

SONORA EMPLOYEES' ASSOCIATION SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #03-2020 (01/11/20 - 01/24/20) PAY DAY 01/31/2020 (COLA)

Percentage to apply to all salaries	0.00%	
Percentage between steps	5.00%	2.5% Longevity Pay After Ten (10) Years of Service, Then Every Five (5) Years Thereafter
Percentage between grades	2.50%	2.5% Cert Pay (Up to a Maximum of 7.5% & Cannot Be MQ of Classification): Class B Commercial License; I.S.A. Arborist; State of CA
Hours worked bi-weekly	80	Pest Control Advisors License; State of CA Pesticide Applicators; Caltrans Traffic Signal; Small Engine Mechanic, Fire Mechanic

Classification	Step A	Notes
Finance Assistant/Community Development Specialist	\$20.33	
Administrative Analyst	\$29.40	
Public Works Assistant	\$18.11	
Building Inspector/Public Works Supervisor/ Supervising Mechanic	\$23.03	
Public Works Specialist II	\$20.33	
Public Works Specialist/Equipment Mechanic	\$20.33	
Special Programs Coordinator	\$18.11	

	Range	% Adder	Step A		Step B		Step C		Step D		Step E		Step F	
			0%		5%		10%		15%		20%		25%	
			Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Finance Assistant/Community Development Specialist	2033	0.0%	\$1,626.40	\$ 20.33	\$1,708.00	\$21.35	\$1,793.60	\$22.42	\$1,883.20	\$23.54	\$1,977.60	\$24.72	\$2,076.80	\$25.96
	2084	2.5%	\$1,667.20	\$ 20.84	\$1,750.40	\$21.88	\$1,837.60	\$22.97	\$1,929.60	\$24.12	\$2,026.40	\$25.33	\$2,128.00	\$26.60
	2136	5.0%	\$1,708.80	\$ 21.36	\$1,794.40	\$22.43	\$1,884.00	\$23.55	\$1,978.40	\$24.73	\$2,077.60	\$25.97	\$2,181.60	\$27.27
	2189	7.5%	\$1,751.20	\$ 21.89	\$1,838.40	\$22.98	\$1,930.40	\$24.13	\$2,027.20	\$25.34	\$2,128.80	\$26.61	\$2,235.20	\$27.94
Administrative Analyst	2940	0.0%	\$2,352.00	\$ 29.40	\$2,469.60	\$30.87	\$2,592.80	\$32.41	\$2,722.40	\$34.03	\$2,858.40	\$35.73	\$3,001.60	\$37.52
	3014	2.5%	\$2,411.20	\$ 30.14	\$2,532.00	\$31.65	\$2,658.40	\$33.23	\$2,791.20	\$34.89	\$2,930.40	\$36.63	\$3,076.80	\$38.46
Public Works Assistant	1811	0.0%	\$1,448.80	\$ 18.11	\$1,521.60	\$19.02	\$1,597.60	\$19.97	\$1,677.60	\$20.97	\$1,761.60	\$22.02	\$1,849.60	\$23.12
	1856	2.5%	\$1,484.80	\$ 18.56	\$1,559.20	\$19.49	\$1,636.80	\$20.46	\$1,718.40	\$21.48	\$1,804.00	\$22.55	\$1,894.40	\$23.68
Building Inspector/Public Works Supervisor/ Supervising Mechanic	2303	0.0%	\$1,842.40	\$ 23.03	\$1,934.40	\$24.18	\$2,031.20	\$25.39	\$2,132.80	\$26.66	\$2,239.20	\$27.99	\$2,351.20	\$29.39
	2361	2.5%	\$1,888.80	\$ 23.61	\$1,983.20	\$24.79	\$2,082.40	\$26.03	\$2,186.40	\$27.33	\$2,296.00	\$28.70	\$2,411.20	\$30.14
