

Memorandum of Understanding

Between

The City of Yuba City

And

The Mid-Managers Unit



July 1, 2023, through June 25, 2027

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Preamble

This agreement between the City of Yuba City (City) and the Mid-Managers Unit has as its purpose the promotion of harmonious labor relations between the City and the Mid-Managers Unit and the establishment of rates of pay, hours of work, and other conditions of employment. The City recognizes the Mid-Mangers Unit as the exclusive representative for full-time and regular part-time employees in the classifications in Appendix "A" as amended.

Article 1 – Salary

1.1 Salary Schedule

Employees hired in any Mid-Manager position after November 25, 2017, are on the 9-step salary schedule, attached as Appendix "C". The 9-step salary schedule has both the first step and last step the same as the 5-step salary schedule. The 5-Step salary schedule is attached as Appendix "B".

1.2 Salary Increases

Effective July 1, 2023, all classifications will receive a cost-of-living increase of one and a half percent (1.5%) salary increase.

1.3 Benchmark Classifications

The top step for the Division Fire Chief is benchmarked at fifteen percent (15.0%) above the top step of the Battalion Chief.

The top step for the Engineer - Senior is benchmarked at fifteen percent (15.0%) above the top step for the Civil Engineer – Associate.

The top step for the Parks Maintenance Manager is benchmarked at fifteen percent (15.0%) above the top step for the Parks Maintenance Supervisor.

1.4 Wage Reopeners

The parties will meet to discuss the City's financial position no later than the end of January 2025 on the issue of wage, to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period in January 2025, unless agreed otherwise.

The parties will meet to discuss the City's financial position no later than the end of May 2025 on the issue of wage, to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period in July 2025, unless agreed otherwise.

The parties will meet to discuss the City's financial position no later than the end of May 2026 on the issue of wage, to determine if an agreement can be reached on wage

increases only with any changes to be effective the first full pay period in July 2026, unless agreed otherwise.

If the parties cannot agree on a wage increase during a discussion, there shall be no salary adjustment for that year.

1.5 Bilingual Pay

Effective November 18, 2023, employees in classifications listed in Appendix "D" who are proficient in speaking a foreign language, as determined by the City, receive bilingual pay in the amount of one-point four percent (1.4%) of their base rate of pay.

Article 2 – Public Employees' Retirement System

2.1 Retirement Terminology

Employees receive retirement benefits from the California Public Employees' Retirement System (CalPERS).

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

A new 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 (6) months, returns to active membership in that system with a new employer.

2.2 Miscellaneous Member Retirement Formulas

A. Employees hired before August 2, 1991, receive the 2.7% at 55 miscellaneous CalPERS formula with the one (1) year final average compensation period. The City pays 100% of the employee's contribution to CalPERS and reports the employer payment of the member contributions to CalPERS as additional compensation for retirement purposes only. These members pay eight percent (8%) of the employers' contribution via a CalPERS contract amendment on a pre-tax basis.

B. Employees hired between August 1, 1991, and July 1, 2012, receive the 2.7% at 55 miscellaneous CalPERS formula with the three (3) year's final average

compensation period. The City pays 100% of the employee's contribution to CalPERS and reports the employer payment of the member contributions to CalPERS as additional compensation for retirement purposes only. These members pay eight percent (8%) of the employers' contribution via a CalPERS contract amendment on a pre-tax basis.

- C. Employees hired after June 30, 2012, who are not classified as a new member receive the 2% at 55 miscellaneous CalPERS formula with the three (3) year's final average compensation period. The City pays 100% of the employee's contribution to CalPERS and reports the employer payment of the member contributions to CalPERS as additional compensation for retirement purposes only. These members pay seven percent (7%) of the employers' contribution via a CalPERS contract amendment on a pre-tax basis.
- D. Employees hired after December 31, 2012, who are classified as new members receive the 2% at 62 miscellaneous CalPERS formula with the three (3) year's final average compensation period. These employees pay one half the total normal cost as determined annually by CalPERS on a pre-tax basis.
- E. Miscellaneous retirement formulas have the following optional CalPERS retirement benefits:
 - Non-Industrial Disability Improved
 - Optional Settlement 2
 - 1959 Survivor Benefit Level Indexed
 - Post-Retirement Death Benefits \$500 lump sum
 - Survivor Allowance (PRSA)
 - 3% Retirement COLA

