

CITY OF YUBA CITY
STAFF REPORT

Date: April 5, 2022
To: Honorable Mayor & Members of the City Council
From: Public Works Department
Presentation By: Ben Moody, Public Works & Development Services Director

Summary

Subject: Public Works Engineering Personnel Changes

Recommendation: A. Adopt a Resolution (i) reclassifying a vacant Senior Engineer position to one (1) additional Deputy Public Works Director – Engineering position within the Public Works Department and (ii) authorizing the Finance Director to amend the salary schedule to reflect upward compensation adjustments of approximately 12% for the classification

B. Authorize the Finance Director to make budget adjustments as necessary

Fiscal Impact: \$51,400 – Account No. 1930 (Engineering)
\$32,500 – Reclassify Senior Engineer to Deputy P.W. Director – Eng.
\$18,900 – Increase existing position from \$156,000 (fully burdened)

Purpose:

To reclassify an existing vacant Senior Engineer position to the supervisory classification of Deputy Public Works Director – Engineering and provide compensation necessary to support the Engineering Division.

Council's Strategic Goal:

This item addresses the City Council's Strategic Goal of Infrastructure by ensuring that City staff can effectively and efficiently program, fund, maintain, and improve the City's utilities, facilities, and streets infrastructure.

Background:

The Public Works Department currently divides operations into three branches – Maintenance, Utilities, and Engineering – with each headed by a Deputy Director. The Engineering Division within the Public Works Department is a key component for managing the City's infrastructure, including transportation systems, utilities, and facilities, which involves ongoing private and public coordination through developing master plans, fee schedules, project programming, budgeting, engineering design, regulatory compliance activities, encroachment permits, traffic surveys, customer service inquiries and complaints, inspection, and construction management. The Division also provides support and review of private development in coordination with the Development Services Department, collaborates

regarding regulatory compliance with the Environmental Compliance Division, and performs a number of administrative tasks including Capital Improvement Project (CIP) budget management, grant funding applications and management, and coordination with local agencies and businesses.

Analysis:

Recruitment Hurdles:

The Division currently consists of one (1) Deputy Public Works Director – Engineering, seven (7) employees, and three (3) vacancies, one (1) Engineering Technician I/II, one (1) Construction Inspector, and one (1) Senior Engineer (see Attachment 3). For several years, the City has experienced recruitment and retention challenges in its engineering classifications, particularly at senior levels. With personnel changes over the last few years, the Engineering Division has lost two Senior Engineers. All recruitments within the past decade have only been able to be filled at the entry level in the position of Assistant Civil Engineer.

The Department has previously elected to fill vacant positions at the entry level, in order to help with work demands and focus on developing and training these new engineers to take on higher level functions as their skill sets progress; however, this has led to a gap in experience and capacity that has had detrimental effects on the Division.

Need for Senior-level Staff:

Public Works believes that there is a need for additional senior-level support in the Engineering Division in order to manage the City's numerous high-priority projects and programs; proactively engage with regional, state, and federal partners for necessary coordination and funding opportunities; support commercial and residential development, and aid the day-to-day management of the Division's staff and workload.

The Division has noted a number of detrimental impacts on Engineering's services due to the lack of senior-level staff, including:

- Project delays and less efficient project management, resulting in increased project costs due to inflation and slower progress on CIP design and construction
- Slower coordination with private development and the Development Services Department
- Higher project costs due to the need to hire professional services consultants to fill skill and capacity gaps
- Decreased opportunities for regional partnerships
- Decreased grant/funding opportunities to facilitate priority projects
- Lack of experience in detecting and/or heading off costly project impacts and concerns
- Less guidance and mentorship for entry-level staff
- Lack of experience and skill in collaborating with private and public partners

Staff believes that adding a second Deputy Public Works Director – Engineering position will provide the level of supervisory authority and technical expertise necessary to help manage these needs and increase Division capacity to manage upcoming major priorities such as the newly funded Aquifer Storage Recovery Well Project, Septic-to-Sewer conversions, and other priority infrastructure needs to align with private development needs, such as sewer main extensions on Harter-Bridge and Bogue Road.

Proposed Division Restructuring:

The Department has evaluated the structure and workload of the Engineering Division and is proposing the following informal division of responsibilities for the two Deputy Public Works Director – Engineering positions; however, importance will be placed on flexibility to address priorities on an as-needed basis rather than a strict division of labor.

- | | |
|--|---|
| <p>Current Deputy Public Works Director – Engineering</p> <ul style="list-style-type: none"> • Capital Improvement Program management • Infrastructure • Utilities • Project delivery • Staff and Division management | <p>New Deputy Public Works Director – Engineering</p> <ul style="list-style-type: none"> • Development engineering • Regional programs/partnerships • Grant/funding opportunities • Regulatory compliance coordination and reporting • Staff and Division management |
|--|---|

While there will be two Deputy Directors in order to properly administer and coordinate Engineering Division tasks, staff will remain a single unit rather than be divided in supervision. This will ensure that the appropriate staff members will be able to flex between functions and projects as needed based on skill and availability.

Compensation:

Additionally, staff recommends a salary increase for the Deputy Public Works Director – Engineering classification to bring it in line with the current Deputy Development Service Director salary schedule, which has comparable responsibilities, professional skill, and experience qualifications. This competitive salary will be crucial for successful recruitment.

JCN	TITLE	1	2	3	4	5
717 5	Deputy Public Works Director – Engineering	\$10,119	\$10,625	\$11,156	\$11,714	\$12,300
		\$58.38	\$61.30	\$64.36	\$67.58	\$70.96

JCN	TITLE	1	2	3	4	5	6	7	8	9
757 5	Deputy Public Works Director – Engineering	\$10,119	\$10,372	\$10,625	\$10,891	\$11,156	\$11,435	\$11,714	\$12,007	\$12,300
		\$58.38	\$59.84	\$61.30	\$62.83	\$64.36	\$65.97	\$67.58	\$69.27	\$70.96

Fiscal Impact:

The total cost for the reclassified position and increased salary for the existing position is an estimated \$51,400 annually:

Position	New Total	Previously Budgeted	Increase
Existing Deputy Director	\$174,900	\$156,000	\$18,900
Reclassify Senior	\$174,900	\$142,400	\$32,500

Engineer to Deputy Director			
		Total Increase:	\$51,400

Costs will be budgeted and distributed through Account No. 1930 (Engineering), which is funded per the City's Cost Allocation Plan, as divided below:

Fund	Percentage	Increase
Capital Improvement Program	61%	\$31,354
Streets and Roads	7%	\$3,598
Water	16%	\$8,224
Wastewater	16%	\$8,224

The ability to successfully fill the second Deputy Public Works Director – Engineering with an experienced and knowledgeable candidate will also reduce the need for contractors to provide engineering services and increase productive capacity for the City, which historically results in significant long-term budgetary savings through increased project funding opportunities and efficient management of the City's infrastructure.

Labor Relations:

If approved, the additional Deputy Public Works Director – Engineering position would join the existing position in the Mid-Management bargaining unit. The unit, which also represents the Senior Engineer classification, has been informed of the proposed reclassification and salary increase and does not object.

Alternatives:

1. Do not approve the proposed reclassification and salary schedule and provide alternate direction to staff.
2. Direct staff to make personnel change through the Fiscal Year 22/23 budget process.

Recommendation:

A. Adopt a Resolution (i) reclassifying a vacant Senior Engineer position to one (1) additional Deputy Public Works Director – Engineering position within the Public Works Department and (ii) authorizing the Finance Director to amend the salary schedule to reflect upward compensation adjustments of approximately 12% for the classification.

B. Authorize the Finance Director to make budget adjustments as necessary.

Attachments:

1. Resolution - Deputy Public Works Directors - Engineering

2. Salary Schedule - Deputy Public Works Director - Engineering
3. Organizational Charts - Deputy Public Works Director - Engineering

Prepared By:
Scarlett O. Harris
Administrative Analyst I

Submitted By:
Diana Langley
City Manager

ATTACHMENT 1

RESOLUTION NO.

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY
AUTHORIZING THE FINANCE DIRECTOR TO AMEND THE SALARY SCHEDULE AND BUDGET,
RECLASSIFY A SENIOR ENGINEER POSITION TO A SECOND DEPUTY PUBLIC WORKS
DIRECTOR – ENGINEERING POSITION, AND INCREASE THE SALARY FOR SUCH
CLASSIFICATION**

WHEREAS, the Engineering Division in the Public Works Department is responsible for the condition and construction of transportation, utilities, and facility public infrastructure throughout the City for the safety and welfare of the City’s residents, visitors, and businesses; and

WHEREAS, City staff has determined that the level of responsibility, capacity, and priority of the Engineering Division’s work would be best managed by the addition of a second Deputy Public Works Director – Engineering; and

WHEREAS, City staff has determined a compensation increase for the Deputy Public Works Director – Engineering classification is needed to attract and retain qualified personnel and to bring the compensation for that classification into parity with other comparable deputy director roles.

NOW THEREFORE, BE IT RESOLVED AND ORDERED BY THE CITY COUNCIL OF THE CITY OF YUBA CITY AS FOLLOWS:

SECTION I.

Effective April 5, 2022, reclassify one (1) Senior Engineer (vacant) to one (1) additional Deputy Public Works Director – Engineering position in the Public Works Department

SECTION II.

