

CITY OF YUBA CITY
STAFF REPORT

Date: November 20, 2018
To: Honorable Mayor & Members of the City Council
From: Human Resources
Presentation By: Natalie Springer, Human Resources Director

Summary

Subject: Implement the new California minimum wage rate effective January 1, 2019.

Recommendation: Adopt a Resolution to adjust the City's salary schedule to comply with the new California wage requirements effective January 1, 2019.

Fiscal Impact: Hourly rate increase of \$1.00 per classification affected. The overall estimated impact in 2019 is \$35,000 affecting 12 job classifications.

Purpose:

To comply with California minimum wage requirements effective January 1, 2019.

Background:

The California minimum wage increase is effective January 1, 2019 and will increase to \$12.00 per hour. To be in compliance, an increase to some classifications in the Part-Time, Extra Help, Limited Term and At-Will Contract salary schedule are required.

Analysis:

The following job classifications will be affected:

- Intern Worker
- Public Works Maintenance Worker (Temporary)
- Water/Wastewater Operator-in-Training
- Relief Public Safety Dispatcher
- Police Officer Trainee
- Recreation Leader I/II/III
- Recreation Specialist
- Lifeguard/Instructor I/II
- Groundskeeper

Fiscal Impact:

Hourly rate increase up \$1.00 per classification affected.

Alternatives:

If not adopted, the City will be in violation of state law.

Recommendation:

Approve the adjustment to the City's salary schedule to comply with the new California wage requirements effective January 1, 2019.

Attachments:

- A) Resolution
- B) Salary Schedule

Prepared By:

/s/ Ciara Wakefield
Ciara Wakefield
Administrative Analyst

Submitted By:

/s/ Steven C. Kroeger
Steven C. Kroeger
City Manager

Reviewed By:

Human Resources
Finance
City Attorney

NS
RB
TH via email

ATTACHMENT A

RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY
APPROVING THE ADJUSTMENT OF THE SALARY SCHEDULE TO REFLECT
THE NEW CALIFORNIA MINIMUM WAGE REQUIREMENT**

WHEREAS, it is the City responsibility to provide fair wages;

WHEREAS, the City complies with all mandatory Federal and State wage requirements;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Yuba City as follows:

Approve the adjustment to the City's salary schedule to implement the new California minimum wage requirement of \$12.00 hourly effective January 1, 2019.

The Director of Finance is hereby authorized to make the necessary budget adjustments to implement the provisions of this resolution.

The forgoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 20th day of November 2018.

AYES:

NOES:

ABSENT:

Preet Didbal, Mayor

ATTEST:

Patricia Buckland, City Clerk

ATTACHMENT B

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 1, 2019**

Confidential

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
1048	ACCOUNTANT I	CON	4,346 25.07	4,563 26.33	4,791 27.64	5,031 29.03	5,283 30.48	Monthly Hourly
1050	ADMINISTRATIVE ANALYST I	CON	4,420 25.50	4,641 26.78	4,873 28.11	5,117 29.52	5,372 30.99	Monthly Hourly
1052	ADMINISTRATIVE ANALYST II	CON	4,996 28.82	5,246 30.27	5,508 31.78	5,783 33.36	6,072 35.03	Monthly Hourly
1045	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	3,965 22.88	4,163 24.02	4,371 25.22	4,590 26.48	4,820 27.80	Monthly Hourly
1018	HUMAN RESOURCES TECHNICIAN I	CON	3,410 19.67	3,581 20.66	3,760 21.69	3,948 22.78	4,145 23.92	Monthly Hourly
1020	HUMAN RESOURCES TECHNICIAN II	CON	3,751 21.64	3,939 22.73	4,136 23.86	4,343 25.06	4,560 26.31	Monthly Hourly

Confidential employees who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month

Confidential Unit

Confidential

		EFFECTIVE 04/10/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
1248	ACCOUNTANT I	CON	4,346 25.07	4,455 25.70	4,563 26.33	4,677 26.98	4,791 27.64	4,911 28.33	5,031 29.03	5,157 29.75	5,283 30.48	Monthly Hourly
1250	ADMINISTRATIVE ANALYST I	CON	4,420 25.50	4,531 26.14	4,641 26.78	4,757 27.44	4,873 28.11	4,995 28.82	5,117 29.52	5,245 30.26	5,372 30.99	Monthly Hourly
1252	ADMINISTRATIVE ANALYST II	CON	4,996 28.82	5,121 29.54	5,246 30.27	5,377 31.02	5,508 31.78	5,646 32.57	5,783 33.36	5,928 34.20	6,072 35.03	Monthly Hourly
1245	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	3,965 22.88	4,064 23.45	4,163 24.02	4,267 24.62	4,371 25.22	4,481 25.85	4,590 26.48	4,705 27.14	4,820 27.80	Monthly Hourly
1218	HUMAN RESOURCES TECHNICIAN I	CON	3,410 19.67	3,496 20.17	3,581 20.66	3,671 21.18	3,760 21.69	3,854 22.23	3,948 22.78	4,047 23.35	4,145 23.92	Monthly Hourly
1220	HUMAN RESOURCES TECHNICIAN II	CON	3,751 21.64	3,845 22.18	3,939 22.73	4,038 23.30	4,136 23.86	4,240 24.46	4,343 25.06	4,452 25.68	4,560 26.31	Monthly Hourly

Confidential employees who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month

Executive Unit

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
8070*	CITY MANAGER	CM	-	-	-	-	16,714 96.43	Monthly Hourly
8160*	ASSISTANT TO THE CITY MANAGER	Contract	6,236 35.98	-	-	-	7,581 43.73	Monthly Hourly
8090*	PUBLIC WORKS DIRECTOR//CITY ENGINEER	DH	11,817 68.17	-	-	-	14,364 82.87	Monthly Hourly
8040*	DIRECTOR OF DEVELOPMENT SERVICES	DH	10,718 61.84	-	-	-	13,028 75.16	Monthly Hourly
8010*	DIRECTOR OF HUMAN RESOURCES	DH	10,020 57.81	-	-	-	12,180 70.27	Monthly Hourly
8140*	DIRECTOR OF COMMUNITY SERVICES	DH	8,600 49.61	-	-	-	12,642 72.93	Monthly Hourly
8170*	DEPUTY CITY MANAGER, ECONOMIC GROWTH AND PUBLIC AFFAIRS	Contract	7,920 45.69	-	-	-	12,000 69.23	Monthly Hourly
8030*	FIRE CHIEF	DH	12,461 71.89	-	-	-	15,146 87.38	Monthly Hourly
8150*	HUMAN RESOURCES MANAGER	Contract	6,726 38.80	-	-	-	8,174 47.16	Monthly Hourly
8050*	POLICE CHIEF	DH	12,461 71.89	-	-	-	15,146 87.38	Monthly Hourly
8020*	DIRECTOR OF FINANCE	DH	10,022 57.82	-	-	-	13,764 79.41	Monthly Hourly
8200*	DIRECTOR OF ENGINEERING-SBFCA	Contract	10,000 57.69	-	-	-	15,000 86.54	Monthly Hourly

* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).
Executive Unit employees who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

Executive Unit

Fire Association

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
3110**	FIRE RECRUIT	FIRE	0	0	0	0	4,028	Monthly
			0	0	0	0	16.60	Hourly
3120**	FIREFIGHTER I	FIRE	0	0	0	0	4,469	Monthly
			0	0	0	0	18.41	Hourly
3130**	FIREFIGHTER II	FIRE	0	0	0	0	6,821	Monthly
			0	0	0	0	28.11	Hourly
3140**	FIRE APPARATUS OPERATOR	FIRE	0	0	0	7,123	7,479	Monthly
			0	0	0	29.35	30.82	Hourly
3150**	FIRE CAPTAIN	FIRE	7,014	7,365	7,733	8,120	8,526	Monthly
			28.90	30.35	31.87	33.46	35.13	Hourly
3160	FIRE SAFETY INSPECTOR I	FIRE	4,837	5,079	5,333	5,600	5,880	Monthly
			27.91	29.30	30.77	32.31	33.92	Hourly
3170	FIRE SAFETY INSPECTOR II	FIRE	5,396	5,666	5,949	6,246	6,558	Monthly
			31.13	32.69	34.32	36.03	37.84	Hourly

FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK:

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS				
			1	2	3	4	5
3250	FIRE CAPTAIN	FIRE	7,014	7,365	7,733	8,120	8,526
			40.47	42.49	44.61	46.85	49.19
3210	FIRE RECRUIT	FIRE					4,028
							23.24
3220	FIREFIGHTER I	FIRE					4,469
							25.78
3230	FIREFIGHTER II	FIRE					6,821
							39.35
3240	FIRE - APPARATUS OPERATOR	FIRE				7,123	7,479
						41.09	43.15

Fire Captain assigned by the Fire Chief to Fire Prevention shall receive five (5) percent salary increase above the appropriate Fire-Captain salary step for the period of the temporary assignment and shall be designated as follows:

3180	FIRE CAPTAIN (PREVENTION)	FIRE	7,365	7,733	8,120	8,526	8,952
			42.49	44.61	46.85	49.19	51.65

Fire employees who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

Fire Association

Fire Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6055**	FIRE BATTALION CHIEF	FM	8,163 33.64	8,571 35.32	9,000 37.09	9,450 38.94	9,923 40.89	Monthly Hourly
6066	FIRE MARSHAL	FM	7301 42.12	7666 44.23	8,049 46.44	8,451 48.76	8,874 51.20	Monthly Hourly

FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK:

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS				
			1	2	3	4	5
6140	FIRE BATTALION CHIEF	FM	8,163 47.09	8,571 49.45	9,000 51.92	9,450 54.52	9,923 57.25

** Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.

First Level Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6069	ACCOUNTANT II	FLM	4,996 28.82	5,246 30.27	5,508 31.78	5,783 33.36	6,072 35.03	Monthly Hourly
6060	ADMINISTRATIVE ANALYST II	FLM	4,996 28.82	5,246 30.27	5,508 31.78	5,783 33.36	6,072 35.03	Monthly Hourly
6015	ANIMAL SHELTER SUPERVISOR	FLM	3,774 21.77	3,963 22.86	4,161 24.01	4,369 25.21	4,587 26.46	Monthly Hourly
6035	COMMUNICATIONS CENTER COORDINATOR	FLM	4,996 28.82	5,246 30.27	5,508 31.78	5,783 33.36	6,072 35.03	Monthly Hourly
6090	CONSTRUCTION INSPECTOR-SENIOR	FLM	5,056 29.17	5,309 30.63	5,574 32.16	5,853 33.77	6,146 35.45	Monthly Hourly
6044	CRIME ANALYST	FLM	4,210 24.29	4,420 25.50	4,641 26.78	4,873 28.11	5,116 29.52	Monthly Hourly
6063	CUSTOMER SERVICE MANAGER	FLM	4,996 28.82	5,246 30.27	5,508 31.78	5,783 33.36	6,072 35.03	Monthly Hourly
6120	ENGINEER - ASSOCIATE CIVIL	FLM	6,386 36.84	6,705 38.68	7,040 40.62	7,392 42.65	7,761 44.78	Monthly Hourly
6042	FACILITIES MAINTENANCE SUPERVISOR	FLM	4,776 27.55	5,015 28.93	5,266 30.38	5,529 31.90	5,806 33.50	Monthly Hourly
6050	FLEET MAINTENANCE SUPERVISOR	FLM	4,890 28.21	5,135 29.63	5,392 31.11	5,662 32.67	5,946 34.30	Monthly Hourly
6064	INFORMATION TECHNOLOGY ANALYST	FLM	5,671 32.72	5,955 34.36	6,253 36.08	6,566 37.88	6,894 39.77	Monthly Hourly
6142	SENIOR INFORMATION TECHNOLOGY ANALYST	FLM	6,239 35.99	6,551 37.79	6,879 39.69	7,223 41.67	7,584 43.75	Monthly Hourly
6112	GROUND WATER DIST. SUPERVISOR	FLM	5,701 32.89	5,986 34.53	6,285 36.26	6,599 38.07	6,929 39.97	Monthly Hourly
6062	HOUSING PROGRAMS ANALYST II	FLM	4,996 28.82	5,246 30.27	5,508 31.78	5,783 33.36	6,072 35.03	Monthly Hourly
6080	LABORATORY MANAGER	FLM	6,418 37.03	6,739 38.88	7,076 40.82	7,430 42.87	7,802 45.01	Monthly Hourly

First Level Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6085	LABORATORY SUPERVISOR	FLM	5,578 32.18	5,857 33.79	6,150 35.48	6,457 37.25	6,780 39.12	Monthly Hourly
6040	MAINTENANCE SUPERVISOR-STREETS	FLM	4,776 27.55	5,015 28.93	5,266 30.38	5,529 31.90	5,806 33.50	Monthly Hourly
6131	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 3	FLM	5,018 28.95	5,269 30.40	5,532 31.92	5,809 33.51	6,100 35.19	Monthly Hourly
6132	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 4	FLM	5,143 29.67	5,400 31.15	5,670 32.71	5,954 34.35	6,252 36.07	Monthly Hourly
6043	PARKS MAINTENANCE SUPERVISOR	FLM	4,776 27.55	5,015 28.93	5,266 30.38	5,529 31.90	5,806 33.50	Monthly Hourly
6095	PERMIT CENTER MANAGER	FLM	4,996 28.82	5,246 30.27	5,508 31.78	5,783 33.36	6,072 35.03	Monthly Hourly
6061	PLANNER-ASSOCIATE	FLM	4,996 28.82	5,246 30.27	5,508 31.78	5,783 33.36	6,072 35.03	Monthly Hourly
6065	PLANT MAINTENANCE SUPERVISOR	FLM	6,168 35.58	6,476 37.36	6,800 39.23	7,140 41.19	7,497 43.25	Monthly Hourly
6030*	RECREATION SUPERVISOR I	FLM	3,774 21.77	3,963 22.86	4,161 24.01	4,369 25.21	4,587 26.46	Monthly Hourly
6045*	RECREATION SUPERVISOR II	FLM	4,340 25.04	4,557 26.29	4,785 27.61	5,024 28.98	5,275 30.44	Monthly Hourly
6046*	RECREATION SUPERVISOR III	FLM	4,774 27.54	5,013 28.92	5,264 30.37	5,527 31.89	5,803 33.48	Monthly Hourly
6210	WASTEWATER COLLECTIONS SUPERVISOR	FLM	4,776 27.55	5,015 28.93	5,266 30.38	5,529 31.90	5,806 33.50	Monthly Hourly
6096	WASTEWATER TRT FACILITY CHIEF OPERATOR	FLM	6,818 39.33	7,159 41.30	7,517 43.37	7,893 45.54	8,288 47.81	Monthly Hourly
6111	WASTEWATER TRT FACILITY SUPERVISOR	FLM	8,181 47.20	8,590 49.56	9,020 52.04	9,471 54.64	9,945 57.38	Monthly Hourly
6041	WATER DISTRIBUTION SUPERVISOR	FLM	5,472 31.57	5,746 33.15	6,033 34.81	6,335 36.55	6,651 38.37	Monthly Hourly

First Level Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6160	WATER TREATMENT FACILITY CHIEF OPERATOR	FLM	6,818	7,159	7,517	7,893	8,288	Monthly Hourly
			39.33	41.30	43.37	45.54	47.81	
6110	WATER TREATMENT FACILITY SUPERVISOR	FLM	8,181	8,590	9,020	9,471	9,945	Monthly Hourly
			47.20	49.56	52.04	54.64	57.38	

Pensionable Compensation for New Members (PEPRA)

A shift differential of 5% of base pay shall be paid to those supervisors who are assigned to work an operator shift from 7:00pm to 7:00am.
 If a supervisor who is assigned to an operator shift elects to utilize vacation, sick leave, CTO or any other paid leave time, shall not be paid shift differential while on such leave.

Education Pay:

The Communications Center Coordinator (JCN 6035) shall receive education incentive pay.

Education Incentive pay shall be base pay cumulative but not compounded and shall have a 7.5% cap.

POST Public Safety Dispatch Intermediate	2.50%
POST Public Safety Dispatch Advance	2.50%
AA or AS degree	2.50%
BA or BS degree	5.00%

Non-Water FLM employees possessing a D-1, D-2 or D-3 certificate will receive an additional \$50, non cumulative (cap)

First Level Managers who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

+ Indicates classifications which are exempt from the Fair Labor Standards Act (FLSA).

First Level Management

		EFFECTIVE 11/25/17 - NEW HIRES ONLY											
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS										
			1	2	3	4	5	6	7	8	9		
6469	ACCOUNTANT II	FLM	4,996 28.82	5,121 29.54	5,246 30.27	5,377 31.02	5,508 31.78	5,646 32.57	5,783 33.36	5,928 34.20	6,072 35.03	Monthly	Hourly
6460	ADMINISTRATIVE ANALYST II	FLM	4,996 28.82	5,121 29.54	5,246 30.27	5,377 31.02	5,508 31.78	5,646 32.57	5,783 33.36	5,928 34.20	6,072 35.03	Monthly	Hourly
6415	ANIMAL SHELTER SUPERVISOR	FLM	3,774 21.77	3,869 22.32	3,963 22.86	4,062 23.43	4,161 24.01	4,265 24.61	4,369 25.21	4,478 25.83	4,587 26.46	Monthly	Hourly
6435	COMMUNICATIONS CENTER COORDINATOR	FLM	4,996 28.82	5,121 29.54	5,246 30.27	5,377 31.02	5,508 31.78	5,646 32.57	5,783 33.36	5,928 34.20	6,072 35.03	Monthly	Hourly
6490	CONSTRUCTION INSPECTOR-SENIOR	FLM	5,056 29.17	5,183 29.90	5,309 30.63	5,442 31.40	5,574 32.16	5,714 32.97	5,853 33.77	5,999 34.61	6,146 35.45	Monthly	Hourly
6444	CRIME ANALYST	FLM	4,210 24.29	4,315 24.89	4,420 25.50	4,531 26.14	4,641 26.78	4,757 27.44	4,873 28.11	4,995 28.82	5,116 29.52	Monthly	Hourly
6463	CUSTOMER SERVICE MANAGER	FLM	4,996 28.82	5,121 29.54	5,246 30.27	5,377 31.02	5,508 31.78	5,646 32.57	5,783 33.36	5,928 34.20	6,072 35.03	Monthly	Hourly
6520	ENGINEER - ASSOCIATE CIVIL	FLM	6,386 36.84	6,546 37.77	6,705 38.68	6,873 39.65	7,040 40.62	7,216 41.63	7,392 42.65	7,577 43.71	7,761 44.78	Monthly	Hourly
6442	FACILITIES MAINTENANCE SUPERVISOR	FLM	4,776 27.55	4,896 28.25	5,015 28.93	5,141 29.66	5,266 30.38	5,398 31.14	5,529 31.90	5,667 32.69	5,806 33.50	Monthly	Hourly
6450	FLEET MAINTENANCE SUPERVISOR	FLM	4,890 28.21	5,013 28.92	5,135 29.63	5,264 30.37	5,392 31.11	5,527 31.89	5,662 32.67	5,804 33.48	5,946 34.30	Monthly	Hourly
6464*	INFORMATION TECHNOLOGY ANALYST	FLM	5,671 32.72	5,813 33.54	5,955 34.36	6,104 35.22	6,253 36.08	6,410 36.98	6,566 37.88	6,730 38.83	6,894 39.77	Monthly	Hourly
6542	SENIOR INFORMATION TECHNOLOGY ANALYST	FLM	6,239 35.99	6,395 36.89	6,551 37.79	6,715 38.74	6,879 39.69	7,051 40.68	7,223 41.67	7,403 42.71	7,584 43.75	Monthly	Hourly
6512	GROUND WATER DIST. SUPERVISOR	FLM	5,701 32.89	5,844 33.72	5,986 34.53	6,136 35.40	6,285 36.26	6,442 37.17	6,599 38.07	6,764 39.02	6,929 39.97	Monthly	Hourly
6462	HOUSING PROGRAMS ANALYST II	FLM	4,996 28.82	5,121 29.54	5,246 30.27	5,377 31.02	5,508 31.78	5,646 32.57	5,783 33.36	5,928 34.20	6,072 35.03	Monthly	Hourly

