**Section 9 SALARIES**

**As of the effective date of this Agreement, the minimum rate of pay for all bargaining unit positions will be $25 per hour.**

**EQUITY ADJUSTMENTS**

**Effective June 27, 2024, the City will implement an equity increase to the following classifications:**

**Application Programmer Analyst 2 rates of pay will be increased by 35%.**

**Registered Environmental Health Specialist rates of pay will be increased by 8.8%.**

**Senior Environmental Health Specialist rates of pay will be increased by 13.1%.**

**Assistant Management Analyst rates of pay will be increased by 17.2%.**

**Associate Management Analyst rates of pay will be increased by 8.5%.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **S.No** | **Agency** | **Classification/Class Title** | **Class Code** | **Annual Minimum Salary** | **Annual Maximum Salary** |
|  |  |  |  |  |  |
|  | [City of Berkeley](https://www.governmentjobs.com/careers/berkeley/classspecs?page=3) | **Application Programmer Analyst 2** |  | **$107,932** | **$128,664** |
|  |  |  |  |  |  |
| 1 | [City of Oakland](https://www.governmentjobs.com/careers/oaklandca/classspecs?keywords=programmer%20analyst&page=7) | System Analyst/Programmer Analyst 3 | AP334 | $120,522 | $147,961 |
| 2 | [City of Concord](https://www.governmentjobs.com/careers/concord/classspecs?page=22) | Senior System Analyst | 3706 | $102,918 | $131,352 |
| 3 | [City of San Jose](https://www.governmentjobs.com/careers/sanjoseca/classspecs?page=61) | Enterprise Principal Technology Analyst | 8561 | $155,981 | $189,921 |
| 4 | [City of Fremont](https://www.governmentjobs.com/careers/fremontca/classspecs?page=30) | Senior Systems Programmer | 1715 | $131,570 | $177,629 |
| 5 | [County of Santa Clara](https://www.governmentjobs.com/careers/santaclara/classspecs?page=192) | Senior Application Developer | G07 | $189,151 | $229,917 |
| 6 | [City of Palo Alto](https://www.governmentjobs.com/careers/paloaltoca/classspecs?page=37) | SENIOR TECHNOLOGIST | 33 | $131,934 | $197,891 |
| 7 | [County of Marin](https://www.governmentjobs.com/careers/marincounty/classspecs?page=62) | Principal Systems Analyst | 0910 | $135,803 | $164,757 |
| 8 | [County of San Mateo](https://www.smcgov.org/hr/job-descriptions) | IS Systems Specialist III | V278 | $126,194 | $157,726 |
| 9 | [County of Almeda](https://jobapscloud.com/alameda/auditor/classspecs.asp) | Application Systems Engineer III  | 1868 | $142,480 | $194,002 |
| 10 | [San Francisco](https://careers.sf.gov/classifications/index.php) | IS Engineer-Principal | 1044 | $159,692 | $227,292 |
| 11 | [City of Richmond](https://www.governmentjobs.com/careers/richmondca/classspecs?page=30) | Senior Programmer Analyst | 2515 | $119,758 | $145,567 |
| 12 | [City of Hayward](https://www.governmentjobs.com/careers/haywardca/classspecs?page=31) | Senior Information Technology Systems Analyst | T456 | $134,680 | $163,613 |
| 13 | [County of Contra Costa](https://www.governmentjobs.com/careers/contracosta/classspecs?page=119) | Systems Software Analyst II | LWVA | $121,570 | $162,916 |
| 14 | [County of Sonoma](https://www.governmentjobs.com/careers/sonoma/classspecs) | SYSTEMS SOFTWARE ANALYST | 0118 | $122,347 | $148,707 |
| 15 | [City of Daly](https://www.dalycity.org/DocumentCenter/View/360/Compensation-Report-to-State-Controller-PDF) | Senior Application Analyst |  | $128,142 | $155,758 |
|  |  |  | Average | $134,850 | $173,001 |
|  |  |  | % Berkeley below the average | 25% | 35% |

