

**AFSCME, Local 2428  
WAGE RATES Effective March 27, 2010**

**Annual Cost of Living Adjustment**

**Year One COLA: 0.9% retroactive to the pay period that includes April 1, 2009; and**

**Year Two COLA: Based on the February 2010 CPI-W (San Francisco/Oakland/San Jose) effective the pay period that includes April 1, 2010, with a floor of zero and a cap of 1.0%.**

Classification		Start A	6 Months B	1 Year C	2 Years D	3 Years E
Account Clerk	*	\$4,390.75 \$27.02	\$4,486.63 \$27.61	\$4,582.50 \$28.20	\$4,712.50 \$29.00	\$4,780.75 \$29.42
Accountant/Auditor	*	\$4,743.38 \$29.19	\$4,852.25 \$29.86	\$4,954.63 \$30.49	\$5,068.38 \$31.19	\$5,183.75 \$31.90
Accounting Supervisor	* **	\$4,931.88 \$30.35	\$5,044.00 \$31.04	\$5,154.50 \$31.72	\$5,271.50 \$32.44	\$5,391.75 \$33.18
Accounting Technician	* ***	\$4,390.75 \$27.02	\$4,486.63 \$27.61	\$4,582.50 \$28.20	\$4,712.50 \$29.00	\$4,780.75 \$29.42
Administrative Aide	*	\$4,433.00 \$27.28	\$4,533.75 \$27.90	\$4,628.00 \$28.48	\$4,759.63 \$29.29	\$4,829.50 \$29.72
Administrative Analyst I	*	\$4,910.75 \$30.22	\$5,018.00 \$30.88	\$5,117.13 \$31.49	\$5,232.50 \$32.20	\$5,341.38 \$32.87
Administrative Analyst II	*	\$5,367.38 \$33.03	\$5,510.38 \$33.91	\$5,642.00 \$34.72	\$5,767.13 \$35.49	\$5,889.00 \$36.24
Alt. Work Prog. Supervisor	**	\$4,971.20 \$28.68	\$5,090.80 \$29.37	\$5,203.47 \$30.02	\$5,321.33 \$30.70	\$5,442.67 \$31.40

<b>Classification</b>		<b>Start A</b>	<b>6 Months B</b>	<b>1 Year C</b>	<b>2 Years D</b>	<b>3 Years E</b>
<b>Aquatic Assistant</b>		<b>\$4,477.20</b> <b>\$25.83</b>	<b>\$4,567.33</b> <b>\$26.35</b>	<b>\$4,659.20</b> <b>\$26.88</b>	<b>\$4,756.27</b> <b>\$27.44</b>	<b>\$4,844.67</b> <b>\$27.95</b>
<b>Aquatic Supervisor</b>	<b>**</b>	<b>\$5,335.20</b> <b>\$30.78</b>	<b>\$5,480.80</b> <b>\$31.62</b>	<b>\$5,603.87</b> <b>\$32.33</b>	<b>\$5,733.87</b> <b>\$33.08</b>	<b>\$5,853.47</b> <b>\$33.77</b>
<b>Architect</b>	<b>*</b>	<b>\$6,651.13</b> <b>\$40.93</b>	<b>\$6,803.88</b> <b>\$41.87</b>	<b>\$6,953.38</b> <b>\$42.79</b>	<b>\$7,115.88</b> <b>\$43.79</b>	<b>\$7,276.75</b> <b>\$44.78</b>
<b>Botanic Garden Supervisor</b>	<b>**</b>	<b>\$7,127.47</b> <b>\$41.12</b>	<b>\$7,306.00</b> <b>\$42.15</b>	<b>\$7,488.00</b> <b>\$43.20</b>	<b>\$7,673.47</b> <b>\$44.27</b>	<b>\$7,864.13</b> <b>\$45.37</b>
<b>Botanist</b>	<b>*</b>	<b>\$5,367.38</b> <b>\$33.03</b>	<b>\$5,510.38</b> <b>\$33.91</b>	<b>\$5,642.00</b> <b>\$34.72</b>	<b>\$5,767.13</b> <b>\$35.49</b>	<b>\$5,889.00</b> <b>\$36.24</b>
<b>Building/Grounds Aide</b>		<b>\$4,198.13</b> <b>\$24.22</b>	<b>\$4,276.13</b> <b>\$24.67</b>	<b>\$4,354.13</b> <b>\$25.12</b>	<b>\$4,440.80</b> <b>\$25.62</b>	<b>\$4,515.33</b> <b>\$26.05</b>
<b>Carpenter</b>		<b>\$5,293.60</b> <b>\$30.54</b>	<b>\$5,416.67</b> <b>\$31.25</b>	<b>\$5,527.60</b> <b>\$31.89</b>	<b>\$5,648.93</b> <b>\$32.59</b>	<b>\$5,770.27</b> <b>\$33.29</b>
<b>Civil Engineer</b>	<b>*</b>	<b>\$6,651.13</b> <b>\$40.93</b>	<b>\$6,803.88</b> <b>\$41.87</b>	<b>\$6,953.38</b> <b>\$42.79</b>	<b>\$7,115.88</b> <b>\$43.79</b>	<b>\$7,276.75</b> <b>\$44.78</b>
<b>Community Outreach Coordinator</b>	<b>*</b>	<b>\$5,216.25</b> <b>\$32.10</b>	<b>\$5,338.13</b> <b>\$32.85</b>	<b>\$5,451.88</b> <b>\$33.55</b>	<b>\$5,573.75</b> <b>\$34.30</b>	<b>\$5,692.38</b> <b>\$35.03</b>
<b>Concession Manager</b>	<b>***</b>	<b>\$3,974.53</b> <b>\$22.93</b>	<b>\$4,049.07</b> <b>\$23.36</b>	<b>\$4,125.33</b> <b>\$23.80</b>	<b>\$4,203.33</b> <b>\$24.25</b>	<b>\$4,279.60</b> <b>\$24.69</b>
<b>Construction Inspector</b>		<b>\$5,466.93</b> <b>\$31.54</b>	<b>\$5,596.93</b> <b>\$32.29</b>	<b>\$5,725.20</b> <b>\$33.03</b>	<b>\$5,848.27</b> <b>\$33.74</b>	<b>\$5,981.73</b> <b>\$34.51</b>
<b>Contract/Encroachment Supervisor</b>	<b>*</b>	<b>\$5,789.88</b> <b>\$35.63</b>	<b>\$5,945.88</b> <b>\$36.59</b>	<b>\$6,085.63</b> <b>\$37.45</b>	<b>\$6,223.75</b> <b>\$38.30</b>	<b>\$6,357.00</b> <b>\$39.12</b>