First Level Management

		EFFECTIVE 11/25/17 - NEW HIRES ONLY											
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS										
			1	2	3	4	5	6	7	8	9		
6480	LABORATORY MANAGER	FLM	6,418 37.03	6,579 37.96	6,739 38.88	6,908 39.85	7,076 40.82	7,253 41.84	7,430 42.87	7,616 43.94	7,802 45.01	Monthly	Hourly
6485	LABORATORY SUPERVISOR	FLM	5,578 32.18	5,718 32.99	5,857 33.79	6,004 34.64	6,150 35.48	6,304 36.37	6,457 37.25	6,618 38.18	6,780 39.12	Monthly	Hourly
6440	MAINTENANCE SUPERVISOR-STREETS	FLM	4,776 27.55	4,896 28.25	5,015 28.93	5,141 29.66	5,266 30.38	5,398 31.14	5,529 31.90	5,667 32.69	5,806 33.50	Monthly	Hourly
6531	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 3	FLM	5,018 28.95	5,144 29.68	5,269 30.40	5,401 31.16	5,532 31.92	5,671 32.72	5,809 33.51	5,954 34.35	6,100 35.19	Monthly	Hourly
6532	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 4	FLM	5,143 29.67	5,272 30.42	5,400 31.15	5,535 31.93	5,670 32.71	5,812 33.53	5,954 34.35	6,103 35.21	6,252 36.07	Monthly	Hourly
6443	PARKS MAINTENANCE SUPERVISOR	FLM	4,776 27.55	4,896 28.25	5,015 28.93	5,141 29.66	5,266 30.38	5,398 31.14	5,529 31.90	5,667 32.69	5,806 33.50	Monthly	Hourly
6495	PERMIT CENTER MANAGER	FLM	4,996 28.82	5,121 29.54	5,246 30.27	5,377 31.02	5,508 31.78	5,646 32.57	5,783 33.36	5,928 34.20	6,072 35.03	Monthly	Hourly
6461	PLANNER-ASSOCIATE	FLM	4,996 28.82	5,121 29.54	5,246 30.27	5,377 31.02	5,508 31.78	5,646 32.57	5,783 33.36	5,928 34.20	6,072 35.03	Monthly	Hourly
6465	PLANT MAINTENANCE SUPERVISOR	FLM	6,168 35.58	6,322 36.47	6,476 37.36	6,638 38.30	6,800 39.23	6,970 40.21	7,140 41.19	7,319 42.23	7,497 43.25	Monthly	Hourly
6430	RECREATION SUPERVISOR I	FLM	3,774 21.77	3,869 22.32	3,963 22.86	4,062 23.43	4,161 24.01	4,265 24.61	4,369 25.21	4,478 25.83	4,587 26.46	Monthly	Hourly
6445	RECREATION SUPERVISOR II	FLM	4,340 25.04	4,449 25.67	4,557 26.29	4,671 26.95	4,785 27.61	4,905 28.30	5,024 28.98	5,150 29.71	5,275 30.44	Monthly	Hourly
6446	RECREATION SUPERVISOR III	FLM	4,774 27.54	4,894 28.23	5,013 28.92	5,139 29.65	5,264 30.37	5,396 31.13	5,527 31.89	5,665 32.68	5,803 33.48	Monthly	Hourly
6610	WASTEWATER COLLECTIONS SUPERVISOR	FLM	4,776 27.55	4,896 28.25	5,015 28.93	5,141 29.66	5,266 30.38	5,398 31.14	5,529 31.90	5,667 32.69	5,806 33.50	Monthly	Hourly
6496	WASTEWATER TRT FACILITY CHIEF OPERATOR	FLM	6,818 39.33	6,989 40.32	7,159 41.30	7,338 42.33	7,517 43.37	7,705 44.45	7,893 45.54	8,090 46.67	8,288 47.81	Monthly	Hourly

First Level Management

			EFFECTIVE 11/25/17 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS										
			1	2	3	4	5	6	7	8	9		
6511	WASTEWATER TRT FACILITY SUPERVISOR	FLM	8,181 47.20	8,386 48.38	8,590 49.56	8,805 50.80	9,020 52.04	9,246 53.34	9,471 54.64	9,708 56.01	9,945 57.38	Monthly	Hourly
6441	WATER DISTRIBUTION SUPERVISOR	FLM	5,472 31.57	5,609 32.36	5,746 33.15	5,890 33.98	6,033 34.81	6,184 35.68	6,335 36.55	6,493 37.46	6,651 38.37	Monthly	Hourly
6560	WATER TREATMENT FACILITY CHIEF OPERATOR	FLM	6,818 39.33	6,989 40.32	7,159 41.30	7,338 42.33	7,517 43.37	7,705 44.45	7,893 45.54	8,090 46.67	8,288 47.81	Monthly	Hourly
6510	WATER TREATMENT FACILITY SUPERVISOR	FLM	8,181 47.20	8,386 48.38	8,590 49.56	8,805 50.80	9,020 52.04	9,246 53.34	9,471 54.64	9,708 56.01	9,945 57.38	Monthly	Hourly

Pensionable Compensation for New Members (PEPRA)

A shift differential of 5% of base pay shall be paid to those supervisors who are assigned to work an operator shift from 7:00pm to 7:00am.
 If a supervisor who is assigned to an operator shift elects to utilize vacation, sick leave, CTO or any other paid leave time, shall not be paid shift differential while on such leave.

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Education Pay:

The Communications Center Coordinator (JCN 6035) shall receive education incentive pay.

POST Public Safety Dispatch Intermediate	2.50%
POST Public Safety Dispatch Advance	2.50%
AA or AS degree	2.50%
BA or BS degree	5.00%

Non-Water FLM employees possessing a D-1, D-2 or D-3 certificate will receive an additional \$50, non cumulative (cap)

First Level Managers who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

+ Indicates classifications which are exempt from the Fair Labor Standards Act (FLSA).

Mid Managers

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
7165*	ACCOUNTING MANAGER	MM	6,591 38.03	6,921 39.93	7,267 41.93	7,630 44.02	8,011 46.22	Monthly Hourly
7070*	ADMINISTRATIVE ANALYST III	MM	6,237 35.98	6,549 37.78	6,876 39.67	7,220 41.65	7,581 43.73	Monthly Hourly
7010*	ADMINISTRATIVE MANAGER	MM	7,591 43.79	7,971 45.99	8,370 48.29	8,788 50.70	9,227 53.23	Monthly Hourly
7125*	ANIMAL SERVICES MANAGER	MM	6,758 38.99	7,096 40.94	7,451 42.99	7,824 45.14	8,215 47.39	Monthly Hourly
7115*	ASSISTANT CHIEF - FIRE	MM	9,736 56.17	10,223 58.98	10,734 61.93	11,271 65.03	11,835 68.28	Monthly Hourly
7140*	ASSISTANT P.W. DIRECTOR - UTILITIES	MM	9,634 55.58	10,116 58.36	10,622 61.28	11,153 64.34	11,711 67.56	Monthly Hourly
7112*	CHIEF BUILDING OFFICIAL	MM	7,301 42.12	7,666 44.23	8,049 46.44	8,451 48.76	8,874 51.20	Monthly Hourly
7175*	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	8,538 49.26	8,965 51.72	9,413 54.31	9,884 57.02	10,379 59.88	Monthly Hourly
7195*	DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	7,786 44.92	8,175 47.16	8,584 49.52	9,013 52.00	9,464 54.60	Monthly Hourly
7160*	DEPUTY P.W. DIRECTOR - UTILITIES	MM	8,111 46.79	8,517 49.14	8,943 51.59	9,390 54.17	9,859 56.88	Monthly Hourly
7110*	DIVISION FIRE CHIEF	MM	9,272 53.49	9,736 56.17	10,223 58.98	10,734 61.93	11,271 65.03	Monthly Hourly
7120*	ENGINEER - SENIOR	MM	7,705 44.45	8,090 46.67	8,494 49.00	8,919 51.46	9,365 54.03	Monthly Hourly
7310*	ENGINEER - SENIOR - CITY SURVEYOR	MM	7,354 42.43	7,722 44.55	8,108 46.78	8,513 49.11	8,938 51.57	Monthly Hourly
7105*	INFORMATION TECHNOLOGY MANAGER	MM	8,481 48.93	8,905 51.38	9,350 53.94	9,817 56.64	10,308 59.47	Monthly Hourly

Mid Managers

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
7043*	PARK MAINTENANCE MANAGER	MM	6,323 36.48	6,639 38.30	6,971 40.22	7,320 42.23	7,686 44.34	Monthly Hourly
7044*	PARKS AND GROUNDS SUPERINTENDENT	MM	6,758 38.99	7,096 40.94	7,451 42.99	7,824 45.14	8,215 47.39	Monthly Hourly
7130*	PLANNER-PRINCIPAL	MM	7,171 41.37	7,530 43.44	7,907 45.62	8,302 47.90	8,717 50.29	Monthly Hourly
7060*	PLANNING MANAGER	MM	7,786 44.92	8,175 47.16	8,584 49.52	9,013 52.00	9,464 54.60	Monthly Hourly
7085	PROJECT MANAGER	MM	7,004 40.41	7,354 42.43	7,722 44.55	8,108 46.78	8,513 49.11	Monthly Hourly
7090*	PUBLIC WORKS SUPERINTENDENT	MM	7,345 42.38	7,712 44.49	8,098 46.72	8,503 49.06	8,928 51.51	Monthly Hourly
7046*	RECREATION MANAGER	MM	6,323 36.48	6,639 38.30	6,971 40.22	7,320 42.23	7,686 44.34	Monthly Hourly
7200*	REGULATORY COMPLIANCE ADMINISTRATOR	MM	7,364 42.48	7,732 44.61	8,119 46.84	8,525 49.18	8,952 51.64	Monthly Hourly