Effective April 9, 2022, the Salary Schedule and Compensation Plan shall reflect the following salary adjustments for the Deputy Public Works Director – Engineering classification:

FROM:

JCN	TITLE	1	2	3	4	5				
7175	Deputy Public Works Director – Engineering	\$9,015	\$9,466	\$9,939	\$10,436	\$10,958				
		\$52.01	\$54.61	\$57.34	\$60.21	\$63.22				
JCN	TITLE	1	2	3	4	5	6	7	8	9
7575	Deputy Public Works Director – Engineering	\$9,015	\$9,241	\$9,466	\$9,703	\$9,939	\$10,188	\$10,436	\$10,697	\$10,958
		\$52.01	\$53.31	\$54.61	\$55.98	\$57.34	\$58.78	\$60.21	\$61.71	\$63.22

TO:

JCN	TITLE	1	2	3	4	5
7175	Deputy Public Works Director – Engineering	\$10,119	\$10,625	\$11,156	\$11,714	\$12,300
		\$58.38	\$61.30	\$64.36	\$67.58	\$70.96

JCN	TITLE	1	2	3	4	5	6	7	8	9
7575	Deputy Public Works Director – Engineering	\$10,119	\$10,372	\$10,625	\$10,891	\$11,156	\$11,435	\$11,714	\$12,007	\$12,300
		\$58.38	\$59.84	\$61.30	\$62.83	\$64.36	\$65.97	\$67.58	\$69.27	\$70.96

SECTION III.

The above modifications shall become effective with the payroll period beginning April 9, 2022.

The Finance Director is hereby authorized to amend the salary schedule to reflect the adjustments, establish the salary steps, and make the supplemental appropriations as outlined in the staff report and 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 5th day of April, 2022.

AYES:

NOES:

ABSENT:

Dave Shaw, Mayor

ATTEST:

Ciara Wakefield, Deputy City Clerk

Approved as to form:

Stacey Sheston
BB&K, Special Counsel

ATTACHMENT 2

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE APRIL 5, 2022**

Confidential

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
1048	ACCOUNTANT I	CON	4,589 26.48	4,818 27.80	5,059 29.19	5,312 30.65	5,578 32.18	Monthly Hourly
1050	ADMINISTRATIVE ANALYST I	CON	4,666 26.92	4,899 28.26	5,144 29.68	5,401 31.16	5,671 32.72	Monthly Hourly
1052	ADMINISTRATIVE ANALYST II	CON	5,273 30.42	5,537 31.94	5,814 33.54	6,105 35.22	6,410 36.98	Monthly Hourly
1045	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	4,186 24.15	4,395 25.36	4,615 26.63	4,846 27.96	5,088 29.35	Monthly Hourly
1018	HUMAN RESOURCES TECHNICIAN I	CON	3,601 20.78	3,781 21.81	3,970 22.90	4,168 24.05	4,376 25.25	Monthly Hourly
1020	HUMAN RESOURCES TECHNICIAN II	CON	3,961 22.85	4,159 23.99	4,367 25.19	4,585 26.45	4,814 27.77	Monthly Hourly
1062	MANAGEMENT ANALYST	CON	5,800 33.46	6,090 35.13	6,395 36.89	6,715 38.74	7,051 40.68	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										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
1248	ACCOUNTANT I	CON	4,589 26.48	4,704 27.14	4,818 27.80	4,939 28.49	5,059 29.19	5,186 29.92	5,312 30.65	5,445 31.41	5,578 32.18	Monthly Hourly
1250	ADMINISTRATIVE ANALYST I	CON	4,666 26.92	4,783 27.59	4,899 28.26	5,022 28.97	5,144 29.68	5,273 30.42	5,401 31.16	5,536 31.94	5,671 32.72	Monthly Hourly
1252	ADMINISTRATIVE ANALYST II	CON	5,273 30.42	5,405 31.18	5,537 31.94	5,676 32.75	5,814 33.54	5,960 34.38	6,105 35.22	6,257 36.10	6,410 36.98	Monthly Hourly
1245	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	4,186 24.15	4,291 24.76	4,395 25.36	4,505 25.99	4,615 26.63	4,731 27.29	4,846 27.96	4,967 28.66	5,088 29.35	Monthly Hourly
1218	HUMAN RESOURCES TECHNICIAN I	CON	3,601 20.78	3,691 21.29	3,781 21.81	3,876 22.36	3,970 22.90	4,069 23.48	4,168 24.05	4,272 24.65	4,376 25.25	Monthly Hourly
1220	HUMAN RESOURCES TECHNICIAN II	CON	3,961 22.85	4,060 23.42	4,159 23.99	4,263 24.59	4,367 25.19	4,476 25.82	4,585 26.45	4,699 27.11	4,814 27.77	Monthly Hourly
1262	MANAGEMENT ANALYST	CON	5,800 33.46	5,945 34.30	6,090 35.13	6,243 36.02	6,395 36.89	6,555 37.82	6,715 38.74	6,883 39.71	7,051 40.68	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	- -	- -	- -	- -	17,500 100.96	Monthly Hourly
8090*	PUBLIC WORKS & DEVELOPMENT SERVICES DIRECTOR	DH	11,817 68.17	- -	- -	- -	15,535 89.62	Monthly Hourly
8010*	DIRECTOR OF HUMAN RESOURCES	DH	10,020 57.81	- -	- -	- -	12,545 72.38	Monthly Hourly
8140*	DIRECTOR OF COMMUNITY SERVICES	DH	8,600 49.61	- -	- -	- -	13,021 75.12	Monthly Hourly
8030*	FIRE CHIEF	DH	12,461 71.89	- -	- -	- -	15,600 90.00	Monthly Hourly
8050*	POLICE CHIEF	DH	12,461 71.89	- -	- -	- -	15,600 90.00	Monthly Hourly
8020*	DIRECTOR OF FINANCE	DH	10,022 57.82	- -	- -	- -	13,764 79.41	Monthly Hourly

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

Executive Unit

Fire Association

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
3110**	FIRE RECRUIT	FIRE	-	-	-	-	4,230	Monthly
			-	-	-	-	17.43	Hourly
3120**	FIREFIGHTER I	FIRE	-	-	-	-	4,693	Monthly
			-	-	-	-	19.34	Hourly
3130**	FIREFIGHTER II	FIRE	-	-	-	-	7,164	Monthly
			-	-	-	-	29.52	Hourly
3140**	FIRE APPARATUS OPERATOR	FIRE	-	-	-	7,481	7,855	Monthly
			-	-	-	30.83	32.37	Hourly
3150**	FIRE CAPTAIN	FIRE	7,368	7,736	8,123	8,529	8,955	Monthly
			30.36	31.88	33.47	35.15	36.90	Hourly
3160	FIRE SAFETY INSPECTOR I	FIRE	5,081	5,335	5,602	5,882	6,176	Monthly
			29.31	30.78	32.32	33.93	35.63	Hourly
3170	FIRE SAFETY INSPECTOR II	FIRE	5,667	5,950	6,248	6,560	6,888	Monthly
			32.69	34.33	36.05	37.85	39.74	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	7,368	7,736	8,123	8,529	8,955
			42.51	44.63	46.86	49.21	51.66
3210	FIRE RECRUIT	FIRE					4,230
							24.41
3220	FIREFIGHTER I	FIRE					4,693
							27.08
3230	FIREFIGHTER II	FIRE					7,164
							41.33
3240	FIRE - APPARATUS OPERATOR	FIRE				7,481	7,855
						43.16	45.32

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	7,736	8,123	8,529	8,955	9,403	Monthly
			44.63	46.86	49.21	51.66	54.25	Hourly

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	8,472 34.91	8,896 36.66	9,341 38.49	9,808 40.42	10,298 42.44	Monthly Hourly
6066	FIRE MARSHAL	FM	7,919 45.69	8,315 47.97	8,731 50.37	9,168 52.89	9,627 55.54	Monthly Hourly

FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK:

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6140	FIRE BATTALION CHIEF	FM	8,472 48.88	8,896 51.32	9,341 53.89	9,808 56.58	10,298 59.41	Monthly Hourly

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

Fire Management

First Level Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6069	ACCOUNTANT II	FLM	5,714 32.97	6,000 34.62	6,300 36.35	6,615 38.16	6,946 40.07	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	5,674 32.73	5,958 34.37	6,256 36.09	6,569 37.90	6,897 39.79	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
6215	DEVELOPMENT LIAISON	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
NEW	ELECTRICAL/INSTRUMENTATION SUPERVISOR	FLM	7,249 41.82	7,611 43.91	7,992 46.11	8,392 48.42	8,811 50.83	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
NEW	ENVIRONMENTAL COMPLIANCE COORDINATOR	FLM	6,500 37.50	6,825 39.38	7,166 41.34	7,524 43.41	7,901 45.58	Monthly Hourly
6042	FACILITIES MAINTENANCE SUPERVISOR	FLM	5,651 32.60	5,934 34.23	6,231 35.95	6,543 37.75	6,870 39.64	Monthly Hourly
6050	FLEET MAINTENANCE SUPERVISOR	FLM	5,651 32.60	5,934 34.23	6,231 35.95	6,543 37.75	6,870 39.64	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

First Level Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
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
6085	LABORATORY SUPERVISOR	FLM	6,547 37.77	6,874 39.66	7,218 41.64	7,579 43.73	7,958 45.91	Monthly Hourly
6040	MAINTENANCE SUPERVISOR-STREETS	FLM	5,651 32.60	5,934 34.23	6,231 35.95	6,543 37.75	6,870 39.64	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	5,651 32.60	5,934 34.23	6,231 35.95	6,543 37.75	6,870 39.64	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	5,200 30.00	5,460 31.50	5,733 33.08	6,020 34.73	6,321 36.47	Monthly Hourly
6045*	RECREATION SUPERVISOR II	FLM	5,980 34.50	6,279 36.23	6,593 38.04	6,923 39.94	7,269 41.94	Monthly Hourly
6046*	RECREATION SUPERVISOR III	FLM	6,579 37.96	6,908 39.85	7,253 41.84	7,616 43.94	7,996 46.13	Monthly Hourly
6210	WASTEWATER COLLECTIONS SUPERVISOR	FLM	6,291 36.29	6,606 38.11	6,936 40.02	7,283 42.02	7,647 44.12	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

First Level Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
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	6,955 40.13	7,303 42.13	7,668 44.24	8,051 46.45	8,454 48.77	Monthly Hourly
6160	WATER TREATMENT 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
6110	WATER TREATMENT 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

