

# CITY OF UNION CITY

## Salary Compensation Table

FY 2021-22

Effective: March 21, 2022

Amendment #1: September 14, 2021 - Reso. No. 5824-21

Amendment #2: January 1, 2022 - Minimum Wage

Amendment #3: January 10, 2022 - Reso. No. 5884-22

Amendment #4: January 10, 2022 - Reso. No. 5889-22

Amendment #5: February 22, 2022 - Reso. No. 5898-22

Amendment #6: March 7, 2022 - Reso. No. 5899-22

Amendment #7: March 21, 2022 - Reso. No. 5902-22

**CITY OF UNION CITY - Salary Compensation Table - FY 2021-22**

<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	22,310				
			<u>Min.</u>	← <b>Range</b> →			<u>Max.</u>
Dept. Heads	20020	Deputy City Manager	16,383				19,650
Dept. Heads	20015	Asst. City Manager/Chief Financial Officer	17,004				20,436
Dept. Heads	20515	ECD Director	15,958				19,135
Dept. Heads	20275	Finance Director	15,976				19,154
Dept. Heads	20280	Human Resources Director	15,958				19,135
Dept. Heads	20290	Information Technology Director	15,976				19,154
Dept. Heads	20470	CRS Director	15,958				19,135
Dept. Heads	40010	Police Chief	20,870	21,705	22,573	23,476	24,415
Dept. Heads	20710	Public Works Director	16,277				19,522
Unrep Mgmt	21050	Assistant to City Manager	13,394				16,084
Unrep Mgmt	21185	Chief Human Resources Officer	14,065				16,889
Unrep Mgmt	21315	Chief Technology Officer	14,065				16,889
Unrep Mgmt	20030	City Clerk	11,119	11,628	12,164	12,727	13,316
Unrep Mgmt	20180	Human Resources Manager	11,756	12,297	12,862	13,459	14,083
Unrep Mgmt	20145	Human Resources Analyst I	7,528	7,858	8,206	8,571	8,955
Unrep Mgmt	20155	Human Resources Analyst II	9,206	9,622	10,058	10,514	10,995
Unrep Mgmt	20930	Supervising Construction Inspector	9,547	9,980	10,435	10,913	11,414
Unrep Non-Mgmt	21010	Administrative Specialist-Confidential	6,178	6,488	6,813	7,154	7,513
Unrep Non-Mgmt	30800	Human Resources Technician	6,782	7,122	7,470	7,851	8,240
Management	20360	Budget Manager/Purchasing Agent	11,196	11,711	12,250	12,818	13,412
Management	20590	Chief Building Official/Sr. Plans Examiner	12,881	13,473	14,099	14,752	15,441
Management	20810	City Engineer	13,375	13,999	14,653	15,339	16,060
Management	20505	Clinical Supervisor	7,965	8,317	8,687	9,076	9,484
Management	20650	Communications & Marketing Mgr.	10,722	11,251	11,781	12,304	12,834
Management	20800	Cyber Security Manager	10,762	11,246	11,752	12,281	12,834
Management	20630	Economic Development Manager	10,722	11,251	11,781	12,304	12,834
Management	20600	Environmental Program Manager	11,580	12,114	12,674	13,262	13,879
Management	20911	Fleet Supervisor	9,689	10,128	10,590	11,074	11,583
Management	20540	HCD Manager	11,483	12,013	12,568	13,151	13,762
Management	20500	Intervention Counselor I	6,788	7,084	7,391	7,716	8,055
Management	20310	IT Manager	13,394	14,017	14,672	15,361	16,084
Management	20450	CRS Manager	11,293	11,811	12,357	12,929	13,531
Management	20080	Management Analyst I	7,528	7,858	8,206	8,571	8,955
Management	20090	Management Analyst II	9,206	9,622	10,058	10,514	10,995
Management	20100	Management Analyst III	11,196	11,711	12,250	12,818	13,412
Management	20510	Neigh. Pres. Coord.	10,722	11,251	11,781	12,304	12,834
Management	20560	Planning Manager	12,268	12,832	13,427	14,049	14,705
Management	20860	Principal Civil Engineer	11,995	12,550	13,132	13,745	14,385
Management	20730	Public Works Superintendent	11,677	12,214	12,780	13,372	13,997
Management	20920	PW Grounds Supervisor	10,047	10,505	10,984	11,489	12,016
Management	20910	PW Streets Supervisor	10,047	10,505	10,984	11,489	12,016
Management	20700	Recycling & Solid Waste Prog Mgr	10,431	10,909	11,410	11,937	12,489
Management	20620	Redevelopment Manager	11,580	12,114	12,674	13,262	13,879
Management	20370	Revenue Collections Manager	11,196	11,711	12,250	12,818	13,412
Management	20350	Supervising Accountant	10,451	10,927	11,428	11,955	12,506
Management	20912	Transit Manager	11,293	11,811	12,357	12,929	13,531
Management	20508	Youth & Family Servs Prog Mgr	9,547	9,980	10,435	10,913	11,414

