

CITY OF YUBA CITY
STAFF REPORT

Date: December 15, 2020
To: Honorable Mayor & Members of the City Council
From: Human Resources
Presentation By: Natalie Springer, Human Resources Director

Summary

Subject: Implement the Recreation Supervisor I/II and III salary schedule changes per the First Level Manager's Letter of Understanding effective January 1, 2021.

Recommendation: A. Adopt a Resolution to adjust the City's salary schedule to comply with the First Level Manager's Letter of Understanding for the Recreation Supervisor I/II and III effective January 1, 2021.

B. Approve a supplemental appropriation of \$15,800 to the FY 2020/2021 adopted budget.

Fiscal Impact: An increase in yearly Salary and Benefit costs of \$31,600.

Purpose:

To comply with the First Level Managers (FLM) Letter of Understanding (LOU) for the Recreation Supervisor I/II and III salary schedule adjustments effective January 1, 2021.

Background:

As part of the FLM July 1, 2019 through June 30, 2020 LOU, the City agreed to annually adjust the Recreation Supervisor I, step 1, to an amount that is at least double the minimum wage. The California minimum wage increases from \$13.00 to \$14.00 per hour effective January 1, 2021. Therefore, the Recreation Supervisor I, step 1, hourly rate should be increased to \$28 per hour on January 1, 2021. The remaining salary steps in the Recreation Supervisor I are increased to maintain the existing 2.5% or 5% salary step separation, as applicable. Additionally, per the FLM LOU, the Recreation Supervisor II and III classifications salary steps are adjusted to preserve the existing percentage separation between the classifications.

Analysis:

The following job classifications will be affected:

- Recreation Supervisor I/II
- Recreation Supervisor III

In the future, the Recreation Supervisor I/II and III salary schedule changes will be included with the minimum wage updates to City Council.

Fiscal Impact:

The proposed changes will result in a net increase in cost of \$15,900 for FY 20/21. The yearly impact will result in a net increase of \$31,600. Costing does not include increased benefit rates or pension costs for the first six months of FY 21/22.

Alternatives:

If not adopted, the City will be out of compliance with the FLM LOU.

Recommendation:

Adopt a Resolution to adjust the City's salary schedule to comply with the First Level Manager's Letter of Understanding for the Recreation Supervisor I/II and III effective January 1, 2021.

Attachments:

- A. Resolution
- B. First Level Manager's Letter of Understanding July 1, 2019 through June 30, 2020
- C. Salary Schedule

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Finance
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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 IMPACT ON THE RECREATION SUPERVISOR I/II
AND III SALARY STEPS**

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

WHEREAS, the City Council approved the salary schedule wage adjustments caused by the new minimum wage of \$14 per hour effective January 1, 2021;

WHEREAS, the City and First Level Managers previously agreed per the Letter of Understanding to increase the Recreation Supervisor I/II and III salary steps when the California minimum wage increased;

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

Approve the adjustments to the City's salary schedule for the Recreation Supervisor I/II and III classifications:

- Recreation Supervisor I, step 1, shall be adjusted to at least double the minimum wage to \$28 per hour effective January 1, 2021;
- The remaining Recreation Supervisor I steps shall be adjusted to maintain either the 2.5% or 5% salary step separation;
- Recreation Supervisor II and III steps shall be adjusted to remain at the existing percentage separation gaps.

The Human Resources Director is hereby authorized to modify the publicly available compensation schedule.

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 15th day of December 2020.

AYES:

NOES:

ABSENT:

Marc Boomgaarden, Mayor

ATTEST:

Ciara Wakefield, Deputy City Clerk

APPROVED AS TO FORM:

Stacey Sheston
BB&K, Special Counsel

ATTACHMENT B

LETTER OF UNDERSTANDING

Between

The City of Yuba City

And

The First Level Managers

July 1, 2019 through June 30, 2020

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ARTICLE 1 SALARY

1.1 Salary Increases

Effective the first full pay period following July 1, 2019 the City agrees to a 2% salary increase.

1.2 New 9-Step Salary Schedule

Effective November 25, 2017, a 9-step salary schedule was implemented for new City employees hired in any FLM positions. The 9-step salary schedule shall have both the first step and last step the same as the 5-step salary schedule.

1.3 Bilingual Pay

First Level Managers who are proficient in speaking a foreign language shall receive an additional \$23.08 per work week. The second language must be one commonly spoken in the greater Yuba City area and thus of benefit to the City in providing services to the community residents. The method of certifying proficiency and the determination of which language will be covered under this program shall be determined by the City in consultation with First Level Managers.

1.4 Animal Services Standby Pay

When the Animal Services Manager is on vacation or off duty due to injury or illness:

- The Animal Services Supervisor shall maintain phone availability during the hours between 7:45 am and 6:45 pm, seven days each week, which correlates to the duty hours of the Animal Control Officers.
 - The Animal Services Supervisor shall be available **only** to Animal Control Officers who are on probation. Animal Control Officers who have successfully passed probation are expected to work independently and make sound judgements relative to field calls and shelter operations in the absence of a supervisor.
 - Unless there is an extreme emergency, the stand-by call-out for the Animal Services Supervisor shall be for phone consultation to provide direction. Rarely, would the Animal Services Supervisor be required to respond to a location to give direction to Animal Control Officers, however, the possibility is that it could occur at some point. The Animal Services Supervisor is responsible for determining whether responding to a location is warranted. In some cases, the Animal Services Supervisor will receive direction from Animal Services Manager to report to a location.
- If the Animal Services Supervisor is required to stand-by during otherwise off-duty hours, stand-by pay shall be compensated at \$2.45 per hour.
- The Animal Services Manager and Animal Services Supervisor will alternate planned time off to ensure management staff is available for phone consultation by subordinate staff. No other staff member will fill in for management consultation in the absence of the Animal Services Manager or Animal Services Supervisor with the exception of the Executive Director.
- The Animal Services Supervisor will not be issued a take-home vehicle.

- The Animal Services Supervisor will utilize their Department issued cellphone as needed for any phone consultation work performed while on stand-by.
- The Animal Services Supervisor shall be compensated in the same manner as the stand-by Animal Control Officer. When responding to a stand-by phone consultation or call-out, the Animal Shelter Supervisor shall receive a minimum two (2) hours at time and one-half the employees' regular rate of pay. Multiple call-outs within a two (2) hour minimum period (starting from the time of the first call) are not separately compensable. If continuous work hours exceed the two (2) hour minimum, the actual time worked is paid at time and one – half the employees' regular pay. If responding to a location, callback pay is from portal to portal when calculating actual hours worked.
- When on stand-by, the Animal Services Supervisor must refrain from the use of alcohol, medication or substances that may interfere with their ability to effectively respond to any call for service. The Animal Services Supervisor must be available by phone and, if needed, be physically able to respond within 45 minutes to an incident location within Animal Control's jurisdiction.
- The Animal Services Supervisor shall maintain a current California Driver's License.

1.5 Communications Center Coordinator Education Pay

The Communications Center Coordinator shall receive education incentive pay. Incentive pays are not cumulative, meaning that an employee is eligible only for one incentive for each type of degree or certificate (i.e., if an employee has two Associate's degrees, the employee is eligible for an incentive of 2.5%; if an employee has an Associate's degree and a POST Public Safety Dispatch Intermediate, the employee is eligible for an incentive of 5.0%). The total for all the above incentives shall not exceed 7.5%.

The educational incentive shall be paid as follows:

- POST Public Safety Dispatch Intermediate 2.5%
- POST Public Safety Dispatch Advance 2.5%
- AA or AS degree 2.5%
- BA or BS degree 5.0%

1.6 Work Schedule

Assigned work schedule may be changed at sole discretion of the Department Head subject to written notice to the employee including the duration of work schedule no less than one (1) week prior to the implementation.

1.7 Recreation Supervisor I/II and III

Effective the first full pay period following City Council adoption, the Recreation Supervisor I, step 1 shall be adjusted to \$26 per hour. With this change, the remaining Recreation Supervisor I/II and III salary steps shall be adjusted to reflect this increase. Ongoing the Recreation Supervisor I, step 1, shall be adjusted to at least double the minimum wage. The remaining Recreation Supervisor I/II and III steps shall be adjusted to remain at the current separation.

ARTICLE 2 PUBLIC EMPLOYEES' RETIREMENT SYSTEM

2.1 Retirement Terminology

Retirement benefits shall be provided to eligible employees in accordance with the appropriate, then existing, contract between the City and the California Public Employees' Retirement System (CalPERS).

The use of terms "classic member" and "new member" shall be as defined by CalPERS and the Public Employee Pension Reform Act of 2013 (PEPRA).

A new CalPERS member is defined as:

- An individual who becomes a member of any public retirement system for the first time on or after January 1, 2013, and has no prior membership in any other public retirement system; or
- An individual who becomes a member of any public retirement system for the first time on or after January 1, 2013, and is not eligible for reciprocity with another public retirement system; or
- An individual who established prior membership in a retirement system and after a break in service of more than six months, returns to active membership in that system with a new employer.

2.2 Classic Member Retirement Formula

A. Employees classified as classic member miscellaneous category:

- The 2.7% at 55 (8% member contribution) CalPERS formula shall be provided for classic member miscellaneous category employees hired on or before June 30, 2012. Effective July 1, 2012, 2% at 55 formula (7% member contribution) was provided for new classic member miscellaneous employees hired on or after July 1, 2012.

B. All other current retirement benefits including the optional benefit programs in the existing contract between the City and CalPERS for miscellaneous shall remain in effect to the extent permitted by law.

2.3 "New Member" Retirement Formulas Provided by Statute

A. Employees classified as new member miscellaneous category employees.

- 2% at 62 retirement formula.

2.4 CalPERS Contributions by Employees

A. Employees classified as classic miscellaneous:

- Effective with the CalPERS contract amendment for 2014, all classic miscellaneous employees shall cost share 4% (or 3.5% for those classic members at the 2% at 55 retirement formula) towards the employer contribution rate. (Example: the intent is

that if the City's required employer contribution is 23%, the City would pay 19% and the employees would pay 4%.)

- Effective July 1, 2015 or as soon as CalPERS approves the contract amendment, whichever occurs later, all classic miscellaneous employees shall cost share 8% (or 7% for those classic members at the 2% at 55 retirement formula) towards the employer contribution rate.
- B. New CalPERS member shall contribute towards their retirement benefits in accordance with PEPRA.
- C. All applicable contributions identified in (A) thru (B) above shall be made through payroll deduction on a pre-tax basis.

2.5 City's Paying and Reporting the Value of the Member Contribution (Classic Only)

The City shall pay 100% of the employee's contribution to CalPERS and continue to report 100% of the employer payment of member contributions to CalPERS as additional compensation for retirement purposes only.

ARTICLE 3 FLOATING HOLIDAYS

Two (2) floating holidays per fiscal year shall be provided which must be used during the fiscal year. These two floating holidays have no cash value and may not be carried over to a subsequent fiscal year. If any employee in this unit does not use either or both of these floating holidays during the fiscal year when the holidays are provided, the employee forfeits the unused floating holiday(s). Scheduling/approval of use of the floating holidays must be in accordance with the requirements of Rule 2.08 in the Personnel/Rules and Regulations.

ARTICLE 4 FY 2019-2020 HOLIDAY CLOSURE

Employees covered by this agreements, as well as those in the Mid-Managers unit, have agreed to the 2020 Holiday Closure schedule set for in Exhibit D. Actual implementation logistics relating to this schedule will be provided following conclusion of discussions with the Local 1 unit.

ARTICLE 5 BENEFITS

5.1 Health Plans

A. Employee Contributions:

Employee contributions are on a pre-tax basis.

B. Health Care Premium Cost:

Effective with the November 15, 2014 pay period, the split is 80%/20% between the City and the employee, with the City paying 80% of the total premium cost and the employee paying 20%. The contribution shall be based on the lowest cost health plan available to the majority of City employees.

C. Cash-in-lieu Payment:

Cash-in-Lieu payments are when an employee reduces the level of health care coverage rather than entire coverage shall be as follows:

- Employees, who reduce the level of health care coverage to which they are entitled, i.e. from full family coverage to employee plus one, or employee only coverage, or from employee plus one to employee only coverage, shall be entitled to a Cash-in-Lieu benefit. The Cash-in-Lieu benefit is based upon the lowest cost health plan available to the majority of City Employees.

The employee making the election covered above, shall receive the difference between the Cash-in-Lieu benefit to which they would have been entitled had they waived coverage at their present coverage level and Cash-in-Lieu benefit for the lower level elected.

- The Cash-in-Lieu of medical insurance bonus for employees electing to forego health insurance coverage will be based on the below percentages of the current lowest cost health plan available to the majority of City employees:

Employee only:	25%
Employee plus one dependent:	25%
Family coverage:	30%

5.2 Dental and Vision Plans

The City shall pay 90% of the premium and employees shall pay 10% of the premium. Premiums will be based on periodic actuarial conducted by an outside consultant.

Effective January 1, 2020, for dental, the calendar year maximum shall increase to \$1,750 and for vision, the benefit maximum (as defined in the plan document) shall increase to \$600 every 24 months.

A. Claims Administrator

The City may change the Dental and Vision Plan claims administrator at any time.

5.3 Life Insurance

Life insurance benefit amount of fifty thousand dollars (\$50,000) shall be maintained for First Level Managers.

5.4 EAP – Employee Assistance Program

The Yuba City Employee Assistance Program (EAP) is an employee benefit that assists employees with personal problems and/or work-related problems that may impact their job performance, health, mental and emotional well-being. The City offers free and confidential assessments, short-term counseling, referrals, and follow-up services for employees and their household members. For details about the EAP program, please see the Human Resources Department.

5.5 Health Benefits Committee

The First Level Managers shall designate one (1) representative to the committee. The general purpose of the committee is to address benefit plan design and cost containment. The committee

consists of members from each employee association and serves in an advisory capacity to management.

5.6 Short Term Disability

- A. **Waiting Period:** A 30-calendar day waiting period must pass before benefits are payable.
- B. **Premium:** The City shall set the Short Term Disability rates based on outside actuarial; no premium cap shall exist. The City agrees to discuss any changes to the premium with the First Level Manager representative prior to taking action.
- C. **Benefit:** The benefit shall be equal to 60% of earning at time of the disabling event; no dollar cap on the benefit shall exist.

5.7 Long Term Disability

At the City's expense, the City will provide a long-term disability program for employees.

5.8 Tuition Reimbursement

Effective the first full pay period after adoption, tuition reimbursement shall be increased to maximum of five thousand dollars (\$5,000) per fiscal year.

ARTICLE 6 DEFERRED COMPENSATION

First Level Managers shall receive a monthly City contribution of \$50 paid into the City of Yuba City deferred compensation plan.

ARTICLE 7 CERTIFICATIONS

The City shall pay the costs associated with obtaining and maintaining special certificates or licenses that are required by the State of California, the City of Yuba City or any governmental agency to obtain and maintain as a condition of employment. (Note: if the certificate or license is required prior to employment, the City will only reimburse post-hire expenses.)

ARTICLE 8 DEPT. OF TRANSPORTATION COMMERCIAL DRIVERS TESTING

It is mutually agreed that the Addendum to Alcohol and Drug Abuse Policy implementing the Omnibus Transportation Employee Testing Act of 1991 (Exhibit A) shall remain in effect.

ARTICLE 9 COMMERCIAL DRIVERS LICENSE EXAMINATION

Physical examinations for First Level Managers who are required to maintain a Class A or B California driver's license as a job requirement shall have the expense paid by the City. Employees may elect to go to their own personal physician or to the medical center designated by the City. Employees electing to go to their own personal physician shall be reimbursed upon submission of an itemized receipt to the Human Resources Department. The maximum amount eligible for reimbursement is the amount the City has contracted for with the designated medical center.

ARTICLE 10 VACATION LEAVE

10.1 Accrual Rate

First Level Managers shall accrue vacation leave at the rate stated in the Yuba City Rules and Regulations for all miscellaneous category employees.

10.2 Returning Former Employees

At the City Manager's discretion, First Level Management personnel who are returning, or who have returned, to City employment may be allowed to accrue vacation leave based upon the total years of service to the City or as otherwise agreed upon, under the following guidelines:

- a. They must have worked for the City at least five years previously;
- b. They must be hired into a First Level Management position upon return;
- c. The department head must make a written request to the City Manager and the City Manager must provide written instructions to Human Resources to take this action.

10.3 Vacation Accrual and Post-Separation Contributions of Accrued Leave Hours

With respect to accrued vacation leave hours (as well as other leave hours described below) that are on the books at the time of an employee's separation, the City will make mandatory contributions of such hours as follows:

Upon separation from employment, for retirement from City service or otherwise, 100% of eligible leave, including sick, vacation, administrative and comp time, (determined in accordance with City Rules and Regulations, applicable LOU and based upon length of service) shall be contributed on a mandatory basis for the benefit of the employee to the City's 457(b) plan by the City subject to the annual limitations on contributions to such plan, including catch up contribution limits if applicable. The eligible and remaining leave balance (determined in accordance with City Rules and Regulations, applicable LOU and based upon length of service) after the mandatory allocation to the 457(b) plan, shall be paid out to the employee in taxable compensation; provided that the total amount allocated to the 457(b) plan and paid as taxable compensation does not exceed the applicable limits as set forth in the LOU.

Example 1: An employee has 2500 hours of accrued sick leave and 300 hours of accrued vacation hours and is separating from service (whether to retire or otherwise). If the employee is subject to the 50% limit of total accrued sick leave based on their MOU and length of service, the employee would only have 1250 sick leave hours eligible for allocation. As such, only 1250 sick leave hours are considered eligible. The 1250 sick leave hours would be contributed to the City's 457(b) plan, subject to the applicable contribution limits, and any remaining hours would be paid out as taxable compensation. 100% of accrued vacation hours are eligible for allocation. As such, 300 hours would be contributed to the City's 457(b) plan, subject to the applicable contribution limits, and any remaining hours of the 1250 would be paid out as taxable compensation.

