



Office of the City Manager

CONSENT CALENDAR

July 8, 2025

To: Honorable Mayor and Members of the City Council

From: Paul Buddenhagen, City Manager

Submitted by: Janelle Rodrigues, Director of Human Resources

Subject: Amend SEIU-CSU MOU Exhibits A-D with Updated Hourly Pay Rates

RECOMMENDATION

Adopt a Resolution amending the Service Employees International Union (SEIU) Local 1021, Service Employees International Union Local 1021 Community Services & Part-Time Recreation Leaders Association ("Union") Memorandum of Understanding ("MOU") Exhibits A, B, C, and D (Salary Ranges) with updated hourly pay rates.

FISCAL IMPACTS OF RECOMMENDATION

The fiscal impact using the compounded methodology and the additive methodology on the current impacted employees represents approximately \$7,500 annually.

CURRENT SITUATION AND ITS EFFECTS

During the last round of labor negotiations with SEIU-CSU, in addition to 6% Cost of Living Adjustments (COLAs), the City authorized various equity increases for certain public health classifications including:

- Advanced Practice Provider;
- Public Health Nurse;
- Mental Health Nurse;
- Psychiatrist;
- Registered Nurse; and
- Senior Public Health Nurse.

The COLAs and the equity increases were authorized to occur on the same date, December 8, 2024. The City and Union have entered into a non-precedent setting side letter agreement to apply the equity increases first, followed by the six percent (6%) COLA increase to the newly adjusted "equity" salary in order to determine the new pay rate. Impacted employees shall receive compensation retroactive to December 8, 2024, for the discrepancy in pay.

BACKGROUND

Historically, when COLAs and equity increases occur on the same date, the City has used the additive methodology (adding COLA and equity together) rather than the compounding (applying one after the other). The City and Union have met and conferred and reached agreement on this Side Letter Agreement to the Memorandum of Understanding concerning the public health equity increases

negotiated in the 2024 round of bargaining and the methodology for their calculation in relation to the concurrent Cost of Living Adjustment (COLA) of six percent (6%). The parties agree that this arrangement and method of calculation will not set a precedent.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

The City and Union have entered into a non-precedent setting side letter agreement to apply the equity increases before the COLA.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Janelle Rodrigues, Director of Human Resources, (510) 981-6807.

ATTACHMENTS

1. Resolution
 - Exhibit A: Side Letter
 - Exhibit B: *Exhibits A-D, Service Employees International Union Local 1021 Community Services & Part-Time Recreation Leaders Association, Memorandum of Understanding*

RESOLUTION NO. ##,###-N.S.
AMEND SEIU-CSU MOU EXHIBITS A, B, C, AND D (SALARY RANGES)
WITH UPDATED HOURLY PAY RATES

WHEREAS, during the last round of labor negotiations with Service Employees International Union Local 1021 Community Services & Part-Time Recreation Leaders Association ("Union"), in addition to 6% Cost of Living Adjustments (COLAs), the City authorized various equity increases for certain public health classifications; and

WHEREAS, the COLAs and the equity increases were authorized to occur on the same date, December 8, 2024; and

WHEREAS, historically, when COLAs and equity increases occur on the same date, the City has used the additive methodology (adding COLA and equity together) rather than the compounding (applying one after the other); and

WHEREAS, the City and Union have met and conferred and reached agreement on this Side Letter Agreement to the Memorandum of Understanding concerning the public health equity increases negotiated in the 2024 round of bargaining and the methodology for their calculation in relation to the concurrent COLA of six percent (6%); and

WHEREAS, the City and Union have entered into a non-precedent setting side letter agreement to apply the equity increases first, followed by the six percent (6%) COLA increase to the newly adjusted "equity" salary in order to determine the new pay rate; and

WHEREAS, impacted employees shall receive compensation retroactive to December 8, 2024, for the discrepancy in salaries.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the equity increases for certain public health classifications will be applied first, followed by the six percent (6%) COLA increase to the newly adjusted "equity" salary in order to determine the new pay rate; and

BE IT FURTHER RESOLVED that the Service Employees International Union Local 1021 Community Services & Part-Time Recreation Leaders Association, Memorandum of Understanding, will be updated with attached Salary Range Exhibits A – D.

EXHIBIT A

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF BERKELEY AND
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021 COMMUNITY SERVICES AND
PART-TIME RECREATION ACTIVITY LEADERS**

The parties to this Side Letter Agreement are the City of Berkeley (the “City”) and Service Employees International Union Local 1021 Community Services and Part-Time Recreation Activity Leaders (the “SEIU CSU”).

The City and SEIU CSU have met and conferred and reached agreement on this Side Letter Agreement to the Memorandum of Understanding concerning the public health equity increases negotiated in the 2024 round of bargaining and the methodology for their calculation in relation to the concurrent Cost of Living Adjustment (COLA) of six percent (6%).

The parties hereby concur on the following provisions:

1. The concurrent equity salary increases, along with the initial COLA increase of the contract effective upon ratification, shall be calculated on a compound basis. The equity increases will be applied first, followed by the six percent (6%) COLA increase to the newly adjusted “equity” salary in order to determine the new pay rate.
2. All impacted employees shall receive retroactive compensation for the period between the ratification of the contract and the ratification of this Side Letter Agreement accounting for the discrepancy in salaries.
3. The parties agree that this arrangement and method of calculation will not set a precedent.
4. The SEIU CSU Memorandum of Understanding will be updated with attached Salary Range Exhibits A – D.
5. This side letter shall sunset with the current contract and will expire on June 26, 2027.

WHEREFORE, the parties, by and through their authorized agents and representatives, hereby agree to the terms of this Side Letter Agreement, contingent upon the adoption or ratification of this Agreement by the City Council of the City of Berkeley and the 2024-2027 Memorandum of Understanding being fully signed by SEIU CSU and the City.