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	5,714 32.97	5,857 33.79	6,000 34.62	6,150 35.48	6,300 36.35	6,458 37.26	6,615 38.16	6,781 39.12	6,946 40.07	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	5,674 32.73	5,816 33.55	5,958 34.37	6,107 35.23	6,256 36.09	6,413 37.00	6,569 37.90	6,733 38.84	6,897 39.79	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
6515	DEVELOPMENT LIAISON	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
NEW	ELECTRICAL/INSTRUMENTATION SUPERVISOR	FLM	7,249 41.82	7,430 42.87	7,611 43.91	7,802 45.01	7,992 46.11	8,192 47.26	8,392 48.42	8,602 49.63	8,811 50.83	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
NEW	ENVIRONMENTAL COMPLIANCE COORDINATOR	FLM	6,500 37.50	6,663 38.44	6,825 39.38	6,996 40.36	7,166 41.34	7,345 42.38	7,524 43.41	7,712 44.49	7,901 45.58	Monthly Hourly
6442	FACILITIES MAINTENANCE SUPERVISOR	FLM	5,651 32.60	5,793 33.42	5,934 34.23	6,083 35.09	6,231 35.95	6,387 36.85	6,543 37.75	6,707 38.69	6,870 39.64	Monthly Hourly
6450	FLEET MAINTENANCE SUPERVISOR	FLM	5,651 32.60	5,793 33.42	5,934 34.23	6,083 35.09	6,231 35.95	6,387 36.85	6,543 37.75	6,707 38.69	6,870 39.64	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

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	
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
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	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
6440	MAINTENANCE SUPERVISOR-STREETS	FLM	5,651 32.60	5,793 33.42	5,934 34.23	6,083 35.09	6,231 35.95	6,387 36.85	6,543 37.75	6,707 38.69	6,870 39.64	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	5,651 32.60	5,793 33.42	5,934 34.23	6,083 35.09	6,231 35.95	6,387 36.85	6,543 37.75	6,707 38.69	6,870 39.64	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	5,200 30.00	5,330 30.75	5,460 31.50	5,597 32.29	5,733 33.08	5,877 33.91	6,020 34.73	6,171 35.60	6,321 36.47	Monthly Hourly
6445	RECREATION SUPERVISOR II	FLM	5,980 34.50	6,130 35.37	6,279 36.23	6,436 37.13	6,593 38.04	6,758 38.99	6,923 39.94	7,096 40.94	7,269 41.94	Monthly Hourly
6446	RECREATION SUPERVISOR III	FLM	6,579 37.96	6,744 38.91	6,908 39.85	7,081 40.85	7,253 41.84	7,435 42.89	7,616 43.94	7,806 45.03	7,996 46.13	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	
6610	WASTEWATER COLLECTIONS 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
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
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	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	8,253 47.61	8,454 48.77	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	6
7165*	ACCOUNTING MANAGER	MM	8,952 51.65	9,400 54.23	9,870 56.94	10,364 59.79	10,882 62.78	Monthly Hourly
7070*	ADMINISTRATIVE ANALYST III	MM	6,585 37.99	6,914 39.89	7,260 41.88	7,623 43.98	8,004 46.17	Monthly Hourly
7010*	ADMINISTRATIVE MANAGER	MM	8,014 46.23	8,415 48.55	8,836 50.98	9,278 53.53	9,741 56.20	Monthly Hourly
7125*	ANIMAL SERVICES MANAGER	MM	7,134 41.16	7,491 43.22	7,866 45.38	8,259 47.65	8,672 50.03	Monthly Hourly
7115*	ASSISTANT CHIEF - FIRE	MM	10,279 59.30	10,793 62.27	11,333 65.38	11,900 68.65	12,495 72.08	Monthly Hourly
7116*	ASSISTANT CHIEF - FIRE OPERATIONS (INTERIM)	MM	10,793 62.27	11,333 65.38	11,900 68.65	12,495 72.09	13,119 75.69	Monthly Hourly
7117*	ASSISTANT CHIEF - FIRE ADMINISTRATION (INTERIM)	MM	10,279 59.30	10,793 62.27	- -	- -	- -	Monthly Hourly
7135*	ASSISTANT PUBLIC WORKS DIRECTOR	MM	10,170 58.67	10,679 61.61	11,213 64.69	11,774 67.93	12,363 71.33	Monthly Hourly
7140*	ASSISTANT P.W. DIRECTOR - UTILITIES	MM	10,170 58.67	10,679 61.61	11,213 64.69	11,774 67.93	12,363 71.33	Monthly Hourly
7418*	CITY CLERK ADMINISTRATOR	MM	6,455 37.24	6,778 39.10	7,117 41.06	7,473 43.11	7,846 45.27	Monthly Hourly
7112*	CHIEF BUILDING OFFICIAL	MM	7,707 44.46	8,092 46.68	8,497 49.02	8,922 51.47	9,368 54.04	Monthly Hourly
7185	DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	MM	10,119 58.38	10,625 61.30	11,156 64.36	11,714 67.58	12,300 70.96	Monthly Hourly
7175*	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	10,119 58.38	10,625 61.30	11,156 64.36	11,714 67.58	12,300 70.96	Monthly Hourly
7195*	DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	8,219 47.42	8,630 49.79	9,062 52.28	9,515 54.89	9,991 57.64	Monthly Hourly
7160*	DEPUTY P.W. DIRECTOR - UTILITIES	MM	9,015 52.01	9,466 54.61	9,939 57.34	10,436 60.21	10,958 63.22	Monthly Hourly

