 | \$ 51.35 | | | 4 | \$ 52.87 | | |
| | | | 5 | \$ 50.09 | \$ 8,681.54 | \$ 104,178.46 | 5 | \$ 50.38 | \$ 8,731.81 | \$ 104,781.66 | 5 | \$ 54.00 | \$ 9,359.26 | \$ 112,311.18 | 5 | \$ 55.59 | \$ 9,635.60 | \$ 115,627.20 |
| 552 | Non-Exempt | Metering Technician | 1 | \$ 68.86 | | | 1 | \$ 69.15 | | | 1 | \$ 70.87 | | | 1 | \$ 72.95 | | |
| | | | 2 | \$ 72.44 | | | 2 | \$ 72.73 | | | 2 | \$ 74.54 | | | 2 | \$ 76.73 | | |
| | | | 3 | \$ 76.21 | | | 3 | \$ 76.50 | | | 3 | \$ 78.40 | | | 3 | \$ 80.71 | | |
| | | | 4 | \$ 80.18 | | | 4 | \$ 80.47 | | | 4 | \$ 82.46 | | | 4 | \$ 84.90 | | |
| | | | 5 | \$ 84.36 | \$ 14,622.04 | \$ 175,464.50 | 5 | \$ 84.65 | \$ 14,672.31 | \$ 176,067.70 | 5 | \$ 86.74 | \$ 15,034.09 | \$ 180,409.07 | 5 | \$ 89.31 | \$ 15,480.40 | \$ 185,764.80 |
| 553 | Non-Exempt | Metering Technician – Lead | 1 | \$ 73.65 | | | 1 | \$ 73.94 | | | 1 | \$ 75.76 | | | 1 | \$ 78.00 | | |
| | | | 2 | \$ 77.48 | | | 2 | \$ 77.77 | | | 2 | \$ 79.69 | | | 2 | \$ 82.04 | | |
| | | | 3 | \$ 81.51 | | | 3 | \$ 81.80 | | | 3 | \$ 83.82 | | | 3 | \$ 86.30 | | |
| | | | 4 | \$ 85.75 | | | 4 | \$ 86.04 | | | 4 | \$ 88.17 | | | 4 | \$ 90.78 | | |
| | | | 5 | \$ 90.22 | \$ 15,638.39 | \$ 187,660.63 | 5 | \$ 90.51 | \$ 15,688.65 | \$ 188,263.83 | 5 | \$ 92.75 | \$ 16,075.84 | \$ 192,910.11 | 5 | \$ 95.50 | \$ 16,553.33 | \$ 198,640.00 |
| 384 | Non-Exempt | Mobile Service Tech | 1 | \$ 51.29 | | | 1 | \$ 51.58 | | | 1 | \$ 53.04 | | | 1 | \$ 54.59 | | |
| | | | 2 | \$ 53.94 | | | 2 | \$ 54.23 | | | 2 | \$ 55.77 | | | 2 | \$ 57.40 | | |
| | | | 3 | \$ 56.73 | | | 3 | \$ 57.02 | | | 3 | \$ 58.64 | | | 3 | \$ 60.36 | | |
| | | | 4 | \$ 59.67 | | | 4 | \$ 59.96 | | | 4 | \$ 61.66 | | | 4 | \$ 63.48 | | |
| | | | 5 | \$ 62.76 | \$ 10,878.99 | \$ 130,547.87 | 5 | \$ 63.05 | \$ 10,929.26 | \$ 131,151.07 | 5 | \$ 64.84 | \$ 11,239.66 | \$ 134,875.88 | 5 | \$ 66.76 | \$ 11,571.73 | \$ 138,860.80 |
| 381 | Non-Exempt | Motor Equip Mech-L | 1 | \$ 52.27 | | | 1 | \$ 52.56 | | | 1 | \$ 54.04 | | | 1 | \$ 55.62 | | |
| | | | 2 | \$ 54.97 | | | 2 | \$ 55.26 | | | 2 | \$ 56.82 | | | 2 | \$ 58.49 | | |
| | | | 3 | \$ 57.82 | | | 3 | \$ 58.11 | | | 3 | \$ 59.75 | | | 3 | \$ 61.51 | | |
| | | | 4 | \$ 60.82 | | | 4 | \$ 61.11 | | | 4 | \$ 62.83 | | | 4 | \$ 64.69 | | |
| | | | 5 | \$ 63.97 | \$ 11,088.13 | \$ 133,057.60 | 5 | \$ 64.26 | \$ 11,138.40 | \$ 133,660.80 | 5 | \$ 66.08 | \$ 11,453.87 | \$ 137,446.40 | 5 | \$ 68.03 | \$ 11,791.87 | \$ 141,502.40 |
| 286 | Non-Exempt | Motor Equipment Mechanic I | 1 | \$ 45.36 | | | 1 | \$ 45.65 | | | 1 | \$ 46.92 | | | 1 | \$ 48.31 | | |
| | | | 2 | \$ 47.70 | | | 2 | \$ 47.99 | | | 2 | \$ 49.33 | | | 2 | \$ 50.79 | | |
| | | | 3 | \$ 50.16 | | | 3 | \$ 50.45 | | | 3 | \$ 51.87 | | | 3 | \$ 53.40 | | |
| | | | 4 | \$ 52.75 | | | 4 | \$ 53.04 | | | 4 | \$ 54.54 | | | 4 | \$ 56.15 | | |
| | | | 5 | \$ 55.48 | \$ 9,616.74 | \$ 115,400.90 | 5 | \$ 55.77 | \$ 9,667.01 | \$ 116,004.10 | 5 | \$ 57.35 | \$ 9,940.89 | \$ 119,290.65 | 5 | \$ 59.04 | \$ 10,233.60 | \$ 122,803.20 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|---------------------------------|--|----------|-------------|--------------|--------------------------------|-----------|--------------|--------------|--|-----------|-------------|--------------|-----------------------------------|-----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 287 | Non-Exempt | Motor Equipment Mechanic II | 1 | \$ 48.90 | | | 1 | \$ 49.19 | | | 1 | \$ 50.58 | | | 1 | \$ 52.07 | | |
| | | | 2 | \$ 51.43 | | | 2 | \$ 51.72 | | | 2 | \$ 53.18 | | | 2 | \$ 54.75 | | |
| | | | 3 | \$ 54.09 | | | 3 | \$ 54.38 | | | 3 | \$ 55.92 | | | 3 | \$ 57.57 | | |
| | | | 4 | \$ 56.89 | | | 4 | \$ 57.18 | | | 4 | \$ 58.80 | | | 4 | \$ 60.54 | | |
| | | | 5 | \$ 59.84 | \$10,371.89 | \$124,462.62 | 5 | \$ 60.13 | \$ 10,422.15 | \$125,065.82 | 5 | \$ 61.83 | \$10,717.88 | \$128,614.57 | 5 | \$ 63.66 | \$11,034.40 | \$132,412.80 |
| 230 | Non-Exempt | Offset Equip Op | 1 | \$ 33.93 | | | 1 | \$ 34.22 | | | 1 | \$ 35.05 | | | 1 | \$ 36.07 | | |
| | | | 2 | \$ 35.67 | | | 2 | \$ 35.96 | | | 2 | \$ 36.83 | | | 2 | \$ 37.91 | | |
| | | | 3 | \$ 37.50 | | | 3 | \$ 37.79 | | | 3 | \$ 38.71 | | | 3 | \$ 39.84 | | |
| | | | 4 | \$ 39.43 | | | 4 | \$ 39.72 | | | 4 | \$ 40.69 | | | 4 | \$ 41.88 | | |
| | | | 5 | \$ 41.46 | \$ 7,187.00 | \$ 86,244.06 | 5 | \$ 41.75 | \$ 7,237.27 | \$ 86,847.26 | 5 | \$ 42.77 | \$ 7,413.18 | \$ 88,958.12 | 5 | \$ 44.02 | \$ 7,630.13 | \$ 91,561.60 |
| 543 | Non-Exempt | Overhead Underground Troublemán | 1 | \$ 83.30 | | | 1 | \$ 83.59 | | | 1 | \$ 85.66 | | | 1 | \$ 88.20 | | |
| | | | 2 | \$ 87.64 | | | 2 | \$ 87.93 | | | 2 | \$ 90.11 | | | 2 | \$ 92.78 | | |
| | | | 3 | \$ 92.21 | | | 3 | \$ 92.50 | | | 3 | \$ 94.79 | | | 3 | \$ 97.60 | | |
| | | | 4 | \$ 97.02 | | | 4 | \$ 97.31 | | | 4 | \$ 99.72 | | | 4 | \$ 102.68 | | |
| | | | 5 | \$102.08 | \$17,694.42 | \$212,333.03 | 5 | \$ 102.37 | \$ 17,744.69 | \$212,936.23 | 5 | \$ 104.90 | \$18,183.28 | \$218,199.32 | 5 | \$ 108.02 | \$18,723.47 | \$224,681.60 |
| 452 | Non-Exempt | Park Maint - Lead | 1 | \$ 45.50 | | | 1 | \$ 45.79 | | | 1 | \$ 47.64 | | | 1 | \$ 49.04 | | |
| | | | 2 | \$ 47.85 | | | 2 | \$ 48.14 | | | 2 | \$ 50.09 | | | 2 | \$ 51.56 | | |
| | | | 3 | \$ 50.32 | | | 3 | \$ 50.61 | | | 3 | \$ 52.66 | | | 3 | \$ 54.21 | | |
| | | | 4 | \$ 52.92 | | | 4 | \$ 53.21 | | | 4 | \$ 55.37 | | | 4 | \$ 57.00 | | |
| | | | 5 | \$ 55.66 | \$ 9,647.98 | \$115,775.71 | 5 | \$ 55.95 | \$ 9,698.24 | \$116,378.91 | 5 | \$ 58.22 | \$10,091.75 | \$121,101.03 | 5 | \$ 59.94 | \$10,389.60 | \$124,675.20 |
| 451 | Non-Exempt | Park Maint Person | 1 | \$ 39.37 | | | 1 | \$ 39.66 | | | 1 | \$ 41.26 | | | 1 | \$ 42.47 | | |
| | | | 2 | \$ 41.40 | | | 2 | \$ 41.69 | | | 2 | \$ 43.37 | | | 2 | \$ 44.64 | | |
| | | | 3 | \$ 43.53 | | | 3 | \$ 43.82 | | | 3 | \$ 45.59 | | | 3 | \$ 46.93 | | |
| | | | 4 | \$ 45.78 | | | 4 | \$ 46.07 | | | 4 | \$ 47.93 | | | 4 | \$ 49.34 | | |
| | | | 5 | \$ 48.15 | \$ 8,345.31 | \$100,143.68 | 5 | \$ 48.44 | \$ 8,395.57 | \$100,746.88 | 5 | \$ 50.39 | \$ 8,735.11 | \$104,821.29 | 5 | \$ 51.88 | \$ 8,992.53 | \$107,910.40 |
| 281 | Non-Exempt | Park Ranger | 1 | \$ 41.72 | | | 1 | \$ 42.01 | | | 1 | \$ 43.03 | | | 1 | \$ 44.29 | | |
| | | | 2 | \$ 43.87 | | | 2 | \$ 44.16 | | | 2 | \$ 45.23 | | | 2 | \$ 46.56 | | |
| | | | 3 | \$ 46.13 | | | 3 | \$ 46.42 | | | 3 | \$ 47.55 | | | 3 | \$ 48.95 | | |
| | | | 4 | \$ 48.51 | | | 4 | \$ 48.80 | | | 4 | \$ 49.99 | | | 4 | \$ 51.46 | | |
| | | | 5 | \$ 51.02 | \$ 8,842.87 | \$106,114.39 | 5 | \$ 51.31 | \$ 8,893.13 | \$106,717.59 | 5 | \$ 52.56 | \$ 9,110.43 | \$109,325.21 | 5 | \$ 54.11 | \$ 9,379.07 | \$112,548.80 |
| 570 | Non-Exempt | Parking Operations Lead | 1 | \$ 66.52 | | | 1 | \$ 66.81 | | | 1 | \$ 69.32 | | | 1 | \$ 71.38 | | |
| | | | 2 | \$ 69.97 | | | 2 | \$ 70.26 | | | 2 | \$ 72.91 | | | 2 | \$ 75.08 | | |
| | | | 3 | \$ 73.61 | | | 3 | \$ 73.90 | | | 3 | \$ 76.69 | | | 3 | \$ 78.97 | | |
| | | | 4 | \$ 77.44 | | | 4 | \$ 77.73 | | | 4 | \$ 80.67 | | | 4 | \$ 83.06 | | |
| | | | 5 | \$ 81.47 | \$14,121.88 | \$169,462.59 | 5 | \$ 81.76 | \$ 14,172.15 | \$170,065.79 | 5 | \$ 84.86 | \$14,708.50 | \$176,502.04 | 5 | \$ 87.37 | \$15,144.13 | \$181,729.60 |
| 460 | Non-Exempt | Parks/Golf Crew-Lead | 1 | \$ 42.77 | | | 1 | \$ 43.06 | | | 1 | \$ 44.79 | | | 1 | \$ 46.10 | | |
| | | | 2 | \$ 44.98 | | | 2 | \$ 45.27 | | | 2 | \$ 47.09 | | | 2 | \$ 48.47 | | |
| | | | 3 | \$ 47.30 | | | 3 | \$ 47.59 | | | 3 | \$ 49.51 | | | 3 | \$ 50.96 | | |
| | | | 4 | \$ 49.74 | | | 4 | \$ 50.03 | | | 4 | \$ 52.05 | | | 4 | \$ 53.58 | | |
