

CITY OF UNION CITY
Salary Compensation Plan
FY 2008/2009

Effective: July 1, 2008

Amended: December 1, 2008
April 28, 2009

CITY OF UNION CITY - Salary Compensation Plan - FY 2008/2009

<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	Councilmember	1,625				
City Manager	20010	City Manager	18,811				
			<u>Min.</u>	←	Range	→	<u>Max.</u>
Dept. Heads	20270	Administrative Services Director	12,658				15,176
Dept. Heads	20020	Deputy City Manager	12,980				15,569
Dept. Heads	20515	ECD Director	12,643				15,160
Dept. Heads	25001	Fire Chief	13,361				16,033
Dept. Heads	40010	Police Chief	13,920				16,714
Dept. Heads	20710	Public Works Director	12,896				15,467
Management	20065	Assistant to the City Manager	7,408	7,743	8,094	8,461	8,848
Management	20580	Chief Building Official	10,107	10,575	11,067	11,584	12,127
Management	20030	City Clerk	8,948	9,358	9,789	10,241	10,716
Management	20810	City Engineer	10,763	11,265	11,792	12,344	12,924
Management	20630	Economic Dev. Coord.	8,628	9,054	9,481	9,901	10,328
Management	25012	EMS Coordinator	9,868	10,324	10,804	11,308	11,837
Management	25010	Fire Battalion Chief	10,200	10,674	11,171	11,693	12,244
Management	25009	Assistant Fire Chief	10,902	11,410	11,943	12,502	13,092
Management	25008	Division Chief/Fire Marshal	10,611	11,104	11,622	12,166	12,739
Management	20540	HCD Coordinator	9,241	9,667	10,114	10,583	11,074
Management	20500	Intervention Counselor I	5,463	5,700	5,948	6,209	6,483
Management	20505	Intervention Counselor II	6,314	6,593	6,886	7,194	7,518
Management	20508	Youth & Family Services Mgr	7,683	8,031	8,397	8,782	9,185
Management	20450	Leisure Services Manager	9,087	9,505	9,944	10,405	10,889
Management	20080	Management Analyst I	6,058	6,324	6,603	6,897	7,206
Management	20090	Management Analyst II	7,408	7,743	8,094	8,461	8,848
Management	20100	Management Analyst III	9,010	9,424	9,858	10,315	10,793
Management	20310	IT Manager	10,778	11,280	11,807	12,361	12,943
Management	20510	Neigh. Pres. Coord.	8,628	9,054	9,481	9,901	10,328
Management	20140	Personnel Analyst I	5,825	6,081	6,348	6,628	6,923
Management	20560	Planning Manager	9,396	9,829	10,284	10,761	11,263
Management	20860	Principal Civil Engineer	9,653	10,099	10,568	11,061	11,576
Management	20920	PW Grounds Supervisor	8,085	8,453	8,839	9,245	9,670
Management	20910	PW Streets Supervisor	8,085	8,453	8,839	9,245	9,670
Management	20730	Public Works Superintendent	9,396	9,829	10,284	10,761	11,263
Management	20620	RDA Manager	9,319	9,749	10,199	10,672	11,169
Management	20350	Supervising Accountant	8,410	8,794	9,197	9,620	10,064
Management	20170	Supervising Personnel Analyst	7,485	7,792	8,104	8,410	8,718
Management	20912	Transit Manager	9,087	9,505	9,944	10,405	10,889
Police Mgmt.	40020	Police Captain	11,609	12,153	12,726	13,325	13,956
Police Mgmt.	40040	Police Lieutenant	9,848	10,329	10,833	11,367	11,928
IAFF	25015	Fire Captain	6,744	7,081	7,435	7,806	8,197
IAFF	25025	Fire Engineer	5,980	6,278	6,594	6,922	7,268
IAFF	25030	Firefighter	5,597	5,879	6,173	6,479	6,804