Mid Managers

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
7110*	DIVISION FIRE CHIEF	MM	9,789 56.48	10,278 59.30	10,792 62.26	11,332 65.38	11,898 68.64	Monthly Hourly
7120*	ENGINEER - SENIOR	MM	8,134 46.93	8,541 49.28	8,968 51.74	9,416 54.32	9,886 57.04	Monthly Hourly
7310*	ENGINEER - SENIOR - CITY SURVEYOR	MM	7,763 44.79	8,151 47.03	8,559 49.38	8,987 51.85	9,436 54.44	Monthly Hourly
7200*	ENVIRONMENTAL COMPLIANCE MANAGER	MM	7,775 44.86	8,164 47.10	8,572 49.45	9,001 51.93	9,451 54.52	Monthly Hourly
7105*	INFORMATION TECHNOLOGY MANAGER	MM	8,952 51.65	9,400 54.23	9,870 56.94	10,364 59.79	10,882 62.78	Monthly Hourly
7043*	PARK MAINTENANCE MANAGER	MM	6,676 38.52	7,010 40.44	7,360 42.46	7,728 44.58	8,114 46.81	Monthly Hourly
7044*	PARKS AND GROUNDS SUPERINTENDENT	MM	7,134 41.16	7,491 43.22	7,866 45.38	8,259 47.65	8,672 50.03	Monthly Hourly
7130*	PLANNER-PRINCIPAL	MM	7,571 43.68	7,950 45.87	8,347 48.16	8,764 50.56	9,202 53.09	Monthly Hourly
7060*	PLANNING MANAGER	MM	8,219 47.42	8,630 49.79	9,062 52.28	9,515 54.89	9,991 57.64	Monthly Hourly
7085*	PROJECT MANAGER	MM	7,393 42.65	7,763 44.79	8,151 47.03	8,559 49.38	8,987 51.85	Monthly Hourly
7090*	PUBLIC WORKS SUPERINTENDENT	MM	7,755 44.74	8,143 46.98	8,550 49.33	8,977 51.79	9,426 54.38	Monthly Hourly
7046*	RECREATION MANAGER	MM	6,676 38.52	7,010 40.44	7,360 42.46	7,728 44.58	8,114 46.81	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	8,952 51.65	9,176 52.94	9,400 54.23	9,635 55.59	9,870 56.94	10,117 58.37	10,364 59.79	10,623 61.29	10,882 62.78	Monthly Hourly
7470*	ADMINISTRATIVE ANALYST III	MM	6,585 37.99	6,750 38.94	6,914 39.89	7,087 40.89	7,260 41.88	7,442 42.93	7,623 43.98	7,813 45.08	8,004 46.17	Monthly Hourly
7410*	ADMINISTRATIVE MANAGER	MM	8,014 46.23	8,215 47.39	8,415 48.55	8,626 49.77	8,836 50.98	9,057 52.25	9,278 53.53	9,510 54.87	9,741 56.20	Monthly Hourly
7525*	ANIMAL SERVICES MANAGER	MM	7,134 41.16	7,313 42.19	7,491 43.22	7,679 44.30	7,866 45.38	8,063 46.52	8,259 47.65	8,466 48.84	8,672 50.03	Monthly Hourly
7515*	ASSISTANT CHIEF - FIRE	MM	10,279 59.30	10,536 60.78	10,793 62.27	11,063 63.83	11,333 65.38	11,617 67.02	11,900 68.65	12,197 70.37	12,495 72.08	Monthly Hourly
7116*	ASSISTANT CHIEF - FIRE OPERATIONS (INTERIM)	MM	10,793 62.27	11,063 63.83	11,333 65.38	11,617 67.02	11,900 68.65	12,198 70.37	12,495 72.09	12,807 73.89	13,119 75.69	Monthly Hourly
7117*	ASSISTANT CHIEF - FIRE ADMINISTRATION (INTERIM)	MM	10,279 59.30	10,536 60.78	10,793 62.27	- -	- -	- -	- -	- -	- -	Monthly Hourly
7136*	ASSISTANT PUBLIC WORKS DIRECTOR	MM	10,170 58.67	10,425 60.14	10,679 61.61	10,946 63.15	11,213 64.69	11,494 66.31	11,774 67.93	12,069 69.63	12,363 71.33	Monthly Hourly
7540*	ASSISTANT P.W. DIRECTOR - UTILITIES	MM	10,170 58.67	10,425 60.14	10,679 61.61	10,946 63.15	11,213 64.69	11,494 66.31	11,774 67.93	12,069 69.63	12,363 71.33	Monthly Hourly
7512*	CHIEF BUILDING OFFICIAL	MM	7,707 44.46	7,900 45.58	8,092 46.68	8,295 47.86	8,497 49.02	8,710 50.25	8,922 51.47	9,145 52.76	9,368 54.04	Monthly Hourly
7419*	CITY CLERK ADMINISTRATOR	MM	6,455 37.24	6,617 38.18	6,778 39.10	6,948 40.08	7,117 41.06	7,295 42.09	7,473 43.11	7,660 44.19	7,846 45.27	Monthly Hourly
7585	DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	MM	10,119 58.38	10,372 59.84	10,625 61.30	10,891 62.83	11,156 64.36	11,435 65.97	11,714 67.58	12,007 69.27	12,300 70.96	Monthly Hourly
7575*	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	10,119 58.38	10,372 59.84	10,625 61.30	10,891 62.83	11,156 64.36	11,435 65.97	11,714 67.58	12,007 69.27	12,300 70.96	Monthly Hourly
7595*	DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	8,219 47.42	8,425 48.61	8,630 49.79	8,846 51.03	9,062 52.28	9,289 53.59	9,515 54.89	9,753 56.27	9,991 57.64	Monthly Hourly
7560*	DEPUTY P.W. DIRECTOR - UTILITIES	MM	9,015 52.01	9,241 53.31	9,466 54.61	9,703 55.98	9,939 57.34	10,188 58.78	10,436 60.21	10,697 61.71	10,958 63.22	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	
7510*	DIVISION FIRE CHIEF	MM	9,789 56.48	10,034 57.89	10,278 59.30	10,535 60.78	10,792 62.26	11,062 63.82	11,332 65.38	11,615 67.01	11,898 68.64	Monthly Hourly
7520*	ENGINEER - SENIOR	MM	8,134 46.93	8,338 48.10	8,541 49.28	8,755 50.51	8,968 51.74	9,192 53.03	9,416 54.32	9,651 55.68	9,886 57.04	Monthly Hourly
7710*	ENGINEER - SENIOR - CITY SURVEYOR	MM	7,763 44.79	7,957 45.91	8,151 47.03	8,355 48.20	8,559 49.38	8,773 50.61	8,987 51.85	9,212 53.15	9,436 54.44	Monthly Hourly
7600*	ENVIRONMENTAL COMPLIANCE MANAGER	MM	7,775 44.86	7,970 45.98	8,164 47.10	8,368 48.28	8,572 49.45	8,787 50.69	9,001 51.93	9,226 53.23	9,451 54.52	Monthly Hourly
7505*	INFORMATION TECHNOLOGY MANAGER	MM	8,952 51.65	9,176 52.94	9,400 54.23	9,635 55.59	9,870 56.94	10,117 58.37	10,364 59.79	10,623 61.29	10,882 62.78	Monthly Hourly
7443*	PARK MAINTENANCE MANAGER	MM	6,676 38.52	6,843 39.48	7,010 40.44	7,185 41.45	7,360 42.46	7,544 43.52	7,728 44.58	7,921 45.70	8,114 46.81	Monthly Hourly
7444*	PARKS AND GROUNDS SUPERINTENDENT	MM	7,134 41.16	7,313 42.19	7,491 43.22	7,679 44.30	7,866 45.38	8,063 46.52	8,259 47.65	8,466 48.84	8,672 50.03	Monthly Hourly
7530*	PLANNER-PRINCIPAL	MM	7,571 43.68	7,761 44.78	7,950 45.87	8,149 47.01	8,347 48.16	8,556 49.36	8,764 50.56	8,983 51.83	9,202 53.09	Monthly Hourly
7460*	PLANNING MANAGER	MM	8,219 47.42	8,425 48.61	8,630 49.79	8,846 51.03	9,062 52.28	9,289 53.59	9,515 54.89	9,753 56.27	9,991 57.64	Monthly Hourly
7485*	PROJECT MANAGER	MM	7,393 42.65	7,578 43.72	7,763 44.79	7,957 45.91	8,151 47.03	8,355 48.20	8,559 49.38	8,773 50.61	8,987 51.85	Monthly Hourly
7490*	PUBLIC WORKS SUPERINTENDENT	MM	7,755 44.74	7,949 45.86	8,143 46.98	8,347 48.16	8,550 49.33	8,764 50.56	8,977 51.79	9,201 53.08	9,426 54.38	Monthly Hourly
7446*	RECREATION MANAGER	MM	6,676 38.52	6,843 39.48	7,010 40.44	7,185 41.45	7,360 42.46	7,544 43.52	7,728 44.58	7,921 45.70	8,114 46.81	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	PSMM	10,950 63.17	11,498 66.33	12,073 69.65	12,677 73.14	13,311 76.79	Monthly Hourly
7150*	POLICE COMMANDER	PSMM	10,430 60.17	10,952 63.18	11,500 66.35	12,075 69.66	12,678 73.14	Monthly Hourly
7111*	POLICE LIEUTENANT	PSMM	9,393 54.19	9,863 56.90	10,356 59.75	10,874 62.73	11,418 65.87	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	4,155 23.97	4,363 25.17	4,581 26.43	4,810 27.75	5,050 29.13	Monthly Hourly	
2040	COMMUNITY POLICING COORDINATOR	PD	4,097 23.64	4,302 24.82	4,517 26.06	4,743 27.36	4,980 28.73	Monthly Hourly	
2130	COMMUNITY SERVICE OFFICER	PD	4,043 23.33	4,245 24.49	4,457 25.71	4,680 27.00	4,914 28.35	Monthly Hourly	
2125	COMMUNITY SERVICE OFFICER - LEAD	PD	4,562 26.32	4,790 27.63	5,030 29.02	5,282 30.47	5,546 32.00	Monthly Hourly	
2150	FIELD SERVICE TECHNICIAN	PD	4,097 23.64	4,302 24.82	4,517 26.06	4,743 27.36	4,980 28.73	Monthly Hourly	
2200	POLICE OFFICER	PD	5,414 31.23	5,685 32.80	5,969 34.44	6,267 36.16	6,580 37.96	6,909 39.86	Monthly Hourly
2120	POLICE RECORDS CLERK	PD	3,427 19.77	3,598 20.76	3,778 21.80	3,967 22.89	4,166 24.03	Monthly Hourly	
2160	POLICE RECORDS CLERK - LEAD	PD	3,800 21.92	3,990 23.02	4,190 24.17	4,400 25.38	4,620 26.65	Monthly Hourly	
2190	POLICE RECRUIT	PD	4,710 27.17	4,946 28.53	5,193 29.96	- -	- -	Monthly Hourly	
2110	PUBLIC SAFETY DISPATCHER I	PD	3,815 22.01	4,006 23.11	- -	- -	- -	Monthly Hourly	
2140	PUBLIC SAFETY DISPATCHER II	PD	4,490 25.90	4,714 27.20	4,950 28.56	5,197 29.98	5,457 31.48	Monthly Hourly	
2180	PUBLIC SAFETY DISPATCHER III	PD	- -	- -	- -	5,712 32.95	5,998 34.60	Monthly Hourly	
NEW	POLICE SERVICES ANALYST	PD	4,666 26.92	4,899 28.26	5,144 29.68	5,401 31.16	5,671 32.72	Monthly Hourly	

Police Officers Association

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	6
	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:							
	Additional (or Other) Pensionable Compensation for New Members (PEPRA)							
2230	POLICE OFFICER (INVEST)	PD	5,819 33.57	6,110 35.25	6,416 37.02	6,737 38.87	7,074 40.81	7,428 42.85
	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	5,685 32.80	5,969 34.44	6,267 36.16	6,580 37.96	6,909 39.86	7,255 41.86

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 TBD - Longevity Pay

Longevity Pay for all POA personnel shall be base pay cumulative but not compounded.

Longevity Pay shall be received as follows based on time in service at the City of Yuba City:

Upon completion of 10 years of service	2.50%
Upon completion of 15 years of service	5.00%
Upon completion of 20 years of service	7.50%

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:

Police Officers Association

JCN	CLASSIFICATION	Bargaining Group	1	2	3	4	5	6
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SALARY STEPS

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	4,155 23.97	4,259 24.57	4,363 25.17	4,472 25.80	4,581 26.43	4,696 27.09	4,810 27.75	4,930 28.44	5,050 29.13	Monthly Hourly
2440	COMMUNITY POLICING COORDINATOR	PD	4,097 23.64	4,200 24.23	4,302 24.82	4,410 25.44	4,517 26.06	4,630 26.71	4,743 27.36	4,861 28.04	4,980 28.73	Monthly Hourly
2530	COMMUNITY SERVICE OFFICER	PD	4,043 23.33	4,144 23.91	4,245 24.49	4,351 25.10	4,457 25.71	4,569 26.36	4,680 27.00	4,797 27.68	4,914 28.35	Monthly Hourly
2525	COMMUNITY SERVICE OFFICER - LEAD	PD	4,562 26.32	4,676 26.98	4,790 27.63	4,910 28.33	5,030 29.02	5,156 29.75	5,282 30.47	5,414 31.23	5,546 32.00	Monthly Hourly
2550	FIELD SERVICE TECHNICIAN	PD	4,097 23.64	4,200 24.23	4,302 24.82	4,410 25.44	4,517 26.06	4,630 26.71	4,743 27.36	4,861 28.04	4,980 28.73	Monthly Hourly
2520	POLICE RECORDS CLERK	PD	3,427 19.77	3,513 20.27	3,598 20.76	3,688 21.28	3,778 21.80	3,873 22.34	3,967 22.89	4,066 23.46	4,166 24.03	Monthly Hourly
2560	POLICE RECORDS CLERK - LEAD	PD	3,800 21.92	3,895 22.47	3,990 23.02	4,090 23.60	4,190 24.17	4,295 24.78	4,400 25.38	4,510 26.02	4,620 26.65	Monthly Hourly
NEW	POLICE SERVICES ANALYST	PD	4,666 26.92	4,783 27.59	4,899 28.26	5,022 28.97	5,144 29.68	5,273 30.42	5,401 31.16	5,536 31.94	5,671 32.72	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 TBD - Longevity Pay

Longevity Pay for all POA personnel shall be base pay cumulative but not compounded.