Example 2: An employee has 2500 hours of accrued sick leave and 300 hours of accrued vacation hours and is separating from service (whether to retire or otherwise). If the employee is subject to the 30% limit of total accrued sick leave based on their MOU and length of service, the employee would only have 750 sick leave hours eligible for allocation. As such, only 750 sick leave hours are considered "eligible". All 750 sick leave hours would be contributed to the City's 457(b) plan, subject to the applicable contribution limits, and any remaining hours would be paid out as taxable compensation. 100% of accrued vacation hours are eligible for allocation. As such, all 300 hours

would be contributed to the City's 457(b) plan, subject to the applicable contribution limits, and any remaining hours would be paid out as taxable compensation.

For clarification of a related note, the PERS Sick Leave Conversion is not available for the miscellaneous employees in this unit.

ARTICLE 11 CATASTROPHIC ILLNESS AND INJURY LEAVE DONATION PROGRAM

The Catastrophic Illness and Injury Leave Donation Program shall remain in effect (Exhibit B).

ARTICLE 12 ADMINISTRATIVE LEAVE

12.1 Exempt Classification

Those First Level Managers, whose job classification is declared exempt from overtime under the FLSA guideline, shall receive 80 hours administrative leave with the first payroll period of each calendar year in lieu of compensatory time and overtime. Employees may use the leave subject to the approval of their department head, except that leave cannot be used prior to separation of employment in order to delay the separation date. New hires shall receive a pro-rated amount of administrative leave for their first year based upon the month of hire.

12.2 Maximum Cash Out

FLM who receive administrative leave can elect once a year to cash out a maximum of 40 hours that will be accrued the following year. By December 1 of each year, an employee may annually make an irrevocable advance election to cash out a maximum of 40 hours of administrative leave that will be accrued in the next calendar year. The election shall be made on the form provided by the City for this purpose. The hours selected for cash-out will be paid in the first non-payroll week of January of the following year. (For example, if an employee elects in December 2018 to cash-out 40 hours that will be earned in 2019, those hours will be paid in January 2020).

12.3 Maximum Carry Over

Employees shall be allowed to carry over unused administrative leave to the next calendar year, subject to a maximum carryover balance of 80 hours.

12.4 Additional Allotment

At the discretion of the City Manager, an additional allotment of administrative leave not to exceed 40 hours per calendar year may be approved. Requests for additional leave allocation must be based on an excessive number of hours worked beyond normal management expectations during the calendar year to date of the request. Requests for additional leave must be resubmitted by the department head to the City Manager each year, if needed.

12.5 Separation of Employment

In the event of separation of employment, employees will be paid for unused administrative leave up to the maximum balance allowed Section 12.3 above.

ARTICLE 13 COMPENSATORY TIME

13.1 Maximum Accumulation

Compensatory time for non-exempt First Level Managers may be accumulated to a maximum of eighty (80) hours.

13.2 Maximum Cash Out

Upon written request, FLM who receive compensatory time can elect, once each year, to cash out a maximum of 40 hours of future compensatory time. By January 1 of each year, an employee may annually make an irrevocable advance election to cash out a maximum of 40 hours of compensatory time that will be accrued by November 30 of that calendar year. The election shall be made on the form provided by the City for this purpose. The hours selected for cash-out will be paid in the first non-payroll week in December. (For example, if an employee elects in January 2019 to cash-out 40 hours of CTO that will be accrued later that year, those hours will be paid in December 2019). An employee can only cash-out hours that are actually earned/accrued. For example, if a FLM elects, in January 2019, to cash-out 40 hours of CTO that will be earned before November 30, but only earns 32 hours in CTO in that timeframe, then only 32 hours will be paid out in December. Separate and apart from the employee's ability to make an irrevocable advance election, the City, at its option, may pay out up to 40 accrued hours of compensatory time at the end of each calendar year.

ARTICLE 14 ONE-TIME NON-PERSABLE STIPEND

In the first full pay period following City Council adoption of this Agreement, all members active on payroll on the day of City Council adoption shall receive a one-time non PERSable stipend of 2% base salary or \$1,500 whichever is greater.

ARTICLE 15 COUNSELING MEMORANDUM

The attached policy on Counseling Memos (Exhibit C) shall remain in effect.

ARTICLE 16 WATER CERTIFICATE PAY, CALLBACK, STAND BY AND SHIFT DIFFERENTIAL

16.1 Water Certificate Pay

The City's water distribution system is classified as a D4 system. Due to this D4 system classification, the Chief Operator is required to have a minimum of a D4 certificate, and shift operators are required to have a minimum of a D3 certificate. To meet the intent of this drinking water regulation, the City must have employees working in water distribution who possess water distribution certifications. Water Distribution Certificate pay is for employees who work with or have the potential to work with the City's water system, possess D-1 through D-4 certification, and is included in the employee's base hourly rate.

For this section, FLMs who are assigned to work in water distribution are referred to as "Water employees". FLMs who are not assigned to the area of water distribution are referred to as "Non-Water employees".

The chart below reflects how water distribution certificate pay is applied to Non-Water FLMs. Total amount of certification pay (when reduced to an hourly rate based on regularly scheduled hours)

cannot under any circumstances exceed 10% of the employees' base hourly rate (this includes bilingual pay).

Non-Water (i.e. Maintenance Supervisor-Streets): If multiple certification, only receive \$50 per month (cap).
\$50 per month (D-1)
\$50 per month (non-cumulative) (D-2)
\$50 per month (non-cumulative) (D-3)
N/A

Water Treatment FLMS who are required to have a treatment (T-1 through T-4) or distribution (D1 through D-4) certificate shall have the certification pay included in their hourly rate.

16.2 Callback and Stand-by Time

This section addresses the Public Works First Level Supervisor assigned to supervise the Water Distribution staff on stand-by for after hours and weekend/holidays for a seven-day period.

- A. There are two types of stand-by time: General and Water Distribution. The General stand-by employee is responsible for any after hour's calls except for Water Distribution related calls. The Water Distribution First Level Supervisor stand-by employee is the designated Chief Operator for the water system and must respond to water distribution calls while on stand-by duty.
- B. Stand-by pay shall be \$2.45 per hour for all hours occurring between the end of the shift and the beginning of the next regular shift. A rotation stand-by list will be created and posted in January each year. Only the First Level Supervisor assigned to Water Distribution will be eligible for stand-by pay on an "as needed basis". On an "as needed basis" is dependent upon the number of qualified D-3 or D-4 certified maintenance workers in the stand-by rotation. If needed, the Water Distribution First Level Supervisor must work on stand-by for water calls until it is determined that sufficient maintenance workers staffing levels exist to respond to water stand-by calls.
- C. The Water Distribution First Level Supervisor is allowed to trade stand-by weeks or individual days to stand-by eligible maintenance workers with written notice to their supervisor for approval at least two (2) days in advance of their scheduled stand-by week. The Water Distribution First Level Supervisor is provided a designated take home vehicle for the purpose of responding to call-outs. Take home vehicles will not be driven for any purpose other than driving to and from service calls and traveling to and from work. Employees required to use their personal vehicle while on stand-by shall receive the current IRS mileage rate for personal vehicle mileage while responding to callouts. Personal vehicle usage must have pre-approval of insurance coverage in accordance with the City's policy. When the Water Distribution First Level Supervisor is called back to work he shall receive a minimum two (2) hours at time and one-half the employee's regular rate of pay. Multiple call-outs within a two (2) hour minimum period are not separately compensable. If continuous work hours exceed the two (2) hour minimum, the actual time worked is paid at time and one-half the employees' regular pay. The stand-by pay is from portal to portal or when call is received from dispatch until the employee has returned to their residence.

16.3 Personnel Eligibility for Water Distribution Stand-by

- A. The First Level Supervisor for Water Distribution stand by shall have a valid California Water Distribution D-4 or higher certification.

- B. The Water Distribution First Level Supervisor must have a minimum of a Class A California Driver's License.
- C. The Water Distribution First Level Supervisor must be within 45 minutes response time using an internet mapping site.
- D. The Water Distribution First Level Supervisor while on stand-by must remain physically able to respond within 45 minutes to the incident and refrain from the use of alcohol, medications or substances that may interfere with their ability to effectively respond to any call for service.

16.4 Assignment Period

A typical stand-by period shall be one week beginning on Thursday at conclusion of the workday and continuing to the following Thursday at conclusion of the workday.

16.5 Assignment Limits

The First Level Supervisor assigned to water distribution will be limited to two weeks stand-by at a time (in a row), however the First Level Supervisor may be required to work more than two weeks in a row should extenuating circumstances occur. In the event the Water Distribution on-call covers both General and Water Distribution shifts for on-call they will not collect any additional pay.

16.6 Exceptions

- A. The First Level Supervisor is responsible for finding qualified substitutes when necessary due to illness or a family emergency. When a substitute is found the stand-by employee must notify a supervisor and police dispatch.
- B. Stand-by is typically filled by a voluntary basis. In the event no employees volunteer to cover stand-by, the Department Director or designee will choose from the qualified personnel listing. The stand-by employee substituting for the First Level Supervisor is required to have a Water Distribution D-3 or D-4 Certification.

16.7 Shift Differential

A shift differential of 5% of base pay shall be paid to those supervisors who are assigned to work an operator shift from 7:00 p.m. to 7:00 a.m. If a supervisor who is assigned to an operator shift elects to utilize vacation, sick leave, CTO or any other paid leave time (jury duty, military duty, etc.), then they shall not be paid shift differential while on such leave.

ARTICLE 17 INTEREST BASED PROBLEM SOLVING

17.1 Philosophy

The employees and the City utilized the Interest Based Problem Solving Process philosophy to negotiate this contract. This contract represents the results of open, honest sharing of information and concerns related to issues for the employees and the City. Based on the philosophy of using this process, the employees and the City agree and understand that this is a living contract and agree to meet and discuss any items within this agreement that become of concern to either party during the course of this agreement.

17.2 Modifications

This Agreement constitutes the full Agreement between the City of Yuba City and the First Level Management Employees Association and may not be modified without the mutual consent of both parties.


ARTICLE 18 TERM OF AGREEMENT

The term of this agreement shall be July 1, 2019 through June 30, 2020.

Date: 9-24-19

Date: 9-12-19

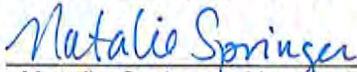
CITY OF YUBA CITY



Michael Rock, City Manager



Robin Bertagna, Finance Director



Natalie Springer, Human Resources Director

FIRST LEVEL MANAGERS



Brian Hansen, Senior IT Analyst

Emilio Flores, Laboratory Supervisor



Jack McDaniel, Street Maintenance Supervisor

THE CITY OF YUBA CITY

Addendum to Alcohol and Drug Abuse Policy Implementing the Omnibus Transportation Employee Testing Act of 1991

The purpose of this policy is to assure worker fitness for duty and to protect our employees and the public from risks posed by the use of alcohol and controlled substances. This policy is also intended to comply with all applicable Federal regulations governing workplace anti-drug programs in the transportation industry. The Federal Highway Administration (FHWA) of the Department of Transportation has enacted 49 CFR Part 382 that mandates urine drug testing and breathalyzer alcohol testing for safety-sensitive positions and prevents performance of safety-sensitive functions when there is a positive test result. The Department of Transportation has also enacted 49 CFR Part 40 that sets standards for the collection and testing of urine breath specimens. In addition, the Department of Transportation has enacted 49 CFR Part 29, "The Drug-Free Workplace Act of 1988," which requires the establishment of drug free workplace policies and the reporting of certain drug-related offenses to the Department of Transportation. The policy incorporates those requirements of safety-sensitive employees and others when so noted.

THE CITY OF YUBA CITY recognizes that the use of alcohol and/or controlled substances in the workplace is not conducive to safe working conditions. In order to promote a safe, healthy and productive work environment for all employees, it is the objective if the City to have a work force that is free from the influence of alcohol and controlled substances.

A. Applicability

This policy applies to all safety-sensitive employees, volunteers, and contractors when they are on City property or when performing any City related business. It applies to off-site lunch periods and breaks when a safety-sensitive employee is scheduled to return to work. Visitors, vendors, and contracted employees are governed by this policy while on City premises, and they will not be permitted to conduct business if found to be in violation of this policy.

A safety-sensitive position is defined as any position requiring the use of a Class "A" or Class "B" commercial driver license. Fire safety employees will be subject to the policy in accordance with State and Federal laws. A safety-sensitive employee is considered to be performing a safety-sensitive function during any period in which that employee is actually performing, ready to perform, or immediately available to perform any safety-sensitive functions.

This policy addendum coexists with the current Alcohol and Drug Abuse Policy except where it is intended by Federal regulations to super ceded the policy, as specified herein.

B. PROHIBITED SUBSTANCES

"Prohibited substances" addressed by this policy including the following:

Drugs:

Marijuana, amphetamines, opiates, phencyclidine (PCP) and cocaine.

Alcohol:

This use of beverages or substances, including any medication, containing alcohol such that it is present in the body at a level in excess of that stated in Department of Transportation guidelines while actually performing, ready to perform, or immediately available to perform any City business is prohibited. "Alcohol" is defined as: the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohol, including methyl or isopropyl alcohol.

C. PROHIBITED CONDUCT**Manufacture. Trafficking. Possession. And Use**

Any safety-sensitive employee engaging in the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance or alcohol on City premises, in City vehicles or while conducting City business off the premises is absolutely prohibited. Violation will result in removal from safety-sensitive duty and referral to a Substance Abuse Professional (SAP).

Impaired/Not Fit for Duty

Any safety-sensitive employee who is reasonably suspected of being impaired, under the influence of a prohibited substance, or not fit for duty shall be removed from safety-sensitive job duties and be required to undergo a reasonable suspicion controlled substance or alcohol test. Employees failing to pass this reasonable suspicion controlled substance or alcohol test shall remain off duty and be referred to a Substance Abuse Professional (SAP). A controlled substance or alcohol test is considered positive (failed) if the individual is found to have a quantifiable presence of a prohibited substance in the body above the minimum thresholds defined in the Department of Transportation guidelines.

Alcohol Use

No safety-sensitive employee may report for duty or remain on duty when his/her ability to perform assigned functions is adversely affected by alcohol or when his/her breath alcohol concentration is 0.04 or greater. No safety-sensitive employee shall use alcohol while on duty or while performing safety-sensitive functions. No safety-sensitive employee shall use alcohol within four hours of reporting for duty nor during hours that he/she is on call. Violation of this provision is prohibited and will subject the employee to removal from safety-sensitive duty and referral to a Substance Abuse Professional (SAP).

Compliance with Testing Requirements

All safety-sensitive employees are subject to controlled substance testing and breath alcohol testing. Any safety-sensitive employee who refuses to comply with a request for testing, who provides false information in connection with a test or who attempts to falsify test results through tampering, contamination, adulteration, or substitution shall be considered as having a positive test result and shall be removed from duty immediately and referred to a Substance Abuse Professional (SAP). Refusal to submit to a test can include an inability to provide a urine specimen or breath sample without a valid medical explanation, as well as a verbal declaration, obstructive behavior or physical absence resulting in the inability to conduct the test. Employees who refuse the referral to the SAP shall be subject to immediate termination from their position.

Treatment/Rehabilitation Program

An employee with a controlled substance and/or alcohol problem may be afforded an opportunity for treatment in accordance with the following provisions:

Positive Controlled Substance and/or Alcohol Test: A Rehabilitation Program is available for safety-sensitive employees who have tested positive for a prohibited substance on a one-time basis only. Employees will be immediately terminated on the occurrence of a second verified positive test result within 36 months and may be terminated or offered additional rehabilitation at the City's sole discretion after 36 months. The City will immediately serve a Notice of Intended Disciplinary Action in accordance with the personnel rules. The safety-sensitive employee will pay referral to the Substance Abuse Professional (SAP) and any other recovery treatment costs. In regards to probationary employees, the City reserves sole discretion in offering a one-time opportunity for rehabilitation in lieu of immediate termination. When recommended by the Substance Abuse Professional (SAP), participation and completion of rehabilitation program within the prescribed time allowed is mandatory. Failure of a safety-

sensitive employee to attend and/or complete a prescribed program will result in termination from employment. Prior to return-to-duty testing, an employee must follow the rehabilitation program recommended by the SAP and agree to sign a Return-to Duty Agreement. Employees may use their accrued leave balances of CTO and vacation or be placed on an approved leave of absence. The Notice of Discipline documents shall specify the employee's leave status when discipline is imposed. The duration and frequency of follow-up testing will be determined by the SAP but will not be shorter than one year or longer than five years. The employee shall pay all costs associated with follow-up testing unless the City receives such services included from the program administrator Fremont-Rideout Drug Testing Services.

Voluntary Admittance: All employees who feel they have a problem with controlled substances and/or alcohol may request voluntary admission to the rehabilitation program. Requests must be submitted through the Department Head to the Director of Human Resources for review. **The safety-sensitive employee will pay rehabilitation plan development costs and any other treatment plan costs.** The City shall have sole discretion in determining any financial contribution to assist the employee. An employee failing to complete the program within the prescribed time allowed will be subject to termination from employment. An employee completing a rehabilitation program must agree to sign a Return-To-Duty Agreement, pass a return-to-duty controlled substance and/or alcohol test and be subject to unannounced follow-up testing for 36 months following return to duty. A positive result on the return-to-duty test or on the unannounced follow-up tests within a 36-month period will result in termination from employment. A positive follow-up test after 36 months may result in termination or additional rehabilitation at the City's sole discretion.

Leave Balance: Participants in a rehabilitation program may use accumulated sick leave, (provided a substance abuse professional has attested in writing for the need to use a sick leave) vacation, and CTO leave balances. Time spent in a rehabilitation program shall be counted as utilized leave time under the Federal and State Family Care Leave Act if it qualifies as a "serious health condition" under the law. Once leave balances have been exhausted, an employee will be placed on an approved leave without pay in accordance with Personnel Rule 2.11(B).

