

**City of Union City**  
**Classification and Compensation Plan**  
**FY 2023-2024**  
**Effective: August 7, 2023**

Amendment #1: June 20, 2023 - Reso. No. 6146-23  
Amendment #2: July 11, 2023 - Reso. No. 6158-23  
Amendment #3: July 25, 2023 - Reso. No. 6174-23  
Amendment #4: July 25, 2023 - Reso. No. 6175-23

**City of Union City - Classification and 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	Assistant City Manager/Chief Financial Officer	17,514				21,049
Dept. Heads	20020	Deputy City Manager	16,874				20,240
Dept. Heads	20470	Community & Recreation Services Director	16,455				19,729
Dept. Heads	20515	Economic & Community Development Director	16,455				19,729
Dept. Heads	20275	Finance Director	16,455				19,729
Dept. Heads	20280	Human Resources Director	16,455				19,729
Dept. Heads	20290	Information Technology Director	16,455				19,729
Dept. Heads	40010	Police Chief	21,496	22,356	23,250	24,180	25,147
Dept. Heads	20710	Public Works Director	16,765				20,108
Unrep Mgmt	21050	Assistant to the City Manager	14,210				17,064
Unrep Mgmt	21185	Chief Human Resources Officer	14,922				17,918
Unrep Mgmt	21315	Chief Technology Officer	14,922				17,918
Unrep Mgmt	20030	City Clerk	11,797	12,336	12,905	13,501	14,127
Unrep Mgmt	20145	Human Resources Analyst I	7,987	8,337	8,706	9,093	9,500
Unrep Mgmt	20155	Human Resources Analyst II	9,766	10,208	10,671	11,154	11,664
Unrep Mgmt	20180	Human Resources Manager	12,471	13,046	13,645	14,278	14,940
Unrep Mgmt	20930	Supervising Construction Inspector	10,128	10,587	11,070	11,577	12,109
Unrep Non-Mgmt	21010	Administrative Specialist - Confidential	6,823	7,166	7,524	7,901	8,297
Unrep Non-Mgmt	30800	Human Resources Technician	7,195	7,556	7,925	8,330	8,742
<b><u>MANAGEMENT EMPLOYEES' GROUP (MEG)</u></b>							
Management	20360	Budget Manager/Purchasing Agent	11,878	12,425	12,996	13,598	14,228
Management	20590	Chief Building Official/Senior Plans Examiner	13,666	14,294	14,958	15,650	16,381
Management	20810	City Engineer	15,353	16,069	16,821	17,607	18,435
Management	20505	Clinical Supervisor	9,126	9,530	9,954	10,399	10,866
Management	20650	Communications & Marketing Manager	11,375	11,937	12,499	13,053	13,616
Management	20450	Community & Recreation Services Manager	11,980	12,530	13,110	13,717	14,355
Management	20508	Community Services Manager	10,938	11,435	11,956	12,503	13,078
Management	20800	Cyber Security Manager	12,315	12,870	13,451	14,049	14,690
Management	20630	Economic Development Manager	11,876	12,462	13,049	13,628	14,215
Management	20600	Environmental Program Manager	12,285	12,852	13,446	14,070	14,725
Management	20911	Fleet Supervisor	10,658	11,145	11,652	12,188	12,748
Management	20540	Housing & Community Development Manager	12,183	12,745	13,333	13,951	14,600
Management	20310	Information Technology Manager	14,210	14,870	15,565	16,296	17,064
Management	20500	Intervention Counselor I	7,202	7,516	7,841	8,186	8,546
Management	20080	Management Analyst I	7,987	8,337	8,706	9,093	9,500
Management	20090	Management Analyst II	9,766	10,208	10,671	11,154	11,664
Management	20100	Management Analyst III	11,878	12,425	12,996	13,598	14,228
Management	20560	Planning Manager	13,015	13,614	14,245	14,905	15,600
Management	20860	Principal Civil Engineer	12,726	13,314	13,932	14,582	15,260
Management	20920	Public Works Grounds Supervisor	10,658	11,145	11,652	12,188	12,748
Management	20910	Public Works Streets Supervisor	10,658	11,145	11,652	12,188	12,748