AGREED TO FOR THE CITY:

AGREED TO FOR THE UNION:

Paul Buddenhagen
City Manager

Julio Corral
Labor Representative, SEIU CSU

APPROVED AS TO FORM:

Farimah Faiz Brown
City Attorney

**Exhibit A – Salary Ranges as of December 8, 2024
(6.0% Salary Increase)**

JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
2000	L	Accountant I	N	41.5770	43.3596	45.1147	46.9982	49.0745		
2002	L	Accountant II	N	51.8351	54.0977	56.5435	58.9705	61.5508		
2088	L	ADA Program Coordinator	N	57.0202	60.0018	62.9834	65.9651	68.9467		
2009	L	Applications Programmer Analyst I	N	50.4061	52.5550	54.9140	57.3329	59.8118		
2010	L	Applications Programmer Analyst II	N	55.0040	57.4328	60.0217	62.7303	65.5693		
2012	L	Architect	E	62.5306	65.5193	68.6876	71.9860	75.3942		
2030	L	Assistant Architect	E	53.5947	56.0436	58.7222	61.5812	64.6094		
2034	G1	Assistant Environmental Health Specialist	N	0.0000	0.0000	44.0493	46.4081	48.2568		
9012	L	Assistant Inspector	N	39.9705	41.7033	43.5978	45.4355	47.4193		
2038	L	Assistant Management Analyst	N	41.5505	43.3498	45.1083	46.9676	49.0469		
5004	G1	Assistant Mental Health Clinician	N	34.9636	36.2028	37.3626	38.6718	40.6212		
2042	L	Assistant Planner	N	41.8099	43.6492	45.4087	47.3277	49.3767		
2018	L	Associate Management Analyst	N	51.8351	54.0976	56.5435	58.9705	61.5509		
2022	L	Associate Planner	N	50.4863	52.7151	54.8540	57.3028	59.9316		
2052	L	Auditor I	N	41.5770	43.3596	45.1147	46.9982	49.0745		
2054	L	Auditor II	N	51.8351	54.2808	56.6014	59.0377	61.5509		
2056	IA	Automation Librarian	N	50.2464	52.5851	55.0638	57.7026	60.5315		
2058	G1	Behavioral Health Clinician I	E	44.4807	46.3460	48.2478	50.1867	52.1713		
2060	G1	Behavioral Health Clinician II	E	48.9922	50.9402	52.9521	55.0655	57.2248		
3000	L	Building Inspector I (Certified)	N	49.3465	51.4856	53.8245	56.0933	58.5423		
3004	L	Building Inspector II	N	50.8458	53.0452	55.4538	57.7926	60.3215		
3005	L	Building Inspector II (Certified)	N	52.8951	55.1640	57.6729	60.1119	62.7404		
3008	L	Building Plans Examiner	N	52.8951	55.1640	57.6729	60.1119	62.7404		
2066	L	Buyer	N	44.4491	46.4282	48.2673	50.2863	52.4551		
9000	IA	Central Library Circulation Supervisor	N	39.3513	41.0203	42.7899	44.6389	46.9577		
2070	G1	Clinical Psychologist	E	54.1944	56.3034	58.5321	60.8214	63.2700		
3015	L	Code Enforcement Officer I	N	39.0816	40.9008	42.7995	44.7991	46.8976		
3014	L	Code Enforcement Officer II	N	47.4477	49.4966	51.7454	53.9245	56.2932		
2073	L	Community Development Project Coordinator	E	53.9744	56.5632	59.3521	62.2606	65.2592		
5012	G1	Community Health Worker	N	0.0000	32.2050	32.9343	33.7542	35.4234		
5014	G1	Community Health Worker Specialist	N	34.9636	36.2028	37.3626	38.6718	40.6212		
2074	L	Community Services Specialist I	N	41.5770	43.3596	45.1147	46.9982	49.0745		

City of Berkeley

SEIU Local 1021 Community Services & PTRLA

JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
2076	L	Community Services Specialist II	N	51.8351	54.0976	56.5435	58.9705	61.5509		
2096	L	Emergency Services Coordinator	N	51.8368	54.1079	56.5380	58.9675	61.5559		
2100	L	Environmental Compliance Specialist	E	56.1407	58.1255	60.3123	62.7196	65.0532		
2104	G1	Epidemiologist	N	44.6465	46.8770	49.2191	51.6798	54.2660		
4029	L	Field Representative	N	0.0000	0.0000	38.7714	40.3408	42.1598		
3022	L	Fire and Life Safety Plans Examiner	N	58.2925	60.8112	63.5698	66.2586	69.1972		
7004	L	Fire Prevention Inspector	N	47.4477	49.4966	51.7454	53.9245	56.2932		
2108	G1	Hazardous Mat Specialist II	N	56.1434	58.1223	60.3111	62.7202	65.0591		
2106	G1	Hazardous Materials Specialist I	N	49.4364	51.1658	53.0951	55.2041	57.2927		
2110	G1	Health Educator	E	48.9050	50.7990	52.7717	54.8319	57.0064		
9013	L	Housing Inspector I (Certified)	N	44.4118	46.3369	48.4421	50.4838	52.6880		
3025	L	Housing Inspector II (Certified)	N	49.3465	51.4856	53.8245	56.0933	58.5423		
2120	L	Information Systems Specialist	N	47.1546	49.1942	51.3901	53.6231	55.9660		
3028	L	Information Systems Support Technician	N	39.1415	40.6109	42.1199	43.6993	45.3287		
2124	L	Landscape Architect	E	60.3088	63.0627	66.0766	69.3122	72.7208		
2127	K1	Legislative Aide	N	41.5520	43.6296	45.7708	48.0074	50.3606	52.8304	55.4168
2127	K1	Legislative Aide (Cont. Step 8 - 14)		58.1304	60.9818	63.9604	67.098	70.384	73.8396	77.4648
2131	IB	Librarian I	N	40.6309	42.5600	44.7087	46.6980	48.7170		
2133	IB	Librarian II	N	44.7087	46.6980	48.7170	50.9858	53.1747		
4037	IB	Library Aide	N	24.4083	25.5679	26.6674	27.8071	28.5667		
4039	IB	Library Assistant	N	29.6362	30.9254	32.2748	33.6439	35.2234		
2135	IA	Library Literacy Program Coordinator	N	42.8197	44.7289	46.6779	48.8069	50.9359		
2129	IA	Library Special Services Coordinator	E	48.1374	50.4361	52.8751	55.3440	57.9926		
4041	IB	Library Specialist I	N	33.4543	34.8834	36.3928	37.9322	39.9215		
4043	IB	Library Specialist II	N	35.2234	37.1126	38.6919	40.2909	42.3104		
6036	G1	Mealsite Coordinator	N	0.0000	0.0000	31.0452	31.7750	32.5343		
9007	G3	Mental Health Nurse	N	67.9927	71.3923	74.9620	78.7100	82.6487		
2139	G3	Advanced Practice Provider	E	71.9384	74.8028	77.8949	81.1060	84.4654		
6040	G1	Mini Bus Driver	N	0.0000	0.0000	31.3852	32.6043	33.9440		
2141	G1	Nutritionist	E	43.5096	45.2287	46.9378	48.7170	50.7159		
3032	L	Permit Specialist	N	37.0824	38.8519	40.5909	42.4900	44.4791		
3034	L	Planning Technician	N	37.3151	39.2804	41.3454	43.5180	45.8055		
2151	G1	Psychiatrist	E	123.6801	129.8622	136.3567	143.1782	150.3339		
2153	G3	Public Health Nurse	E	66.2635	68.6375	71.4011	74.3824	77.2975		
6047	R1	Recreation Activity Leader	N	0.0000	0.0000	27.6306	30.4445	33.9076		