<b>Classification</b>		<b>Start A</b>	<b>6 Months B</b>	<b>1 Year C</b>	<b>2 Years D</b>	<b>3 Years E</b>
<b>Custodian</b>	<b>***</b>	<b>\$3,974.53</b> <b>\$22.93</b>	<b>\$4,049.07</b> <b>\$23.36</b>	<b>\$4,125.33</b> <b>\$23.80</b>	<b>\$4,203.33</b> <b>\$24.25</b>	<b>\$4,279.60</b> <b>\$24.69</b>
<b>Data Entry Operator</b>	<b>* ***</b>	<b>\$3,974.75</b> <b>\$24.46</b>	<b>\$4,046.25</b> <b>\$24.90</b>	<b>\$4,124.25</b> <b>\$25.38</b>	<b>\$4,205.50</b> <b>\$25.88</b>	<b>\$4,281.88</b> <b>\$26.35</b>
<b>Drafting Technician</b>	<b>*</b>	<b>\$4,977.38</b> <b>\$30.63</b>	<b>\$5,092.75</b> <b>\$31.34</b>	<b>\$5,196.75</b> <b>\$31.98</b>	<b>\$5,318.63</b> <b>\$32.73</b>	<b>\$5,440.50</b> <b>\$33.48</b>
<b>Drafting Technician - Survey</b>		<b>\$5,309.20</b> <b>\$30.63</b>	<b>\$5,432.27</b> <b>\$31.34</b>	<b>\$5,543.20</b> <b>\$31.98</b>	<b>\$5,673.20</b> <b>\$32.73</b>	<b>\$5,803.20</b> <b>\$33.48</b>
<b>Ecological Services Coordinator</b>	<b>*</b>	<b>\$6,074.25</b> <b>\$37.38</b>	<b>\$6,214.00</b> <b>\$38.24</b>	<b>\$6,357.00</b> <b>\$39.12</b>	<b>\$6,504.88</b> <b>\$40.03</b>	<b>\$6,647.88</b> <b>\$40.91</b>
<b>Electrician</b>		<b>\$5,492.93</b> <b>\$31.69</b>	<b>\$5,619.47</b> <b>\$32.42</b>	<b>\$5,747.73</b> <b>\$33.16</b>	<b>\$5,872.53</b> <b>\$33.88</b>	<b>\$6,006.00</b> <b>\$34.65</b>
<b>Electrician's Helper</b>	<b>***</b>	<b>\$4,562.13</b> <b>\$26.32</b>	<b>\$4,666.13</b> <b>\$26.92</b>	<b>\$4,763.20</b> <b>\$27.48</b>	<b>\$4,893.20</b> <b>\$28.23</b>	<b>\$4,967.73</b> <b>\$28.66</b>
<b>Engineering Supervisor</b>	<b>* **</b> <b>***</b>	<b>\$5,746.00</b> <b>\$35.36</b>	<b>\$5,879.25</b> <b>\$36.18</b>	<b>\$6,012.50</b> <b>\$37.00</b>	<b>\$6,150.63</b> <b>\$37.85</b>	<b>\$6,295.25</b> <b>\$38.74</b>
<b>Environmental Graphics/Multi Media Supe</b>	<b>**</b>	<b>\$6,129.07</b> <b>\$35.36</b>	<b>\$6,271.20</b> <b>\$36.18</b>	<b>\$6,413.33</b> <b>\$37.00</b>	<b>\$6,560.67</b> <b>\$37.85</b>	<b>\$6,714.93</b> <b>\$38.74</b>
<b>Environmental Graphics Specialist</b>		<b>\$5,165.33</b> <b>\$29.80</b>	<b>\$5,284.93</b> <b>\$30.49</b>	<b>\$5,401.07</b> <b>\$31.16</b>	<b>\$5,520.67</b> <b>\$31.85</b>	<b>\$5,638.53</b> <b>\$32.53</b>
<b>Exhibit Supervisor</b>		<b>\$5,551.87</b> <b>\$32.03</b>	<b>\$5,700.93</b> <b>\$32.89</b>	<b>\$5,827.47</b> <b>\$33.62</b>	<b>\$5,962.67</b> <b>\$34.40</b>	<b>\$6,089.20</b> <b>\$35.13</b>
<b>Exhibit Technician</b>		<b>\$5,127.20</b> <b>\$29.58</b>	<b>\$5,246.80</b> <b>\$30.27</b>	<b>\$5,357.73</b> <b>\$30.91</b>	<b>\$5,482.53</b> <b>\$31.63</b>	<b>\$5,603.87</b> <b>\$32.33</b>