|  |  |  |  |
| --- | --- | --- | --- |
| # | Juristiction | Title | Hourly Max July 2024 |
|  | City of Berkeley | Assistant Management Analyst | $46.27 |
| 1 | Concord | Human Resource Analyst I | $56.76 |
| 2 | Hayward | Management Analyst I | $60.40 |
| 3 | Oakland | Business Analyst I | $48.15 |
| 4 | Richmond | Management Analyst | $57.90 |
| 5 | Fremont | Management Analyst I | $56.69 |
| 6 | San Francisco | Management Assistant | $54.30 |
| 7 | San Jose | Analyst I | $51.98 |
| 8 | San Mateo | Management Analyst I | $55.47 |
|  |  | Median | $54.21 |
|  |  | % Below Median | 17.20% |
|  |  |  |  |
| # | Jurisdiction | Title | Hourly Max July 2024 |
|  | City of Berkeley | Associate Management Analyst | $58.07 |
| 1 | Concord | Administrative Analyst | $67.15 |
| 2 | Daly City | Management Analyst | $59.59 |
| 3 | Fremont | Management Analyst II | $70.66 |
| 4 | Hayward | Management Analyst II | $66.41 |
| 5 | Oakland | Business Analyst II | $58.52 |
| 6 | Richmond | Associate Management Analyst | $63.62 |
| 7 | San Francisco | Senior Management Assistant | $62.24 |
| 8 | San Mateo | Management Analyst II | $60.82 |
|  |  | Median | $63.01 |
|  |  | % Below Median | 8.50% |