Mid Managers who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

Mid Managers

		EFFECTIVE 04/10/2018 - NEW HIRES ONLY											
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS										
			1	2	3	4	5	6	7	8	9		
7565	ACCOUNTING MANAGER	MM	6,591 38.03	6,756 38.98	6,921 39.93	7,094 40.93	7,267 41.93	7,449 42.98	7,630 44.02	7,821 45.12	8,011 46.22	Monthly	Hourly
7470	ADMINISTRATIVE ANALYST III	MM	6,237 35.98	6,393 36.88	6,549 37.78	6,713 38.73	6,876 39.67	7,048 40.66	7,220 41.65	7,400 42.69	7,581 43.73	Monthly	Hourly
7410	ADMINISTRATIVE MANAGER	MM	7,591 43.79	7,781 44.89	7,971 45.99	8,171 47.14	8,370 48.29	8,579 49.49	8,788 50.70	9,007 51.96	9,227 53.23	Monthly	Hourly
7525	ANIMAL SERVICES MANAGER	MM	6,758 38.99	6,927 39.96	7,096 40.94	7,274 41.97	7,451 42.99	7,638 44.07	7,824 45.14	8,020 46.27	8,215 47.39	Monthly	Hourly
7515	ASSISTANT CHIEF - FIRE	MM	9,736 56.17	9,980 57.58	10,223 58.98	10,479 60.46	10,734 61.93	11,003 63.48	11,271 65.03	11,553 66.65	11,835 68.28	Monthly	Hourly
7540	ASSISTANT P.W. DIRECTOR - UTILITIES	MM	9,634 55.58	9,875 56.97	10,116 58.36	10,369 59.82	10,622 61.28	10,888 62.82	11,153 64.34	11,432 65.95	11,711 67.56	Monthly	Hourly
7512	CHIEF BUILDING OFFICIAL	MM	7,301 42.12	7,484 43.18	7,666 44.23	7,858 45.33	8,049 46.44	8,250 47.60	8,451 48.76	8,663 49.98	8,874 51.20	Monthly	Hourly
7575	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	8,538 49.26	8,752 50.49	8,965 51.72	9,189 53.01	9,413 54.31	9,649 55.67	9,884 57.02	10,131 58.45	10,379 59.88	Monthly	Hourly
7595	DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	7,786 44.92	7,981 46.04	8,175 47.16	8,380 48.35	8,584 49.52	8,799 50.76	9,013 52.00	9,238 53.30	9,464 54.60	Monthly	Hourly
7560	DEPUTY P.W. DIRECTOR - UTILITIES	MM	8,111 46.79	8,314 47.97	8,517 49.14	8,730 50.37	8,943 51.59	9,167 52.89	9,390 54.17	9,625 55.53	9,859 56.88	Monthly	Hourly
7510	DIVISION FIRE CHIEF	MM	9,272 53.49	9,504 54.83	9,736 56.17	9,980 57.58	10,223 58.98	10,479 60.46	10,734 61.93	11,003 63.48	11,271 65.03	Monthly	Hourly
7520	ENGINEER - SENIOR	MM	7,705 44.45	7,898 45.57	8,090 46.67	8,292 47.84	8,494 49.00	8,707 50.23	8,919 51.46	9,142 52.74	9,365 54.03	Monthly	Hourly
7710	ENGINEER - SENIOR - CITY SURVEYOR	MM	7,354 42.43	7,538 43.49	7,722 44.55	7,915 45.66	8,108 46.78	8,311 47.95	8,513 49.11	8,726 50.34	8,938 51.57	Monthly	Hourly
7505	INFORMATION TECHNOLOGY MANAGER	MM	8,481 48.93	8,693 50.15	8,905 51.38	9,128 52.66	9,350 53.94	9,584 55.29	9,817 56.64	10,063 58.06	10,308 59.47	Monthly	Hourly

Mid Managers

		EFFECTIVE 04/10/2018 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
7443	PARK MAINTENANCE MANAGER	MM	6,323 36.48	6,481 37.39	6,639 38.30	6,805 39.26	6,971 40.22	7,146 41.23	7,320 42.23	7,503 43.29	7,686 44.34	Monthly Hourly
7444	PARKS AND GROUNDS SUPERINTENDENT	MM	6,758 38.99	6,927 39.96	7,096 40.94	7,274 41.97	7,451 42.99	7,638 44.07	7,824 45.14	8,020 46.27	8,215 47.39	Monthly Hourly
7530	PLANNER-PRINCIPAL	MM	7,171 41.37	7,351 42.41	7,530 43.44	7,719 44.53	7,907 45.62	8,105 46.76	8,302 47.90	8,509 49.09	8,717 50.29	Monthly Hourly
7460	PLANNING MANAGER	MM	7,786 44.92	7,981 46.04	8,175 47.16	8,380 48.35	8,584 49.52	8,799 50.76	9,013 52.00	9,238 53.30	9,464 54.60	Monthly Hourly
7485	PROJECT MANAGER	MM	7,004 40.41	7,179 41.42	7,354 42.43	7,538 43.49	7,722 44.55	7,915 45.66	8,108 46.78	8,310 47.94	8,513 49.11	Monthly Hourly
7490	PUBLIC WORKS SUPERINTENDENT	MM	7,345 42.38	7,529 43.44	7,712 44.49	7,905 45.61	8,098 46.72	8,301 47.89	8,503 49.06	8,716 50.28	8,928 51.51	Monthly Hourly
7446	RECREATION MANAGER	MM	6,323 36.48	6,481 37.39	6,639 38.30	6,805 39.26	6,971 40.22	7,146 41.23	7,320 42.23	7,503 43.29	7,686 44.34	Monthly Hourly
7600	REGULATORY COMPLIANCE ADMINISTRATOR	MM	7,364 42.48	7,548 43.55	7,732 44.61	7,926 45.73	8,119 46.84	8,322 48.01	8,525 49.18	8,738 50.41	8,952 51.64	Monthly Hourly

Mid Managers who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

Sworn Police Mid-Managers

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
7180*	ASSISTANT POLICE CHIEF	Sworn MM	10,023 57.83	10,524 60.72	11,050 63.75	11,603 66.94	12,183 70.29	Monthly Hourly
7150*	POLICE COMMANDER	Sworn MM	9,547 55.08	10,024 57.83	10,525 60.72	11,051 63.76	11,604 66.94	Monthly Hourly
7111*	POLICE LIEUTENANT	Sworn MM	8,597 49.60	9,027 52.08	9,478 54.68	9,952 57.42	10,450 60.29	Monthly Hourly

Mid Managers who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

Sworn Police Mid Managers - EFFECTIVE 06/19/18

Police Officers Association

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS							
			1	2	3	4	5	6		
2005	ADMINISTRATIVE ASSISTANT	PD	3,730 21.52	3,916 22.59	4,112 23.72	4,318 24.91	4,534 26.16		Monthly Hourly	
2040	COMMUNITY POLICING COORDINATOR	PD	3,677 21.21	3,861 22.28	4,054 23.39	4,257 24.56	4,470 25.79		Monthly Hourly	
2130	COMMUNITY SERVICE OFFICER	PD	3,629 20.94	3,810 21.98	4,001 23.08	4,201 24.24	4,412 25.45		Monthly Hourly	
2125	COMMUNITY SERVICE OFFICER - LEAD	PD	4,096 23.63	4,301 24.81	4,516 26.05	4,742 27.36	4,979 28.72		Monthly Hourly	
2150	FIELD SERVICE TECHNICIAN	PD	3,677 21.21	3,861 22.28	4,054 23.39	4,257 24.56	4,470 25.79		Monthly Hourly	
2200	POLICE OFFICER	PD	4,860 28.04	5,103 29.44	5,358 30.91	5,626 32.46	5,907 34.08	6,203 35.78	Monthly Hourly	
2120	POLICE RECORDS CLERK	PD	3,076 17.75	3,230 18.63	3,392 19.57	3,562 20.55	3,740 21.58		Monthly Hourly	
2160	POLICE RECORDS CLERK - LEAD	PD	3,413 19.69	3,584 20.68	3,763 21.71	3,951 22.79	4,148 23.93		Monthly Hourly	
2190	POLICE RECRUIT	PD	4,229 24.40	4,440 25.62	4,662 26.90	0 0.00	0 0.00		Monthly Hourly	
2110	PUBLIC SAFETY DISPATCHER I	PD	3,424 19.75	3,596 20.74	0 0.00	0 0.00	0 0.00		Monthly Hourly	
2140	PUBLIC SAFETY DISPATCHER II	PD	4,030 23.25	4,232 24.42	4,444 25.64	4,666 26.92	4,899 28.26		Monthly Hourly	
2180	PUBLIC SAFETY DISPATCHER III	PD	0 0.00	0 0.00	0 0.00	5,128 29.58	5,385 31.06		Monthly Hourly	
<p>Assignment of an employee in the Police Officer classification to the Investigation Division and/or Net Unit shall include a seven and one half (7.5) percent compensation above the appropriate Police Officer salary step for the period of the temporary assignment and shall be designated as follows:</p> <p>Additional (or Other) Pensionable Compensation for New Members (PEPRA)</p>										
2230	POLICE OFFICER (INVEST)	PD	5,225 30.14	5,486 31.65	5,760 33.23	6,048 34.89	6,350 36.63	6,668 38.47		

Police Officers Association

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	6
	Police Officers designated as Field Training Officers by the Police Chief shall receive five (5) percent additional compensation (calculated from their base hourly wage) while so assigned to the Departments Training Program. Additional (or Other) Pensionable Compensation for New Members (PEPRA)							
2210	POLICE OFFICER (FTO)	PD	5,104 29.45	5,359 30.92	5,627 32.46	5,908 34.08	6,203 35.79	6,513 37.57

Pensionable Compensation for New Members (PEPRA)

MOU Article 2.3 - Education Incentive -

Education Incentive pay shall be base pay cumulative but not compounded and shall have a 7.5% cap for all classifications.

Sworn Personnel shall receive education incentive as follows:

AA or AS degree	2.50%
BA or BS degree	2.50%
POST Intermediate Certificate	2.50%
POST Advance Certificate	2.50%

Non-sworn personnel working in the classification of Dispatcher I/II/III, Community Service Officer, Community Policing Coordinator or Evidence Technician shall receive education incentive pay as follows:

AA or AS degree	2.50%
BA or BS degree	2.50%

Dispatcher I/II/III only will also receive education incentive pay as follows:

POST Public Safety Dispatch Intermediate	2.50%
POST Public Safety Dispatch Advance	2.50%

MOU Article 2.4 - Bilingual Pay

Sworn and non-sworn employees who are certified as bilingual will receive a bilingual pay incentive of \$100 per month:

MOU Article 2.5 - Holiday Pay

Officers assigned to regular patrol shifts and public safety dispatchers shall receive straight time pay for 7.33 hours per month, paid and computed on a bi-weekly basis in lieu of time off.

