

CITY OF UNION CITY
Salary Compensation Plan
FY 2019-20

Effective: July 1, 2019

Amendments: (1) 7/1/2019 - PT Unrepresented Wage Increases
(2) City Manage Rate

CITY OF UNION CITY - Salary Compensation Plan - FY 2019-20

<u>Bargaining Unit</u>	<u>#</u>	<u>Classification Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
FULL-TIME (monthly rates shown)							
City Council	10010	Mayor	2,437				
City Council	10020	Council Member	1,625				
City Manager	20010	City Manager	20,417				
			<u>Min.</u>	← <i>Range</i> →			<u>Max.</u>
Dept. Heads	20020	Deputy City Manager	14,993				17,983
Dept. Heads	20515	ECD Director	14,604				17,511
Dept. Heads	20275	Finance Director	14,621				17,529
Dept. Heads	20280	Human Resources Director	14,621				17,529
Dept. Heads	20470	CRS Director	14,604				17,511
Dept. Heads	40010	Police Chief	16,078				19,306
Dept. Heads	20710	Public Works Director	14,896				17,865
Management	20360	Budget Manager/Purchasing Agent	10,499	10,983	11,488	12,020	12,578
Management	20580	Chief Building Official	12,561	13,145	13,759	14,405	15,083
Management	20030	City Clerk	10,427	10,905	11,407	11,935	12,487
Management	20810	City Engineer	12,543	13,128	13,741	14,385	15,061
Management	20505	Clinical Supervisor	7,358	7,683	8,025	8,384	8,761
Management	20650	Communications & Marketing Mgr.	10,055	10,551	11,048	11,538	12,035
Management	20630	Economic Development Manager	10,055	10,551	11,048	11,538	12,035
Management	20600	Environmental Program Manager	10,859	11,360	11,885	12,437	13,016
Management	20540	HCD Manager	10,769	11,266	11,786	12,333	12,905
Management	20145	Human Resources Analyst I	7,060	7,369	7,695	8,038	8,398
Management	20155	Human Resources Analyst II	8,633	9,023	9,432	9,860	10,310
Management	20500	Intervention Counselor I	6,366	6,643	6,931	7,236	7,554
Management	20310	IT Manager	12,561	13,145	13,759	14,405	15,083
Management	20450	CRS Manager	10,590	11,076	11,588	12,125	12,689
Management	20080	Management Analyst I	7,060	7,369	7,695	8,038	8,398
Management	20090	Management Analyst II	8,633	9,023	9,432	9,860	10,310
Management	20100	Management Analyst III	10,499	10,983	11,488	12,020	12,578
Management	20065	Management Assistant to City Manager	8,633	9,023	9,433	9,860	10,311
Management	20510	Neigh. Pres. Coord.	10,054	10,551	11,048	11,538	12,035
Management	20560	Planning Manager	11,504	12,033	12,592	13,175	13,790
Management	20860	Principal Civil Engineer	11,248	11,769	12,315	12,890	13,490
Management	20730	Public Works Superintendent	10,950	11,454	11,985	12,540	13,126
Management	20920	PW Grounds Supervisor	9,422	9,851	10,300	10,774	11,269
Management	20910	PW Streets Supervisor	9,422	9,851	10,300	10,774	11,269
Management	20700	Recycling & Solid Waste Prog Mgr	9,782	10,230	10,700	11,194	11,712
Management	20620	Redevelopment Manager	10,859	11,360	11,885	12,437	13,016
Management	20370	Revenue Collections Manager	10,499	10,983	11,488	12,020	12,578
Management	20350	Supervising Accountant	9,800	10,247	10,717	11,211	11,728
Management	20170	Supervising Personnel Analyst	8,487	8,877	9,285	9,712	10,159
Management	20912	Transit Manager	10,590	11,076	11,588	12,125	12,689
Management	20190	Web Manager	8,448	8,870	9,314	9,779	10,268
Management	20508	Youth & Family Servs Prog Mgr	8,953	9,359	9,786	10,234	10,704
Police Mgmt.	40020	Police Captain	14,140	14,806	15,506	16,239	17,011
Police Mgmt.	40040	Police Lieutenant	11,988	12,574	13,191	13,844	14,530
Police Mgmt.	40015	Deputy Police Chief	14,832	15,527	16,259	17,023	17,830
Police Mgmt.	40045	Police Commander	12,582	13,195	13,840	14,522	15,238

Note: Total Compensation is the reported salary range for City Manager, Department Heads, Management, and Police Management.

