

CITY OF UNION CITY  
**Salary Compensation Plan**  
FY 2020-21

Effective: July 1, 2020

**Amendments:**

- ( 1 ) 7/1/2019 - PT Unrepresented Wage Increases
- ( 2 ) 7/1/2019- City Manager Rate
- ( 3 ) 08/13/19 - CC Resolution No. 5514-19
- ( 4 ) 09/24/19 - CC Resolution No. 5521-19 effective 01/01/2019
- ( 5 ) 09/24/19 - CC Resolution No. 5522-19 effective 01/01/2019
- ( 6 ) 09/24/19 - CC Resolution No. 5523-19 effective 01/01/2019
- ( 7 ) 09/24/19 - CC Resolution No. 5524-19 effective 07/01/2019
- ( 8 ) 10/08/19 - CC Resolution No. 5531-19 effective 01/01/2019
- ( 9 ) 10/22/19 - CC Resolution No. 5538-19 effective 01/01/2019
- ( 10 ) 09/24/19 - CC Resolution No. 5521-19 effective 09/24/2019
- ( 11 ) 09/24/19 - CC Resolution No. 5522-19 effective 09/24/2019
- ( 12 ) 10/08/19 -CC Resolution No. 5532-19
- ( 13 ) 12/10/19 - CC Resolution No. 5550-19 effective 07/01/2019
- ( 14 ) PT Unrepresented Minimum Wage Increase iffective 01/01/2020
- ( 15 ) 09/24/19 - CC Resolution No. 5521-19 effective 01/01/2020
- ( 16 ) 09/24/19 - CC Resolution No. 5522-19 effective 01/01/2020
- ( 17 ) 09/24/19 - CC Resolution No. 5523-19 effective 01/01/2020
- ( 18 ) 09/24/19 - CC Resolution No. 5524-19 effective 01/01/2020
- ( 19 ) 10/08/19 - CC Resolution No. 5531-19 effective 01/01/2020
- ( 20 ) 10/22/19 - CC Resolution No. 5538-19 effective 01/01/2020
- ( 21 ) 12/10/19 - CC Resolution No. 5550-19 effective 01/01/2020
- ( 22 ) 03/19/20 - Emergency Services Coordinator**

**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>
<b>FULL-TIME (monthly rates shown )</b>							
City Council	10010	Mayor	2,437				
City Council	10020	Council Member	1,625				
City Manager	20010	City Manager	21,660				
			<b>Min.</b>	<b>← Range →</b>			<b>Max.</b>
Dept. Heads	20020	Deputy City Manager	15,906				19,078
Dept. Heads	20515	ECD Director	15,493				18,577
Dept. Heads	20275	Finance Director	15,511				18,596
Dept. Heads	20470	CRS Director	15,493				18,577
Dept. Heads	40010	Police Chief	17,058				20,482
Dept. Heads	20710	Public Works Director	15,803				18,953
Management	20360	Budget Manager/Purchasing Agent	10,870	11,370	11,893	12,444	13,021
Management	20580	Chief Building Official	13,004	13,609	14,245	14,913	15,616
Management	20030	City Clerk	10,796	11,290	11,810	12,356	12,928
Management	20810	City Engineer	12,985	13,592	14,226	14,892	15,593
