

**City of Union City**  
**Classification & Compensation Plan**  
**FY 2022-2023**  
**Effective: January 9, 2023**

Amendment #1: July 26, 2022 - Reso. No. 5984-22  
Amendment #2: September 27, 2022 - Reso. No. 6010-22  
Amendment #3: November 8, 2022 - Reso. No. 6031-22  
Amendment #4: November 8, 2022 - Reso. No. 6032-22  
Amendment #5: November 8, 2022 - Reso. No. 6036-22  
Amendment #6: December 13, 2022 - Reso. No. 6059-22  
Amendment #7: January 9, 2023 - Reso. No. XXXX-23

**City of Union City - Classification & Compensation Plan**

<u>Bargaining Unit</u>	<u>Job Code</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><u>FULL-TIME (monthly rates shown)</u></b>							
City Council	10010	Mayor	2,437				
City Council	10020	Council Member	1,625				
City Manager	20010	City Manager	26,492				
<b><u>UNREPRESENTED</u></b>			<b><u>Min.</u></b>	<b>← Range →</b>			<b><u>Max.</u></b>
Dept. Heads	20015	Asst. City Manager/Chief Financial Officer	17,004				20,436
Dept. Heads	20020	Deputy City Manager	16,383				19,650
Dept. Heads	20470	CRS Director	15,976				19,154
Dept. Heads	20515	ECD Director	15,976				19,154
Dept. Heads	20275	Finance Director	15,976				19,154
Dept. Heads	20280	Human Resources Director	15,976				19,154
Dept. Heads	20290	Information Technology Director	15,976				19,154
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	13,796				16,567
Unrep Mgmt	21185	Chief Human Resources Officer	14,487				17,396
Unrep Mgmt	21315	Chief Technology Officer	14,487				17,396
Unrep Mgmt	20030	City Clerk	11,453	11,977	12,529	13,108	13,716
Unrep Mgmt	20145	Human Resources Analyst I	7,754	8,094	8,452	8,828	9,223
Unrep Mgmt	20155	Human Resources Analyst II	9,482	9,911	10,360	10,829	11,324
Unrep Mgmt	20180	Human Resources Manager	12,108	12,666	13,248	13,862	14,505
Unrep Mgmt	20930	Supervising Construction Inspector	9,833	10,279	10,748	11,240	11,756
Unrep Non-Mgmt	21010	Administrative Specialist-Confidential	6,363	6,683	7,017	7,369	7,738
Unrep Non-Mgmt	30800	Human Resources Technician	6,985	7,336	7,694	8,087	8,487
<b><u>MANAGEMENT EMPLOYEES GROUP (MEG)</u></b>							
Management	20360	Budget Manager/Purchasing Agent	11,532	12,063	12,617	13,202	13,814
Management	20590	Chief Building Official/Sr. Plans Examiner	13,268	13,878	14,522	15,194	15,904
Management	20810	City Engineer	13,776	14,419	15,093	15,799	16,542
Management	20505	Clinical Supervisor	8,204	8,567	8,948	9,348	9,768
Management	20650	Communications & Marketing Manager	11,044	11,589	12,135	12,673	13,219
Management	20800	Cyber Security Manager	11,085	11,584	12,105	12,650	13,219
Management	20630	Economic Development Manager	11,044	11,589	12,135	12,673	13,219
Management	20600	Environmental Program Manager	11,927	12,478	13,054	13,660	14,296
Management	20911	Fleet Supervisor	10,348	10,820	11,313	11,833	12,377
Management	20540	HCD Manager	11,828	12,374	12,945	13,545	14,175
Management	20500	Intervention Counselor I	6,992	7,297	7,613	7,948	8,297
Management	20310	IT Manager	13,796	14,437	15,112	15,821	16,567
Management	20450	CRS Manager	11,631	12,165	12,728	13,317	13,937
Management	20080	Management Analyst I	7,754	8,094	8,452	8,828	9,223
Management	20090	Management Analyst II	9,482	9,911	10,360	10,829	11,324
Management	20100	Management Analyst III	11,532	12,063	12,617	13,202	13,814
Management	20510	Neighborhood Preservation Coordinator	11,044	11,589	12,135	12,673	13,219
Management	20560	Planning Manager	12,636	13,217	13,830	14,471	15,146
Management	20860	Principal Civil Engineer	12,355	12,926	13,526	14,157	14,816
Management	20730	Public Works Superintendent	12,027	12,580	13,164	13,774	14,417
Management	20920	PW Grounds Supervisor	10,348	10,820	11,313	11,833	12,377
Management	20910	PW Streets Supervisor	10,348	10,820	11,313	11,833	12,377
Management	20700	Recycling & Solid Waste Prog Manager	10,744	11,236	11,753	12,295	12,864
Management	20620	Redevelopment Manager	11,927	12,478	13,054	13,660	14,296
Management	20370	Revenue Collections Manager	11,532	12,063	12,617	13,202	13,814
Management	20350	Supervising Accountant	10,764	11,255	11,771	12,313	12,881
Management	20912	Transit Manager	11,631	12,165	12,728	13,317	13,937
Management	20508	Youth & Family Services Prog Manager	9,833	10,280	10,748	11,240	11,757