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Police Mgmt.	40020	Police Captain	16,533	17,312	18,129	18,987	19,889		
Police Mgmt.	40040	Police Lieutenant	14,016	14,702	15,423	16,187	16,989		
Police Mgmt.	40015	Deputy Police Chief	17,342	18,155	19,010	19,904	20,848		
Police Mgmt.	40045	Police Commander	14,712	15,428	16,182	16,979	17,817		
UCPOA	40220	Community Relations Officer	6,714	7,050	7,402	7,773	8,163		
UCPOA	40095	Community Resources Coord	5,826	6,118	6,424	6,744	7,081		
UCPOA	40090	Community Service Aide	5,748	6,004	6,273	6,557	6,856		
UCPOA	40240	Confidential Operations Assistant	6,688	7,023	7,374	7,742	8,130		
UCPOA	40080	Crime Analyst	8,163	8,571	8,999	9,450	9,922		
UCPOA	40070	Dispatch Clerk	6,355	6,530	6,824	7,135	7,460		
UCPOA	40170	Dispatch Clerk Trainee	5,503						
UCPOA	40063	Personnel and Training Supervisor	6,714	7,050	7,403	7,773	8,163		
UCPOA	40130	Police Corporal	11,091						
UCPOA	40230	Police Dept. Office Coord.	5,785	6,076	6,379	6,698	7,034		
UCPOA	40140	Police Office Assistant	5,273	5,537	5,814	6,105	6,410		
UCPOA	40050	Police Officer	8,056	8,428	8,809	9,184	9,646	10,129	10,635
UCPOA	40150	Police Officer Recruit I	6,455						
UCPOA	40160	Police Officer Recruit II	7,622						
UCPOA	40060	Police Records Supervisor	6,714	7,050	7,402	7,773	8,163		
UCPOA	40030	Police Sergeant	10,888	11,377	11,882	12,476	13,100		
UCPOA	40120	Prisoner Transportation Officer	5,748	6,004	6,273	6,557	6,856		
UCPOA	40100	Property & Evidence Specialist	5,748	6,004	6,273	6,557	6,856		
UCPOA	40065	Property & Evidence Supervisor	6,714	7,050	7,402	7,773	8,163		
UCPOA	40110	Public Services Officer I	5,826	6,118	6,424	6,744	7,081		
UCPOA	40180	Public Services Officer II	6,133	6,441	6,763	7,099	7,455		
UCPOA PT	40070	Dispatcher Clerk (PT)	36.67	37.67	39.37	41.16	43.04		
UCPOA PT	40120	Prisoner Transportation Officer (PT)	33.16	34.64	36.19	37.83	39.55		
UCPOA PT	40181	Public Services Officer I (PT)	33.61	35.30	37.06	38.91	40.85		
UCPOA PT	40182	Public Services Officer II (PT)	35.38	37.16	39.02	40.95	43.01		
			<b>Min.</b>	<b>← Range →</b>			<b>Max.</b>		
Unrep. Police PT	60140	Per Diem Police Dispatcher	36.00				50.00		
Unrep. Police PT	60120	Police Cadet	15.00	15.47	16.16				
Unrep. Police PT	60130	Police Reserve	15.00						
Unrep. Police PT	60150	Police Officer Trainee	38.44						
SEIU 1021	50520	Administrative Assistant I	4,806	5,028	5,258	5,504	5,757		
SEIU 1021	50525	Administrative Assistant II	5,258	5,504	5,757	6,025	6,304		
SEIU 1021	50530	Administrative Assistant III	5,757	6,025	6,304	6,600	6,909		
SEIU 1021	50290	Bldg./Code Comp. Inspector	6,935	7,257	7,589	7,937	8,300		
SEIU 1021	50201	Bldg./Code Comp. Insp. - Trainee	6,116	6,401	6,694	7,001	7,322		
SEIU 1021	50255	Building Permit Technician	5,529	5,807	6,087	6,368	6,645		
SEIU 1021	50251	Building Permit Technician II	6,011	6,303	6,610	6,933	7,271		
SEIU 1021	50566	Communications Coordinator	4,937	5,164	5,401	5,654	5,913		
SEIU 1021	50256	Community Development Technician	5,394	5,665	5,938	6,212	6,483		
SEIU 1021	50351	Facility Maint - Worker	5,342	5,583	5,834	6,103	6,378		
SEIU 1021	50080	Finance Specialist I	4,474	4,674	4,899	5,130	5,369		
SEIU 1021	50090	Finance Specialist II	4,899	5,130	5,369	5,627	5,893		
SEIU 1021	50100	Finance Specialist III	5,369	5,627	5,893	6,173	6,470		
SEIU 1021	50332	Lead Facilities Maintenance Worker	6,261	6,546	6,847	7,151	7,484		

