

City of Orinda  
**APPENDIX A**  
**General Employees - Teamsters Local Union No. 856**

	Step A	EFFECTIVE JANUARY 9, 2016 through JUNE 30, 2016										
	Jun 30, 2015	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
Accountant	5,422	5,584.66	5,640.51	5,696.91	5,753.88	5,811.42	5,869.53	5,928.23	5,987.51	6,047.39	6,107.86	6,168.94
Accounting Technician I	3,716	3,827.48	3,865.75	3,904.41	3,943.46	3,982.89	4,022.72	4,062.95	4,103.58	4,144.61	4,186.06	4,227.92
Accounting Technician II	3,975	4,094.25	4,135.19	4,176.54	4,218.31	4,260.49	4,303.10	4,346.13	4,389.59	4,433.49	4,477.82	4,522.60
Accounting Technician III	4,373	4,504.19	4,549.23	4,594.72	4,640.67	4,687.08	4,733.95	4,781.29	4,829.10	4,877.39	4,926.17	4,975.43
Administrative Assistant I	3,501	3,606.03	3,642.09	3,678.51	3,715.30	3,752.45	3,789.97	3,827.87	3,866.15	3,904.81	3,943.86	3,983.30
Administrative Assistant II	3,746	3,858.38	3,896.96	3,935.93	3,975.29	4,015.05	4,055.20	4,095.75	4,136.71	4,178.07	4,219.85	4,262.05
Assistant Engineer	6,844	7,049.32	7,119.81	7,191.01	7,262.92	7,335.55	7,408.91	7,483.00	7,557.83	7,633.40	7,709.74	7,786.83
Assistant Planner	6,003	6,183.09	6,244.92	6,307.37	6,370.44	6,434.15	6,498.49	6,563.47	6,629.11	6,695.40	6,762.35	6,829.98
Associate Engineer	7,321	7,541.29	7,616.70	7,692.87	7,769.80	7,847.50	7,925.97	8,005.23	8,085.28	8,166.14	8,247.80	8,330.27
Associate Planner	6,424	6,616.72	6,682.89	6,749.72	6,817.21	6,885.39	6,954.24	7,023.78	7,094.02	7,164.96	7,236.61	7,308.98
Community Services Officer	4,235	4,362.05	4,405.67	4,449.73	4,494.22	4,539.17	4,584.56	4,630.40	4,676.71	4,723.48	4,770.71	4,818.42
Facility Maintenance Worker I	4,041	4,162.23	4,203.85	4,245.89	4,288.35	4,331.23	4,374.55	4,418.29	4,462.47	4,507.10	4,552.17	4,597.69
Facility Maintenance Worker II	4,325	4,454.75	4,499.30	4,544.29	4,589.73	4,635.63	4,681.99	4,728.81	4,776.09	4,823.86	4,872.09	4,920.82
Maintenance Worker I	4,041	4,162.23	4,203.85	4,245.89	4,288.35	4,331.23	4,374.55	4,418.29	4,462.47	4,507.10	4,552.17	4,597.69
Maintenance Worker II	4,325	4,454.75	4,499.30	4,544.29	4,589.73	4,635.63	4,681.99	4,728.81	4,776.09	4,823.86	4,872.09	4,920.82
Maintenance Worker III	4,757	4,899.71	4,948.71	4,998.19	5,048.18	5,098.66	5,149.64	5,201.14	5,253.15	5,305.68	5,358.74	5,412.33
Office Assistant	3,052	3,143.56	3,175.00	3,206.75	3,238.81	3,271.20	3,303.91	3,336.95	3,370.32	3,404.03	3,438.07	3,472.45
Planning Technician	4,298	4,426.94	4,471.21	4,515.92	4,561.08	4,606.69	4,652.76	4,699.29	4,746.28	4,793.74	4,841.68	4,890.10
Public Works Inspector	5,701	5,872.03	5,930.75	5,990.06	6,049.96	6,110.46	6,171.56	6,233.28	6,295.61	6,358.57	6,422.15	6,486.37
Recreation Coordinator	4,274	4,402.22	4,446.24	4,490.70	4,535.61	4,580.97	4,626.78	4,673.05	4,719.78	4,766.97	4,814.64	4,862.79