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<u>Bargaining</u> <u>Unit</u>	<u>#</u>	<u>Classification</u> <u>Title</u>	<u>Step</u> <u>1</u>	<u>Step</u> <u>2</u>	<u>Step</u> <u>3</u>	<u>Step</u> <u>4</u>	<u>Step</u> <u>5</u>	<u>Step</u> <u>6</u>	<u>Step</u> <u>7</u>
UCPOA	40220	Community Relations Officer	5,852	6,144	6,451	6,775	7,115		
UCPOA	40095	Community Resources Coord	5,078	5,332	5,599	5,878	6,172		
UCPOA	40090	Community Service Aide	5,010	5,233	5,467	5,715	5,975		
UCPOA	40240	Confidential Operations Assistant	5,829	6,121	6,427	6,748	7,085		
UCPOA	40080	Crime Analyst	7,115	7,470	7,844	8,236	8,648		
UCPOA	40070	Dispatch Clerk	5,539	5,691	5,948	6,219	6,502		
UCPOA	40170	Dispatch Clerk Trainee	4,796						
UCPOA	40130	Police Corporal	9,254						
UCPOA	40230	Police Dept. Office Coord.	5,042	5,295	5,560	5,837	6,130		
UCPOA	40140	Police Office Assistant	4,596	4,825	5,067	5,320	5,587		
UCPOA	40050	Police Officer	6,722	7,032	7,350	7,663	8,049	8,452	8,874
UCPOA	40150	Police Officer Recruit I	5,386						
UCPOA	40160	Police Officer Recruit II	6,289						
UCPOA	40060	Police Records Supervisor	5,852	6,144	6,451	6,775	7,115		
UCPOA	40030	Police Sergeant	8,341	8,704	9,085	9,493	9,915	10,410	10,931
UCPOA	40120	Prisoner Transportation Officer	5,010	5,233	5,467	5,715	5,975		
UCPOA	40100	Property Clerk	5,010	5,233	5,467	5,715	5,975		
UCPOA	40065	Property Supervisor	5,852	6,144	6,451	6,775	7,115		
UCPOA	40110	Public Services Officer I	5,078	5,332	5,599	5,878	6,172		
UCPOA	40180	Public Services Officer II	5,346	5,613	5,894	6,187	6,497		
SEIU 1021	50520	Administrative Assistant I	4,398	4,601	4,812	5,037	5,268		
SEIU 1021	50525	Administrative Assistant II	4,812	5,037	5,268	5,514	5,769		
SEIU 1021	50530	Administrative Assistant III	5,268	5,514	5,769	6,039	6,323		
SEIU 1021	50290	Bldg./Code Comp. Insp.	6,347	6,641	6,945	7,264	7,596		
SEIU 1021	50201	Bldg./Code Comp. Insp. - Trainee	5,597	5,858	6,126	6,407	6,701		
SEIU 1021	50255	Building Permit Technician	5,060	5,314	5,570	5,827	6,081		
SEIU 1021	50256	Community Development Technician	4,937	5,184	5,434	5,685	5,933		
SEIU 1021	50565	Digital Marketing Specialist	4,398	4,601	4,812	5,037	5,268		
SEIU 1021	50351	Facility Maint - Worker	4,889	5,109	5,339	5,585	5,837		
SEIU 1021	50080	Finance Specialist I	4,095	4,277	4,484	4,694	4,913		
SEIU 1021	50090	Finance Specialist II	4,484	4,694	4,913	5,149	5,393		
SEIU 1021	50100	Finance Specialist III	4,913	5,149	5,393	5,649	5,921		
SEIU 1021	50332	Lead Facilities Maintenance Worker	5,730	5,990	6,266	6,544	6,849		
SEIU 1021	50537	Lead Outreach Worker	4,721	4,958	5,206	5,466	5,739		
SEIU 1021	50323	Lead Veh. Heavy Eqpt. Mech.	5,730	5,990	6,266	6,544	6,849		
SEIU 1021	50361	Leisure Services Maintenance Worker	4,344	4,561	4,789	5,028	5,280		
SEIU 1021	50360	Maint I - Parks & Grounds	4,471	4,682	4,901	5,130	5,374		
SEIU 1021	50330	Maint I - Streets	4,471	4,682	4,901	5,130	5,374		
SEIU 1021	50342	Maint II - Parks & Grounds	4,950	5,183	5,424	5,680	5,949		
SEIU 1021	50320	Maint II - Streets	4,950	5,183	5,424	5,680	5,949		
SEIU 1021	50325	Maint Trainee-Parks & Grounds	3,832	4,009	4,197	4,391	4,596		
SEIU 1021	50350	Maint Trainee-Streets	3,832	4,009	4,197	4,391	4,596		
SEIU 1021	50500	Office Specialist I	3,459	3,618	3,778	3,947	4,126		
SEIU 1021	50505	Office Specialist II	3,778	3,947	4,126	4,314	4,508		
SEIU 1021	50510	Office Specialist III	4,025	4,209	4,398	4,601	4,812		
SEIU 1021	50560	Preschool Site Supervisor II	3,462	3,635	3,817	4,008	4,208		
SEIU 1021	50291	Public Works Inspector	6,249	6,601	6,920	7,254	7,605		
SEIU 1021	50370	Public Works Maintenance II	4,950	5,183	5,424	5,680	5,949		
SEIU 1021	50110	Recreation Administrative Technician	5,410	5,680	5,964	6,263	6,576		
SEIU 1021	50160	Recreation Program Coordinator	4,924	5,164	5,418	5,688	5,966		
SEIU 1021	50600	Recycling Programs Coordinator	5,047	5,293	5,554	5,830	6,115		
SEIU 1021	50380	Special Projects Coordinator	4,606	4,823	5,047	5,284	5,535		
SEIU 1021	50538	Street Outreach Worker	3,535	3,712	3,899	4,094	4,298		
SEIU 1021	50341	Street Sweeper Operator	4,769	4,985	5,209	5,449	5,694		
SEIU 1021	50321	Veh. Heavy Eqpt. Mech.	5,116	5,348	5,592	5,846	6,116		
SEIU 1021	50326	Vehicle Equipment Technician	4,252	4,463	4,688	4,922	5,167		
SEIU 1021	50536	Youth Employment Coordinator	4,721	4,958	5,206	5,466	5,739		