MOU Article 2.7 - Field Training Officer

Community Service Officers and Dispatcher II employees designated as Field Training Officers shall receive five percent (5%) additional compensation (calculated from their base hourly wage) on an hour per hour basis.

MOU Article 2.11 - Canine Unit

Employees assigned as canine handlers will be compensated at the hourly rate of legal minimum wage for up to seven (7) hours per week that the officer is so assigned.

Police Officers Association

		EFFECTIVE 03/03/18 - NEW HIRES ONLY									
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS								
			1	2	3	4	5	6	7	8	9
2405	ADMINISTRATIVE ASSISTANT	PD	3,730 21.52	3,823 22.06	3,916 22.59	4,014 23.16	4,112 23.72	4,215 24.32	4,318 24.91	4,426 25.53	4,534 26.16
2440	COMMUNITY POLICING COORDINATOR	PD	3,677 21.21	3,769 21.74	3,861 22.28	3,958 22.83	4,054 23.39	4,156 23.98	4,257 24.56	4,363 25.17	4,470 25.79
2530	COMMUNITY SERVICE OFFICER	PD	3,629 20.94	3,720 21.46	3,810 21.98	3,906 22.53	4,001 23.08	4,101 23.66	4,201 24.24	4,306 24.84	4,412 25.45
2525	COMMUNITY SERVICE OFFICER - LEAD	PD	4,096 23.63	4,199 24.23	4,301 24.81	4,409 25.44	4,516 26.05	4,629 26.71	4,742 27.36	4,860 28.04	4,979 28.72
2550	FIELD SERVICE TECHNICIAN	PD	3,677 21.21	3,769 21.74	3,861 22.28	3,958 22.83	4,054 23.39	4,156 23.98	4,257 24.56	4,363 25.17	4,470 25.79
2520	POLICE RECORDS CLERK	PD	3,076 17.75	3,153 18.19	3,230 18.63	3,311 19.10	3,392 19.57	3,477 20.06	3,562 20.55	3,651 21.06	3,740 21.58
2560	POLICE RECORDS CLERK - LEAD	PD	3,413 19.69	3,499 20.19	3,584 20.68	3,674 21.20	3,763 21.71	3,857 22.25	3,951 22.79	4,050 23.37	4,148 23.93

Pensionable Compensation for New Members (PEPRA)

MOU Article 2.3 - Education Incentive -

Non-sworn personnel working in the classification of Community Service Officer, Community Policing Coordinator or Evidence Technician shall receive education incentive pay as follows:

- AA or AS degree
- BA or BS degree

MOU Article 2.4 - Bilingual Pay

Non-sworn employees who are certified as bilingual will receive a bilingual pay incentive of \$100 per month:

MOU Article 2.7 - Field Training Officer

Community Service Officers designated as Field Training Officers shall receive five percent (5%) additional compensation (calculated from their base hourly wage) on an hour per hour basis.

Police Sergeants

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6100*	POLICE SERGEANT	PS	6,235 35.97	6,547 37.77	6,874 39.66	7,218 41.64	7,579 43.72	Monthly Hourly

Pensionable Compensation for New Members (PEPRA)

MOU Article 2.1 - Education Incentive

Police Sergeants shall receive an educational incentive of 2.5% for either an AA degree or POST Intermediate Certificate; a 5% educational incentive for a Bachelor's degree or a POST Advanced Certificate and an additional 2.7% for possession of a POST Supervisory Certificate. Police Sergeants with either a Bachelor's degree or a POST Advanced Certificate will receive a 7.5% education incentive. The total of all the above incentives shall not exceed 10.2%.

MOU Article 2.3 - Bilingual Pay

Police Sergeants who are certified as bilingual will receive a bilingual pay incentive of \$100 per month:

MOU Article 2.4 - Holiday Pay

Police Sergeants assigned to regular patrol shifts shall receive straight time pay for 7.33 hours per month, paid and computed on a bi-weekly basis in lieu of time off.

MOU Article 3.0 - Detective and FTO Pay

Employees assigned to Investigation, Net-5, Field Training Officer, and/or the Traffic Division shall receive 5% of incentive pay (calculated from base hourly wage). Traffic Division incentive pay shall require possession of an Accident Reconstruction Certificate.

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4101	ACCOUNTANT I	PEU, Local 1	4,346 25.07	4,563 26.33	4,791 27.64	5,031 29.03	5,283 30.48	Monthly Hourly
4052	ACCOUNT CLERK	PEU, Local 1	2,812 16.22	2,953 17.04	3,101 17.89	3,256 18.78	3,419 19.73	Monthly Hourly
4100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,244 18.72	3,406 19.65	3,576 20.63	3,755 21.66	3,942 22.74	Monthly Hourly
4162	ACCOUNT CLERK-SENIOR	PEU, Local 1	3,732 21.53	3,919 22.61	4,115 23.74	4,321 24.93	4,537 26.17	Monthly Hourly
4015	ACCOUNTING TECHNICIAN	PEU, Local 1	3,781 21.81	3,970 22.90	4,169 24.05	4,377 25.25	4,596 26.52	Monthly Hourly
4244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,088 23.58	4,292 24.76	4,507 26.00	4,732 27.30	4,968 28.66	Monthly Hourly
4020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	3,604 20.79	3,784 21.83	3,973 22.92	4,172 24.07	4,381 25.27	Monthly Hourly
4040	ADMINISTRATIVE CLERK I	PEU, Local 1	2,396 13.82	2,516 14.52	2,642 15.24	2,774 16.00	2,913 16.81	Monthly Hourly
4060	ADMINISTRATIVE CLERK II	PEU, Local 1	2,637 15.21	2,769 15.98	2,907 16.77	3,052 17.61	3,205 18.49	Monthly Hourly
4085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,036 17.52	3,188 18.39	3,347 19.31	3,514 20.27	3,689 21.28	Monthly Hourly
4025	ADMINISTRATIVE TECHNICIAN	PEU, Local 1	3,313 19.11	3,479 20.07	3,653 21.08	3,836 22.13	4,028 23.24	Monthly Hourly
4090	ANIMAL SERVICES OFFICER I	PEU, Local 1	2,844 16.41	2,986 17.23	3,135 18.09	3,292 18.99	3,457 19.94	Monthly Hourly
4095	ANIMAL SERVICES OFFICER II	PEU, Local 1	3,117 17.98	3,273 18.88	3,437 19.83	3,609 20.82	3,789 21.86	Monthly Hourly
4155	ARBORIST, SENIOR	PEU, Local 1	3,621 20.89	3,802 21.93	3,992 23.03	4,192 24.18	4,401 25.39	Monthly Hourly

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4270	BUILDING INSPECTOR I	PEU, Local 1	4,034 23.27	4,236 24.44	4,448 25.66	4,670 26.94	4,903 28.29	Monthly Hourly
4292	BUILDING INSPECTOR II	PEU, Local 1	4,438 25.60	4,660 26.88	4,893 28.23	5,138 29.64	5,395 31.12	Monthly Hourly
4062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,210 18.52	3,371 19.45	3,540 20.42	3,717 21.44	3,903 22.51	Monthly Hourly
4121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	3,510 20.25	3,686 21.27	3,870 22.33	4,063 23.44	4,267 24.62	Monthly Hourly
4285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,337 25.02	4,554 26.27	4,782 27.59	5,021 28.97	5,272 30.42	Monthly Hourly
4115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,356 19.36	3,524 20.33	3,700 21.35	3,885 22.41	4,079 23.53	Monthly Hourly
4144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,690 21.29	3,875 22.36	4,069 23.48	4,272 24.65	4,486 25.88	Monthly Hourly
4243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,186 24.15	4,395 25.36	4,615 26.63	4,846 27.96	5,089 29.36	Monthly Hourly
4050	CUSTODIAN I	PEU, Local 1	2,528 14.58	2,654 15.31	2,787 16.08	2,926 16.88	3,072 17.72	Monthly Hourly
4082	CUSTODIAN II	PEU, Local 1	2,912 16.80	3,058 17.64	3,211 18.53	3,372 19.45	3,540 20.43	Monthly Hourly
4030	CUSTOMER SERVICES REP I	PEU, Local 1	2,754 15.89	2,892 16.68	3,037 17.52	3,189 18.40	3,349 19.32	Monthly Hourly
4070	CUSTOMER SERVICES REP II	PEU, Local 1	3,019 17.42	3,170 18.29	3,329 19.21	3,495 20.16	3,670 21.17	Monthly Hourly
4161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,457 19.94	3,630 20.94	3,812 21.99	4,003 23.09	4,203 24.25	Monthly Hourly
4170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,514 26.04	4,740 27.35	4,977 28.71	5,226 30.15	5,488 31.66	Monthly Hourly
4265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,191 29.95	5,451 31.45	5,724 33.02	6,010 34.67	6,311 36.41	Monthly Hourly

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4280	ELECTRICAL TECHNICIAN III	PEU, Local 1	5,971 34.45	6,270 36.17	6,583 37.98	6,912 39.88	7,257 41.87	Monthly Hourly
4300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,321 30.70	5,587 32.23	5,866 33.84	6,159 35.53	6,467 37.31	Monthly Hourly
4215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,602 20.78	3,782 21.82	3,971 22.91	4,170 24.06	4,379 25.26	Monthly Hourly
4250	ENGINEERING TECHNICIAN II	PEU, Local 1	3,894 22.47	4,089 23.59	4,293 24.77	4,508 26.01	4,734 27.31	Monthly Hourly
4295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,486 25.88	4,710 27.17	4,945 28.53	5,192 29.95	5,452 31.45	Monthly Hourly
4160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	3,894 22.47	4,089 23.59	4,293 24.77	4,508 26.01	4,734 27.31	Monthly Hourly
4031	FACILITY AIDE	PEU, Local 1	2,403 13.86	2,523 14.56	2,649 15.28	2,781 16.04	2,920 16.85	Monthly Hourly
4036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,805 16.18	2,945 16.99	3,092 17.84	3,247 18.73	3,409 19.67	Monthly Hourly
4083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,073 17.73	3,227 18.62	3,388 19.55	3,557 20.52	3,735 21.55	Monthly Hourly
4010	GROUNDSKEEPER	PEU, Local 1	2,080 12.00	2,184 12.60	2,293 13.23	2,408 13.89	2,529 14.59	Monthly Hourly
4028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,206 24.27	4,416 25.48	4,637 26.75	4,869 28.09	5,112 29.49	Monthly Hourly
4246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,356 25.13	4,574 26.39	4,803 27.71	5,043 29.09	5,295 30.55	Monthly Hourly
4260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	4,792 27.65	5,032 29.03	5,284 30.48	5,548 32.01	5,825 33.61	Monthly Hourly
4281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,514 26.04	4,740 27.35	4,977 28.71	5,226 30.15	5,488 31.66	Monthly Hourly
4282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,191 29.95	5,451 31.45	5,724 33.02	6,010 34.67	6,311 36.41	Monthly Hourly