| | | | 5 | \$ 52.31 | \$ 9,067.07 | \$108,804.80 | 5 | \$ 52.60 | \$ 9,117.33 | \$109,408.00 | 5 | \$ 54.73 | \$ 9,486.53 | \$113,838.40 | 5 | \$ 56.34 | \$ 9,765.60 | \$117,187.20 |
| 348 | Non-Exempt | Payroll Analyst | 1 | \$ 46.93 | | | 1 | \$ 47.22 | | | 1 | \$ 48.43 | | | 1 | \$ 49.85 | | |
| | | | 2 | \$ 49.35 | | | 2 | \$ 49.64 | | | 2 | \$ 50.92 | | | 2 | \$ 52.41 | | |
| | | | 3 | \$ 51.90 | | | 3 | \$ 52.19 | | | 3 | \$ 53.54 | | | 3 | \$ 55.11 | | |
| | | | 4 | \$ 54.59 | | | 4 | \$ 54.88 | | | 4 | \$ 56.30 | | | 4 | \$ 57.95 | | |
| | | | 5 | \$ 57.42 | \$ 9,952.97 | \$119,435.68 | 5 | \$ 57.71 | \$ 10,003.24 | \$120,038.88 | 5 | \$ 59.20 | \$10,260.93 | \$123,131.20 | 5 | \$ 60.94 | \$10,562.93 | \$126,755.20 |
| 352 | Non-Exempt | Planner | 1 | \$ 55.56 | | | 1 | \$ 55.85 | | | 1 | \$ 57.63 | | | 1 | \$ 59.33 | | |
| | | | 2 | \$ 58.44 | | | 2 | \$ 58.73 | | | 2 | \$ 60.60 | | | 2 | \$ 62.39 | | |
| | | | 3 | \$ 61.47 | | | 3 | \$ 61.76 | | | 3 | \$ 63.73 | | | 3 | \$ 65.61 | | |
| | | | 4 | \$ 64.66 | | | 4 | \$ 64.95 | | | 4 | \$ 67.02 | | | 4 | \$ 69.00 | | |
| | | | 5 | \$ 68.02 | \$11,790.31 | \$141,483.68 | 5 | \$ 68.31 | \$ 11,840.57 | \$142,086.88 | 5 | \$ 70.49 | \$12,217.92 | \$146,614.99 | 5 | \$ 72.57 | \$12,578.80 | \$150,945.60 |
| 347 | Non-Exempt | Planning Arborist | 1 | \$ 63.50 | | | 1 | \$ 63.79 | | | 1 | \$ 66.27 | | | 1 | \$ 68.23 | | |
| | | | 2 | \$ 66.80 | | | 2 | \$ 67.09 | | | 2 | \$ 69.70 | | | 2 | \$ 71.76 | | |
| | | | 3 | \$ 70.27 | | | 3 | \$ 70.56 | | | 3 | \$ 73.31 | | | 3 | \$ 75.48 | | |
| | | | 4 | \$ 73.92 | | | 4 | \$ 74.21 | | | 4 | \$ 77.11 | | | 4 | \$ 79.39 | | |
| | | | 5 | \$ 77.76 | \$13,478.82 | \$161,745.79 | 5 | \$ 78.05 | \$ 13,529.08 | \$162,348.99 | 5 | \$ 81.11 | \$14,059.09 | \$168,709.05 | 5 | \$ 83.51 | \$14,475.07 | \$173,700.80 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|----------------------------------|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|----------|-------------|--------------|-----------------------------------|----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 304 | Non-Exempt | Plans Check Engr | 1 | \$ 69.71 | | | 1 | \$ 70.00 | | | 1 | \$ 71.72 | | | 1 | \$ 73.83 | | |
| | | | 2 | \$ 73.33 | | | 2 | \$ 73.62 | | | 2 | \$ 75.43 | | | 2 | \$ 77.65 | | |
| | | | 3 | \$ 77.14 | | | 3 | \$ 77.43 | | | 3 | \$ 79.34 | | | 3 | \$ 81.68 | | |
| | | | 4 | \$ 81.15 | | | 4 | \$ 81.44 | | | 4 | \$ 83.45 | | | 4 | \$ 85.92 | | |
| | | | 5 | \$ 85.38 | \$14,798.63 | \$177,583.53 | 5 | \$ 85.67 | \$ 14,848.89 | \$178,186.73 | 5 | \$ 87.78 | \$15,215.09 | \$182,581.07 | 5 | \$ 90.38 | \$15,665.87 | \$187,990.40 |
| 513 | Non-Exempt | Plans Examiner | 1 | \$ 55.21 | | | 1 | \$ 55.50 | | | 1 | \$ 57.67 | | | 1 | \$ 59.38 | | |
| | | | 2 | \$ 58.07 | | | 2 | \$ 58.36 | | | 2 | \$ 60.64 | | | 2 | \$ 62.44 | | |
| | | | 3 | \$ 61.08 | | | 3 | \$ 61.37 | | | 3 | \$ 63.77 | | | 3 | \$ 65.66 | | |
| | | | 4 | \$ 64.25 | | | 4 | \$ 64.54 | | | 4 | \$ 67.06 | | | 4 | \$ 69.05 | | |
| | | | 5 | \$ 67.59 | \$11,714.98 | \$140,579.71 | 5 | \$ 67.88 | \$ 11,765.24 | \$141,182.91 | 5 | \$ 70.53 | \$12,225.11 | \$146,701.28 | 5 | \$ 72.62 | \$12,587.47 | \$151,049.60 |
| 517 | Non-Exempt | Plant Mechanic | 1 | \$ 50.22 | | | 1 | \$ 50.51 | | | 1 | \$ 53.35 | | | 1 | \$ 54.92 | | |
| | | | 2 | \$ 52.82 | | | 2 | \$ 53.11 | | | 2 | \$ 56.10 | | | 2 | \$ 57.75 | | |
| | | | 3 | \$ 55.55 | | | 3 | \$ 55.84 | | | 3 | \$ 58.99 | | | 3 | \$ 60.73 | | |
| | | | 4 | \$ 58.43 | | | 4 | \$ 58.72 | | | 4 | \$ 62.03 | | | 4 | \$ 63.86 | | |
| | | | 5 | \$ 61.46 | \$10,653.00 | \$127,835.97 | 5 | \$ 61.75 | \$ 10,703.26 | \$128,439.17 | 5 | \$ 65.23 | \$11,306.51 | \$135,678.13 | 5 | \$ 67.16 | \$11,641.07 | \$139,692.80 |
| 321 | Non-Exempt | Police Records Specialist - Lead | 1 | \$ 41.02 | | | 1 | \$ 41.31 | | | 1 | \$ 42.84 | | | 1 | \$ 44.09 | | |
| | | | 2 | \$ 43.13 | | | 2 | \$ 43.42 | | | 2 | \$ 45.03 | | | 2 | \$ 46.35 | | |
| | | | 3 | \$ 45.35 | | | 3 | \$ 45.64 | | | 3 | \$ 47.34 | | | 3 | \$ 48.73 | | |
| | | | 4 | \$ 47.69 | | | 4 | \$ 47.98 | | | 4 | \$ 49.77 | | | 4 | \$ 51.23 | | |
| | | | 5 | \$ 50.15 | \$ 8,692.67 | \$104,312.00 | 5 | \$ 50.44 | \$ 8,742.93 | \$104,915.20 | 5 | \$ 52.33 | \$ 9,070.53 | \$108,846.40 | 5 | \$ 53.87 | \$ 9,337.47 | \$112,049.60 |
| 313 | Non-Exempt | Police Records Specialist I | 1 | \$ 36.52 | | | 1 | \$ 36.81 | | | 1 | \$ 38.18 | | | 1 | \$ 39.30 | | |
| | | | 2 | \$ 38.40 | | | 2 | \$ 38.69 | | | 2 | \$ 40.13 | | | 2 | \$ 41.31 | | |
| | | | 3 | \$ 40.37 | | | 3 | \$ 40.66 | | | 3 | \$ 42.18 | | | 3 | \$ 43.42 | | |
| | | | 4 | \$ 42.45 | | | 4 | \$ 42.74 | | | 4 | \$ 44.34 | | | 4 | \$ 45.64 | | |
| | | | 5 | \$ 44.64 | \$ 7,737.15 | \$ 92,845.79 | 5 | \$ 44.93 | \$ 7,787.42 | \$ 93,448.99 | 5 | \$ 46.61 | \$ 8,078.66 | \$ 96,943.90 | 5 | \$ 47.98 | \$ 8,316.53 | \$ 99,798.40 |
| 314 | Non-Exempt | Police Records Specialist II | 1 | \$ 38.38 | | | 1 | \$ 38.67 | | | 1 | \$ 40.11 | | | 1 | \$ 41.29 | | |
| | | | 2 | \$ 40.35 | | | 2 | \$ 40.64 | | | 2 | \$ 42.16 | | | 2 | \$ 43.40 | | |
| | | | 3 | \$ 42.43 | | | 3 | \$ 42.72 | | | 3 | \$ 44.32 | | | 3 | \$ 45.62 | | |
| | | | 4 | \$ 44.62 | | | 4 | \$ 44.91 | | | 4 | \$ 46.59 | | | 4 | \$ 47.96 | | |
| | | | 5 | \$ 46.93 | \$ 8,134.01 | \$ 97,608.16 | 5 | \$ 47.22 | \$ 8,184.28 | \$ 98,211.36 | 5 | \$ 48.99 | \$ 8,490.76 | \$101,889.10 | 5 | \$ 50.42 | \$ 8,739.47 | \$104,873.60 |
| 246 | Non-Exempt | Power Engr | 1 | \$ 76.55 | | | 1 | \$ 76.84 | | | 1 | \$ 78.72 | | | 1 | \$ 81.06 | | |
| | | | 2 | \$ 80.53 | | | 2 | \$ 80.82 | | | 2 | \$ 82.80 | | | 2 | \$ 85.26 | | |
| | | | 3 | \$ 84.72 | | | 3 | \$ 85.01 | | | 3 | \$ 87.10 | | | 3 | \$ 89.69 | | |
| | | | 4 | \$ 89.13 | | | 4 | \$ 89.42 | | | 4 | \$ 91.62 | | | 4 | \$ 94.35 | | |
| | | | 5 | \$ 93.77 | \$16,253.81 | \$195,045.66 | 5 | \$ 94.06 | \$ 16,304.07 | \$195,648.86 | 5 | \$ 96.38 | \$16,706.65 | \$200,479.77 | 5 | \$ 99.25 | \$17,203.33 | \$206,440.00 |
| 270 | Non-Exempt | Prod Arts/Sci Prog | 1 | \$ 47.67 | | | 1 | \$ 47.96 | | | 1 | \$ 49.12 | | | 1 | \$ 50.57 | | |
| | | | 2 | \$ 50.13 | | | 2 | \$ 50.42 | | | 2 | \$ 51.64 | | | 2 | \$ 53.17 | | |
| | | | 3 | \$ 52.72 | | | 3 | \$ 53.01 | | | 3 | \$ 54.30 | | | 3 | \$ 55.91 | | |
| | | | 4 | \$ 55.45 | | | 4 | \$ 55.74 | | | 4 | \$ 57.10 | | | 4 | \$ 58.79 | | |
| | | | 5 | \$ 58.32 | \$10,108.58 | \$121,303.02 | 5 | \$ 58.61 | \$ 10,158.85 | \$121,906.22 | 5 | \$ 60.04 | \$10,407.80 | \$124,893.56 | 5 | \$ 61.82 | \$10,715.47 | \$128,585.60 |
| 232 | Non-Exempt | Prog-Analyst | 1 | \$ 59.83 | | | 1 | \$ 60.12 | | | 1 | \$ 61.60 | | | 1 | \$ 63.41 | | |
| | | | 2 | \$ 62.93 | | | 2 | \$ 63.22 | | | 2 | \$ 64.78 | | | 2 | \$ 66.69 | | |
| | | | 3 | \$ 66.20 | | | 3 | \$ 66.49 | | | 3 | \$ 68.13 | | | 3 | \$ 70.14 | | |
| | | | 4 | \$ 69.64 | | | 4 | \$ 69.93 | | | 4 | \$ 71.65 | | | 4 | \$ 73.77 | | |
| | | | 5 | \$ 73.26 | \$12,697.98 | \$152,375.79 | 5 | \$ 73.55 | \$ 12,748.25 | \$152,978.99 | 5 | \$ 75.36 | \$13,061.93 | \$156,743.14 | 5 | \$ 77.59 | \$13,448.93 | \$161,387.20 |
| 265 | Non-Exempt | Program Assistant | 1 | \$ 36.50 | | | 1 | \$ 36.79 | | | 1 | \$ 37.69 | | | 1 | \$ 38.79 | | |
| | | | 2 | \$ 38.38 | | | 2 | \$ 38.67 | | | 2 | \$ 39.61 | | | 2 | \$ 40.77 | | |
| | | | 3 | \$ 40.35 | | | 3 | \$ 40.64 | | | 3 | \$ 41.63 | | | 3 | \$ 42.85 | | |
| | | | 4 | \$ 42.43 | | | 4 | \$ 42.72 | | | 4 | \$ 43.76 | | | 4 | \$ 45.04 | | |
| | | | 5 | \$ 44.61 | \$ 7,733.19 | \$ 92,798.23 | 5 | \$ 44.90 | \$ 7,783.45 | \$ 93,401.43 | 5 | \$ 46.00 | \$ 7,973.01 | \$ 95,676.15 | 5 | \$ 47.35 | \$ 8,207.33 | \$ 98,488.00 |