Longevity Pay shall be received as follows based on time in service at the City of Yuba City:

Upon completion of 10 years of service	2.5%
Upon completion of 15 years of service	5.0%
Upon completion of 20 years of service	7.5%

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 3.4 - Longevity Pay (Cumulative but not compounded)

Upon completion of service with the City of Yuba City:

5 years	1.25%
10 years	2.50%
15 years	5.00%
20 years	7.50%

MOU Article 3.5 - 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 3.6 - Bilingual Pay

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

MOU Article 3.7 - 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 3.14 & 3.15 - 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 3.13 - 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	4,589 26.48	4,818 27.80	5,059 29.19	5,312 30.65	5,578 32.18	Monthly Hourly
4052	ACCOUNT CLERK	PEU, Local 1	2,969 17.13	3,117 17.98	3,273 18.88	3,437 19.83	3,609 20.82	Monthly Hourly
4100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,424 19.75	3,595 20.74	3,775 21.78	3,964 22.87	4,162 24.01	Monthly Hourly
4162	ACCOUNT CLERK-SENIOR	PEU, Local 1	3,941 22.74	4,138 23.87	4,345 25.07	4,562 26.32	4,790 27.63	Monthly Hourly
4015	ACCOUNTING TECHNICIAN	PEU, Local 1	3,991 23.03	4,191 24.18	4,401 25.39	4,621 26.66	4,852 27.99	Monthly Hourly
4244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,314 24.89	4,530 26.13	4,757 27.44	4,995 28.82	5,244 30.26	Monthly Hourly
4020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	3,805 21.95	3,995 23.05	4,195 24.20	4,405 25.41	4,625 26.69	Monthly Hourly
4040	ADMINISTRATIVE CLERK I	PEU, Local 1	2,600 15.00	2,730 15.75	2,866 16.53	3,009 17.36	3,160 18.23	Monthly Hourly
4060	ADMINISTRATIVE CLERK II	PEU, Local 1	2,860 16.50	3,003 17.33	3,153 18.19	3,311 19.10	3,476 20.05	Monthly Hourly
4085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,292 18.99	3,457 19.94	3,630 20.94	3,812 21.99	4,002 23.09	Monthly Hourly
4025	ADMINISTRATIVE TECHNICIAN	PEU, Local 1	3,498 20.18	3,673 21.19	3,857 22.25	4,050 23.37	4,253 24.54	Monthly Hourly
4090	ANIMAL SERVICES OFFICER I	PEU, Local 1	3,002 17.32	3,152 18.18	3,310 19.10	3,476 20.05	3,649 21.05	Monthly Hourly
4095	ANIMAL SERVICES OFFICER II	PEU, Local 1	3,291 18.99	3,456 19.94	3,629 20.94	3,810 21.98	4,000 23.08	Monthly Hourly
4155	ARBORIST, SENIOR	PEU, Local 1	3,822 22.05	4,013 23.15	4,214 24.31	4,425 25.53	4,646 26.80	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	4,890 28.21	5,134 29.62	5,391 31.10	5,661 32.66	5,944 34.29	Monthly Hourly
4292	BUILDING INSPECTOR II	PEU, Local 1	5,624 32.45	5,905 34.07	6,200 35.77	6,510 37.56	6,835 39.43	Monthly Hourly
4062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,390 19.56	3,559 20.53	3,737 21.56	3,924 22.64	4,120 23.77	Monthly Hourly
4121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	3,706 21.38	3,891 22.45	4,086 23.57	4,290 24.75	4,504 25.99	Monthly Hourly
4285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,579 26.42	4,808 27.74	5,048 29.12	5,300 30.58	5,565 32.11	Monthly Hourly
4115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,544 20.45	3,721 21.47	3,907 22.54	4,102 23.67	4,307 24.85	Monthly Hourly
4144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,896 22.48	4,091 23.60	4,296 24.78	4,511 26.03	4,736 27.32	Monthly Hourly
4243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,420 25.50	4,641 26.78	4,873 28.11	5,117 29.52	5,373 31.00	Monthly Hourly
4050	CUSTODIAN I	PEU, Local 1	2,668 15.39	2,801 16.16	2,941 16.97	3,088 17.82	3,243 18.71	Monthly Hourly
4082	CUSTODIAN II	PEU, Local 1	3,075 17.74	3,229 18.63	3,390 19.56	3,559 20.53	3,737 21.56	Monthly Hourly
4030	CUSTOMER SERVICES REP I	PEU, Local 1	2,909 16.78	3,054 17.62	3,207 18.50	3,367 19.43	3,536 20.40	Monthly Hourly
4070	CUSTOMER SERVICES REP II	PEU, Local 1	3,188 18.39	3,347 19.31	3,514 20.27	3,690 21.29	3,874 22.35	Monthly Hourly
4161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,650 21.06	3,833 22.11	4,025 23.22	4,226 24.38	4,437 25.60	Monthly Hourly
4170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,766 27.50	5,004 28.87	5,254 30.31	5,517 31.83	5,793 33.42	Monthly Hourly
4265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,481 31.62	5,755 33.20	6,043 34.86	6,345 36.61	6,662 38.44	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	6,304 36.37	6,619 38.19	6,950 40.10	7,297 42.10	7,662 44.20	Monthly Hourly
4300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,616 32.40	5,897 34.02	6,192 35.72	6,502 37.51	6,827 39.39	Monthly Hourly
4215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,803 21.94	3,993 23.04	4,193 24.19	4,403 25.40	4,623 26.67	Monthly Hourly
4250	ENGINEERING TECHNICIAN II	PEU, Local 1	4,111 23.72	4,317 24.91	4,533 26.15	4,760 27.46	4,998 28.83	Monthly Hourly
4295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,735 27.32	4,972 28.68	5,221 30.12	5,482 31.63	5,756 33.21	Monthly Hourly
4160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	4,111 23.72	4,317 24.91	4,533 26.15	4,760 27.46	4,998 28.83	Monthly Hourly
NEW	ENVIRONMENTAL COMPLIANCE INSPECTOR	PEU, Local 1	5,427 31.31	5,698 32.87	5,983 34.52	6,282 36.24	6,596 38.05	Monthly Hourly
4031	FACILITY AIDE	PEU, Local 1	2,600 15.00	2,730 15.75	2,866 16.53	3,009 17.36	3,159 18.23	Monthly Hourly
4036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,961 17.08	3,109 17.94	3,264 18.83	3,427 19.77	3,599 20.76	Monthly Hourly
4083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,245 18.72	3,407 19.66	3,577 20.64	3,756 21.67	3,943 22.75	Monthly Hourly
4028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,440 25.62	4,662 26.90	4,895 28.24	5,140 29.65	5,396 31.13	Monthly Hourly
4246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,599 26.53	4,829 27.86	5,070 29.25	5,324 30.72	5,590 32.25	Monthly Hourly
4260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	5,059 29.19	5,312 30.65	5,578 32.18	5,857 33.79	6,150 35.48	Monthly Hourly
4281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,767 27.50	5,005 28.88	5,255 30.32	5,518 31.83	5,794 33.43	Monthly Hourly

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,481 31.62	5,755 33.20	6,043 34.86	6,345 36.61	6,662 38.44	Monthly Hourly
4283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,304 36.37	6,619 38.19	6,950 40.10	7,297 42.10	7,661 44.20	Monthly Hourly
4110	KENNEL ATTENDANT I	PEU, Local 1	2,600 15.00	2,730 15.75	2,867 16.54	3,010 17.37	3,161 18.23	Monthly Hourly
4111	KENNEL ATTENDANT II	PEU, Local 1	2,890 16.67	3,034 17.50	3,186 18.38	3,345 19.30	3,512 20.26	Monthly Hourly
4112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	3,075 17.74	3,229 18.63	3,390 19.56	3,559 20.53	3,737 21.56	Monthly Hourly
4045	LABORATORY RECEPTIONIST	PEU, Local 1	2,600 15.00	2,730 15.75	2,866 16.53	3,009 17.36	3,160 18.23	Monthly Hourly
4530	LABORATORY ANALYST I	PEU, Local 1	4,308 24.85	4,523 26.09	4,749 27.40	4,986 28.77	5,235 30.20	Monthly Hourly
4581	LABORATORY ANALYST II	PEU, Local 1	4,738 27.33	4,975 28.70	5,224 30.14	5,485 31.64	5,759 33.22	Monthly Hourly
4064	LABORATORY ASSISTANT	PEU, Local 1	3,590 20.71	3,769 21.74	3,957 22.83	4,155 23.97	4,363 25.17	Monthly Hourly
4220	MECHANIC	PEU, Local 1	4,272 24.65	4,486 25.88	4,710 27.17	4,945 28.53	5,193 29.96	Monthly Hourly
4225	MECHANIC-LEAD	PEU, Local 1	4,915 28.36	5,161 29.78	5,419 31.26	5,690 32.83	5,974 34.47	Monthly Hourly
4063	PARK MAINTENANCE WORKER I	PEU, Local 1	3,032 17.49	3,184 18.37	3,343 19.29	3,510 20.25	3,686 21.26	Monthly Hourly
4065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	3,032 17.49	- -	- -	- -	- -	Monthly Hourly
4122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,324 19.18	3,490 20.13	3,665 21.14	3,848 22.20	4,041 23.31	Monthly Hourly
4200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,822 22.05	4,013 23.15	4,214 24.31	4,425 25.53	4,646 26.80	Monthly Hourly