Recreation Supervisor I	4,733	4,874.99	4,923.74	4,972.98	5,022.71	5,072.93	5,123.66	5,174.90	5,226.65	5,278.92	5,331.70	5,385.02
Senior Administrative Assistant	4,121	4,244.63	4,287.08	4,329.95	4,373.25	4,416.98	4,461.15	4,505.76	4,550.82	4,596.33	4,642.29	4,688.71
		Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	
Accountant		6,231	6,293	6,356	6,419	6,484	6,548	6,614	6,680	6,747	6,814	
Accounting Technician I		4,270	4,313	4,356	4,400	4,444	4,488	4,533	4,578	4,624	4,670	
Accounting Technician II		4,568	4,614	4,660	4,706	4,753	4,801	4,849	4,897	4,946	4,996	
Accounting Technician III		5,025	5,075	5,126	5,177	5,229	5,282	5,334	5,388	5,442	5,496	
Administrative Assistant I		4,023	4,063	4,104	4,145	4,186	4,228	4,271	4,313	4,356	4,400	
Administrative Assistant II		4,305	4,348	4,391	4,435	4,479	4,524	4,569	4,615	4,661	4,708	
Assistant Engineer		7,865	7,943	8,023	8,103	8,184	8,266	8,349	8,432	8,516	8,602	
Assistant Planner		6,898	6,967	7,037	7,107	7,178	7,250	7,323	7,396	7,470	7,545	
Associate Engineer		8,414	8,498	8,583	8,669	8,755	8,843	8,931	9,020	9,111	9,202	
Associate Planner		7,382	7,456	7,530	7,606	7,682	7,759	7,836	7,915	7,994	8,074	
Community Services Officer		4,867	4,915	4,964	5,014	5,064	5,115	5,166	5,218	5,270	5,323	
Facility Maintenance Worker I		4,644	4,690	4,737	4,784	4,832	4,881	4,929	4,979	5,028	5,079	
Facility Maintenance Worker II		4,970	5,020	5,070	5,121	5,172	5,224	5,276	5,329	5,382	5,436	
Maintenance Worker I		4,644	4,690	4,737	4,784	4,832	4,881	4,929	4,979	5,028	5,079	
Maintenance Worker II		4,970	5,020	5,070	5,121	5,172	5,224	5,276	5,329	5,382	5,436	
Maintenance Worker III		5,466	5,521	5,576	5,632	5,688	5,745	5,803	5,861	5,919	5,979	
Office Assistant		3,507	3,542	3,578	3,613	3,650	3,686	3,723	3,760	3,798	3,836	
Planning Technician		4,939	4,988	5,038	5,089	5,140	5,191	5,243	5,295	5,348	5,402	
Public Works Inspector		6,551	6,617	6,683	6,750	6,817	6,885	6,954	7,024	7,094	7,165	
Recreation Coordinator		4,911	4,961	5,010	5,060	5,111	5,162	5,214	5,266	5,318	5,372	
Recreation Supervisor I		5,439	5,493	5,548	5,604	5,660	5,716	5,773	5,831	5,890	5,948	
Senior Administrative Assistant		4,736	4,783	4,831	4,879	4,928	4,977	5,027	5,077	5,128	5,179	

City of Orinda  
**APPENDIX A**  
**General Employees - Teamsters Local Union No. 856**

	Step A	EFFECTIVE JULY 1, 2016 through JUNE 30, 2017										
	Jun 30, 2016	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
Accountant	5,585	5,752	5,810	5,868	5,926	5,986	6,046	6,106	6,167	6,229	6,291	6,354
Accounting Technician I	3,827	3,942	3,982	4,022	4,062	4,102	4,143	4,185	4,227	4,269	4,312	4,355
Accounting Technician II	4,094	4,217	4,259	4,302	4,345	4,388	4,432	4,477	4,521	4,566	4,612	4,658
Accounting Technician III	4,504	4,639	4,686	4,733	4,780	4,828	4,876	4,925	4,974	5,024	5,074	5,125