| 302 | Non-Exempt | Program Assistant I | 1 | \$ 38.64 | | | 1 | \$ 38.93 | | | 1 | \$ 39.87 | | | 1 | \$ 41.03 | | |
| | | | 2 | \$ 40.63 | | | 2 | \$ 40.92 | | | 2 | \$ 41.91 | | | 2 | \$ 43.13 | | |
| | | | 3 | \$ 42.72 | | | 3 | \$ 43.01 | | | 3 | \$ 44.05 | | | 3 | \$ 45.34 | | |
| | | | 4 | \$ 44.92 | | | 4 | \$ 45.21 | | | 4 | \$ 46.31 | | | 4 | \$ 47.67 | | |
| | | | 5 | \$ 47.24 | \$ 8,187.73 | \$ 98,252.71 | 5 | \$ 47.53 | \$ 8,237.99 | \$ 98,855.91 | 5 | \$ 48.69 | \$ 8,438.92 | \$101,266.99 | 5 | \$ 50.12 | \$ 8,687.47 | \$104,249.60 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|---------------------------------|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|----------|-------------|--------------|-----------------------------------|-----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 303 | Non-Exempt | Program Assistant II | 1 | \$ 41.45 | | | 1 | \$ 41.74 | | | 1 | \$ 42.77 | | | 1 | \$ 44.02 | | |
| | | | 2 | \$ 43.59 | | | 2 | \$ 43.88 | | | 2 | \$ 44.96 | | | 2 | \$ 46.28 | | |
| | | | 3 | \$ 45.84 | | | 3 | \$ 46.13 | | | 3 | \$ 47.26 | | | 3 | \$ 48.65 | | |
| | | | 4 | \$ 48.21 | | | 4 | \$ 48.50 | | | 4 | \$ 49.69 | | | 4 | \$ 51.15 | | |
| | | | 5 | \$ 50.71 | \$ 8,788.89 | \$105,466.70 | 5 | \$ 51.00 | \$ 8,839.16 | \$106,069.90 | 5 | \$ 52.24 | \$ 9,055.11 | \$108,661.32 | 5 | \$ 53.78 | \$ 9,321.87 | \$111,862.40 |
| 368 | Non-Exempt | Program Coordinator | 1 | \$ 41.25 | | | 1 | \$ 41.54 | | | 1 | \$ 42.56 | | | 1 | \$ 43.80 | | |
| | | | 2 | \$ 43.38 | | | 2 | \$ 43.67 | | | 2 | \$ 44.74 | | | 2 | \$ 46.04 | | |
| | | | 3 | \$ 45.62 | | | 3 | \$ 45.91 | | | 3 | \$ 47.03 | | | 3 | \$ 48.40 | | |
| | | | 4 | \$ 47.98 | | | 4 | \$ 48.27 | | | 4 | \$ 49.44 | | | 4 | \$ 50.89 | | |
| | | | 5 | \$ 50.46 | \$ 8,745.58 | \$104,946.92 | 5 | \$ 50.75 | \$ 8,795.84 | \$105,550.12 | 5 | \$ 51.98 | \$ 9,010.71 | \$108,128.55 | 5 | \$ 53.51 | \$ 9,275.07 | \$111,300.80 |
| 349 | Non-Exempt | Project Engineer | 1 | \$ 77.14 | | | 1 | \$ 77.43 | | | 1 | \$ 79.34 | | | 1 | \$ 81.68 | | |
| | | | 2 | \$ 81.15 | | | 2 | \$ 81.44 | | | 2 | \$ 83.45 | | | 2 | \$ 85.92 | | |
| | | | 3 | \$ 85.37 | | | 3 | \$ 85.66 | | | 3 | \$ 87.78 | | | 3 | \$ 90.38 | | |
| | | | 4 | \$ 89.82 | | | 4 | \$ 90.11 | | | 4 | \$ 92.34 | | | 4 | \$ 95.08 | | |
| | | | 5 | \$ 94.50 | \$16,380.66 | \$196,567.89 | 5 | \$ 94.79 | \$ 16,430.92 | \$197,171.09 | 5 | \$ 97.13 | \$16,836.67 | \$202,040.05 | 5 | \$ 100.02 | \$17,336.80 | \$208,041.60 |
| 209 | Non-Exempt | Property Evid Tech | 1 | \$ 39.66 | | | 1 | \$ 39.95 | | | 1 | \$ 41.44 | | | 1 | \$ 42.65 | | |
| | | | 2 | \$ 41.70 | | | 2 | \$ 41.99 | | | 2 | \$ 43.56 | | | 2 | \$ 44.83 | | |
| | | | 3 | \$ 43.85 | | | 3 | \$ 44.14 | | | 3 | \$ 45.79 | | | 3 | \$ 47.13 | | |
| | | | 4 | \$ 46.11 | | | 4 | \$ 46.40 | | | 4 | \$ 48.14 | | | 4 | \$ 49.55 | | |
| | | | 5 | \$ 48.50 | \$ 8,405.94 | \$100,871.26 | 5 | \$ 48.79 | \$ 8,456.21 | \$101,474.46 | 5 | \$ 50.61 | \$ 8,773.12 | \$105,277.47 | 5 | \$ 52.10 | \$ 9,030.67 | \$108,368.00 |
| 315 | Non-Exempt | Public Safety Dispatcher - Lead | 1 | \$ 62.20 | | | 1 | \$ 62.49 | | | 1 | \$ 64.03 | | | 1 | \$ 65.91 | | |
| | | | 2 | \$ 65.43 | | | 2 | \$ 65.72 | | | 2 | \$ 67.34 | | | 2 | \$ 69.32 | | |
| | | | 3 | \$ 68.83 | | | 3 | \$ 69.12 | | | 3 | \$ 70.82 | | | 3 | \$ 72.91 | | |
| | | | 4 | \$ 72.41 | | | 4 | \$ 72.70 | | | 4 | \$ 74.49 | | | 4 | \$ 76.69 | | |
| | | | 5 | \$ 76.17 | \$13,203.36 | \$158,440.37 | 5 | \$ 76.46 | \$ 13,253.63 | \$159,043.57 | 5 | \$ 78.35 | \$13,579.95 | \$162,959.34 | 5 | \$ 80.67 | \$13,982.80 | \$167,793.60 |
| | | | 6 | \$ 78.06 | | | 6 | \$ 78.35 | | | 6 | \$ 80.28 | | | 6 | \$ 82.66 | | |
| | | | 7 | \$ 79.99 | | | 7 | \$ 80.28 | | | 7 | \$ 82.26 | | | 7 | \$ 84.70 | | |
| 298 | Non-Exempt | Public Safety Dispatcher I | 1 | \$ 52.77 | | | 1 | \$ 53.06 | | | 1 | \$ 54.36 | | | 1 | \$ 55.96 | | |
| | | | 2 | \$ 55.50 | | | 2 | \$ 55.79 | | | 2 | \$ 57.16 | | | 2 | \$ 58.84 | | |
| | | | 3 | \$ 58.38 | | | 3 | \$ 58.67 | | | 3 | \$ 60.11 | | | 3 | \$ 61.88 | | |
| | | | 4 | \$ 61.41 | | | 4 | \$ 61.70 | | | 4 | \$ 63.21 | | | 4 | \$ 65.08 | | |
| | | | 5 | \$ 64.59 | \$11,196.11 | \$134,353.35 | 5 | \$ 64.88 | \$ 11,246.38 | \$134,956.55 | 5 | \$ 66.48 | \$11,522.51 | \$138,270.14 | 5 | \$ 68.44 | \$11,862.93 | \$142,355.20 |
| | | | 6 | \$ 66.19 | | | 6 | \$ 66.48 | | | 6 | \$ 68.11 | | | 6 | \$ 70.12 | | |
| | | | 7 | \$ 67.82 | | | 7 | \$ 68.11 | | | 7 | \$ 69.78 | | | 7 | \$ 71.84 | | |
| 316 | Non-Exempt | Public Safety Dispatcher II | 1 | \$ 55.53 | | | 1 | \$ 55.82 | | | 1 | \$ 57.19 | | | 1 | \$ 58.87 | | |
| | | | 2 | \$ 58.41 | | | 2 | \$ 58.70 | | | 2 | \$ 60.14 | | | 2 | \$ 61.91 | | |
| | | | 3 | \$ 61.44 | | | 3 | \$ 61.73 | | | 3 | \$ 63.24 | | | 3 | \$ 65.11 | | |
| | | | 4 | \$ 64.63 | | | 4 | \$ 64.92 | | | 4 | \$ 66.51 | | | 4 | \$ 68.48 | | |
| | | | 5 | \$ 67.98 | \$11,783.82 | \$141,405.85 | 5 | \$ 68.27 | \$ 11,834.09 | \$142,009.05 | 5 | \$ 69.95 | \$12,124.91 | \$145,498.96 | 5 | \$ 72.02 | \$12,483.47 | \$149,801.60 |
| | | | 6 | \$ 69.66 | | | 6 | \$ 69.95 | | | 6 | \$ 71.67 | | | 6 | \$ 73.79 | | |
| | | | 7 | \$ 71.38 | | | 7 | \$ 71.67 | | | 7 | \$ 73.43 | | | 7 | \$ 75.61 | | |
| 262 | Non-Exempt | Resource Planner | 1 | \$ 69.15 | | | 1 | \$ 69.44 | | | 1 | \$ 71.14 | | | 1 | \$ 73.26 | | |
| | | | 2 | \$ 72.74 | | | 2 | \$ 73.03 | | | 2 | \$ 74.82 | | | 2 | \$ 77.05 | | |
| | | | 3 | \$ 76.52 | | | 3 | \$ 76.81 | | | 3 | \$ 78.70 | | | 3 | \$ 81.04 | | |
| | | | 4 | \$ 80.50 | | | 4 | \$ 80.79 | | | 4 | \$ 82.78 | | | 4 | \$ 85.24 | | |
| | | | 5 | \$ 84.69 | \$14,679.84 | \$176,158.11 | 5 | \$ 84.98 | \$ 14,730.11 | \$176,761.31 | 5 | \$ 87.08 | \$15,093.34 | \$181,120.02 | 5 | \$ 89.66 | \$15,541.07 | \$186,492.80 |
| 366 | Non-Exempt | Restoration Lead | 1 | \$ 56.28 | | | 1 | \$ 56.57 | | | 1 | \$ 59.73 | | | 1 | \$ 61.49 | | |
| | | | 2 | \$ 59.20 | | | 2 | \$ 59.49 | | | 2 | \$ 62.81 | | | 2 | \$ 64.66 | | |
| | | | 3 | \$ 62.27 | | | 3 | \$ 62.56 | | | 3 | \$ 66.05 | | | 3 | \$ 68.00 | | |
| | | | 4 | \$ 65.50 | | | 4 | \$ 65.79 | | | 4 | \$ 69.46 | | | 4 | \$ 71.52 | | |
| | | | 5 | \$ 68.90 | \$11,942.81 | \$143,313.66 | 5 | \$ 69.19 | \$ 11,993.07 | \$143,916.86 | 5 | \$ 73.05 | \$12,662.80 | \$151,953.57 | 5 | \$ 75.22 | \$13,038.13 | \$156,457.60 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|-----------------------------------|--|----------|--------------|---------------|--------------------------------|----------|--------------|---------------|--|----------|--------------|---------------|-----------------------------------|-----------|--------------|---------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 580 | Non-Exempt | Senior Building Inspector | 1 | \$ 67.03 | | | 1 | \$ 67.32 | | | 1 | \$ 69.96 | | | 1 | \$ 72.02 | | |
| | | | 2 | \$ 70.51 | | | 2 | \$ 70.80 | | | 2 | \$ 73.58 | | | 2 | \$ 75.75 | | |
| | | | 3 | \$ 74.18 | | | 3 | \$ 74.47 | | | 3 | \$ 77.39 | | | 3 | \$ 79.68 | | |
| | | | 4 | \$ 78.04 | | | 4 | \$ 78.33 | | | 4 | \$ 81.40 | | | 4 | \$ 83.81 | | |
| | | | 5 | \$ 82.10 | \$14,230.29 | \$170,763.42 | 5 | \$ 82.39 | \$ 14,280.55 | \$171,366.62 | 5 | \$ 85.62 | \$14,840.44 | \$178,085.28 | 5 | \$ 88.16 | \$15,281.07 | \$183,372.80 |
| 554 | Non-Exempt | Utility System Technician | 1 | \$ 71.18 | | | 1 | \$ 71.47 | | | 1 | \$ 73.23 | | | 1 | \$ 75.38 | | |
| | | | 2 | \$ 74.88 | | | 2 | \$ 75.17 | | | 2 | \$ 77.02 | | | 2 | \$ 79.29 | | |
| | | | 3 | \$ 78.77 | | | 3 | \$ 79.06 | | | 3 | \$ 81.01 | | | 3 | \$ 83.40 | | |
| | | | 4 | \$ 82.87 | | | 4 | \$ 83.16 | | | 4 | \$ 85.21 | | | 4 | \$ 87.73 | | |