**Vector Control Technician (top step)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **County** | **Job Title** | **Job Classificaton** | **Hourly Low** | **Hourly High** | **Salary Low** | **Salary High** | **Salary Average** | **Average Salary Max of Environmental Health Specialist** | **Average Median Salary of Environmental Health Specialist** |
| [**City of Berkeley**](https://berkeleyca.gov/sites/default/files/documents/Alpha127%20-%20BENEFITED.pdf) | [**Senior Registered Environmental Health Specialist**](https://www.governmentjobs.com/careers/berkeley/classspecs/105764?keywords=environmental%20health&pagetype=classSpecifications) | **2177** | **$49.89** | **$57.82** | **$103,780.56** | **$120,259.57** | **$112,020.06** |  |  |
|  | [**Registered Environmental Health Specialist**](https://www.governmentjobs.com/careers/berkeley/jobs/4083021/registered-environmental-health-specialist?keywords=senior%20registered&pagetype=jobOpportunitiesJobs) | 2157 | $47.51 | **$55.06** | **$98,822.05** | **$114,526.67** | **$106,674.36** | **$117,393.12** | **$109,347.21** |
|  | [**Assistant Environmental Health Specialist**](https://www.governmentjobs.com/careers/berkeley/classspecs/105751?keywords=environmental%20health&pagetype=classSpecifications) | **2034** | **$41.56** | **$45.53** | **$86,436.27** | **$94,692.62** | **$90,564.45** |  |  |
|  | [**Vector Control Technician**](https://berkeleyca.gov/sites/default/files/documents/Alpha127%20-%20BENEFITED.pdf) | **4000** | **$34.82** | **$37.14** | **$72,430.38** | **$77,249.95** | **$74,840.17** |  |  |
|  |  |  |  |  |  |  |  |  |  |
| [**Alameda**](https://jobapscloud.com/Alameda/auditor/classspecs.asp#R) | [**Environmental Health Specialist Trainee**](https://www.jobapscloud.com/Alameda/specs/classspecdisplay.asp?ClassNumber=5660&LinkSpec=RecruitNum2&R1=&R3=) | **5660** | **$34.47** | **$42.71** | **$71,697.60** | **$88,836.80** | **$80,267.20** |  |  |
|  | [**Environmental Health Technician**](https://www.jobapscloud.com/Alameda/specs/classspecdisplay.asp?ClassNumber=5649&LinkSpec=RecruitNum2&R1=&R3=) | **5649** | **$42.71** | **$51.26** | **$88,836.80** | **$106,620.80** | **$97,728.80** |  |  |
|  | [**Registered Environmental Health Specialist**](https://www.jobapscloud.com/Alameda/specs/classspecdisplay.asp?ClassNumber=5665&R1=undefined&R3=undefined) | **5665** | **$50.22** | **$60.13** | **$104,457.60** | **$125,070.40** | **$114,764.00** |  |  |
|  | [**Senior Registered Environmental Health Specialist**](https://www.jobapscloud.com/Alameda/specs/classspecdisplay.asp?ClassNumber=5667&R1=undefined&R3=undefined) | **5667** | **$56.87** | **$68.12** | **$118,289.60** | **$141,689.60** | **$129,989.60** | **$133,380.00** | **$122,376.80** |
|  | [**Vector Control Officer**](https://www.jobapscloud.com/Alameda/specs/classspecdisplay.asp?ClassNumber=5683&R1=undefined&R3=undefined) | **5683** | **$37.05** | **$44.22** | **$77,064.00** | **$91,977.60** | **$84,520.80** |  |  |
|  | [**Vector Control Officer Trainee**](https://www.jobapscloud.com/Alameda/specs/classspecdisplay.asp?ClassNumber=5682&R1=undefined&R3=undefined) | **5682** | **$34.24** | **$35.88** | **$71,219.20** | **$74,630.40** | **$72,924.80** |  |  |
|  | [**Vector Control Biologist**](https://www.jobapscloud.com/Alameda/specs/classspecdisplay.asp?ClassNumber=5690&R1=undefined&R3=undefined) | **5690** | **$43.00** | **$52.25** | **$89,440.00** | **$108,680.00** | **$99,060.00** |  |  |
|  | [**Vector Ecologist**](https://www.jobapscloud.com/Alameda/specs/classspecdisplay.asp?ClassNumber=5695&R1=undefined&R3=undefined) | **5695** | **$51.11** | **$62.12** | **$106,308.80** | **$129,209.60** | **$117,759.20** |  |  |
|  | [**Vector Ecologist Assistant**](https://www.jobapscloud.com/Alameda/specs/classspecdisplay.asp?ClassNumber=5694&R1=undefined&R3=undefined) | **5694** | **$46.36** | **$56.33** | **$96,428.80** | **$117,166.40** | **$106,797.60** |  |  |
|  | [**Senior Vector Control Biologist**](https://www.jobapscloud.com/Alameda/specs/classspecdisplay.asp?ClassNumber=5691&R1=undefined&R3=undefined) | **5691** | **$45.56** | **$55.40** | **$94,764.80** | **$115,232.00** | **$104,998.40** |  |  |