Management	20730	Public Works Superintendent	12,388	12,957	13,559	14,187	14,850
Management	20700	Recycling & Solid Waste Program Manager	11,066	11,573	12,106	12,664	13,250
Management	20620	Redevelopment Manager	12,285	12,852	13,446	14,070	14,725
Management	20370	Revenue Collections Manager	11,878	12,425	12,996	13,598	14,228
Management	20350	Supervising Accountant	11,087	11,593	12,124	12,682	13,267
Management	20912	Transit Manager	11,980	12,530	13,110	13,717	14,355

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<b><u>POLICE MANAGEMENT ASSOCIATION (PMA)</u></b>									
Police Mgmt.	40020	Police Captain	17,690	18,524	19,398	20,316	21,281		
Police Mgmt.	40040	Police Lieutenant	14,997	15,731	16,503	17,320	18,178		
Police Mgmt.	40015	Deputy Police Chief	18,556	19,426	20,341	21,297	22,307		
Police Mgmt.	40045	Police Commander	15,742	16,508	17,315	18,168	19,064		
<b><u>POLICE OFFICERS' ASSOCIATION (POA)</u></b>									
UCPOA	40220	Community Relations Officer	7,050	7,403	7,772	8,162	8,571		
UCPOA	40095	Community Resources Coordinator	6,117	6,424	6,745	7,081	7,435		
UCPOA	40090	Community Service Aide	6,035	6,304	6,587	6,885	7,199		
UCPOA	40240	Confidential Operations Assistant	7,022	7,374	7,743	8,129	8,537		
UCPOA	40080	Crime Analyst	8,571	9,000	9,449	9,923	10,418		
UCPOA	40070	Dispatch Clerk	6,673	6,857	7,165	7,492	7,833		
UCPOA	40170	Dispatch Clerk Trainee	5,778						
UCPOA	40241	Executive Assistant to the Police Chief	7,022	7,374	7,743	8,129	8,537		
UCPOA	40063	Personnel and Training Supervisor	7,050	7,403	7,772	8,162	8,571		
UCPOA	40130	Police Corporal	11,867						
UCPOA	40230	Police Department Office Coordinator	6,074	6,380	6,698	7,033	7,386		
UCPOA	40140	Police Office Assistant	5,537	5,814	6,105	6,410	6,731		
UCPOA	40050	Police Officer	8,620	9,018	9,426	9,827	10,321	10,838	11,379
UCPOA	40150	Police Officer Recruit I	6,907						
UCPOA	40160	Police Officer Recruit II	8,187						
UCPOA	40060	Police Records Supervisor	7,050	7,403	7,772	8,162	8,571		
UCPOA	40030	Police Sergeant	11,650	12,173	12,714	13,349	14,017		
UCPOA	40120	Prisoner Transportation Officer	6,035	6,304	6,587	6,885	7,199		
UCPOA	40100	Property & Evidence Specialist	6,035	6,304	6,587	6,885	7,199		
UCPOA	40065	Property & Evidence Supervisor	7,050	7,403	7,772	8,162	8,571		
UCPOA	40110	Public Services Officer I	6,117	6,424	6,745	7,081	7,435		
UCPOA	40180	Public Services Officer II	6,440	6,763	7,101	7,454	7,828		
<b><u>POA REPRESENTED PART-TIME (hourly rates shown)</u></b>									
UCPOA PT	40070	Dispatcher Clerk (PT)	38.50	39.56	41.34	43.22	45.19		
UCPOA PT	40120	Prisoner Transportation Officer (PT)	34.82	36.37	38.00	39.72	41.53		
UCPOA PT	40181	Public Services Officer I (PT)	35.29	37.06	38.91	40.85	42.89		
UCPOA PT	40182	Public Services Officer II (PT)	37.15	39.02	40.97	43.00	45.16		
<b><u>PD UNREPRESENTED PART-TIME (hourly rates shown)</u></b>									
			<b><u>Min.</u></b>	<b>← Range →</b>			<b><u>Max.</u></b>		
Unrep. Police PT	60120	Police Cadet	16.39	17.20	18.06				
Unrep. Police PT	60150	Police Officer Trainee	44.00						
<b><u>PROFESSIONAL EMPLOYEES' GROUP (PEG)</u></b>									
Professionals	30060	Accountant	8,005	8,404	8,816	9,266	9,726		
Professionals	30250	Assistant Planner	7,119	7,474	7,845	8,239	8,650		
Professionals	30230	Associate Planner	8,283	8,695	9,128	9,586	10,063		
Professionals	30053	Building Code Compliance Coordinator	10,703	11,261	11,822	12,380	12,939		
Professionals	30090	Case Manager	6,337	6,653	6,985	7,335	7,702		
