

APPENDIX A

**MOU Between City of Duarte and SEIU Local 721
General Employee Salaries
Effective July 1, 2016**

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	\$5,080	\$29.30	\$5,266	\$30.38	\$5,453	\$31.46	\$5,641	\$32.54	\$5,829	\$33.63	\$6,017	\$34.71	\$6,206	\$35.80
Accounting Specialist	\$4,463	\$25.75	\$4,617	\$26.63	\$4,769	\$27.52	\$4,923	\$28.40	\$5,076	\$29.28	\$5,229	\$30.17	\$5,382	\$31.04
Administrative Secretary	\$4,052	\$23.38	\$4,207	\$24.28	\$4,364	\$25.18	\$4,519	\$26.08	\$4,676	\$26.97	\$4,830	\$27.86	\$4,986	\$28.76
Assistant Planner	\$4,881	\$28.15	\$5,070	\$29.25	\$5,261	\$30.35	\$5,451	\$31.46	\$5,545	\$32.55	\$5,832	\$33.64	\$6,023	\$34.75
Bus Driver	\$3,719	\$21.45	\$3,842	\$22.17	\$3,964	\$22.87	\$4,086	\$23.58	\$4,211	\$24.29	\$4,333	\$25.00	\$4,457	\$25.72
Civil Engineering Technician	\$4,393	\$25.34	\$4,575	\$26.40	\$4,761	\$27.46	\$4,942	\$28.51	\$5,127	\$29.58	\$5,313	\$30.64	\$5,496	\$31.70
Clerk/Typist Receptionist	\$3,343	\$19.28	\$3,464	\$19.98	\$3,584	\$20.67	\$3,704	\$21.37	\$3,825	\$22.07	\$3,947	\$22.77	\$4,072	\$23.49
Code Compliance/Animal Control Officer	\$4,745	\$27.37	\$4,943	\$28.52	\$5,140	\$29.66	\$5,340	\$30.81	\$5,538	\$31.94	\$5,736	\$33.09	\$5,933	\$34.23
Community Development Technician	\$4,623	\$26.67	\$4,817	\$27.79	\$5,008	\$28.90	\$5,202	\$30.02	\$5,394	\$31.12	\$5,588	\$32.23	\$5,781	\$33.35
Crime Prevention Specialist	\$4,917	\$28.37	\$5,098	\$29.41	\$5,284	\$30.48	\$5,474	\$31.57	\$5,661	\$32.66	\$5,851	\$33.75	\$6,038	\$34.83
Custodian	\$3,357	\$19.36	\$3,484	\$20.10	\$3,612	\$20.84	\$3,744	\$21.59	\$3,871	\$22.33	\$4,002	\$23.09	\$4,131	\$23.82
Field Services Supervisor	\$5,253	\$30.33	\$5,518	\$31.83	\$5,781	\$33.35	\$6,044	\$34.87	\$6,307	\$36.38	\$6,570	\$37.91	\$6,833	\$39.42
Irrigation Control Technician	\$4,029	\$23.24	\$4,183	\$24.13	\$4,336	\$25.02	\$4,490	\$25.90	\$4,646	\$26.80	\$4,801	\$27.70	\$4,953	\$28.58
Human Resources Specialist	\$4,623	\$26.67	\$4,817	\$27.79	\$5,008	\$28.90	\$5,202	\$30.02	\$5,394	\$31.12	\$5,588	\$32.23	\$5,781	\$33.35
Lead Driver	\$4,902	\$28.28	\$5,050	\$29.13	\$5,201	\$30.01	\$5,357	\$30.90	\$5,518	\$31.83	\$5,683	\$32.79	\$5,854	\$33.77
Public Safety Coordinator	\$3,965	\$22.87	\$4,114	\$23.74	\$4,265	\$24.60	\$4,415	\$25.47	\$4,566	\$26.35	\$4,717	\$27.21	\$4,869	\$28.09
Recreation Coordinator	\$3,964	\$22.87	\$4,114	\$23.74	\$4,265	\$24.60	\$4,415	\$25.47	\$4,566	\$26.35	\$4,717	\$27.21	\$4,869	\$28.09
Senior Code Compliance/Animal Control Officer	\$5,166	\$29.81	\$5,381	\$31.04	\$5,595	\$32.28	\$5,812	\$33.52	\$6,028	\$34.78	\$6,243	\$36.02	\$6,459	\$37.26
Senior Custodian	\$4,074	\$23.50	\$4,230	\$24.41	\$4,388	\$25.32	\$4,546	\$26.23	\$4,705	\$27.15	\$4,863	\$28.06	\$5,024	\$28.98
Senior Maintenance Technician	\$4,029	\$23.24	\$4,183	\$24.13	\$4,336	\$25.02	\$4,490	\$25.90	\$4,646	\$26.80	\$4,801	\$27.70	\$4,953	\$28.58
Senior Maintenance Technician*Electrician	\$4,354	\$25.11	\$4,483	\$25.87	\$4,619	\$26.65	\$4,756	\$27.44	\$4,900	\$28.27	\$5,046	\$29.12	\$5,199	\$29.99