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4245	PLANNER-ASSISTANT	PEU, Local 1	4,660 26.88	4,893 28.23	5,138 29.64	5,395 31.13	5,665 32.68	Monthly Hourly
4255	PLANS EXAMINER	PEU, Local 1	4,686 27.03	4,920 28.38	5,166 29.80	5,424 31.29	5,696 32.86	Monthly Hourly
4140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,719 27.23	4,955 28.59	5,203 30.02	5,463 31.52	5,736 33.09	Monthly Hourly
4221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	5,427 31.31	5,698 32.87	5,983 34.52	6,282 36.24	6,596 38.05	Monthly Hourly
4061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	3,032 17.49	3,184 18.37	3,343 19.29	3,510 20.25	3,686 21.26	Monthly Hourly
4120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,324 19.18	3,490 20.13	3,665 21.14	3,848 22.20	4,041 23.31	Monthly Hourly
4150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	3,835 22.13	4,027 23.23	4,228 24.39	4,439 25.61	4,661 26.89	Monthly Hourly
4185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,403 25.40	4,623 26.67	4,854 28.00	5,097 29.41	5,352 30.88	Monthly Hourly
4080	RECREATION COORDINATOR	PEU, Local 1	2,823 16.29	2,964 17.10	3,112 17.95	3,268 18.85	3,431 19.79	Monthly Hourly
4117	REGISTERED VETERINARY TECH	PEU, Local 1	3,103 17.90	3,258 18.80	3,421 19.74	3,592 20.72	3,772 21.76	Monthly Hourly
4135	SWEEPER OPERATOR	PEU, Local 1	3,827 22.08	4,018 23.18	4,219 24.34	4,430 25.56	4,651 26.83	Monthly Hourly
4058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	3,032 17.49	3,184 18.37	3,343 19.29	3,510 20.25	3,686 21.26	Monthly Hourly
4118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,324 19.18	3,490 20.13	3,665 21.14	3,848 22.20	4,041 23.31	Monthly Hourly
4236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	3,032 17.49	3,184 18.37	3,343 19.29	3,510 20.25	3,686 21.26	Monthly Hourly
4237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	4,719 27.23	4,955 28.59	5,203 30.02	5,463 31.52	5,736 33.09	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	5,427 31.31	5,698 32.87	5,983 34.52	6,282 36.24	6,596 38.05	Monthly Hourly
4166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/ I	PEU, Local 1	4,733 27.31	4,970 28.67	5,218 30.10	5,479 31.61	5,753 33.19	Monthly Hourly
4235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,442 31.40	5,714 32.97	6,000 34.62	6,300 36.35	6,615 38.16	Monthly Hourly
4293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	6,258 36.10	6,571 37.91	6,900 39.81	7,245 41.80	7,607 43.89	Monthly Hourly
4284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	4,344 25.06	4,561 26.31	4,789 27.63	5,028 29.01	5,280 30.46	Monthly Hourly
4286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	4,995 28.82	5,245 30.26	5,507 31.77	5,782 33.36	6,071 35.03	Monthly Hourly
4287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	5,744 33.14	6,031 34.79	6,333 36.54	6,650 38.37	6,983 40.28	Monthly Hourly
4131	WATER TREATMENT FACILITY OPER. TRAINEE	PEU, Local 1	4,115 23.74	4,321 24.93	4,537 26.18	4,764 27.48	5,002 28.86	Monthly Hourly
4180	WATER TREATMENT FACILITY OPERATOR II	PEU, Local 1	4,733 27.31	4,970 28.67	5,218 30.10	5,479 31.61	5,753 33.19	Monthly Hourly
4230	WATER TREATMENT FACILITY OPERATOR III	PEU, Local 1	5,442 31.40	5,714 32.97	6,000 34.62	6,300 36.35	6,615 38.16	Monthly Hourly
4291	WATER TREATMENT FACILITY OPERATOR IV	PEU, Local 1	6,258 36.10	6,571 37.91	6,900 39.81	7,245 41.80	7,607 43.89	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 (cumulative = 5%)

D-4: 2.5% of salary per month (cumulative = 7.5%)