City of Berkeley

SEIU Local 1021 Community Services & PTRLA

JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
6048	R2	Recreation Activity Leader (R2)	N	0.0000	0.0000	27.0470	29.6598	33.0708		
2157	G1	Registered Environmental Health Specialist	N	50.3612	52.1162	54.1098	56.2417	58.3646		
2159	G3	Registered Nurse	E	0.0000	64.1848	66.4016	68.6700	71.1411		
2161	L	Revenue Development Specialist I	N	41.5755	43.3643	45.1147	47.0108	49.0758		
2163	L	Revenue Development Specialist II	N	51.8368	54.1079	56.5380	58.9675	61.5559		
2169	G1	Senior Behavioral Health Clinician	E	53.4760	55.6357	57.7026	59.9906	62.4255		
3036	L	Senior Building Inspector	N	58.2925	60.8112	63.5698	66.2586	69.1972		
3038	L	Senior Building Plans Examiner	N	58.2925	60.8112	63.5698	66.2586	69.1972		
5048	G1	Senior Community Health Specialist	N	36.7229	38.0121	39.2316	40.5608	42.6299		
2177	G1	Senior Environmental Health Specialist	N	52.8882	54.7439	56.7930	59.0627	61.2861		
4069	L	Senior Field Representative	N	0.0000	0.0000	41.9503	43.7994	45.5884		
2181	L	Senior Health Management Analyst	N	53.4649	56.0334	58.7721	61.6807	64.6392		
9015	L	Senior Housing Inspector (Certified)	N	54.2809	56.6342	59.2069	61.7027	64.3965		
2187	L	Senior Information Systems Specialist	N	51.9877	54.3028	56.7473	59.3105	61.9570		
2189	IB	Senior Librarian	N	46.7479	48.7670	50.9161	53.2551	55.5637		
3042	L	Senior Permit Specialist	N	40.1050	42.1258	44.2217	46.4428	49.4079		
2195	L	Senior Planner	E	58.0526	60.6510	63.4200	66.2087	69.1674		
2197	G3	Senior Public Health Nurse	E	68.8153	71.4536	74.1735	77.3249	80.2965		
6057	G1	Senior Service Aide	N	0.0000	0.0000	28.1469	29.1760	30.3356		
6059	G1	Senior Service Assistant	N	0.0000	0.0000	35.9434	36.8828	37.7724		
2199	G1	Social Services Specialist	N	41.5755	43.3641	45.1146	47.0107	49.0757		
6071	R2	Sports Field Monitor (R2)	N	23.5532	0.0000	0.0000	0.0000	0.0000		
6073	R2	Sports Official (R2)	N	23.5532	26.8538	30.7246	34.5468	38.3932		
6072	R1	Sports Official	N	23.6068	27.5563	31.5057	35.4542	39.4185		
2207	IA	Supervising Librarian	E	53.2647	55.7336	58.3625	61.1614	64.1698		
5002	IA	Supervising Library Assistant	N	36.1230	37.6223	39.2612	40.9506	44.4559		
4000	G1	Vector Control Technician	N	0.0000	0.0000	36.9116	38.1889	39.3678		

**Exhibit B – Salary Ranges as of First Full Pay Period in July 2025
(4.0% Salary Increase)**

JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
2000	L	Accountant I	N	43.2401	45.0940	46.9193	48.8781	51.0375		
2002	L	Accountant II	N	53.9085	56.2616	58.8052	61.3293	64.0128		
2088	L	ADA Program Coordinator	N	59.3010	62.4019	65.5027	68.6037	71.7046		
2009	L	Applications Programmer Analyst I	N	52.4223	54.6572	57.1106	59.6262	62.2043		
2010	L	Applications Programmer Analyst II	N	57.2042	59.7301	62.4226	65.2395	68.1921		
2012	L	Architect	E	65.0318	68.1401	71.4351	74.8654	78.4100		
2030	L	Assistant Architect	E	55.7385	58.2853	61.0711	64.0444	67.1938		
2034	G1	Assistant Environmental Health Specialist	N	0.0000	0.0000	45.8113	48.2644	50.1871		
9012	L	Assistant Inspector	N	41.5693	43.3714	45.3417	47.2529	49.3161		
2038	L	Assistant Management Analyst	N	43.2125	45.0838	46.9126	48.8463	51.0088		
5004	G1	Assistant Mental Health Clinician	N	36.3621	37.6509	38.8571	40.2187	42.2460		
2042	L	Assistant Planner	N	43.4823	45.3952	47.2250	49.2208	51.3518		
2018	L	Associate Management Analyst	N	53.9085	56.2615	58.8052	61.3293	64.0129		
2022	L	Associate Planner	N	52.5058	54.8237	57.0482	59.5949	62.3289		
2052	L	Auditor I	N	43.2401	45.0940	46.9193	48.8781	51.0375		
2054	L	Auditor II	N	53.9085	56.4520	58.8655	61.3992	64.0129		
2056	IA	Automation Librarian	N	52.2563	54.6885	57.2664	60.0107	62.9528		
2058	G1	Behavioral Health Clinician I	E	46.2599	48.1998	50.1777	52.1942	54.2582		
2060	G1	Behavioral Health Clinician II	E	50.9519	52.9778	55.0702	57.2681	59.5138		
3000	L	Building Inspector I (Certified)	N	51.3204	53.5450	55.9775	58.3370	60.8840		
3004	L	Building Inspector II	N	52.8796	55.1670	57.6720	60.1043	62.7344		
3005	L	Building Inspector II (Certified)	N	55.0109	57.3706	59.9798	62.5164	65.2500		
3008	L	Building Plans Examiner	N	55.0109	57.3706	59.9798	62.5164	65.2500		
2066	L	Buyer	N	46.2271	48.2853	50.1980	52.2978	54.5533		
9000	IA	Central Library Circulation Supervisor	N	40.9254	42.6611	44.5015	46.4245	48.8360		
2070	G1	Clinical Psychologist	E	56.3622	58.5555	60.8734	63.2543	65.8008		

