

APPENDIX A

**MOU Between City of Duarte and SEIU Local 721
General Employee Salaries
Effective July 1, 2015**

Classifications	Salary Steps													
	A		B		C		D		E		F		G	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Accountant	\$5,030	\$29.01	\$5,214	\$30.08	\$5,399	\$31.14	\$5,585	\$32.22	\$5,771	\$33.30	\$5,958	\$34.37	\$6,144	\$35.44
Accounting Specialist	\$4,419	\$25.50	\$4,571	\$26.36	\$4,722	\$27.24	\$4,874	\$28.12	\$5,025	\$28.99	\$5,177	\$29.87	\$5,329	\$30.74
Administrative Secretary	\$4,011	\$23.15	\$4,166	\$24.04	\$4,321	\$24.93	\$4,474	\$25.82	\$4,630	\$26.71	\$4,782	\$27.59	\$4,936	\$28.48
Assistant Planner	\$4,832	\$27.88	\$5,020	\$28.96	\$5,209	\$30.05	\$5,397	\$31.14	\$5,490	\$32.23	\$5,774	\$33.31	\$5,963	\$34.40
Bus Driver	\$3,682	\$21.24	\$3,804	\$21.95	\$3,925	\$22.65	\$4,046	\$23.34	\$4,169	\$24.05	\$4,290	\$24.76	\$4,413	\$25.46
Civil Engineering Technician	\$4,349	\$25.09	\$4,530	\$26.14	\$4,713	\$27.19	\$4,893	\$28.23	\$5,077	\$29.29	\$5,260	\$30.34	\$5,441	\$31.39
Clerk/Typist Receptionist	\$3,309	\$19.09	\$3,429	\$19.78	\$3,548	\$20.47	\$3,667	\$21.16	\$3,787	\$21.85	\$3,907	\$22.55	\$4,032	\$23.26
Code Compliance/Animal Control Officer	\$4,698	\$27.10	\$4,895	\$28.24	\$5,090	\$29.37	\$5,287	\$30.50	\$5,483	\$31.63	\$5,679	\$32.76	\$5,874	\$33.89
Community Development Technician	\$4,577	\$26.41	\$4,769	\$27.51	\$4,959	\$28.61	\$5,151	\$29.72	\$5,340	\$30.81	\$5,532	\$31.92	\$5,724	\$33.02
Crime Prevention Specialist	\$4,869	\$28.09	\$5,048	\$29.12	\$5,232	\$30.18	\$5,420	\$31.26	\$5,605	\$32.33	\$5,793	\$33.42	\$5,978	\$34.49
Custodian	\$3,323	\$19.17	\$3,450	\$19.90	\$3,576	\$20.63	\$3,707	\$21.38	\$3,832	\$22.11	\$3,962	\$22.86	\$4,090	\$23.59
Field Services Supervisor	\$5,201	\$30.03	\$5,464	\$31.52	\$5,724	\$33.02	\$5,984	\$34.52	\$6,245	\$36.02	\$6,505	\$37.53	\$6,766	\$39.03
Irrigation Control Technician	\$3,989	\$23.01	\$4,141	\$23.89	\$4,293	\$24.77	\$4,445	\$25.65	\$4,600	\$26.54	\$4,753	\$27.43	\$4,904	\$28.29
Human Resources Specialist	\$4,577	\$26.41	\$4,769	\$27.51	\$4,959	\$28.61	\$5,151	\$29.72	\$5,340	\$30.81	\$5,532	\$31.92	\$5,724	\$33.02
Lead Driver	\$4,854	\$28.00	\$5,000	\$28.84	\$5,150	\$29.71	\$5,304	\$30.60	\$5,464	\$31.52	\$5,627	\$32.46	\$5,796	\$33.44
Public Safety Coordinator	\$3,926	\$22.65	\$4,074	\$23.50	\$4,223	\$24.36	\$4,372	\$25.22	\$4,521	\$26.09	\$4,671	\$26.94	\$4,821	\$27.81
Recreation Coordinator	\$3,925	\$22.65	\$4,074	\$23.50	\$4,223	\$24.36	\$4,372	\$25.22	\$4,521	\$26.09	\$4,671	\$26.94	\$4,821	\$27.81
Senior Code Compliance/Animal Control Officer	\$5,115	\$29.52	\$5,328	\$30.74	\$5,540	\$31.96	\$5,754	\$33.19	\$5,968	\$34.43	\$6,182	\$35.67	\$6,395	\$36.89
Senior Custodian	\$4,034	\$23.27	\$4,188	\$24.17	\$4,345	\$25.07	\$4,501	\$25.97	\$4,659	\$26.88	\$4,815	\$27.78	\$4,974	\$28.69
Senior Maintenance Technician	\$3,989	\$23.01	\$4,141	\$23.89	\$4,293	\$24.77	\$4,445	\$25.65	\$4,600	\$26.54	\$4,753	\$27.43	\$4,904	\$28.29
Senior Maintenance Technician*Electrician	\$4,310	\$24.86	\$4,439	\$25.61	\$4,573	\$26.39	\$4,709	\$27.17	\$4,852	\$27.99	\$4,996	\$28.83	\$5,147	\$29.70