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	5,971 34.45	6,270 36.17	6,584 37.98	6,913 39.88	7,257 41.87	Monthly Hourly
4110	KENNEL ATTENDANT I	PEU, Local 1	2,275 13.13	2,389 13.78	2,508 14.47	2,633 15.19	2,765 15.95	Monthly Hourly
4111	KENNEL ATTENDANT II	PEU, Local 1	2,528 14.58	2,654 15.31	2,787 16.08	2,926 16.88	3,072 17.72	Monthly Hourly
4112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	2,912 16.80	3,058 17.64	3,211 18.53	3,372 19.45	3,540 20.43	Monthly Hourly
4045	LABORATORY RECEPTIONIST	PEU, Local 1	2,396 13.82	2,516 14.52	2,642 15.24	2,774 16.00	2,913 16.81	Monthly Hourly
4064	LABORATORY ASSISTANT	PEU, Local 1	2,876 16.59	3,020 17.42	3,171 18.29	3,330 19.21	3,497 20.17	Monthly Hourly
4130	LABORATORY TECHNICIAN I	PEU, Local 1	3,451 19.91	3,624 20.91	3,805 21.95	3,995 23.05	4,195 24.20	Monthly Hourly
4181	LABORATORY TECHNICIAN II	PEU, Local 1	3,800 21.92	3,990 23.02	4,190 24.17	4,399 25.38	4,619 26.65	Monthly Hourly
4220	MECHANIC	PEU, Local 1	3,624 20.91	3,805 21.95	3,995 23.05	4,195 24.20	4,404 25.41	Monthly Hourly
4225	MECHANIC-LEAD	PEU, Local 1	4,171 24.06	4,380 25.27	4,599 26.53	4,829 27.86	5,070 29.25	Monthly Hourly
4063	PARK MAINTENANCE WORKER I	PEU, Local 1	2,872 16.57	3,016 17.40	3,167 18.27	3,325 19.18	3,491 20.14	Monthly Hourly
4122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,149 18.17	3,306 19.07	3,471 20.03	3,645 21.03	3,827 22.08	Monthly Hourly
4200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,621 20.89	3,802 21.93	3,992 23.03	4,192 24.18	4,401 25.39	Monthly Hourly
4245	PLANNER-ASSISTANT	PEU, Local 1	4,415 25.47	4,636 26.75	4,868 28.08	5,111 29.49	5,366 30.96	Monthly Hourly

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4255	PLANS EXAMINER	PEU, Local 1	4,438 25.60	4,660 26.88	4,893 28.23	5,138 29.64	5,395 31.12	Monthly Hourly
4140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,470 25.79	4,693 27.08	4,928 28.43	5,174 29.85	5,433 31.34	Monthly Hourly
4221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	5,140 29.65	5,397 31.14	5,667 32.69	5,950 34.33	6,248 36.04	Monthly Hourly
4320	PRETREATMENT COORDINATOR	PEU, Local 1	4,924 28.41	5,170 29.83	5,428 31.32	5,699 32.88	5,984 34.53	Monthly Hourly
4061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	2,872 16.57	3,016 17.40	3,167 18.27	3,325 19.18	3,491 20.14	Monthly Hourly
4120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,149 18.17	3,306 19.07	3,471 20.03	3,645 21.03	3,827 22.08	Monthly Hourly
4150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	3,631 20.95	3,813 22.00	4,004 23.10	4,204 24.25	4,415 25.47	Monthly Hourly
4185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,171 24.06	4,380 25.27	4,599 26.53	4,829 27.86	5,070 29.25	Monthly Hourly
4080	RECREATION COORDINATOR	PEU, Local 1	2,674 15.43	2,808 16.20	2,948 17.01	3,095 17.86	3,250 18.75	Monthly Hourly
4117	REGISTERED VETERINARY TECH	PEU, Local 1	2,940 16.96	3,087 17.81	3,241 18.70	3,403 19.63	3,573 20.61	Monthly Hourly
4135	SWEEPER OPERATOR	PEU, Local 1	3,626 20.92	3,807 21.96	3,997 23.06	4,197 24.21	4,406 25.42	Monthly Hourly
4058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	2,872 16.57	3,016 17.40	3,167 18.27	3,325 19.18	3,491 20.14	Monthly Hourly
4118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,149 18.17	3,306 19.07	3,471 20.03	3,645 21.03	3,827 22.08	Monthly Hourly
4166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/ I	PEU, Local 1	4,483 25.86	4,707 27.16	4,942 28.51	5,189 29.94	5,449 31.44	Monthly Hourly
4235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,154 29.73	5,412 31.22	5,683 32.79	5,967 34.43	6,266 36.15	Monthly Hourly

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	5,929 34.21	6,225 35.91	6,536 37.71	6,863 39.59	7,206 41.57	Monthly Hourly
4284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	3,449 19.90	3,621 20.89	3,802 21.93	3,992 23.03	4,191 24.18	Monthly Hourly
4286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	3,965 22.88	4,163 24.02	4,371 25.22	4,590 26.48	4,820 27.80	Monthly Hourly
4287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	4,561 26.31	4,789 27.63	5,028 29.01	5,279 30.46	5,543 31.98	Monthly Hourly
4131	WATER TREATMENT FACILITY OPER.TRAINEE	PEU, Local 1	3,897 22.48	4,092 23.61	4,297 24.79	4,512 26.03	4,738 27.33	Monthly Hourly
4180	WATER TREATMENT FACILITY OPERATOR II	PEU, Local 1	4,483 25.86	4,707 27.16	4,942 28.51	5,189 29.94	5,449 31.44	Monthly Hourly
4230	WATER TREATMENT FACILITY OPERATOR III	PEU, Local 1	5,154 29.73	5,412 31.22	5,683 32.79	5,967 34.43	6,266 36.15	Monthly Hourly
4291	WATER TREATMENT FACILITY OPERATOR IV	PEU, Local 1	5,929 34.21	6,225 35.91	6,536 37.71	6,863 39.59	7,206 41.57	Monthly Hourly

Pensionable Compensation for New Members (PEPRA)

A shift differential of 5% of base pay shall be paid to those operators who are assigned to work from 7:00pm to 7:00am. Operators who utilize vacation, sick leave, CTO or any other paid leave time, shall not be paid shift differential while on such leave.

Certification Pay:

Employees whose job functions include pesticide application are eligible for certificate pay of \$50.00 per month for possession of a Pesticide Application certification. Employees whose job functions include pool operations are eligible for certificate pay of \$50.00 per month for possession of Pool Operations certification.

Maintenance workers in the Water Distribution Division that do not meet minimum qualifications for the Water Distribution Operator classification, shall remain in the maintenance worker classification and continue to receive certification pay as follows:

D-1: \$50 per month

D-2: 2.5% of salary per month

D-3: 2.5% of salary per month

D-4: 2.5% of salary per month

Total amount of certification pay cannot exceed 10% of the employees' salary (including bilingual pay)

Non-Water Employees possessing a D-1, D-2 or D-3 certificate will receive an additional \$50, non cumulative (cap)

Local 1 employees who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

Public Employees Union, Local #1

		EFFECTIVE 06/05/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5101	ACCOUNTANT I	PEU, Local 1	4,346 25.07	4,455 25.70	4,563 26.33	4,677 26.98	4,791 27.64	4,911 28.33	5,031 29.03	5,157 29.75	5,283 30.48	Monthly Hourly
5052	ACCOUNT CLERK	PEU, Local 1	2,812 16.22	2,883 16.63	2,953 17.04	3,027 17.46	3,101 17.89	3,179 18.34	3,256 18.78	3,338 19.26	3,419 19.73	Monthly Hourly
5100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,244 18.72	3,325 19.18	3,406 19.65	3,491 20.14	3,576 20.63	3,666 21.15	3,755 21.66	3,849 22.21	3,942 22.74	Monthly Hourly
5162	ACCOUNT CLERK-SENIOR	PEU, Local 1	3,732 21.53	3,826 22.07	3,919 22.61	4,017 23.18	4,115 23.74	4,218 24.33	4,321 24.93	4,429 25.55	4,537 26.17	Monthly Hourly
5015	ACCOUNTING TECHNICIAN	PEU, Local 1	3,781 21.81	3,876 22.36	3,970 22.90	4,070 23.48	4,169 24.05	4,273 24.65	4,377 25.25	4,487 25.89	4,596 26.52	Monthly Hourly
5244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,088 23.58	4,190 24.17	4,292 24.76	4,400 25.38	4,507 26.00	4,620 26.65	4,732 27.30	4,850 27.98	4,968 28.66	Monthly Hourly
5020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	3,604 20.79	3,694 21.31	3,784 21.83	3,879 22.38	3,973 22.92	4,073 23.50	4,172 24.07	4,276 24.67	4,381 25.27	Monthly Hourly
5040	ADMINISTRATIVE CLERK I	PEU, Local 1	2,396 13.82	2,456 14.17	2,516 14.52	2,579 14.88	2,642 15.24	2,708 15.62	2,774 16.00	2,844 16.41	2,913 16.81	Monthly Hourly
5060	ADMINISTRATIVE CLERK II	PEU, Local 1	2,637 15.21	2,703 15.59	2,769 15.98	2,838 16.37	2,907 16.77	2,980 17.19	3,052 17.61	3,128 18.05	3,205 18.49	Monthly Hourly
5085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,036 17.52	3,112 17.95	3,188 18.39	3,268 18.85	3,347 19.31	3,431 19.79	3,514 20.27	3,602 20.78	3,689 21.28	Monthly Hourly
5025	ADMINISTRATIVE TECHNICIAN	PEU, Local 1	3,313 19.11	3,396 19.59	3,479 20.07	3,566 20.57	3,653 21.08	3,745 21.61	3,836 22.13	3,932 22.68	4,028 23.24	Monthly Hourly
5090	ANIMAL SERVICES OFFICER I	PEU, Local 1	2,844 16.41	2,915 16.82	2,986 17.23	3,061 17.66	3,135 18.09	3,214 18.54	3,292 18.99	3,374 19.47	3,457 19.94	Monthly Hourly
5095	ANIMAL SERVICES OFFICER II	PEU, Local 1	3,117 17.98	3,195 18.43	3,273 18.88	3,355 19.36	3,437 19.83	3,523 20.33	3,609 20.82	3,699 21.34	3,789 21.86	Monthly Hourly
5155	ARBORIST, SENIOR	PEU, Local 1	3,621 20.89	3,712 21.42	3,802 21.93	3,897 22.48	3,992 23.03	4,092 23.61	4,192 24.18	4,297 24.79	4,401 25.39	Monthly Hourly
5270	BUILDING INSPECTOR I	PEU, Local 1	4,034 23.27	4,135 23.86	4,236 24.44	4,342 25.05	4,448 25.66	4,559 26.30	4,670 26.94	4,787 27.62	4,903 28.29	Monthly Hourly