CITY OF UNION CITY - Salary Compensation Plan - FY 2008/2009

<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>
UCPOA	40220	Community Relations Officer	5,297	5,562	5,840	6,133	6,440
UCPOA	40090	Community Service Aide	4,535	4,737	4,949	5,173	5,409
UCPOA	40070	Dispatch Clerk	5,014	5,151	5,384	5,629	5,885
UCPOA	40170	Dispatch Clerk Trainee	4,341				
UCPOA	40130	Police Corporal	7,799				
UCPOA	40230	Police Dept. Office Coord.	4,564	4,793	5,033	5,284	5,549
UCPOA	40140	Police Office Assistant	4,160	4,368	4,587	4,816	5,057
UCPOA	40050	Police Officer	5,946	6,221	6,502	6,778	7,120
UCPOA	40150	Police Officer Recruit I	4,765				
UCPOA	40160	Police Officer Recruit II	5,314				
UCPOA	40060	Police Records & Dis. Super.	5,297	5,562	5,840	6,133	6,440
UCPOA	40030	Police Sergeant	7,378	7,700	8,037	8,397	8,770
UCPOA	40120	Prisoner Transportation Officer	4,535	4,737	4,949	5,173	5,409
UCPOA	40100	Property Clerk	4,535	4,737	4,949	5,173	5,409
UCPOA	40110	Public Services Officer	4,608	4,839	5,081	5,334	5,601
SEIU 1021	50520	Administrative Assistant I	3,882	4,060	4,247	4,445	4,648
SEIU 1021	50525	Administrative Assistant II	4,247	4,445	4,648	4,866	5,091
SEIU 1021	50530	Administrative Assistant III	4,648	4,866	5,091	5,329	5,580
SEIU 1021	50351	Facility Maint - Worker	4,209	4,398	4,596	4,808	5,025
SEIU 1021	50250	Building Permit Clerk	3,662	3,835	4,013	4,201	4,400
SEIU 1021	50255	Building Permit Technician	4,356	4,575	4,795	5,016	5,236
SEIU 1021	50290	Bldg./Code Comp. Insp.	5,464	5,717	5,979	6,254	6,540
SEIU 1021	50201	Bldg./Code Comp. Insp. - Trainee	4,939	5,169	5,405	5,654	5,913
SEIU 1021	50371	Facilities Maint. Attendant	3,162	3,320	3,486	3,661	3,844
SEIU 1021	50331	Facilities Technician	4,658	4,873	5,093	5,325	5,569
SEIU 1021	50080	Finance Specialist I	3,613	3,774	3,957	4,142	4,336
SEIU 1021	50090	Finance Specialist II	3,957	4,142	4,336	4,544	4,759
SEIU 1021	50100	Finance Specialist III	4,336	4,544	4,759	4,986	5,224
SEIU 1021	50326	Vehicle Equipment Technician	3,752	3,939	4,136	4,343	4,560
SEIU 1021	50323	Lead Veh. Heavy Eqpt. Mech.	5,056	5,286	5,529	5,775	6,043
SEIU 1021	50360	Maint I - Parks & Grounds	3,946	4,132	4,324	4,527	4,742
SEIU 1021	50330	Maint I - Streets	3,946	4,132	4,324	4,527	4,742
SEIU 1021	50342	Maint II - Parks & Grounds	4,368	4,574	4,786	5,011	5,249
SEIU 1021	50320	Maint II - Streets	4,368	4,574	4,786	5,011	5,249
SEIU 1021	50350	Maint Trainee-Streets	3,298	3,451	3,613	3,780	3,957
SEIU 1021	50325	Maint Trainee-Parks & Grounds	3,298	3,451	3,613	3,780	3,957
SEIU 1021	50200	Neighborhood Pres Specialist	5,158	5,397	5,643	5,902	6,173
SEIU 1021	50500	Office Specialist I	2,979	3,115	3,252	3,398	3,552
SEIU 1021	50505	Office Specialist II	3,252	3,398	3,552	3,715	3,882
SEIU 1021	50510	Office Specialist III	3,552	3,715	3,882	4,060	4,247
SEIU 1021	50291	Public Works Inspector	5,380	5,682	5,958	6,246	6,547
SEIU 1021	50370	Public Works Maintenance II	4,368	4,574	4,786	5,011	5,249
SEIU 1021	50160	Rec. Program Coord.	4,345	4,557	4,782	5,018	5,264
SEIU 1021	50120	Recreation Supervisor	5,007	5,242	5,487	5,745	6,013
SEIU 1021	50292	Senior Public Works Inspector	5,781	6,066	6,357	6,664	6,982
SEIU 1021	50380	Special Projects Coordinator	4,064	4,256	4,454	4,663	4,884
SEIU 1021	50341	Street Sweeper Operator	4,209	4,398	4,596	4,808	5,025
SEIU 1021	50321	Veh. Heavy Eqpt. Mech.	4,514	4,719	4,934	5,158	5,397
SEIU 1021	50324	Veh. Heavy Eqpt. Mech. - Trainee	3,687	3,881	4,086	4,301	4,528

