

AGREEMENT BETWEEN CITY OF VALLEJO

AND

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1245, AFL-CIO

July 1, 2021 THROUGH June 30, 2024

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PREFACE

This Agreement is made pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA) and is between the City of Vallejo, a Municipal Corporation, hereinafter referred to as the "City" or "Employer", and the International Brotherhood of Electrical Workers, Local 1245, AFL-CIO, a Labor Union, hereinafter referred to as the "Local 1245", the duly recognized employee organization representing the City's Miscellaneous Employees. Together, they may be referred to herein as the "parties."

The general purpose of this Agreement is to set forth the wages, hours of employment, and working conditions which shall prevail for the duration of this Agreement and to promote orderly and peaceful labor relations for and among the City, its employees, and Local 1245. Recognizing that the interest of the community and the job security of the employees depend upon the City's ability to continue to provide proper services to the community, the City and the Union shall abide by the terms and provisions set forth herein for the life of this Agreement.

This document represents the final expression of the Agreement between the parties after meeting and conferring in good faith pursuant to the MMBA. All side agreements as of the date of execution have been incorporated to the extent the parties agree. All other agreements are therefore disclaimed.

**SECTION 1
LABOR AND EMPLOYEE RELATIONS**

1.1. RECOGNITION

The City recognizes Local 1245 as the exclusive representative of employees working in classifications covered by this Agreement. Said classifications are set forth in Appendix A attached hereto and made a part hereof; however, this does not preclude (i) additional classifications from being covered by this Agreement or (ii) the City from proposing to delete classifications from Appendix A subject to any applicable meet and confer requirements during the contract term.

1.2. MANAGEMENT RIGHTS

Except to the extent that the rights are specifically limited by the provisions of the Agreement, the City retains all rights, powers and authority granted to it or which it has pursuant to law or the City Charter including, but not limited to: the right to direct the work force; increase, decrease or reassign the work force; hire, promote, demote; discharge or discipline for just cause; transfer or reclassify employees; assign employees days of work, shifts, overtime and special work requirements, and to determine the necessity, merits, mission and organization of any service or activity of the City or of any City Department, Agency or Unit.

1.3. NO DISCRIMINATION

- A. Neither the City nor its agents, nor Local 1245, its agents or members, shall discriminate against any employee because of any protected status, as defined by California or federal law, including race, color, religious creed, nationality, age, sex, disability, genetic information, marital status, sexual or gender orientation and identity, medical condition, political activities, military or veteran status, or status as a victim of domestic violence. Neither will the parties discriminate any employee because of Union activity or the absence thereof, or membership or non-membership in Local 1245, or on any other basis prohibited by state or federal law.
1. The City and Local 1245 shall participate in and cooperate in implementing the non-discrimination provision as set forth in Vallejo Municipal Code Sections 2.74.010 - 2.74.110.
 2. The City will notify Local 1245 at any time the subject of non-discrimination or related subjects are to be discussed by the City Council or Civil Service Commission, and Local 1245 will be allowed to participate.
- B. Because the Americans with Disabilities Act (ADA) requires accommodations for individuals protected under the ADA, and because these accommodations must be determined on an individual case-by-case basis, the parties agree that the provisions of this Agreement may be disregarded in order for the City to avoid discrimination relative to hiring, promotion, transfer, layoff, reassignment, rehire, rates of pay, job and duty classification, seniority, leaves,

fringe benefits, training opportunities, hours of work or other terms and privileges of employment.

1. Local 1245 recognizes that the City has a legal obligation to maintain the privacy of medical information pertaining to an employee's medical condition and/or disability, and also an obligation to meet with the individual employee to be accommodated before any adjustment is made in working conditions. If the employee requests and consents to Union notification and involvement, Local 1245 will be notified of *its* right to participate in the interactive process meeting to discuss these proposed accommodations prior to a final decision by the City.
 2. Any accommodation provided to an individual protected by the ADA shall not establish a past practice, nor shall *it* be cited or used as evidence of a past practice in the grievance/arbitration procedure.
 3. Prior to disregarding any provision of this Agreement in order to undertake reasonable accommodations for an individual protected by the ADA, the City will provide Local 1245 with written notice of its intent to disregard the provision and will allow Local 1245 the opportunity to discuss options to disregarding the Agreement, provided that the employee consents to the disclosure of their need for accommodation.
- C. Complaints of discrimination or harassment shall be made pursuant to City Administrative Rule 2.21 and are not subject to the grievance and arbitration procedures of this Agreement.