Administrative Assistant I	3,606	3,714	3,751	3,789	3,827	3,865	3,904	3,943	3,982	4,022	4,062	4,103
Administrative Assistant II	3,858	3,974	4,014	4,054	4,095	4,135	4,177	4,219	4,261	4,303	4,346	4,390
Assistant Engineer	7,049	7,261	7,333	7,407	7,481	7,556	7,631	7,707	7,785	7,862	7,941	8,020
Assistant Planner	6,183	6,369	6,432	6,497	6,562	6,627	6,693	6,760	6,828	6,896	6,965	7,035
Associate Engineer	7,541	7,768	7,845	7,924	8,003	8,083	8,164	8,245	8,328	8,411	8,495	8,580
Associate Planner	6,617	6,815	6,883	6,952	7,022	7,092	7,163	7,234	7,307	7,380	7,454	7,528
Community Services Officer	4,362	4,493	4,538	4,584	4,629	4,676	4,723	4,770	4,817	4,866	4,914	4,963
Facility Maintenance Worker I	4,162	4,287	4,330	4,373	4,417	4,461	4,506	4,551	4,596	4,642	4,689	4,736
Facility Maintenance Worker II	4,455	4,588	4,634	4,681	4,727	4,775	4,822	4,871	4,919	4,969	5,018	5,068
Maintenance Worker I	4,162	4,287	4,330	4,373	4,417	4,461	4,506	4,551	4,596	4,642	4,689	4,736
Maintenance Worker II	4,455	4,588	4,634	4,681	4,727	4,775	4,822	4,871	4,919	4,969	5,018	5,068
Maintenance Worker III	4,900	5,047	5,097	5,148	5,200	5,252	5,304	5,357	5,411	5,465	5,520	5,575
Office Assistant	3,144	3,238	3,270	3,303	3,336	3,369	3,403	3,437	3,471	3,506	3,541	3,577
Planning Technician	4,427	4,560	4,605	4,651	4,698	4,745	4,792	4,840	4,889	4,938	4,987	5,037
Public Works Inspector	5,873	6,049	6,110	6,171	6,233	6,295	6,358	6,421	6,486	6,550	6,616	6,682
Recreation Coordinator	4,402	4,534	4,580	4,625	4,672	4,718	4,766	4,813	4,861	4,910	4,959	5,009
Recreation Supervisor I	4,875	5,021	5,071	5,122	5,173	5,225	5,277	5,330	5,383	5,437	5,492	5,547
Senior Administrative Assistant	4,245	4,372	4,416	4,460	4,504	4,549	4,595	4,641	4,687	4,734	4,782	4,829
		Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	
Accountant		6,418	6,482	6,547	6,612	6,678	6,745	6,812	6,880	6,949	7,019	
Accounting Technician I		4,398	4,442	4,487	4,532	4,577	4,623	4,669	4,716	4,763	4,810	
Accounting Technician II		4,705	4,752	4,799	4,847	4,896	4,945	4,994	5,044	5,095	5,146	
Accounting Technician III		5,176	5,228	5,280	5,333	5,386	5,440	5,494	5,549	5,605	5,661	
Administrative Assistant I		4,144	4,185	4,227	4,269	4,312	4,355	4,399	4,443	4,487	4,532	
Administrative Assistant II		4,434	4,478	4,523	4,568	4,614	4,660	4,707	4,754	4,801	4,849	
Assistant Engineer		8,101	8,182	8,263	8,346	8,430	8,514	8,599	8,685	8,772	8,860	
Assistant Planner		7,105	7,176	7,248	7,321	7,394	7,468	7,542	7,618	7,694	7,771	
Associate Engineer		8,666	8,753	8,840	8,929	9,018	9,108	9,199	9,291	9,384	9,478	
Associate Planner		7,604	7,680	7,756	7,834	7,912	7,991	8,071	8,152	8,234	8,316	
Community Services Officer		5,013	5,063	5,114	5,165	5,217	5,269	5,321	5,375	5,428	5,483	