Management	20505	Clinical Supervisor	7,733	8,075	8,434	8,812	9,208
Management	20650	Communications & Marketing Mgr.	10,410	10,923	11,438	11,945	12,460
Management	20630	Economic Development Manager	10,410	10,923	11,438	11,945	12,460
Management	20600	Environmental Program Manager	11,243	11,761	12,305	12,876	13,475
Management	20911	Fleet Supervisor	9,406	9,833	10,282	10,752	11,246
Management	20540	HCD Manager	11,149	11,663	12,202	12,768	13,361
Management	20180	Human Resources Manager	11,413	11,939	12,488	13,067	13,673
Management	20145	Human Resources Analyst I	7,309	7,629	7,967	8,321	8,694
Management	20155	Human Resources Analyst II	8,938	9,342	9,765	10,208	10,674
Management	20500	Intervention Counselor I	6,591	6,878	7,176	7,491	7,821
Management	20310	IT Manager	13,004	13,609	14,245	14,913	15,616
Management	20450	CRS Manager	10,964	11,467	11,997	12,553	13,137
Management	20080	Management Analyst I	7,309	7,629	7,967	8,321	8,694
Management	20090	Management Analyst II	8,938	9,342	9,765	10,208	10,674
Management	20100	Management Analyst III	10,870	11,370	11,893	12,444	13,021
Management	20510	Neigh. Pres. Coord.	10,409	10,923	11,438	11,945	12,460
Management	20560	Planning Manager	11,910	12,458	13,036	13,640	14,277
Management	20860	Principal Civil Engineer	11,646	12,184	12,750	13,345	13,966
Management	20730	Public Works Superintendent	11,336	11,858	12,408	12,983	13,589
Management	20920	PW Grounds Supervisor	9,754	10,199	10,664	11,154	11,666
Management	20910	PW Streets Supervisor	9,754	10,199	10,664	11,154	11,666
Management	20700	Recycling & Solid Waste Prog Mgr	10,128	10,591	11,078	11,589	12,126
Management	20620	Redevelopment Manager	11,243	11,761	12,305	12,876	13,475
Management	20370	Revenue Collections Manager	10,870	11,370	11,893	12,444	13,021
Management	20350	Supervising Accountant	10,146	10,609	11,095	11,606	12,142
Management	20912	Transit Manager	10,964	11,467	11,997	12,553	13,137
Management	20508	Youth & Family Servs Prog Mgr	9,269	9,690	10,131	10,595	11,082
Police Mgmt.	40020	Police Captain	15,002	15,708	16,450	17,228	18,047
Police Mgmt.	40040	Police Lieutenant	12,718	13,340	13,995	14,688	15,415
Police Mgmt.	40015	Deputy Police Chief	15,735	16,473	17,249	18,060	18,916
Police Mgmt.	40045	Police Commander	13,349	13,999	14,683	15,406	16,166
Confidential	70010	Administrative Specialist-Confidential	5,998	6,299	6,614	6,946	7,294