1.4. DUES, UNION SECURITY

- A. Except as otherwise provided by law, the City and Local 1245 agree that pursuant to Government Code Section 3502.5 and all other applicable laws and statutes including SB 866, all employees within the recognized unit may elect to join Local 1245 or pay Local 1245 a fair share service fee in an amount which shall not exceed the standard initiation fee, monthly dues, and general assessment of Local 1245. The Union shall notify the City of any employee who is a member of Local 1245 who has applied for membership or who elects to pay a fair share service fee and that has given Local 1245 written authorization for deduction of unified dues, initiation fees and general assessments to Local 1245.
- B. All other provisions of Government Code Section 3502.5 shall be complied with by the parties. Local 1245 shall also comply with the provision of Government Code Section 3502.5 (f), requiring maintenance of itemized records of financial transactions and making available to the City and employees who are members of the organization, within sixty (60) days after the end of its fiscal year, a detailed written financial record in the form required by law.
- C. Upon Local 1245 notification to the City of written authorization by an employee and, the City agrees to deduct from the accrued wages of each employee after all other required deductions have been made, the sum certified

as semi-monthly Union dues, fees, and assessments, and deliver the sum to Local 1245. On a bi-weekly formula basis (twenty-six (26) pay periods per year. The amount authorized to be deducted as dues and fees are determined solely by Local 1245 but may be changed not more than once each fiscal year, and the amount authorized to be deducted as assessments, if any, may be established not more than twice each fiscal year. Such changes and establishments, including processing of new fee deduction authorization, will be made by the City not later than thirty (30) days following written notice of the change or establishment.

- D. Local 1245 shall indemnify and save the City harmless against any and all claims, suits, costs, legal expenses, and any other forms or liability that may arise out of or by reason of action taken in reliance upon such individual authorization forms or by reason of the City's compliance with the provisions of this Section.
- E. At the time of hire into a position within the bargaining unit, the City shall provide each new unit member a copy of this Agreement. Within fifteen (15) calendar days following each unit member's date of hire or placement in unit, the City shall notify, in writing, Local 1245 Business Representative of said employee's name, address, position title, and date of hire.

1.5. UNION ACTIVITY

- A. Except as provided in this Agreement, employees shall not engage in Union activity during working hours.
- B. In no event shall any Union representative leave their work for grievance purposes without first notifying and obtaining the approval of the immediate supervisor.
 - 1. The immediate supervisor shall promptly approve such request unless the absence of Local 1245 representative would have an adverse effect on the operations of the unit.
- C. Union representatives may confer between or among themselves or with other bargaining unit employees during working hours on City premises for a reasonable length of time, provided permission is obtained in each instance from Local 1245 representative's immediate supervisor and the immediate supervisor of any other bargaining unit employee involved.
- D. Consistent with applicable state law, the City will permit one (1) Union representative to address new hires in the bargaining unit during the scheduled new hire orientation session. Local 1245 representative will be given no less than one half-hour during which to speak with new hires in order to present administrative information to new employees regarding contact information, Union programs available to City employees, and membership information.