	2420	5.0%	\$1,936.00	\$ 24.20	\$2,032.80	\$25.41	\$2,134.40	\$26.68	\$2,240.80	\$28.01	\$2,352.80	\$29.41	\$2,470.40	\$30.88
	2481	7.5%	\$1,984.80	\$ 24.81	\$2,084.00	\$26.05	\$2,188.00	\$27.35	\$2,297.60	\$28.72	\$2,412.80	\$30.16	\$2,533.60	\$31.67
	2543	10.0%	\$2,034.40	\$ 25.43	\$2,136.00	\$26.70	\$2,243.20	\$28.04	\$2,355.20	\$29.44	\$2,472.80	\$30.91	\$2,596.80	\$32.46
	2607	12.5%	\$2,085.60	\$ 26.07	\$2,189.60	\$27.37	\$2,299.20	\$28.74	\$2,414.40	\$30.18	\$2,535.20	\$31.69	\$2,661.60	\$33.27
	2672	15.0%	\$2,137.60	\$ 26.72	\$2,244.80	\$28.06	\$2,356.80	\$29.46	\$2,474.40	\$30.93	\$2,598.40	\$32.48	\$2,728.00	\$34.10
Public Works Specialist II	2033	0.0%	\$1,626.40	\$ 20.33	\$1,708.00	\$21.35	\$1,793.60	\$22.42	\$1,883.20	\$23.54	\$1,977.60	\$24.72	\$2,076.80	\$25.96
	2084	2.5%	\$1,667.20	\$ 20.84	\$1,750.40	\$21.88	\$1,837.60	\$22.97	\$1,929.60	\$24.12	\$2,026.40	\$25.33	\$2,128.00	\$26.60
	2136	5.0%	\$1,708.80	\$ 21.36	\$1,794.40	\$22.43	\$1,884.00	\$23.55	\$1,978.40	\$24.73	\$2,077.60	\$25.97	\$2,181.60	\$27.27
	2189	7.5%	\$1,751.20	\$ 21.89	\$1,838.40	\$22.98	\$1,930.40	\$24.13	\$2,027.20	\$25.34	\$2,128.80	\$26.61	\$2,235.20	\$27.94
Public Works Specialist/Equipment Mechanic	2033	0.0%	\$1,626.40	\$ 20.33	\$1,708.00	\$21.35	\$1,793.60	\$22.42	\$1,883.20	\$23.54	\$1,977.60	\$24.72	\$2,076.80	\$25.96
	2084	2.5%	\$1,667.20	\$ 20.84	\$1,750.40	\$21.88	\$1,837.60	\$22.97	\$1,929.60	\$24.12	\$2,026.40	\$25.33	\$2,128.00	\$26.60
	2136	5.0%	\$1,708.80	\$ 21.36	\$1,794.40	\$22.43	\$1,884.00	\$23.55	\$1,978.40	\$24.73	\$2,077.60	\$25.97	\$2,181.60	\$27.27
	2189	7.5%	\$1,751.20	\$ 21.89	\$1,838.40	\$22.98	\$1,930.40	\$24.13	\$2,027.20	\$25.34	\$2,128.80	\$26.61	\$2,235.20	\$27.94
	2244	10.0%	\$1,795.20	\$ 22.44	\$1,884.80	\$23.56	\$1,979.20	\$24.74	\$2,078.40	\$25.98	\$2,182.40	\$27.28	\$2,291.20	\$28.64
	2300	12.5%	\$1,840.00	\$ 23.00	\$1,932.00	\$24.15	\$2,028.80	\$25.36	\$2,130.40	\$26.63	\$2,236.80	\$27.96	\$2,348.80	\$29.36
	2358	15.0%	\$1,886.40	\$ 23.58	\$1,980.80	\$24.76	\$2,080.00	\$26.00	\$2,184.00	\$27.30	\$2,293.60	\$28.67	\$2,408.00	\$30.10
Special Programs Coordinator	1811	0.0%	\$1,448.80	\$ 18.11	\$1,521.60	\$19.02	\$1,597.60	\$19.97	\$1,677.60	\$20.97	\$1,761.60	\$22.02	\$1,849.60	\$23.12
	1856	2.5%	\$1,484.80	\$ 18.56	\$1,559.20	\$19.49	\$1,636.80	\$20.46	\$1,718.40	\$21.48	\$1,804.00	\$22.55	\$1,894.40	\$23.68
	1902	5.0%	\$1,521.60	\$ 19.02	\$1,597.60	\$19.97	\$1,677.60	\$20.97	\$1,761.60	\$22.02	\$1,849.60	\$23.12	\$1,942.40	\$24.28