Public Employees Union, Local #1

		EFFECTIVE 06/05/18 - NEW HIRES ONLY											
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS										
			1	2	3	4	5	6	7	8	9		
5292	BUILDING INSPECTOR II	PEU, Local 1	4,438 25.60	4,549 26.24	4,660 26.88	4,777 27.56	4,893 28.23	5,016 28.94	5,138 29.64	5,266 30.38	5,395 31.12	Monthly Hourly	
5062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,210 18.52	3,291 18.99	3,371 19.45	3,456 19.94	3,540 20.42	3,629 20.94	3,717 21.44	3,810 21.98	3,903 22.51	Monthly Hourly	
5121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	3,510 20.25	3,598 20.76	3,686 21.27	3,778 21.80	3,870 22.33	3,967 22.89	4,063 23.44	4,165 24.03	4,267 24.62	Monthly Hourly	
5285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,337 25.02	4,446 25.65	4,554 26.27	4,668 26.93	4,782 27.59	4,902 28.28	5,021 28.97	5,147 29.69	5,272 30.42	Monthly Hourly	
5115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,356 19.36	3,440 19.85	3,524 20.33	3,612 20.84	3,700 21.35	3,793 21.88	3,885 22.41	3,982 22.97	4,079 23.53	Monthly Hourly	
5144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,690 21.29	3,783 21.83	3,875 22.36	3,972 22.92	4,069 23.48	4,171 24.06	4,272 24.65	4,379 25.26	4,486 25.88	Monthly Hourly	
5243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,186 24.15	4,291 24.76	4,395 25.36	4,505 25.99	4,615 26.63	4,731 27.29	4,846 27.96	4,967 28.66	5,089 29.36	Monthly Hourly	
5050	CUSTODIAN I	PEU, Local 1	2,528 14.58	2,591 14.95	2,654 15.31	2,721 15.70	2,787 16.08	2,857 16.48	2,926 16.88	2,999 17.30	3,072 17.72	Monthly Hourly	
5082	CUSTODIAN II	PEU, Local 1	2,912 16.80	2,985 17.22	3,058 17.64	3,135 18.09	3,211 18.53	3,292 18.99	3,372 19.45	3,456 19.94	3,540 20.43	Monthly Hourly	
5030	CUSTOMER SERVICES REP I	PEU, Local 1	2,754 15.89	2,823 16.29	2,892 16.68	2,965 17.11	3,037 17.52	3,113 17.96	3,189 18.40	3,269 18.86	3,349 19.32	Monthly Hourly	
5070	CUSTOMER SERVICES REP II	PEU, Local 1	3,019 17.42	3,095 17.86	3,170 18.29	3,250 18.75	3,329 19.21	3,412 19.68	3,495 20.16	3,582 20.67	3,670 21.17	Monthly Hourly	
5161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,457 19.94	3,544 20.45	3,630 20.94	3,721 21.47	3,812 21.99	3,908 22.55	4,003 23.09	4,103 23.67	4,203 24.25	Monthly Hourly	
5170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,514 26.04	4,627 26.69	4,740 27.35	4,859 28.03	4,977 28.71	5,102 29.43	5,226 30.15	5,357 30.91	5,488 31.66	Monthly Hourly	
5265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,191 29.95	5,321 30.70	5,451 31.45	5,588 32.24	5,724 33.02	5,867 33.85	6,010 34.67	6,160 35.54	6,311 36.41	Monthly Hourly	

Public Employees Union, Local #1

		EFFECTIVE 06/05/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5280	ELECTRICAL TECHNICIAN III	PEU, Local 1	5,971 34.45	6,121 35.31	6,270 36.17	6,427 37.08	6,583 37.98	6,748 38.93	6,912 39.88	7,085 40.88	7,257 41.87	Monthly Hourly
5300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,321 30.70	5,454 31.47	5,587 32.23	5,727 33.04	5,866 33.84	6,013 34.69	6,159 35.53	6,313 36.42	6,467 37.31	Monthly Hourly
5215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,602 20.78	3,692 21.30	3,782 21.82	3,877 22.37	3,971 22.91	4,071 23.49	4,170 24.06	4,274 24.66	4,379 25.26	Monthly Hourly
5250	ENGINEERING TECHNICIAN II	PEU, Local 1	3,894 22.47	3,992 23.03	4,089 23.59	4,191 24.18	4,293 24.77	4,401 25.39	4,508 26.01	4,621 26.66	4,734 27.31	Monthly Hourly
5295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,486 25.88	4,598 26.53	4,710 27.17	4,828 27.85	4,945 28.53	5,069 29.24	5,192 29.95	5,322 30.70	5,452 31.45	Monthly Hourly
5160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	3,894 22.47	3,992 23.03	4,089 23.59	4,191 24.18	4,293 24.77	4,401 25.39	4,508 26.01	4,621 26.66	4,734 27.31	Monthly Hourly
5031	FACILITY AIDE	PEU, Local 1	2,403 13.86	2,463 14.21	2,523 14.56	2,586 14.92	2,649 15.28	2,715 15.66	2,781 16.04	2,851 16.45	2,920 16.85	Monthly Hourly
5036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,805 16.18	2,875 16.59	2,945 16.99	3,019 17.42	3,092 17.84	3,170 18.29	3,247 18.73	3,328 19.20	3,409 19.67	Monthly Hourly
5083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,073 17.73	3,150 18.17	3,227 18.62	3,308 19.08	3,388 19.55	3,473 20.04	3,557 20.52	3,646 21.03	3,735 21.55	Monthly Hourly
5010	GROUNDSKEEPER	PEU, Local 1	2,080 12.00	2,132 12.30	2,184 12.60	2,239 12.92	2,293 13.23	2,351 13.56	2,408 13.89	2,468 14.24	2,529 14.59	Monthly Hourly
5028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,206 24.27	4,311 24.87	4,416 25.48	4,527 26.12	4,637 26.75	4,753 27.42	4,869 28.09	4,991 28.79	5,112 29.49	Monthly Hourly
5246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,356 25.13	4,465 25.76	4,574 26.39	4,689 27.05	4,803 27.71	4,923 28.40	5,043 29.09	5,169 29.82	5,295 30.55	Monthly Hourly
5260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	4,792 27.65	4,912 28.34	5,032 29.03	5,158 29.76	5,284 30.48	5,416 31.25	5,548 32.01	5,687 32.81	5,825 33.61	Monthly Hourly
5281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,514 26.04	4,627 26.69	4,740 27.35	4,859 28.03	4,977 28.71	5,102 29.43	5,226 30.15	5,357 30.91	5,488 31.66	Monthly Hourly
5282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,191 29.95	5,321 30.70	5,451 31.45	5,588 32.24	5,724 33.02	5,867 33.85	6,010 34.67	6,160 35.54	6,311 36.41	Monthly Hourly

Public Employees Union, Local #1

		EFFECTIVE 06/05/18 - NEW HIRES ONLY											
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS										
			1	2	3	4	5	6	7	8	9		
5283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	5,971 34.45	6,121 35.31	6,270 36.17	6,427 37.08	6,584 37.98	6,749 38.94	6,913 39.88	7,085 40.88	7,257 41.87	Monthly	Hourly
5110	KENNEL ATTENDANT I	PEU, Local 1	2,275 13.13	2,332 13.45	2,389 13.78	2,449 14.13	2,508 14.47	2,571 14.83	2,633 15.19	2,699 15.57	2,765 15.95	Monthly	Hourly
5111	KENNEL ATTENDANT II	PEU, Local 1	2,528 14.58	2,591 14.95	2,654 15.31	2,721 15.70	2,787 16.08	2,857 16.48	2,926 16.88	2,999 17.30	3,072 17.72	Monthly	Hourly
5112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	2,912 16.80	2,985 17.22	3,058 17.64	3,135 18.09	3,211 18.53	3,292 18.99	3,372 19.45	3,456 19.94	3,540 20.43	Monthly	Hourly
5045	LABORATORY RECEPTIONIST	PEU, Local 1	2,396 13.82	2,456 14.17	2,516 14.52	2,579 14.88	2,642 15.24	2,708 15.62	2,774 16.00	2,844 16.41	2,913 16.81	Monthly	Hourly
5064	LABORATORY ASSISTANT	PEU, Local 1	2,876 16.59	2,948 17.01	3,020 17.42	3,096 17.86	3,171 18.29	3,251 18.76	3,330 19.21	3,413 19.69	3,497 20.17	Monthly	Hourly
5130	LABORATORY TECHNICIAN I	PEU, Local 1	3,451 19.91	3,538 20.41	3,624 20.91	3,715 21.43	3,805 21.95	3,900 22.50	3,995 23.05	4,095 23.63	4,195 24.20	Monthly	Hourly
5181	LABORATORY TECHNICIAN II	PEU, Local 1	3,800 21.92	3,895 22.47	3,990 23.02	4,090 23.60	4,190 24.17	4,295 24.78	4,399 25.38	4,509 26.01	4,619 26.65	Monthly	Hourly
5220	MECHANIC	PEU, Local 1	3,624 20.91	3,715 21.43	3,805 21.95	3,900 22.50	3,995 23.05	4,095 23.63	4,195 24.20	4,300 24.81	4,404 25.41	Monthly	Hourly
5225	MECHANIC-LEAD	PEU, Local 1	4,171 24.06	4,276 24.67	4,380 25.27	4,490 25.90	4,599 26.53	4,714 27.20	4,829 27.86	4,950 28.56	5,070 29.25	Monthly	Hourly
5063	PARK MAINTENANCE WORKER I	PEU, Local 1	2,872 16.57	2,944 16.98	3,016 17.40	3,092 17.84	3,167 18.27	3,246 18.73	3,325 19.18	3,408 19.66	3,491 20.14	Monthly	Hourly
5122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,149 18.17	3,228 18.62	3,306 19.07	3,389 19.55	3,471 20.03	3,558 20.53	3,645 21.03	3,736 21.55	3,827 22.08	Monthly	Hourly
5200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,621 20.89	3,712 21.42	3,802 21.93	3,897 22.48	3,992 23.03	4,092 23.61	4,192 24.18	4,297 24.79	4,401 25.39	Monthly	Hourly
5245	PLANNER-ASSISTANT	PEU, Local 1	4,415 25.47	4,526 26.11	4,636 26.75	4,752 27.42	4,868 28.08	4,990 28.79	5,111 29.49	5,239 30.23	5,366 30.96	Monthly	Hourly