1.6. LOCAL 1245 LEADERSHIP AND STEWARD LEAVE TIME

- A. Upon request of Local 1245, and consistent with state law, the City shall grant employees a leave of absence without loss of compensation or other benefits to serve as stewards, officers or delegates of the Local 1245, or of any statewide or national employee organization with which the Local 1245 is affiliated.
- B. Local 1245 request may be for full-time, part-time, periodic, or on an intermittent basis, and shall be specified in the request. Requests shall be made at least (i) two weeks in advance for leave requests of five (5) or less days and (ii) thirty (30) calendar days in advance for leaves in excess of five (5) days. Requests shall be directed to the Human Resources Director or their designee unless otherwise agreed to between the City and Local 1245.
- C. During the leave, the City shall fund the retirement contributions required of the City as an employer and as specified in the MOU. The employee shall earn full-service credit during the leave of absence and shall pay their contributions as specified in this memorandum of understanding.
- D. Local 1245 shall reimburse the City for all compensation paid to the employee on leave unless otherwise specified by this memorandum of understanding. Reimbursement by Local 1245 shall be made within 30 calendar days after receipt of the City's certification of payment of compensation to the employee.
- E. The leave provided under this section shall be in addition to any leave to which an employee may be entitled by other laws or by this memorandum of understanding and shall not service to invalidate any provision of this memorandum of understanding.
- F. At the conclusion or termination of the leave, the City shall reinstate the employee to the same position and work location held prior to the leave, or, if not feasible, a substantially similar position without loss of seniority, rank, or classification.
- G. The City shall not be liable for any acts committed or omitted, or injuries suffered by the employee which occur during the course and scope of the employee's leave under this section. If held liable, the Union shall indemnify and hold harmless the City for any such acts.
- H. The Union has no obligation to use leave under this section for an employee and may terminate that leave at any time, for any reason.

1.7. SUBCONTRACTING

- A. The City reserves the right to contract out and/or subcontract work to the extent permitted by law. However, the City shall not contract or subcontract work normally and customarily performed by bargaining unit employees covered by this Agreement when, in either case, to do so results in bargaining unit employee(s) suffering a loss of employment with the City, a

reduction in regularly scheduled work hours, a reduction in benefits which related to regularly scheduled work hours, or a reduction in base wages.

B. Notwithstanding Section A, above, the City retains the right to consolidate or share operations with other public jurisdictions and/or join or create joint powers authorities. The City shall meet and confer with Local 1245 over the terms and conditions of employment of all bargaining unit employees who may be impacted by such consolidation or sharing of operations prior to the implementation thereof.

C. The Human Resource Department shall provide to Local 1245 on a semi-annual basis:

A current report listing all temporary employees being employed by the City. For the purpose of this Section, "Temporary Employees" shall include temporary employees, volunteers and contractors performing Local 1245 related work. The list shall state the name of the Temporary Employee, department/division, date of initial employment, job description and title, and the fund in which the employee is paid from (there may be cost recovery from other funds through the cost allocation plan).

D. The City shall use best efforts to use Temporary Employees to perform IBEW related work only for limited duration work needs.

E. The City shall utilize current active eligibility lists for both permanent and temporary assignments beyond immediate short-term needs.

F. The City shall initiate recruitment for regular employees for budgeted vacant unit positions within ninety (90) days, or up to one hundred and twenty (120) days of the vacancy for positions that are deemed to require any class specification revisions or modifications. In the event a Department delays initiating such recruitment for reasons not specified herein, the City will so advise Local 1245 of the reasons for the delay in writing. Notwithstanding the foregoing, the City retains the right to determine not to fill a budgeted vacant unit position and will provide notice of such decision to Local 1245 as required under this provision.

G. Unless otherwise specified in this Agreement, when there is an active certified Register of Eligibles for a budgeted vacant position, the City shall interview all candidates on the list prior to pursuing alternate means of having necessary work performed.

1.8. COOPERATIVE COMMITTEE

A. Introduction

The City and Local 1245 recognize the need for cooperation to improve performance for mutual welfare and public benefit. To foster cooperation, the parties shall create a committee to effectuate these goals.

B. Method of Cooperation

1. Cooperative Committee

The parties shall create a Cooperative Committee. The Committee will consist of an equal number of members not exceeding three (3) individuals representing the City and Local 1245. Each party will designate their three (3) representatives. The Committee will meet once every three (3) months beginning after the adoption of this Agreement by the City Council. A representative from the City and from Local 1245 will jointly develop an agenda one week prior to the meeting. The agenda shall be distributed the Friday before each meeting. The parties will discuss those topics listed on the agenda. That does not preclude either party from bringing up items at the meeting to be placed on future agendas.

a. Employees attending such meetings shall be paid at their regular rate of pay for all time absent from their regularly scheduled work while attending such meetings.