City of Berkeley

SEIU Local 1021 Community Services & PTRLA

JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
3015	L	Code Enforcement Officer I	N	40.6449	42.5368	44.5115	46.5911	48.7735		
3014	L	Code Enforcement Officer II	N	49.3456	51.4765	53.8152	56.0815	58.5449		
2073	L	Community Development Project Coordinator	E	56.1334	58.8257	61.7262	64.7510	67.8696		
5012	G1	Community Health Worker	N	0.0000	33.4932	34.2517	35.1044	36.8403		
5014	G1	Community Health Worker Specialist	N	36.3621	37.6509	38.8571	40.2187	42.2460		
2074	L	Community Services Specialist I	N	43.2401	45.0940	46.9193	48.8781	51.0375		
2076	L	Community Services Specialist II	N	53.9085	56.2615	58.8052	61.3293	64.0129		
2096	L	Emergency Services Coordinator	N	53.9103	56.2722	58.7995	61.3262	64.0181		
2100	L	Environmental Compliance Specialist	E	58.3863	60.4505	62.7248	65.2284	67.6553		
2104	G1	Epidemiologist	N	46.4324	48.7521	51.1879	53.7470	56.4366		
4029	L	Field Representative	N	0.0000	0.0000	40.3223	41.9544	43.8462		
3022	L	Fire and Life Safety Plans Examiner	N	60.6242	63.2436	66.1126	68.9089	71.9651		
7004	L	Fire Prevention Inspector	N	49.3456	51.4765	53.8152	56.0815	58.5449		
2108	G1	Hazardous Mat Specialist II	N	58.3891	60.4472	62.7235	65.2290	67.6615		
2106	G1	Hazardous Materials Specialist I	N	51.4139	53.2124	55.2189	57.4123	59.5844		
2110	G1	Health Educator	E	50.8612	52.8310	54.8826	57.0252	59.2867		
9013	L	Housing Inspector I (Certified)	N	46.1883	48.1904	50.3798	52.5032	54.7955		
3025	L	Housing Inspector II (Certified)	N	51.3204	53.5450	55.9775	58.3370	60.8840		
2120	L	Information Systems Specialist	N	49.0408	51.1620	53.4457	55.7680	58.2046		
3028	L	Information Systems Support Technician	N	40.7072	42.2353	43.8047	45.4473	47.1418		
2124	L	Landscape Architect	E	62.7212	65.5852	68.7197	72.0847	75.6296		
2127	K1	Legislative Aide	N	43.2141	45.3748	47.6016	49.9277	52.3750	54.9436	57.6335
2127	K1	Legislative Aide (Cont. Step 8 - 14)		60.4556	63.4211	66.5188	69.7819	73.1994	76.7932	80.5634
2131	IB	Librarian I	N	42.2561	44.2624	46.4970	48.5659	50.6657		
2133	IB	Librarian II	N	46.4970	48.5659	50.6657	53.0252	55.3017		
4037	IB	Library Aide	N	25.3846	26.5906	27.7341	28.9194	29.7094		
4039	IB	Library Assistant	N	30.8216	32.1624	33.5658	34.9897	36.6323		
2135	IA	Library Literacy Program Coordinator	N	44.5325	46.5181	48.5450	50.7592	52.9733		

City of Berkeley

SEIU Local 1021 Community Services & PTRLA

JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
2129	IA	Library Special Services Coordinator	E	50.0629	52.4535	54.9901	57.5578	60.3123		
4041	IB	Library Specialist I	N	34.7925	36.2787	37.8485	39.4495	41.5184		
4043	IB	Library Specialist II	N	36.6323	38.5971	40.2396	41.9025	44.0028		
6036	G1	Mealsite Coordinator	N	0.0000	0.0000	32.2870	33.0460	33.8357		
9007	G3	Mental Health Nurse	N	70.7125	74.2480	77.9605	81.8584	85.9547		
2139	G3	Advanced Practice Provider	E	74.8159	77.7949	81.0107	84.3502	87.8440		
6040	G1	Mini Bus Driver	N	0.0000	0.0000	32.6406	33.9085	35.3018		
2141	G1	Nutritionist	E	45.2500	47.0378	48.8153	50.6657	52.7445		
3032	L	Permit Specialist	N	38.5657	40.4060	42.2145	44.1896	46.2583		
3034	L	Planning Technician	N	38.8077	40.8516	42.9992	45.2587	47.6377		
2151	G1	Psychiatrist	E	128.6273	135.0567	141.8110	148.9054	156.3472		
2153	G3	Public Health Nurse	E	68.9140	71.3830	74.2571	77.3577	80.3894		
6047	R1	Recreation Activity Leader	N	0.0000	0.0000	28.7358	31.6623	35.2639		
6048	R2	Recreation Activity Leader (R2)	N	0.0000	0.0000	28.1289	30.8462	34.3936		
2157	G1	Registered Environmental Health Specialist	N	52.3756	54.2008	56.2742	58.4914	60.6992		
2159	G3	Registered Nurse	E	0.0000	66.7522	69.0576	71.4168	73.9867		
2161	L	Revenue Development Specialist I	N	43.2385	45.0989	46.9193	48.8912	51.0388		
2163	L	Revenue Development Specialist II	N	53.9103	56.2722	58.7995	61.3262	64.0181		
2169	G1	Senior Behavioral Health Clinician	E	55.6150	57.8611	60.0107	62.3902	64.9225		
3036	L	Senior Building Inspector	N	60.6242	63.2436	66.1126	68.9089	71.9651		
3038	L	Senior Building Plans Examiner	N	60.6242	63.2436	66.1126	68.9089	71.9651		
5048	G1	Senior Community Health Specialist	N	38.1918	39.5326	40.8009	42.1832	44.3351		
2177	G1	Senior Environmental Health Specialist	N	55.0037	56.9337	59.0647	61.4252	63.7375		
4069	L	Senior Field Representative	N	0.0000	0.0000	43.6283	45.5514	47.4119		
2181	L	Senior Health Management Analyst	N	55.6035	58.2747	61.1230	64.1479	67.2248		
9015	L	Senior Housing Inspector (Certified)	N	56.4521	58.8996	61.5752	64.1708	66.9724		
2187	L	Senior Information Systems Specialist	N	54.0672	56.4749	59.0172	61.6829	64.4353		