D. NOTIFYING THE CITY OF CRIMINAL DRUG CONVICTION

Pursuant to the "Drug Free Workplace Act of 1988" any employee who fails to immediately notify the City of any criminal controlled substance statute conviction shall be subject to disciplinary action, up to and including termination of employment.

E. PROPER APPLICATION OF THE POLICY

The City is dedicated to assuring fair and equitable application of the Substance Abuse Policy. Therefore, supervisors are required to administer all aspects of the policy in an unbiased and impartial manner. Any supervisor who knowingly disregards the requirements of this policy, or who

is found to deliberately misuse the policy with respect to his/her subordinates shall be subject to disciplinary action, up to and including termination.

F. TESTING FOR PROHIBITED SUBSTANCES

Analytical urine controlled substance testing and breath testing for alcohol will be conducted as required under the Department of Transportation guidelines. All safety-sensitive employees shall be subject to testing prior to employment, randomly, for reasonable suspicion, and following an accident, as defined in the Department of Transportation guidelines. In addition, all safety-sensitive employees will be tested prior to duty after failing a controlled substance and/or alcohol test. Employees who have returned to duty will be subject to unannounced follow-up tests for up to five years, as determined by a Substance Abuse Professional (SAP). Safety-sensitive employees who perform safety-sensitive functions as defined in the Department of Transportation guidelines shall also be subject to testing on a randomly selected, unannounced basis.

Testing shall be conducted in a manner to assure a high degree of accuracy and reliability and using techniques, equipment, and laboratory facilities, which have been approved by the United States Department

of Health and Human Services (DHHS). All testing will be conducted consistent with the procedures put forth in the Department of Transportation guidelines. Testing may be conducted by a mobile unit, which meets the requirements of DHHS.

The controlled substances that will be tested for include marijuana, cocaine, opiates, amphetamines, and phencyclidine (PCP). An initial controlled substance screen will be conducted on each specimen. For those specimens that are positive, a confirmatory Gas Chromatography/Mass Spectrometry (GC/MS) test will be performed. The test will be considered positive if the controlled substances levels present are above the minimum thresholds established in the Department of Transportation guidelines.

Tests for alcohol concentration will be conducted utilizing an approved Evidential Breath Testing device (EBT) operated by a trained Breath Alcohol Technician (BAT). If the initial test indicated an alcohol concentration of 0.02 or greater, a confirmation test will be performed to confirm the result of the initial test. An employee who has a confirmed alcohol concentration of 0.02 but less than 0.04 will be removed from his/her position for at least twenty-four hours unless a re-test results in an alcohol concentration 0.02 or less. An alcohol concentration of 0.04 or greater will be considered a positive alcohol test and in violation of Department of Transportation guidelines and this policy.

Any safety-sensitive employee who has a pending or confirmed positive controlled substance or alcohol test will be removed from safety sensitive duties and/or his/her position, placed on unpaid leave, vacation, or CTO (at the employee's discretion) informed of educational and rehabilitation program available, and evaluated by a Substance Abuse Professional (SAP). Transfer of an employee to a non-safety sensitive position will be made at the sole discretion of the City.

The City affirms the need to protect individual dignity, privacy, and confidentiality throughout the testing process.

Employees in Safety-sensitive positions may be tested under any of the following circumstances:

Pre-Employment Testing

All Applicants for safety-sensitive classifications shall undergo urine controlled substance testing prior to employment. Receipt of satisfactory test results is required prior to employment and failure of a controlled substance test will disqualify the applicant from further consideration for employment.

Reasonable Suspicion Testing

All safety-sensitive employees will be subject to urine and/or breath testing when there is a reason to believe that controlled substances or alcohol use is adversely affecting job performance. A reasonable suspicion referral for testing will be made on the basis of documented objective facts and circumstances, which are consistent with the effects of substance abuse. Examples of reasonable suspicion include, but are not limited to, the following:

1. Observation of unsatisfactory work performance or on-the-job behavior.
2. Physical signs and symptoms consistent with prohibited substance use.
3. Occurrence of a serious or potentially serious accident that may have been caused by human error.
4. Fights (to mean physical contact), assaults and flagrant disregard or violations of established safety, security, or other operation procedures.

Reasonable suspicion determinations will be made by a supervisor who is trained to detect the signs and symptoms of controlled substance and alcohol use and who reasonably concludes that an employee may be adversely affected or impaired in his/her work performance due to prohibited substance abuse or misuse.

Post-Accident Testing

Safety-sensitive employees will be required to undergo controlled substance and/or breath alcohol testing if they are involved in an accident with a City vehicle that results in a fatality. This includes all safety-sensitive employees who are on duty in the vehicles and any other whose performance could have contributed to the accident. In addition, a post-accident test will be conducted when the employee is cited for a moving violation and (i) any involved vehicle requires towing from the scene or (ii) any person involved requires medical treatment away from the scene of an accident.

Following the accident, the safety-sensitive employee will be tested as soon as possible, but not to exceed eight hours for alcohol and 32 hours for controlled substances. Any employee who leaves the scene of the accident without appropriate authorization prior to submission to controlled substance and alcohol testing will be considered to have refused the test and be subject to termination. Post-accident testing of safety-sensitive employees will include not only the operation personnel, but also any other covered employees whose performance could have contributed to the accident.

Random Testing

Employees working in safety-sensitive classifications will be subjected to randomly selected, unannounced testing. The random selection will be by a scientifically valid method. Each safety-sensitive employee will have an equal chance of being tested each time selections are made.

Safety-sensitive employees will be tested either just before duty, during duty, or just after the safety-sensitive employee has ceased performing his/her duty.

Return-to-Duty Testing

All safety-sensitive employees who have previously tested positive on a controlled substance or alcohol test must test negative and be evaluated and released to duty by the Substance Abuse Professional (SAP) before returning to duty. Employees will be required to undergo unannounced follow-up controlled substance and/or alcohol breath testing following returning to duty. The SAP will determine the duration and frequency. However, it shall not be less than 6 tests during the first 12 months, nor longer than 60 months in total, following return to duty.

Employee Requested Testing

Any safety-sensitive employee who questions the result of a required controlled substance test under Department of Transportation guidelines may request that an additional test be conducted. This additional test may be conducted at the same laboratory or at a different DHHS certified laboratory. The test must be conducted on the split sample that was provided at the same time as the original sample. All costs for such testing are to be paid by the employee unless the second sample test invalidated the original test. The method of collecting, storing, and testing the split sample will be consistent with the procedures set forth in the Department of Transportation guidelines. The safety-sensitive employee's request for a re-test must be made to the Medical Review Officer (MRO) within 72 hours of notice of the initial test result. Requests after 72 hours will only be accepted if the delay was due to documentable facts that were beyond the control of the employee.

G. EMPLOYEE ASSESSMENT

Any safety-sensitive employee who tests positive for the presence of controlled substances or whose breath alcohol concentration is above the minimum thresholds set forth in the Department of Transportation guidelines will be assessed by a Substance Abuse Professional (SAP). The SAP will evaluate each employee to determine what assistance, if any, the employee needs in resolving problems associated with prohibited substance abuse or misuse.

If a safety-sensitive employee is returned to duty following rehabilitation, he/she must agree to and sign a Return-To-Duty Agreement, pass a return-to-duty controlled substance and/or alcohol test and be subject to unannounced follow-up tests for a period of one to five years, as determined by the SAP. Referral to the Substance Abuse Professional (SAP) and any other recover treatment costs will be borne by the safety-sensitive employee. Employee will be immediately terminated on the occurrence of a second verified positive test result within 36 months and may be terminated or offered additional rehabilitation at the City's sole discretion after 36 months.

H. CONTINUOUS COMPLIANCE REQUIREMENTS

The City shall apply and interpret this policy to maintain required compliance with applicable Federal laws and regulations, including subsequent amendments and interpretive rulings.

I. CONTACT PERSON

Any questions regarding this policy should be directed to the following City representative:

Title: Director of Human Resources
Address: 1201 Civic Center Boulevard, Yuba City, CA 95993
Telephone: (530) 822-4610

J. DEFINITIONS

ACCIDENT – an unintended happening or mishap where there is a loss of human life (regardless of fault), bodily injury or property damage totaling \$4,400 or more.

ALCOHOL – the intoxicating agent in a beverage alcohol, ethyl alcohol or other low molecular weight alcohol including methyl or isopropyl alcohol.

ALCOHOL CONCENTRATION – the alcohol in a volume of breath expressed in terms of grams of alcohol per 210 liters of breath as indicated by an evidential breath test under this regulation. For example, 0.02 means 0.02 grams of alcohol in 210 liters of expired deep lung air.

ALCOHOL USE – consumption of any beverage, mixture, or preparation, including any medication containing methyl alcohol. Since ingestion of a given amount of alcohol produces the same alcohol concentration in an individual whether the alcohol comes from a mixed drink or cough syrup, the Department of Transportation prohibits the use of any substance containing alcohol, such as prescription or over-the-counter medication or liquor filled chocolates. Prescription medications containing alcohol may have a greater impairing affect due to the presence of other elements (e.g., antihistamines).

BREATH ALCOHOL TECHNICIAN (BAT) – a person trained to proficiency in the operation of the Evidential Breath Testing (EBT) device that the technician is using in the alcohol testing procedures. BAT's are the only qualified personnel to administer the EBT tests.

CHAIN OF CUSTODY – the procedures to account for the integrity of each urine specimen by tracking its handling and storage from point of collection to final disposition.

COLLECTION SITE – a place designated by the City where individuals present themselves for the purpose of providing a specimen of either urine and/or breath.

COMMERCIAL MOTOR VEHICLE – a motor vehicle, or combination of motor vehicles used in commerce to transport passengers or property if the motor vehicle: (1) has a gross combination weight rating of 26,001 or more pounds inclusive of a towed unit with a gross weight rating of more than 10,000 pounds; or (2) has a gross vehicle weight rating of 26,001 or more pounds; or (3) is designated to transport 16 or more passengers, including the driver; or (4) is of any size and is used in the transportation of materials found to be hazardous for the purposes of the Hazardous Materials Transportation Act and which requires the motor vehicle to be placarded under the Hazardous Materials Regulations.

CITY – THE CITY OF YUBA CITY

CITY TIME – any period of time in which the safety-sensitive employee is actually performing, ready to perform, or immediately available to perform any safety-sensitive functions.

CONFIRMATION TEST – for alcohol testing means a second test, following a screening test with a result of 0.02 or greater, which provides quantitative data of alcohol concentration. For controlled substances testing this means a second analytical procedure to identify the presence of a specific drug or metabolite which is independent of the screen test and which uses a different technique and chemical principle from that of the screen test in order to ensure reliability and accuracy. (Gas

chromatography/mass spectrometry (GC/MS) is the only authorized confirmation method of cocaine, marijuana, opiates, amphetamines and phencyclidine).

CONTROLLED SUBSTANCE (DRUG) TEST – a method of detecting and measuring the presence of alcohol and other controlled substances, whether legal or illegal, in a person's body. A controlled

substance test may either be an initial test or confirmation test. An initial controlled substance test is designed to identify specimens having concentrations of a particular class of drug above a specified concentration level. It eliminates negative specimens from further consideration.

Controlled substances will be tested under the Department of Health and Human Services guidelines. **The primary (initial or screening) controlled substance test thresholds for a verified positive test result are those that are equal to or greater than:**

Marijuana Metabolites	50 ng/ml
Cocaine Metabolites	300 ng/ml
Phencyclidine (PCP)	25 ng/ml
Opiates Metabolites (1)	300 ng/ml
Amphetamines	1,000 ng/ml

(1) 25 ng/ml if immunoassay

A confirmation drug testing is a second analytical procedure to detect the presence of a specific drug or its metabolite. The confirmation procedure is conducted independent of the initial test and uses a different technique and chemical principle in order to confirm reliability and accuracy. **The confirmatory controlled substance test thresholds for a verified positive test result are those that are equal to or greater that:**

Marijuana Metabolite (THC) (1)	15 ng/ml
Cocaine Metabolite (2)	150 ng/ml
Phencyclidine (PCP)	25 ng/ml
Opiates	
Morphine	300 ng/ml
Codeine	300 ng/ml
Amphetamines	
Amphetamine	500 ng/ml
Methamphetamine (3)	500 ng/ml

(1) Delta-9-tetrahydrocannabinol-9-carboxylic acid

(2) Benzoylcegonine

(3) Specimen must also contain amphetamine at a concentration greater than or equal to 200 ng/ml

DEPARTMENT OF TRANSPORTATION GUIDELINES – The controlled substance and alcohol testing rules (49CFR Part 199 (RSPA – Pipeline), Part 219 (FRA – Railroad), Part 382 (FHWA – Commercial Motor Vehicle), 654 (FTA – Mass Transit) and 14 CFR 61 (FAA – Aviation) et.al.) setting forth the procedures for controlled substance and alcohol testing (49 CFR Part 40) in all transportation industries.

DRIVER – any person who operates a commercial motor vehicle. This includes full time, regularly employed drivers; casual, intermittent or occasional drivers; leased drivers and independent, owner-operator contractors who are either directly employed by or under lease to an employer or who operate a commercial motor vehicle at the direction of, or with the consent of, an employer. For the purposes of pre-employment/pre-duty testing only, the term driver includes a person applying to an employer to drive a commercial motor vehicle.

DRUG (CONTROLLED SUBSTANCE) METABOLITE – the specific substance produced when the human body metabolizes (changes) a given drug (controlled substance) as it passes through the body and is excreted in urine.

EMPLOYEE – any person who is employed by the City or who is a volunteer in a safety-sensitive position requiring a commercial driver license. A complete list of safety-sensitive employee (function and/or position) classifications is listed in Attachment B.

EVIDENTIAL BREATH TESTING DEVICE (EBT) – the device to be used for breath alcohol testing.

MEDICAL REVIEW OFFICER (MRO) – a licensed physician responsible for analyzing laboratory results generated by an employer's controlled substance (drug) testing program. The MRO is knowledgeable about substance abuse disorders and has appropriate medical training to interpret and evaluate positive test results.

PERFORMING (SAFETY SENSITIVE FUNCTION) – a safety-sensitive employee is considered to be performing a safety sensitive function and includes any period in which the safety-sensitive employee is actually performing, ready to perform, or immediately available to perform such functions.

POST-ACCIDENT ALCOHOL AND/OR CONTROLLED SUBSTANCE TESTING – conducted after accidents on employees whose performance could have contributed to the accident. For drivers this is determined by a citation for a moving traffic violation and for all fatal accidents even if the driver is not cited for a moving traffic violation. See Attachment A.

PRE-EMPLOYMENT ALCOHOL AND/OR CONTROLLED SUBSTANCE TESTING – conducted before applicants are hired or after an offer to hire, but before actually performing safety sensitive functions for the first time. Also required when employees transfer to a safety sensitive position.

PROHIBITED DRUGS (CONTROLLED SUBSTANCES) – Marijuana, Cocaine, Opiates, Amphetamines, or Phencyclidine.

PROHIBITED SUBSTANCES – means and is synonymous to drug abuse and/or alcohol misuse or abuse.

RANDOM ALCOHOL AND/OR CONTROLLED SUBSTANCE TESTING – conducted on a random unannounced basis just before, during or just after performance of safety sensitive functions.

REASONABLE SUSPICION CONTROL AND/OR CONTROLLED SUBSTANCE TESTING – conducted when a trained supervisor observes behavior or appearance that is characteristic of alcohol or controlled substance abuse.

REFUSE TO SUBMIT (TO AN ALCOHOL AND/OR CONTROLLED SUBSTANCE TEST) – a safety-sensitive employee fails to provide an adequate breath or urine sample for testing without a valid medical explanation after that safety-sensitive employee received notice of the requirement to be tested, or engages in conduct that clearly obstructs the testing process (i.e., verbal declarations, obstructive behavior or physical absence resulting in the inability to conduct the test).

REHABILITATION – The total process of restoring an employee to satisfactory work performance through constructive confrontation, referral to the SAP and participation in SAP recommendations such as education, treatment and/or support groups to resolve personal, physical or emotional/mental problems which contributed to job problems.

RETURN-TO-DUTY AND FOLLOW-UP ALCOHOL AND/OR CONTROLLED SUBSTANCE TESTING – Conducted when an individual who has violated the prohibited alcohol or controlled

substance conduct standards returned to performing safety sensitive duties. Follow-up tests are unannounced and at least 6 tests must be conducted in the first 12 months after an employee

returns to duty. Follow-up testing may be extended for up to 60 months following return to duty upon the SAP recommendation.

RETURN-TO-DUTY AGREEMENT – a document agreed to and signed by the employer, safety-sensitive employee and the Substance Abuse Professional that outlines the terms and conditions under which the safety-sensitive employee may return to duty after having had a verified positive controlled substance test result or an alcohol concentration to 0.04 or greater on an alcohol test.

SAFETY-SENSITIVE EMPLOYEE (FUNCTION AND/OR POSITION) – An employee or volunteer is considered to be performing a safety-sensitive function during any period in which that employee is actually performing, ready to perform, or immediately available to perform any safety-sensitive functions and any employee who transfers into or is assigned safety-sensitive functions.

A complete list of safety-sensitive employee (function and/or position) classifications is listed in Attachment B.

SCREENING (INITIAL) TEST – In alcohol testing, it means an analytical procedure to determine whether a safety-sensitive employee may have a prohibited concentration of alcohol in their system. In controlled substance testing, it means an immunoassay screen to eliminate negative urine specimens from further consideration.