2.3 Fire Safety Member Retirement Formulas

- A. Employees hired before July 1, 2012, receive the 3% at 50 safety CalPERS formula with the three (3) year's final average compensation period. The City pays 100% of the employee's contribution to CalPERS and reports the employer payment of the member contributions to CalPERS as additional compensation for retirement purposes only. These members pay nine percent (9%) of the employers' contribution via a CalPERS contract amendment on a pre-tax basis.
- B. Employees hired after June 30, 2012, who are not classified as new members receive the 3% at 55 safety CalPERS formula with the three (3) year's final average compensation period. The City pays 100% of the employee's contribution to CalPERS and reports the employer payment of the member contributions to CalPERS as additional compensation for retirement purposes only. These members pay nine percent (9%) of the employers' contribution via a CalPERS contract amendment on a pre-tax basis.

C. Employees hired after December 31, 2012, who are classified as new members receive the 2.7% at 57 safety CalPERS formula with the three (3) year's final average compensation period. These employees pay one half the total normal cost as determined annually by CalPERS on a pre-tax basis.

D. All retirement plans have the following optional CalPERS retirement benefits:

- Sick Leave Service Credit
- Non-Industrial Disability Standard
- Industrial Disability Standard
- Pre-Retirement Death Benefits:
 - Optional Settlement 2
 - 1959 Survivor Benefit Level Indexed
 - Special
- Post-Retirement Death Benefits \$500 lump sum
- Survivor Allowance (PRSA)
- 3% Retirement COLA

Article 3 – Benefits

3.1 Health Plans

A. Employee Contributions:

Employee contributions are on a pre-tax basis.

B. Health Care Premium Cost:

The City pays 80% of the lowest cost health plan available to this bargaining unit.

C. Cash-in-Lieu Payment:

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

- Employees who reduce the level of health care coverage that they are entitled to, i.e., from full family coverage to employee plus one, or employee only coverage, or from employee plus one to employee only coverage, are entitled to a Cash-in-Lieu benefit. The Cash-in-Lieu benefit is based upon the lowest cost health plan.
- The employee making the election covered above, receives 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:

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

3.2 Dental and Vision Plans

For calendar year 2023, the City pays for enhanced dental/vision benefits. The enhanced dental/vision are as follows: annual deductible is \$25 (individual) and \$75 (family), calendar year maximum benefit is \$2,000, basic coverage is 90%, major coverage is 60%, and vision allowance is \$800 in 24-month period.

For each following year, through calendar year 2027, the City will annually evaluate the dental and vision fund excess reserve. The City will make a discretionary determination, that is not subject to bargaining requirements or the grievance process, and then communicate the determination in writing as to whether the City will pay for the enhanced dental/vision benefits set forth above the coming calendar year. In any year when enhanced benefits are not able to be funded, benefit levels will automatically revert to the levels below.

City pays 90% of the dental and vision premiums for covered employees. The maximum annual dental benefit is \$1750. The vision benefit is \$600 every 24 months. Premiums are based on periodic actuarial conducted by an outside consultant. Employees must participate in the City's Dental and Vision Plan in a manner provided in the adopted Dental and Vision Plan Agreement.

3.3 Life Insurance

Life insurance benefit amount of one hundred thousand dollars (\$100,000) is maintained for employees.

3.4 Employee Assistance Program (EAP)

The 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 EAP provides 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.

3.5 Health Benefits Committee

The Mid-Managers Unit designates at least one (1) representative to the citywide health benefits committee. The general purpose of the committee is to address benefit plan design and cost containment. The committee will also contain members from other employee groups.

3.6 Flexible Spending Account

Employees may contribute to a Flexible Spending Account (FSA) on a pre-tax basis to assist with the cost of medical, dental, and vision expenses, deductibles, and co-payments.