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JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
2189	IB	Senior Librarian	N	48.6178	50.7177	52.9527	55.3853	57.7862		
3042	L	Senior Permit Specialist	N	41.7092	43.8108	45.9906	48.3005	51.3842		
2195	L	Senior Planner	E	60.3747	63.0770	65.9568	68.8570	71.9341		
2197	G3	Senior Public Health Nurse	E	71.5679	74.3118	77.1404	80.4179	83.5083		
6057	G1	Senior Service Aide	N	0.0000	0.0000	29.2728	30.3430	31.5490		
6059	G1	Senior Service Assistant	N	0.0000	0.0000	37.3811	38.3581	39.2833		
2199	G1	Social Services Specialist	N	43.2385	45.0987	46.9192	48.8911	51.0387		
6071	R2	Sports Field Monitor (R2)	N	24.4953	25.2302	25.9871	0.0000	0.0000		
6073	R2	Sports Official (R2)	N	24.4953	27.9280	31.9536	35.9287	39.9289		
6072	R1	Sports Official	N	24.5511	28.6586	32.7659	36.8724	40.9952		
2207	IA	Supervising Librarian	E	55.3953	57.9629	60.6970	63.6079	66.7366		
5002	IA	Supervising Library Assistant	N	37.5679	39.1272	40.8316	42.5886	46.2341		
4000	G1	Vector Control Technician	N	0.0000	0.0000	38.3881	39.7165	40.9425		

**Exhibit C – Salary Ranges as of First Full Pay Period in July 2026
(2.5% Salary Increase)**

JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
2000	L	Accountant I	N	44.3211	46.2214	48.0923	50.1001	52.3134		
2002	L	Accountant II	N	55.2562	57.6681	60.2753	62.8625	65.6131		
2088	L	ADA Program Coordinator	N	60.7835	63.9619	67.1403	70.3188	73.4972		
2009	L	Applications Programmer Analyst I	N	53.7329	56.0236	58.5384	61.1169	63.7594		
2010	L	Applications Programmer Analyst II	N	58.6343	61.2234	63.9832	66.8705	69.8969		
2012	L	Architect	E	66.6576	69.8436	73.2210	76.7370	80.3703		
2030	L	Assistant Architect	E	57.1320	59.7424	62.5979	65.6455	68.8736		
2034	G1	Assistant Environmental Health Specialist	N	0.0000	0.0000	46.9566	49.4710	51.4418		
9012	L	Assistant Inspector	N	42.6085	44.4557	46.4752	48.4342	50.5490		
2038	L	Assistant Management Analyst	N	44.2928	46.2109	48.0854	50.0675	52.2840		
5004	G1	Assistant Mental Health Clinician	N	37.2712	38.5922	39.8285	41.2242	43.3022		
2042	L	Assistant Planner	N	44.5694	46.5301	48.4056	50.4513	52.6356		
2018	L	Associate Management Analyst	N	55.2562	57.6680	60.2753	62.8625	65.6132		
2022	L	Associate Planner	N	53.8184	56.1943	58.4744	61.0848	63.8871		
2052	L	Auditor I	N	44.3211	46.2214	48.0923	50.1001	52.3134		
2054	L	Auditor II	N	55.2562	57.8633	60.3371	62.9342	65.6132		
2056	IA	Automation Librarian	N	53.5627	56.0557	58.6981	61.5110	64.5266		
2058	G1	Behavioral Health Clinician I	E	47.4164	49.4048	51.4321	53.4991	55.6147		
2060	G1	Behavioral Health Clinician II	E	52.2257	54.3022	56.4470	58.6998	61.0016		
3000	L	Building Inspector I (Certified)	N	52.6034	54.8836	57.3769	59.7954	62.4061		
3004	L	Building Inspector II	N	54.2016	56.5462	59.1138	61.6069	64.3028		
3005	L	Building Inspector II (Certified)	N	56.3862	58.8049	61.4793	64.0793	66.8813		
3008	L	Building Plans Examiner	N	56.3862	58.8049	61.4793	64.0793	66.8813		
2066	L	Buyer	N	47.3828	49.4924	51.4530	53.6052	55.9171		
9000	IA	Central Library Circulation Supervisor	N	41.9485	43.7276	45.6140	47.5851	50.0569		
2070	G1	Clinical Psychologist	E	57.7713	60.0194	62.3952	64.8357	67.4458		