SUBSTANCE ABUSE PROFESSIONAL (SAP) – a licensed physician (Medical Doctor or Doctor of Osteopathy), or licensed or certified psychologist, social worker (with knowledge of, and clinical experience in, the diagnosis and treatment of drug and alcohol-related disorders, the license alone does not authorize this), Certified Employee Assistance Professional (CEAP), or addiction counselor certified by the National Association of Alcoholism and Drug Abuse Counselors Certification Commission (NAADAC) with knowledge of, and clinical experience in, the diagnosis and treatment of alcohol and controlled substance-related disorders. The employee shall select a SAP from a list provided by the City.

SUPERVISOR – a person in authority who has had one hour of training on the signs and symptoms of alcohol abuse and an additional hour of training on the signs and symptoms of controlled substance abuse.

VEHICLE – a bus, electric bus, van, automobile, rail car, trolley bus, truck or vessel used for mass transportation.

PROCEDURES FOR REASONABLE SUSPICION TESTING

A. PROCEDURES - REASONABLE SUSPICION TESTING

1. A supervisor observes a safety-sensitive employee who may possibly be under the influence of alcohol and/or controlled substances.

Any employee may identify someone suspected of alcohol and/or controlled substance to any supervisor. Employees should realize, however, that it is against City policy to make false or malicious statements about other employees and doing so can result in disciplinary action being taken against the offending employee.

2. The supervisor is then obligated to insure that the matter is immediately investigated. If possible, two supervisors determine (independently or together) that the safety-sensitive employee in question may indeed be under the influence of alcohol and/or controlled substances.
3. When the supervisor(s) suspect and believe that the safety-sensitive employee may be under the influence of alcohol and/or controlled substances, the safety-sensitive employee is then immediately relieved from duty (with pay) and driven by City staff (or others designated) to the City specified collection site. Because of a testing facility requirement, the safety-sensitive employee in question must show proof of identification, such as a photo driver license or state-issued photo identification card.

Whenever practical, the Department Head and Human Resources Administrator should be notified in advance of the employee being taken to the collection site.

4. At the collection site, the safety-sensitive employee will be required to submit a urine sample in the event that controlled substances are suspected or a breath sample in the event that alcohol intoxication is suspected to the on-duty technician. Care will be taken to provide the safety-sensitive employee with maximum privacy without compromising the integrity of the sample.
5. The City will take precautions to prevent the safety-sensitive employee being tested from going back to work and driving their own car home. Instead, the safety-sensitive employee will be given assistance in obtaining a ride home from the collections site.
6. The safety-sensitive employee whose test results are negative (0.02 alcohol concentration or less) will be reinstated. The safety-sensitive employee whose confirmation test results indicate an alcohol concentration greater than 0.02 but less than 0.04 will not be permitted to return to duty or perform a safety-sensitive function for 24 hours after the administration of the test. The safety-sensitive employee whose confirmation test result indicates an alcohol concentration of 0.04 or greater for alcohol will be referred to a City specified outside Substance Abuse Professional (SAP) who will assess the safety-sensitive employee's condition and make a recommendation for treatment which must be followed by the safety-sensitive employee. Failure to follow the accepted recommendations or refusal to submit to return-to-duty and unannounced follow-up testing will result in the safety-sensitive employee's termination.
7. The safety-sensitive employee whose controlled substance test results are verified negative will be reinstated. The safety-sensitive employee whose controlled substance test is verified positive by the Medical Review Officer will be referred to a City specified outside Substance Abuse Professional who will assess the safety-sensitive employee's condition and make a

recommendation for treatment, which must be followed by the safety-sensitive employee. Failure to follow the accepted recommendations or refusal to submit to return-to-duty and unannounced follow-up testing will result in the safety-sensitive employee's termination.

B. PROCEDURES - RANDOM TESTING

1. The compliance company notifies the supervisor to send the safety-sensitive employee to the collection site or the mobile unit for alcohol and/or controlled substance testing.
2. The supervisor notifies the safety-sensitive employee to go to the collection site for alcohol and/or controlled substance testing immediately. Because of a testing facility requirement, the safety-sensitive employee in question must have proof of identification, such as a photo driver license or state-issued photo identification card.
3. At the collection site, the safety-sensitive employee will be required to submit a urine sample in the event that controlled substances are to be tested for, or a breath sample in the event that alcohol is being tested for to the on-duty technician. Care will be taken to provide the safety-sensitive employee with maximum privacy without compromising the integrity of the sample.
4. The safety-sensitive employee whose test results are negative (0.02 alcohol concentration or less) will be reinstated. The safety-sensitive employee whose confirmation test results indicate an alcohol concentration greater than 0.02 but less than 0.04 will not be permitted to return to duty or perform a safety-sensitive function for 24 hours after the administration of the test. The safety-sensitive employee whose confirmation test result indicates an alcohol concentration of 0.04 or greater for alcohol will be referred to a City specified outside Substance Abuse Professional (SAP) who will assess the safety-sensitive employee's condition and make a recommendation for treatment which must be followed by the safety-sensitive employee. Failure to follow the accepted recommendations or refusal to submit to return-to-duty and unannounced follow-up testing will result in the safety-sensitive employee's termination.
5. The safety-sensitive employee whose controlled substance test results are verified negative will be reinstated. The safety-sensitive employee whose controlled substance test is verified positive by the Medical Review Officer will be referred to a City specified outside Substance Abuse Professional who will assess the safety-sensitive employee's condition and make a recommendation for treatment, which must be followed by the safety-sensitive employee. Failure to follow the accepted recommendations or refusal to submit to return-to-duty and unannounced follow-up testing will result in the safety-sensitive employee's termination.

C. PROCEDURES-POST ACCIDENT

1. The safety-sensitive employee notifies a supervisor that an accident has occurred.
2. The supervisor determines that the circumstances of the accident warrant a post-accident test when a citation was issued or a fatality occurred. Thereafter, the supervisor directs the safety-sensitive employee to immediately go to the collection site for alcohol and controlled substance testing. Because of a testing facility requirement, the safety-sensitive employee in question must have proof of identification, such as a photo driver license or state-issued photo identification card.
3. At the collection site, the safety-sensitive employee **will be required to submit a urine sample for controlled substances and a breath sample for alcohol testing** to the on-duty technician. Care will be taken to provide the safety-sensitive employee with maximum privacy

without compromising the integrity of the sample.

4. The Department Head and Director of Human Resources will be notified that an accident has occurred and that the safety-sensitive employee was instructed to go to the collection site.
5. The safety-sensitive employee whose test results are negative (0.02 alcohol concentration or less) will be reinstated. The safety-sensitive employee whose confirmation test results indicate an alcohol concentration greater than 0.02 but less than 0.04 will not be permitted to return to duty or perform a safety-sensitive function for 24 hours after the administration of the test. The safety-sensitive employee whose confirmation test result indicates an alcohol concentration of 0.04 or greater for alcohol will be referred to a City specified outside Substance Abuse Professional (SAP) who will assess the safety-sensitive employee's condition and make a recommendation for treatment which must be followed by the safety-sensitive employee. Failure to follow the accepted recommendations or refusal to submit to return-to-duty and unannounced follow-up testing will result in the safety-sensitive employee's termination.
6. The safety-sensitive employee whose controlled substance test results are verified negative will be reinstated. The safety-sensitive employee whose controlled substance test is verified positive by the Medical Review Officer will be referred to a City specified outside Substance Abuse Professional who will assess the safety-sensitive employee's condition and make a recommendation for treatment, which must be followed by the safety-sensitive employee. Failure to follow the accepted recommendations or refusal to submit to return-to-duty and unannounced follow-up testing will result in the safety-sensitive employee's termination.

D. PROCEDURES - RETURN-TO-DUTY and FOLLOW-UP

1. The compliance company notifies the City to send the safety-sensitive employee to the collection site for alcohol and controlled substance testing.
2. The supervisor notifies the safety-sensitive employee to immediately go to the collection site for alcohol and controlled substance testing. Because of a testing facility requirement, the safety-sensitive employee in question must have proof of identification, such as a photo driver's license or state-issued photo identification card.
3. At the collection site, the safety-sensitive employee will be required to submit a urine sample for controlled substances and a breath sample for alcohol testing to the on-duty technician. Care will be taken to provide the safety-sensitive employee with maximum privacy without compromising the integrity of the sample.
4. The safety-sensitive employee whose confirmation test results indicate an alcohol concentration greater than 0.02 or whose controlled substance test is verified positive will be terminated.

E. PROCEDURES - CHAIN OF CUSTODY FOR CONTROLLED SUBSTANCE SPECIMENS

1. At the time a specimen is collected, the safety-sensitive employee will be given a copy of the specimen collection procedures.
2. Urine will be in a wide-mouthed clinic specimen container, which will remain in full view of the safety-sensitive employee until split, transferred to, sealed and initialed in two tamper-resistant urine bottles.

3. Immediately after the specimens are collected, the urine bottles will, in the presence of the safety-sensitive employee, be labeled and then initialed by the employee. If the sample must be collected at the site other than the controlled substance and/or alcohol-testing laboratory, the specimens will then be placed in the transportation container. The container will be sealed in the safety-sensitive employee's presence and the safety-sensitive employee will be asked to initial or sign the container. The container will be sent to the designated testing laboratory on that day or the earliest business day by the fastest available method.
4. A chain of custody form will be completed by the on-duty technician during the specimen's collection process, attached to, and mailed with the specimen.

F. PROCEDURES - SPECIMEN COLLECTION OF STRANGE AND/OR UNRECOGNIZABLE SUBSTANCES

1. A safety-sensitive employee is observed with a strange and/or unrecognizable substance.
2. The supervisor in the presence of a witness, places the strange and/or unrecognizable substance into a clear plastic bag. The bag is sealed, labeled and signed by both the supervisor and the witness.
3. The incident report is made and signed by both the supervisor and a witness.
4. The plastic bag containing the specimen and a copy of the incident report is taken to the collection site for transportation to the laboratory for analysis.

G. PROCEDURES - ALCOHOL CONCENTRATION

1. The safety-sensitive employee and the on-duty Breath Alcohol Technician (BAT) complete the alcohol testing form to ensure that the results are properly recorded.
2. After an explanation of how the breathalyzer works, and initial breath sample is taken.
3. If the results of the initial test show an alcohol concentration of 0.02 or greater a second or confirmation test must be conducted. The confirmation test must not be conducted less than 15 minutes after, nor more than 20 minutes after the screening test.
4. The confirmation test will utilize Evidential Breath Testing devices that print out the results, date and time, a sequential test number, and the name and serial number of the Evidential Breath Testing device to ensure the reliability of the results.

SAFETY-SENSITIVE EMPLOYEE CLASSIFICATIONS AS OF AUGUST 1, 1997

Equipment Operator:

Fleet Maintenance Supervisor

Streets Maintenance Supervisor

Water/Sewer Maintenance Supervisor

Mechanic

Parks Maintenance Workers I, II, III (only those who have a Commercial Driver License)

Public Works Maintenance Workers I, II, III

Recreation Leader

Recreation Supervisor I/II

Senior Plant Maintenance Mechanic (See Note 3)

Plant Maintenance Mechanic (See Note 3)

Temporary Positions that require a commercial driver license

NOTE:

- (1) New positions requiring a commercial license will be subject to this policy.
- (2) Any employee who possesses a commercial license and makes himself or herself available to drive for the benefit of the City is also subject to this policy.
- (3) If these employees possess a commercial license.

**CITY OF YUBA CITY
CATASTROPHIC ILLNESS AND INJURY DONATION PLAN**

Purpose

To assist employees confronting personal or family catastrophic illness or injury who need the support of City employees to avoid financial hardship.

Plan Guidelines

1. Regular and probationary employees who are on an approved leave of absence (in accordance with Human Resources Rules 2.11 (B) or (D)) may receive donated hours of vacation, sick leave, or compensatory time off (CTO) from other employees.
2. Employees seeking donations of time shall submit a written request to the Human Resources Department stating the reason(s) for the request. The Director of Human Resources shall review requests. Each request shall be evaluated solely on its merits. If approved, the Director of Human Resources will initiate efforts to notify City employees of the request for the donation of hours. The name of the employee will be identified but the City will not release confidential medical information.

If disapproved, the requesting employee may seek review of the decision by the joint labor-management committee consisting of one representative from each of the following groups:

- A) Yuba City Employees Association
- B) Firefighters' Association
- C) Police Officers' Association
- D) Middle Managers Group
- E) First Level Managers Group
- F) Human Resources Department

In the event the Committee reaches a tie decision, the decision shall be made in favor of the employee.

The decision of the labor-management committee shall be final and binding, and shall not be subject to the grievance procedure.

3. To be eligible for donated leave hours, the employee must be on an approved leave of absence for their critical illness or injury or to provide required care for a family member (spouse, child, parent) who is critically ill or injured. The guidelines of the Family Care Leave (Human Resources Rule 2.11 (D)) shall be used to determine whether the critical illness or injury qualifies for the donation of leave hours. Verification of need via physician statements will normally be required. The employee must have exhausted, or is reasonably expected to exhaust, all accumulated leave hours (vacation, sick leave, CTO) in order to receive leave.

COUNSELING MEMO POLICY

When a department head becomes aware of employee conduct, which requires documentation but does not warrant formal disciplinary action, a counseling memorandum may be issued to the employee. The purpose of a counseling memo is to provide notice to the employee of a deficiency or problem observed, document infractions, and modify behavior.

Counseling memos shall be issued on a standard form used by the City. A copy of the counseling memo shall be given to the employee and a copy shall be maintained in the employee's personnel file for a period of two years. At the conclusion of two years, the employee can ask that the counseling memo be removed from the personnel file. At that time or any time thereafter that it is discovered that a counseling memo exists in the personnel file after two years, all copies shall be removed from any file maintained by the City, including the department or supervisor, and given to the employee. No future reference to the counseling memo will be made in a subsequent disciplinary process or performance evaluation. However, should an employee receive a subsequent counseling memo, or other disciplinary action within the two year period, a counseling memo shall not be discarded until a two year period has passed in which no counseling memo or disciplinary action has been issued.

During the two-year period the counseling memo may be used by a supervisor to support disciplinary action. The fact that a counseling memo has been issued shall not be referenced in a performance evaluation, however the substance of the counseling memo may be referenced in a performance evaluation if the supervisor deems it necessary.

Counseling memos used prior to the adoption of this Memorandum of Understanding are subject to this policy.

**SIDE LETTER TO THE
MID-MANAGERS, AND FIRST LEVEL
MANAGERS
TO THE LETTER OF UNDERSTANDINGS
FOR
CITY HALL HOLIDAY CLOSURE:
DECEMBER 23, 2019 through
DECEMBER 27, 2019**

The purpose of this Side Letter Agreement is to provide for the closure of City Hall and other non-safety or critical City services for the holiday period from December 23, 2019 through December 27, 2019 (Holiday Closure).

Representatives of the First Level Managers (FLM), Mid-Managers (MM), and the City of Yuba City agree to the follow terms regarding the City Hall Holiday Closure:

A. Holiday Closure

This Agreement provides for the closure of City Hall (and other select offices) for the predetermined time period listed below. Some of these days contained within the holiday period are holidays defined by the City in accordance with the Personnel Rules and Regulations, Section 2.10, B.

i. Holiday Schedule

- The Christmas Floating Holiday falls on Tuesday, December 24, 2019.
- The New Year’s Eve Floating Holiday falls on Tuesday, December 31, 2019.
- City Hall and other select offices will be closed on Monday, December 23, 2019 and open on Monday, December 30, 2019.
- Employees choosing to take their floating holiday on December 24th will utilize three (3) days of non-sick leave bank time (Dec. 23rd, 26th, and 27th).
- Employees choosing to take their floating holiday on December 31st will utilize four (4) days of non-sick leave bank time (Dec. 23rd, 24th, 26th, and 27th).

<i>Weekend</i>		<i>Work Week</i>				<i>Weekend</i>		<i>Work Week</i>			
<i>Sun. Dec. 22</i>	<i>Mon. Dec. 23</i>	<i>Tues. Dec. 24</i>	<i>Wed. Dec. 25</i>	<i>Thurs. Dec. 26</i>	<i>Fri. Dec. 27</i>	<i>Sat. Dec. 28</i>	<i>Sun. Dec. 29</i>	<i>Mon. Dec. 30</i>	<i>Tues. Dec. 31</i>	<i>Wed. Jan. 1</i>	<i>Thurs. Jan. 2</i>
	Closure	Float Holiday Closure	Holiday Closure	Closure	Closure			Open	Float Holiday Open	Holiday Closure	Open

ii. Other

- City Hall and other select offices (non-critical/non-safety service offices) are the only City buildings affected by the Holiday Closure. If other City departments or buildings would like to participate in the Holiday Closure, the department head is the point of contact.
- City Hall employees and other select office employees will not report to work during the designated Holiday Closure.
- The City may require or permit, at the discretion of the department head, certain employees to work a regular, partial or on-call schedule on one or more of the Holiday Closure days.

iii. Payroll

- Employees are required to account via payroll for the appropriate time associated with the Holiday Closure.
- The payroll accounting of the Holiday Closure will include use of floating holiday time, vacation, administrative leave (if applicable) or compensation time (if applicable). Payroll accounting for the Holiday Closure not specifically listed herein must be approved by the City Manager or designee.
- Employees required or permitted to work on a non-observed holiday (For example: December 26, 2019) of the Holiday Closure will be paid their regular salary for the hours worked, and will be required to account for all remaining Holiday Closure hours via floating holiday time, vacation, administrative leave (if applicable) or compensation time (if applicable). All other time worked during the days designated as observed holidays will be paid in accordance with Section 2.10, E of the Rules and Regulations.
- Employees without adequate leave accruals may borrow against future vacation accruals or go into an unpaid status only with the approval of the City Manager or designee.

iv. Miscellaneous

- The Holiday Closure shall not impact seniority, probationary periods or health or retirement benefits unless the employee is in an unpaid status.
- All subsections of Section 2.10, Holidays, of the Personnel Rules and Regulations remain in effect during the Holiday Closure. Note: In accordance with the Rules and Regulations, holidays are paid on an eight (8.0) hour basis and an eligible employee shall be entitled to holiday with pay only if the employee is in a paid status on the date immediately preceding or succeeding the holiday.
- Bargaining groups agree that policy decisions made by the City Council and discretionary decisions made by management related to this section and implementation of the Holiday Closure will not be subject to the City's Personnel Rules and Regulations, Section 3.09, Grievance Policy.
- If the City Manager declares an emergency the Holiday Closure is suspended and all employees are subject to emergency procedures.