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SEIU 1021	50537	Lead Outreach Worker	5,159	5,418	5,688	5,972	6,271
SEIU 1021	50323	Lead Veh. Heavy Eqpt. Mech.	6,261	6,546	6,847	7,151	7,484
SEIU 1021	50361	Leisure Services Maintenance Worker	4,746	4,984	5,233	5,495	5,769
SEIU 1021	50360	Maint I - Parks & Grounds	4,886	5,116	5,355	5,606	5,872
SEIU 1021	50330	Maint I - Streets	4,886	5,116	5,355	5,606	5,872
SEIU 1021	50342	Maint II - Parks & Grounds	5,409	5,664	5,927	6,206	6,500
SEIU 1021	50320	Maint II - Streets	5,409	5,664	5,927	6,206	6,500
SEIU 1021	50325	Maint Trainee-Parks & Grounds	4,187	4,380	4,586	4,798	5,022
SEIU 1021	50350	Maint Trainee-Streets	4,187	4,380	4,586	4,798	5,022
SEIU 1021	50500	Office Specialist I	3,790	3,963	4,138	4,323	4,520
SEIU 1021	50505	Office Specialist II	4,128	4,313	4,508	4,714	4,926
SEIU 1021	50510	Office Specialist III	4,505	4,711	4,923	5,150	5,386
SEIU 1021	50560	Preschool Site Supervisor II	3,783	3,972	4,171	4,379	4,598
SEIU 1021	50291	Public Works Inspector	6,829	7,213	7,562	7,927	8,310
SEIU 1021	50370	Public Works Maintenance II	5,409	5,664	5,927	6,206	6,500
SEIU 1021	50110	Recreation Administrative Technician	5,912	6,207	6,518	6,843	7,186
SEIU 1021	50160	Recreation Program Coordinator	5,381	5,643	5,921	6,215	6,519
SEIU 1021	50600	Recycling Programs Coordinator	5,552	5,822	6,109	6,412	6,726
SEIU 1021	50380	Special Projects Coordinator	5,033	5,271	5,516	5,774	6,048
SEIU 1021	50538	Street Outreach Worker	3,863	4,057	4,260	4,473	4,696
SEIU 1021	50341	Street Sweeper Operator	5,212	5,447	5,692	5,954	6,222
SEIU 1021	50517	Transit Coordinator	6,332	6,628	6,966	7,259	7,601
SEIU 1021	50321	Veh. Heavy Eqpt. Mech.	5,590	5,844	6,111	6,388	6,683
SEIU 1021	50326	Vehicle Equipment Technician	4,646	4,877	5,122	5,378	5,647
SEIU 1021	50536	Youth Employment Coordinator	5,159	5,418	5,688	5,972	6,271
SEIU 1021 PT	50373	Facilities Maint Attendant (PT)	23.16	24.32	25.54	26.82	28.16
SEIU 1021 PT	50533	CRS Program Manager	18.30	19.20	20.17	21.16	22.21
SEIU 1021 PT	50500	Office Specialist I (PT)	21.86	22.87	23.87	24.94	26.08
SEIU 1021 PT	50505	Office Specialist II (PT)	23.82	24.88	26.01	27.20	28.42
SEIU 1021 PT	50510	Office Specialist III (PT)	25.99	27.18	28.40	29.71	31.07
SEIU 1021 PT	50561	Preschool Site Supv. I	17.69	18.57	19.50	20.47	21.49
SEIU 1021 PT	50532	Program Coordinator (PT)	31.04	32.56	34.16	35.86	37.61
SEIU 1021 PT	50531	Senior Recreation Leader	15.03	15.80	16.59	17.41	18.30
SEIU 1021 PT	50538	PT Street Outreach Worker	22.29	23.40	24.58	25.81	27.09
Professionals	30060	Accountant	6,952	7,299	7,657	8,048	8,446
Professionals	30250	Assistant Planner	6,418	6,738	7,072	7,427	7,799
Professionals	30230	Associate Planner	7,685	8,067	8,469	8,893	9,336
Professionals	30090	Case Manager	5,289	5,553	5,830	6,122	6,428
Professionals	30275	Emergency Services Coordinator	8,304	8,719	9,148	9,607	10,087
Professionals	30150	Engineer I (Civil)	6,456	6,775	7,116	7,473	7,846
Professionals	30130	Engineer II (Civil)	7,363	7,731	8,108	8,521	8,944
Professionals	30120	Engineer III (Civil)	8,304	8,719	9,148	9,607	10,087
Professionals	30030	Environmental Analyst I	6,178	6,489	6,812	7,154	7,512
Professionals	30031	Environmental Analyst II	6,975	7,342	7,729	8,135	8,564
Professionals	30040	Environmental Programs Inspector	8,986	9,459	9,956	10,477	11,031
Professionals	30080	Intervention Counselor	6,175	6,484	6,809	7,149	7,507
Professionals	30065	Payroll Technician	6,782	7,122	7,470	7,851	8,240
Professionals	30100	Recreation Supervisor	6,519	6,845	7,187	7,545	7,922
Professionals	30020	Senior Accountant	7,931	8,335	8,751	9,184	9,638
Professionals	30210	Senior Planner	8,761	9,222	9,709	10,218	10,755
Professionals	30400	Senior Recreation Supervisor	8,225	8,626	9,045	9,489	9,951
Professionals	30260	Senior Systems Analyst	10,088	10,615	11,144	11,669	12,196