<b>Classification</b>	<b>Start A</b>	<b>6 Months B</b>	<b>1 Year C</b>	<b>2 Years D</b>	<b>3 Years E</b>
<b>Facilities Supervisor</b>	\$5,662.80 \$32.67	\$5,813.60 \$33.54	\$5,943.60 \$34.29	\$6,084.00 \$35.10	\$6,210.53 \$35.83
<b>Farm Technician I</b>	\$4,407.87 \$25.43	\$4,498.00 \$25.95	\$4,588.13 \$26.47	\$4,681.73 \$27.01	\$4,775.33 \$27.55
<b>Farm Technician II</b>	\$4,761.47 \$27.47	\$4,862.00 \$28.05	\$4,959.07 \$28.61	\$5,073.47 \$29.27	\$5,182.67 \$29.90
<b>Farmer</b>	*** \$4,837.73 \$27.91	\$4,948.67 \$28.55	\$5,054.40 \$29.16	\$5,165.33 \$29.80	\$5,283.20 \$30.48
<b>Field/Office Surveyor</b>	\$5,468.67 \$31.55	\$5,619.47 \$32.42	\$5,744.27 \$33.14	\$5,876.00 \$33.90	\$6,000.80 \$34.62
<b>Firefighter I</b>	\$3,113.07 \$17.96	\$3,191.07 \$18.41	\$3,267.33 \$18.85	\$3,336.67 \$19.25	\$3,409.47 \$19.67
<b>Firefighter II</b>	\$4,740.67 \$27.35	\$4,848.13 \$27.97	\$4,950.40 \$28.56	\$5,087.33 \$29.35	\$5,160.13 \$29.77
<b>Fry Cook</b>	*** \$3,620.93 \$20.89	\$3,681.60 \$21.24	\$3,744.00 \$21.60	\$3,809.87 \$21.98	\$3,870.53 \$22.33
<b>Gardener</b>	\$4,407.87 \$25.43	\$4,498.00 \$25.95	\$4,588.13 \$26.47	\$4,681.73 \$27.01	\$4,775.33 \$27.55
<b>Geologist</b>	* *** \$5,282.88 \$32.51	\$5,424.25 \$33.38	\$5,551.00 \$34.16	\$5,682.63 \$34.97	\$5,796.38 \$35.67
<b>GIS Analyst</b>	* \$5,282.88 \$32.51	\$5,424.25 \$33.38	\$5,551.00 \$34.16	\$5,681.00 \$34.96	\$5,798.00 \$35.68
<b>GIS Coordinator</b>	* \$6,108.38 \$37.59	\$6,248.13 \$38.45	\$6,392.75 \$39.34	\$6,539.00 \$40.24	\$6,693.38 \$41.19

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<b>GIS Programmer/Analyst</b>	*	\$5,282.88 \$32.51	\$5,424.25 \$33.38	\$5,551.00 \$34.16	\$5,681.00 \$34.96	\$5,798.00 \$35.68
<b>GIS Technician</b>	*	\$4,395.63 \$27.05	\$4,480.13 \$27.57	\$4,574.38 \$28.15	\$4,671.88 \$28.75	\$4,779.13 \$29.41
<b>Grants Coordinator</b>	*	\$4,889.63 \$30.09	\$4,996.88 \$30.75	\$5,100.88 \$31.39	\$5,211.38 \$32.07	\$5,318.63 \$32.73
<b>Graphic Designer</b>	*	\$4,852.25 \$29.86	\$4,956.25 \$30.50	\$5,061.88 \$31.15	\$5,170.75 \$31.82	\$5,279.63 \$32.49
<b>Heavy Equipment Operator</b>		\$5,427.07 \$31.31	\$5,550.13 \$32.02	\$5,678.40 \$32.76	\$5,803.20 \$33.48	\$5,933.20 \$34.23
<b>Helicopter Mechanic</b>		\$6,116.93 \$35.29	\$6,253.87 \$36.08	\$6,404.67 \$36.95	\$6,545.07 \$37.76	\$6,695.87 \$38.63
<b>Human Resources Assistant</b>	*	\$5,232.50 \$32.20	\$5,372.25 \$33.06	\$5,499.00 \$33.84	\$5,624.13 \$34.61	\$5,742.75 \$35.34
<b>Instrument Person</b>	***	\$4,888.00 \$28.20	\$5,000.67 \$28.85	\$5,094.27 \$29.39	\$5,210.40 \$30.06	\$5,316.13 \$30.67
<b>Information Services Network Analyst</b>	*	\$5,746.00 \$35.36	\$5,879.25 \$36.18	\$6,012.50 \$37.00	\$6,150.63 \$37.85	\$6,295.25 \$38.74
<b>Information Services Support Technician I</b>	*	\$4,395.63 \$27.05	\$4,480.13 \$27.57	\$4,574.38 \$28.15	\$4,671.88 \$28.75	\$4,779.13 \$29.41
<b>Information Services Support Technician II</b>	*	\$5,175.63 \$31.85	\$5,289.38 \$32.55	\$5,396.63 \$33.21	\$5,516.88 \$33.95	\$5,629.00 \$34.64
<b>Integrated Pest Management Specialist</b>	*	\$6,682.00 \$41.12	\$6,849.38 \$42.15	\$7,020.00 \$43.20	\$7,193.88 \$44.27	\$7,372.63 \$45.37

