

FY21: 1.5% wage increase, effective June 25, 2020/Adopted by the Board as of February 28, 2020

UNION	TITLE	Step 1	1L	1LL	Step 2	2L	2LL	Step 3	3L	3LL	Step 4	4L	4LL	Step 5	5L	5LL	Step 6	6L	6LL
SEP	Administrative Supervisor	29.83	31.32	32.81	31.32	32.89	34.46	32.89	34.53	36.17	34.53	36.26	37.99	36.26	38.07	39.88	38.07	39.97	41.87
SEP	Assistant Safety & Training Coordinator	32.58	34.21	35.84	34.21	35.92	37.63	35.92	37.72	39.52	37.72	39.61	41.50	39.61	41.59	43.57	41.59	43.67	45.75
SEP	Custodial Supervisor	23.14	24.30	25.46	24.30	25.52	26.74	25.52	26.80	28.08	26.80	28.14	29.48	28.14	29.55	30.96	29.55	31.03	32.51
SEP	Customer Service Supervisor	27.27	28.63	29.99	28.63	30.06	31.49	30.06	31.56	33.06	31.56	33.14	34.72	33.14	34.80	36.46	34.80	36.54	38.28
SEP	Facilities Maintenance Supervisor	31.89	33.48	35.07	33.48	35.15	36.82	35.15	36.91	38.76	36.91	38.76	40.61	38.76	40.70	42.64	40.70	42.74	44.78
SEP	Fleet Maintenance Supervisor	36.08	37.88	39.68	37.88	39.77	41.66	39.77	41.76	43.75	41.76	43.85	45.94	43.85	46.04	48.23	46.04	48.34	50.64
SEP	Parts and Materials Supervisor	30.55	32.08	33.61	32.08	33.68	35.28	33.68	35.36	37.04	35.36	37.13	38.90	37.13	38.99	40.85	38.99	40.94	42.89
SEP	Revenue Collection Supervisor	25.76	27.05	28.34	27.05	28.40	29.75	28.40	29.82	31.24	29.82	31.31	32.80	31.31	32.88	34.45	32.88	34.52	36.16
SEP	Safety & Training Coordinator	35.22	36.98	38.74	36.98	38.83	40.68	38.83	40.77	42.71	40.77	42.81	44.85	42.81	44.95	47.09	44.95	47.20	49.45
SEP	Transit Supervisor	31.57	33.15	34.73	33.15	34.81	36.47	34.81	36.55	38.29	36.55	38.38	40.21	38.38	40.30	42.22	40.30	42.32	44.34
SEP	Transportation Planning Supervisor	46.09	48.39	50.69	48.39	50.81	53.23	50.81	53.35	55.89	53.35	56.02	58.69	56.02	58.82	61.62	58.82	61.76	64.70
SES	Accessible Services Coordinator	24.34	25.56	26.78	25.56	26.84	28.12	26.84	28.18	29.52	28.18	29.59	31.00	29.59	31.07	32.55	31.07	32.62	34.17
SES	Accountant I	30.43	31.95	33.47	31.95	33.55	35.15	33.55	35.23	36.91	35.23	36.99	38.75	36.99	38.84	40.69	38.84	40.78	42.72
SES	Accountant II	33.46	35.13	36.80	35.13	36.89	38.65	36.89	38.73	40.57	38.73	40.67	42.61	40.67	42.70	44.73	42.70	44.84	46.98
SES	Accounting Clerk	20.20	21.21	22.22	21.21	22.27	23.33	22.27	23.38	24.49	23.38	24.55	25.72	24.55	25.78	27.01	25.78	27.07	28.36
SES	Accounting Specialist	29.40	30.87	32.34	30.87	32.41	33.95	32.41	34.03	35.65	34.03	35.73	37.43	35.73	37.52	39.31	37.52	39.40	41.28
SES	Accounting Technician	24.06	25.26	26.46	25.26	26.52	27.78	26.52	27.85	29.18	27.85	29.24	30.63	29.24	30.70	32.16	30.70	32.24	33.78
SES	Administrative Assistant	23.41	24.58	25.75	24.58	25.81	27.04	25.81	27.10	28.39	27.10	28.46	29.82	28.46	29.88	31.30	29.88	31.37	32.86
SES	Administrative Clerk	21.06	22.11	23.16	22.11	23.22	24.33	23.22	24.38	25.54	24.38	25.60	26.82	25.60	26.88	28.16	26.88	28.22	29.56
SES	Administrative Specialist	25.73	27.02	28.31	27.02	28.37	29.72	28.37	29.79	31.21	29.79	31.28	32.77	31.28	32.84	34.40	32.84	34.48	36.12
SES	Benefits Technician	24.56	25.79	27.02	25.79	27.08	28.37	27.08	28.43	29.78	28.43	29.85	31.27	29.85	31.34	32.83	31.34	32.91	34.48