| | | | 5 | \$ 87.19 | \$15,112.26 | \$181,347.09 | 5 | \$ 87.48 | \$ 15,162.52 | \$181,950.29 | 5 | \$ 89.63 | \$15,536.56 | \$186,438.72 | 5 | \$ 92.29 | \$15,996.93 | \$191,963.20 |
| 556 | Non-Exempt | Sr Utility System Technician | 1 | \$ 79.36 | | | 1 | \$ 79.65 | | | 1 | \$ 81.62 | | | 1 | \$ 84.03 | | |
| | | | 2 | \$ 83.49 | | | 2 | \$ 83.78 | | | 2 | \$ 85.85 | | | 2 | \$ 88.39 | | |
| | | | 3 | \$ 87.84 | | | 3 | \$ 88.13 | | | 3 | \$ 90.31 | | | 3 | \$ 92.98 | | |
| | | | 4 | \$ 92.42 | | | 4 | \$ 92.71 | | | 4 | \$ 95.00 | | | 4 | \$ 97.81 | | |
| | | | 5 | \$ 97.23 | \$16,854.05 | \$202,248.59 | 5 | \$ 97.52 | \$ 16,904.32 | \$202,851.79 | 5 | \$ 99.93 | \$17,321.90 | \$207,862.77 | 5 | \$ 102.90 | \$17,836.00 | \$214,032.00 |
| 385 | Non-Exempt | Senior Fleet Services Coordinator | 1 | \$ 53.10 | | | 1 | \$ 53.39 | | | 1 | \$ 55.63 | | | 1 | \$ 57.29 | | |
| | | | 2 | \$ 55.85 | | | 2 | \$ 56.14 | | | 2 | \$ 58.50 | | | 2 | \$ 60.24 | | |
| | | | 3 | \$ 58.74 | | | 3 | \$ 59.03 | | | 3 | \$ 61.52 | | | 3 | \$ 63.35 | | |
| | | | 4 | \$ 61.79 | | | 4 | \$ 62.08 | | | 4 | \$ 64.70 | | | 4 | \$ 66.62 | | |
| | | | 5 | \$ 65.00 | \$11,266.67 | \$135,200.00 | 5 | \$ 65.29 | \$ 11,316.93 | \$135,803.20 | 5 | \$ 68.05 | \$11,795.14 | \$141,541.64 | 5 | \$ 70.06 | \$12,143.73 | \$145,724.80 |
| 461 | Non-Exempt | Sprinkler Sys Repr | 1 | \$ 40.03 | | | 1 | \$ 40.32 | | | 1 | \$ 41.93 | | | 1 | \$ 43.16 | | |
| | | | 2 | \$ 42.09 | | | 2 | \$ 42.38 | | | 2 | \$ 44.08 | | | 2 | \$ 45.37 | | |
| | | | 3 | \$ 44.26 | | | 3 | \$ 44.55 | | | 3 | \$ 46.34 | | | 3 | \$ 47.70 | | |
| | | | 4 | \$ 46.54 | | | 4 | \$ 46.83 | | | 4 | \$ 48.72 | | | 4 | \$ 50.15 | | |
| | | | 5 | \$ 48.94 | \$ 8,483.11 | \$101,797.28 | 5 | \$ 49.23 | \$ 8,533.37 | \$102,400.48 | 5 | \$ 51.22 | \$ 8,878.62 | \$106,543.41 | 5 | \$ 52.73 | \$ 9,139.87 | \$109,678.40 |
| 360 | Non-Exempt | Sr Buyer | 1 | \$ 56.20 | | | 1 | \$ 56.49 | | | 1 | \$ 57.88 | | | 1 | \$ 59.77 | | |
| | | | 2 | \$ 59.11 | | | 2 | \$ 59.40 | | | 2 | \$ 60.86 | | | 2 | \$ 62.64 | | |
| | | | 3 | \$ 62.17 | | | 3 | \$ 62.46 | | | 3 | \$ 64.00 | | | 3 | \$ 65.88 | | |
| | | | 4 | \$ 65.40 | | | 4 | \$ 65.69 | | | 4 | \$ 67.31 | | | 4 | \$ 69.29 | | |
| | | | 5 | \$ 68.80 | \$11,925.33 | \$143,104.00 | 5 | \$ 69.09 | \$ 11,975.60 | \$143,707.20 | 5 | \$ 70.79 | \$12,270.27 | \$147,243.20 | 5 | \$ 72.88 | \$12,632.53 | \$151,590.40 |
| 224 | Non-Exempt | Sr Chemist | 1 | \$ 58.15 | | | 1 | \$ 58.44 | | | 1 | \$ 59.87 | | | 1 | \$ 61.63 | | |
| | | | 2 | \$ 61.16 | | | 2 | \$ 61.45 | | | 2 | \$ 62.96 | | | 2 | \$ 64.81 | | |
| | | | 3 | \$ 64.33 | | | 3 | \$ 64.62 | | | 3 | \$ 66.21 | | | 3 | \$ 68.16 | | |
| | | | 4 | \$ 67.67 | | | 4 | \$ 67.96 | | | 4 | \$ 69.63 | | | 4 | \$ 71.69 | | |
| | | | 5 | \$ 71.18 | \$12,338.59 | \$148,063.14 | 5 | \$ 71.47 | \$ 12,388.86 | \$148,666.34 | 5 | \$ 73.23 | \$12,693.56 | \$152,322.68 | 5 | \$ 75.40 | \$13,069.33 | \$156,832.00 |
| 544 | Non-Exempt | Sr Industrial Waste Investigator | 1 | \$ 63.72 | | | 1 | \$ 64.01 | | | 1 | \$ 65.57 | | | 1 | \$ 67.51 | | |
| | | | 2 | \$ 67.03 | | | 2 | \$ 67.32 | | | 2 | \$ 68.96 | | | 2 | \$ 71.00 | | |
| | | | 3 | \$ 70.51 | | | 3 | \$ 70.80 | | | 3 | \$ 72.53 | | | 3 | \$ 74.68 | | |
| | | | 4 | \$ 74.17 | | | 4 | \$ 74.46 | | | 4 | \$ 76.29 | | | 4 | \$ 78.55 | | |
| | | | 5 | \$ 78.03 | \$13,524.34 | \$162,292.03 | 5 | \$ 78.32 | \$ 13,574.60 | \$162,895.23 | 5 | \$ 80.24 | \$13,908.94 | \$166,907.30 | 5 | \$ 82.62 | \$14,320.80 | \$171,849.60 |
| 512 | Non-Exempt | Sr Instrum Elect | 1 | \$ 57.64 | | | 1 | \$ 57.93 | | | 1 | \$ 59.36 | | | 1 | \$ 61.10 | | |
| | | | 2 | \$ 60.63 | | | 2 | \$ 60.92 | | | 2 | \$ 62.42 | | | 2 | \$ 64.25 | | |
| | | | 3 | \$ 63.77 | | | 3 | \$ 64.06 | | | 3 | \$ 65.64 | | | 3 | \$ 67.57 | | |
| | | | 4 | \$ 67.08 | | | 4 | \$ 67.37 | | | 4 | \$ 69.03 | | | 4 | \$ 71.07 | | |
| | | | 5 | \$ 70.57 | \$12,232.01 | \$146,784.06 | 5 | \$ 70.86 | \$ 12,282.27 | \$147,387.26 | 5 | \$ 72.60 | \$12,584.30 | \$151,011.63 | 5 | \$ 74.75 | \$12,956.67 | \$155,480.00 |
| 251 | Non-Exempt | Sr Librarian | 1 | \$ 47.73 | | | 1 | \$ 48.02 | | | 1 | \$ 49.54 | | | 1 | \$ 51.00 | | |
| | | | 2 | \$ 50.20 | | | 2 | \$ 50.49 | | | 2 | \$ 52.09 | | | 2 | \$ 53.62 | | |
| | | | 3 | \$ 52.80 | | | 3 | \$ 53.09 | | | 3 | \$ 54.77 | | | 3 | \$ 56.38 | | |
| | | | 4 | \$ 55.53 | | | 4 | \$ 55.82 | | | 4 | \$ 57.59 | | | 4 | \$ 59.29 | | |
| | | | 5 | \$ 58.41 | \$10,123.85 | \$121,486.14 | 5 | \$ 58.70 | \$ 10,174.11 | \$122,089.34 | 5 | \$ 60.56 | \$10,496.99 | \$125,963.94 | 5 | \$ 62.35 | \$10,807.33 | \$129,688.00 |
| 504 | Non-Exempt | Sr. Mech | 1 | \$ 56.83 | | | 1 | \$ 57.12 | | | 1 | \$ 60.29 | | | 1 | \$ 62.07 | | |
| | | | 2 | \$ 59.78 | | | 2 | \$ 60.07 | | | 2 | \$ 63.40 | | | 2 | \$ 65.28 | | |
| | | | 3 | \$ 62.88 | | | 3 | \$ 63.17 | | | 3 | \$ 66.68 | | | 3 | \$ 68.65 | | |
| | | | 4 | \$ 66.14 | | | 4 | \$ 66.43 | | | 4 | \$ 70.13 | | | 4 | \$ 72.20 | | |
| | | | 5 | \$ 69.57 | \$ 12,058.80 | \$ 144,705.60 | 5 | \$ 69.86 | \$ 12,109.07 | \$ 145,308.80 | 5 | \$ 73.76 | \$ 12,785.07 | \$ 153,420.80 | 5 | \$ 75.94 | \$ 13,162.93 | \$ 157,955.20 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|-------------------------|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|-----------|-------------|--------------|-----------------------------------|-----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 361 | Non-Exempt | Sr Mkt Analyst | 1 | \$ 63.53 | | | 1 | \$ 63.82 | | | 1 | \$ 65.38 | | | 1 | \$ 67.32 | | |
| | | | 2 | \$ 66.83 | | | 2 | \$ 67.12 | | | 2 | \$ 68.76 | | | 2 | \$ 70.80 | | |
| | | | 3 | \$ 70.30 | | | 3 | \$ 70.59 | | | 3 | \$ 72.32 | | | 3 | \$ 74.46 | | |
| | | | 4 | \$ 73.95 | | | 4 | \$ 74.24 | | | 4 | \$ 76.07 | | | 4 | \$ 78.32 | | |
| | | | 5 | \$ 77.80 | \$13,485.45 | \$161,825.46 | 5 | \$ 78.09 | \$ 13,535.72 | \$162,428.66 | 5 | \$ 80.01 | \$13,869.09 | \$166,429.05 | 5 | \$ 82.38 | \$14,279.20 | \$171,350.40 |
| 506 | Non-Exempt | Sr Operator Wqc | 1 | \$ 57.18 | | | 1 | \$ 57.47 | | | 1 | \$ 60.70 | | | 1 | \$ 62.48 | | |
| | | | 2 | \$ 60.14 | | | 2 | \$ 60.43 | | | 2 | \$ 63.83 | | | 2 | \$ 65.71 | | |
| | | | 3 | \$ 63.26 | | | 3 | \$ 63.55 | | | 3 | \$ 67.13 | | | 3 | \$ 69.11 | | |
| | | | 4 | \$ 66.54 | | | 4 | \$ 66.83 | | | 4 | \$ 70.60 | | | 4 | \$ 72.69 | | |
| | | | 5 | \$ 69.99 | \$12,132.05 | \$145,584.61 | 5 | \$ 70.28 | \$ 12,182.32 | \$146,187.81 | 5 | \$ 74.25 | \$12,870.52 | \$154,446.26 | 5 | \$ 76.45 | \$13,251.33 | \$159,016.00 |
| 318 | Non-Exempt | Sr Planner | 1 | \$ 64.05 | | | 1 | \$ 64.34 | | | 1 | \$ 66.39 | | | 1 | \$ 68.34 | | |
| | | | 2 | \$ 67.37 | | | 2 | \$ 67.66 | | | 2 | \$ 69.82 | | | 2 | \$ 71.88 | | |
| | | | 3 | \$ 70.87 | | | 3 | \$ 71.16 | | | 3 | \$ 73.43 | | | 3 | \$ 75.60 | | |
| | | | 4 | \$ 74.55 | | | 4 | \$ 74.84 | | | 4 | \$ 77.23 | | | 4 | \$ 79.52 | | |
| | | | 5 | \$ 78.43 | \$13,594.57 | \$163,134.82 | 5 | \$ 78.72 | \$ 13,644.83 | \$163,738.02 | 5 | \$ 81.23 | \$14,080.67 | \$168,968.03 | 5 | \$ 83.64 | \$14,497.60 | \$173,971.20 |
| 337 | Non-Exempt | Sr. Plan Check Engineer | 1 | \$ 76.77 | | | 1 | \$ 77.06 | | | 1 | \$ 78.95 | | | 1 | \$ 81.28 | | |
| | | | 2 | \$ 80.76 | | | 2 | \$ 81.05 | | | 2 | \$ 83.04 | | | 2 | \$ 85.50 | | |
| | | | 3 | \$ 84.96 | | | 3 | \$ 85.25 | | | 3 | \$ 87.35 | | | 3 | \$ 89.94 | | |
| | | | 4 | \$ 89.39 | | | 4 | \$ 89.68 | | | 4 | \$ 91.89 | | | 4 | \$ 94.61 | | |
| | | | 5 | \$ 94.04 | \$16,300.92 | \$195,611.06 | 5 | \$ 94.33 | \$ 16,351.19 | \$196,214.26 | 5 | \$ 96.66 | \$16,754.94 | \$201,059.30 | 5 | \$ 99.53 | \$17,251.87 | \$207,022.40 |