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<b><u>POLICE MANAGEMENT ASSOCIATION (PMA)</u></b>									
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		
<b><u>POLICE OFFICERS' ASSOCIATION (POA)</u></b>									
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		
<b><u>POA REPRESENTED PART-TIME (hourly rates shown)</u></b>									
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><u>PD UNREPRESENTED PART-TIME (hourly rates shown)</u></b>									
			<b><u>Min.</u></b>	<b>← Range →</b>			<b><u>Max.</u></b>		
<b>Unrep. Police PT</b>	<b>60120</b>	<b>Police Cadet</b>	<b>16.39</b>	<b>17.20</b>	<b>18.06</b>				
<b>Unrep. Police PT</b>	<b>60150</b>	<b>Police Officer Trainee</b>	<b>44.00</b>						
<b><u>PROFESSIONAL EMPLOYEES GROUP (PEG)</u></b>									
Professionals	30060	Accountant	7,381	7,749	8,128	8,543	8,967		
Professionals	30250	Assistant Planner	6,884	7,227	7,586	7,967	8,365		
Professionals	30230	Associate Planner	8,010	8,408	8,827	9,270	9,731		
Professionals	30090	Case Manager	5,593	5,872	6,165	6,474	6,798		
Professionals	30275	Emergency Services Coordinator	8,553	8,981	9,422	9,895	10,390		
Professionals	30150	Engineer I (Civil)	7,066	7,415	7,788	8,179	8,587		
Professionals	30130	Engineer II (Civil)	7,848	8,240	8,642	9,082	9,532		
Professionals	30120	Engineer III (Civil)	8,972	9,420	9,885	10,380	10,899		
Professionals	30030	Environmental Analyst I	6,364	6,683	7,016	7,369	7,738		
Professionals	30031	Environmental Analyst II	7,184	7,562	7,961	8,379	8,821		
Professionals	30040	Environmental Programs Inspector	9,255	9,743	10,254	10,792	11,362		
Professionals	30095	Homeless Prog Coordinator	5,999	6,320	6,641	6,963	7,320		
Professionals	30080	Intervention Counselor	6,360	6,678	7,013	7,364	7,732		
Professionals	30185	Lead Construction Inspector	9,325	9,776	10,192	10,677	11,163		
Professionals	30065	Payroll Technician	7,284	7,648	8,022	8,431	8,849		
Professionals	30100	Recreation Supervisor	7,214	7,575	7,953	8,350	8,767		