3.7 Dependent Care Spending Program

Employees may contribute to a Dependent Care Plan on a pre-tax basis to assist with the cost of eligible child or elder care expenses.

3.8 Long Term Disability

The City provides a long-term disability program for employees.

3.9 Tuition Reimbursement

Employees may receive up to five thousand dollars (\$5,000) per fiscal year for tuition reimbursement, subject to the Rules.

Article 4 – Deferred Compensation

Employees receive \$100.00 per month into their deferred compensation account.

Article 5 – Vacation Accrual

A. Employees accrue vacation as follows:

<u>Years of Service</u>	<u>Bi-Weekly Rate</u>
0-Completion of 4 years	4.0 hours
5-Completion of 10 years	5.5 hours
11-Completion of 15 years	6.5 hours
16 or more years	7.1 hours

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, and administrative leave, (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, 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, 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 6 – Holidays

6.1 Recognized Holidays

Employees are entitled to holidays with pay. Holidays are paid on an eight (8) hour basis. The City recognizes following holidays:

- a. New Year's Day (the first day of January)
- b. Martin Luther King Day (the third Monday in January)
- c. Washington's Birthday (the third Monday in February)
- d. Memorial Day (the last Monday in May)
- e. Independence Day (the fourth day of July)
- f. Labor Day (the first Monday in September)
- g. Veterans Day (observed on the day established by the Yuba City Unified School District)
- h. The Week of Thanksgiving, effective 2024
- i. Christmas Day (the 25th day of December)

- j. Eight hours of holiday time to be used on either Christmas Eve or New Year's Eve, or a combination on both days as approved by the department head.

Whenever a holiday falls on Sunday, the following Monday is observed as a holiday, and whenever a holiday falls on a Saturday, the preceding Friday is observed as a holiday.

Employees are entitled to holiday with pay only if (i) the employee would have been regularly scheduled to work and (ii) the employee is in a paid status on the date immediately preceding or succeeding the holiday.

Employees required to work during the week of Thanksgiving will be allowed to take those holiday hours off during the months of October, November, or December.

6.2 Floating Holiday

Effective July 1, 2024, employees receive one (1) floating holiday annually on July 1. If an employee does not use their floating holiday during the fiscal year the holiday will be cashed out on the final check of the fiscal year. Scheduling/approval of use of the floating holiday must be in accordance with the requirements of Rules.

Article 7 – Administrative Leave

7.1 Allocation

Mid-Managers are exempt employees whose duties often require them to work outside of the City's typical business hours. In acknowledgement of such duties, bargaining unit employees are allocated eighty (80) hours of administrative leave with the first payroll period of each calendar year. For any employee who becomes a member mid-year, the employee will receive a pro-rata amount of administrative leave for the balance of the year. Employees may use leave subject to the approval of their Department Head, except that leave cannot be used prior to separation of employment to delay the separation date.

7.2 Maximum Cash Out

By December 1 of each year, an employee may annually make an irrevocable advance election to cash out a maximum of forty (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.

7.3 Maximum Carry Over

Employees may carry over a maximum of forty (40) hours of unused administrative leave to the next calendar year, subject to a maximum accrual cap of 160 administrative hours. Any unused administrative leave hours are paid out upon termination of employment.

7.4 Additional Allotment

At the discretion of the City Manager, an additional allotment of administrative leave not to exceed forty (40) hours may be approved each year. Requests for additional leave allocation must be based on an excessive number of hours worked beyond normal management expectations. The allotment of leave is at the full discretion of the City.

Article 8 – Duty Chief Assignment

The Division Chief is assigned as the Duty Chief. The schedule will be developed and approved by the Fire Chief. While assigned as the Duty Chief, the employee must be available for immediate emergency response within time frames established by the Fire Chief. Duty Chiefs must be available to be immediately contacted by telephone, cellular telephone, radio and/or pager.

Article 9 – Certifications

The City pays the costs associated with obtaining and maintaining special certificates that are both required by the State of California, the City of Yuba City, or any governmental agency to obtain and maintain as a condition of employment.

Article 10 – Uniforms

Uniforms are issued and replaced by the City for employees in the Fire Department.