APPENDIX A

**MOU Between City of Duarte and SEIU Local 721
Management & Professional Salaries
Effective July 1, 2015**

Classifications	Salary Steps													
	A		B		C		D		E		F		G	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Assistant Civil Engineer	\$5,929	\$34.20	\$6,117	\$35.29	\$6,304	\$36.37	\$6,492	\$37.46	\$6,679	\$38.53	\$6,870	\$39.63	\$7,057	\$40.71
Assistant to the City Manager	\$7,664	\$44.21	\$7,889	\$45.51	\$8,112	\$46.80	\$8,338	\$48.10	\$8,563	\$49.40	\$8,789	\$50.71	\$9,017	\$52.02
Associate Civil Engineer	\$6,775	\$39.09	\$7,024	\$40.52	\$7,272	\$41.95	\$7,521	\$43.39	\$7,768	\$44.81	\$8,018	\$46.25	\$8,266	\$47.69
Associate Planner	\$6,070	\$35.02	\$6,275	\$36.20	\$6,481	\$37.39	\$6,688	\$38.58	\$6,893	\$39.77	\$7,101	\$40.96	\$7,308	\$42.16
City Clerk	\$7,288	\$42.04	\$7,500	\$43.27	\$7,710	\$44.48	\$7,922	\$45.70	\$8,132	\$46.91	\$8,343	\$48.14	\$8,557	\$49.36
City Planner	\$8,659	\$49.96	\$8,935	\$51.55	\$9,209	\$53.13	\$9,485	\$54.72	\$9,761	\$56.31	\$10,036	\$57.90	\$10,311	\$59.49
Deputy City Manager	\$8,431	\$48.63	\$8,678	\$50.07	\$8,924	\$51.49	\$9,172	\$52.92	\$9,419	\$54.34	\$9,669	\$55.78	\$9,919	\$57.22
Director of Community Development	\$10,849	\$62.59	\$11,269	\$65.01	\$11,687	\$67.43	\$12,107	\$69.85	\$12,526	\$72.27	\$12,944	\$74.68	\$13,364	\$77.10
Director of Parks & Recreation	\$10,282	\$59.32	\$10,618	\$61.25	\$10,951	\$63.18	\$11,285	\$65.11	\$11,621	\$67.04	\$11,954	\$68.96	\$12,287	\$70.89
Director of Public Safety Services	\$10,282	\$59.32	\$10,618	\$61.25	\$10,951	\$63.18	\$11,285	\$65.11	\$11,621	\$67.04	\$11,954	\$68.96	\$12,287	\$70.89
Facilities Maintenance Supervisor	\$5,419	\$31.26	\$5,627	\$32.46	\$5,835	\$33.67	\$6,042	\$34.86	\$6,250	\$36.06	\$6,459	\$37.26	\$6,666	\$38.46
Field Services Manager	\$8,082	\$46.63	\$8,357	\$48.21	\$8,631	\$49.79	\$8,906	\$51.38	\$9,179	\$52.96	\$9,455	\$54.55	\$9,729	\$56.14
Financial Services Manager	\$7,101	\$40.96	\$7,348	\$42.40	\$7,594	\$43.81	\$7,841	\$45.23	\$8,087	\$46.66	\$8,335	\$48.09	\$8,583	\$49.52
Information Technology Manager	\$8,082	\$46.63	\$8,357	\$48.21	\$8,631	\$49.79	\$8,906	\$51.38	\$9,178	\$52.95	\$9,455	\$54.54	\$9,729	\$56.13
Public Safety Manager	\$6,401	\$36.93	\$6,815	\$39.32	\$6,936	\$40.02	\$7,204	\$41.56	\$7,470	\$43.10	\$7,737	\$44.63	\$8,004	\$46.17
Public Works Manager	\$8,179	\$47.19	\$8,437	\$48.67	\$8,694	\$50.16	\$8,953	\$51.65	\$9,211	\$53.14	\$9,470	\$54.63	\$9,729	\$56.13
Recreation Superintendent	\$7,184	\$41.44	\$7,437	\$42.90	\$7,690	\$44.36	\$7,942	\$45.82	\$8,195	\$47.28	\$8,449	\$48.75	\$8,703	\$50.21
Recreation Supervisor	\$5,419	\$31.26	\$5,627	\$32.46	\$5,835	\$33.67	\$6,042	\$34.86	\$6,251	\$36.07	\$6,459	\$37.26	\$6,667	\$38.46
Senior Planner	\$7,572	\$43.68	\$7,811	\$45.06	\$8,051	\$46.45	\$8,291	\$47.83	\$8,529	\$49.20	\$8,769	\$50.59	\$9,009	\$51.97
Transit Supervisor	\$5,905	\$34.07	\$6,139	\$35.42	\$6,377	\$36.79	\$6,611	\$38.14	\$6,847	\$39.50	\$7,085	\$40.88	\$7,320	\$42.24