SIGNATURES CONTINUED ON NEXT PAGE

CITY OF YUBA CITY



Michael Rock
City Manager

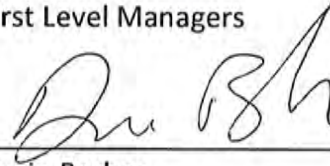


Natalie Springer
Human Resources Director

BARGAINING UNITS



Brian Hansen
First Level Managers



Devin Barber
Mid-Managers

ATTACHMENT C

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 1, 2021**

Confidential

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
1048	ACCOUNTANT I	CON	4,433 25.58	4,655 26.86	4,888 28.20	5,132 29.61	5,389 31.09	Monthly Hourly
1050	ADMINISTRATIVE ANALYST I	CON	4,508 26.01	4,733 27.31	4,970 28.67	5,219 30.11	5,479 31.61	Monthly Hourly
1052	ADMINISTRATIVE ANALYST II	CON	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
1045	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	4,045 23.34	4,247 24.50	4,459 25.73	4,682 27.01	4,916 28.36	Monthly Hourly
1018	HUMAN RESOURCES TECHNICIAN I	CON	3,478 20.07	3,652 21.07	3,835 22.13	4,027 23.23	4,228 24.39	Monthly Hourly
1020	HUMAN RESOURCES TECHNICIAN II	CON	3,827 22.08	4,018 23.18	4,219 24.34	4,430 25.56	4,651 26.83	Monthly Hourly

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

Confidential Unit

Confidential

		EFFECTIVE 04/28/18 - NEW HIRES ONLY										
		SALARY STEPS										
JCN	CLASSIFICATION	Bargaining Group	1	2	3	4	5	6	7	8	9	
1248	ACCOUNTANT I	CON	4,433 25.58	4,544 26.22	4,655 26.86	4,772 27.53	4,888 28.20	5,010 28.90	5,132 29.61	5,260 30.35	5,389 31.09	Monthly Hourly
1250	ADMINISTRATIVE ANALYST I	CON	4,508 26.01	4,621 26.66	4,733 27.31	4,852 27.99	4,970 28.67	5,095 29.39	5,219 30.11	5,349 30.86	5,479 31.61	Monthly Hourly
1252	ADMINISTRATIVE ANALYST II	CON	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
1245	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	4,045 23.34	4,146 23.92	4,247 24.50	4,353 25.11	4,459 25.73	4,571 26.37	4,682 27.01	4,799 27.69	4,916 28.36	Monthly Hourly
1218	HUMAN RESOURCES TECHNICIAN I	CON	3,478 20.07	3,565 20.57	3,652 21.07	3,744 21.60	3,835 22.13	3,931 22.68	4,027 23.23	4,127 23.81	4,228 24.39	Monthly Hourly
1220	HUMAN RESOURCES TECHNICIAN II	CON	3,827 22.08	3,923 22.63	4,018 23.18	4,119 23.76	4,219 24.34	4,325 24.95	4,430 25.56	4,541 26.20	4,651 26.83	Monthly Hourly

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

Confidential Unit

Executive Unit

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
8070 *	CITY MANAGER	CM	-	-	-	-	17,083	Monthly
			-	-	-	-	98.56	Hourly
8090*	PUBLIC WORKS DIRECTOR//CITY ENGINEER	DH	11,817	-	-	-	14,364	Monthly
			68.17	-	-	-	82.87	Hourly
8040*	DIRECTOR OF DEVELOPMENT SERVICES	DH	10,718	-	-	-	13,028	Monthly
			61.84	-	-	-	75.16	Hourly
8010*	DIRECTOR OF HUMAN RESOURCES	DH	10,020	-	-	-	12,180	Monthly
			57.81	-	-	-	70.27	Hourly
8140*	DIRECTOR OF COMMUNITY SERVICES	DH	8,600	-	-	-	12,642	Monthly
			49.61	-	-	-	72.93	Hourly
8170*	DEPUTY CITY MANAGER, ECONOMIC GROWTH AND PUBLIC AFFAIRS	Contract	7,920	-	-	-	12,000	Monthly
			45.69	-	-	-	69.23	Hourly
8030*	FIRE CHIEF	DH	12,461	-	-	-	15,146	Monthly
			71.89	-	-	-	87.38	Hourly
8150*	HUMAN RESOURCES MANAGER	Contract	6,726	-	-	-	8,174	Monthly
			38.80	-	-	-	47.16	Hourly
8050*	POLICE CHIEF	DH	12,461	-	-	-	15,146	Monthly
			71.89	-	-	-	87.38	Hourly
8020*	DIRECTOR OF FINANCE	DH	10,022	-	-	-	13,764	Monthly
			57.82	-	-	-	79.41	Hourly
8200*	DIRECTOR OF ENGINEERING-SBFCA	Contract	10,000	-	-	-	15,000	Monthly
			57.69	-	-	-	86.54	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	-	-	-	-	4,068	Monthly
			-	-	-	-	16.76	Hourly
3120**	FIREFIGHTER I	FIRE	-	-	-	-	4,513	Monthly
			-	-	-	-	18.60	Hourly
3130**	FIREFIGHTER II	FIRE	-	-	-	-	6,889	Monthly
			-	-	-	-	28.39	Hourly
3140**	FIRE APPARATUS OPERATOR	FIRE	-	-	-	7,194	7,554	Monthly
			-	-	-	29.65	31.13	Hourly
3150**	FIRE CAPTAIN	FIRE	7,084	7,438	7,810	8,201	8,611	Monthly
			29.19	30.65	32.18	33.80	35.48	Hourly
3160	FIRE SAFETY INSPECTOR I	FIRE	4,886	5,130	5,387	5,656	5,939	Monthly
			28.19	29.60	31.08	32.63	34.26	Hourly
3170	FIRE SAFETY INSPECTOR II	FIRE	5,450	5,722	6,008	6,308	6,624	Monthly
			31.44	33.01	34.66	36.39	38.21	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	7,084	7,438	7,810	8,201	8,611
			40.87	42.91	45.06	47.31	49.68
3210	FIRE RECRUIT	FIRE					4,068
							23.47
3220	FIREFIGHTER I	FIRE					4,513
							26.04
3230	FIREFIGHTER II	FIRE					6,889
							39.74
3240	FIRE - APPARATUS OPERATOR	FIRE				7,194	7,554
						41.50	43.58

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	7,438	7,810	8,201	8,611	9,042
			42.91	45.06	47.31	49.68	52.16

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	8,571	9,000	9,450	9,923	Monthly Hourly
			33.64	35.32	37.09	38.94	40.89	
6066	FIRE MARSHAL	FM	7447	7819	8,210	8,620	9,051	Monthly Hourly
			42.96	45.11	47.37	49.73	52.22	

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	8,571	9,000	9,450	9,923
			47.09	49.45	51.92	54.52	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	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6060	ADMINISTRATIVE ANALYST II	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6015	ANIMAL SHELTER SUPERVISOR	FLM	3,850 22.21	4,042 23.32	4,244 24.48	4,456 25.71	4,679 26.99	Monthly Hourly
6035	COMMUNICATIONS CENTER COORDINATOR	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6090	CONSTRUCTION INSPECTOR-SENIOR	FLM	5,157 29.75	5,415 31.24	5,686 32.80	5,970 34.44	6,269 36.17	Monthly Hourly
6044	CRIME ANALYST	FLM	4,293 24.77	4,508 26.01	4,733 27.31	4,970 28.67	5,218 30.11	Monthly Hourly
6063	CUSTOMER SERVICE MANAGER	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6120	ENGINEER - ASSOCIATE CIVIL	FLM	6,512 37.57	6,838 39.45	7,180 41.42	7,539 43.49	7,916 45.67	Monthly Hourly
6042	FACILITIES MAINTENANCE SUPERVISOR	FLM	4,871 28.10	5,115 29.51	5,371 30.99	5,640 32.54	5,922 34.17	Monthly Hourly
6050	FLEET MAINTENANCE SUPERVISOR	FLM	4,990 28.79	5,239 30.23	5,501 31.74	5,776 33.32	6,065 34.99	Monthly Hourly
6064	INFORMATION TECHNOLOGY ANALYST	FLM	5,785 33.38	6,074 35.04	6,378 36.80	6,697 38.64	7,032 40.57	Monthly Hourly
6142	SENIOR INFORMATION TECHNOLOGY ANALYST	FLM	6,364 36.72	6,682 38.55	7,016 40.48	7,367 42.50	7,736 44.63	Monthly Hourly
6112	GROUND WATER DIST. SUPERVISOR	FLM	5,814 33.54	6,105 35.22	6,410 36.98	6,731 38.83	7,068 40.77	Monthly Hourly
6062	HOUSING PROGRAMS ANALYST II	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6080	LABORATORY MANAGER	FLM	6,547 37.77	6,874 39.66	7,218 41.64	7,579 43.73	7,958 45.91	Monthly Hourly

First Level Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6085	LABORATORY SUPERVISOR	FLM	5,689 32.82	5,973 34.46	6,272 36.18	6,586 38.00	6,916 39.90	Monthly Hourly
6040	MAINTENANCE SUPERVISOR-STREETS	FLM	4,871 28.10	5,115 29.51	5,371 30.99	5,640 32.54	5,922 34.17	Monthly Hourly
6131	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 3	FLM	5,119 29.53	5,375 31.01	5,644 32.56	5,926 34.19	6,222 35.90	Monthly Hourly
6132	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 4	FLM	5,247 30.27	5,509 31.78	5,784 33.37	6,073 35.04	6,377 36.79	Monthly Hourly
6043	PARKS MAINTENANCE SUPERVISOR	FLM	4,871 28.10	5,115 29.51	5,371 30.99	5,640 32.54	5,922 34.17	Monthly Hourly
6095	PERMIT CENTER MANAGER	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6061	PLANNER-ASSOCIATE	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6065	PLANT MAINTENANCE SUPERVISOR	FLM	6,291 36.29	6,606 38.11	6,936 40.02	7,283 42.02	7,647 44.12	Monthly Hourly
6030*	RECREATION SUPERVISOR I	FLM	4,853 28.00	5,096 29.40	5,351 30.87	5,619 32.42	5,900 34.04	Monthly Hourly
6045*	RECREATION SUPERVISOR II	FLM	5,582 32.20	5,861 33.81	6,154 35.50	6,462 37.28	6,785 39.14	Monthly Hourly
6046*	RECREATION SUPERVISOR III	FLM	6,141 35.43	6,448 37.20	6,770 39.06	7,108 41.01	7,464 43.06	Monthly Hourly
6210	WASTEWATER COLLECTIONS SUPERVISOR	FLM	4,871 28.10	5,115 29.51	5,371 30.99	5,640 32.54	5,922 34.17	Monthly Hourly
6096	WASTEWATER TRT FACILITY CHIEF OPERATOR	FLM	6,955 40.13	7,303 42.13	7,668 44.24	8,051 46.45	8,454 48.77	Monthly Hourly
6111	WASTEWATER TRT FACILITY SUPERVISOR	FLM	8,346 48.15	8,763 50.56	9,201 53.08	9,661 55.74	10,144 58.52	Monthly Hourly
6041	WATER DISTRIBUTION SUPERVISOR	FLM	5,581 32.20	5,860 33.81	6,153 35.50	6,461 37.28	6,784 39.14	Monthly Hourly

First Level Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6160	WATER TREATMENT FACILITY CHIEF OPERATOR	FLM	6,955	7,303	7,668	8,051	8,454	Monthly
			40.13	42.13	44.24	46.45	48.77	Hourly
6110	WATER TREATMENT FACILITY SUPERVISOR	FLM	8,346	8,763	9,201	9,661	10,144	Monthly
			48.15	50.56	53.08	55.74	58.52	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.

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	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
6460	ADMINISTRATIVE ANALYST II	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
6415	ANIMAL SHELTER SUPERVISOR	FLM	3,850 22.21	3,946 22.77	4,042 23.32	4,143 23.90	4,244 24.48	4,350 25.10	4,456 25.71	4,567 26.35	4,679 26.99	Monthly Hourly
6435	COMMUNICATIONS CENTER COORDINATOR	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
6490	CONSTRUCTION INSPECTOR-SENIOR	FLM	5,157 29.75	5,286 30.50	5,415 31.24	5,551 32.03	5,686 32.80	5,828 33.62	5,970 34.44	6,119 35.30	6,269 36.17	Monthly Hourly
6444	CRIME ANALYST	FLM	4,293 24.77	4,401 25.39	4,508 26.01	4,621 26.66	4,733 27.31	4,852 27.99	4,970 28.67	5,094 29.39	5,218 30.11	Monthly Hourly
6463	CUSTOMER SERVICE MANAGER	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
6520	ENGINEER - ASSOCIATE CIVIL	FLM	6,512 37.57	6,675 38.51	6,838 39.45	7,009 40.44	7,180 41.42	7,360 42.46	7,539 43.49	7,728 44.58	7,916 45.67	Monthly Hourly
6442	FACILITIES MAINTENANCE SUPERVISOR	FLM	4,871 28.10	4,993 28.81	5,115 29.51	5,243 30.25	5,371 30.99	5,506 31.77	5,640 32.54	5,781 33.35	5,922 34.17	Monthly Hourly
6450	FLEET MAINTENANCE SUPERVISOR	FLM	4,990 28.79	5,115 29.51	5,239 30.23	5,370 30.98	5,501 31.74	5,639 32.53	5,776 33.32	5,920 34.15	6,065 34.99	Monthly Hourly
6464*	INFORMATION TECHNOLOGY ANALYST	FLM	5,785 33.38	5,930 34.21	6,074 35.04	6,226 35.92	6,378 36.80	6,538 37.72	6,697 38.64	6,864 39.60	7,032 40.57	Monthly Hourly
6542	SENIOR INFORMATION TECHNOLOGY ANALYST	FLM	6,364 36.72	6,523 37.63	6,682 38.55	6,849 39.51	7,016 40.48	7,192 41.49	7,367 42.50	7,551 43.56	7,736 44.63	Monthly Hourly
6512	GROUND WATER DIST. SUPERVISOR	FLM	5,814 33.54	5,960 34.38	6,105 35.22	6,258 36.10	6,410 36.98	6,571 37.91	6,731 38.83	6,899 39.80	7,068 40.77	Monthly Hourly
6462	HOUSING PROGRAMS ANALYST II	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	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	6,547 37.77	6,711 38.72	6,874 39.66	7,046 40.65	7,218 41.64	7,399 42.69	7,579 43.73	7,769 44.82	7,958 45.91	Monthly	Hourly
6485	LABORATORY SUPERVISOR	FLM	5,689 32.82	5,831 33.64	5,973 34.46	6,123 35.33	6,272 36.18	6,429 37.09	6,586 38.00	6,751 38.95	6,916 39.90	Monthly	Hourly
6440	MAINTENANCE SUPERVISOR-STREETS	FLM	4,871 28.10	4,993 28.81	5,115 29.51	5,243 30.25	5,371 30.99	5,506 31.77	5,640 32.54	5,781 33.35	5,922 34.17	Monthly	Hourly
6531	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 3	FLM	5,119 29.53	5,247 30.27	5,375 31.01	5,510 31.79	5,644 32.56	5,785 33.38	5,926 34.19	6,074 35.04	6,222 35.90	Monthly	Hourly
6532	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 4	FLM	5,247 30.27	5,378 31.03	5,509 31.78	5,647 32.58	5,784 33.37	5,929 34.21	6,073 35.04	6,225 35.91	6,377 36.79	Monthly	Hourly
6443	PARKS MAINTENANCE SUPERVISOR	FLM	4,871 28.10	4,993 28.81	5,115 29.51	5,243 30.25	5,371 30.99	5,506 31.77	5,640 32.54	5,781 33.35	5,922 34.17	Monthly	Hourly
6495	PERMIT CENTER MANAGER	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly	Hourly
6461	PLANNER-ASSOCIATE	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly	Hourly
6465	PLANT MAINTENANCE SUPERVISOR	FLM	6,291 36.29	6,449 37.21	6,606 38.11	6,771 39.06	6,936 40.02	7,110 41.02	7,283 42.02	7,465 43.07	7,647 44.12	Monthly	Hourly
6430	RECREATION SUPERVISOR I	FLM	4,853 28.00	4,975 28.70	5,096 29.40	5,224 30.14	5,351 30.87	5,485 31.64	5,619 32.42	5,760 33.23	5,900 34.04	Monthly	Hourly
6445	RECREATION SUPERVISOR II	FLM	5,582 32.20	5,722 33.01	5,861 33.81	6,008 34.66	6,154 35.50	6,308 36.39	6,462 37.28	6,624 38.22	6,785 39.14	Monthly	Hourly
6446	RECREATION SUPERVISOR III	FLM	6,141 35.43	6,295 36.32	6,448 37.20	6,609 38.13	6,770 39.06	6,939 40.03	7,108 41.01	7,286 42.03	7,464 43.06	Monthly	Hourly
6610	WASTEWATER COLLECTIONS SUPERVISOR	FLM	4,871 28.10	4,993 28.81	5,115 29.51	5,243 30.25	5,371 30.99	5,506 31.77	5,640 32.54	5,781 33.35	5,922 34.17	Monthly	Hourly
6496	WASTEWATER TRT FACILITY CHIEF OPERATOR	FLM	6,955 40.13	7,129 41.13	7,303 42.13	7,486 43.19	7,668 44.24	7,860 45.35	8,051 46.45	8,252 47.61	8,454 48.77	Monthly	Hourly

First Level Management

JCN	CLASSIFICATION	Bargaining Group	EFFECTIVE 11/25/17 - NEW HIRES ONLY									
			SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
6511	WASTEWATER TRT FACILITY SUPERVISOR	FLM	8,346 48.15	8,555 49.36	8,763 50.56	8,982 51.82	9,201 53.08	9,431 54.41	9,661 55.74	9,902 57.13	10,144 58.52	Monthly Hourly
6441	WATER DISTRIBUTION SUPERVISOR	FLM	5,581 32.20	5,721 33.01	5,860 33.81	6,007 34.66	6,153 35.50	6,307 36.39	6,461 37.28	6,623 38.21	6,784 39.14	Monthly Hourly
6560	WATER TREATMENT FACILITY CHIEF OPERATOR	FLM	6,955 40.13	7,129 41.13	7,303 42.13	7,486 43.19	7,668 44.24	7,860 45.35	8,051 46.45	8,252 47.61	8,454 48.77	Monthly Hourly
6510	WATER TREATMENT FACILITY SUPERVISOR	FLM	8,346 48.15	8,555 49.36	8,763 50.56	8,982 51.82	9,201 53.08	9,431 54.41	9,661 55.74	9,902 57.13	10,144 58.52	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.