2. The Minutes of Cooperative Committee Meetings

a. Minutes will be kept of each Cooperative Committee meeting. Copies of the meeting's minutes will be furnished to all Committee members for a five (5) day review period. The minutes will then be distributed to Local 1245's Business Representative, City Department Heads and the City Manager. Copies of the meeting's minutes will also be posted in the Human Resources Department for a period of ten days following the meeting.

b. From time to time, matters of a confidential nature may be discussed at these meetings. It is agreed that reference to such matters may, at the request of either party, be removed from the minutes, which are distributed. Such confidential matters, however, will be noted and records will be kept in the Human Resources Department.

C. Meeting Procedures to be Followed by Cooperative Committee

1. It is the intention of the parties that these Committee meetings be informal. The parties will attempt to hold these meetings in a round table manner and will consider proposals of any Committee member, as agendized, aimed at improved performance, mutual welfare and public benefit.

2. There is no limit to the range of specific subjects that may be submitted for discussion by Committee members. Any matter that may be of mutual benefit to the parties or in the public's interest is proper for discussion.

However, on any matters that fall within the scope of bargaining [Gov't Code § 3504] those issues will be dealt with per the MMBA.

1.9. PART-TIME EMPLOYEES

- A. In order to share in one-half (1/2) of all the benefits available to full-time employees, any regular, part-time employee shall be assigned to work a minimum of twenty (20) hours per week. However, the foregoing provision does not apply to hourly employees, including, but not limited to, students, and school crossing guards.
- B. Part-time employees working in classifications covered by this Agreement shall be eligible to receive the appropriate overtime rate set forth in Section 2 of the MOU for hours worked in excess of (i) the greater of (x) eight (8) hours in a day or (y) their regular shift for that day, and/or (iii) forty (40) hours in a week. If a part-time employee works on their regular day off, they will be paid straight time for all hours worked on such day unless and until they work forty (40) hours in the applicable work week.
- C. Part-time employees shall also receive any general wage, cost of living, or equity adjustments agreed to by the parties under the same provisions applicable to regular status employees.
- D. All benefits provided by this Agreement other than those benefits specifically listed below shall be prorated based on the ratio of an employee's average regularly scheduled weekly hours to the regularly scheduled weekly hours of a full-time employee. For example, an employee with an average regularly scheduled work week of thirty-two (32) hours would have benefits prorated at eighty percent (80%) of the benefits available to a full-time employee. This number would be arrived at by calculating the ratio of 32 to 40 hours per week which is equal to eighty percent (80%).
- E. Part-time employees shall receive the same dental, vision, long-term disability insurance, life insurance, employee assistance program benefits, and medical insurance flex benefits as full-time employees.
- F. Attached hereto as Appendix B (Letter of Agreement 5/29/2019) are definitions of the employment statuses utilized by the City.

1.10. VALIDITY OF AGREEMENT

In the event that any provision of this Agreement shall at any time be declared invalid by a decision of any court of competent jurisdiction or administrative agency, such decision shall not invalidate the entire Agreement. All other provisions not so declared invalid shall remain in full force and effect.

1.11. SUPREMACY CLAUSE

- A. This Agreement supersedes any rules, regulations or practices of the City which are contrary to or in conflict with the terms and provisions hereof.
- B. Where not negated or modified by the express provisions of this Agreement, the City Charter, Vallejo Municipal Code, Civil Service Commission Rules and Regulations and the Administrative Rules of the City shall apply.

1.12. AS NEEDED MEETINGS

Following ratification of this Agreement by Local 1245 and adoption by the City Council in accordance with the MMBA, the Human Resources Director and Local 1245 Business Representative or designee will meet on a quarterly or an as- needed basis regarding the review and discussion of unresolved personnel and contract-related issues.

SECTION 2 SALARIES

2.1. SALARIES

A. Water Treatment Plant Operators

1. 12 Hour, 10 Minute Shifts

- a. The length of the shift for those Water Treatment Plant Operators who relieve a prior outgoing shift is 12 hours and 10 minutes effective as of July 5, 2012. This is not a change in work hours but is instead a recognition of a past practice.
- b. Water Treatment Plant Operators who actually work a 12 hour and 10-minute shift will receive the 10 minutes at a 1.5 overtime rate. Because the regular shift is 12 hours and 10 minutes and is not work in excess of the regular shift, no provision in this MOU regarding work over scheduled hours applies.
- c. Notwithstanding any other provision in this MOU, the 10 minutes will be paid in overtime on regular paydays in the regular paycheck and will not be paid in compensatory time off.
- d. Failure to arrive at work at the start of the 12-hour, 10- minute shift, will be treated as tardiness.
- e. Employees must accurately report their work time.