Facility Maintenance Worker I		4,783	4,831	4,879	4,928	4,977	5,027	5,077	5,128	5,179	5,231	
Facility Maintenance Worker II		5,119	5,170	5,222	5,274	5,327	5,380	5,434	5,488	5,543	5,599	
Maintenance Worker I		4,783	4,831	4,879	4,928	4,977	5,027	5,077	5,128	5,179	5,231	
Maintenance Worker II		5,119	5,170	5,222	5,274	5,327	5,380	5,434	5,488	5,543	5,599	
Maintenance Worker III		5,630	5,687	5,744	5,801	5,859	5,918	5,977	6,037	6,097	6,158	
Office Assistant		3,612	3,649	3,685	3,722	3,759	3,797	3,835	3,873	3,912	3,951	
Planning Technician		5,087	5,138	5,189	5,241	5,294	5,347	5,400	5,454	5,509	5,564	
Public Works Inspector		6,749	6,816	6,885	6,953	7,023	7,093	7,164	7,236	7,308	7,381	
Recreation Coordinator		5,059	5,109	5,160	5,212	5,264	5,317	5,370	5,424	5,478	5,533	
Recreation Supervisor I		5,602	5,658	5,715	5,772	5,830	5,888	5,947	6,006	6,066	6,127	
Senior Administrative Assistant		4,878	4,926	4,976	5,025	5,076	5,126	5,178	5,230	5,282	5,335	

	Step A	EFFECTIVE JULY 1, 2015 through JUNE 30, 2016											
	Jun 30, 2015	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
Facility & Parks Supervisor	6,024	6,205	6,267	6,329	6,393	6,457	6,521	6,586	6,652	6,719	6,786	6,854	
Human Resources Manager	6,949	7,157	7,229	7,301	7,374	7,448	7,523	7,598	7,674	7,751	7,828	7,906	
Management Analyst I	5,904	6,081	6,142	6,203	6,265	6,328	6,391	6,455	6,520	6,585	6,651	6,717	
Management Analyst II	6,318	6,508	6,573	6,638	6,705	6,772	6,839	6,908	6,977	7,047	7,117	7,188	
Public Works Supervisor	6,024	6,205	6,267	6,329	6,393	6,457	6,521	6,586	6,652	6,719	6,786	6,854	
Recreation Manager	7,155	7,370	7,443	7,518	7,593	7,669	7,746	7,823	7,901	7,980	8,060	8,141	
Recreation Supervisor II	5,206	5,362	5,416	5,470	5,525	5,580	5,636	5,692	5,749	5,806	5,865	5,923	
Senior Accountant	6,986	7,196	7,268	7,340	7,414	7,488	7,563	7,638	7,715	7,792	7,870	7,948	
Senior Engineer	8,053	8,295	8,378	8,461	8,546	8,631	8,718	8,805	8,893	8,982	9,072	9,162	
Senior Management Analyst	6,949	7,157	7,229	7,301	7,374	7,448	7,523	7,598	7,674	7,751	7,828	7,906	
Senior Planner	7,065	7,277	7,350	7,423	7,497	7,572	7,648	7,725	7,802	7,880	7,959	8,038	
		Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U		
Facility & Parks Supervisor		6,922	6,992	7,062	7,132	7,203	7,276	7,348	7,422	7,496	7,571		
Human Resources Manager		7,985	8,065	8,146	8,227	8,310	8,393	8,477	8,561	8,647	8,733		
Management Analyst I		6,785	6,852	6,921	6,990	7,060	7,131	7,202	7,274	7,347	7,420		
Management Analyst II		7,260	7,333	7,406	7,480	7,555	7,631	7,707	7,784	7,862	7,940		
Public Works Supervisor		6,922	6,992	7,062	7,132	7,203	7,276	7,348	7,422	7,496	7,571		
Recreation Manager		8,222	8,304	8,387	8,471	8,556	8,641	8,728	8,815	8,903	8,992		
Recreation Supervisor II		5,982	6,042	6,103	6,164	6,225	6,288	6,350	6,414	6,478	6,543		