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<b>PROFESSIONAL EMPLOYEES GROUP (PEG) (CONT.)</b>							
Professionals	30020	Senior Accountant	8,169	8,585	9,014	9,460	9,927
Professionals	30210	Senior Planner	9,024	9,498	10,000	10,524	11,078
Professionals	30400	Senior Recreation Supervisor	8,471	8,884	9,317	9,773	10,249
Professionals	30260	Senior Systems Analyst	10,391	10,933	11,478	12,019	12,562
Professionals	30310	Sustainability Analyst I	6,272	6,585	6,914	7,260	7,623
Professionals	30320	Sustainability Analyst II	7,405	7,774	8,164	8,572	9,000
Professionals	30053	Building Code Compliance Coordinator	10,391	10,933	11,478	12,019	12,562
Professionals	30055	Sr. Building/Code Compliance Inspector	9,255	9,743	10,254	10,792	11,362
Professionals	30265	Systems Analyst	9,965	10,464	10,987	11,536	12,113
Professionals	30501	Transit Planner - Assistant	6,610	6,940	7,284	7,650	8,033
Professionals	30502	Transit Planner - Associate	7,916	8,309	8,723	9,161	9,615
Professionals	30503	Transit Planner - Senior	9,024	9,498	10,000	10,525	11,078
Professionals	30270	Web and Database Administrator	9,508	9,983	10,483	11,007	11,557
<b>SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)</b>							
SEIU 1021	50520	Administrative Assistant I	4,999	5,229	5,469	5,725	5,987
SEIU 1021	50525	Administrative Assistant II	5,469	5,725	5,987	6,266	6,556
SEIU 1021	50530	Administrative Assistant III	5,987	6,266	6,556	6,863	7,186
SEIU 1021	50290	Bldg./Code Comp. Inspector	7,213	7,547	7,893	8,255	8,632
SEIU 1021	50201	Bldg./Code Comp. Insp. - Trainee	6,360	6,657	6,962	7,281	7,615
SEIU 1021	50255	Building Permit Technician	5,750	6,039	6,330	6,622	6,911
SEIU 1021	50251	Building Permit Technician II	6,252	6,555	6,875	7,210	7,562
SEIU 1021	50566	Communications Coordinator	5,134	5,371	5,617	5,880	6,149
SEIU 1021	50256	Community Development Technician	5,610	5,892	6,176	6,461	6,742
SEIU 1021	50351	Facility Maint - Worker	5,556	5,806	6,068	6,347	6,633
SEIU 1021	50080	Finance Specialist I	4,653	4,861	5,095	5,335	5,583
SEIU 1021	50090	Finance Specialist II	5,095	5,335	5,583	5,852	6,128
SEIU 1021	50100	Finance Specialist III	5,583	5,852	6,128	6,420	6,728
SEIU 1021	50332	Lead Facilities Maintenance Worker	6,511	6,808	7,121	7,437	7,783
SEIU 1021	50537	Lead Outreach Worker	5,365	5,634	5,916	6,211	6,522
SEIU 1021	50323	Lead Veh. Heavy Eqpt. Mech.	6,838	7,148	7,477	7,809	8,172
SEIU 1021	50361	Leisure Services Maintenance Worker	4,936	5,183	5,442	5,714	6,000
SEIU 1021	50360	Maint I - Parks & Grounds	5,081	5,321	5,569	5,830	6,107
SEIU 1021	50330	Maint I - Streets	5,335	5,587	5,848	6,122	6,412
SEIU 1021	50342	Maint II - Parks & Grounds	5,625	5,890	6,164	6,455	6,760
SEIU 1021	50320	Maint II - Streets	5,907	6,185	6,472	6,777	7,098
SEIU 1021	50325	Maint Trainee-Parks & Grounds	4,354	4,556	4,770	4,990	5,223
SEIU 1021	50350	Maint Trainee-Streets	4,354	4,556	4,770	4,990	5,223
SEIU 1021	50500	Office Specialist I	3,941	4,122	4,304	4,496	4,700
SEIU 1021	50505	Office Specialist II	4,293	4,485	4,689	4,903	5,124
SEIU 1021	50510	Office Specialist III	4,685	4,899	5,120	5,356	5,601
SEIU 1021	50560	Preschool Site Supervisor II	3,934	4,131	4,338	4,555	4,782
SEIU 1021	50291	Public Works Inspector	7,102	7,501	7,864	8,244	8,642
SEIU 1021	50370	Public Works Maintenance II	5,625	5,890	6,164	6,455	6,760
SEIU 1021	50110	Recreation Administrative Technician	6,148	6,455	6,778	7,117	7,473
SEIU 1021	50160	Recreation Program Coordinator	5,596	5,869	6,158	6,463	6,779
SEIU 1021	50600	Recycling Programs Coordinator	5,774	6,055	6,353	6,669	6,995
SEIU 1021	50380	Special Projects Coordinator	5,234	5,481	5,736	6,005	6,290
SEIU 1021	50538	Street Outreach Worker	4,018	4,219	4,430	4,652	4,884
SEIU 1021	50341	Street Sweeper Operator	5,691	5,948	6,216	6,502	6,795
SEIU 1021	50400	Technical Support Specialist I	5,512	5,789	6,067	6,344	6,587
SEIU 1021	50405	Technical Support Specialist II	6,101	6,413	6,725	7,037	7,315
SEIU 1021	50517	Transit Coordinator	6,585	6,893	7,245	7,550	7,905
SEIU 1021	50321	Veh. Heavy Eqpt. Mech.	6,105	6,381	6,673	6,975	7,298
SEIU 1021	50326	Vehicle Equipment Technician	4,832	5,072	5,327	5,593	5,872
SEIU 1021	50536	Youth Employment Coordinator	5,365	5,634	5,916	6,211	6,522