<b>Classification</b>		<b>Start A</b>	<b>6 Months B</b>	<b>1 Year C</b>	<b>2 Years D</b>	<b>3 Years E</b>
<b>Jr. Civil Engineer</b>	*	\$5,334.88 \$32.83	\$5,479.50 \$33.72	\$5,604.63 \$34.49	\$5,734.63 \$35.29	\$5,856.50 \$36.04
<b>Jr. Drafting Technician</b>	*	\$4,395.63 \$27.05	\$4,480.13 \$27.57	\$4,574.38 \$28.15	\$4,671.88 \$28.75	\$4,779.13 \$29.41
<b>Jr. Planning Technician</b>	* ***	\$4,475.25 \$27.54	\$4,572.75 \$28.14	\$4,658.88 \$28.67	\$4,764.50 \$29.32	\$4,878.25 \$30.02
<b>Land Acq. Coordinator</b>	*	\$5,282.88 \$32.51	\$5,424.25 \$33.38	\$5,551.00 \$34.16	\$5,682.63 \$34.97	\$5,796.38 \$35.67
<b>Landscape Architect</b>	*	\$6,293.63 \$38.73	\$6,441.50 \$39.64	\$6,581.25 \$40.50	\$6,735.63 \$41.45	\$6,886.75 \$42.38
<b>Landscape Architect - Planning/Stewardship</b>	*	\$6,293.63 \$38.73	\$6,441.50 \$39.64	\$6,581.25 \$40.50	\$6,735.63 \$41.45	\$6,886.75 \$42.38
<b>Lead Mechanic</b>		\$5,479.07 \$31.61	\$5,603.87 \$32.33	\$5,732.13 \$33.07	\$5,856.93 \$33.79	\$5,993.87 \$34.58
<b>Lead Mechanic/Swing(SH75)</b>		\$5,890.00 \$33.98	\$6,024.16 \$34.75	\$6,162.04 \$35.55	\$6,296.20 \$36.32	\$6,443.41 \$37.17
<b>Light Equipment Mechanic</b>	***	\$4,562.13 \$26.32	\$4,666.13 \$26.92	\$4,763.20 \$27.48	\$4,893.20 \$28.23	\$4,967.73 \$28.66
<b>Maintenance and Skilled Trades Supervisor</b>	**	\$6,116.93 \$35.29	\$6,259.07 \$36.11	\$6,409.87 \$36.98	\$6,550.27 \$37.79	\$6,695.87 \$38.63
<b>Mapping Graphics Technician</b>	*	\$4,566.25 \$28.10	\$4,660.50 \$28.68	\$4,762.88 \$29.31	\$4,896.13 \$30.13	\$4,972.50 \$30.60
<b>Marina Attendant</b>	***	\$3,974.53 \$22.93	\$4,049.07 \$23.36	\$4,125.33 \$23.80	\$4,203.33 \$24.25	\$4,279.60 \$24.69

<b>Classification</b>		<b>Start A</b>	<b>6 Months B</b>	<b>1 Year C</b>	<b>2 Years D</b>	<b>3 Years E</b>
<b>Mechanic's Helper</b>	<b>***</b>	<b>\$4,331.60 \$24.99</b>	<b>\$4,416.53 \$25.48</b>	<b>\$4,499.73 \$25.96</b>	<b>\$4,596.80 \$26.52</b>	<b>\$4,688.67 \$27.05</b>
<b>Messenger</b>		<b>\$3,972.80 \$22.92</b>	<b>\$4,047.33 \$23.35</b>	<b>\$4,125.33 \$23.80</b>	<b>\$4,203.33 \$24.25</b>	<b>\$4,279.60 \$24.69</b>
<b>Mine Manager</b>	<b>**</b>	<b>\$7,127.47 \$41.12</b>	<b>\$7,290.40 \$42.06</b>	<b>\$7,458.53 \$43.03</b>	<b>\$7,650.93 \$44.14</b>	<b>\$7,846.80 \$45.27</b>
<b>Mining Operations Supervisor</b>	<b>**</b>	<b>\$6,423.73 \$37.06</b>	<b>\$6,572.80 \$37.92</b>	<b>\$6,714.93 \$38.74</b>	<b>\$6,877.87 \$39.68</b>	<b>\$7,032.13 \$40.57</b>
<b>Mining Technician</b>		<b>\$4,728.53 \$27.28</b>	<b>\$4,839.47 \$27.92</b>	<b>\$4,943.47 \$28.52</b>	<b>\$5,047.47 \$29.12</b>	<b>\$5,146.27 \$29.69</b>
<b>Naturalist</b>		<b>\$4,974.67 \$28.70</b>	<b>\$5,090.80 \$29.37</b>	<b>\$5,200.00 \$30.00</b>	<b>\$5,319.60 \$30.69</b>	<b>\$5,439.20 \$31.38</b>
<b>Naturalist Aide</b>		<b>\$4,331.60 \$24.99</b>	<b>\$4,416.53 \$25.48</b>	<b>\$4,503.20 \$25.98</b>	<b>\$4,596.80 \$26.52</b>	<b>\$4,686.93 \$27.04</b>
<b>Office Assistant</b>	<b>*</b>	<b>\$3,763.50 \$23.16</b>	<b>\$3,826.88 \$23.55</b>	<b>\$3,887.00 \$23.92</b>	<b>\$3,960.13 \$24.37</b>	<b>\$4,028.38 \$24.79</b>
<b>Office Assistant/Membership</b>	<b>*</b>	<b>\$3,763.50 \$23.16</b>	<b>\$3,826.88 \$23.55</b>	<b>\$3,887.00 \$23.92</b>	<b>\$3,960.13 \$24.37</b>	<b>\$4,028.38 \$24.79</b>
<b>Office Services Assistant</b>	<b>*</b>	<b>\$3,763.50 \$23.16</b>	<b>\$3,826.88 \$23.55</b>	<b>\$3,887.00 \$23.92</b>	<b>\$3,960.13 \$24.37</b>	<b>\$4,028.38 \$24.79</b>
<b>Office Specialist</b>	<b>*</b>	<b>\$3,952.00 \$24.32</b>	<b>\$4,030.00 \$24.80</b>	<b>\$4,099.88 \$25.23</b>	<b>\$4,176.25 \$25.70</b>	<b>\$4,244.50 \$26.12</b>
<b>Office Specialist/Reservations</b>	<b>*</b>	<b>\$4,039.75 \$24.86</b>	<b>\$4,112.88 \$25.31</b>	<b>\$4,182.75 \$25.74</b>	<b>\$4,270.50 \$26.28</b>	<b>\$4,346.88 \$26.75</b>