| 280 | Non-Exempt | Sr Ranger | 1 | \$ 45.60 | | | 1 | \$ 45.89 | | | 1 | \$ 47.01 | | | 1 | \$ 48.38 | | |
| | | | 2 | \$ 47.95 | | | 2 | \$ 48.24 | | | 2 | \$ 49.42 | | | 2 | \$ 50.87 | | |
| | | | 3 | \$ 50.43 | | | 3 | \$ 50.72 | | | 3 | \$ 51.96 | | | 3 | \$ 53.49 | | |
| | | | 4 | \$ 53.04 | | | 4 | \$ 53.33 | | | 4 | \$ 54.63 | | | 4 | \$ 56.24 | | |
| | | | 5 | \$ 55.78 | \$ 9,669.30 | \$116,031.61 | 5 | \$ 56.07 | \$ 9,719.57 | \$116,634.81 | 5 | \$ 57.45 | \$ 9,957.53 | \$119,490.36 | 5 | \$ 59.14 | \$10,250.93 | \$123,011.20 |
| 261 | Non-Exempt | Sr Util Field Svc Rep | 1 | \$ 57.80 | | | 1 | \$ 58.09 | | | 1 | \$ 61.33 | | | 1 | \$ 63.15 | | |
| | | | 2 | \$ 60.80 | | | 2 | \$ 61.09 | | | 2 | \$ 64.50 | | | 2 | \$ 66.41 | | |
| | | | 3 | \$ 63.95 | | | 3 | \$ 64.24 | | | 3 | \$ 67.83 | | | 3 | \$ 69.84 | | |
| | | | 4 | \$ 67.27 | | | 4 | \$ 67.56 | | | 4 | \$ 71.34 | | | 4 | \$ 73.45 | | |
| | | | 5 | \$ 70.76 | \$12,265.07 | \$147,180.80 | 5 | \$ 71.05 | \$ 12,315.33 | \$147,784.00 | 5 | \$ 75.03 | \$13,005.20 | \$156,062.40 | 5 | \$ 77.25 | \$13,390.00 | \$160,680.00 |
| TBD | Non-Exempt | Sr Util Syst Oper | 1 | | | | 1 | | | | 1 | \$ 97.54 | | | 1 | \$ 100.44 | | |
| | | | 2 | | | | 2 | | | | 2 | \$ 102.61 | | | 2 | \$ 105.66 | | |
| | | | 3 | | | | 3 | | | | 3 | \$ 107.95 | | | 3 | \$ 111.16 | | |
| | | | 4 | | | | 4 | | | | 4 | \$ 113.57 | | | 4 | \$ 116.95 | | |
| | | | 5 | | | | 5 | | | | 5 | \$ 119.49 | \$20,711.60 | \$248,539.20 | 5 | \$ 123.04 | \$21,326.93 | \$255,923.20 |
| 501 | Non-Exempt | Sr Water Sys Oper | 1 | \$ 54.55 | | | 1 | \$ 54.84 | | | 1 | \$ 57.88 | | | 1 | \$ 59.59 | | |
| | | | 2 | \$ 57.38 | | | 2 | \$ 57.67 | | | 2 | \$ 60.87 | | | 2 | \$ 62.66 | | |
| | | | 3 | \$ 60.35 | | | 3 | \$ 60.64 | | | 3 | \$ 64.01 | | | 3 | \$ 65.90 | | |
| | | | 4 | \$ 63.48 | | | 4 | \$ 63.77 | | | 4 | \$ 67.32 | | | 4 | \$ 69.31 | | |
| | | | 5 | \$ 66.77 | \$11,573.50 | \$138,882.02 | 5 | \$ 67.06 | \$ 11,623.77 | \$139,485.22 | 5 | \$ 70.80 | \$12,272.52 | \$147,270.23 | 5 | \$ 72.90 | \$12,636.00 | \$151,632.00 |
| 405 | Non-Exempt | St Maint Asst | 1 | \$ 36.63 | | | 1 | \$ 36.92 | | | 1 | \$ 38.13 | | | 1 | \$ 39.26 | | |
| | | | 2 | \$ 38.51 | | | 2 | \$ 38.80 | | | 2 | \$ 40.08 | | | 2 | \$ 41.26 | | |
| | | | 3 | \$ 40.49 | | | 3 | \$ 40.78 | | | 3 | \$ 42.13 | | | 3 | \$ 43.37 | | |
| | | | 4 | \$ 42.57 | | | 4 | \$ 42.86 | | | 4 | \$ 44.29 | | | 4 | \$ 45.59 | | |
| | | | 5 | \$ 44.76 | \$ 7,759.20 | \$ 93,110.37 | 5 | \$ 45.05 | \$ 7,809.46 | \$ 93,713.57 | 5 | \$ 46.56 | \$ 8,070.69 | \$ 96,848.22 | 5 | \$ 47.93 | \$ 8,307.87 | \$ 99,694.40 |
| 392 | Non-Exempt | St Sweeper Op | 1 | \$ 44.38 | | | 1 | \$ 44.67 | | | 1 | \$ 46.68 | | | 1 | \$ 48.04 | | |
| | | | 2 | \$ 46.67 | | | 2 | \$ 46.96 | | | 2 | \$ 49.08 | | | 2 | \$ 50.51 | | |
| | | | 3 | \$ 49.08 | | | 3 | \$ 49.37 | | | 3 | \$ 51.60 | | | 3 | \$ 53.11 | | |
| | | | 4 | \$ 51.62 | | | 4 | \$ 51.91 | | | 4 | \$ 54.25 | | | 4 | \$ 55.84 | | |
| | | | 5 | \$ 54.29 | \$ 9,410.96 | \$112,931.52 | 5 | \$ 54.58 | \$ 9,461.23 | \$113,534.72 | 5 | \$ 57.04 | \$ 9,887.53 | \$118,650.35 | 5 | \$ 58.72 | \$10,178.13 | \$122,137.60 |
| 248 | Non-Exempt | Storekeeper | 1 | \$ 40.82 | | | 1 | \$ 41.11 | | | 1 | \$ 42.83 | | | 1 | \$ 44.09 | | |
| | | | 2 | \$ 42.92 | | | 2 | \$ 43.21 | | | 2 | \$ 45.02 | | | 2 | \$ 46.35 | | |
| | | | 3 | \$ 45.13 | | | 3 | \$ 45.42 | | | 3 | \$ 47.33 | | | 3 | \$ 48.73 | | |
| | | | 4 | \$ 47.46 | | | 4 | \$ 47.75 | | | 4 | \$ 49.76 | | | 4 | \$ 51.23 | | |
| | | | 5 | \$ 49.92 | \$ 8,652.14 | \$103,825.70 | 5 | \$ 50.21 | \$ 8,702.41 | \$104,428.90 | 5 | \$ 52.32 | \$ 9,068.13 | \$108,817.62 | 5 | \$ 53.86 | \$ 9,335.73 | \$112,028.80 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|---|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|----------|-------------|--------------|-----------------------------------|----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 288 | Non-Exempt | Storekeeper-L | 1 | \$ 43.65 | | | 1 | \$ 43.94 | | | 1 | \$ 45.77 | | | 1 | \$ 47.11 | | |
| | | | 2 | \$ 45.90 | | | 2 | \$ 46.19 | | | 2 | \$ 48.12 | | | 2 | \$ 49.53 | | |
| | | | 3 | \$ 48.27 | | | 3 | \$ 48.56 | | | 3 | \$ 50.59 | | | 3 | \$ 52.08 | | |
| | | | 4 | \$ 50.76 | | | 4 | \$ 51.05 | | | 4 | \$ 53.19 | | | 4 | \$ 54.76 | | |
| | | | 5 | \$ 53.38 | \$ 9,252.95 | \$111,035.39 | 5 | \$ 53.67 | \$ 9,303.22 | \$111,638.59 | 5 | \$ 55.93 | \$ 9,694.79 | \$116,337.47 | 5 | \$ 57.58 | \$ 9,980.53 | \$119,766.40 |
| 545 | Non-Exempt | Street Light, Traffic Signal and Fiber – Apprentice | 1 | \$ 62.42 | | | 1 | \$ 62.71 | | | 1 | \$ 64.25 | | | 1 | \$ 66.15 | | |
| | | | 2 | \$ 65.66 | | | 2 | \$ 65.95 | | | 2 | \$ 67.57 | | | 2 | \$ 69.57 | | |
| | | | 3 | \$ 69.07 | | | 3 | \$ 69.36 | | | 3 | \$ 71.07 | | | 3 | \$ 73.17 | | |
| | | | 4 | \$ 72.66 | | | 4 | \$ 72.95 | | | 4 | \$ 74.75 | | | 4 | \$ 76.96 | | |
| | | | 5 | \$ 76.44 | \$13,250.16 | \$159,001.87 | 5 | \$ 76.73 | \$ 13,300.42 | \$159,605.07 | 5 | \$ 78.62 | \$13,627.91 | \$163,534.87 | 5 | \$ 80.95 | \$14,031.33 | \$168,376.00 |
| 547 | Non-Exempt | Street Light, Traffic Signal and Fiber – Lead | 1 | \$ 70.48 | | | 1 | \$ 70.77 | | | 1 | \$ 72.51 | | | 1 | \$ 74.66 | | |
| | | | 2 | \$ 74.14 | | | 2 | \$ 74.43 | | | 2 | \$ 76.27 | | | 2 | \$ 78.53 | | |
| | | | 3 | \$ 78.00 | | | 3 | \$ 78.29 | | | 3 | \$ 80.22 | | | 3 | \$ 82.60 | | |
| | | | 4 | \$ 82.06 | | | 4 | \$ 82.35 | | | 4 | \$ 84.38 | | | 4 | \$ 86.89 | | |
| | | | 5 | \$ 86.34 | \$14,965.01 | \$179,580.15 | 5 | \$ 86.63 | \$ 15,015.28 | \$180,183.35 | 5 | \$ 88.76 | \$15,385.63 | \$184,627.62 | 5 | \$ 91.40 | \$15,842.67 | \$190,112.00 |
| 546 | Non-Exempt | Street Light, Traffic Signal and Fiber Technician | 1 | \$ 65.91 | | | 1 | \$ 66.20 | | | 1 | \$ 67.82 | | | 1 | \$ 69.84 | | |
| | | | 2 | \$ 69.33 | | | 2 | \$ 69.62 | | | 2 | \$ 71.33 | | | 2 | \$ 73.45 | | |
| | | | 3 | \$ 72.93 | | | 3 | \$ 73.22 | | | 3 | \$ 75.02 | | | 3 | \$ 77.25 | | |
| | | | 4 | \$ 76.72 | | | 4 | \$ 77.01 | | | 4 | \$ 78.91 | | | 4 | \$ 81.25 | | |
| | | | 5 | \$ 80.71 | \$13,989.97 | \$167,879.62 | 5 | \$ 81.00 | \$ 14,040.23 | \$168,482.82 | 5 | \$ 83.00 | \$14,386.21 | \$172,634.57 | 5 | \$ 85.46 | \$14,813.07 | \$177,756.80 |
| 549 | Non-Exempt | Substation Electrician | 1 | \$ 71.84 | | | 1 | \$ 72.13 | | | 1 | \$ 73.90 | | | 1 | \$ 76.09 | | |
| | | | 2 | \$ 75.57 | | | 2 | \$ 75.86 | | | 2 | \$ 77.73 | | | 2 | \$ 80.03 | | |
| | | | 3 | \$ 79.50 | | | 3 | \$ 79.79 | | | 3 | \$ 81.76 | | | 3 | \$ 84.18 | | |
| | | | 4 | \$ 83.64 | | | 4 | \$ 83.93 | | | 4 | \$ 86.00 | | | 4 | \$ 88.55 | | |
| | | | 5 | \$ 87.99 | \$15,252.32 | \$183,027.83 | 5 | \$ 88.28 | \$ 15,302.59 | \$183,631.03 | 5 | \$ 90.46 | \$15,680.12 | \$188,161.48 | 5 | \$ 93.15 | \$16,146.00 | \$193,752.00 |
| 548 | Non-Exempt | Substation Electrician - Apprentice | 1 | \$ 68.04 | | | 1 | \$ 68.33 | | | 1 | \$ 70.02 | | | 1 | \$ 72.09 | | |
| | | | 2 | \$ 71.58 | | | 2 | \$ 71.87 | | | 2 | \$ 73.64 | | | 2 | \$ 75.82 | | |
| | | | 3 | \$ 75.30 | | | 3 | \$ 75.59 | | | 3 | \$ 77.45 | | | 3 | \$ 79.75 | | |
| | | | 4 | \$ 79.22 | | | 4 | \$ 79.51 | | | 4 | \$ 81.47 | | | 4 | \$ 83.89 | | |
| | | | 5 | \$ 83.34 | \$14,446.07 | \$173,352.80 | 5 | \$ 83.63 | \$ 14,496.33 | \$173,956.00 | 5 | \$ 85.69 | \$14,853.71 | \$178,244.58 | 5 | \$ 88.24 | \$15,294.93 | \$183,539.20 |
| 550 | Non-Exempt | Substation Electrician - Lead | 1 | \$ 76.79 | | | 1 | \$ 77.08 | | | 1 | \$ 78.99 | | | 1 | \$ 81.33 | | |
| | | | 2 | \$ 80.79 | | | 2 | \$ 81.08 | | | 2 | \$ 83.09 | | | 2 | \$ 85.55 | | |
| | | | 3 | \$ 85.00 | | | 3 | \$ 85.29 | | | 3 | \$ 87.40 | | | 3 | \$ 89.99 | | |