|  | [**Senior Vector Control Officer**](https://www.jobapscloud.com/Alameda/specs/classspecdisplay.asp?ClassNumber=5684&R1=undefined&R3=undefined) | **5684** | **$38.96** | **$46.42** | **$81,036.80** | **$96,553.60** | **$88,795.20** |  |  |
|  |  |  |  |  |  |  |  |  |  |
| [**Contra Costa**](https://www.contracosta.ca.gov/38/Jobs) | [**Environmental Health Specialist II**](https://www.governmentjobs.com/careers/contracosta/classspecs/5016) | **VLVA** | **$51.64** | **$62.77** | **$107,411.20** | **$130,561.60** | **$118,986.40** |  |  |
|  | [**Environmental Health Specialist I**](https://www.governmentjobs.com/careers/contracosta/classspecs/5013) | **VLWA** | **$46.05** | **$55.97** | **$95,784.00** | **$116,417.60** | **$106,100.80** |  |  |
|  | [**Environmental Health Specialist Trainee**](https://www.governmentjobs.com/careers/contracosta/classspecs/5008) | **VLKA** | **$36.37** | **$44.21** | **$75,649.60** | **$91,956.80** | **$83,803.20** |  |  |
|  | [**Environmental health Specialist III**](https://www.governmentjobs.com/careers/contracosta/classspecs/1433295) | **VLNB** | **$54.23** | **$65.91** | **$112,798.40** | **$137,092.80** | **$124,945.60** | **$133,827.20** | **$121,966.00** |
|  | [**Vector Control Technician**](https://www.governmentjobs.com/careers/contracosta/classspecs/5014) | **V4WC** | **$23.81** | **$28.94** | **$49,524.80** | **$60,195.20** | **$54,860.00** |  |  |
|  |  |  |  |  |  |  |  |  |  |
| [**Marin**](https://www.governmentjobs.com/careers/marincounty/classspecs?keywords=) | [**Environmental Helath Specialist I**](https://www.governmentjobs.com/careers/marincounty/classspecs/1203670) | **080B** | **$38.71** | **$46.09** | **$80,516.80** | **$95,867.20** | **$88,192.00** |  |  |
|  | [**Environmental Helath Specialist II**](https://www.governmentjobs.com/careers/marincounty/classspecs/1203671) | **806** | **$48.37** | **$57.76** | **$100,609.60** | **$120,140.80** | **$110,375.20** |  |  |
|  | [**Senior Environmental Helath Specialist**](https://www.governmentjobs.com/careers/marincounty/classspecs/1203867) | **804** | **$51.91** | **$62.10** | **$107,972.80** | **$129,168.00** | **$118,570.40** | **$124,654.40** | **$114,472.80** |
|  |  |  |  |  |  |  |  |  |  |
| [**San Francisco**](https://careers.sf.gov/classifications/) | [**Environmental Health Technician I**](https://careers.sf.gov/classifications/index.php?classCode=6108) | **6108** | **$40.30** | **$48.98** | **$83,824.00** | **$101,868.00** | **$92,846.00** |  |  |
|  | [**Environmental Health Technician II**](https://careers.sf.gov/classifications/index.php?classCode=6110) | **6110** | **$45.56** | **$55.37** | **$94,764.80** | **$115,169.60** | **$104,967.20** |  |  |
|  | [**Environmental Health Inspector**](https://careers.sf.gov/classifications/index.php?classCode=6120) | **6120** | **$59.91** | **$72.79** | **$124,618.00** | **$151,398.00** | **$138,008.00** |  |  |
|  | [**Senior Environmental Health Inspector**](https://careers.sf.gov/classifications/index.php?classCode=6122) | **6122** | **$64.10** | **$77.90** | **$133,328.00** | **$162,032.00** | **$147,680.00** |  |  |
|  | [**Principal Environmental Health Inspector**](https://careers.sf.gov/classifications/index.php?classCode=6124) | **6124** | **$68.96** | **$83.78** | **$143,442.00** | **$174,252.00** | **$158,847.00** | **$162,560.67** | **$148,178.33** |
|  |  |  |  |  |  |  |  |  |  |
| [**San Mateo**](https://www.governmentjobs.com/careers/sanmateo) | [**Environmental Health Specialist IV**](https://www.governmentjobs.com/careers/sanmateo/classspecs/5690) | **J037** | **$55.90** | **$69.87** | **$116,272.00** | **$145,329.60** | **$130,800.80** |  |  |
|  | [**Environmental Health Specialist III**](https://www.governmentjobs.com/careers/sanmateo/classspecs/5689) | **J049** | **$51.79** | **$64.71** | **$107,723.20** | **$134,596.80** | **$121,160.00** |  |  |
|  | [**Environmental Health Specialist II**](https://www.governmentjobs.com/careers/sanmateo/classspecs/5688) | **J046** | **$48.81** | **$60.99** | **$101,524.80** | **$126,859.20** | **$114,192.00** | **$135,595.20** | **$122,050.93** |
|  | [**Environmental Health Specialist I**](https://www.governmentjobs.com/careers/sanmateo/classspecs/5687) | **J048** | **$41.65** | **$46.57** | **$86,632.00** | **$96,865.60** | **$91,748.80** |  |  |