SES	Buyer	25.13	26.39	27.65	26.39	27.71	29.03	27.71	29.10	30.49	29.10	30.56	32.02	30.56	32.09	33.62	32.09	33.69	35.29
SES	Claims Technician I	21.94	23.04	24.14	23.04	24.19	25.34	24.19	25.40	26.61	25.40	26.67	27.94	26.67	28.00	29.33	28.00	29.40	30.80
SES	Claims Technician II	24.38	25.60	26.82	25.60	26.88	28.16	26.88	28.22	29.56	28.22	29.63	31.04	29.63	31.11	32.59	31.11	32.67	34.23
SES	Custodial Service Worker	17.22	18.08	18.94	18.08	18.98	19.88	18.98	19.93	20.88	19.93	20.93	21.93	20.93	21.98	23.03	21.98	23.08	24.18
SES	Customer Service Representative	20.20	21.21	22.22	21.21	22.27	23.33	22.27	23.38	24.49	23.38	24.55	25.72	24.55	25.78	27.01	25.78	27.07	28.36
SES	Customer Service Assistant	23.41	24.58	25.75	24.58	25.81	27.04	25.81	27.10	28.39	27.10	28.46	29.82	28.46	29.88	31.30	29.88	31.37	32.86
SES	Facilities Maintenance Worker I	21.26	22.32	23.38	22.32	23.44	24.56	23.44	24.61	25.78	24.61	25.84	27.07	25.84	27.13	28.42	27.13	28.49	29.85
SES	Facilities Maintenance Worker II	23.63	24.81	25.99	24.81	26.05	27.29	26.05	27.35	28.65	27.35	28.72	30.09	28.72	30.16	31.60	30.16	31.67	33.18
SES	Financial Analyst	36.83	38.67	40.51	38.67	40.60	42.53	40.60	42.63	44.66	42.63	44.76	46.89	44.76	47.00	49.24	47.00	49.35	51.70
SES	Grants/Legislative Analyst	34.13	35.84	37.55	35.84	37.63	39.42	37.63	39.51	41.39	39.51	41.49	43.47	41.49	43.56	45.63	43.56	45.74	47.92
SES	Human Resources Clerk	21.26	22.32	23.38	22.32	23.44	24.56	23.44	24.61	25.78	24.61	25.84	27.07	25.84	27.13	28.42	27.13	28.49	29.85
SES	Human Resources Specialist	23.39	24.56	25.73	24.56	25.79	27.02	25.79	27.08	28.37	27.08	28.43	29.78	28.43	29.85	31.27	29.85	31.34	32.83
SES	Human Resources Technician	24.56	25.79	27.02	25.79	27.08	28.37	27.08	28.43	29.78	28.43	29.85	31.27	29.85	31.34	32.83	31.34	32.91	34.48
SES	Information Technology Support Analyst I	24.80	26.04	27.28	26.04	27.34	28.64	27.34	28.71	30.08	28.71	30.15	31.59	30.15	31.66	33.17	31.66	33.24	34.82
SES	Information Technology Support Analyst II	27.54	28.92	30.30	28.92	30.37	31.82	30.37	31.89	33.41	31.89	33.48	35.07	33.48	35.15	36.82	35.15	36.91	38.67
SES	Lead Custodial Service Worker	20.58	21.61	22.64	21.61	22.69	23.77	22.69	23.82	24.95	23.82	25.01	26.20	25.01	26.26	27.51	26.26	27.57	28.88
SES	Lead Facilities Maintenance Worker	28.33	29.75	31.17	29.75	31.24	32.73	31.24	32.80	34.36	32.80	34.44	36.08	34.44	36.16	37.88	36.16	37.97	39.78
SES	Legal Secretary	21.26	22.32	23.38	22.32	23.44	24.56	23.44	24.61	25.78	24.61	25.84	27.07	25.84	27.13	28.42	27.13	28.49	29.85
SES	Paralegal I	30.43	31.95	33.47	31.95	33.55	35.15	33.55	35.23	36.91	35.23	36.99	38.75	36.99	38.84	40.69	38.84	40.78	42.72
SES	Paralegal II	33.46	35.13	36.80	35.13	36.89	38.65	36.89	38.73	40.57	38.73	40.67	42.61	40.67	42.70	44.73	42.70	44.84	46.98
SES	Paratransit Eligibility Coordinator	30.43	31.95	33.47	31.95	33.55	35.15	33.55	35.23	36.91	35.23	36.99	38.75	36.99	38.84	40.69	38.84	40.78	42.72
SES	Payroll Specialist	24.56	25.79	27.02	25.79	27.08	28.37	27.08	28.43	29.78	28.43	29.85	31.27	29.85	31.34	32.83	31.34	32.91	34.48