Senior Accountant		8,028	8,108	8,189	8,271	8,354	8,437	8,522	8,607	8,693	8,780		
Senior Engineer		9,254	9,347	9,440	9,534	9,630	9,726	9,823	9,922	10,021	10,121		
Senior Management Analyst		7,985	8,065	8,146	8,227	8,310	8,393	8,477	8,561	8,647	8,733		
Senior Planner		8,119	8,200	8,282	8,365	8,448	8,533	8,618	8,704	8,791	8,879		

City of Orinda  
 Mid-Management Group  
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EXHIBIT B

	Step A	EFFECTIVE JULY 1, 2016 through JUNE 30, 2017											
	Jun 30, 2016	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	
Facility & Parks Supervisor	6,205	6,391	6,455	6,520	6,585	6,651	6,717	6,784	6,852	6,921	6,990	7,060	
Human Resources Manager	7,157	7,372	7,445	7,520	7,595	7,671	7,748	7,825	7,903	7,983	8,062	8,143	
Management Analyst I	6,081	6,263	6,326	6,389	6,453	6,518	6,583	6,649	6,715	6,782	6,850	6,919	
Management Analyst II	6,508	6,703	6,770	6,838	6,906	6,975	7,045	7,116	7,187	7,259	7,331	7,405	
Public Works Supervisor	6,205	6,391	6,455	6,520	6,585	6,651	6,717	6,784	6,852	6,921	6,990	7,060	
Recreation Manager	7,370	7,591	7,667	7,744	7,821	7,899	7,978	8,058	8,139	8,220	8,302	8,385	
Recreation Supervisor II	5,362	5,523	5,578	5,634	5,690	5,747	5,805	5,863	5,921	5,980	6,040	6,101	
Senior Accountant	7,196	7,412	7,486	7,561	7,636	7,713	7,790	7,868	7,947	8,026	8,106	8,187	
Senior Engineer	8,295	8,544	8,629	8,716	8,803	8,891	8,980	9,069	9,160	9,252	9,344	9,438	
Senior Management Analyst	7,157	7,372	7,445	7,520	7,595	7,671	7,748	7,825	7,903	7,983	8,062	8,143	
Senior Planner	7,277	7,495	7,570	7,646	7,722	7,800	7,878	7,956	8,036	8,116	8,198	8,279	
		Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U		
Facility & Parks Supervisor		7,130	7,202	7,274	7,346	7,420	7,494	7,569	7,645	7,721	7,798		
Human Resources Manager		8,224	8,307	8,390	8,474	8,558	8,644	8,730	8,818	8,906	8,995		
Management Analyst I		6,988	7,058	7,128	7,200	7,272	7,344	7,418	7,492	7,567	7,643		
Management Analyst II		7,479	7,553	7,629	7,705	7,782	7,860	7,939	8,018	8,098	8,179		
Public Works Supervisor		7,130	7,202	7,274	7,346	7,420	7,494	7,569	7,645	7,721	7,798		
Recreation Manager		8,469	8,554	8,639	8,726	8,813	8,901	8,990	9,080	9,171	9,263		
Recreation Supervisor II		6,162	6,223	6,286	6,348	6,412	6,476	6,541	6,606	6,672	6,739		
Senior Accountant		8,269	8,352	8,435	8,520	8,605	8,691	8,778	8,866	8,954	9,044		
Senior Engineer		9,532	9,627	9,724	9,821	9,919	10,018	10,119	10,220	10,322	10,425		
Senior Management Analyst		8,224	8,307	8,390	8,474	8,558	8,644	8,730	8,818	8,906	8,995		
Senior Planner		8,362	8,446	8,530	8,616	8,702	8,789	8,877	8,965	9,055	9,146		

	Step A	EFFECTIVE JULY 1, 2015 through JUNE 30, 2016										
	Jun 30, 2015	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