<b>Classification</b>		<b>Start A</b>	<b>6 Months B</b>	<b>1 Year C</b>	<b>2 Years D</b>	<b>3 Years E</b>
<b>Painter</b>		<b>\$5,165.33</b> <b>\$29.80</b>	<b>\$5,284.93</b> <b>\$30.49</b>	<b>\$5,401.07</b> <b>\$31.16</b>	<b>\$5,520.67</b> <b>\$31.85</b>	<b>\$5,638.53</b> <b>\$32.53</b>
<b>Painter's Helper</b>	<b>***</b>	<b>\$4,331.60</b> <b>\$24.99</b>	<b>\$4,416.53</b> <b>\$25.48</b>	<b>\$4,499.73</b> <b>\$25.96</b>	<b>\$4,596.80</b> <b>\$26.52</b>	<b>\$4,688.67</b> <b>\$27.05</b>
<b>Park Craft Specialist</b>		<b>\$4,730.27</b> <b>\$27.29</b>	<b>\$4,837.73</b> <b>\$27.91</b>	<b>\$4,941.73</b> <b>\$28.51</b>	<b>\$5,054.40</b> <b>\$29.16</b>	<b>\$5,146.27</b> <b>\$29.69</b>
<b>Park Planner I</b>	<b>*</b>	<b>\$5,271.50</b> <b>\$32.44</b>	<b>\$5,388.50</b> <b>\$33.16</b>	<b>\$5,495.75</b> <b>\$33.82</b>	<b>\$5,617.63</b> <b>\$34.57</b>	<b>\$5,733.00</b> <b>\$35.28</b>
<b>Park Ranger I</b>		<b>\$3,513.47</b> <b>\$20.27</b>	<b>\$3,572.40</b> <b>\$20.61</b>	<b>\$3,641.73</b> <b>\$21.01</b>	<b>\$3,704.13</b> <b>\$21.37</b>	<b>\$3,754.40</b> <b>\$21.66</b>
<b>Park Ranger II</b>		<b>\$4,267.47</b> <b>\$24.62</b>	<b>\$4,357.60</b> <b>\$25.14</b>	<b>\$4,444.27</b> <b>\$25.64</b>	<b>\$4,539.60</b> <b>\$26.19</b>	<b>\$4,647.07</b> <b>\$26.81</b>
<b>Park Supervisor/Hort. Specialist</b>	<b>**</b>	<b>\$5,553.60</b> <b>\$32.04</b>	<b>\$5,702.67</b> <b>\$32.90</b>	<b>\$5,834.40</b> <b>\$33.66</b>	<b>\$5,967.87</b> <b>\$34.43</b>	<b>\$6,090.93</b> <b>\$35.14</b>
<b>Park Supervisor I</b>	<b>**</b>	<b>\$5,177.47</b> <b>\$29.87</b>	<b>\$5,298.80</b> <b>\$30.57</b>	<b>\$5,413.20</b> <b>\$31.23</b>	<b>\$5,538.00</b> <b>\$31.95</b>	<b>\$5,661.07</b> <b>\$32.66</b>
<b>Park Supervisor II</b>	<b>**</b>	<b>\$5,553.60</b> <b>\$32.04</b>	<b>\$5,702.67</b> <b>\$32.90</b>	<b>\$5,834.40</b> <b>\$33.66</b>	<b>\$5,967.87</b> <b>\$34.43</b>	<b>\$6,090.93</b> <b>\$35.14</b>
<b>Park Supervisor III</b>	<b>**</b>	<b>\$5,773.73</b> <b>\$33.31</b>	<b>\$5,915.87</b> <b>\$34.13</b>	<b>\$6,052.80</b> <b>\$34.92</b>	<b>\$6,193.20</b> <b>\$35.73</b>	<b>\$6,354.40</b> <b>\$36.66</b>
<b>Park Supervisor IV</b>	<b>**</b>	<b>\$6,037.20</b> <b>\$34.83</b>	<b>\$6,177.60</b> <b>\$35.64</b>	<b>\$6,314.53</b> <b>\$36.43</b>	<b>\$6,463.60</b> <b>\$37.29</b>	<b>\$6,614.40</b> <b>\$38.16</b>
<b>Plumber</b>		<b>\$5,492.93</b> <b>\$31.69</b>	<b>\$5,619.47</b> <b>\$32.42</b>	<b>\$5,747.73</b> <b>\$33.16</b>	<b>\$5,872.53</b> <b>\$33.88</b>	<b>\$6,006.00</b> <b>\$34.65</b>