| | | | 4 | \$ 89.43 | | | 4 | \$ 89.72 | | | 4 | \$ 91.94 | | | 4 | \$ 94.67 | | |
| | | | 5 | \$ 94.10 | \$16,309.96 | \$195,719.57 | 5 | \$ 94.39 | \$ 16,360.23 | \$196,322.77 | 5 | \$ 96.72 | \$16,764.21 | \$201,170.51 | 5 | \$ 99.59 | \$17,262.27 | \$207,147.20 |
| 326 | Non-Exempt | Surveying Asst | 1 | \$ 48.98 | | | 1 | \$ 49.27 | | | 1 | \$ 51.19 | | | 1 | \$ 52.70 | | |
| | | | 2 | \$ 51.51 | | | 2 | \$ 51.80 | | | 2 | \$ 53.82 | | | 2 | \$ 55.41 | | |
| | | | 3 | \$ 54.18 | | | 3 | \$ 54.47 | | | 3 | \$ 56.59 | | | 3 | \$ 58.26 | | |
| | | | 4 | \$ 56.99 | | | 4 | \$ 57.28 | | | 4 | \$ 59.51 | | | 4 | \$ 61.27 | | |
| | | | 5 | \$ 59.94 | \$10,390.26 | \$124,683.10 | 5 | \$ 60.23 | \$ 10,440.53 | \$125,286.30 | 5 | \$ 62.58 | \$10,847.71 | \$130,172.52 | 5 | \$ 64.43 | \$11,167.87 | \$134,014.40 |
| 325 | Non-Exempt | Surveyor, Public Wks | 1 | \$ 53.21 | | | 1 | \$ 53.50 | | | 1 | \$ 55.59 | | | 1 | \$ 57.21 | | |
| | | | 2 | \$ 55.96 | | | 2 | \$ 56.25 | | | 2 | \$ 58.45 | | | 2 | \$ 60.16 | | |
| | | | 3 | \$ 58.86 | | | 3 | \$ 59.15 | | | 3 | \$ 61.46 | | | 3 | \$ 63.27 | | |
| | | | 4 | \$ 61.91 | | | 4 | \$ 62.20 | | | 4 | \$ 64.63 | | | 4 | \$ 66.54 | | |
| | | | 5 | \$ 65.13 | \$11,288.71 | \$135,464.58 | 5 | \$ 65.42 | \$ 11,338.98 | \$136,067.78 | 5 | \$ 67.97 | \$11,781.89 | \$141,382.73 | 5 | \$ 69.98 | \$12,129.87 | \$145,558.40 |
| 362 | Non-Exempt | Technologist | 1 | \$ 73.85 | | | 1 | \$ 74.14 | | | 1 | \$ 75.97 | | | 1 | \$ 78.21 | | |
| | | | 2 | \$ 77.69 | | | 2 | \$ 77.98 | | | 2 | \$ 79.91 | | | 2 | \$ 82.27 | | |
| | | | 3 | \$ 81.73 | | | 3 | \$ 82.02 | | | 3 | \$ 84.05 | | | 3 | \$ 86.54 | | |
| | | | 4 | \$ 85.99 | | | 4 | \$ 86.28 | | | 4 | \$ 88.41 | | | 4 | \$ 91.03 | | |
| | | | 5 | \$ 90.47 | \$15,681.05 | \$188,172.59 | 5 | \$ 90.76 | \$ 15,731.32 | \$188,775.79 | 5 | \$ 93.00 | \$16,119.57 | \$193,434.87 | 5 | \$ 95.76 | \$16,598.40 | \$199,180.80 |
| 229 | Non-Exempt | Theater Specialist | 1 | \$ 50.90 | | | 1 | \$ 51.19 | | | 1 | \$ 52.44 | | | 1 | \$ 53.98 | | |
| | | | 2 | \$ 53.53 | | | 2 | \$ 53.82 | | | 2 | \$ 55.14 | | | 2 | \$ 56.76 | | |
| | | | 3 | \$ 56.30 | | | 3 | \$ 56.59 | | | 3 | \$ 57.98 | | | 3 | \$ 59.69 | | |
| | | | 4 | \$ 59.22 | | | 4 | \$ 59.51 | | | 4 | \$ 60.97 | | | 4 | \$ 62.77 | | |
| | | | 5 | \$ 62.29 | \$10,796.46 | \$129,557.50 | 5 | \$ 62.58 | \$ 10,846.72 | \$130,160.70 | 5 | \$ 64.11 | \$11,112.87 | \$133,354.40 | 5 | \$ 66.01 | \$11,441.73 | \$137,300.80 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|-----------------------------|--|----------|-------------|--------------|--------------------------------|----------|--------------|--------------|--|-----------|-------------|--------------|-----------------------------------|-----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 406 | Non-Exempt | Traf Cont Maint I | 1 | \$ 42.71 | | | 1 | \$ 43.00 | | | 1 | \$ 44.43 | | | 1 | \$ 45.73 | | |
| | | | 2 | \$ 44.91 | | | 2 | \$ 45.20 | | | 2 | \$ 46.71 | | | 2 | \$ 48.08 | | |
| | | | 3 | \$ 47.23 | | | 3 | \$ 47.52 | | | 3 | \$ 49.11 | | | 3 | \$ 50.55 | | |
| | | | 4 | \$ 49.67 | | | 4 | \$ 49.96 | | | 4 | \$ 51.63 | | | 4 | \$ 53.15 | | |
| | | | 5 | \$ 52.24 | \$ 9,054.52 | \$108,654.21 | 5 | \$ 52.53 | \$ 9,104.78 | \$109,257.41 | 5 | \$ 54.29 | \$ 9,410.48 | \$112,925.74 | 5 | \$ 55.89 | \$ 9,687.60 | \$116,251.20 |
| 412 | Non-Exempt | Traf Cont Maint li | 1 | \$ 39.60 | | | 1 | \$ 39.89 | | | 1 | \$ 41.23 | | | 1 | \$ 42.44 | | |
| | | | 2 | \$ 41.64 | | | 2 | \$ 41.93 | | | 2 | \$ 43.34 | | | 2 | \$ 44.61 | | |
| | | | 3 | \$ 43.79 | | | 3 | \$ 44.08 | | | 3 | \$ 45.56 | | | 3 | \$ 46.90 | | |
| | | | 4 | \$ 46.05 | | | 4 | \$ 46.34 | | | 4 | \$ 47.90 | | | 4 | \$ 49.31 | | |
| | | | 5 | \$ 48.43 | \$ 8,394.91 | \$100,738.98 | 5 | \$ 48.72 | \$ 8,445.18 | \$101,342.18 | 5 | \$ 50.36 | \$ 8,728.23 | \$104,738.75 | 5 | \$ 51.84 | \$ 8,985.60 | \$107,827.20 |
| 407 | Non-Exempt | Traf Cont Maint-L | 1 | \$ 45.64 | | | 1 | \$ 45.93 | | | 1 | \$ 47.47 | | | 1 | \$ 48.87 | | |
| | | | 2 | \$ 48.00 | | | 2 | \$ 48.29 | | | 2 | \$ 49.91 | | | 2 | \$ 51.38 | | |
| | | | 3 | \$ 50.48 | | | 3 | \$ 50.77 | | | 3 | \$ 52.48 | | | 3 | \$ 54.02 | | |
| | | | 4 | \$ 53.09 | | | 4 | \$ 53.38 | | | 4 | \$ 55.18 | | | 4 | \$ 56.80 | | |
| | | | 5 | \$ 55.84 | \$ 9,679.21 | \$116,150.53 | 5 | \$ 56.13 | \$ 9,729.48 | \$116,753.73 | 5 | \$ 58.02 | \$10,056.62 | \$120,679.43 | 5 | \$ 59.73 | \$10,353.20 | \$124,238.40 |
| 575 | Non-Exempt | Traffic Engineering Lead | 1 | \$ 81.12 | | | 1 | \$ 81.41 | | | 1 | \$ 83.41 | | | 1 | \$ 85.89 | | |
| | | | 2 | \$ 85.34 | | | 2 | \$ 85.63 | | | 2 | \$ 87.74 | | | 2 | \$ 90.35 | | |
| | | | 3 | \$ 89.79 | | | 3 | \$ 90.08 | | | 3 | \$ 92.30 | | | 3 | \$ 95.04 | | |
| | | | 4 | \$ 94.47 | | | 4 | \$ 94.76 | | | 4 | \$ 97.10 | | | 4 | \$ 99.98 | | |
| | | | 5 | \$ 99.40 | \$17,228.76 | \$206,745.08 | 5 | \$ 99.69 | \$ 17,279.02 | \$207,348.28 | 5 | \$ 102.15 | \$17,705.97 | \$212,471.67 | 5 | \$ 105.18 | \$18,231.20 | \$218,774.40 |
| 435 | Non-Exempt | Tree Maint Asst | 1 | \$ 38.27 | | | 1 | \$ 38.56 | | | 1 | \$ 41.03 | | | 1 | \$ 42.23 | | |
| | | | 2 | \$ 40.24 | | | 2 | \$ 40.53 | | | 2 | \$ 43.13 | | | 2 | \$ 44.39 | | |
| | | | 3 | \$ 42.31 | | | 3 | \$ 42.60 | | | 3 | \$ 45.34 | | | 3 | \$ 46.67 | | |
| | | | 4 | \$ 44.49 | | | 4 | \$ 44.78 | | | 4 | \$ 47.67 | | | 4 | \$ 49.07 | | |
| | | | 5 | \$ 46.79 | \$ 8,110.13 | \$ 97,321.54 | 5 | \$ 47.08 | \$ 8,160.39 | \$ 97,924.74 | 5 | \$ 50.12 | \$ 8,687.22 | \$104,246.68 | 5 | \$ 51.59 | \$ 8,942.27 | \$107,307.20 |
| 434 | Non-Exempt | Tree Maintenance Specialist | 1 | \$ 44.50 | | | 1 | \$ 44.79 | | | 1 | \$ 47.68 | | | 1 | \$ 49.09 | | |
| | | | 2 | \$ 46.80 | | | 2 | \$ 47.09 | | | 2 | \$ 50.13 | | | 2 | \$ 51.61 | | |
| | | | 3 | \$ 49.22 | | | 3 | \$ 49.51 | | | 3 | \$ 52.71 | | | 3 | \$ 54.27 | | |
| | | | 4 | \$ 51.76 | | | 4 | \$ 52.05 | | | 4 | \$ 55.42 | | | 4 | \$ 57.06 | | |
| | | | 5 | \$ 54.44 | \$ 9,436.68 | \$113,240.19 | 5 | \$ 54.73 | \$ 9,486.95 | \$113,843.39 | 5 | \$ 58.28 | \$10,101.58 | \$121,218.99 | 5 | \$ 60.00 | \$10,400.00 | \$124,800.00 |
| 430 | Non-Exempt | Tree Trim/Ln Clr | 1 | \$ 43.83 | | | 1 | \$ 44.12 | | | 1 | \$ 46.95 | | | 1 | \$ 48.34 | | |
| | | | 2 | \$ 46.09 | | | 2 | \$ 46.38 | | | 2 | \$ 49.36 | | | 2 | \$ 50.82 | | |
| | | | 3 | \$ 48.47 | | | 3 | \$ 48.76 | | | 3 | \$ 51.90 | | | 3 | \$ 53.43 | | |
| | | | 4 | \$ 50.97 | | | 4 | \$ 51.26 | | | 4 | \$ 54.57 | | | 4 | \$ 56.18 | | |
| | | | 5 | \$ 53.61 | \$ 9,291.53 | \$111,498.40 | 5 | \$ 53.90 | \$ 9,341.80 | \$112,101.60 | 5 | \$ 57.39 | \$ 9,946.83 | \$119,361.91 | 5 | \$ 59.08 | \$10,240.53 | \$122,886.40 |
| 431 | Non-Exempt | Tree Trim/Ln Clr-L | 1 | \$ 46.83 | | | 1 | \$ 47.12 | | | 1 | \$ 50.17 | | | 1 | \$ 51.64 | | |
| | | | 2 | \$ 49.25 | | | 2 | \$ 49.54 | | | 2 | \$ 52.75 | | | 2 | \$ 54.30 | | |
| | | | 3 | \$ 51.80 | | | 3 | \$ 52.09 | | | 3 | \$ 55.46 | | | 3 | \$ 57.10 | | |
| | | | 4 | \$ 54.48 | | | 4 | \$ 54.77 | | | 4 | \$ 58.32 | | | 4 | \$ 60.04 | | |
| | | | 5 | \$ 57.30 | \$ 9,932.00 | \$119,184.00 | 5 | \$ 57.59 | \$ 9,982.27 | \$119,787.20 | 5 | \$ 61.33 | \$10,630.53 | \$127,566.40 | 5 | \$ 63.14 | \$10,944.27 | \$131,331.20 |
| 432 | Non-Exempt | Tree Trm/Ln Clr Asst | 1 | \$ 41.37 | | | 1 | \$ 41.66 | | | 1 | \$ 44.33 | | | 1 | \$ 45.64 | | |
| | | | 2 | \$ 43.50 | | | 2 | \$ 43.79 | | | 2 | \$ 46.60 | | | 2 | \$ 47.98 | | |
| | | | 3 | \$ 45.74 | | | 3 | \$ 46.03 | | | 3 | \$ 48.99 | | | 3 | \$ 50.44 | | |
| | | | 4 | \$ 48.10 | | | 4 | \$ 48.39 | | | 4 | \$ 51.51 | | | 4 | \$ 53.03 | | |