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	6,722 38.78	7,058 40.72	7,411 42.76	7,782 44.90	8,171 47.14	Monthly Hourly
7070*	ADMINISTRATIVE ANALYST III	MM	6,361 36.70	6,679 38.53	7,013 40.46	7,364 42.48	7,733 44.61	Monthly Hourly
7010*	ADMINISTRATIVE MANAGER	MM	7,743 44.67	8,130 46.90	8,536 49.25	8,963 51.71	9,412 54.30	Monthly Hourly
7125*	ANIMAL SERVICES MANAGER	MM	6,893 39.77	7,238 41.76	7,600 43.85	7,980 46.04	8,379 48.34	Monthly Hourly
7115*	ASSISTANT CHIEF - FIRE	MM	9,932 57.30	10,429 60.17	10,950 63.17	11,497 66.33	12,072 69.64	Monthly Hourly
7116*	ASSISTANT CHIEF - FIRE OPERATIONS (INTERIM)	MM	10,429 60.17	10,950 63.17	11,497 66.33	12,072 69.65	12,675 73.13	Monthly Hourly
7117*	ASSISTANT CHIEF - FIRE ADMINISTRATION (INTERIM)	MM	9,932 57.30	10,429 60.17	- -	- -	- -	Monthly Hourly
7135*	ASSISTANT PUBLIC WORKS DIRECTOR	MM	9,827 56.69	10,318 59.53	10,834 62.50	11,376 65.63	11,945 68.91	Monthly Hourly
7140*	ASSISTANT P.W. DIRECTOR - UTILITIES	MM	9,827 56.69	10,318 59.53	10,834 62.50	11,376 65.63	11,945 68.91	Monthly Hourly
7418*	CITY CLERK ADMINISTRATOR	MM	6,236 35.98	6,548 37.78	6,875 39.66	7,219 41.65	7,581 43.73	Monthly Hourly
7112*	CHIEF BUILDING OFFICIAL	MM	7,447 42.96	7,819 45.11	8,210 47.37	8,620 49.73	9,051 52.22	Monthly Hourly
7175*	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	8,710 50.25	9,145 52.76	9,602 55.40	10,082 58.17	10,587 61.08	Monthly Hourly
7195*	DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	7,942 45.82	8,339 48.11	8,756 50.52	9,194 53.04	9,653 55.69	Monthly Hourly
7160*	DEPUTY P.W. DIRECTOR - UTILITIES	MM	8,273 47.73	8,687 50.12	9,121 52.62	9,577 55.25	10,056 58.02	Monthly Hourly
7110*	DIVISION FIRE CHIEF	MM	9,458 54.57	9,931 57.29	10,428 60.16	10,949 63.17	11,496 66.33	Monthly Hourly

Mid Managers

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
7120*	ENGINEER - SENIOR	MM	7,858 45.33	8,251 47.60	8,664 49.98	9,097 52.48	9,552 55.11	Monthly Hourly
7310*	ENGINEER - SENIOR - CITY SURVEYOR	MM	7,501 43.28	7,876 45.44	8,270 47.71	8,683 50.09	9,117 52.60	Monthly Hourly
7105*	INFORMATION TECHNOLOGY MANAGER	MM	8,650 49.90	9,082 52.40	9,536 55.02	10,013 57.77	10,514 60.66	Monthly Hourly
7043*	PARK MAINTENANCE MANAGER	MM	6,449 37.21	6,771 39.06	7,110 41.02	7,466 43.07	7,840 45.23	Monthly Hourly
7044*	PARKS AND GROUNDS SUPERINTENDENT	MM	6,893 39.77	7,238 41.76	7,600 43.85	7,980 46.04	8,379 48.34	Monthly Hourly
7130*	PLANNER-PRINCIPAL	MM	7,315 42.20	7,681 44.31	8,065 46.53	8,468 48.85	8,891 51.30	Monthly Hourly
7060*	PLANNING MANAGER	MM	7,942 45.82	8,339 48.11	8,756 50.52	9,194 53.04	9,653 55.69	Monthly Hourly
7085*	PROJECT MANAGER	MM	7,144 41.22	7,501 43.28	7,876 45.44	8,270 47.71	8,683 50.10	Monthly Hourly
7090*	PUBLIC WORKS SUPERINTENDENT	MM	7,492 43.22	7,867 45.39	8,260 47.65	8,673 50.04	9,107 52.54	Monthly Hourly
7046*	RECREATION MANAGER	MM	6,449 37.21	6,771 39.06	7,110 41.02	7,466 43.07	7,840 45.23	Monthly Hourly
7200*	REGULATORY COMPLIANCE ADMINISTRATOR	MM	7,512 43.34	7,888 45.51	8,282 47.78	8,696 50.17	9,131 52.68	Monthly Hourly
7091*	UTILITIES SUPERINTENDENT	MM	8,710 50.25	9,145 52.76	9,602 55.40	10,082 58.17	10,587 61.08	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 04/28/2018 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
7565*	ACCOUNTING MANAGER	MM	6,722 38.78	6,890 39.75	7,058 40.72	7,235 41.74	7,411 42.76	7,597 43.83	7,782 44.90	7,977 46.02	8,171 47.14	Monthly Hourly
7470*	ADMINISTRATIVE ANALYST III	MM	6,361 36.70	6,520 37.62	6,679 38.53	6,846 39.50	7,013 40.46	7,189 41.48	7,364 42.48	7,548 43.55	7,733 44.61	Monthly Hourly
7410*	ADMINISTRATIVE MANAGER	MM	7,743 44.67	7,937 45.79	8,130 46.90	8,333 48.08	8,536 49.25	8,750 50.48	8,963 51.71	9,187 53.00	9,412 54.30	Monthly Hourly
7525*	ANIMAL SERVICES MANAGER	MM	6,893 39.77	7,066 40.77	7,238 41.76	7,419 42.80	7,600 43.85	7,790 44.94	7,980 46.04	8,180 47.19	8,379 48.34	Monthly Hourly
7515*	ASSISTANT CHIEF - FIRE	MM	9,932 57.30	10,181 58.74	10,429 60.17	10,690 61.67	10,950 63.17	11,224 64.75	11,497 66.33	11,784 67.98	12,072 69.64	Monthly Hourly
7116*	ASSISTANT CHIEF - FIRE OPERATIONS (INTERIM)	MM	10,429 60.17	10,690 61.67	10,950 63.17	11,224 64.75	11,497 66.33	11,785 67.99	12,072 69.65	12,374 71.39	12,675 73.13	Monthly Hourly
7117*	ASSISTANT CHIEF - FIRE ADMINISTRATION (INTERIM)	MM	9,932 57.30	10,181 58.74	10,429 60.17	- -	- -	- -	- -	- -	- -	Monthly Hourly
7136*	ASSISTANT PUBLIC WORKS DIRECTOR	MM	9,827 56.69	10,073 58.11	10,318 59.53	10,576 61.02	10,834 62.50	11,105 64.07	11,376 65.63	11,661 67.28	11,945 68.91	Monthly Hourly
7540*	ASSISTANT P.W. DIRECTOR - UTILITIES	MM	9,827 56.69	10,073 58.11	10,318 59.53	10,576 61.02	10,834 62.50	11,105 64.07	11,376 65.63	11,661 67.28	11,945 68.91	Monthly Hourly
7512*	CHIEF BUILDING OFFICIAL	MM	7,447 42.96	7,633 44.04	7,819 45.11	8,015 46.24	8,210 47.37	8,415 48.55	8,620 49.73	8,836 50.98	9,051 52.22	Monthly Hourly
7419*	CITY CLERK ADMINISTRATOR	MM	6,236 35.98	6,392 36.88	6,548 37.78	6,712 38.72	6,875 39.66	7,047 40.66	7,219 41.65	7,400 42.69	7,581 43.73	Monthly Hourly
7575*	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	8,710 50.25	8,928 51.51	9,145 52.76	9,374 54.08	9,602 55.40	9,842 56.78	10,082 58.17	10,334 59.62	10,587 61.08	Monthly Hourly
7595*	DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	7,942 45.82	8,141 46.97	8,339 48.11	8,548 49.32	8,756 50.52	8,975 51.78	9,194 53.04	9,424 54.37	9,653 55.69	Monthly Hourly
7560*	DEPUTY P.W. DIRECTOR - UTILITIES	MM	8,273 47.73	8,480 48.92	8,687 50.12	8,904 51.37	9,121 52.62	9,349 53.94	9,577 55.25	9,817 56.64	10,056 58.02	Monthly Hourly
7510*	DIVISION FIRE CHIEF	MM	9,458 54.57	9,695 55.93	9,931 57.29	10,180 58.73	10,428 60.16	10,689 61.67	10,949 63.17	11,223 64.75	11,496 66.33	Monthly Hourly

Mid Managers

		EFFECTIVE 04/28/2018 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
7710*	ENGINEER - SENIOR - CITY SURVEYOR	MM	7,501 43.28	7,689 44.36	7,876 45.44	8,073 46.58	8,270 47.71	8,477 48.91	8,683 50.09	8,900 51.35	9,117 52.60	Monthly Hourly
7505*	INFORMATION TECHNOLOGY MANAGER	MM	8,650 49.90	8,866 51.15	9,082 52.40	9,309 53.71	9,536 55.02	9,775 56.39	10,013 57.77	10,264 59.22	10,514 60.66	Monthly Hourly
7443*	PARK MAINTENANCE MANAGER	MM	6,449 37.21	6,610 38.13	6,771 39.06	6,941 40.04	7,110 41.02	7,288 42.05	7,466 43.07	7,653 44.15	7,840 45.23	Monthly Hourly
7444*	PARKS AND GROUNDS SUPERINTENDENT	MM	6,893 39.77	7,066 40.77	7,238 41.76	7,419 42.80	7,600 43.85	7,790 44.94	7,980 46.04	8,180 47.19	8,379 48.34	Monthly Hourly
7530*	PLANNER-PRINCIPAL	MM	7,315 42.20	7,498 43.26	7,681 44.31	7,873 45.42	8,065 46.53	8,267 47.69	8,468 48.85	8,680 50.08	8,891 51.30	Monthly Hourly
7460*	PLANNING MANAGER	MM	7,942 45.82	8,141 46.97	8,339 48.11	8,548 49.32	8,756 50.52	8,975 51.78	9,194 53.04	9,424 54.37	9,653 55.69	Monthly Hourly
7485*	PROJECT MANAGER	MM	7,144 41.22	7,323 42.25	7,501 43.28	7,689 44.36	7,876 45.44	8,073 46.58	8,270 47.71	8,477 48.91	8,683 50.10	Monthly Hourly
7490*	PUBLIC WORKS SUPERINTENDENT	MM	7,492 43.22	7,680 44.31	7,867 45.39	8,064 46.52	8,260 47.65	8,467 48.85	8,673 50.04	8,890 51.29	9,107 52.54	Monthly Hourly
7446*	RECREATION MANAGER	MM	6,449 37.21	6,610 38.13	6,771 39.06	6,941 40.04	7,110 41.02	7,288 42.05	7,466 43.07	7,653 44.15	7,840 45.23	Monthly Hourly
7600*	REGULATORY COMPLIANCE ADMINISTRATOR	MM	7,512 43.34	7,700 44.42	7,888 45.51	8,085 46.64	8,282 47.78	8,489 48.98	8,696 50.17	8,914 51.43	9,131 52.68	Monthly Hourly
7092*	UTILITIES SUPERINTENDENT	MM	8,710 50.25	8,928 51.51	9,145 52.76	9,374 54.08	9,602 55.40	9,842 56.78	10,082 58.17	10,334 59.62	10,587 61.08	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	10,632 61.34	11,164 64.41	11,722 67.63	12,308 71.01	12,923 74.56	Monthly Hourly
7150*	POLICE COMMANDER	Sworn MM	10,127 58.43	10,633 61.34	11,165 64.41	11,723 67.63	12,309 71.02	Monthly Hourly
7111*	POLICE LIEUTENANT	Sworn MM	9,119 52.61	9,575 55.24	10,054 58.00	10,557 60.91	11,085 63.95	Monthly Hourly

Pensionable Compensation for New Members (PEPRA)

MOU Article 1.2 - Bilingual Pay

Police Sworn Mid-Manager employees who are certified as bilingual will receive a bilingual pay incentive of \$100 per month:

MOU Article 1.3 - Education Incentive

Police Sworn Mid-Manager employees awarded a Master's degree or who has successfully completed the

FBI National Academy will be eligible to receive an education incentive of 2.5% of base salary.

The maximum education incentive is limited to 2.5% of base salary.

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

Sworn Police Mid Managers

Police Officers Association

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS							
			1	2	3	4	5	6		
2005	ADMINISTRATIVE ASSISTANT	PD	4,073 23.50	4,277 24.68	4,491 25.91	4,716 27.21	4,951 28.57		Monthly Hourly	
2040	COMMUNITY POLICING COORDINATOR	PD	4,016 23.17	4,217 24.33	4,428 25.55	4,649 26.82	4,882 28.16		Monthly Hourly	
2130	COMMUNITY SERVICE OFFICER	PD	3,964 22.87	4,162 24.01	4,370 25.21	4,589 26.48	4,818 27.80		Monthly Hourly	
2125	COMMUNITY SERVICE OFFICER - LEAD	PD	4,473 25.81	4,697 27.10	4,932 28.45	5,179 29.88	5,438 31.37		Monthly Hourly	
2150	FIELD SERVICE TECHNICIAN	PD	4,016 23.17	4,217 24.33	4,428 25.55	4,649 26.82	4,882 28.16		Monthly Hourly	
2200	POLICE OFFICER	PD	5,307 30.62	5,572 32.15	5,851 33.76	6,144 35.45	6,451 37.22	6,774 39.08	Monthly Hourly	
2120	POLICE RECORDS CLERK	PD	3,361 19.39	3,529 20.36	3,705 21.38	3,890 22.44	4,084 23.56		Monthly Hourly	
2160	POLICE RECORDS CLERK - LEAD	PD	3,727 21.50	3,913 22.58	4,109 23.71	4,314 24.89	4,529 26.13		Monthly Hourly	
2190	POLICE RECRUIT	PD	4,618 26.64	4,848 27.97	5,091 29.37	- -	- -		Monthly Hourly	
2110	PUBLIC SAFETY DISPATCHER I	PD	3,740 21.58	3,927 22.66	- -	- -	- -		Monthly Hourly	
2140	PUBLIC SAFETY DISPATCHER II	PD	4,401 25.39	4,621 26.66	4,852 27.99	5,095 29.39	5,350 30.86		Monthly Hourly	
2180	PUBLIC SAFETY DISPATCHER III	PD	- -	- -	- -	5,600 32.31	5,880 33.92		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	5,705 32.91	5,990 34.56	6,290 36.29	6,605 38.11	6,935 40.01	7,282 42.01		

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	5,572 32.15	5,851 33.76	6,144 35.45	6,451 37.22	6,774 39.08	7,112 41.03

Pensionable Compensation for New Members (PEPRA)

MOU Article 2.5 - Education Incentive -

Education Incentive pay for sworn personnel shall be base pay cumulative but not compounded.

The cap for employees with an Advanced POST certificate shall be 10%.

Sworn Personnel shall receive education incentive as follows:

AA or AS degree	2.50%
BA or BS degree	7.50%
POST Intermediate Certificate	2.50%
POST Advance Certificate	7.50%

ALL non-sworn POA personnel shall receive education incentive pay as follows:

AA or AS degree	2.50%
BA or BS degree	5.00%

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%

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

MOU Article 2.6 - Bilingual Pay

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

MOU Article 2.7 - 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 2.9 - 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 2.13 - 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.

MOU Article 2.4 - Traffic Division (effective September 28, 2019)

Employees assigned to the Traffic Division shall receive five percent (5%) hazard pay (calculated from their base hourly wage) on an hour per hour basis.