Professionals	30600	Economic Development Coordinator	9,603	10,088	10,539	11,024	11,510		
Professionals	30275	Emergency Services Coordinator	8,810	9,250	9,705	10,192	10,702		
Professionals	30150	Engineer I (Civil)	7,853	8,241	8,655	9,090	9,543		
Professionals	30130	Engineer II (Civil)	8,722	9,158	9,604	10,093	10,594		
Professionals	30120	Engineer III (Civil)	9,971	10,469	10,986	11,536	12,113		
Professionals	30030	Environmental Analyst I	7,060	7,414	7,783	8,175	8,584		
Professionals	30031	Environmental Analyst II	7,969	8,389	8,831	9,295	9,785		
Professionals	30040	Environmental Programs Inspector	9,533	10,035	10,562	11,116	11,703		
Professionals	30095	Homeless Program Coordinator/Case Manager	6,179	6,510	6,840	7,172	7,540		
Professionals	30080	Intervention Counselor	6,570	6,899	7,245	7,608	7,988		
Professionals	30185	Lead Construction Inspector	9,605	10,069	10,498	10,997	11,498		
Professionals	30066	Lead Payroll Technician	7,891	8,248	8,677	9,105	9,605		
Professionals	30065	Payroll Technician	7,503	7,877	8,263	8,684	9,114		

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<b>PROFESSIONAL EMPLOYEES' GROUP (PEG) (CONT.)</b>							
Professionals	30100	Recreation Supervisor	7,906	8,302	8,716	9,151	9,608
Professionals	30020	Senior Accountant	9,255	9,727	10,213	10,718	11,247
Professionals	30055	Senior Building/Code Compliance Inspector	9,533	10,035	10,562	11,116	11,703
Professionals	30210	Senior Planner	9,574	10,076	10,609	11,165	11,753
Professionals	30400	Senior Recreation Supervisor	9,284	9,736	10,211	10,710	11,232
Professionals	30260	Senior Systems Analyst	10,703	11,261	11,822	12,380	12,939
Professionals	30310	Sustainability Analyst I	6,958	7,305	7,670	8,054	8,456
Professionals	30320	Sustainability Analyst II	8,214	8,624	9,056	9,509	9,984
Professionals	30265	Systems Analyst	10,264	10,778	11,317	11,882	12,476
Professionals	30501	Transit Planner - Assistant	6,836	7,177	7,533	7,911	8,307
Professionals	30502	Transit Planner - Associate	8,186	8,593	9,021	9,474	9,943
Professionals	30503	Transit Planner - Senior	9,574	10,076	10,609	11,165	11,753
Professionals	30270	Web and Database Administrator	9,793	10,282	10,797	11,337	11,904
<b>SERVICE EMPLOYEES' INTERNATIONAL UNION (SEIU)</b>							
SEIU 1021	50520	Administrative Assistant I	5,664	5,924	6,196	6,486	6,783
SEIU 1021	50525	Administrative Assistant II	6,196	6,486	6,783	7,099	7,428
SEIU 1021	50530	Administrative Assistant III	6,783	7,099	7,428	7,776	8,142
SEIU 1021	50290	Building/Code Compliance Inspector	8,172	8,551	8,943	9,353	9,780
SEIU 1021	50201	Building/Code Compliance Inspector - Trainee	7,173	7,508	7,852	8,212	8,589
SEIU 1021	50255	Building Permit Technician	6,485	6,811	7,139	7,469	7,795
SEIU 1021	50251	Building Permit Technician II	7,051	7,393	7,754	8,132	8,529
SEIU 1021	50566	Communications Coordinator	5,817	6,085	6,364	6,662	6,967
SEIU 1021	50256	Community Development Technician	6,356	6,676	6,997	7,320	7,639
SEIU 1021	50351	Facility Maintenance Worker	6,295	6,578	6,875	7,191	7,515
SEIU 1021	50080	Finance Specialist I	5,181	5,412	5,673	5,940	6,216
SEIU 1021	50090	Finance Specialist II	5,673	5,940	6,216	6,516	6,823
SEIU 1021	50100	Finance Specialist III	6,216	6,516	6,823	7,148	7,491
SEIU 1021	50332	Lead Facilities Maintenance Worker	7,377	7,713	8,068	8,426	8,818
SEIU 1021	50323	Lead Vehicle Heavy Equipment Mechanic	7,747	8,099	8,471	8,848	9,259
SEIU 1021	50361	Leisure Services Maintenance Worker	5,338	5,605	5,886	6,180	6,489
SEIU 1021	50360	Maintenance I - Parks & Grounds	5,757	6,029	6,310	6,605	6,919