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

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

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

Public Employees Union, Local #1

		EFFECTIVE 06/09/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5101	ACCOUNTANT I	PEU, Local 1	4,589 26.48	4,704 27.14	4,818 27.80	4,939 28.49	5,059 29.19	5,186 29.92	5,312 30.65	5,445 31.41	5,578 32.18	Monthly Hourly
5052	ACCOUNT CLERK	PEU, Local 1	2,969 17.13	3,043 17.56	3,117 17.98	3,195 18.43	3,273 18.88	3,355 19.36	3,437 19.83	3,523 20.33	3,609 20.82	Monthly Hourly
5100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,424 19.75	3,510 20.25	3,595 20.74	3,685 21.26	3,775 21.78	3,870 22.33	3,964 22.87	4,063 23.44	4,162 24.01	Monthly Hourly
5162	ACCOUNT CLERK-SENIOR	PEU, Local 1	3,941 22.74	4,040 23.31	4,138 23.87	4,242 24.47	4,345 25.07	4,454 25.70	4,562 26.32	4,676 26.98	4,790 27.63	Monthly Hourly
5015	ACCOUNTING TECHNICIAN	PEU, Local 1	3,991 23.03	4,091 23.60	4,191 24.18	4,296 24.78	4,401 25.39	4,511 26.03	4,621 26.66	4,737 27.33	4,852 27.99	Monthly Hourly
5244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,314 24.89	4,422 25.51	4,530 26.13	4,644 26.79	4,757 27.44	4,876 28.13	4,995 28.82	5,120 29.54	5,244 30.26	Monthly Hourly
5020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	3,805 21.95	3,900 22.50	3,995 23.05	4,095 23.63	4,195 24.20	4,300 24.81	4,405 25.41	4,515 26.05	4,625 26.69	Monthly Hourly
5040	ADMINISTRATIVE CLERK I	PEU, Local 1	2,600 15.00	2,665 15.38	2,730 15.75	2,798 16.14	2,866 16.53	2,938 16.95	3,009 17.36	3,084 17.79	3,160 18.23	Monthly Hourly
5060	ADMINISTRATIVE CLERK II	PEU, Local 1	2,860 16.50	2,932 16.92	3,003 17.33	3,078 17.76	3,153 18.19	3,232 18.65	3,311 19.10	3,394 19.58	3,476 20.05	Monthly Hourly
5085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,292 18.99	3,375 19.47	3,457 19.94	3,544 20.45	3,630 20.94	3,721 21.47	3,812 21.99	3,907 22.54	4,002 23.09	Monthly Hourly
5025	ADMINISTRATIVE TECHNICIAN	PEU, Local 1	3,498 20.18	3,586 20.69	3,673 21.19	3,765 21.72	3,857 22.25	3,954 22.81	4,050 23.37	4,151 23.95	4,253 24.54	Monthly Hourly
5090	ANIMAL SERVICES OFFICER I	PEU, Local 1	3,002 17.32	3,077 17.75	3,152 18.18	3,231 18.64	3,310 19.10	3,393 19.58	3,476 20.05	3,563 20.56	3,649 21.05	Monthly Hourly
5095	ANIMAL SERVICES OFFICER II	PEU, Local 1	3,291 18.99	3,374 19.47	3,456 19.94	3,543 20.44	3,629 20.94	3,720 21.46	3,810 21.98	3,905 22.53	4,000 23.08	Monthly Hourly
5155	ARBORIST, SENIOR	PEU, Local 1	3,822 22.05	3,918 22.60	4,013 23.15	4,114 23.73	4,214 24.31	4,320 24.92	4,425 25.53	4,536 26.17	4,646 26.80	Monthly Hourly
5270	BUILDING INSPECTOR I	PEU, Local 1	4,890 28.21	5,012 28.92	5,134 29.62	5,263 30.36	5,391 31.10	5,526 31.88	5,661 32.66	5,802 33.47	5,944 34.29	Monthly 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	
5292	BUILDING INSPECTOR II	PEU, Local 1	5,624 32.45	5,765 33.26	5,905 34.07	6,053 34.92	6,200 35.77	6,355 36.66	6,510 37.56	6,673 38.50	6,835 39.43	Monthly Hourly
5062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,390 19.56	3,475 20.05	3,559 20.53	3,648 21.05	3,737 21.56	3,831 22.10	3,924 22.64	4,022 23.20	4,120 23.77	Monthly Hourly
5121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	3,706 21.38	3,799 21.92	3,891 22.45	3,989 23.01	4,086 23.57	4,188 24.16	4,290 24.75	4,397 25.37	4,504 25.99	Monthly Hourly
5285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,579 26.42	4,694 27.08	4,808 27.74	4,928 28.43	5,048 29.12	5,174 29.85	5,300 30.58	5,433 31.34	5,565 32.11	Monthly Hourly
5115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,544 20.45	3,633 20.96	3,721 21.47	3,814 22.00	3,907 22.54	4,005 23.11	4,102 23.67	4,204 24.25	4,307 24.85	Monthly Hourly
5144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,896 22.48	3,994 23.04	4,091 23.60	4,194 24.20	4,296 24.78	4,404 25.41	4,511 26.03	4,624 26.68	4,736 27.32	Monthly Hourly
5243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,420 25.50	4,531 26.14	4,641 26.78	4,757 27.44	4,873 28.11	4,995 28.82	5,117 29.52	5,245 30.26	5,373 31.00	Monthly Hourly
5050	CUSTODIAN I	PEU, Local 1	2,668 15.39	2,735 15.78	2,801 16.16	2,871 16.56	2,941 16.97	3,015 17.39	3,088 17.82	3,165 18.26	3,243 18.71	Monthly Hourly
5082	CUSTODIAN II	PEU, Local 1	3,075 17.74	3,152 18.18	3,229 18.63	3,310 19.10	3,390 19.56	3,475 20.05	3,559 20.53	3,648 21.05	3,737 21.56	Monthly Hourly
5030	CUSTOMER SERVICES REP I	PEU, Local 1	2,909 16.78	2,982 17.20	3,054 17.62	3,131 18.06	3,207 18.50	3,287 18.96	3,367 19.43	3,451 19.91	3,536 20.40	Monthly Hourly
5070	CUSTOMER SERVICES REP II	PEU, Local 1	3,188 18.39	3,268 18.85	3,347 19.31	3,431 19.79	3,514 20.27	3,602 20.78	3,690 21.29	3,782 21.82	3,874 22.35	Monthly Hourly
5161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,650 21.06	3,742 21.59	3,833 22.11	3,929 22.67	4,025 23.22	4,126 23.80	4,226 24.38	4,332 24.99	4,437 25.60	Monthly Hourly
5170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,766 27.50	4,885 28.18	5,004 28.87	5,129 29.59	5,254 30.31	5,386 31.07	5,517 31.83	5,655 32.63	5,793 33.42	Monthly Hourly
5265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,481 31.62	5,618 32.41	5,755 33.20	5,899 34.03	6,043 34.86	6,194 35.73	6,345 36.61	6,504 37.52	6,662 38.44	Monthly 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	
5280	ELECTRICAL TECHNICIAN III	PEU, Local 1	6,304 36.37	6,462 37.28	6,619 38.19	6,785 39.14	6,950 40.10	7,124 41.10	7,297 42.10	7,479 43.15	7,662 44.20	Monthly Hourly
5300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,616 32.40	5,757 33.21	5,897 34.02	6,045 34.88	6,192 35.72	6,347 36.62	6,502 37.51	6,664 38.45	6,827 39.39	Monthly Hourly
5215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,803 21.94	3,898 22.49	3,993 23.04	4,093 23.61	4,193 24.19	4,298 24.80	4,403 25.40	4,513 26.04	4,623 26.67	Monthly Hourly
5250	ENGINEERING TECHNICIAN II	PEU, Local 1	4,111 23.72	4,214 24.31	4,317 24.91	4,425 25.53	4,533 26.15	4,647 26.81	4,760 27.46	4,879 28.15	4,998 28.83	Monthly Hourly
5295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,735 27.32	4,854 28.00	4,972 28.68	5,097 29.41	5,221 30.12	5,352 30.88	5,482 31.63	5,619 32.42	5,756 33.21	Monthly Hourly
5160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	4,111 23.72	4,214 24.31	4,317 24.91	4,425 25.53	4,533 26.15	4,647 26.81	4,760 27.46	4,879 28.15	4,998 28.83	Monthly Hourly
NEW	ENVIRONMENTAL COMPLIANCE INSPECTOR	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 38.05	Monthly Hourly
5031	FACILITY AIDE	PEU, Local 1	2,600 15.00	2,665 15.38	2,730 15.75	2,798 16.14	2,866 16.53	2,938 16.95	3,009 17.36	3,084 17.79	3,159 18.23	Monthly Hourly
5036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,961 17.08	3,035 17.51	3,109 17.94	3,187 18.39	3,264 18.83	3,346 19.30	3,427 19.77	3,513 20.27	3,599 20.76	Monthly Hourly
5083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,245 18.72	3,326 19.19	3,407 19.66	3,492 20.15	3,577 20.64	3,667 21.16	3,756 21.67	3,850 22.21	3,943 22.75	Monthly Hourly
5028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,440 25.62	4,551 26.26	4,662 26.90	4,779 27.57	4,895 28.24	5,018 28.95	5,140 29.65	5,268 30.39	5,396 31.13	Monthly Hourly
5246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,599 26.53	4,714 27.20	4,829 27.86	4,950 28.56	5,070 29.25	5,197 29.98	5,324 30.72	5,457 31.48	5,590 32.25	Monthly Hourly
5260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	5,059 29.19	5,186 29.92	5,312 30.65	5,445 31.41	5,578 32.18	5,718 32.99	5,857 33.79	6,003 34.63	6,150 35.48	Monthly Hourly
5281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,767 27.50	4,886 28.19	5,005 28.88	5,130 29.60	5,255 30.32	5,387 31.08	5,518 31.83	5,656 32.63	5,794 33.43	Monthly 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	
5282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,481 31.62	5,618 32.41	5,755 33.20	5,899 34.03	6,043 34.86	6,194 35.73	6,345 36.61	6,504 37.52	6,662 38.44	Monthly Hourly
5283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,304 36.37	6,462 37.28	6,619 38.19	6,785 39.14	6,950 40.10	7,124 41.10	7,297 42.10	7,479 43.15	7,661 44.20	Monthly Hourly
5110	KENNEL ATTENDANT I	PEU, Local 1	2,600 15.00	2,665 15.38	2,730 15.75	2,799 16.15	2,867 16.54	2,939 16.96	3,010 17.37	3,085 17.80	3,161 18.23	Monthly Hourly
5111	KENNEL ATTENDANT II	PEU, Local 1	2,890 16.67	2,962 17.09	3,034 17.50	3,110 17.94	3,186 18.38	3,266 18.84	3,345 19.30	3,428 19.78	3,512 20.26	Monthly Hourly
5112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	3,075 17.74	3,152 18.18	3,229 18.63	3,310 19.10	3,390 19.56	3,475 20.05	3,559 20.53	3,648 21.05	3,737 21.56	Monthly Hourly
5045	LABORATORY RECEPTIONIST	PEU, Local 1	2,600 15.00	2,665 15.38	2,730 15.75	2,798 16.14	2,866 16.53	2,938 16.95	3,009 17.36	3,084 17.79	3,160 18.23	Monthly Hourly
5530	LABORATORY ANALYST I	PEU, Local 1	4,308 24.85	4,416 25.48	4,523 26.09	4,636 26.75	4,749 27.40	4,868 28.08	4,986 28.77	5,111 29.49	5,235 30.20	Monthly Hourly
5581	LABORATORY ANALYST II	PEU, Local 1	4,738 27.33	4,857 28.02	4,975 28.70	5,100 29.42	5,224 30.14	5,355 30.89	5,485 31.64	5,622 32.43	5,759 33.22	Monthly Hourly
5064	LABORATORY ASSISTANT	PEU, Local 1	3,590 20.71	3,680 21.23	3,769 21.74	3,863 22.29	3,957 22.83	4,056 23.40	4,155 23.97	4,259 24.57	4,363 25.17	Monthly Hourly
5220	MECHANIC	PEU, Local 1	4,272 24.65	4,379 25.26	4,486 25.88	4,598 26.53	4,710 27.17	4,828 27.85	4,945 28.53	5,069 29.24	5,193 29.96	Monthly Hourly
5225	MECHANIC-LEAD	PEU, Local 1	4,915 28.36	5,038 29.07	5,161 29.78	5,290 30.52	5,419 31.26	5,555 32.05	5,690 32.83	5,832 33.65	5,974 34.47	Monthly Hourly
5063	PARK MAINTENANCE WORKER I	PEU, Local 1	3,032 17.49	3,108 17.93	3,184 18.37	3,264 18.83	3,343 19.29	3,427 19.77	3,510 20.25	3,598 20.76	3,686 21.26	Monthly Hourly
5065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	3,032 17.49	- -	Monthly Hourly							
5122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,324 19.18	3,407 19.66	3,490 20.13	3,578 20.64	3,665 21.14	3,757 21.68	3,848 22.20	3,944 22.75	4,041 23.31	Monthly Hourly
5200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,822 22.05	3,918 22.60	4,013 23.15	4,114 23.73	4,214 24.31	4,320 24.92	4,425 25.53	4,536 26.17	4,646 26.80	Monthly Hourly

Public Employees Union, Local #1

		EFFECTIVE 06/09/18 - NEW HIRES ONLY										
		Bargaining Group	SALARY STEPS									
JCN	CLASSIFICATION		1	2	3	4	5	6	7	8	9	
5245	PLANNER-ASSISTANT	PEU, Local 1	4,660 26.88	4,777 27.56	4,893 28.23	5,016 28.94	5,138 29.64	5,267 30.39	5,395 31.13	5,530 31.90	5,665 32.68	Monthly Hourly
5255	PLANS EXAMINER	PEU, Local 1	4,686 27.03	4,803 27.71	4,920 28.38	5,043 29.09	5,166 29.80	5,295 30.55	5,424 31.29	5,560 32.08	5,696 32.86	Monthly Hourly
5140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,719 27.23	4,837 27.91	4,955 28.59	5,079 29.30	5,203 30.02	5,333 30.77	5,463 31.52	5,599 32.30	5,736 33.09	Monthly Hourly
5221	PLANT MAINTENANCE MECHANIC -SENIOR	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 38.05	Monthly Hourly
5061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	3,032 17.49	3,108 17.93	3,184 18.37	3,264 18.83	3,343 19.29	3,427 19.77	3,510 20.25	3,598 20.76	3,686 21.26	Monthly Hourly
5120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,324 19.18	3,407 19.66	3,490 20.13	3,578 20.64	3,665 21.14	3,757 21.68	3,848 22.20	3,944 22.75	4,041 23.31	Monthly Hourly
5150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	3,835 22.13	3,931 22.68	4,027 23.23	4,128 23.82	4,228 24.39	4,334 25.00	4,439 25.61	4,550 26.25	4,661 26.89	Monthly Hourly
5185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,403 25.40	4,513 26.04	4,623 26.67	4,739 27.34	4,854 28.00	4,976 28.71	5,097 29.41	5,224 30.14	5,352 30.88	Monthly Hourly
5080	RECREATION COORDINATOR	PEU, Local 1	2,823 16.29	2,894 16.70	2,964 17.10	3,038 17.53	3,112 17.95	3,190 18.40	3,268 18.85	3,350 19.33	3,431 19.79	Monthly Hourly
5117	REGISTERED VETERINARY TECH	PEU, Local 1	3,103 17.90	3,181 18.35	3,258 18.80	3,340 19.27	3,421 19.74	3,507 20.23	3,592 20.72	3,682 21.24	3,772 21.76	Monthly Hourly
5135	SWEEPER OPERATOR	PEU, Local 1	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
5058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	3,032 17.49	3,108 17.93	3,184 18.37	3,264 18.83	3,343 19.29	3,427 19.77	3,510 20.25	3,598 20.76	3,686 21.26	Monthly Hourly
5118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,324 19.18	3,407 19.66	3,490 20.13	3,578 20.64	3,665 21.14	3,757 21.68	3,848 22.20	3,944 22.75	4,041 23.31	Monthly Hourly
5236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	3,032 17.49	3,108 17.93	3,184 18.37	3,264 18.83	3,343 19.29	3,427 19.77	3,510 20.25	3,598 20.76	3,686 21.26	Monthly Hourly
5237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	4,719 27.23	4,837 27.91	4,955 28.59	5,079 29.30	5,203 30.02	5,333 30.77	5,463 31.52	5,600 32.31	5,736 33.09	Monthly Hourly