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	4,073 23.50	4,175 24.09	4,277 24.68	4,384 25.29	4,491 25.91	4,604 26.56	4,716 27.21	4,834 27.89	4,951 28.57	Monthly Hourly
2440	COMMUNITY POLICING COORDINATOR	PD	4,016 23.17	4,117 23.75	4,217 24.33	4,323 24.94	4,428 25.55	4,539 26.19	4,649 26.82	4,765 27.49	4,882 28.16	Monthly Hourly
2530	COMMUNITY SERVICE OFFICER	PD	3,964 22.87	4,063 23.44	4,162 24.01	4,266 24.61	4,370 25.21	4,480 25.85	4,589 26.48	4,704 27.14	4,818 27.80	Monthly Hourly
2525	COMMUNITY SERVICE OFFICER - LEAD	PD	4,473 25.81	4,585 26.45	4,697 27.10	4,815 27.78	4,932 28.45	5,056 29.17	5,179 29.88	5,308 30.62	5,438 31.37	Monthly Hourly
2550	FIELD SERVICE TECHNICIAN	PD	4,016 23.17	4,117 23.75	4,217 24.33	4,323 24.94	4,428 25.55	4,539 26.19	4,649 26.82	4,765 27.49	4,882 28.16	Monthly Hourly
2520	POLICE RECORDS CLERK	PD	3,361 19.39	3,445 19.88	3,529 20.36	3,617 20.87	3,705 21.38	3,798 21.91	3,890 22.44	3,987 23.00	4,084 23.56	Monthly Hourly
2560	POLICE RECORDS CLERK - LEAD	PD	3,727 21.50	3,820 22.04	3,913 22.58	4,011 23.14	4,109 23.71	4,212 24.30	4,314 24.89	4,422 25.51	4,529 26.13	Monthly Hourly

Pensionable Compensation for New Members (PEPRA)

MOU Article 2.5 - Education Incentive -

ALL non-sworn POA personnel shall receive education incentive pay as follows:

- AA or AS degree 2.5%
- BA or BS degree 5.0%

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

MOU Article 2.6 - Bilingual Pay

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

MOU Article 2.9 - 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	6,810 39.29	7,150 41.25	7,507 43.31	7,882 45.47	8,276 47.75	Monthly Hourly

Pensionable Compensation for New Members (PEPRA)

MOU Article 2.2 - 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 5.2% for possession of a POST Supervisory Certificate.
Education Incentive pay shall be base pay cumulative but not compounded and shall have a 12.7% cap.

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 - FTO Pay and Traffic Division

Employees assigned to Field Training Officer, and/or the Traffic Division shall receive 5% of incentive pay (calculated from base hourly wage).

MOU Article 3.0 - Detective and Net-5 (increase from 5% to 7.5% effective 9/28/19)

Employees assigned to Investigation and/or Net-5 shall receive 7.5% of incentive pay (calculated from base hourly wage).

Police Sergeants

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4101	ACCOUNTANT I	PEU, Local 1	4,433 25.58	4,655 26.86	4,888 28.20	5,132 29.61	5,389 31.09	Monthly Hourly
4052	ACCOUNT CLERK	PEU, Local 1	2,869 16.55	3,012 17.38	3,163 18.25	3,321 19.16	3,487 20.12	Monthly Hourly
4100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,308 19.08	3,473 20.04	3,647 21.04	3,829 22.09	4,021 23.20	Monthly Hourly
4162	ACCOUNT CLERK-SENIOR	PEU, Local 1	3,807 21.96	3,997 23.06	4,197 24.21	4,407 25.43	4,628 26.70	Monthly Hourly
4015	ACCOUNTING TECHNICIAN	PEU, Local 1	3,857 22.25	4,050 23.37	4,252 24.53	4,465 25.76	4,688 27.05	Monthly Hourly
4244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,169 24.05	4,377 25.25	4,596 26.52	4,826 27.84	5,067 29.23	Monthly Hourly
4020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	3,676 21.21	3,860 22.27	4,053 23.38	4,256 24.55	4,469 25.78	Monthly Hourly
4040	ADMINISTRATIVE CLERK I	PEU, Local 1	2,445 14.11	2,567 14.81	2,695 15.55	2,830 16.33	2,971 17.14	Monthly Hourly
4060	ADMINISTRATIVE CLERK II	PEU, Local 1	2,690 15.52	2,824 16.29	2,965 17.11	3,113 17.96	3,269 18.86	Monthly Hourly
4085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,095 17.86	3,250 18.75	3,413 19.69	3,584 20.68	3,763 21.71	Monthly Hourly
4025	ADMINISTRATIVE TECHNICIAN	PEU, Local 1	3,381 19.51	3,550 20.48	3,727 21.50	3,913 22.58	4,109 23.70	Monthly Hourly
4090	ANIMAL SERVICES OFFICER I	PEU, Local 1	2,901 16.74	3,046 17.57	3,198 18.45	3,358 19.37	3,526 20.34	Monthly Hourly
4095	ANIMAL SERVICES OFFICER II	PEU, Local 1	3,180 18.35	3,339 19.26	3,506 20.23	3,681 21.24	3,865 22.30	Monthly Hourly
4155	ARBORIST, SENIOR	PEU, Local 1	3,692 21.30	3,877 22.37	4,071 23.49	4,275 24.66	4,489 25.90	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	4,114 23.73	4,320 24.92	4,536 26.17	4,763 27.48	5,001 28.85	Monthly Hourly
4292	BUILDING INSPECTOR II	PEU, Local 1	4,527 26.12	4,753 27.42	4,991 28.79	5,241 30.24	5,503 31.75	Monthly Hourly
4062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,274 18.89	3,438 19.83	3,610 20.83	3,791 21.87	3,981 22.97	Monthly Hourly
4121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	3,581 20.66	3,760 21.69	3,948 22.78	4,145 23.91	4,352 25.11	Monthly Hourly
4285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,424 25.52	4,645 26.80	4,877 28.14	5,121 29.54	5,377 31.02	Monthly Hourly
4115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,422 19.74	3,593 20.73	3,773 21.77	3,962 22.86	4,161 24.00	Monthly Hourly
4144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,764 21.72	3,952 22.80	4,150 23.94	4,358 25.14	4,576 26.40	Monthly Hourly
4243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,271 24.64	4,485 25.88	4,709 27.17	4,944 28.52	5,191 29.95	Monthly Hourly
4050	CUSTODIAN I	PEU, Local 1	2,578 14.87	2,707 15.62	2,842 16.40	2,984 17.22	3,133 18.08	Monthly Hourly
4082	CUSTODIAN II	PEU, Local 1	2,970 17.13	3,119 17.99	3,275 18.89	3,439 19.84	3,611 20.83	Monthly Hourly
4030	CUSTOMER SERVICES REP I	PEU, Local 1	2,810 16.21	2,950 17.02	3,098 17.87	3,253 18.77	3,416 19.71	Monthly Hourly
4070	CUSTOMER SERVICES REP II	PEU, Local 1	3,079 17.76	3,233 18.65	3,395 19.59	3,565 20.57	3,743 21.60	Monthly Hourly
4161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,528 20.35	3,704 21.37	3,889 22.44	4,083 23.56	4,287 24.73	Monthly Hourly
4170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,605 26.57	4,835 27.89	5,077 29.29	5,331 30.76	5,598 32.29	Monthly Hourly
4265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,296 30.55	5,561 32.08	5,839 33.69	6,131 35.37	6,437 37.14	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	6,090 35.13	6,394 36.89	6,714 38.73	7,050 40.67	7,403 42.71	Monthly Hourly
4300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,427 31.31	5,698 32.87	5,983 34.52	6,282 36.24	6,596 38.06	Monthly Hourly
4215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,674 21.20	3,858 22.26	4,051 23.37	4,254 24.54	4,467 25.77	Monthly Hourly
4250	ENGINEERING TECHNICIAN II	PEU, Local 1	3,972 22.92	4,171 24.06	4,380 25.27	4,599 26.53	4,829 27.86	Monthly Hourly
4295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,575 26.39	4,804 27.72	5,044 29.10	5,296 30.55	5,561 32.08	Monthly Hourly
4160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	3,972 22.92	4,171 24.06	4,380 25.27	4,599 26.53	4,829 27.86	Monthly Hourly
4031	FACILITY AIDE	PEU, Local 1	2,450 14.13	2,573 14.84	2,702 15.59	2,837 16.37	2,978 17.18	Monthly Hourly
4036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,861 16.51	3,004 17.33	3,154 18.20	3,312 19.11	3,477 20.06	Monthly Hourly
4083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,133 18.08	3,290 18.98	3,455 19.93	3,628 20.93	3,810 21.98	Monthly Hourly
4028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,290 24.75	4,505 25.99	4,730 27.29	4,966 28.65	5,214 30.08	Monthly Hourly
4246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,444 25.64	4,666 26.92	4,899 28.26	5,144 29.68	5,401 31.16	Monthly Hourly
4260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	4,889 28.21	5,133 29.61	5,390 31.10	5,659 32.65	5,942 34.28	Monthly Hourly
4281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,605 26.57	4,835 27.89	5,077 29.29	5,331 30.76	5,598 32.29	Monthly Hourly
4282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,296 30.55	5,561 32.08	5,839 33.69	6,131 35.37	6,437 37.14	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	6,090 35.13	6,395 36.89	6,715 38.74	7,051 40.68	7,402 42.70	Monthly Hourly
4110	KENNEL ATTENDANT I	PEU, Local 1	2,427 14.00	2,548 14.70	2,675 15.43	2,809 16.21	2,950 17.02	Monthly Hourly
4111	KENNEL ATTENDANT II	PEU, Local 1	2,696 15.55	2,831 16.33	2,973 17.15	3,122 18.01	3,278 18.91	Monthly Hourly
4112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	2,970 17.13	3,119 17.99	3,275 18.89	3,439 19.84	3,611 20.83	Monthly Hourly
4045	LABORATORY RECEPTIONIST	PEU, Local 1	2,445 14.11	2,567 14.81	2,695 15.55	2,830 16.33	2,971 17.14	Monthly Hourly
4530	LABORATORY ANALYST I	PEU, Local 1	4,162 24.01	4,370 25.21	4,588 26.47	4,817 27.79	5,058 29.18	Monthly Hourly
4581	LABORATORY ANALYST II	PEU, Local 1	4,578 26.41	4,807 27.73	5,047 29.12	5,299 30.57	5,564 32.10	Monthly Hourly
4064	LABORATORY ASSISTANT	PEU, Local 1	3,468 20.01	3,641 21.01	3,823 22.06	4,014 23.16	4,215 24.32	Monthly Hourly
4220	MECHANIC	PEU, Local 1	4,127 23.81	4,333 25.00	4,550 26.25	4,778 27.57	5,017 28.94	Monthly Hourly
4225	MECHANIC-LEAD	PEU, Local 1	4,749 27.40	4,986 28.77	5,235 30.20	5,497 31.71	5,772 33.30	Monthly Hourly
4063	PARK MAINTENANCE WORKER I	PEU, Local 1	2,930 16.90	3,076 17.75	3,230 18.63	3,391 19.56	3,561 20.54	Monthly Hourly
4065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	2,930 16.90	- -	- -	- -	- -	Monthly Hourly
4122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,211 18.53	3,372 19.45	3,541 20.43	3,718 21.45	3,904 22.52	Monthly Hourly
4200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,692 21.30	3,877 22.37	4,071 23.49	4,275 24.66	4,489 25.90	Monthly Hourly
4245	PLANNER-ASSISTANT	PEU, Local 1	4,504 25.98	4,729 27.28	4,965 28.64	5,213 30.08	5,473 31.58	Monthly Hourly

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4255	PLANS EXAMINER	PEU, Local 1	4,527 26.12	4,753 27.42	4,991 28.79	5,241 30.24	5,503 31.75	Monthly Hourly
4140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,560 26.31	4,788 27.62	5,027 29.00	5,278 30.45	5,542 31.97	Monthly Hourly
4221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	5,243 30.25	5,505 31.76	5,780 33.35	6,069 35.01	6,373 36.77	Monthly Hourly
4320	PRETREATMENT COORDINATOR	PEU, Local 1	5,021 28.97	5,272 30.42	5,536 31.94	5,813 33.54	6,104 35.21	Monthly Hourly
4061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	2,930 16.90	3,076 17.75	3,230 18.63	3,391 19.56	3,561 20.54	Monthly Hourly
4120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,211 18.53	3,372 19.45	3,541 20.43	3,718 21.45	3,904 22.52	Monthly Hourly
4150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	3,705 21.38	3,890 22.44	4,085 23.57	4,289 24.74	4,503 25.98	Monthly Hourly
4185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,254 24.54	4,467 25.77	4,690 27.06	4,925 28.41	5,171 29.84	Monthly Hourly
4080	RECREATION COORDINATOR	PEU, Local 1	2,728 15.74	2,864 16.52	3,007 17.35	3,157 18.21	3,315 19.13	Monthly Hourly
4117	REGISTERED VETERINARY TECH	PEU, Local 1	2,999 17.30	3,149 18.17	3,306 19.07	3,471 20.03	3,644 21.03	Monthly Hourly
4135	SWEEPER OPERATOR	PEU, Local 1	3,697 21.33	3,882 22.40	4,076 23.52	4,280 24.69	4,494 25.93	Monthly Hourly
4058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	2,930 16.90	3,076 17.75	3,230 18.63	3,391 19.56	3,561 20.54	Monthly Hourly
4118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,211 18.53	3,372 19.45	3,541 20.43	3,718 21.45	3,904 22.52	Monthly Hourly
4236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	2,930 16.90	3,076 17.75	3,230 18.63	3,391 19.56	3,561 20.54	Monthly Hourly
4237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	3,211 18.53	3,372 19.45	3,541 20.43	3,718 21.45	3,904 22.52	Monthly Hourly

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	PEU, Local 1	3,705 21.38	3,890 22.44	4,085 23.57	4,289 24.74	4,503 25.98	Monthly Hourly
4166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/ I	PEU, Local 1	4,572 26.38	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	Monthly Hourly
4235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,258 30.33	5,521 31.85	5,797 33.44	6,087 35.12	6,391 36.87	Monthly Hourly
4293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	6,048 34.89	6,350 36.63	6,667 38.46	7,000 40.38	7,350 42.40	Monthly Hourly
4284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	3,516 20.28	3,692 21.30	3,877 22.37	4,071 23.49	4,275 24.66	Monthly Hourly
4286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	4,045 23.34	4,247 24.50	4,459 25.73	4,682 27.01	4,916 28.36	Monthly Hourly
4287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	4,652 26.84	4,885 28.18	5,129 29.59	5,385 31.07	5,654 32.62	Monthly Hourly
4131	WATER TREATMENT FACILITY OPER. TRAINEE	PEU, Local 1	3,976 22.94	4,175 24.09	4,384 25.29	4,603 26.56	4,833 27.88	Monthly Hourly
4180	WATER TREATMENT FACILITY OPERATOR II	PEU, Local 1	4,572 26.38	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	Monthly Hourly
4230	WATER TREATMENT FACILITY OPERATOR III	PEU, Local 1	5,258 30.33	5,521 31.85	5,797 33.44	6,087 35.12	6,391 36.87	Monthly Hourly
4291	WATER TREATMENT FACILITY OPERATOR IV	PEU, Local 1	6,048 34.89	6,350 36.63	6,667 38.46	7,000 40.38	7,350 42.40	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:

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		EFFECTIVE 06/09/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5101	ACCOUNTANT I	PEU, Local 1	4,433	4,544	4,655	4,772	4,888	5,010	5,132	5,260	5,389	Monthly
			25.58	26.22	26.86	27.53	28.20	28.90	29.61	30.35	31.09	Hourly
5052	ACCOUNT CLERK	PEU, Local 1	2,869	2,941	3,012	3,088	3,163	3,242	3,321	3,404	3,487	Monthly
			16.55	16.97	17.38	17.82	18.25	18.70	19.16	19.64	20.12	Hourly
5100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,308	3,391	3,473	3,560	3,647	3,738	3,829	3,925	4,021	Monthly
			19.08	19.56	20.04	20.54	21.04	21.57	22.09	22.64	23.20	Hourly
5162	ACCOUNT CLERK-SENIOR	PEU, Local 1	3,807	3,902	3,997	4,097	4,197	4,302	4,407	4,517	4,628	Monthly
			21.96	22.51	23.06	23.64	24.21	24.82	25.43	26.06	26.70	Hourly
5015	ACCOUNTING TECHNICIAN	PEU, Local 1	3,857	3,954	4,050	4,151	4,252	4,359	4,465	4,576	4,688	Monthly
			22.25	22.81	23.37	23.95	24.53	25.15	25.76	26.40	27.05	Hourly
5244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,169	4,273	4,377	4,487	4,596	4,711	4,826	4,947	5,067	Monthly
			24.05	24.65	25.25	25.89	26.52	27.18	27.84	28.54	29.23	Hourly
5020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	3,676	3,768	3,860	3,957	4,053	4,155	4,256	4,362	4,469	Monthly
			21.21	21.74	22.27	22.83	23.38	23.97	24.55	25.17	25.78	Hourly
5040	ADMINISTRATIVE CLERK I	PEU, Local 1	2,445	2,506	2,567	2,631	2,695	2,763	2,830	2,901	2,971	Monthly
			14.11	14.46	14.81	15.18	15.55	15.94	16.33	16.74	17.14	Hourly
5060	ADMINISTRATIVE CLERK II	PEU, Local 1	2,690	2,757	2,824	2,895	2,965	3,039	3,113	3,191	3,269	Monthly
			15.52	15.91	16.29	16.70	17.11	17.53	17.96	18.41	18.86	Hourly
5085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,095	3,173	3,250	3,332	3,413	3,499	3,584	3,673	3,763	Monthly
			17.86	18.31	18.75	19.22	19.69	20.19	20.68	21.19	21.71	Hourly
5025	ADMINISTRATIVE TECHNICIAN	PEU, Local 1	3,381	3,466	3,550	3,639	3,727	3,820	3,913	4,011	4,109	Monthly
			19.51	20.00	20.48	20.99	21.50	22.04	22.58	23.14	23.70	Hourly
5090	ANIMAL SERVICES OFFICER I	PEU, Local 1	2,901	2,974	3,046	3,122	3,198	3,278	3,358	3,442	3,526	Monthly
			16.74	17.16	17.57	18.01	18.45	18.91	19.37	19.86	20.34	Hourly
5095	ANIMAL SERVICES OFFICER II	PEU, Local 1	3,180	3,260	3,339	3,423	3,506	3,594	3,681	3,773	3,865	Monthly
			18.35	18.81	19.26	19.75	20.23	20.73	21.24	21.77	22.30	Hourly
5155	ARBORIST, SENIOR	PEU, Local 1	3,692	3,785	3,877	3,974	4,071	4,173	4,275	4,382	4,489	Monthly
			21.30	21.84	22.37	22.93	23.49	24.08	24.66	25.28	25.90	Hourly
5270	BUILDING INSPECTOR I	PEU, Local 1	4,114	4,217	4,320	4,428	4,536	4,650	4,763	4,882	5,001	Monthly
			23.73	24.33	24.92	25.55	26.17	26.83	27.48	28.17	28.85	Hourly