City Clerk	7,431.00	7,653.93	7,730.47	7,807.77	7,885.85	7,964.71	8,044.36	8,124.80	8,206.05	8,288.11	8,370.99	8,454.70
Director of Finance	9,754.00	10,046.62	10,147.09	10,248.56	10,351.04	10,454.55	10,559.10	10,664.69	10,771.34	10,879.05	10,987.84	11,097.72
Director of Parks & Recreation	8,694.00	8,954.82	9,044.37	9,134.81	9,226.16	9,318.42	9,411.61	9,505.72	9,600.78	9,696.79	9,793.75	9,891.69
Director of Planning	8,613.00	8,871.39	8,960.10	9,049.70	9,140.20	9,231.60	9,323.92	9,417.16	9,511.33	9,606.44	9,702.51	9,799.53
Director of Public Works	10,355.00	10,665.65	10,772.31	10,880.03	10,988.83	11,098.72	11,209.71	11,321.80	11,435.02	11,549.37	11,664.86	11,781.51
		Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	
City Clerk		8,539.25	8,624.64	8,710.89	8,798.00	8,885.98	8,974.83	9,064.58	9,155.23	9,246.78	9,339.25	
Director of Finance		11,208.70	11,320.78	11,433.99	11,548.33	11,663.81	11,780.45	11,898.26	12,017.24	12,137.41	12,258.79	
Director of Parks & Recreation		9,990.61	10,090.52	10,191.42	10,293.33	10,396.27	10,500.23	10,605.23	10,711.29	10,818.40	10,926.58	
Director of Planning		9,897.53	9,996.50	10,096.47	10,197.43	10,299.41	10,402.40	10,506.43	10,611.49	10,717.61	10,824.78	
Director of Public Works		11,899.33	12,018.32	12,138.50	12,259.89	12,382.49	12,506.31	12,631.38	12,757.69	12,885.27	13,014.12	

	Step A	EFFECTIVE JULY 1, 2016 through JUNE 30, 2017										
	Jun 30, 2016	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K
City Clerk	7,654.00	7,883.62	7,962.46	8,042.08	8,122.50	8,203.73	8,285.76	8,368.62	8,452.31	8,536.83	8,622.20	8,708.42
Director of Finance	10,047.00	10,348.41	10,451.89	10,556.41	10,661.98	10,768.60	10,876.28	10,985.05	11,094.90	11,205.85	11,317.90	11,431.08
Director of Parks & Recreation	8,955.00	9,223.65	9,315.89	9,409.05	9,503.14	9,598.17	9,694.15	9,791.09	9,889.00	9,987.89	10,087.77	10,188.65
Director of Planning	8,871.00	9,137.13	9,228.50	9,320.79	9,413.99	9,508.13	9,603.22	9,699.25	9,796.24	9,894.20	9,993.14	10,093.08
Director of Public Works	10,666.00	10,985.98	11,095.84	11,206.80	11,318.87	11,432.05	11,546.38	11,661.84	11,778.46	11,896.24	12,015.20	12,135.36
		Step L	Step M	Step N	Step O	Step P	Step Q	Step R	Step S	Step T	Step U	
City Clerk		8,795.51	8,883.46	8,972.29	9,062.02	9,152.64	9,244.16	9,336.61	9,429.97	9,524.27	9,619.51	
Director of Finance		11,545.39	11,660.85	11,777.46	11,895.23	12,014.18	12,134.32	12,255.67	12,378.22	12,502.01	12,627.03	
Director of Parks & Recreation		10,290.53	10,393.44	10,497.37	10,602.35	10,708.37	10,815.46	10,923.61	11,032.85	11,143.17	11,254.61	
Director of Planning		10,194.01	10,295.95	10,398.91	10,502.90	10,607.92	10,714.00	10,821.14	10,929.35	11,038.65	11,149.04	
Director of Public Works		12,256.71	12,379.28	12,503.07	12,628.10	12,754.38	12,881.93	13,010.74	13,140.85	13,272.26	13,404.98	