Article 11 – Reimbursement Policy

11.1 Reimbursable Excess Hours

Employees who are required to work hours in excess of normal management expectations will be reimbursed should the City bill for, and receive, reimbursement for their work performed.

11.2 Payment

Reimbursement for the employee will occur in the next normal pay period after the overtime occurs.

11.3 Rate

Reimbursement to the employee will occur at the salary rate billed by the City for the employees for those hours over the regularly scheduled salary only, not to exceed time and one-half. Employees will not be required to use vacation time while in a special assignment approved by their Department Head.

11.4 Retention by the City

The City retains reimbursements received by the City in excess of the salary for the employee.

11.5 Strike Team

Fire employees participating in Strike Team or Mutual Aid activities covered by the California Fire Assistance Agreement (CFAA) will be compensated at time and one-half for hours worked outside of regular duty hours when the City is being reimbursed at the time and one-half rate.

Article 12 – DMV License Examination

Physical examinations for employees who are required to maintain a Class A or B California driver's license as a job requirement will 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.

Article 13 – Term of Agreement

This Memorandum of Understanding is effective July 1, 2023, and continues in full force and effect through June 25, 2027.

Date: Nov 27, 2023

Date: 11/1/2023

City of Yuba City

Diana Langley
Diana Langley (Nov 27, 2023 11:54 PST)

Diana Langley, City Manager

[Signature]

Michael W. Jarvis, Liebert Cassidy Whitmore

Mid-Managers Unit

Ciara Wakefield

Ciara Wakefield

Kath Willis

Katherine Willis

Phillip Marler

Phillip Marler

Scott Chandler
Scott Chandler (Oct 25, 2023 05:37 PDT)

Scott Chandler

Appendix "A" – Represented Classifications

The Mid-Managers Unit represents the following classifications:

Accounting Manager
Administrative Analyst III
Animal Services Manager
Chief Building Official
City Clerk Administrator
Deputy Director of Development Services
Deputy Public Works Director – Engineering
Deputy Public Works Director – Maintenance
Deputy Public Works Director – Utilities
Division Fire Chief
Information Security Administrator
Information Technology Manager
Park Maintenance Manager
Parks and Grounds Superintendent
Planning Manager
Project Manager
Recreation Manager

Appendix "B" - 5 Step Salary Schedule

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CITY OF YUBA CITY SALARY SCHEDULE AND GENERAL COMPENSATION PLAN EFFECTIVE JULY 1, 2023

Mid Managers - EMPLOYEES HIRED PRIOR TO APRIL 28, 2018

CLASSIFICATION	Group	SALARY STEPS					
		1	2	3	4	5	
7165* ACCOUNTING MANAGER	MM	10,041 57.93	10,543 60.83	11,070 63.87	11,624 67.06	12,205 70.42	Monthly Hourly
7070* ADMINISTRATIVE ANALYST III	MM	7,761 44.78	8,149 47.01	8,556 49.36	8,984 51.83	9,433 54.42	Monthly Hourly
7125* ANIMAL SERVICES MANAGER	MM	8,600 49.62	9,030 52.10	9,481 54.70	9,955 57.43	10,452 60.30	Monthly Hourly
7112* CHIEF BUILDING OFFICIAL	MM	9,857 56.87	10,350 59.71	10,868 62.70	11,411 65.83	11,981 69.12	Monthly Hourly
7418* CITY CLERK ADMINISTRATOR	MM	9,434 54.43	9,906 57.15	10,401 60.01	10,921 63.01	11,467 66.16	Monthly Hourly
7185 DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	MM	11,468 66.16	12,041 69.47	12,643 72.94	13,275 76.59	13,939 80.42	Monthly Hourly
7175* DEPUTY P.W. DIRECTOR - ENGINEERING	MM	11,298 65.18	11,863 68.44	12,456 71.86	13,079 75.46	13,733 79.23	Monthly Hourly
7195* DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	9,388 54.16	9,857 56.87	10,350 59.71	10,867 62.69	11,411 65.83	Monthly Hourly
7160* DEPUTY P.W. DIRECTOR - UTILITIES	MM	9,989 57.63	10,488 60.51	11,012 63.53	11,563 66.71	12,141 70.05	Monthly Hourly
7110* DIVISION FIRE CHIEF	MM	11,720 67.62	12,306 71.00	12,921 74.54	13,567 78.27	14,245 82.18	Monthly Hourly
7120* ENGINEER - SENIOR	MM	9,350 53.94	9,818 56.64	10,309 59.48	10,824 62.45	11,366 65.57	Monthly Hourly
7200* ENVIRONMENTAL COMPLIANCE MANAGER	MM	9,080 52.38	9,534 55.00	10,011 57.76	10,512 60.65	11,037 63.68	Monthly Hourly