APPENDIX A

**MOU Between City of Duarte and SEIU Local 721
Management & Professional Salaries
Effective July 1, 2016**

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	\$5,988	\$34.54	\$6,179	\$35.65	\$6,367	\$36.73	\$6,557	\$37.83	\$6,746	\$38.92	\$6,938	\$40.03	\$7,128	\$41.12
Assistant to the City Manager	\$7,740	\$44.66	\$7,968	\$45.97	\$8,193	\$47.27	\$8,421	\$48.58	\$8,649	\$49.90	\$8,877	\$51.21	\$9,108	\$52.54
Associate Civil Engineer	\$6,843	\$39.48	\$7,094	\$40.93	\$7,344	\$42.37	\$7,597	\$43.83	\$7,845	\$45.26	\$8,098	\$46.72	\$8,349	\$48.17
Associate Planner	\$6,131	\$35.37	\$6,338	\$36.56	\$6,545	\$37.76	\$6,754	\$38.97	\$6,962	\$40.17	\$7,172	\$41.37	\$7,381	\$42.58
City Clerk	\$7,361	\$42.46	\$7,575	\$43.70	\$7,787	\$44.93	\$8,001	\$46.16	\$8,214	\$47.38	\$8,427	\$48.62	\$8,642	\$49.86
City Planner	\$8,746	\$50.46	\$9,024	\$52.06	\$9,301	\$53.66	\$9,580	\$55.27	\$9,859	\$56.88	\$10,136	\$58.48	\$10,414	\$60.08
Deputy City Manager	\$8,516	\$49.12	\$8,764	\$50.57	\$9,013	\$52.00	\$9,263	\$53.45	\$9,514	\$54.89	\$9,766	\$56.34	\$10,018	\$57.80
Director of Community Development	\$10,957	\$63.22	\$11,382	\$65.66	\$11,804	\$68.10	\$12,228	\$70.55	\$12,651	\$72.99	\$13,074	\$75.42	\$13,498	\$77.87
Director of Parks & Recreation	\$10,385	\$59.91	\$10,724	\$61.86	\$11,060	\$63.81	\$11,398	\$65.76	\$11,737	\$67.71	\$12,073	\$69.65	\$12,410	\$71.60
Director of Public Safety Services	\$10,385	\$59.91	\$10,724	\$61.86	\$11,060	\$63.81	\$11,398	\$65.76	\$11,737	\$67.71	\$12,073	\$69.65	\$12,410	\$71.60
Facilities Maintenance Supervisor	\$5,473	\$31.57	\$5,683	\$32.79	\$5,894	\$34.00	\$6,103	\$35.21	\$6,313	\$36.42	\$6,524	\$37.64	\$6,733	\$38.84
Field Services Manager	\$8,163	\$47.09	\$8,441	\$48.70	\$8,717	\$50.29	\$8,995	\$51.89	\$9,271	\$53.49	\$9,549	\$55.09	\$9,826	\$56.70
Financial Services Manager	\$7,172	\$41.37	\$7,421	\$42.82	\$7,670	\$44.25	\$7,919	\$45.69	\$8,168	\$47.12	\$8,418	\$48.57	\$8,669	\$50.01
Information Technology Manager	\$8,163	\$47.09	\$8,441	\$48.70	\$8,717	\$50.29	\$8,995	\$51.89	\$9,270	\$53.48	\$9,549	\$55.09	\$9,826	\$56.69
Public Safety Manager	\$6,465	\$37.30	\$6,883	\$39.71	\$7,006	\$40.42	\$7,276	\$41.98	\$7,545	\$43.53	\$7,814	\$45.08	\$8,084	\$46.64
Public Works Manager	\$8,261	\$47.66	\$8,521	\$49.16	\$8,781	\$50.66	\$9,043	\$52.17	\$9,304	\$53.67	\$9,564	\$55.18	\$9,826	\$56.69
Recreation Superintendent	\$7,256	\$41.86	\$7,511	\$43.33	\$7,766	\$44.81	\$8,022	\$46.28	\$8,277	\$47.75	\$8,534	\$49.23	\$8,790	\$50.71
Recreation Supervisor	\$5,473	\$31.57	\$5,683	\$32.79	\$5,894	\$34.00	\$6,103	\$35.21	\$6,314	\$36.43	\$6,524	\$37.64	\$6,734	\$38.85
Senior Planner	\$7,647	\$44.12	\$7,889	\$45.51	\$8,131	\$46.91	\$8,374	\$48.31	\$8,614	\$49.70	\$8,856	\$51.10	\$9,099	\$52.49
Transit Supervisor	\$5,964	\$34.41	\$6,200	\$35.77	\$6,440	\$37.16	\$6,678	\$38.52	\$6,916	\$39.90	\$7,156	\$41.28	\$7,393	\$42.66

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