Salary Schedules not included in current MOU

FY 14-15

		SALARY STEPS						
		A	B	C	D	E	F	G
Administrative Assistant City Manager's Office	Mo	\$3,400	\$3,533	\$3,667	\$3,800	\$3,933	\$4,067	\$4,200
	Yr	\$40,800	\$42,396	\$44,004	\$45,600	\$47,196	\$48,804	\$50,400
	Hr	\$19.62	\$20.38	\$21.16	\$21.92	\$22.69	\$23.46	\$24.23

FY 15-16

		SALARY STEPS						
		A	B	C	D	E	F	G
Administrative Assistant City Manager's Office	Mo	\$3,468	\$3,604	\$3,740	\$3,876	\$4,012	\$4,148	\$4,284
	Yr	\$41,616	\$43,244	\$44,884	\$46,512	\$48,140	\$49,780	\$51,408
	Hr	\$20.01	\$20.79	\$21.58	\$22.36	\$23.14	\$23.93	\$24.72

FY 16-17

		SALARY STEPS						
		A	B	C	D	E	F	G
Administrative Assistant City Manager's Office	Mo	\$3,503	\$3,640	\$3,778	\$3,915	\$4,052	\$4,190	\$4,327
	Yr	\$42,032	\$43,676	\$45,333	\$46,977	\$48,621	\$50,278	\$51,922
	Hr	\$20.21	\$21.00	\$21.79	\$22.59	\$23.38	\$24.17	\$24.96

Salary Schedules not included in current MOU

FY 14-15

		SALARY STEPS						
		A	B	C	D	E	F	G
Community Development Technician	Mo	\$3,883	\$4,022	\$4,161	\$4,300	\$4,439	\$4,578	\$4,717
	Yr	\$46,600	\$48,267	\$49,933	\$51,600	\$53,267	\$54,933	\$56,600
	Hr	\$22.40	\$23.21	\$24.01	\$24.81	\$25.61	\$26.41	\$27.21

FY 15-16

		SALARY STEPS						
		A	B	C	D	E	F	G
Community Development Technician	Mo	\$3,961.00	\$4,103	\$4,244	\$4,386	\$4,528	\$4,669	\$4,811
	Yr	\$47,532	\$49,232	\$50,932	\$52,632	\$54,332	\$56,032	\$57,732
	Hr	\$22.85	\$23.67	\$24.49	\$25.30	\$26.12	\$26.94	\$27.76

FY 16-17

		SALARY STEPS						
		A	B	C	D	E	F	G
Community Development Technician	Mo	\$4,001	\$4,144	\$4,287	\$4,430	\$4,573	\$4,716	\$4,859
	Yr	\$48,007	\$49,724	\$51,441	\$53,158	\$54,875	\$56,592	\$58,309
	Hr	\$23.08	\$23.91	\$24.73	\$25.56	\$26.38	\$27.21	\$28.03

Salary Schedules not included in current MOU

FY 14-15

		SALARY STEPS						
		A	B	C	D	E	F	G
Maintenance Technican	Mo	\$3,333	\$3,472	\$3,611	\$3,750	\$3,889	\$4,028	\$4,167
	Yr	\$40,000	\$41,667	\$43,333	\$45,000	\$46,667	\$48,333	\$50,000
	Hr	\$19.23	\$20.03	\$20.83	\$21.63	\$22.44	\$23.24	\$24.04

FY 15-16

		SALARY STEPS						
		A	B	C	D	E	F	G
Maintenance Technican	Mo	\$3,400	\$3,542	\$3,683	\$3,825	\$3,967	\$4,108	\$4,250
	Yr	\$40,800	\$42,500	\$44,200	\$45,900	\$47,600	\$49,300	\$51,000
	Hr	\$19.62	\$20.43	\$21.25	\$22.07	\$22.88	\$23.70	\$24.52

FY 16-17

		SALARY STEPS						
		A	B	C	D	E	F	G
Maintenance Technican	Mo	\$3,434	\$3,577	\$3,720	\$3,863	\$4,006	\$4,149	\$4,293
	Yr	\$41,208	\$42,925	\$44,642	\$46,359	\$48,076	\$49,793	\$51,510
	Hr	\$19.81	\$20.64	\$21.46	\$22.29	\$23.11	\$23.94	\$24.76