Note: Creation of a Confidential Bargaining Unit is in process.

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

<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	6,208	6,519	6,844	7,187	7,548		
UCPOA	40095	Community Resources Coord	5,387	5,657	5,940	6,236	6,548		
UCPOA	40090	Community Service Aide	5,315	5,552	5,800	6,063	6,339		
UCPOA	40240	Confidential Operations Assistant	6,184	6,493	6,818	7,159	7,517		
UCPOA	40080	Crime Analyst	7,548	7,925	8,321	8,737	9,174		
UCPOA	40070	Dispatch Clerk	5,876	6,037	6,310	6,597	6,898		
UCPOA	40170	Dispatch Clerk Trainee	5,088						
UCPOA	40130	Police Corporal	10,063						
UCPOA	40230	Police Dept. Office Coord.	5,349	5,618	5,898	6,193	6,504		
UCPOA	40140	Police Office Assistant	4,876	5,119	5,376	5,644	5,927		
UCPOA	40050	Police Officer	7,310	7,647	7,993	8,333	8,753	9,190	9,650
UCPOA	40150	Police Officer Recruit I	5,857						
UCPOA	40160	Police Officer Recruit II	6,839						
UCPOA	40060	Police Records Supervisor	6,208	6,519	6,844	7,187	7,548		
UCPOA	40030	Police Sergeant	9,070	9,465	9,880	10,323	10,781	11,320	11,886
UCPOA	40120	Prisoner Transportation Officer	5,315	5,552	5,800	6,063	6,339		
UCPOA	40100	Property & Evidence Specialist	5,315	5,552	5,800	6,063	6,339		
UCPOA	40065	Property & Evidence Supervisor	6,208	6,519	6,844	7,187	7,548		
UCPOA	40110	Public Services Officer I	5,387	5,657	5,940	6,236	6,548		
UCPOA	40180	Public Services Officer II	5,671	5,955	6,253	6,564	6,893		
SEIU 1021	50520	Administrative Assistant I	4,666	4,882	5,105	5,344	5,589		
SEIU 1021	50525	Administrative Assistant II	5,105	5,344	5,589	5,850	6,121		
SEIU 1021	50530	Administrative Assistant III	5,589	5,850	6,121	6,407	6,708		
SEIU 1021	50290	Bldg./Code Comp. Insp.	6,733	7,045	7,368	7,706	8,058		
SEIU 1021	50201	Bldg./Code Comp. Insp. - Trainee	5,938	6,215	6,499	6,797	7,109		
SEIU 1021	50255	Building Permit Technician	5,368	5,637	5,909	6,182	6,452		
SEIU 1021	50251	Building Permit Technician II	5,836	6,119	6,418	6,731	7,060		
SEIU 1021	50566	Communications Coordinator	4,793	5,014	5,243	5,489	5,741		
SEIU 1021	50256	Community Development Technician	5,237	5,500	5,765	6,032	6,294		
SEIU 1021	50351	Facility Maint - Worker	5,186	5,420	5,664	5,925	6,192		
SEIU 1021	50080	Finance Specialist I	4,344	4,538	4,757	4,980	5,212		
SEIU 1021	50090	Finance Specialist II	4,757	4,980	5,212	5,463	5,721		
SEIU 1021	50100	Finance Specialist III	5,212	5,463	5,721	5,993	6,281		
SEIU 1021	50332	Lead Facilities Maintenance Worker	6,079	6,355	6,648	6,942	7,266		
SEIU 1021	50537	Lead Outreach Worker	5,009	5,260	5,523	5,798	6,089		
SEIU 1021	50323	Lead Veh. Heavy Eqpt. Mech.	6,079	6,355	6,648	6,942	7,266		
SEIU 1021	50361	Leisure Services Maintenance Worker	4,608	4,839	5,080	5,335	5,601		
SEIU 1021	50360	Maint I - Parks & Grounds	4,744	4,967	5,199	5,443	5,701		
SEIU 1021	50330	Maint I - Streets	4,744	4,967	5,199	5,443	5,701		
SEIU 1021	50342	Maint II - Parks & Grounds	5,251	5,499	5,754	6,026	6,311		
SEIU 1021	50320	Maint II - Streets	5,251	5,499	5,754	6,026	6,311		
SEIU 1021	50325	Maint Trainee-Parks & Grounds	4,065	4,253	4,453	4,659	4,876		
SEIU 1021	50350	Maint Trainee-Streets	4,065	4,253	4,453	4,659	4,876		
SEIU 1021	50500	Office Specialist I	3,679	3,848	4,018	4,197	4,388		
SEIU 1021	50505	Office Specialist II	4,008	4,187	4,377	4,577	4,783		
SEIU 1021	50510	Office Specialist III	4,374	4,573	4,779	5,000	5,229		
SEIU 1021	50560	Preschool Site Supervisor II	3,673	3,857	4,049	4,252	4,464		
SEIU 1021	50291	Public Works Inspector	6,630	7,003	7,341	7,696	8,068		
SEIU 1021	50370	Public Works Maintenance II	5,251	5,499	5,754	6,026	6,311		
SEIU 1021	50110	Recreation Administrative Technician	5,739	6,026	6,328	6,644	6,976		
SEIU 1021	50160	Recreation Program Coordinator	5,224	5,479	5,748	6,034	6,329		
SEIU 1021	50600	Recycling Programs Coordinator	5,390	5,653	5,931	6,226	6,530		
SEIU 1021	50380	Special Projects Coordinator	4,886	5,117	5,355	5,606	5,872		