B. If during the term of this Memorandum of Understanding, which shall be defined for this purpose as beginning on the date of adoption by the City Council and ending on December 31, 2015, the City of Vallejo implements an across the board salary increase with any other represented employee bargaining unit, the City will meet with IBEW to negotiate implementation of an equivalent across the board salary increase, net of any concessions made in exchange for the salary increase. For example, if another bargaining unit agrees to a concession worth 2% of salary and an across the board increase of 3%, the parties will meet over implementation of a 1% raise. If another bargaining unit agrees to exchange a wage increase for an equivalent employee payment of the City's PERS contribution, that would not be deemed an across-the-board salary increase. This provision shall expire and will no longer be effective on December 31, 2015.

C. All benchmark and related classifications determined through the 2020 Bryce market survey to be more than fifteen percent (15%) below the median for the jurisdictions surveyed, after the application of any negotiated compensation terms effective in FY2021-22, shall receive an equity adjustment to bring them to fifteen percent (15%) below market the first full pay period after January 1, 2022.

In addition, for FY2022-23, all benchmark and related classifications determined through the 2020 Bryce market survey to be more than ten percent (10%) below the median for the jurisdictions surveyed (including those receiving adjustments in FY2021-22 under this section), after the application of any negotiated compensation terms effective in FY2022-23, shall receive an equity adjustment to bring them to ten percent (10%) below market effective the first full pay period following January 1, 2023.

In addition, for FY2023-24, all benchmark and related classifications determined through the 2020 Bryce market survey to be more than five percent (5%) below the median for the jurisdictions surveyed (including those receiving adjustments in FY2021-22 and FY2022-23 under this section), after the application of any negotiated compensation terms effective in FY2023-24, shall receive an equity adjustment to bring them to five percent (5%) below market effective the first full pay period following January 1, 2024.

D. Base Salary Increase

1. Effective the later of the (i) first full pay period following ratification of this Agreement by Local 1245 and adoption by the City Council or (ii) the first full pay period following July 1, 2021, unit members shall receive a base salary increase of two percent (2%) annual base salary.
2. Effective the first full pay period following July 1, 2022, unit members shall receive a base salary increase of two percent (2%) annual base salary.
3. Effective the first full pay period following July 1, 2023, unit members shall receive a base salary increase of three percent (3%) annual base salary.

E. One-Time Cash Payment

1. In recognition of, and to help secure the employees' speedy ratification of this MOU, the City has exercised its discretion to provide a one-time discretionary cash payment of \$1,000 for regular employees in the bargaining unit following Council approval of this MOU.
2. This one-time discretionary cash payment shall only be paid as follows:
 - a. Permanent employees who were employed in a classification assigned to the bargaining unit on June 30, 2021 and continue to be employed in a classification assigned to the bargaining unit at the time of the disbursement which is estimated to occur on the first pay period after Council approval of MOU.

- b. Employees holding non-promotion probationary status in the bargaining unit at the time Council approves this MOU will not receive this one-time discretionary cash payment unless and until their successful completion of the original probationary period. This payment will be made in the first full pay period following successful completion of the original probationary period.
 - c. Non-promotion probationary employees who have their original probation period extended because of performance are ineligible for this one-time discretionary cash payment.
- 3. In addition, employees hired after Council approval of this MOU, and temporary employees regardless of hire date are expressly excluded from receiving this one-time discretionary cash payment.
 - 4. The discretionary payment contemplated in this subsection E is meant to formalize the City's decision previously made, to the extent Local 1245's ratification is set to occur shortly. The parties agree that there is no enforceable contractual right to this discretionary cash payment and both the fact that payment is to be made and the amount of the payment are determined at the sole discretion of the City at or near the end of the negotiations period and not pursuant to any prior contract, agreement, or promise causing the employee to expect such payments regularly.¹
- F. In the event the City fails to provide a performance evaluation to an employee within sixty (60) days of their anniversary date, the employee will receive any step increase for which they are eligible.

