

Hayward Area Recreation and Park District

SEIU Hourly Salary Grid
Seven (7) Steps from Minimum to Maximum
Effective July 1, 2020

#	Classification Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	Accounting Assistant	\$20.58	\$21.63	\$22.74	\$23.91	\$25.14	\$26.42	\$27.78
2	Administrative Assistant	\$20.58	\$21.63	\$22.74	\$23.91	\$25.14	\$26.42	\$27.78
3	Animal Caretaker	\$16.07	\$16.90	\$17.77	\$18.68	\$19.64	\$20.64	\$21.70
4	Building Attendant	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
5	Cashier	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
6	Ceramicist	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
7	Clerical Aide I	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
8	Clerical Aide II	\$16.89	\$17.75	\$18.67	\$19.62	\$20.63	\$21.69	\$22.80
9	Clerical Aide III	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
10	Cook/Food Service Instructor	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
11	Credentialed Teacher	\$25.07	\$26.36	\$27.71	\$29.13	\$30.62	\$32.20	\$33.85
12	Day Camp Counselor	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
13	Director of Camps	\$25.07	\$26.36	\$27.71	\$29.13	\$30.62	\$32.20	\$33.85
14	Field Attendant	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
15	Gallery Director	\$25.07	\$26.36	\$27.71	\$29.13	\$30.62	\$32.20	\$33.85
16	Golf Course Aide	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
17	Golf Course Caretaker	\$16.89	\$17.75	\$18.67	\$19.62	\$20.63	\$21.69	\$22.80
18	Group Fitness Instructor	\$25.07	\$26.36	\$27.71	\$29.13	\$30.63	\$32.20	\$33.84
19	Gym Attendant	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
20	Gymnastics Aide	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
21	Head Counselor	\$21.62	\$22.73	\$23.89	\$25.12	\$26.41	\$27.76	\$29.18
22	Head Lifeguard	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
23	House Manager	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
24	Information Systems Technician I	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
25	Information Systems Technician II	\$16.89	\$17.75	\$18.67	\$19.62	\$20.63	\$21.69	\$22.80
26	Information Systems Technician III	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
27	Information Systems Technician IV	\$20.58	\$21.63	\$22.74	\$23.91	\$25.14	\$26.42	\$27.78
28	Jewelry Instructor	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
29	Lead Box Office Clerk	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
30	Lead Building Attendant	\$21.61	\$22.72	\$23.89	\$25.11	\$26.40	\$27.76	\$29.18
31	Lead Counselor	\$21.62	\$22.73	\$23.89	\$25.12	\$26.41	\$27.76	\$29.18
32	Lead Instructor - Gymnastics	\$21.61	\$22.72	\$23.89	\$25.11	\$26.40	\$27.76	\$29.18
33	Lead Lifeguard	\$18.65	\$19.60	\$20.61	\$21.66	\$22.78	\$23.94	\$25.16
34	Lifeguard	\$16.07	\$16.90	\$17.77	\$18.68	\$19.64	\$20.64	\$21.70
35	Mobile Recreation Lead	\$21.62	\$22.73	\$23.89	\$25.12	\$26.41	\$27.76	\$29.18
36	Naturalist	\$21.62	\$22.73	\$23.89	\$25.12	\$26.41	\$27.76	\$29.18
37	Naturalist Aide	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
38	Out of School Aide	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
39	Outdoor Recreation Instructor	\$18.65	\$19.60	\$20.61	\$21.66	\$22.78	\$23.94	\$25.16
40	Outdoor Recreation Lead	\$25.07	\$26.36	\$27.71	\$29.13	\$30.63	\$32.20	\$33.84
41	Payroll Technician	\$25.07	\$26.36	\$27.71	\$29.13	\$30.63	\$32.20	\$33.84
42	Pool Custodian	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
43	Pool Maintenance Technician	\$16.89	\$17.75	\$18.67	\$19.62	\$20.63	\$21.69	\$22.80
44	Pool Manager	\$25.07	\$26.36	\$27.71	\$29.13	\$30.63	\$32.20	\$33.84
45	Pre-K Program Aide	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
46	Program Aide	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
47	Program Instructor	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
48	Program Instructor - Ceramics	\$18.65	\$19.60	\$20.61	\$21.66	\$22.78	\$23.94	\$25.16
49	Program Instructor - Fine Arts	\$18.65	\$19.60	\$20.61	\$21.66	\$22.78	\$23.94	\$25.16
50	Program Instructor - Gymnastics	\$18.65	\$19.60	\$20.61	\$21.66	\$22.78	\$23.94	\$25.16
51	Program Instructor - Jewelry	\$18.65	\$19.60	\$20.61	\$21.66	\$22.78	\$23.94	\$25.16
52	Program Instructor - Photography	\$18.65	\$19.60	\$20.61	\$21.66	\$22.78	\$23.94	\$25.16
53	Program Instructor - Pre K	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17

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54	Program Instructor - Special Needs	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
55	Program Instructor - Tennis	\$18.65	\$19.60	\$20.61	\$21.66	\$22.78	\$23.94	\$25.16
56	Program Instructor - Youth Sports	\$18.65	\$19.60	\$20.61	\$21.66	\$22.78	\$23.94	\$25.16
57	Property Rentals Specialist	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
58	Recreation Specialist I	\$16.07	\$16.90	\$17.77	\$18.68	\$19.64	\$20.64	\$21.70
59	Recreation Specialist II	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
60	Recreation Specialist III	\$21.62	\$22.73	\$23.89	\$25.12	\$26.41	\$27.76	\$29.18
61	Recreation Specialist IV	\$25.07	\$26.36	\$27.71	\$29.13	\$30.62	\$32.20	\$33.85
62	Senior Center Programs Specialist	\$21.61	\$22.72	\$23.89	\$25.11	\$26.40	\$27.76	\$29.18
63	Senior Naturalist	\$25.07	\$26.36	\$27.71	\$29.13	\$30.62	\$32.20	\$33.85
64	Senior Water Safety Instructor	\$21.61	\$22.72	\$23.89	\$25.11	\$26.40	\$27.76	\$29.18
65	Shop Foreman	\$21.62	\$22.73	\$23.89	\$25.12	\$26.41	\$27.76	\$29.18
66	Special Needs Program Aide	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
67	Special Needs Program Leader	\$25.07	\$26.36	\$27.71	\$29.13	\$30.63	\$32.20	\$33.84
68	Sports Official	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
69	Starter Pro Shop	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
70	Student Aide	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
71	Studio Director Photography	\$25.07	\$26.36	\$27.71	\$29.13	\$30.63	\$32.20	\$33.84
72	Tennis Program Aide	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66
73	Theater Master Electrician	\$21.61	\$22.72	\$23.89	\$25.11	\$26.40	\$27.76	\$29.18
74	Theater Technical Director	\$25.07	\$26.36	\$27.71	\$29.13	\$30.63	\$32.20	\$33.84
75	Water Exercise Instructor	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
76	Water Safety Instructor	\$18.64	\$19.60	\$20.60	\$21.66	\$22.77	\$23.94	\$25.17
77	Water Safety Instructor	\$18.65	\$19.60	\$20.61	\$21.66	\$22.78	\$23.94	\$25.16
78	Youth Sports Program Aide	\$15.30	\$16.08	\$16.91	\$17.78	\$18.69	\$19.65	\$20.66