CITY OF UNION CITY - Salary Compensation Plan - FY 2008/2009

<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>
Professionals	30060	Accountant	5,497	5,673	5,949	6,253	6,564
Professionals	30250	Assistant Planner	5,112	5,366	5,634	5,916	6,212
Professionals	30230	Associate Planner	5,971	6,268	6,581	6,911	7,254
Professionals	30150	Engineer I (Civil)	5,017	5,265	5,529	5,807	6,097
Professionals	30130	Engineer II (Civil)	5,723	6,007	6,301	6,622	6,950
Professionals	30120	Engineer III (Civil)	6,615	6,945	7,286	7,652	8,035
Professionals	30050	Haz. Materials Inspect.	5,904	6,191	6,503	6,827	7,166
Professionals	30261	Sr. Haz. Materials Inspect.	6,516	6,842	7,184	7,543	7,920
Professionals	30020	Senior Accountant	6,318	6,638	6,971	7,315	7,677
Professionals	30210	Senior Planner	6,978	7,345	7,732	8,138	8,567
Professionals	30260	Senior Systems Analyst	8,036	8,455	8,876	9,294	9,715
Professionals	30265	Env. Programs Coordinator	6,428	6,750	7,088	7,442	7,814
Professionals	30055	Sr. Building Inspector	7,157	7,534	7,930	8,345	8,786
Professionals	30300	Solid Waste/Recycling Coord.	4,512	4,934	5,356	5,779	6,201
Professionals	30400	Senior Recreation Supervisor	6,551	6,870	7,205	7,558	7,926
Professionals	30500	Transit Planner	6,269	6,581	6,910	7,256	7,617
Unrepresented	70100	Case Manager	4,166				
Unrepresented	70150	Youth Employment Coordinator	4,166				
Unrepresented	70200	Lead Outreach Worker	4,166				

PART-TIME (hourly rates shown)

		<u>Min.</u>	← <i>Range</i> →	<u>Max.</u>
Fire Part-Time	60005 Fire Inspector (PT)	26.06		39.10
UCPOA PT	40070 Dispatcher Clerk (PT)	28.93	29.72 31.06 32.48	33.96
UCPOA PT	40120 Transportation Officer (PT)	26.16	27.33 28.55 29.84	31.20
Unrep. Police PT	60120 Police Cadet	11.80	12.37 13.01	
Unrep. Police PT	60130 Police Reserve	10.73		
SEIU 1021 PT	50533 L/S Program Manager	14.78	15.51 16.29 17.09	17.94
SEIU 1021 PT	50500 Office Specialist I (PT)	17.19	17.98 18.76 19.60	20.49
SEIU 1021 PT	50532 Program Coordinator (PT)	18.88	19.83 20.83 21.87	22.97
SEIU 1021 PT	50531 Senior Recreation Leader	12.14	12.76 13.40 14.06	14.78
Unrep. Gen. PT	60069 L/S Program Manager	14.37	15.08 15.84 16.63	17.46
Unrep. Gen. PT	60072 Program Coordinator (PT)	17.90	18.79 19.73 20.72	21.76
Unrep. Gen. PT	60231 Recreation Aide I	8.00	8.38 8.77	
Unrep. Gen. PT	60232 Recreation Aide II	8.69	9.10 9.53	
Unrep. Gen. PT	60233 Recreation Leader	9.26	9.72 10.20 10.71	11.25
Unrep. Gen. PT	60234 Senior Recreation Leader	11.53	12.11 12.71 13.35	14.02
Unrep. Gen. PT	60510 Street Outreach Worker	18.00		
		<u>Min.</u>	← <i>Range</i> →	<u>Max.</u>
Unrep. Gen. PT	60600 Intern	10.93		54.64
Unrep. Gen. PT	60570 Project Specialist	10.93		54.64