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SES	Planning Aide	19.60	20.58	21.56	20.58	21.61	22.64	21.61	22.69	23.77	22.69	23.82	24.95	23.82	25.01	26.20	25.01	26.26	27.51
SES	Planning Data Analyst	30.43	31.95	33.47	31.95	33.55	35.15	33.55	35.23	36.91	35.23	36.99	38.75	36.99	38.84	40.69	38.84	40.78	42.72
SES	Principal Human Resources Generalist	31.57	33.15	34.73	33.15	34.81	36.47	34.81	36.55	38.29	36.55	38.38	40.21	38.38	40.30	42.22	40.30	42.32	44.34
SES	Purchasing Agent	30.16	31.67	33.18	31.67	33.25	34.83	33.25	34.91	36.57	34.91	36.66	38.41	36.66	38.49	40.32	38.49	40.41	42.33
SES	Purchasing Assistant	27.65	29.03	30.41	29.03	30.48	31.93	30.48	32.00	33.52	32.00	33.60	35.20	33.60	35.28	36.96	35.28	37.04	38.80
SES	Revenue Account Coordinator	21.20	22.26	23.32	22.26	23.37	24.48	23.37	24.54	25.71	24.54	25.77	27.00	25.77	27.06	28.35	27.06	28.41	29.76
SES	Revenue Collection Clerk	19.07	20.02	20.97	20.02	21.02	22.02	21.02	22.07	23.12	22.07	23.17	24.27	23.17	24.33	25.49	24.33	25.55	26.77
SES	Safety and Training Program Specialist I	35.51	37.29	39.07	37.29	39.15	41.01	39.15	41.11	43.07	41.11	43.17	45.23	43.17	45.33	47.49	45.33	47.60	49.87
SES	Safety and Training Program Specialist II	39.48	41.45	43.42	41.45	43.52	45.59	43.52	45.70	47.88	45.70	47.99	50.28	47.99	50.39	52.79	50.39	52.91	55.43
SES	Scheduling Analyst	30.43	31.95	33.47	31.95	33.55	35.15	33.55	35.23	36.91	35.23	36.99	38.75	36.99	38.84	40.69	38.84	40.78	42.72
SES	Senior Accounting Technician	26.74	28.08	29.42	28.08	29.48	30.88	29.48	30.95	32.42	30.95	32.50	34.05	32.50	34.13	35.76	34.13	35.84	37.55
SES	Senior Customer Service Representative	24.24	25.45	26.66	25.45	26.72	27.99	26.72	28.06	29.40	28.06	29.46	30.86	29.46	30.93	32.40	30.93	32.48	34.03
SES	Senior Financial Analyst	40.50	42.53	44.56	42.53	44.66	46.79	44.66	46.89	49.12	46.89	49.23	51.57	49.23	51.69	54.15	51.69	54.27	56.85
SES	Senior Payroll Specialist	29.49	30.96	32.43	30.96	32.51	34.06	32.51	34.14	35.77	34.14	35.85	37.56	35.85	37.64	39.43	37.64	39.52	41.40
SES	Senior Systems Administrator	45.69	47.97	50.25	47.97	50.37	52.77	50.37	52.89	55.41	52.89	55.53	58.17	55.53	58.31	61.09	58.31	61.23	64.15
SES	Senior Transportation Planner	40.97	43.02	45.07	43.02	45.17	47.32	45.17	47.43	49.69	47.43	49.80	52.17	49.80	52.29	54.78	52.29	54.90	57.51
SES	Systems Administrator	41.52	43.60	45.68	43.60	45.78	47.96	45.78	48.07	50.36	48.07	50.47	52.87	50.47	52.99	55.51	52.99	55.64	58.29
SES	Transportation Planner I	30.72	32.26	33.80	32.26	33.87	35.48	33.87	35.56	37.25	35.56	37.34	39.12	37.34	39.21	41.08	39.21	41.17	43.13
SES	Transportation Planner II	34.13	35.84	37.55	35.84	37.63	39.42	37.63	39.51	41.39	39.51	41.49	43.47	41.49	43.56	45.63	43.56	45.74	47.92
SEV	Electronic Technician	31.57	33.15	34.73	33.15	34.81	36.47	34.81	36.55	38.29	36.55	38.38	40.21	38.38	40.30	42.22	40.30	42.32	44.34
SEV	Lead Mechanic	32.07	33.67	35.27	33.67	35.35	37.03	35.35	37.12	38.89	37.12	38.98	40.84	38.98	40.93	42.88	40.93	42.98	45.03
SEV	Lead Parts and Materials Clerk	27.15	28.51	29.87	28.51	29.94	31.37	29.94	31.44	32.94	31.44	33.01	34.58	33.01	34.66	36.31	34.66	36.39	38.12
SEV	Lead Vehicle Service Worker	22.72	23.86	25.00	23.86	25.05	26.24	25.05	26.30	27.55	26.30	27.62	28.94	27.62	29.00	30.38	29.00	30.45	31.90
SEV	Mechanic I	24.06	25.26	26.46	25.26	26.52	27.78	26.52	27.85	29.18	27.85	29.24	30.63	29.24	30.70	32.16	30.70	32.24	33.78
SEV	Mechanic II	26.74	28.08	29.42	28.08	29.48	30.88	29.48	30.95	32.42	30.95	32.50	34.05	32.50	34.13	35.76	34.13	35.84	37.55
SEV	Mechanic III	29.40	30.87	32.34	30.87	32.41	33.95	32.41	34.03	35.65	34.03	35.73	37.43	35.73	37.52	39.31	37.52	39.40	41.28
SEV	Parts and Materials Clerk	22.63	23.76	24.89	23.76	24.95	26.14	24.95	26.20	27.45	26.20	27.51	28.82	27.51	28.89	30.27	28.89	30.33	31.77
SEV	Upholsterer I	22.72	23.86	25.00	23.86	25.05	26.24	25.05	26.30	27.55	26.30	27.62	28.94	27.62	29.00	30.38	29.00	30.45	31.90
SEV	Upholsterer II	24.99	26.24	27.49	26.24	27.55	28.86	27.55	28.93	30.31	28.93	30.38	31.83	30.38	31.90	33.42	31.90	33.50	35.10
SEV	Vehicle Body Repair Mechanic	24.99	26.24	27.49	26.24	27.55	28.86	27.55	28.93	30.31	28.93	30.38	31.83	30.38	31.90	33.42	31.90	33.50	35.10
SEV	Vehicle Service Detailer	20.81	21.85	22.89	21.85	22.94	24.03	22.94	24.09	25.24	24.09	25.29	26.49	25.29	26.55	27.81	26.55	27.88	29.21
SEV	Vehicle Service Worker I	17.03	17.88	18.73	17.88	18.77	19.66	18.77	19.71	20.65	19.71	20.70	21.69	20.70	21.74	22.78	21.74	22.83	23.92
SEV	Vehicle Service Worker II	18.99	19.94	20.89	19.94	20.94	21.94	20.94	21.99	23.04	21.99	23.09	24.19	23.09	24.24	25.39	24.24	25.45	26.66