SEIU 1021	50330	Maintenance I - Streets	6,045	6,330	6,626	6,936	7,265
SEIU 1021	50342	Maintenance II - Parks & Grounds	6,373	6,673	6,984	7,314	7,659
SEIU 1021	50320	Maintenance II - Streets	6,693	7,008	7,333	7,678	8,042
SEIU 1021	50325	Maintenance Trainee - Parks & Grounds	4,933	5,162	5,404	5,654	5,918
SEIU 1021	50350	Maintenance Trainee - Streets	4,933	5,162	5,404	5,654	5,918
SEIU 1021	50200	Neighborhood Preservation Specialist	7,527	7,876	8,237	8,615	9,008
SEIU 1021	50500	Office Specialist I	4,465	4,670	4,876	5,094	5,325
SEIU 1021	50505	Office Specialist II	4,864	5,082	5,313	5,555	5,805
SEIU 1021	50510	Office Specialist III	5,308	5,551	5,801	6,068	6,346
SEIU 1021	50560	Preschool Site Supervisor II	4,457	4,680	4,915	5,161	5,418
SEIU 1021	50291	Public Works Inspector	7,908	8,352	8,756	9,179	9,622
SEIU 1021	50370	Public Works Maintenance II	6,373	6,673	6,984	7,314	7,659
SEIU 1021	50110	Recreation Administrative Technician	6,966	7,314	7,679	8,064	8,467
SEIU 1021	50160	Recreation Program Coordinator	6,340	6,650	6,977	7,323	7,681
SEIU 1021	50600	Recycling Programs Coordinator	6,542	6,860	7,198	7,556	7,925
SEIU 1021	50380	Special Projects Coordinator	5,930	6,210	6,499	6,804	7,127
SEIU 1021	50538	Street Outreach Worker	4,552	4,780	5,019	5,271	5,534
SEIU 1021	50341	Street Sweeper Operator	6,448	6,739	7,043	7,367	7,699
SEIU 1021	50400	Technical Support Specialist I	6,063	6,368	6,674	6,979	7,246
SEIU 1021	50405	Technical Support Specialist II	6,711	7,055	7,398	7,741	8,047
SEIU 1021	50517	Transit Coordinator	7,461	7,810	8,209	8,554	8,956
SEIU 1021	50321	Vehicle Heavy Equipment Mechanic	6,917	7,230	7,561	7,903	8,269
SEIU 1021	50326	Vehicle Equipment Technician	5,475	5,747	6,035	6,337	6,653
SEIU 1021	50536	Youth Employment Coordinator	6,079	6,383	6,703	7,037	7,389
SEIU 1021	50537	Youth Services Specialist	6,200	6,511	6,837	7,178	7,537

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<b><u>SEIU REPRESENTED PART-TIME (hourly rates shown)</u></b>							
SEIU 1021 PT	50373	Facilities Maintenance Attendant (PT)	27.29	28.65	30.09	31.60	33.19
SEIU 1021 PT	50533	CRS Program Manager (PT)	21.57	22.63	23.77	24.94	26.17
SEIU 1021 PT	50500	Office Specialist I (PT)	25.76	26.94	28.13	29.39	30.72
SEIU 1021 PT	50505	Office Specialist II (PT)	28.06	29.32	30.65	32.05	33.49
SEIU 1021 PT	50510	Office Specialist III (PT)	30.62	32.02	33.47	35.01	36.61
SEIU 1021 PT	50561	Preschool Site Supervisor I (PT)	20.85	21.88	22.98	24.12	25.32
SEIU 1021 PT	50532	Program Coordinator (PT)	36.58	38.36	40.25	42.25	44.31
SEIU 1021 PT	50531	Senior Recreation Leader	17.71	18.62	19.54	20.52	21.57
SEIU 1021 PT	50539	Homeless Program Outreach Worker (PT)	26.26	27.58	28.96	30.41	31.92
SEIU 1021 PT	50538	Street Outreach Worker (PT)	26.26	27.58	28.96	30.41	31.92
<b><u>UNREPRESENTED PART-TIME (hourly rates shown)</u></b>							
Unrep. Gen. PT	60069	CRS Program Manager (PT)	19.93	20.92	21.97	23.07	24.22
Unrep. Gen. PT	60100	Preschool Aide (PT)	15.50	16.27			
Unrep. Gen. PT	60090	Preschool Teacher (PT)	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 (PT)	15.50	16.27			
Unrep. Gen. PT	60233	Recreation Leader (PT)	16.61	17.44	18.31	19.22	20.19
Unrep. Gen. PT	60300	Seasonal Maintenance Worker (PT)	22.14				
Unrep. Gen. PT	60234	Senior Recreation Leader (PT)	17.71	18.60	19.53	20.51	21.53
Unrep. Gen. PT	60600	Intern (PT)	15.50				56.46
Unrep. Gen. PT	60570	Project Specialist (PT)	15.50				116.00
Unrep. Gen. PT	60400	Retired Annuitant (PT)	15.50				133.00