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SEIU 1021	50538	Street Outreach Worker	3,751	3,939	4,136	4,343	4,559
SEIU 1021	50341	Street Sweeper Operator	5,060	5,288	5,526	5,781	6,041
SEIU 1021	50321	Veh. Heavy Eqpt. Mech.	5,427	5,674	5,933	6,202	6,488
SEIU 1021	50326	Vehicle Equipment Technician	4,511	4,735	4,973	5,222	5,482
SEIU 1021	50536	Youth Employment Coordinator	5,009	5,260	5,523	5,798	6,089
Professionals	30060	Accountant	6,750	7,087	7,434	7,813	8,200
Professionals	30250	Assistant Planner	6,231	6,542	6,866	7,211	7,571
Professionals	30230	Associate Planner	7,461	7,832	8,222	8,634	9,064
Professionals	30090	Case Manager	5,135	5,391	5,660	5,944	6,241
<b>Professionals</b>	<b>30275</b>	<b>Emergency Services Coordinator</b>	<b>8,062</b>	<b>8,465</b>	<b>8,882</b>	<b>9,327</b>	<b>9,793</b>
Professionals	30150	Engineer I (Civil)	6,268	6,578	6,908	7,255	7,617
Professionals	30130	Engineer II (Civil)	7,149	7,505	7,872	8,273	8,683
Professionals	30120	Engineer III (Civil)	8,062	8,465	8,882	9,327	9,793
Professionals	30030	Environmental Analyst I	5,998	6,300	6,614	6,946	7,294
Professionals	30031	Environmental Analyst II	6,772	7,128	7,504	7,898	8,314
Professionals	30040	Environmental Programs Inspector	8,724	9,183	9,666	10,172	10,710
Professionals	30080	Intervention Counselor	5,995	6,295	6,610	6,941	7,288
Professionals	30065	Payroll Technician	6,585	6,914	7,252	7,623	8,000
Professionals	30100	Recreation Supervisor	6,329	6,645	6,978	7,326	7,692
Professionals	30020	Senior Accountant	7,700	8,092	8,496	8,917	9,357
Professionals	30400	Senior Recreation Supervisor	7,985	8,374	8,782	9,212	9,661
Professionals	30260	Senior Systems Analyst	9,795	10,306	10,819	11,329	11,841
Professionals	30055	Sr. Building/Code Compliance Inspect	8,724	9,183	9,666	10,172	10,710
Professionals	30265	Systems Analyst	9,393	9,863	10,357	10,874	11,417
Professionals	30501	Transit Planner-Assistant	6,231	6,542	6,866	7,211	7,572
Professionals	30502	Transit Planner-Associate	7,461	7,832	8,222	8,635	9,063
Professionals	30503	Transit Planner-Senior	8,506	8,953	9,426	9,920	10,442
Professionals	30270	Web and Database Administrator	8,962	9,410	9,881	10,375	10,894

**PART-TIME (hourly rates shown)**

		<u>Min.</u>	<u>← Range →</u>	<u>Max.</u>
UCPOA PT	40070 Dispatcher Clerk (PT)	33.90	34.83 36.40	38.06 39.79
UCPOA PT	40120 Transportation Officer (PT)	30.66	32.03 33.46	34.98 36.57
UCPOA PT	40181 Public Services Officer I (PT)	31.08	32.64 34.27	35.98 37.77
UCPOA PT	40182 Public Services Officer II (PT)	32.72	34.36 36.08	37.87 39.77
		<u>Min.</u>	<u>← Range →</u>	<u>Max.</u>
Unrep. Police PT	60140 Per Diem Police Dispatcher	36.00		50.00
Unrep. Police PT	60120 Police Cadet	13.80	14.37 15.01	
Unrep. Police PT	60130 Police Reserve	13.00		
Unrep. Police PT	60150 Police Officer Trainee	37.17		
SEIU 1021 PT	50373 Facilities Maint Attendant (PT)	22.49	23.61 24.79	26.03 27.34
SEIU 1021 PT	50533 CRS Program Manager	17.77	18.64 19.58	20.54 21.57
SEIU 1021 PT	50500 Office Specialist I (PT)	21.23	22.20 23.18	24.22 25.32
SEIU 1021 PT	50505 Office Specialist II (PT)	23.12	24.16 25.25	26.41 27.60
SEIU 1021 PT	50510 Office Specialist III (PT)	25.23	26.39 27.57	28.84 30.17
SEIU 1021 PT	50561 Preschool Site Supv. I	17.17	18.03 18.93	19.87 20.86
SEIU 1021 PT	50532 Program Coordinator (PT)	22.70	23.85 25.04	26.30 27.62
SEIU 1021 PT	50531 Senior Recreation Leader	14.59	15.34 16.11	16.91 17.77
SEIU 1021 PT	50538 PT Street Outreach Worker	21.64	22.72 23.86	25.05 26.30