<b>Classification</b>		<b>Start A</b>	<b>6 Months B</b>	<b>1 Year C</b>	<b>2 Years D</b>	<b>3 Years E</b>
<b>Preparator's Aide</b>		\$4,331.60 \$24.99	\$4,416.53 \$25.48	\$4,503.20 \$25.98	\$4,596.80 \$26.52	\$4,686.93 \$27.04
<b>Public Information Representative</b>	*	\$4,852.25 \$29.86	\$4,956.25 \$30.50	\$5,061.88 \$31.15	\$5,170.75 \$31.82	\$5,279.63 \$32.49
<b>Public Information Supervisor</b>	* **	\$5,851.63 \$36.01	\$5,986.50 \$36.84	\$6,113.25 \$37.62	\$6,254.63 \$38.49	\$6,404.13 \$39.41
<b>Public Relations Associate</b>	* ***	\$5,282.88 \$32.51	\$5,424.25 \$33.38	\$5,551.00 \$34.16	\$5,682.63 \$34.97	\$5,796.38 \$35.67
<b>Publications Coordinator</b>	*	\$5,328.38 \$32.79	\$5,474.63 \$33.69	\$5,598.13 \$34.45	\$5,726.50 \$35.24	\$5,850.00 \$36.00
<b>Recreation Assistant</b>	*	\$4,197.38 \$25.83	\$4,281.88 \$26.35	\$4,368.00 \$26.88	\$4,459.00 \$27.44	\$4,541.88 \$27.95
<b>Recreation Coordinator</b>	*	\$4,704.38 \$28.95	\$4,808.38 \$29.59	\$4,905.88 \$30.19	\$5,016.38 \$30.87	\$5,115.50 \$31.48
<b>Recreation Supervisor</b>	*	\$5,001.75 \$30.78	\$5,138.25 \$31.62	\$5,253.63 \$32.33	\$5,375.50 \$33.08	\$5,487.63 \$33.77
<b>Reservations Coordinator</b>	*	\$4,910.75 \$30.22	\$5,018.00 \$30.88	\$5,117.13 \$31.49	\$5,232.50 \$32.20	\$5,341.38 \$32.87
<b>Reservations Supervisor</b>	*	\$5,746.00 \$35.36	\$5,879.25 \$36.18	\$6,012.50 \$37.00	\$6,150.63 \$37.85	\$6,295.25 \$38.74
<b>Reservations Support Tech.</b>	*	\$4,395.63 \$27.05	\$4,480.13 \$27.57	\$4,574.38 \$28.15	\$4,671.88 \$28.75	\$4,779.13 \$29.41
<b>Resource Analyst</b>	*	\$5,003.38 \$30.79	\$5,115.50 \$31.48	\$5,219.50 \$32.12	\$5,331.63 \$32.81	\$5,440.50 \$33.48

<b>Classification</b>		<b>Start A</b>	<b>6 Months B</b>	<b>1 Year C</b>	<b>2 Years D</b>	<b>3 Years E</b>
<b>Revenue Analyst I</b>	*	\$4,889.63 \$30.09	\$4,996.88 \$30.75	\$5,100.88 \$31.39	\$5,211.38 \$32.07	\$5,318.63 \$32.73
<b>Revenue Analyst II</b>	*	\$5,282.88 \$32.51	\$5,424.25 \$33.38	\$5,551.00 \$34.16	\$5,681.00 \$34.96	\$5,798.00 \$35.68
<b>Right Of Way Agent</b>	*	\$6,293.63 \$38.73	\$6,441.50 \$39.64	\$6,581.25 \$40.50	\$6,735.63 \$41.45	\$6,886.75 \$42.38
<b>Roads &amp; Trails Supervisor</b>	**	\$6,116.93 \$35.29	\$6,259.07 \$36.11	\$6,409.87 \$36.98	\$6,550.27 \$37.79	\$6,695.87 \$38.63
<b>Sanitation Truck Driver</b>		\$4,775.33 \$27.55	\$4,884.53 \$28.18	\$4,993.73 \$28.81	\$5,097.73 \$29.41	\$5,198.27 \$29.99
<b>Sanitation/Recycling Supervisor</b>	**	\$5,664.53 \$32.68	\$5,818.80 \$33.57	\$5,945.33 \$34.30	\$6,087.47 \$35.12	\$6,219.20 \$35.88
<b>Secretary</b>	*	\$4,270.50 \$26.28	\$4,356.63 \$26.81	\$4,442.75 \$27.34	\$4,541.88 \$27.95	\$4,644.25 \$28.58
<b>Secretary/Stenographer</b>	***	\$4,480.67 \$25.85	\$4,562.13 \$26.32	\$4,641.87 \$26.78	\$4,737.20 \$27.33	\$4,818.67 \$27.80
<b>Senior Chief Survey Party</b>		\$6,423.73 \$37.06	\$6,572.80 \$37.92	\$6,714.93 \$38.74	\$6,877.87 \$39.68	\$7,032.13 \$40.57
<b>Senior Civil Engineering Tech.</b>	* **	\$5,798.00 \$35.68	\$5,931.25 \$36.50	\$6,064.50 \$37.32	\$6,204.25 \$38.18	\$6,344.00 \$39.04
<b>Senior Construction Inspector</b>		\$6,009.47 \$34.67	\$6,148.13 \$35.47	\$6,283.33 \$36.25	\$6,434.13 \$37.12	\$6,578.00 \$37.95
<b>Senior Drafting Technician</b>	*	\$5,282.88 \$32.51	\$5,424.25 \$33.38	\$5,551.00 \$34.16	\$5,681.00 \$34.96	\$5,798.00 \$35.68