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	EFFECTIVE 06/09/18 - NEW HIRES ONLY									
			SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	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 38.05	Monthly Hourly
5166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/I	PEU, Local 1	4,733 27.31	4,852 27.99	4,970 28.67	5,094 29.39	5,218 30.10	5,349 30.86	5,479 31.61	5,616 32.40	5,753 33.19	Monthly Hourly
5235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,442 31.40	5,578 32.18	5,714 32.97	5,857 33.79	6,000 34.62	6,150 35.48	6,300 36.35	6,457 37.25	6,615 38.16	Monthly Hourly
5293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	6,258 36.10	6,415 37.01	6,571 37.91	6,736 38.86	6,900 39.81	7,073 40.81	7,245 41.80	7,426 42.84	7,607 43.89	Monthly Hourly
5284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	4,344 25.06	4,453 25.69	4,561 26.31	4,675 26.97	4,789 27.63	4,909 28.32	5,028 29.01	5,154 29.73	5,280 30.46	Monthly Hourly
5286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	4,995 28.82	5,120 29.54	5,245 30.26	5,376 31.02	5,507 31.77	5,645 32.57	5,782 33.36	5,927 34.19	6,071 35.03	Monthly Hourly
5287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	5,744 33.14	5,888 33.97	6,031 34.79	6,182 35.67	6,333 36.54	6,492 37.45	6,650 38.37	6,816 39.32	6,983 40.28	Monthly Hourly
5131	WATER TREATMENT PLANT OPER.TRAINEE	PEU, Local 1	4,115 23.74	4,218 24.33	4,321 24.93	4,429 25.55	4,537 26.18	4,651 26.83	4,764 27.48	4,883 28.17	5,002 28.86	Monthly Hourly
5180	WATER TREATMENT PLANT OPERATOR II	PEU, Local 1	4,733 27.31	4,852 27.99	4,970 28.67	5,094 29.39	5,218 30.10	5,349 30.86	5,479 31.61	5,616 32.40	5,753 33.19	Monthly Hourly
5230	WATER TREATMENT PLANT OPERATOR III	PEU, Local 1	5,442 31.40	5,578 32.18	5,714 32.97	5,857 33.79	6,000 34.62	6,150 35.48	6,300 36.35	6,457 37.25	6,615 38.16	Monthly Hourly
5291	WATER TREATMENT PLANT OPERATOR IV	PEU, Local 1	6,258 36.10	6,415 37.01	6,571 37.91	6,736 38.86	6,900 39.81	7,073 40.81	7,245 41.80	7,426 42.84	7,607 43.89	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.

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 (cumulative = 5%)

D-4: 2.5% of salary per month (cumulative = 7.5%)

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:

Elected Officials, Part-Time, Extra Help, Limited Term and At-Will Contract Employees - EFFECTIVE JANUARY 1, 2022

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS				
			1	2	3	4	5
0110*	Intern Worker		15.00		TO		17.00
4000	Public Works Maintenance Worker (Temp)		15.00	15.50	16.00	16.50	17.00
4125	Water/Wastewater Operator-in-Training		15.00	15.50	16.00	16.50	17.00
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		19.28				
	Reserve Police Officer (Level Ia) - see notes 1,2&3		29.67				
2020*	Reserve Police Officer (Level II) - see notes 1 & 2		15.43				
2010*	Relief Public Safety Dispatcher		15.00				
300	Police Officer Trainee		15.00				
0200*	Recreation Worker		15.00		TO		50.00
	(Sub Classifications)						
*	Recreation Leader I		15.00	15.43	16.20		
*	Recreation Leader II		16.20	17.01	17.86		
*	Recreation Leader III		17.86	18.75	19.69		
*	Recreation Specialist I		15.00		TO		25.00
*	Recreation Specialist II		25.00		TO		50.00
*	Lifeguard/Instructor I		16.20	17.01	17.86	18.75	19.69
*	Lifeguard/Instructor II		19.69	20.67	21.70	22.79	23.93
4116	Veterinary Assistant		2,600	2,730	2,867	3,010	3,160
			15.00	15.75	16.54	17.37	18.23
3410**	Fire Recruit		16.60	Effective 12/8/18			
3310	Fire Recruit - 40 hour work week		23.24	Effective 12/8/18			

Elected Officials

0011	City Council						7,200	Yearly
							600.00	Monthly
0800	City Treasurer						900	Yearly
							75.00	Monthly
0890	City Clerk						900	Yearly
							75.00	Monthly

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.

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

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

PSMM - Police Sworn Mid Managers

ATTACHMENT 3

Proposed Public Works Deputy Directors



BEN MOODY
Public Works and
Development
Services Director



**SCOTT
CHANDLER**
Deputy PW
Director –
Maintenance



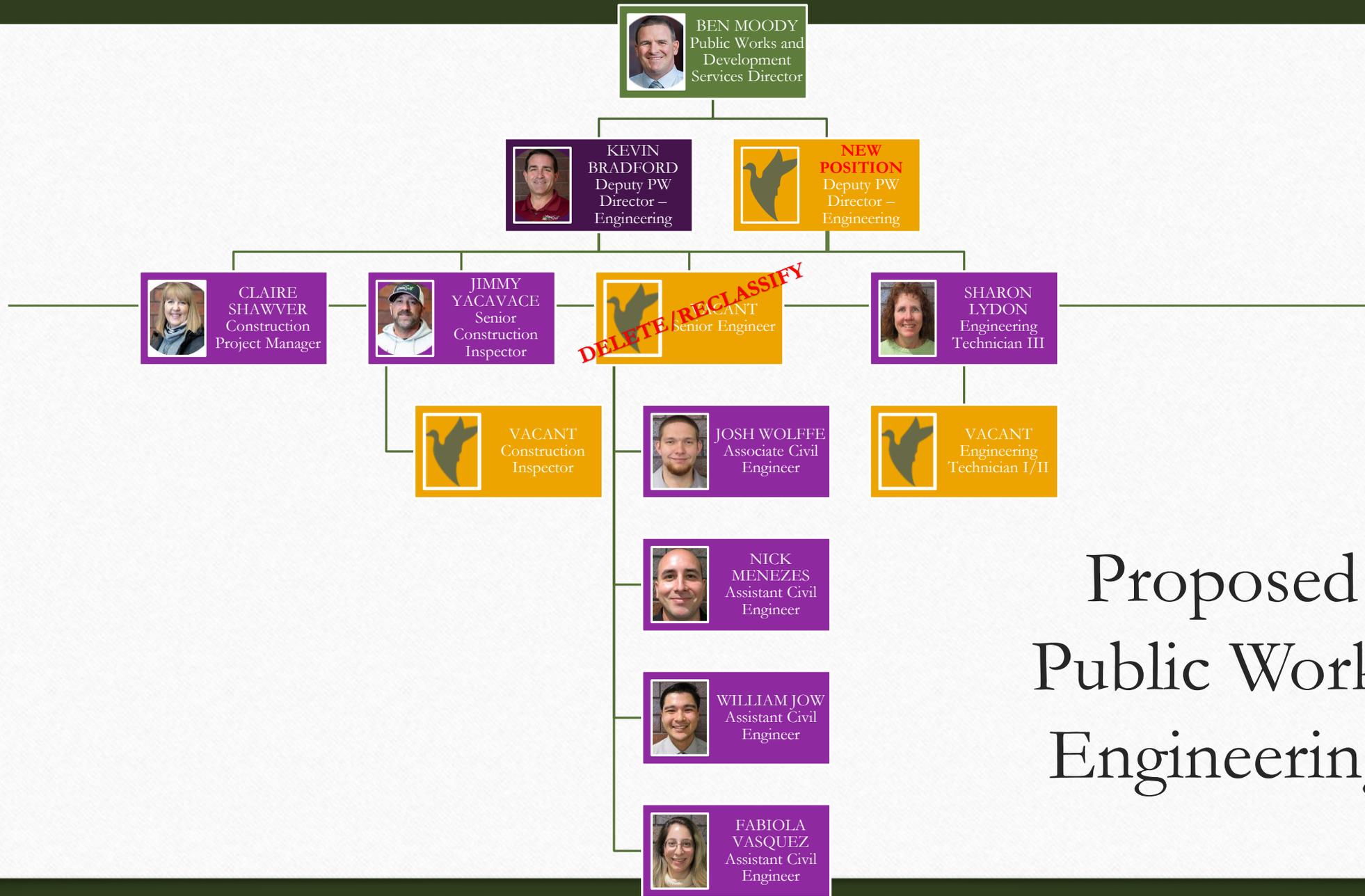
**NEW
POSITION**
Deputy PW
Director –
Engineering



**KEVIN
BRADFORD**
Deputy PW
Director –
Engineering



PHIL MARLER
Deputy PW
Director –
Utilities



Proposed Public Works Engineering