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JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
3015	L	Code Enforcement Officer I	N	41.6610	43.6002	45.6243	47.7559	49.9928		
3014	L	Code Enforcement Officer II	N	50.5792	52.7634	55.1606	57.4835	60.0085		
2073	L	Community Development Project Coordinator	E	57.5367	60.2963	63.2694	66.3698	69.5663		
5012	G1	Community Health Worker	N	0.0000	34.3305	35.1080	35.9820	37.7613		
5014	G1	Community Health Worker Specialist	N	37.2712	38.5922	39.8285	41.2242	43.3022		
2074	L	Community Services Specialist I	N	44.3211	46.2214	48.0923	50.1001	52.3134		
2076	L	Community Services Specialist II	N	55.2562	57.6680	60.2753	62.8625	65.6132		
2096	L	Emergency Services Coordinator	N	55.2581	57.6790	60.2695	62.8594	65.6186		
2100	L	Environmental Compliance Specialist	E	59.8460	61.9618	64.2929	66.8591	69.3467		
2104	G1	Epidemiologist	N	47.5932	49.9709	52.4676	55.0907	57.8475		
4029	L	Field Representative	N	0.0000	0.0000	41.3304	43.0033	44.9424		
3022	L	Fire and Life Safety Plans Examiner	N	62.1398	64.8247	67.7654	70.6316	73.7642		
7004	L	Fire Prevention Inspector	N	50.5792	52.7634	55.1606	57.4835	60.0085		
2108	G1	Hazardous Mat Specialist II	N	59.8488	61.9584	64.2916	66.8597	69.3530		
2106	G1	Hazardous Materials Specialist I	N	52.6992	54.5427	56.5994	58.8476	61.0740		
2110	G1	Health Educator	E	52.1327	54.1518	56.2547	58.4508	60.7689		
9013	L	Housing Inspector I (Certified)	N	47.3430	49.3952	51.6393	53.8158	56.1654		
3025	L	Housing Inspector II (Certified)	N	52.6034	54.8836	57.3769	59.7954	62.4061		
2120	L	Information Systems Specialist	N	50.2668	52.4411	54.7818	57.1622	59.6597		
3028	L	Information Systems Support Technician	N	41.7249	43.2912	44.8998	46.5835	48.3203		
2124	L	Landscape Architect	E	64.2892	67.2248	70.4377	73.8868	77.5203		
2127	K1	Legislative Aide	N	44.2945	46.5092	48.7916	51.1759	53.6844	56.3172	59.0743
2127	K1	Legislative Aide (Cont. Step 8 - 14)		61.967	65.0066	68.1818	71.5264	75.0294	78.713	82.5775
2131	IB	Librarian I	N	43.3125	45.3690	47.6594	49.7800	51.9323		
2133	IB	Librarian II	N	47.6594	49.7800	51.9323	54.3508	56.6842		
4037	IB	Library Aide	N	26.0192	27.2554	28.4275	29.6424	30.4521		
4039	IB	Library Assistant	N	31.5921	32.9665	34.4049	35.8644	37.5481		
2135	IA	Library Literacy Program Coordinator	N	45.6458	47.6811	49.7586	52.0282	54.2976		

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JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
2129	IA	Library Special Services Coordinator	E	51.3145	53.7648	56.3649	58.9967	61.8201		
4041	IB	Library Specialist I	N	35.6623	37.1857	38.7947	40.4357	42.5564		
4043	IB	Library Specialist II	N	37.5481	39.5620	41.2456	42.9501	45.1029		
6036	G1	Mealsite Coordinator	N	0.0000	0.0000	33.0942	33.8722	34.6816		
9007	G3	Mental Health Nurse	N	72.4803	76.1042	79.9095	83.9048	88.1035		
2139	G3	Advanced Practice Provider	E	76.6863	79.7398	83.0360	86.4590	90.0401		
6040	G1	Mini Bus Driver	N	0.0000	0.0000	33.4566	34.7562	36.1843		
2141	G1	Nutritionist	E	46.3813	48.2137	50.0357	51.9323	54.0631		
3032	L	Permit Specialist	N	39.5298	41.4162	43.2699	45.2943	47.4148		
3034	L	Planning Technician	N	39.7779	41.8729	44.0742	46.3902	48.8286		
2151	G1	Psychiatrist	E	131.8429	138.4331	145.3562	152.6280	160.2559		
2153	G3	Public Health Nurse	E	70.6369	73.1676	76.1135	79.2917	82.3992		
6047	R1	Recreation Activity Leader	N	0.0000	0.0000	29.4542	32.4539	36.1455		
6048	R2	Recreation Activity Leader (R2)	N	0.0000	0.0000	28.8321	31.6174	35.2534		
2157	G1	Registered Environmental Health Specialist	N	53.6850	55.5558	57.6811	59.9537	62.2167		
2159	G3	Registered Nurse	E	0.0000	68.4210	70.7841	73.2022	75.8364		
2161	L	Revenue Development Specialist I	N	44.3195	46.2264	48.0923	50.1135	52.3148		
2163	L	Revenue Development Specialist II	N	55.2581	57.6790	60.2695	62.8594	65.6186		
2169	G1	Senior Behavioral Health Clinician	E	57.0054	59.3076	61.5110	63.9500	66.5456		
3036	L	Senior Building Inspector	N	62.1398	64.8247	67.7654	70.6316	73.7642		
3038	L	Senior Building Plans Examiner	N	62.1398	64.8247	67.7654	70.6316	73.7642		
5048	G1	Senior Community Health Specialist	N	39.1466	40.5209	41.8209	43.2378	45.4435		
2177	G1	Senior Environmental Health Specialist	N	56.3788	58.3570	60.5413	62.9608	65.3309		
4069	L	Senior Field Representative	N	0.0000	0.0000	44.7190	46.6902	48.5972		
2181	L	Senior Health Management Analyst	N	56.9936	59.7316	62.6511	65.7516	68.9054		
9015	L	Senior Housing Inspector (Certified)	N	57.8634	60.3721	63.1146	65.7751	68.6467		
2187	L	Senior Information Systems Specialist	N	55.4189	57.8868	60.4926	63.2250	66.0462		
2189	IB	Senior Librarian	N	49.8332	51.9856	54.2765	56.7699	59.2309		