<b>Classification</b>		<b>Start A</b>	<b>6 Months B</b>	<b>1 Year C</b>	<b>2 Years D</b>	<b>3 Years E</b>
<b>Senior Equipment Mechanic</b>		<b>\$5,085.60</b> <b>\$29.34</b>	<b>\$5,219.07</b> <b>\$30.11</b>	<b>\$5,342.13</b> <b>\$30.82</b>	<b>\$5,461.73</b> <b>\$31.51</b>	<b>\$5,576.13</b> <b>\$32.17</b>
<b>Senior Equip Mech/Swing(SH75)</b>		<b>\$5,467.02</b> <b>\$31.54</b>	<b>\$5,610.50</b> <b>\$32.37</b>	<b>\$5,742.79</b> <b>\$33.13</b>	<b>\$5,871.36</b> <b>\$33.87</b>	<b>\$5,994.34</b> <b>\$34.58</b>
<b>Senior Office Assistant</b>	*	<b>\$3,952.00</b> <b>\$24.32</b>	<b>\$4,030.00</b> <b>\$24.80</b>	<b>\$4,099.88</b> <b>\$25.23</b>	<b>\$4,176.25</b> <b>\$25.70</b>	<b>\$4,244.50</b> <b>\$26.12</b>
<b>Senior Office Specialist</b>	*	<b>\$4,270.50</b> <b>\$26.28</b>	<b>\$4,356.63</b> <b>\$26.81</b>	<b>\$4,442.75</b> <b>\$27.34</b>	<b>\$4,541.88</b> <b>\$27.95</b>	<b>\$4,644.25</b> <b>\$28.58</b>
<b>Senior Park Designer</b>	*	<b>\$5,845.13</b> <b>\$35.97</b>	<b>\$5,986.50</b> <b>\$36.84</b>	<b>\$6,123.00</b> <b>\$37.68</b>	<b>\$6,254.63</b> <b>\$38.49</b>	<b>\$6,394.38</b> <b>\$39.35</b>
<b>Senior Park Planner</b>	*	<b>\$5,845.13</b> <b>\$35.97</b>	<b>\$5,986.50</b> <b>\$36.84</b>	<b>\$6,123.00</b> <b>\$37.68</b>	<b>\$6,254.63</b> <b>\$38.49</b>	<b>\$6,394.38</b> <b>\$39.35</b>
<b>Senior Planner</b>	*	<b>\$5,845.13</b> <b>\$35.97</b>	<b>\$5,986.50</b> <b>\$36.84</b>	<b>\$6,123.00</b> <b>\$37.68</b>	<b>\$6,254.63</b> <b>\$38.49</b>	<b>\$6,394.38</b> <b>\$39.35</b>
<b>Senior Right-of-Way Agent</b>	*	<b>\$6,651.13</b> <b>\$40.93</b>	<b>\$6,803.88</b> <b>\$41.87</b>	<b>\$6,953.38</b> <b>\$42.79</b>	<b>\$7,115.88</b> <b>\$43.79</b>	<b>\$7,276.75</b> <b>\$44.78</b>
<b>Service Manager</b>	** ****	<b>\$6,116.93</b> <b>\$35.29</b>	<b>\$6,253.87</b> <b>\$36.08</b>	<b>\$6,404.67</b> <b>\$36.95</b>	<b>\$6,545.07</b> <b>\$37.76</b>	<b>\$6,695.87</b> <b>\$38.63</b>
<b>Sign Maker's Helper</b>	***	<b>\$4,331.60</b> <b>\$24.99</b>	<b>\$4,416.53</b> <b>\$25.48</b>	<b>\$4,499.73</b> <b>\$25.96</b>	<b>\$4,596.80</b> <b>\$26.52</b>	<b>\$4,688.67</b> <b>\$27.05</b>
<b>Stock Clerk/Driver</b>		<b>\$4,331.60</b> <b>\$24.99</b>	<b>\$4,416.53</b> <b>\$25.48</b>	<b>\$4,503.20</b> <b>\$25.98</b>	<b>\$4,596.80</b> <b>\$26.52</b>	<b>\$4,686.93</b> <b>\$27.04</b>
<b>Stores Supervisor</b>	**	<b>\$5,064.80</b> <b>\$29.22</b>	<b>\$5,186.13</b> <b>\$29.92</b>	<b>\$5,293.60</b> <b>\$30.54</b>	<b>\$5,416.67</b> <b>\$31.25</b>	<b>\$5,538.00</b> <b>\$31.95</b>

<b>Classification</b>		<b>Start A</b>	<b>6 Months B</b>	<b>1 Year C</b>	<b>2 Years D</b>	<b>3 Years E</b>
<b>Supervising Naturalist I</b>	<b>**</b>	<b>\$5,217.33 \$30.10</b>	<b>\$5,335.20 \$30.78</b>	<b>\$5,451.33 \$31.45</b>	<b>\$5,572.67 \$32.15</b>	<b>\$5,692.27 \$32.84</b>
<b>Supervising Naturalist II</b>	<b>**</b>	<b>\$5,551.87 \$32.03</b>	<b>\$5,702.67 \$32.90</b>	<b>\$5,829.20 \$33.63</b>	<b>\$5,966.13 \$34.42</b>	<b>\$6,090.93 \$35.14</b>
<b>Supervising Naturalist III</b>	<b>**</b>	<b>\$5,775.47 \$33.32</b>	<b>\$5,915.87 \$34.13</b>	<b>\$6,052.80 \$34.92</b>	<b>\$6,194.93 \$35.74</b>	<b>\$6,354.40 \$36.66</b>
<b>Supervising Naturalist IV</b>	<b>**</b>	<b>\$6,037.20 \$34.83</b>	<b>\$6,177.60 \$35.64</b>	<b>\$6,314.53 \$36.43</b>	<b>\$6,463.60 \$37.29</b>	<b>\$6,614.40 \$38.16</b>
<b>Survey Technician</b>		<b>\$4,789.20 \$27.63</b>	<b>\$4,900.13 \$28.27</b>	<b>\$4,998.93 \$28.84</b>	<b>\$5,109.87 \$29.48</b>	<b>\$5,210.40 \$30.06</b>
<b>Switchboard Receptionist</b>	<b>* ***</b>	<b>\$3,913.00 \$24.08</b>	<b>\$3,978.00 \$24.48</b>	<b>\$4,041.38 \$24.87</b>	<b>\$4,114.50 \$25.32</b>	<b>\$4,182.75 \$25.74</b>
<b>Systems Administrator</b>	<b>*</b>	<b>\$5,746.00 \$35.36</b>	<b>\$5,879.25 \$36.18</b>	<b>\$6,012.50 \$37.00</b>	<b>\$6,150.63 \$37.85</b>	<b>\$6,295.25 \$38.74</b>
<b>Systems Analyst</b>	<b>*</b>	<b>\$5,746.00 \$35.36</b>	<b>\$5,879.25 \$36.18</b>	<b>\$6,012.50 \$37.00</b>	<b>\$6,150.63 \$37.85</b>	<b>\$6,295.25 \$38.74</b>
<b>Trails Coordinator</b>	<b>*</b>	<b>\$5,282.88 \$32.51</b>	<b>\$5,424.25 \$33.38</b>	<b>\$5,551.00 \$34.16</b>	<b>\$5,681.00 \$34.96</b>	<b>\$5,798.00 \$35.68</b>
<b>Truck Driver</b>	<b>***</b>	<b>\$4,537.87 \$26.18</b>	<b>\$4,628.00 \$26.70</b>	<b>\$4,721.60 \$27.24</b>	<b>\$4,818.67 \$27.80</b>	<b>\$4,917.47 \$28.37</b>
<b>Water Mgmt Assistant</b>	<b>*</b>	<b>\$4,832.75 \$29.74</b>	<b>\$4,930.25 \$30.34</b>	<b>\$5,031.00 \$30.96</b>	<b>\$5,138.25 \$31.62</b>	<b>\$5,258.50 \$32.36</b>
<b>Water Mgmt Supervisor</b>	<b>*</b>	<b>\$6,074.25 \$37.38</b>	<b>\$6,214.00 \$38.24</b>	<b>\$6,357.00 \$39.12</b>	<b>\$6,504.88 \$40.03</b>	<b>\$6,647.88 \$40.91</b>