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<b><u>SEIU REPRESENTED PART-TIME (hourly rates shown)</u></b>							
SEIU 1021 PT	50373	Facilities Maint Attendant (PT)	24.09	25.29	26.56	27.89	29.29
SEIU 1021 PT	50533	CRS Program Manager	19.04	19.97	20.98	22.01	23.10
SEIU 1021 PT	50500	Office Specialist I (PT)	22.74	23.78	24.83	25.94	27.12
SEIU 1021 PT	50505	Office Specialist II (PT)	24.77	25.88	27.05	28.29	29.56
SEIU 1021 PT	50510	Office Specialist III (PT)	27.03	28.26	29.54	30.90	32.31
SEIU 1021 PT	50561	Preschool Site Supv. I	18.40	19.31	20.28	21.29	22.35
SEIU 1021 PT	50532	Program Coordinator (PT)	32.28	33.86	35.53	37.29	39.11
SEIU 1021 PT	50531	Senior Recreation Leader	15.63	16.43	17.25	18.11	19.04
SEIU 1021 PT	50539	PT Homeless Program Outreach Worker	23.18	24.34	25.56	26.84	28.18
SEIU 1021 PT	50538	PT Street Outreach Worker	23.18	24.34	25.56	26.84	28.18
<b><u>UNREPRESENTED PART-TIME (hourly rates shown)</u></b>							
Unrep. Gen. PT	60069	CRS Program Manager	19.93	20.92	21.97	23.07	24.22
Unrep. Gen. PT	60100	Preschool Aide	15.50	16.27			
Unrep. Gen. PT	60090	Preschool Teacher	17.71	18.60	19.53	20.51	21.53
Unrep. Gen. PT	60072	Program Coordinator (PT)	23.25	24.41	25.63	26.91	28.26
Unrep. Gen. PT	60232	Recreation Aide	15.50	16.27			
Unrep. Gen. PT	60233	Recreation Leader	16.61	17.44	18.31	19.22	20.19
Unrep. Gen. PT	60300	Seasonal Maintenance Worker	22.14				
Unrep. Gen. PT	60234	Senior Recreation Leader	17.71	18.60	19.53	20.51	21.53
Unrep. Gen. PT	60600	Intern	15.50				56.46
Unrep. Gen. PT	60570	Project Specialist	15.50				86.26
Unrep. Gen. PT	60400	Retired Annuitant	15.50				133.00