| | | | 5 | \$ 50.58 | \$ 8,767.89 | \$105,214.72 | 5 | \$ 50.87 | \$ 8,818.16 | \$105,817.92 | 5 | \$ 54.16 | \$ 9,388.53 | \$112,662.31 | 5 | \$ 55.76 | \$ 9,665.07 | \$115,980.80 |
| 223 | Non-Exempt | Util Acctg Tech | 1 | \$ 42.61 | | | 1 | \$ 42.90 | | | 1 | \$ 44.00 | | | 1 | \$ 45.29 | | |
| | | | 2 | \$ 44.81 | | | 2 | \$ 45.10 | | | 2 | \$ 46.25 | | | 2 | \$ 47.61 | | |
| | | | 3 | \$ 47.12 | | | 3 | \$ 47.41 | | | 3 | \$ 48.62 | | | 3 | \$ 50.05 | | |
| | | | 4 | \$ 49.55 | | | 4 | \$ 49.84 | | | 4 | \$ 51.12 | | | 4 | \$ 52.62 | | |
| | | | 5 | \$ 52.11 | \$ 9,032.47 | \$108,389.63 | 5 | \$ 52.40 | \$ 9,082.74 | \$108,992.83 | 5 | \$ 53.75 | \$ 9,316.23 | \$111,794.75 | 5 | \$ 55.33 | \$ 9,590.53 | \$115,086.40 |
| 272 | Non-Exempt | Util Comp Tech | 1 | \$ 79.36 | | | 1 | \$ 79.65 | | | 1 | \$ 81.62 | | | 1 | \$ 84.03 | | |
| | | | 2 | \$ 83.49 | | | 2 | \$ 83.78 | | | 2 | \$ 85.85 | | | 2 | \$ 88.39 | | |
| | | | 3 | \$ 87.84 | | | 3 | \$ 88.13 | | | 3 | \$ 90.31 | | | 3 | \$ 92.98 | | |
| | | | 4 | \$ 92.42 | | | 4 | \$ 92.71 | | | 4 | \$ 95.00 | | | 4 | \$ 97.81 | | |
| | | | 5 | \$ 97.23 | \$16,854.05 | \$202,248.59 | 5 | \$ 97.52 | \$ 16,904.32 | \$202,851.79 | 5 | \$ 99.93 | \$17,321.90 | \$207,862.77 | 5 | \$ 102.90 | \$17,836.00 | \$214,032.00 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|---------------------------------------|--|-----------|-------------|--------------|--------------------------------|-----------|--------------|--------------|--|-----------|-------------|--------------|-----------------------------------|-----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 273 | Non-Exempt | Util Comp Tech-L | 1 | \$ 84.85 | | | 1 | \$ 85.14 | | | 1 | \$ 87.24 | | | 1 | \$ 89.83 | | |
| | | | 2 | \$ 89.27 | | | 2 | \$ 89.56 | | | 2 | \$ 91.77 | | | 2 | \$ 94.50 | | |
| | | | 3 | \$ 93.92 | | | 3 | \$ 94.21 | | | 3 | \$ 96.54 | | | 3 | \$ 99.41 | | |
| | | | 4 | \$ 98.82 | | | 4 | \$ 99.11 | | | 4 | \$ 101.56 | | | 4 | \$ 104.58 | | |
| | | | 5 | \$ 103.98 | \$18,023.03 | \$216,276.31 | 5 | \$ 104.27 | \$ 18,073.29 | \$216,879.51 | 5 | \$ 106.85 | \$18,520.10 | \$222,241.17 | 5 | \$ 110.02 | \$19,070.13 | \$228,841.60 |
| 219 | Non-Exempt | Util Credit/Col Spec | 1 | \$ 50.57 | | | 1 | \$ 50.86 | | | 1 | \$ 52.18 | | | 1 | \$ 53.70 | | |
| | | | 2 | \$ 53.19 | | | 2 | \$ 53.48 | | | 2 | \$ 54.86 | | | 2 | \$ 56.47 | | |
| | | | 3 | \$ 55.94 | | | 3 | \$ 56.23 | | | 3 | \$ 57.69 | | | 3 | \$ 59.38 | | |
| | | | 4 | \$ 58.84 | | | 4 | \$ 59.13 | | | 4 | \$ 60.66 | | | 4 | \$ 62.44 | | |
| | | | 5 | \$ 61.89 | \$10,728.33 | \$128,739.94 | 5 | \$ 62.18 | \$ 10,778.59 | \$129,343.14 | 5 | \$ 63.79 | \$11,056.67 | \$132,680.05 | 5 | \$ 65.67 | \$11,382.80 | \$136,593.60 |
| 310 | Non-Exempt | Util Engr Estimator | 1 | \$ 67.50 | | | 1 | \$ 67.79 | | | 1 | \$ 69.47 | | | 1 | \$ 71.52 | | |
| | | | 2 | \$ 71.01 | | | 2 | \$ 71.30 | | | 2 | \$ 73.06 | | | 2 | \$ 75.22 | | |
| | | | 3 | \$ 74.70 | | | 3 | \$ 74.99 | | | 3 | \$ 76.84 | | | 3 | \$ 79.12 | | |
| | | | 4 | \$ 78.59 | | | 4 | \$ 78.88 | | | 4 | \$ 80.82 | | | 4 | \$ 83.22 | | |
| | | | 5 | \$ 82.68 | \$14,331.09 | \$171,973.03 | 5 | \$ 82.97 | \$ 14,381.35 | \$172,576.23 | 5 | \$ 85.01 | \$14,735.86 | \$176,830.31 | 5 | \$ 87.54 | \$15,173.60 | \$182,083.20 |
| 486 | Non-Exempt | Util Fld Svcs Rep | 1 | \$ 54.07 | | | 1 | \$ 54.36 | | | 1 | \$ 57.39 | | | 1 | \$ 59.08 | | |
| | | | 2 | \$ 56.87 | | | 2 | \$ 57.16 | | | 2 | \$ 60.35 | | | 2 | \$ 62.13 | | |
| | | | 3 | \$ 59.82 | | | 3 | \$ 60.11 | | | 3 | \$ 63.47 | | | 3 | \$ 65.34 | | |
| | | | 4 | \$ 62.92 | | | 4 | \$ 63.21 | | | 4 | \$ 66.75 | | | 4 | \$ 68.72 | | |
| | | | 5 | \$ 66.19 | \$11,472.93 | \$137,675.20 | 5 | \$ 66.48 | \$ 11,523.20 | \$138,278.40 | 5 | \$ 70.20 | \$12,168.00 | \$146,016.00 | 5 | \$ 72.28 | \$12,528.53 | \$150,342.40 |
| 480 | Non-Exempt | Util Install/Rep | 1 | \$ 52.75 | | | 1 | \$ 53.04 | | | 1 | \$ 55.98 | | | 1 | \$ 57.64 | | |
| | | | 2 | \$ 55.48 | | | 2 | \$ 55.77 | | | 2 | \$ 58.87 | | | 2 | \$ 60.61 | | |
| | | | 3 | \$ 58.35 | | | 3 | \$ 58.64 | | | 3 | \$ 61.91 | | | 3 | \$ 63.74 | | |
| | | | 4 | \$ 61.38 | | | 4 | \$ 61.67 | | | 4 | \$ 65.11 | | | 4 | \$ 67.03 | | |
| | | | 5 | \$ 64.57 | \$11,191.34 | \$134,296.03 | 5 | \$ 64.86 | \$ 11,241.60 | \$134,899.23 | 5 | \$ 68.47 | \$11,868.65 | \$142,423.78 | 5 | \$ 70.50 | \$12,220.00 | \$146,640.00 |
| 481 | Non-Exempt | Util Install/Rep Ast | 1 | \$ 44.86 | | | 1 | \$ 45.15 | | | 1 | \$ 47.65 | | | 1 | \$ 49.06 | | |
| | | | 2 | \$ 47.18 | | | 2 | \$ 47.47 | | | 2 | \$ 50.10 | | | 2 | \$ 51.58 | | |
| | | | 3 | \$ 49.62 | | | 3 | \$ 49.91 | | | 3 | \$ 52.68 | | | 3 | \$ 54.23 | | |
| | | | 4 | \$ 52.19 | | | 4 | \$ 52.48 | | | 4 | \$ 55.39 | | | 4 | \$ 57.02 | | |
| | | | 5 | \$ 54.89 | \$ 9,513.85 | \$114,166.21 | 5 | \$ 55.18 | \$ 9,564.12 | \$114,769.41 | 5 | \$ 58.25 | \$10,095.89 | \$121,150.69 | 5 | \$ 59.96 | \$10,393.07 | \$124,716.80 |
| 479 | Non-Exempt | Util Install/Rep-L | 1 | \$ 57.47 | | | 1 | \$ 57.76 | | | 1 | \$ 60.98 | | | 1 | \$ 62.79 | | |
| | | | 2 | \$ 60.45 | | | 2 | \$ 60.74 | | | 2 | \$ 64.13 | | | 2 | \$ 66.03 | | |
| | | | 3 | \$ 63.59 | | | 3 | \$ 63.88 | | | 3 | \$ 67.44 | | | 3 | \$ 69.44 | | |
| | | | 4 | \$ 66.89 | | | 4 | \$ 67.18 | | | 4 | \$ 70.93 | | | 4 | \$ 73.03 | | |
| | | | 5 | \$ 70.36 | \$12,196.36 | \$146,356.29 | 5 | \$ 70.65 | \$ 12,246.62 | \$146,959.49 | 5 | \$ 74.60 | \$12,930.75 | \$155,169.00 | 5 | \$ 76.81 | \$13,313.73 | \$159,764.80 |
| 363 | Non-Exempt | Util Key Acct Rep | 1 | \$ 56.94 | | | 1 | \$ 57.23 | | | 1 | \$ 60.20 | | | 1 | \$ 61.97 | | |
| | | | 2 | \$ 59.89 | | | 2 | \$ 60.18 | | | 2 | \$ 63.31 | | | 2 | \$ 65.17 | | |
| | | | 3 | \$ 63.00 | | | 3 | \$ 63.29 | | | 3 | \$ 66.58 | | | 3 | \$ 68.54 | | |
| | | | 4 | \$ 66.27 | | | 4 | \$ 66.56 | | | 4 | \$ 70.02 | | | 4 | \$ 72.09 | | |
| | | | 5 | \$ 69.72 | \$12,084.28 | \$145,011.36 | 5 | \$ 70.01 | \$ 12,134.55 | \$145,614.56 | 5 | \$ 73.64 | \$12,764.81 | \$153,177.78 | 5 | \$ 75.82 | \$13,142.13 | \$157,705.60 |
| 364 | Non-Exempt | Util Mkt Analyst | 1 | \$ 37.68 | | | 1 | \$ 37.97 | | | 1 | \$ 38.89 | | | 1 | \$ 40.02 | | |
| | | | 2 | \$ 39.62 | | | 2 | \$ 39.91 | | | 2 | \$ 40.88 | | | 2 | \$ 42.07 | | |
| | | | 3 | \$ 41.66 | | | 3 | \$ 41.95 | | | 3 | \$ 42.97 | | | 3 | \$ 44.22 | | |
| | | | 4 | \$ 43.81 | | | 4 | \$ 44.10 | | | 4 | \$ 45.17 | | | 4 | \$ 46.49 | | |
| | | | 5 | \$ 46.07 | \$ 7,984.84 | \$ 95,818.11 | 5 | \$ 46.36 | \$ 8,035.11 | \$ 96,421.31 | 5 | \$ 47.49 | \$ 8,230.96 | \$ 98,771.52 | 5 | \$ 48.88 | \$ 8,472.53 | \$101,670.40 |
| 271 | Non-Exempt | Util Locator | 1 | \$ 52.15 | | | 1 | \$ 52.44 | | | 1 | \$ 55.35 | | | 1 | \$ 56.98 | | |
| | | | 2 | \$ 54.85 | | | 2 | \$ 55.14 | | | 2 | \$ 58.20 | | | 2 | \$ 59.92 | | |
| | | | 3 | \$ 57.69 | | | 3 | \$ 57.98 | | | 3 | \$ 61.20 | | | 3 | \$ 63.01 | | |
| | | | 4 | \$ 60.68 | | | 4 | \$ 60.97 | | | 4 | \$ 64.36 | | | 4 | \$ 66.26 | | |
| | | | 5 | \$ 63.82 | \$11,062.72 | \$132,752.67 | 5 | \$ 64.11 | \$ 11,112.99 | \$133,355.87 | 5 | \$ 67.69 | \$11,732.73 | \$140,792.77 | 5 | \$ 69.69 | \$12,079.60 | \$144,955.20 |
| 215 | Non-Exempt | Sustainability Programs Administrator | 1 | \$ 55.07 | | | 1 | \$ 55.36 | | | 1 | \$ 58.22 | | | 1 | \$ 59.93 | | |
| | | | 2 | \$ 57.92 | | | 2 | \$ 58.21 | | | 2 | \$ 61.22 | | | 2 | \$ 63.02 | | |
| | | | 3 | \$ 60.92 | | | 3 | \$ 61.21 | | | 3 | \$ 64.38 | | | 3 | \$ 66.28 | | |
| | | | 4 | \$ 64.08 | | | 4 | \$ 64.37 | | | 4 | \$ 67.71 | | | 4 | \$ 69.71 | | |