Public Employees Union, Local #1

		EFFECTIVE 06/05/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5255	PLANS EXAMINER	PEU, Local 1	4,438 25.60	4,549 26.24	4,660 26.88	4,777 27.56	4,893 28.23	5,016 28.94	5,138 29.64	5,266 30.38	5,395 31.12	Monthly Hourly
5140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,470 25.79	4,582 26.43	4,693 27.08	4,811 27.76	4,928 28.43	5,051 29.14	5,174 29.85	5,303 30.59	5,433 31.34	Monthly Hourly
5221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	5,140 29.65	5,269 30.40	5,397 31.14	5,532 31.92	5,667 32.69	5,809 33.51	5,950 34.33	6,099 35.19	6,248 36.04	Monthly Hourly
5320	PRETREATMENT COORDINATOR	PEU, Local 1	4,924 28.41	5,047 29.12	5,170 29.83	5,299 30.57	5,428 31.32	5,564 32.10	5,699 32.88	5,842 33.70	5,984 34.53	Monthly Hourly
5061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	2,872 16.57	2,944 16.98	3,016 17.40	3,092 17.84	3,167 18.27	3,246 18.73	3,325 19.18	3,408 19.66	3,491 20.14	Monthly Hourly
5120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,149 18.17	3,228 18.62	3,306 19.07	3,389 19.55	3,471 20.03	3,558 20.53	3,645 21.03	3,736 21.55	3,827 22.08	Monthly Hourly
5150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	3,631 20.95	3,722 21.47	3,813 22.00	3,909 22.55	4,004 23.10	4,104 23.68	4,204 24.25	4,309 24.86	4,415 25.47	Monthly Hourly
5185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,171 24.06	4,276 24.67	4,380 25.27	4,490 25.90	4,599 26.53	4,714 27.20	4,829 27.86	4,950 28.56	5,070 29.25	Monthly Hourly
5080	RECREATION COORDINATOR	PEU, Local 1	2,674 15.43	2,741 15.81	2,808 16.20	2,878 16.60	2,948 17.01	3,022 17.43	3,095 17.86	3,172 18.30	3,250 18.75	Monthly Hourly
5117	REGISTERED VETERINARY TECH	PEU, Local 1	2,940 16.96	3,014 17.39	3,087 17.81	3,164 18.25	3,241 18.70	3,322 19.17	3,403 19.63	3,488 20.12	3,573 20.61	Monthly Hourly
5135	SWEEPER OPERATOR	PEU, Local 1	3,626 20.92	3,717 21.44	3,807 21.96	3,902 22.51	3,997 23.06	4,097 23.64	4,197 24.21	4,302 24.82	4,406 25.42	Monthly Hourly
5058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	2,872 16.57	2,944 16.98	3,016 17.40	3,092 17.84	3,167 18.27	3,246 18.73	3,325 19.18	3,408 19.66	3,491 20.14	Monthly Hourly
5118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,149 18.17	3,228 18.62	3,306 19.07	3,389 19.55	3,471 20.03	3,558 20.53	3,645 21.03	3,736 21.55	3,827 22.08	Monthly Hourly
5166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/I	PEU, Local 1	4,483 25.86	4,595 26.51	4,707 27.16	4,825 27.84	4,942 28.51	5,066 29.23	5,189 29.94	5,319 30.69	5,449 31.44	Monthly Hourly
5235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,154 29.73	5,283 30.48	5,412 31.22	5,548 32.01	5,683 32.79	5,825 33.61	5,967 34.43	6,116 35.28	6,266 36.15	Monthly Hourly

Public Employees Union, Local #1

		Bargaining Group	EFFECTIVE 06/05/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION		1	2	3	4	5	6	7	8	9		
5293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	5,929 34.21	6,077 35.06	6,225 35.91	6,381 36.81	6,536 37.71	6,700 38.65	6,863 39.59	7,035 40.59	7,206 41.57	Monthly Hourly	
5284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	3,449 19.90	3,535 20.39	3,621 20.89	3,712 21.42	3,802 21.93	3,897 22.48	3,992 23.03	4,092 23.61	4,191 24.18	Monthly Hourly	
5286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	3,965 22.88	4,064 23.45	4,163 24.02	4,267 24.62	4,371 25.22	4,481 25.85	4,590 26.48	4,705 27.14	4,820 27.80	Monthly Hourly	
5287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	4,561 26.31	4,675 26.97	4,789 27.63	4,909 28.32	5,028 29.01	5,154 29.73	5,279 30.46	5,411 31.22	5,543 31.98	Monthly Hourly	
5131	WATER TREATMENT PLANT OPER.TRAINEE	PEU, Local 1	3,897 22.48	3,995 23.05	4,092 23.61	4,195 24.20	4,297 24.79	4,405 25.41	4,512 26.03	4,625 26.68	4,738 27.33	Monthly Hourly	
5180	WATER TREATMENT PLANT OPERATOR II	PEU, Local 1	4,483 25.86	4,595 26.51	4,707 27.16	4,825 27.84	4,942 28.51	5,066 29.23	5,189 29.94	5,319 30.69	5,449 31.44	Monthly Hourly	
5230	WATER TREATMENT PLANT OPERATOR III	PEU, Local 1	5,154 29.73	5,283 30.48	5,412 31.22	5,548 32.01	5,683 32.79	5,825 33.61	5,967 34.43	6,116 35.28	6,266 36.15	Monthly Hourly	
5291	WATER TREATMENT PLANT OPERATOR IV	PEU, Local 1	5,929 34.21	6,077 35.06	6,225 35.91	6,381 36.81	6,536 37.71	6,700 38.65	6,863 39.59	7,035 40.59	7,206 41.57	Monthly Hourly	

Pensionable Compensation for New Members (PEPRA)

CTO or any other paid leave time, shall not be paid shift differential while on such leave.

Certification Pay:

Employees whose job functions include pesticide application are eligible for certificate pay of \$50.00 per month for possession of a Pesticide Application certification. Employees whose job functions include pool operations are eligible for certificate pay of \$50.00 per month for possession of Pool Operations certification.

Maintenance workers in the Water Distribution Division that do not meet minimum qualifications for the Water Distribution Operator classification, shall remain in the maintenance worker classification and continue to receive certification pay as follows:

- D-1: \$50 per month
- D-2: 2.5% of salary per month
- D-3: 2.5% of salary per month
- D-4: 2.5% of salary per month

Total amount of certification pay cannot exceed 10% of the employees' salary (including bilingual pay)

Non-Water Employees possessing a D-1, D-2 or D-3 certificate will receive an additional \$50, non cumulative (cap)

Local 1 employees who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

Part-Time, Extra Help, Limited Term and At-Will Contract Employees

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS				
			1	2	3	4	5
0110*	Intern Worker		12.00		TO		16.00
4000	Public Works Maintenance Worker (Temp)		12.00	12.50	13.00	13.50	14.00
4125	Water/Wastewater Operator-in-Training		12.00	12.50	13.00	13.50	14.00
4105	Plan Checker-Permit Tech		4,252	4,465	4,688	4,922	5,169
			24.53	25.76	27.05	28.40	29.82
2030*	Reserve Police Officer (Level I) - see notes 1 & 2		17.31				
	Reserve Police Officer (Level Ia) - see notes 1,2&3		26.64				
2020*	Reserve Police Officer (Level II) - see notes 1 & 2		13.85				
2010*	Relief Public Safety Dispatcher		12.00				
300	Police Officer Trainee		12.00				
0200*	Recreation Worker		12.00		TO		50.00
	(Sub Classifications)						
	* Recreation Leader I		12.00	12.35	12.97		
	* Recreation Leader II		12.97	13.62	14.30		
	* Recreation Leader III		14.30	15.02	15.77		
	* Recreation Specialist I		12.00		TO		25.00
	* Recreation Specialist II		25.00		TO		50.00
	* Lifeguard/Instructor I		12.97	13.62	14.30	15.02	15.77
	* Lifeguard/Instructor II		15.77	16.56	17.39	18.26	19.17
4116	Veterinary Assistant		2,346	2,463	2,586	2,715	2,851
			13.53	14.21	14.92	15.66	16.45

1/ Reserves must serve a minimum of 16 hours per month reserve service.

2/ City purchases safety equipment and uniforms (except for regular employees who receive a uniform allowance). Shirts, ties, hats, and badge only are purchased.

3/ The Reserve Police Officer would only receive the higher pay after he/she has completed the Field Training Program, has already worked his/her mandatory sixteen hours per month, and is covering a shift or partial shift for a regular full-time Officer.

* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

** Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.

EMPLOYEE BARGAINING GROUPS

CON - Confidential
 PEU, Local 1 - General Employees
 DH - Department Head
 MM - Middle Manager
 FM - Fire Management

FLM - 1st Level Manager
 PD - Police Department
 FIRE - Fire Department
 PS - Police Sergeant