<b>Classification</b>	<b>Start A</b>	<b>6 Months B</b>	<b>1 Year C</b>	<b>2 Years D</b>	<b>3 Years E</b>
<b>Water Utilities Maint. Supervisor</b>	<b>\$6,116.93</b> <b>\$35.29</b>	<b>\$6,259.07</b> <b>\$36.11</b>	<b>\$6,409.87</b> <b>\$36.98</b>	<b>\$6,550.27</b> <b>\$37.79</b>	<b>\$6,695.87</b> <b>\$38.63</b>
<b>Water Utilities Maint. Technician</b>	<b>\$5,177.47</b> <b>\$29.87</b>	<b>\$5,298.80</b> <b>\$30.57</b>	<b>\$5,413.20</b> <b>\$31.23</b>	<b>\$5,538.00</b> <b>\$31.95</b>	<b>\$5,661.07</b> <b>\$32.66</b>
<b>Website Designer</b> *	<b>\$4,852.25</b> <b>\$29.86</b>	<b>\$4,956.25</b> <b>\$30.50</b>	<b>\$5,061.88</b> <b>\$31.15</b>	<b>\$5,170.75</b> <b>\$31.82</b>	<b>\$5,279.63</b> <b>\$32.49</b>

\* Denotes a 37-1/2 work week position, whereas all other positions are a 40 hour week.

\*\* Denotes Supervisory position exempt from the Agency shop requirement of Article 2.

\*\*\*\* Denotes unfilled classifications. Should the District decide to recruit for any of these classifications, COLAs would be negotiated at Meet & Confer.

\*\*\*\* Service Manager receives 7.5% extra pay (shift differential) while there is a second shift.

If the second shift is eliminated the Service Manager position will revert back to Crew Supervisor level.

**AFSCME, Local 2428**  
**WAGE RATES Effective March 27, 2010**

**Annual Cost of Living Adjustment**

**Year One COLA: 0.9% retroactive to the pay period that includes April 1, 2009; and**

**Year Two COLA: Based on the February 2010 CPI-W (San Francisco/Oakland/San Jose) effective the pay period that includes April 1, 2010, with a floor of zero and a cap of 1.0%.**

<b>Classification</b>	<b>Start A</b>	<b>1 Year B</b>	<b>2 Years C</b>	<b>3 Years D</b>	<b>4 Years E</b>
<b>Carpenter Apprentice</b> (Four year apprentice program)	\$4,208.53 \$24.28	\$4,407.87 \$25.43	\$4,588.13 \$26.47	\$4,816.93 \$27.79	\$5,021.47 \$28.97
<b>Electrician Apprentice</b> (Four year apprentice program)	\$4,331.60 \$24.99	\$4,537.87 \$26.18	\$4,763.20 \$27.48	\$5,000.67 \$28.85	\$5,210.40 \$30.06
<b>Environmental Graphics Specialist Apprentice</b> (Four year apprentice program)	\$4,331.60 \$24.99	\$4,537.87 \$26.18	\$4,721.60 \$27.24	\$4,953.87 \$28.58	\$5,165.33 \$29.80
<b>Equipment Operator Apprentice</b> (Three year apprentice program)	\$4,331.60 \$24.99	\$4,721.60 \$27.24	\$5,059.60 \$29.19	\$5,427.07 \$31.31	
<b>Painter Apprentice</b> (Three year apprentice program)	\$4,331.60 \$24.99	\$4,608.93 \$26.59	\$4,888.00 \$28.20	\$5,165.33 \$29.80	
<b>Sr. Equipment Mechanic Apprentice</b> (Four year apprentice program)	\$4,170.40 \$24.06	\$4,366.27 \$25.19	\$4,541.33 \$26.20	\$4,764.93 \$27.49	\$4,967.73 \$28.66