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Professionals	30060	Accountant	6,362	6,680	7,007	7,365	7,730
Professionals	30250	Assistant Planner	5,873	6,166	6,472	6,797	7,137
Professionals	30230	Associate Planner	7,033	7,382	7,750	8,139	8,543
Professionals	30090	Case Manager	4,840	5,082	5,335	5,603	5,882
Professionals	30700	Deputy City Clerk	5,654	5,938	6,234	6,547	6,875
Professionals	30150	Engineer I (Civil)	5,908	6,200	6,512	6,839	7,180
Professionals	30130	Engineer II (Civil)	6,738	7,075	7,420	7,798	8,185
Professionals	30120	Engineer III (Civil)	7,599	7,979	8,372	8,791	9,231
Professionals	30030	Environmental Analyst I	5,654	5,938	6,234	6,547	6,875
Professionals	30031	Environmental Analyst II	6,383	6,719	7,073	7,445	7,837
Professionals	30040	Environmental Programs Inspector	8,223	8,656	9,111	9,588	10,095
Professionals	30080	Intervention Counselor	5,651	5,934	6,231	6,543	6,870
Professionals	30065	Payroll Technician	6,207	6,517	6,836	7,185	7,541
Professionals	30100	Recreation Supervisor	5,966	6,264	6,577	6,905	7,250
Professionals	30020	Senior Accountant	7,258	7,628	8,008	8,405	8,820
Professionals	30210	Senior Planner	8,018	8,439	8,885	9,351	9,843
Professionals	30400	Senior Recreation Supervisor	7,527	7,894	8,278	8,684	9,106
Professionals	30260	Senior Systems Analyst	9,232	9,714	10,198	10,679	11,161
Professionals	30055	Sr. Building/Code Compliance Inspect	8,223	8,656	9,111	9,588	10,095
Professionals	30500	Transit Planner	7,203	7,562	7,939	8,337	8,752

PART-TIME (hourly rates shown)

		<u>Min.</u>	<u>← Range →</u>	<u>Max.</u>
UCPOA PT	40070	31.96	32.83 34.31 35.88	37.51
UCPOA PT	40120	28.90	30.19 31.54 32.97	34.47
UCPOA PT	40181	29.30	30.76 32.30 33.91	35.61
UCPOA PT	40182	30.84	32.38 34.00 35.69	37.48

		<u>Min.</u>	<u>← Range →</u>	<u>Max.</u>
Unrep. Police PT	60140	36.00		50.00
Unrep. Police PT	60120	13.80	14.37 15.01	
Unrep. Police PT	60130	12.00		
Unrep. Police PT	60150	33.78		

SEIU 1021 PT	50373	21.20	22.25 23.37 24.54	25.77
SEIU 1021 PT	50533	16.75	17.57 18.46 19.36	20.33
SEIU 1021 PT	50500	19.97	20.88 21.79 22.76	23.80
SEIU 1021 PT	50505	21.80	22.77 23.80 24.89	26.01
SEIU 1021 PT	50510	23.21	24.25 25.35 26.51	27.70
SEIU 1021 PT	50561	16.19	16.99 17.84 18.73	19.67
SEIU 1021 PT	50532	21.40	22.48 23.60 24.79	26.03
SEIU 1021 PT	50531	13.75	14.46 15.18 15.94	16.75
SEIU 1021 PT	50538	20.40	21.42 22.49 23.62	24.79

		<u>Min.</u>	<u>← Range →</u>	<u>Max.</u>
Unrep. Gen. PT	60069	18.00	18.75 19.50 20.25	21.00
Unrep. Gen. PT	60100	12.25	12.50 12.75	
Unrep. Gen. PT	60090	16.00	16.25 16.50 16.75	17.00
Unrep. Gen. PT	60072	21.00	22.00 23.00 24.00	25.00
Unrep. Gen. PT	60232	12.00	12.25	
Unrep. Gen. PT	60233	15.00	15.25 15.50 15.75	16.00
Unrep. Gen. PT	60234	16.00	16.50 17.00 17.50	18.00
Unrep. Gen. PT	60600	12.00		54.64
Unrep. Gen. PT	60570	12.00		83.48

Fiscal Year Modifications:

- 1) PT Unrepresented Wage Increase effective 7/1/19.
- 2) Set salary rate for City Manager position