|  | [**Environmental Health Technician I**](https://www.governmentjobs.com/careers/sanmateo/classspecs/5691) | **J039** | **$33.06** | **$41.31** | **$68,764.80** | **$85,924.80** | **$77,344.80** |  |  |
|  | [**Environmental Health Technician II**](https://www.governmentjobs.com/careers/sanmateo/classspecs/5692) | **J040** | **$34.91** | **$43.66** | **$72,612.80** | **$90,812.80** | **$81,712.80** |  |  |
|  | [**Lead Environmental HealthTechnician**](https://www.governmentjobs.com/careers/sanmateo/classspecs/38679) | **J041** | **$37.06** | **$46.29** | **$77,084.80** | **$96,283.20** | **$86,684.00** |  |  |
|  |  |  |  |  |  |  |  |  |  |
| [**Santa Clara**](https://www.governmentjobs.com/careers/santaclara/) | [**Environmental Health Specialist**](https://www.governmentjobs.com/careers/santaclara/classspecs/10033) | **V16** | **$52.72** | **$63.81** | **$109,657.60** | **$132,724.80** | **$121,191.20** |  |  |
|  | [**Environmental Health Specialist Trainee**](https://www.governmentjobs.com/careers/santaclara/classspecs/10032) | **V17** | **$41.35** | **$50.04** | **$86,008.00** | **$104,083.20** | **$95,045.60** |  |  |
|  | [**Senior Environmental Health Specialist**](https://www.governmentjobs.com/careers/santaclara/classspecs/9434) | **V18** | **$57.99** | **$70.23** | **$120,619.20** | **$146,078.40** | **$133,348.80** | **$139,401.60** | **$127,270.00** |
|  | [**Vector Technician I**](https://www.governmentjobs.com/careers/santaclara/classspecs/10224) | **X78** | **$32.68** | **$39.47** | **$67,974.40** | **$82,097.60** | **$75,036.00** |  |  |
|  | [**Vector Technician II**](https://www.governmentjobs.com/careers/santaclara/classspecs/9621) | **X77** | **$37.68** | **$45.53** | **$78,374.40** | **$94,702.40** | **$86,538.40** |  |  |
|  | [**Vector Technician III**](https://www.governmentjobs.com/careers/santaclara/classspecs/9619) | **X76** | **$40.83** | **$49.35** | **$84,926.40** | **$102,648.00** | **$93,787.20** |  |  |
|  | [**Vector Technician Trainee**](https://www.governmentjobs.com/careers/santaclara/classspecs/10222) | **X79** | **$30.12** | **$36.37** | **$62,649.60** | **$75,649.60** | **$69,149.60** |  |  |
|  |  |  |  |  |  |  |  |  |  |
| [**Sonoma**](https://www.governmentjobs.com/careers/sonoma/classspecs?keywords=) | [**Environmental Health Specialist I**](https://www.governmentjobs.com/careers/sonoma/classspecs/7160) | **2611** | **$42.99** | **$52.26** | **$89,419.20** | **$108,700.80** | **$99,060.00** |  |  |
|  | [**Environmental Health Specialist II**](https://www.governmentjobs.com/careers/sonoma/classspecs/7161) | **2612** | **$46.49** | **$56.50** | **$96,699.20** | **$117,520.00** | **$107,109.60** |  |  |
|  | [**Environmental Health Specialist Trainee**](https://www.governmentjobs.com/careers/sonoma/classspecs/7163) | **2610** | **$41.55** | **$50.51** | **$86,424.00** | **$105,060.80** | **$95,742.40** |  |  |
|  | [**Senior Environmental Health Specialist**](https://www.governmentjobs.com/careers/sonoma/classspecs/7162) | **2614** | **$49.39** | **$60.03** | **$102,731.20** | **$124,862.40** | **$113,796.80** | **$121,191.20** | **$110,453.20** |
|  |  |  |  |  |  |  |  |  |  |
| [**Solano**](https://www.governmentjobs.com/careers/solanocounty/classspecs) | [**Environmental Health Specialist (Entry)**](https://www.governmentjobs.com/careers/solanocounty/classspecs/1435399) | **422040** | **$35.90** | **$43.64** | **$74,672.00** | **$90,771.20** | **$82,721.60** |  |  |
|  | [**Environmental Health Specialist (Journey)**](https://www.governmentjobs.com/careers/solanocounty/classspecs/1435400) | **423050** | **$41.58** | **$50.54** | **$86,486.40** | **$105,123.20** | **$95,804.80** |  |  |
|  | [**Environmental Health Specialist (Senior)**](https://www.governmentjobs.com/careers/solanocounty/classspecs/1435398) | **423060** | **$45.69** | **$55.54** | **$95,035.20** | **$115,523.20** | **$105,279.20** | **$110,323.20** | **$100,542.00** |
|  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
|  |  |  |  | **Median Vector Cotrol Max Salary** | **$87,221.13** |  |  |  |  |
|  |  |  |  | **% Below Median** | **13%** |  | **Median** | **$130,925.18** | **$119,628.59** |
|  |  |  |  |  |  |  | **% Below Median** | **12%** | **10%** |