7205*	INFORMATION SECURITY ADMINISTRATOR	MM	9,043 52.17	9,495 54.78	9,970 57.52	10,469 60.40	10,992 63.42	Monthly Hourly
7105*	INFORMATION TECHNOLOGY MANAGER	MM	10,018 57.80	10,519 60.69	11,045 63.72	11,597 66.91	12,177 70.25	Monthly Hourly
7043*	PARK MAINTENANCE MANAGER	MM	6,928 39.97	7,274 41.97	7,638 44.07	8,020 46.27	8,421 48.58	Monthly Hourly
7044*	PARKS AND GROUNDS SUPERINTENDENT	MM	8,600 49.62	9,030 52.10	9,481 54.70	9,955 57.43	10,452 60.30	Monthly Hourly
7060*	PLANNING MANAGER	MM	9,556 55.13	10,034 57.89	10,536 60.78	11,063 63.83	11,616 67.01	Monthly Hourly
7085*	PROJECT MANAGER	MM	7,879 45.46	8,273 47.73	8,687 50.12	9,121 52.62	9,578 55.26	Monthly Hourly
7046*	RECREATION MANAGER	MM	8,062 46.51	8,465 48.84	8,888 51.28	9,332 53.84	9,799 56.53	Monthly Hourly

MOU Article 1.5 - Bilingual Pay - effective November 18, 2023

Employees who are proficient in speaking a foreign language, as determined by the City receive bilingual pay in the amount of 1.4% of the base rate of pay

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

EMPLOYEE BARGAINING GROUPS

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

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

CITY OF YUBA CITY
 SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
 EFFECTIVE JULY 1, 2023