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JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
3042	L	Senior Permit Specialist	N	42.7519	44.9061	47.1404	49.5080	52.6688		
2195	L	Senior Planner	E	61.8841	64.6539	67.6057	70.5784	73.7325		
2197	G3	Senior Public Health Nurse	E	73.3571	76.1696	79.0690	82.4283	85.5961		
6057	G1	Senior Service Aide	N	0.0000	0.0000	30.0046	31.1016	32.3377		
6059	G1	Senior Service Assistant	N	0.0000	0.0000	38.3156	39.3171	40.2654		
2199	G1	Social Services Specialist	N	44.3195	46.2262	48.0922	50.1134	52.3147		
6071	R2	Sports Field Monitor (R2)	N	25.1077	25.8609	26.6368	0.0000	0.0000		
6073	R2	Sports Official (R2)	N	25.1077	28.6262	32.7524	36.8269	40.9271		
6072	R1	Sports Official	N	25.1649	29.3751	33.5850	37.7942	42.0201		
2207	IA	Supervising Librarian	E	56.7802	59.4120	62.2144	65.1981	68.4050		
5002	IA	Supervising Library Assistant	N	38.5071	40.1054	41.8524	43.6533	47.3900		
4000	G1	Vector Control Technician	N	0.0000	0.0000	39.3478	40.7094	41.9661		

**Exhibit D – Salary Ranges as of First Full Pay
Period in January 2027 (2.0% Salary Increase)**

JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
2000	L	Accountant I	N	45.2075	47.1458	49.0541	51.1021	53.3597	0	0
2002	L	Accountant II	N	56.3613	58.8215	61.4808	64.1198	66.9254	0	0
2088	L	ADA Program Coordinator	N	61.9992	65.2411	68.4831	71.7252	74.9671	0	0
2009	L	Applications Programmer Analyst I	N	54.8076	57.1441	59.7092	62.3392	65.0346	0	0
2010	L	Applications Programmer Analyst II	N	59.8070	62.4479	65.2629	68.2079	71.2948	0	0
2012	L	Architect	E	67.9908	71.2405	74.6854	78.2717	81.9777	0	0
2030	L	Assistant Architect	E	58.2746	60.9372	63.8499	66.9584	70.2511	0	0
2034	G1	Assistant Environmental Health Specialist	N	0.0000	0.0000	47.8957	50.4604	52.4706	0	0
9012	L	Assistant Inspector	N	43.4607	45.3448	47.4047	49.4029	51.5600	0	0
2038	L	Assistant Management Analyst	N	45.1787	47.1351	49.0471	51.0689	53.3297	0	0
5004	G1	Assistant Mental Health Clinician	N	38.0166	39.3640	40.6251	42.0487	44.1682	0	0
2042	L	Assistant Planner	N	45.4608	47.4607	49.3737	51.4603	53.6883	0	0
2018	L	Associate Management Analyst	N	56.3613	58.8214	61.4808	64.1198	66.9255	0	0
2022	L	Associate Planner	N	54.8948	57.3182	59.6439	62.3065	65.1648	0	0
2052	L	Auditor I	N	45.2075	47.1458	49.0541	51.1021	53.3597	0	0
2054	L	Auditor II	N	56.3613	59.0206	61.5438	64.1929	66.9255	0	0
2056	IA	Automation Librarian	N	54.6340	57.1768	59.8721	62.7412	65.8171	0	0
2058	G1	Behavioral Health Clinician I	E	48.3647	50.3929	52.4607	54.5691	56.7270	0	0
2060	G1	Behavioral Health Clinician II	E	53.2702	55.3882	57.5759	59.8738	62.2216	0	0
3000	L	Building Inspector I (Certified)	N	53.6555	55.9813	58.5244	60.9913	63.6542	0	0
3004	L	Building Inspector II	N	55.2856	57.6771	60.2961	62.8390	65.5889	0	0
3005	L	Building Inspector II (Certified)	N	57.5139	59.9810	62.7089	65.3609	68.2189	0	0
3008	L	Building Plans Examiner	N	57.5139	59.9810	62.7089	65.3609	68.2189	0	0
2066	L	Buyer	N	48.3305	50.4822	52.4821	54.6773	57.0354	0	0
9000	IA	Central Library Circulation Supervisor	N	42.7875	44.6022	46.5263	48.5368	51.0580	0	0
2070	G1	Clinical Psychologist	E	58.9267	61.2198	63.6431	66.1324	68.7947	0	0

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JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
3015	L	Code Enforcement Officer I	N	42.4942	44.4722	46.5368	48.7110	50.9927	0	0
3014	L	Code Enforcement Officer II	N	51.5908	53.8187	56.2638	58.6332	61.2087	0	0
2073	L	Community Development Project Coordinator	E	58.6874	61.5022	64.5348	67.6972	70.9576	0	0
5012	G1	Community Health Worker	N	0.0000	35.0171	35.8102	36.7016	38.5165	0	0
5014	G1	Community Health Worker Specialist	N	38.0166	39.3640	40.6251	42.0487	44.1682	0	0
2074	L	Community Services Specialist I	N	45.2075	47.1458	49.0541	51.1021	53.3597	0	0
2076	L	Community Services Specialist II	N	56.3613	58.8214	61.4808	64.1198	66.9255	0	0
2096	L	Emergency Services Coordinator	N	56.3633	58.8326	61.4749	64.1166	66.9310	0	0
2100	L	Environmental Compliance Specialist	E	61.0429	63.2010	65.5788	68.1963	70.7336	0	0
2104	G1	Epidemiologist	N	48.5451	50.9703	53.5170	56.1925	59.0045	0	0
4029	L	Field Representative	N	0.0000	0.0000	42.1570	43.8634	45.8412	0	0
3022	L	Fire and Life Safety Plans Examiner	N	63.3826	66.1212	69.1207	72.0442	75.2395	0	0
7004	L	Fire Prevention Inspector	N	51.5908	53.8187	56.2638	58.6332	61.2087	0	0
2108	G1	Hazardous Mat Specialist II	N	61.0458	63.1976	65.5774	68.1969	70.7401	0	0
2106	G1	Hazardous Materials Specialist I	N	53.7532	55.6336	57.7314	60.0246	62.2955	0	0
2110	G1	Health Educator	E	53.1754	55.2348	57.3798	59.6198	61.9843	0	0
9013	L	Housing Inspector I (Certified)	N	48.2899	50.3831	52.6721	54.8921	57.2887	0	0
3025	L	Housing Inspector II (Certified)	N	53.6555	55.9813	58.5244	60.9913	63.6542	0	0
2120	L	Information Systems Specialist	N	51.2721	53.4899	55.8774	58.3054	60.8529	0	0
3028	L	Information Systems Support Technician	N	42.5594	44.1570	45.7978	47.5152	49.2867	0	0
2124	L	Landscape Architect	E	65.5750	68.5693	71.8465	75.3645	79.0707	0	0
2127	K1	Legislative Aide	N	45.1804	47.4394	49.7674	52.1994	54.7581	57.4435	60.2558
2127	K1	Legislative Aide (Cont. Step 8 - 14)		63.2063	66.3067	69.5454	72.9569	76.53	80.2873	84.2291
2131	IB	Librarian I	N	44.1788	46.2764	48.6126	50.7756	52.9709	0	0
2133	IB	Librarian II	N	48.6126	50.7756	52.9709	55.4378	57.8179	0	0
4037	IB	Library Aide	N	26.5396	27.8005	28.9961	30.2352	31.0611	0	0
4039	IB	Library Assistant	N	32.2239	33.6258	35.0930	36.5817	38.2991	0	0