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JCN	CLASSIFICATION	Bargaining Group	EFFECTIVE 06/09/18 - NEW HIRES ONLY									
			SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5292	BUILDING INSPECTOR II	PEU, Local 1	4,527 26.12	4,640 26.77	4,753 27.42	4,872 28.11	4,991 28.79	5,116 29.52	5,241 30.24	5,372 30.99	5,503 31.75	Monthly Hourly
5062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,274 18.89	3,356 19.36	3,438 19.83	3,524 20.33	3,610 20.83	3,701 21.35	3,791 21.87	3,886 22.42	3,981 22.97	Monthly Hourly
5121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	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 23.91	4,249 24.51	4,352 25.11	Monthly Hourly
5285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,424 25.52	4,535 26.16	4,645 26.80	4,761 27.47	4,877 28.14	4,999 28.84	5,121 29.54	5,249 30.28	5,377 31.02	Monthly Hourly
5115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,422 19.74	3,508 20.24	3,593 20.73	3,683 21.25	3,773 21.77	3,868 22.32	3,962 22.86	4,061 23.43	4,161 24.00	Monthly Hourly
5144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,764 21.72	3,858 22.26	3,952 22.80	4,051 23.37	4,150 23.94	4,254 24.54	4,358 25.14	4,467 25.77	4,576 26.40	Monthly Hourly
5243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,271 24.64	4,378 25.26	4,485 25.88	4,597 26.52	4,709 27.17	4,827 27.85	4,944 28.52	5,067 29.23	5,191 29.95	Monthly Hourly
5050	CUSTODIAN I	PEU, Local 1	2,578 14.87	2,643 15.25	2,707 15.62	2,775 16.01	2,842 16.40	2,913 16.81	2,984 17.22	3,059 17.65	3,133 18.08	Monthly Hourly
5082	CUSTODIAN II	PEU, Local 1	2,970 17.13	3,045 17.57	3,119 17.99	3,197 18.44	3,275 18.89	3,357 19.37	3,439 19.84	3,525 20.34	3,611 20.83	Monthly Hourly
5030	CUSTOMER SERVICES REP I	PEU, Local 1	2,810 16.21	2,880 16.62	2,950 17.02	3,024 17.45	3,098 17.87	3,176 18.32	3,253 18.77	3,334 19.23	3,416 19.71	Monthly Hourly
5070	CUSTOMER SERVICES REP II	PEU, Local 1	3,079 17.76	3,156 18.21	3,233 18.65	3,314 19.12	3,395 19.59	3,480 20.08	3,565 20.57	3,654 21.08	3,743 21.60	Monthly Hourly
5161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,528 20.35	3,616 20.86	3,704 21.37	3,797 21.91	3,889 22.44	3,986 23.00	4,083 23.56	4,185 24.14	4,287 24.73	Monthly Hourly
5170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,605 26.57	4,720 27.23	4,835 27.89	4,956 28.59	5,077 29.29	5,204 30.02	5,331 30.76	5,464 31.52	5,598 32.29	Monthly Hourly
5265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,296 30.55	5,429 31.32	5,561 32.08	5,700 32.88	5,839 33.69	5,985 34.53	6,131 35.37	6,284 36.25	6,437 37.14	Monthly Hourly

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		EFFECTIVE 06/09/18 - 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	6,090 35.13	6,242 36.01	6,394 36.89	6,554 37.81	6,714 38.73	6,882 39.70	7,050 40.67	7,226 41.69	7,403 42.71	Monthly Hourly
5300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,427 31.31	5,563 32.09	5,698 32.87	5,841 33.70	5,983 34.52	6,133 35.38	6,282 36.24	6,439 37.15	6,596 38.06	Monthly Hourly
5215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,674 21.20	3,766 21.73	3,858 22.26	3,955 22.82	4,051 23.37	4,153 23.96	4,254 24.54	4,360 25.15	4,467 25.77	Monthly Hourly
5250	ENGINEERING TECHNICIAN II	PEU, Local 1	3,972 22.92	4,072 23.49	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	Monthly Hourly
5295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,575 26.39	4,690 27.06	4,804 27.72	4,924 28.41	5,044 29.10	5,170 29.83	5,296 30.55	5,429 31.32	5,561 32.08	Monthly Hourly
5160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	3,972 22.92	4,072 23.49	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	Monthly Hourly
5031	FACILITY AIDE	PEU, Local 1	2,450 14.13	2,512 14.49	2,573 14.84	2,638 15.22	2,702 15.59	2,770 15.98	2,837 16.37	2,908 16.78	2,978 17.18	Monthly Hourly
5036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,861 16.51	2,933 16.92	3,004 17.33	3,079 17.76	3,154 18.20	3,233 18.65	3,312 19.11	3,395 19.59	3,477 20.06	Monthly Hourly
5083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,133 18.08	3,212 18.53	3,290 18.98	3,373 19.46	3,455 19.93	3,542 20.43	3,628 20.93	3,719 21.46	3,810 21.98	Monthly Hourly
5028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,290 24.75	4,398 25.37	4,505 25.99	4,618 26.64	4,730 27.29	4,848 27.97	4,966 28.65	5,090 29.37	5,214 30.08	Monthly Hourly
5246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,444 25.64	4,555 26.28	4,666 26.92	4,783 27.59	4,899 28.26	5,022 28.97	5,144 29.68	5,272 30.42	5,401 31.16	Monthly Hourly
5260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	4,889 28.21	5,011 28.91	5,133 29.61	5,262 30.36	5,390 31.10	5,525 31.88	5,659 32.65	5,800 33.46	5,942 34.28	Monthly Hourly
5281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,605 26.57	4,720 27.23	4,835 27.89	4,956 28.59	5,077 29.29	5,204 30.02	5,331 30.76	5,464 31.52	5,598 32.29	Monthly Hourly
5282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,296 30.55	5,429 31.32	5,561 32.08	5,700 32.88	5,839 33.69	5,985 34.53	6,131 35.37	6,284 36.25	6,437 37.14	Monthly Hourly

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		EFFECTIVE 06/09/18 - 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	6,090	6,243	6,395	6,555	6,715	6,883	7,051	7,227	7,402	Monthly
			35.13	36.02	36.89	37.82	38.74	39.71	40.68	41.69	42.70	Hourly
5110	KENNEL ATTENDANT I	PEU, Local 1	2,427	2,488	2,548	2,612	2,675	2,742	2,809	2,879	2,950	Monthly
			14.00	14.35	14.70	15.07	15.43	15.82	16.21	16.61	17.02	Hourly
5111	KENNEL ATTENDANT II	PEU, Local 1	2,696	2,764	2,831	2,902	2,973	3,048	3,122	3,200	3,278	Monthly
			15.55	15.95	16.33	16.74	17.15	17.58	18.01	18.46	18.91	Hourly
5112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	2,970	3,045	3,119	3,197	3,275	3,357	3,439	3,525	3,611	Monthly
			17.13	17.57	17.99	18.44	18.89	19.37	19.84	20.34	20.83	Hourly
5045	LABORATORY RECEPTIONIST	PEU, Local 1	2,445	2,506	2,567	2,631	2,695	2,763	2,830	2,901	2,971	Monthly
			14.11	14.46	14.81	15.18	15.55	15.94	16.33	16.74	17.14	Hourly
5530	LABORATORY ANALYST I	PEU, Local 1	4,162	4,266	4,370	4,479	4,588	4,703	4,817	4,938	5,058	Monthly
			24.01	24.61	25.21	25.84	26.47	27.13	27.79	28.49	29.18	Hourly
5581	LABORATORY ANALYST II	PEU, Local 1	4,578	4,693	4,807	4,927	5,047	5,173	5,299	5,432	5,564	Monthly
			26.41	27.08	27.73	28.43	29.12	29.84	30.57	31.34	32.10	Hourly
5064	LABORATORY ASSISTANT	PEU, Local 1	3,468	3,555	3,641	3,732	3,823	3,919	4,014	4,114	4,215	Monthly
			20.01	20.51	21.01	21.53	22.06	22.61	23.16	23.73	24.32	Hourly
5220	MECHANIC	PEU, Local 1	4,127	4,230	4,333	4,442	4,550	4,664	4,778	4,897	5,017	Monthly
			23.81	24.40	25.00	25.63	26.25	26.91	27.57	28.25	28.94	Hourly
5225	MECHANIC-LEAD	PEU, Local 1	4,749	4,868	4,986	5,111	5,235	5,366	5,497	5,635	5,772	Monthly
			27.40	28.08	28.77	29.49	30.20	30.96	31.71	32.51	33.30	Hourly
5063	PARK MAINTENANCE WORKER I	PEU, Local 1	2,930	3,003	3,076	3,153	3,230	3,311	3,391	3,476	3,561	Monthly
			16.90	17.33	17.75	18.19	18.63	19.10	19.56	20.05	20.54	Hourly
5065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	2,930	-	-	-	-	-	-	-	-	Monthly
			16.90	-	-	-	-	-	-	-	-	Hourly
5122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,211	3,292	3,372	3,457	3,541	3,630	3,718	3,811	3,904	Monthly
			18.53	18.99	19.45	19.94	20.43	20.94	21.45	21.99	22.52	Hourly
5200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,692	3,785	3,877	3,974	4,071	4,173	4,275	4,382	4,489	Monthly
			21.30	21.84	22.37	22.93	23.49	24.08	24.66	25.28	25.90	Hourly
5245	PLANNER-ASSISTANT	PEU, Local 1	4,504	4,617	4,729	4,847	4,965	5,089	5,213	5,343	5,473	Monthly
			25.98	26.64	27.28	27.96	28.64	29.36	30.08	30.83	31.58	Hourly

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		EFFECTIVE 06/09/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5255	PLANS EXAMINER	PEU, Local 1	4,527	4,640	4,753	4,872	4,991	5,116	5,241	5,372	5,503	Monthly
			26.12	26.77	27.42	28.11	28.79	29.52	30.24	30.99	31.75	Hourly
5140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,560	4,674	4,788	4,908	5,027	5,153	5,278	5,410	5,542	Monthly
			26.31	26.97	27.62	28.32	29.00	29.73	30.45	31.21	31.97	Hourly
5221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	5,243	5,374	5,505	5,643	5,780	5,925	6,069	6,221	6,373	Monthly
			30.25	31.00	31.76	32.56	33.35	34.18	35.01	35.89	36.77	Hourly
5320	PRETREATMENT COORDINATOR	PEU, Local 1	5,021	5,147	5,272	5,404	5,536	5,675	5,813	5,958	6,104	Monthly
			28.97	29.69	30.42	31.18	31.94	32.74	33.54	34.37	35.21	Hourly
5061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	2,930	3,003	3,076	3,153	3,230	3,311	3,391	3,476	3,561	Monthly
			16.90	17.33	17.75	18.19	18.63	19.10	19.56	20.05	20.54	Hourly
5120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,211	3,292	3,372	3,457	3,541	3,630	3,718	3,811	3,904	Monthly
			18.53	18.99	19.45	19.94	20.43	20.94	21.45	21.99	22.52	Hourly
5150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	3,705	3,798	3,890	3,988	4,085	4,187	4,289	4,396	4,503	Monthly
			21.38	21.91	22.44	23.01	23.57	24.16	24.74	25.36	25.98	Hourly
5185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,254	4,361	4,467	4,579	4,690	4,808	4,925	5,048	5,171	Monthly
			24.54	25.16	25.77	26.42	27.06	27.74	28.41	29.12	29.84	Hourly
5080	RECREATION COORDINATOR	PEU, Local 1	2,728	2,796	2,864	2,936	3,007	3,082	3,157	3,236	3,315	Monthly
			15.74	16.13	16.52	16.94	17.35	17.78	18.21	18.67	19.13	Hourly
5117	REGISTERED VETERINARY TECH	PEU, Local 1	2,999	3,074	3,149	3,228	3,306	3,389	3,471	3,558	3,644	Monthly
			17.30	17.73	18.17	18.62	19.07	19.55	20.03	20.53	21.03	Hourly
5135	SWEEPER OPERATOR	PEU, Local 1	3,697	3,790	3,882	3,979	4,076	4,178	4,280	4,387	4,494	Monthly
			21.33	21.87	22.40	22.96	23.52	24.10	24.69	25.31	25.93	Hourly
5058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	2,930	3,003	3,076	3,153	3,230	3,311	3,391	3,476	3,561	Monthly
			16.90	17.33	17.75	18.19	18.63	19.10	19.56	20.05	20.54	Hourly
5118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,211	3,292	3,372	3,457	3,541	3,630	3,718	3,811	3,904	Monthly
			18.53	18.99	19.45	19.94	20.43	20.94	21.45	21.99	22.52	Hourly
5236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	2,930	3,003	3,076	3,153	3,230	3,311	3,391	3,476	3,561	Monthly
			16.90	17.33	17.75	18.19	18.63	19.10	19.56	20.05	20.54	Hourly
5237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	3,211	3,292	3,372	3,457	3,541	3,630	3,718	3,811	3,904	Monthly
			18.53	18.99	19.45	19.94	20.43	20.94	21.45	21.99	22.52	Hourly

Public Employees Union, Local #1

		EFFECTIVE 06/09/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	PEU, Local 1	3,705 21.38	3,798 21.91	3,890 22.44	3,988 23.01	4,085 23.57	4,187 24.16	4,289 24.74	4,396 25.36	4,503 25.98	Monthly Hourly
5166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/I	PEU, Local 1	4,572 26.38	4,687 27.04	4,801 27.70	4,921 28.39	5,041 29.08	5,167 29.81	5,293 30.54	5,425 31.30	5,558 32.07	Monthly Hourly
5235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,258 30.33	5,390 31.10	5,521 31.85	5,659 32.65	5,797 33.44	5,942 34.28	6,087 35.12	6,239 35.99	6,391 36.87	Monthly Hourly
5293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	6,048 34.89	6,199 35.76	6,350 36.63	6,509 37.55	6,667 38.46	6,834 39.43	7,000 40.38	7,175 41.39	7,350 42.40	Monthly Hourly
5284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	3,516 20.28	3,604 20.79	3,692 21.30	3,785 21.84	3,877 22.37	3,974 22.93	4,071 23.49	4,173 24.08	4,275 24.66	Monthly Hourly
5286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	4,045 23.34	4,146 23.92	4,247 24.50	4,353 25.11	4,459 25.73	4,571 26.37	4,682 27.01	4,799 27.69	4,916 28.36	Monthly Hourly
5287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	4,652 26.84	4,769 27.51	4,885 28.18	5,007 28.89	5,129 29.59	5,257 30.33	5,385 31.07	5,519 31.84	5,654 32.62	Monthly Hourly
5131	WATER TREATMENT PLANT OPER. TRAINEE	PEU, Local 1	3,976 22.94	4,076 23.52	4,175 24.09	4,280 24.69	4,384 25.29	4,494 25.93	4,603 26.56	4,718 27.22	4,833 27.88	Monthly Hourly
5180	WATER TREATMENT PLANT OPERATOR II	PEU, Local 1	4,572 26.38	4,687 27.04	4,801 27.70	4,921 28.39	5,041 29.08	5,167 29.81	5,293 30.54	5,425 31.30	5,558 32.07	Monthly Hourly
5230	WATER TREATMENT PLANT OPERATOR III	PEU, Local 1	5,258 30.33	5,390 31.10	5,521 31.85	5,659 32.65	5,797 33.44	5,942 34.28	6,087 35.12	6,239 35.99	6,391 36.87	Monthly Hourly
5291	WATER TREATMENT PLANT OPERATOR IV	PEU, Local 1	6,048 34.89	6,199 35.76	6,350 36.63	6,509 37.55	6,667 38.46	6,834 39.43	7,000 40.38	7,175 41.39	7,350 42.40	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 - EFFECTIVE JANUARY 1, 2021

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS				
			1	2	3	4	5
0110*	Intern Worker		14.00		TO		17.00
4000	Public Works Maintenance Worker (Temp)		14.00	14.50	15.00	15.50	16.00
4125	Water/Wastewater Operator-in-Training		14.00	14.50	15.00	15.50	16.00
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		18.91				
	Reserve Police Officer (Level Ia) - see notes 1,2&3		29.09				
2020*	Reserve Police Officer (Level II) - see notes 1 & 2		15.13				
2010*	Relief Public Safety Dispatcher		14.00				
300	Police Officer Trainee		14.00				
0200*	Recreation Worker		14.00		TO		50.00
	(Sub Classifications)						
*	Recreation Leader I		14.00	14.40	15.12		
*	Recreation Leader II		15.12	15.88	16.67		
*	Recreation Leader III		16.67	17.50	18.38		
*	Recreation Specialist I		14.00		TO		25.00
*	Recreation Specialist II		25.00		TO		50.00
*	Lifeguard/Instructor I		15.12	15.88	16.67	17.50	18.38
*	Lifeguard/Instructor II		18.38	19.30	20.27	21.28	22.34
4116	Veterinary Assistant		2,426	2,547	2,674	2,808	2,948
			14.00	14.69	15.43	16.20	17.01
3410**	Fire Recruit		16.60	Effective 12/8/18			
3310	Fire Recruit - 40 hour work week		23.24	Effective 12/8/18			

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