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			<u>Min.</u>	<u>← Range</u>	<u>→</u>	<u>Max.</u>	
Unrep. Gen. PT	60069	CRS Program Manager	18.00	18.75	19.50	20.25	21.00
Unrep. Gen. PT	60100	Preschool Aide	13.25	13.50			
Unrep. Gen. PT	60090	Preschool Teacher	16.00	16.25	16.50	16.75	17.00
Unrep. Gen. PT	60072	Program Coordinator (PT)	21.00	22.00	23.00	24.00	25.00
Unrep. Gen. PT	60232	Recreation Aide	13.00	13.25			
Unrep. Gen. PT	60233	Recreation Leader	15.00	15.25	15.50	15.75	16.00
Unrep. Gen. PT	60234	Senior Recreation Leader	16.00	16.50	17.00	17.50	18.00
Unrep. Gen. PT	60600	Intern	13.00				54.64
Unrep. Gen. PT	60570	Project Specialist	13.00				83.48

**Fiscal Year Modifications:**

- 1) Adjust minimum wage rate of Unrep Police PT and Unrep Gen PT effective 7/1/19.
- 2) Set salary rate for City Manager position
- 3) Reduced one Digital Marketing Specialist (50565) and replace with one new Communications Coordinator (50566)
- 3) Reduced one Management Assistant to the City Manager (20065) and replaced with one Management Analyst II (20090)
- 3) Reduced one Senior Planner (30210) and replace with one Associate Planner (30230)
- 3) Reduced one Web Manager (20190) and replace with one Web and Database Administrator (30270)
- 3) Reduced one Deputy City Clerk (30700) and replace with one Administrative Specialist-Confidential (70010)
- 3) Reduced two Public Services Officer I (40110) and add two Public Services Officer II (40180)
- 3) Reduced one Human Resources Director (20280) and replace with one Human Resources Manager (20180)
- 3) Add one Systems Analyst (30265)
- 3) Reduced one Transit Planner (30500) and created Transit Planner I (30501) Transit Planner II (30502) and Transit Planner III (30503)
- 4) SEIU - 3% COLA increase effective January 2019
- 5) MEG - 1.5% COLA increase effective January 2019
- 6) Department Heads/Police Chief - 3% COLA increase effective January 2019
- 7) City Manager (20010) - 3% COLA increase effective July 2019
- 8) PEG - 3% COLA increase effective January 2019
- 9) Police Mgmt - 3% COLA increase effective January 2019
- 10) Communications Coordinator (50566) - one-time 2.71% equity adjustment effective September 24, 2019
- 10) Office Specialist III (50510) - one-time 2.42% equity adjustment effective September 24, 2019
- 10) Recycling Programs Coordinator (50600) - one-time 0.66% equity adjustment effective September 24, 2019
- 10) Office Specialist I (50500) - one-time 0.25% equity adjustment effective September 24, 2019
- 11) Clinical Supervisor (20505) - one-time 1.52% equity adjustment effective September 24, 2019
- 12) Reduced one Building Permit Technician (50255) and replace with one new Building Permit Technician II (50251)
- 12) Reduced one Environmental Analyst I (30030) and replace with one Civil Engineer I (30150)
- 12) Reduced one Lead Vehicle Heavy Equipment Mechanic (50323) and replace with new Fleet Supervisor (20911)
- 13) POA - 3% COLA increase effective July 1, 2019
- 13) POA sworn members - 2.5% salary increase effective July 1, 2019 due to elimination of the 2.5% longevity benefit (Section 13 of MOU)
- 13) Change position title of Property Clerk (40100) to Property & Evidence Specialist
- 13) Change position title of Property Supervisor (40065) to Property & Evidence Supervisor
- 14) Adjust Minimum wage rate of Unrep Police PT and Unrep Gen PT to \$13.00/hr effective January 1, 2020
- 15) SEIU - 3% COLA increase effective January 1, 2020
- 16) MEG - 2% COLA increase effective January 1, 2020
- 17) Department Heads/Police Chief - 3% COLA increase effective January 1, 2020
- 18) City Manager - 3% COLA increase effective January 1, 2020
- 19) PEG - 3% COLA increase effective January 1, 2020
- 20) Police Mgmt - 3% COLA increase effective January 1, 2020
- 21) POA - 3% COLA increase effective January 1, 2020
- 22) New Emergency Services Coordinator Position-PEG group under CM effective 03/16/20