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JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
2135	IA	Library Literacy Program Coordinator	N	46.5587	48.6347	50.7538	53.0688	55.3836	0	0
2129	IA	Library Special Services Coordinator	E	52.3408	54.8401	57.4922	60.1766	63.0565	0	0
4041	IB	Library Specialist I	N	36.3755	37.9294	39.5706	41.2444	43.4075	0	0
4043	IB	Library Specialist II	N	38.2991	40.3532	42.0705	43.8091	46.0050	0	0
6036	G1	Mealsite Coordinator	N	0.0000	0.0000	33.7561	34.5496	35.3752	0	0
9007	G3	Mental Health Nurse	N	73.9299	77.6262	81.5077	85.5829	89.8656	0	0
2139	G3	Advanced Practice Provider	E	78.2200	81.3346	84.6967	88.1882	91.8409	0	0
6040	G1	Mini Bus Driver	N	0.0000	0.0000	34.1257	35.4513	36.9080	0	0
2141	G1	Nutritionist	E	47.3089	49.1780	51.0364	52.9709	55.1444	0	0
3032	L	Permit Specialist	N	40.3204	42.2445	44.1353	46.2002	48.3631	0	0
3034	L	Planning Technician	N	40.5735	42.7104	44.9557	47.3180	49.8052	0	0
2151	G1	Psychiatrist	E	134.4798	141.2018	148.2634	155.6806	163.4610	0	0
2153	G3	Public Health Nurse	E	72.0496	74.6310	77.6358	80.8775	84.0472	0	0
6047	R1	Recreation Activity Leader	N	0.0000	0.0000	30.0433	33.1030	36.8684	0	0
6048	R2	Recreation Activity Leader (R2)	N	0.0000	0.0000	29.4087	32.2497	35.9585	0	0
2157	G1	Registered Environmental Health Specialist	N	54.7587	56.6669	58.8347	61.1528	63.4610	0	0
2159	G3	Registered Nurse	E	0.0000	69.7894	72.1998	74.6662	77.3531	0	0
2161	L	Revenue Development Specialist I	N	45.2059	47.1509	49.0541	51.1158	53.3611	0	0
2163	L	Revenue Development Specialist II	N	56.3633	58.8326	61.4749	64.1166	66.9310	0	0
2169	G1	Senior Behavioral Health Clinician	E	58.1455	60.4938	62.7412	65.2290	67.8765	0	0
3036	L	Senior Building Inspector	N	63.3826	66.1212	69.1207	72.0442	75.2395	0	0
3038	L	Senior Building Plans Examiner	N	63.3826	66.1212	69.1207	72.0442	75.2395	0	0
5048	G1	Senior Community Health Specialist	N	39.9295	41.3313	42.6573	44.1026	46.3524	0	0
2177	G1	Senior Environmental Health Specialist	N	57.5064	59.5241	61.7521	64.2200	66.6375	0	0
4069	L	Senior Field Representative	N	0.0000	0.0000	45.6134	47.6240	49.5691	0	0
2181	L	Senior Health Management Analyst	N	58.1335	60.9262	63.9041	67.0666	70.2835	0	0

City of Berkeley

SEIU Local 1021 Community Services & PTRLA

JOB CLASS	REP UNIT	CLASSIFICATION TITLE	FLSA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
9015	L	Senior Housing Inspector (Certified)	N	59.0207	61.5795	64.3769	67.0906	70.0196	0	0
2187	L	Senior Information Systems Specialist	N	56.5273	59.0445	61.7025	64.4895	67.3671	0	0
2189	IB	Senior Librarian	N	50.8299	53.0253	55.3620	57.9053	60.4155	0	0
3042	L	Senior Permit Specialist	N	43.6069	45.8042	48.0832	50.4982	53.7222	0	0
2195	L	Senior Planner	E	63.1218	65.9470	68.9578	71.9900	75.2072	0	0
2197	G3	Senior Public Health Nurse	E	74.8243	77.6930	80.6503	84.0769	87.3080	0	0
6057	G1	Senior Service Aide	N	0.0000	0.0000	30.6047	31.7236	32.9845	0	0
6059	G1	Senior Service Assistant	N	0.0000	0.0000	39.0819	40.1034	41.0707	0	0
2199	G1	Social Services Specialist	N	45.2059	47.1507	49.0540	51.1157	53.3610	0	0
6071	R2	Sports Field Monitor (R2)	N	25.6099	26.3782	27.1695	0.0000	0.0000	0	0
6073	R2	Sports Official (R2)	N	25.6099	29.1987	33.4074	37.5634	41.7456	0	0
6072	R1	Sports Official	N	25.6682	29.9626	34.2567	38.5501	42.8605	0	0
2207	IA	Supervising Librarian	E	57.9158	60.6002	63.4587	66.5021	69.7731	0	0
5002	IA	Supervising Library Assistant	N	39.2772	40.9075	42.6894	44.5264	48.3378	0	0
4000	G1	Vector Control Technician	N	0.0000	0.0000	40.1348	41.5236	42.8054	0	0