| | | | 5 | \$ 67.41 | \$11,683.74 | \$140,204.90 | 5 | \$ 67.70 | \$ 11,734.01 | \$140,808.10 | 5 | \$ 71.21 | \$12,343.12 | \$148,117.46 | 5 | \$ 73.32 | \$12,708.80 | \$152,505.60 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|---------------------------------------|--|-----------|-------------|--------------|--------------------------------|-----------|--------------|--------------|--|-----------|-------------|--------------|-----------------------------------|-----------|-------------|--------------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 233 | Non-Exempt | Util Rate Analyst | 1 | \$ 54.10 | | | 1 | \$ 54.39 | | | 1 | \$ 55.72 | | | 1 | \$ 57.35 | | |
| | | | 2 | \$ 56.90 | | | 2 | \$ 57.19 | | | 2 | \$ 58.59 | | | 2 | \$ 60.31 | | |
| | | | 3 | \$ 59.85 | | | 3 | \$ 60.14 | | | 3 | \$ 61.61 | | | 3 | \$ 63.42 | | |
| | | | 4 | \$ 62.95 | | | 4 | \$ 63.24 | | | 4 | \$ 64.79 | | | 4 | \$ 66.70 | | |
| | | | 5 | \$ 66.21 | \$11,476.95 | \$137,723.46 | 5 | \$ 66.50 | \$ 11,527.22 | \$138,326.66 | 5 | \$ 68.14 | \$11,810.38 | \$141,724.50 | 5 | \$ 70.15 | \$12,159.33 | \$145,912.00 |
| 307 | Non-Exempt | Util Syst Oper | 1 | \$ 88.75 | | | 1 | \$ 89.04 | | | 1 | \$ 91.24 | | | 1 | \$ 93.95 | | |
| | | | 2 | \$ 93.38 | | | 2 | \$ 93.67 | | | 2 | \$ 95.98 | | | 2 | \$ 98.83 | | |
| | | | 3 | \$ 98.25 | | | 3 | \$ 98.54 | | | 3 | \$ 100.97 | | | 3 | \$ 103.97 | | |
| | | | 4 | \$ 103.37 | | | 4 | \$ 103.66 | | | 4 | \$ 106.22 | | | 4 | \$ 109.38 | | |
| | | | 5 | \$ 108.77 | \$18,852.62 | \$226,231.46 | 5 | \$ 109.06 | \$ 18,902.89 | \$226,834.66 | 5 | \$ 111.75 | \$19,370.43 | \$232,445.20 | 5 | \$ 115.08 | \$19,947.20 | \$239,366.40 |
| 322 | Non-Exempt | Util Syst Oper in Training | 1 | \$ 84.36 | | | 1 | \$ 84.65 | | | 1 | \$ 86.75 | | | 1 | \$ 89.32 | | |
| | | | 2 | \$ 88.75 | | | 2 | \$ 89.04 | | | 2 | \$ 91.25 | | | 2 | \$ 93.96 | | |
| | | | 3 | \$ 93.38 | | | 3 | \$ 93.67 | | | 3 | \$ 95.99 | | | 3 | \$ 98.84 | | |
| | | | 4 | \$ 98.25 | | | 4 | \$ 98.54 | | | 4 | \$ 100.98 | | | 4 | \$ 103.98 | | |
| | | | 5 | \$ 103.38 | \$17,918.88 | \$215,026.52 | 5 | \$ 103.67 | \$ 17,969.14 | \$215,629.72 | 5 | \$ 106.23 | \$18,413.35 | \$220,960.15 | 5 | \$ 109.39 | \$18,960.93 | \$227,531.20 |
| 284 | Non-Exempt | Utilities Engineer Estimator Lead | 1 | \$ 72.17 | | | 1 | \$ 72.46 | | | 1 | \$ 74.23 | | | 1 | \$ 76.44 | | |
| | | | 2 | \$ 75.92 | | | 2 | \$ 76.21 | | | 2 | \$ 78.08 | | | 2 | \$ 80.40 | | |
| | | | 3 | \$ 79.87 | | | 3 | \$ 80.16 | | | 3 | \$ 82.13 | | | 3 | \$ 84.57 | | |
| | | | 4 | \$ 84.03 | | | 4 | \$ 84.32 | | | 4 | \$ 86.39 | | | 4 | \$ 88.96 | | |
| | | | 5 | \$ 88.41 | \$15,324.40 | \$183,892.80 | 5 | \$ 88.70 | \$ 15,374.67 | \$184,496.00 | 5 | \$ 90.88 | \$15,752.53 | \$189,030.40 | 5 | \$ 93.58 | \$16,220.53 | \$194,646.40 |
| 290 | Non-Exempt | Util Install Repair Lead-Welding Cert | 1 | \$ 59.75 | | | 1 | \$ 60.04 | | | 1 | \$ 63.38 | | | 1 | \$ 65.25 | | |
| | | | 2 | \$ 62.85 | | | 2 | \$ 63.14 | | | 2 | \$ 66.65 | | | 2 | \$ 68.62 | | |
| | | | 3 | \$ 66.11 | | | 3 | \$ 66.40 | | | 3 | \$ 70.10 | | | 3 | \$ 72.17 | | |
| | | | 4 | \$ 69.54 | | | 4 | \$ 69.83 | | | 4 | \$ 73.73 | | | 4 | \$ 75.91 | | |
| | | | 5 | \$ 73.15 | \$12,679.58 | \$152,154.91 | 5 | \$ 73.44 | \$ 12,729.84 | \$152,758.11 | 5 | \$ 77.55 | \$13,441.41 | \$161,296.96 | 5 | \$ 79.84 | \$13,838.93 | \$166,067.20 |
| 289 | Non-Exempt | Util Install Repair-Welding Cert | 1 | \$ 54.82 | | | 1 | \$ 55.11 | | | 1 | \$ 58.18 | | | 1 | \$ 59.90 | | |
| | | | 2 | \$ 57.66 | | | 2 | \$ 57.95 | | | 2 | \$ 61.18 | | | 2 | \$ 62.99 | | |
| | | | 3 | \$ 60.65 | | | 3 | \$ 60.94 | | | 3 | \$ 64.34 | | | 3 | \$ 66.24 | | |
| | | | 4 | \$ 63.80 | | | 4 | \$ 64.09 | | | 4 | \$ 67.67 | | | 4 | \$ 69.67 | | |
| | | | 5 | \$ 67.11 | \$11,632.40 | \$139,588.80 | 5 | \$ 67.40 | \$ 11,682.67 | \$140,192.00 | 5 | \$ 71.17 | \$12,336.13 | \$148,033.60 | 5 | \$ 73.28 | \$12,701.87 | \$152,422.40 |
| 274 | Non-Exempt | Volunteer Coord | 1 | \$ 43.35 | | | 1 | \$ 43.64 | | | 1 | \$ 44.71 | | | 1 | \$ 46.02 | | |
| | | | 2 | \$ 45.59 | | | 2 | \$ 45.88 | | | 2 | \$ 47.00 | | | 2 | \$ 48.38 | | |
| | | | 3 | \$ 47.94 | | | 3 | \$ 48.23 | | | 3 | \$ 49.41 | | | 3 | \$ 50.86 | | |
| | | | 4 | \$ 50.42 | | | 4 | \$ 50.71 | | | 4 | \$ 51.95 | | | 4 | \$ 53.48 | | |
| | | | 5 | \$ 53.03 | \$ 9,191.42 | \$110,297.05 | 5 | \$ 53.32 | \$ 9,241.69 | \$110,900.25 | 5 | \$ 54.62 | \$ 9,467.70 | \$113,612.43 | 5 | \$ 56.23 | \$ 9,746.53 | \$116,958.40 |
| 499 | Non-Exempt | Water Sys Oper I | 1 | \$ 42.30 | | | 1 | \$ 42.59 | | | 1 | \$ 44.94 | | | 1 | \$ 46.25 | | |
| | | | 2 | \$ 44.48 | | | 2 | \$ 44.77 | | | 2 | \$ 47.24 | | | 2 | \$ 48.62 | | |
| | | | 3 | \$ 46.77 | | | 3 | \$ 47.06 | | | 3 | \$ 49.67 | | | 3 | \$ 51.12 | | |
| | | | 4 | \$ 49.19 | | | 4 | \$ 49.48 | | | 4 | \$ 52.22 | | | 4 | \$ 53.75 | | |
| | | | 5 | \$ 51.73 | \$ 8,966.33 | \$107,595.90 | 5 | \$ 52.02 | \$ 9,016.59 | \$108,199.10 | 5 | \$ 54.91 | \$ 9,517.27 | \$114,207.22 | 5 | \$ 56.52 | \$ 9,796.80 | \$117,561.60 |
| 507 | Non-Exempt | Water Sys Oper II | 1 | \$ 48.18 | | | 1 | \$ 48.47 | | | 1 | \$ 51.16 | | | 1 | \$ 52.67 | | |
| | | | 2 | \$ 50.67 | | | 2 | \$ 50.96 | | | 2 | \$ 53.79 | | | 2 | \$ 55.38 | | |
| | | | 3 | \$ 53.29 | | | 3 | \$ 53.58 | | | 3 | \$ 56.56 | | | 3 | \$ 58.23 | | |
| | | | 4 | \$ 56.05 | | | 4 | \$ 56.34 | | | 4 | \$ 59.48 | | | 4 | \$ 61.23 | | |
| | | | 5 | \$ 58.96 | \$10,219.39 | \$122,632.64 | 5 | \$ 59.25 | \$ 10,269.65 | \$123,235.84 | 5 | \$ 62.55 | \$10,841.50 | \$130,097.97 | 5 | \$ 64.39 | \$11,160.93 | \$133,931.20 |
| 500 | Non-Exempt | WQC Pit Oper I | 1 | \$ 44.32 | | | 1 | \$ 44.61 | | | 1 | \$ 47.10 | | | 1 | \$ 48.49 | | |
| | | | 2 | \$ 46.61 | | | 2 | \$ 46.90 | | | 2 | \$ 49.52 | | | 2 | \$ 50.98 | | |
| | | | 3 | \$ 49.02 | | | 3 | \$ 49.31 | | | 3 | \$ 52.07 | | | 3 | \$ 53.60 | | |
| | | | 4 | \$ 51.55 | | | 4 | \$ 51.84 | | | 4 | \$ 54.75 | | | 4 | \$ 56.36 | | |
| | | | 5 | \$ 54.22 | \$ 9,398.10 | \$112,777.18 | 5 | \$ 54.51 | \$ 9,448.37 | \$113,380.38 | 5 | \$ 57.57 | \$ 9,979.53 | \$119,754.37 | 5 | \$ 59.27 | \$10,273.47 | \$123,281.60 |
| 509 | Non-Exempt | WQC Pit Oper II | 1 | \$ 50.52 | | | 1 | \$ 50.81 | | | 1 | \$ 53.66 | | | 1 | \$ 55.23 | | |
| | | | 2 | \$ 53.13 | | | 2 | \$ 53.42 | | | 2 | \$ 56.42 | | | 2 | \$ 58.08 | | |
| | | | 3 | \$ 55.88 | | | 3 | \$ 56.17 | | | 3 | \$ 59.33 | | | 3 | \$ 61.08 | | |
| | | | 4 | \$ 58.77 | | | 4 | \$ 59.06 | | | 4 | \$ 62.39 | | | 4 | \$ 64.23 | | |
| | | | 5 | \$ 61.82 | \$10,715.47 | \$128,585.60 | 5 | \$ 62.11 | \$ 10,765.73 | \$129,188.80 | 5 | \$ 65.61 | \$11,372.57 | \$136,470.82 | 5 | \$ 67.55 | \$11,708.67 | \$140,504.00 |



Service Employees International Union (SEIU) Salary Schedule

| Job Code | FLSA | Job Title | Effective 3/22/2025 (MKT + 3% + Med Ben) | | | | Effective 12/27/2025 (Med Ben) | | | | Effective 1/10/2026 (MKT + 2.5% + Med Ben) | | | | Effective 1/9/2027 (3% + Med Ben) | | | |
|----------|------------|------------------|--|----------|---------|--------|--------------------------------|--------------|---------|--------|--|----------|---------|--------|-----------------------------------|--------------|---------|--------|
| | | | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual | Step | Rate | Monthly | Annual |
| 510 | Non-Exempt | WQC Plt Oper Trn | 1 | \$ 39.15 | | | 1 | \$ 39.44 | | | 1 | \$ 41.63 | | | 1 | \$ 42.85 | | |
| | | | 2 | \$ 41.16 | | | 2 | \$ 41.45 | | | 2 | \$ 43.76 | | | 2 | \$ 45.04 | | |
| | | | 3 | \$ 43.28 | | | 3 | \$ 43.57 | | | 3 | \$ 46.00 | | | 3 | \$ 47.35 | | |
| | | | 4 | \$ 45.51 | | | 4 | \$ 45.80 | | | 4 | \$ 48.36 | | | 4 | \$ 49.78 | | |
| | | | 5 | \$ 47.86 | | | \$ 8,295.70 | \$ 99,548.38 | | | 5 | \$ 48.15 | | | \$ 8,345.97 | \$100,151.58 | | |