Mid Managers - EMPLOYEES HIRED ON OR AFTER APRIL 28, 2018

CLASSIFICATION	Group	SALARY STEPS									
		1	2	3	4	5	6	7	8	9	
7565* ACCOUNTING MANAGER	MM	10,041	10,292	10,543	10,807	11,070	11,347	11,624	11,915	12,205	Monthly
		57.93	59.38	60.83	62.35	63.87	65.46	67.06	68.74	70.42	Hourly
7470* ADMINISTRATIVE ANALYST III	MM	7,761	7,955	8,149	8,353	8,556	8,770	8,984	9,209	9,433	Monthly
		44.78	45.89	47.01	48.19	49.36	50.60	51.83	53.13	54.42	Hourly
7525* ANIMAL SERVICES MANAGER	MM	8,600	8,815	9,030	9,256	9,481	9,718	9,955	10,204	10,452	Monthly
		49.62	50.86	52.10	53.40	54.70	56.07	57.43	58.87	60.30	Hourly
7512* CHIEF BUILDING OFFICIAL	MM	9,857	10,104	10,350	10,609	10,868	11,140	11,411	11,696	11,981	Monthly
		56.87	58.29	59.71	61.21	62.70	64.27	65.83	67.48	69.12	Hourly
7419* CITY CLERK ADMINISTRATOR	MM	9,434	9,670	9,906	10,154	10,401	10,661	10,921	11,194	11,467	Monthly
		54.43	55.79	57.15	58.58	60.01	61.51	63.01	64.58	66.16	Hourly
7585 DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	MM	11,468	11,755	12,041	12,342	12,643	12,959	13,275	13,607	13,939	Monthly
		66.16	67.82	69.47	71.20	72.94	74.76	76.59	78.50	80.42	Hourly
7575* DEPUTY P.W. DIRECTOR - ENGINEERING	MM	11,298	11,581	11,863	12,160	12,456	12,768	13,079	13,406	13,733	Monthly
		65.18	66.81	68.44	70.15	71.86	73.66	75.46	77.34	79.23	Hourly
7595* DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	9,388	9,623	9,857	10,104	10,350	10,609	10,867	11,139	11,411	Monthly
		54.16	55.52	56.87	58.29	59.71	61.21	62.69	64.26	65.83	Hourly
7560* DEPUTY P.W. DIRECTOR - UTILITIES	MM	9,989	10,239	10,488	10,750	11,012	11,288	11,563	11,852	12,141	Monthly
		57.63	59.07	60.51	62.02	63.53	65.12	66.71	68.38	70.05	Hourly
7510* DIVISION FIRE CHIEF	MM	11,720	12,013	12,306	12,614	12,921	13,244	13,567	13,906	14,245	Monthly
		67.62	69.31	71.00	72.77	74.54	76.41	78.27	80.23	82.18	Hourly
7520* ENGINEER - SENIOR	MM	9,350	9,584	9,818	10,064	10,309	10,567	10,824	11,095	11,366	Monthly
		53.94	55.29	56.64	58.06	59.48	60.96	62.45	64.01	65.57	Hourly
7600* ENVIRONMENTAL COMPLIANCE MANAGER	MM	9,080	9,307	9,534	9,773	10,011	10,262	10,512	10,775	11,037	Monthly
		52.38	53.69	55.00	56.38	57.76	59.20	60.65	62.16	63.68	Hourly
7605* INFORMATION SECURITY ADMINISTRATOR	MM	9,043	9,269	9,495	9,733	9,970	10,220	10,469	10,731	10,992	Monthly

			52.17	53.48	54.78	56.15	57.52	58.96	60.40	61.91	63.42	Hourly
7505*	INFORMATION TECHNOLOGY MANAGER	MM	10,018	10,269	10,519	10,782	11,045	11,321	11,597	11,887	12,177	Monthly
			57.80	59.24	60.69	62.20	63.72	65.31	66.91	68.58	70.25	Hourly
7443*	PARK MAINTENANCE MANAGER	MM	6,928	7,101	7,274	7,456	7,638	7,829	8,020	8,220	8,421	Monthly
			39.97	40.97	41.97	43.02	44.07	45.17	46.27	47.42	48.58	Hourly
7444*	PARKS AND GROUNDS SUPERINTENDENT	MM	8,600	8,815	9,030	9,256	9,481	9,718	9,955	10,204	10,452	Monthly
			49.62	50.86	52.10	53.40	54.70	56.07	57.43	58.87	60.30	Hourly
7460*	PLANNING MANAGER	MM	9,556	9,795	10,034	10,285	10,536	10,800	11,063	11,339	11,616	Monthly
			55.13	56.51	57.89	59.34	60.78	62.31	63.83	65.42	67.01	Hourly
7485*	PROJECT MANAGER	MM	7,879	8,076	8,273	8,480	8,687	8,904	9,121	9,349	9,578	Monthly
			45.46	46.59	47.73	48.92	50.12	51.37	52.62	53.94	55.26	Hourly
7446*	RECREATION MANAGER	MM	8,062	8,264	8,465	8,677	8,888	9,110	9,332	9,565	9,799	Monthly
			46.51	47.68	48.84	50.06	51.28	52.56	53.84	55.18	56.53	Hourly

MOU Article 1.5 - Bilingual Pay - effective November 18, 2023

Employees who are proficient in speaking a foreign language, as determined by the City receive bilingual pay in the amount of 1.4% of the base rate of pay

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

EMPLOYEE BARGAINING GROUPS

- | | |
|-----------------------------------|---------------------------------|
| CON - Confidential | FLM - 1st Level Manager |
| PUE, Local #1 - General Employees | PD - Police Department |
| DH - Department Head | FIRE - Fire Department |
| MM - Middle Manager | PSMM - Police Sworn Mid Manager |
| FM - Fire Management | PS - Police Sergeant |

Appendix “D” – Bilingual Classifications