Special Handling - filled positions as of 10/26/2019

UNION	TITLE	Step 1	1L	1LL	Step 2	2L	2LL	Step 3	3L	3LL	Step 4	4L	4LL	Step 5	5L	5LL	Step 6	6L	6LL
SES	Benefits Technician	24.83	26.07	27.31	26.07	27.37	28.67	27.37	28.74	30.11	28.74	30.18	31.62	30.18	31.69	33.20	31.69	33.27	34.85
SES	Human Resources Technician	25.59	26.87	28.15	26.87	28.21	29.55	28.21	29.62	31.03	29.62	31.10	32.58	31.10	32.66	34.22	32.66	34.29	35.92
SES	Planning Aide	23.08	24.23	25.38	24.23	25.44	26.65	25.44	26.71	27.98	26.71	28.05	29.39	28.05	29.45	30.85	29.45	30.92	32.39
SES	Planning Data Analyst	30.83	32.37	33.91	32.37	33.99	35.61	33.99	35.69	37.39	35.69	37.47	39.25	37.47	39.34	41.21	39.34	41.31	43.28
SEV	Mechanic I	24.46	25.68	26.90	25.68	26.96	28.24	26.96	28.31	29.66	28.31	29.73	31.15	29.73	31.22	32.71	31.22	32.78	34.34
SEV	Vehicle Service Worker I	17.24	18.10	18.96	18.10	19.01	19.92	19.01	19.96	20.91	19.96	20.96	21.96	20.96	22.01	23.06	22.01	23.11	24.21

Longevity Pay is based only on length of service.

Notes: \* Adding Customer Service Assistant to the SEA Chapter. Position and wage approved on BOD 06.26.2020

Tentative Agreement

Date 6/26/2020

Article 10.1 Pay Rates

Agree to pay scales as provided above.

Alex Clifford, CEO/General Manager, Santa Cruz METRO

\*Joan Jeffries, President SEA Chapter

Olivia Martinez, Lead Internal Organizer, SEIU Local 521