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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>
Professionals	30310	Sustainability Analyst I	6,089	6,393	6,713	7,049	7,401
Professionals	30320	Sustainability Analyst II	7,189	7,548	7,926	8,322	8,738
Professionals	30053	Building Code Compliance Coordinator	10,088	10,615	11,144	11,669	12,196
Professionals	30055	Sr. Building/Code Compliance Inspect	8,986	9,459	9,956	10,477	11,031
Professionals	30265	Systems Analyst	9,675	10,159	10,667	11,200	11,760
Professionals	30501	Transit Planner-Assistant	6,418	6,738	7,072	7,427	7,799
Professionals	30502	Transit Planner-Associate	7,685	8,067	8,469	8,894	9,335
Professionals	30503	Transit Planner-Senior	8,761	9,222	9,709	10,218	10,756
Professionals	30270	Web and Database Administrator	9,231	9,693	10,177	10,686	11,220
<b>Unrep. Gen. PT</b>	<b>60069</b>	<b>CRS Program Manager</b>	<b>19.29</b>	<b>20.25</b>	<b>21.26</b>	<b>22.33</b>	<b>23.44</b>
<b>Unrep. Gen. PT</b>	<b>60100</b>	<b>Preschool Aide</b>	<b>15.00</b>	<b>15.75</b>			
<b>Unrep. Gen. PT</b>	<b>60090</b>	<b>Preschool Teacher</b>	<b>17.14</b>	<b>18.00</b>	<b>18.90</b>	<b>19.84</b>	<b>20.84</b>
<b>Unrep. Gen. PT</b>	<b>60072</b>	<b>Program Coordinator (PT)</b>	<b>22.50</b>	<b>23.62</b>	<b>24.81</b>	<b>26.05</b>	<b>27.35</b>
<b>Unrep. Gen. PT</b>	<b>60232</b>	<b>Recreation Aide</b>	<b>15.00</b>	<b>15.75</b>			
<b>Unrep. Gen. PT</b>	<b>60233</b>	<b>Recreation Leader</b>	<b>16.07</b>	<b>16.87</b>	<b>17.72</b>	<b>18.60</b>	<b>19.53</b>
<b>Unrep. Gen. PT</b>	<b>60300</b>	<b>Seasonal Maintenance Worker</b>	<b>21.43</b>				
<b>Unrep. Gen. PT</b>	<b>60234</b>	<b>Senior Recreation Leader</b>	<b>17.14</b>	<b>18.00</b>	<b>18.90</b>	<b>19.84</b>	<b>20.84</b>
Unrep. Gen. PT	60600	Intern	15.00				54.64
Unrep. Gen. PT	60570	Project Specialist	15.00				83.48