2.2. OVERTIME

- A. Overtime is time worked that is authorized by order of competent authority and is in excess of the regularly scheduled hours.
- B. Except in cases of emergency (as defined in Municipal Code Section 2.50.020), the City will give the employees involved reasonable notice of overtime to be worked. The City shall make good faith, diligent efforts to notify shift employees at least two (2) hours in advance of the commencement of mandatory overtime.
- C. All overtime worked, whether paid or taken in compensatory time off, shall be calculated at the rate of time-and-one-half of the employee's regular straight-time base rate of pay. No premium payments of any kind shall be considered as part of base pay for purposes of overtime computation.

¹ 29 USCS 297(e)(3); 29 C.F.R. 778.211 (Discretionary Bonus); DOL WHO Opinion Letter FLSA 2008-12 (December 1, 2008).

1. In circumstances in which the City offers overtime work on a voluntary basis, at the time it offers the overtime work, the City may restrict compensation for such overtime work to either overtime pay or compensatory time off. If the overtime work is mandatory, employees may elect to receive compensation of such mandatory overtime work as either overtime pay or compensatory time off. In either case, the City retains the right to approve the usage of any accrued compensatory time off.
 2. Overtime for shift employees who work overtime their normal scheduled shift on an actual, not observed, holiday will be calculated at twice the employee's regular straight time pay rate.
 3. Employees may accrue compensatory time off in accordance with the provisions of the Fair Labor Standards-Act (FLSA). In the absence of application of the FLSA to local government, employees may accrue a maximum of 240 hours of compensatory time.
- D. Subject to ability to perform work, the City shall equalize overtime opportunity among the employees within the job classification. As soon as administratively possible, in departments and divisions for which a need to clarify the overtime distribution has been identified, leadership for those identified departments/divisions shall meet and confer with Local 1245 or its appointed designee(s) to determine a methodology for equitably distributing overtime specific to each department/division and its historic workload. At a minimum such a methodology shall address:
1. How overtime is offered to the group (call, text, preferred phone numbers etc.),
 2. The tracking of overtime hours offered, refused and actually worked,
 3. The creation of a weekly or bi-weekly list sequencing the order of equitable offering of pre-arranged and emergency overtime based on an employee's total number of accumulated overtime worked,
 4. How mandatory overtime will be distributed,
 5. An overtime tracking period of one (1) fiscal year after which the overtime hours are zeroed out.
- E. Employees who have completed a regular work shift and are called back to work shall be paid at the overtime rate and shall be paid a minimum of two (2) hours. If an employee receives multiple calls during a minimum two (2) hour period, the employee will be paid additional compensation only for time worked beyond the minimum (2) hours and will be paid overtime consistent with this provision for such hours worked. If, after the employee has completed their callback assignment(s) and has been released, they receive an additional call that occurs outside of the prior two (2) hour minimum period, they shall receive an additional minimum of two (2) hours of overtime pay. Employees shall not receive callback pay for hours that fall during their regular work shift.

- F. Overtime worked, whether payment is made or time off is taken, shall be calculated to the nearest one-half (1/2) hour, with the exception that employees who work one (1) to fourteen (14) minutes of overtime shall be paid for one-quarter (1/4) hour.
- G. Phone Calls Not Requiring Return to a Work Location
 - 1. Assuming an employee receives an office work-related phone call during non-working hours, the City agrees to compensate said employee for the actual minutes worked at the appropriate overtime rate. Time worked will be rounded to the nearest quarter hour in which they are on the phone or handling work that is related to the phone call.
 - 2. The breakdown will be calculated as follows:
 - a. Actual time worked between 1-14 minutes shall be paid 15 minutes overtime.
 - b. Actual time worked between 16-29 minutes shall be paid 30 minutes overtime.
 - c. If actual work time exceeds one-half hour, the City shall compensate at the appropriate overtime rate of pay for actual hours worked pursuant to F. above.

2.3. HOLIDAY PAY - SHIFT EMPLOYEES

- A. The following classifications shall be allowed fourteen (14) days of annual leave, or the same number of days that the other bargaining unit employees receive, in lieu of holidays. The classifications are:
 - 1. Communications Operator I & II;
 - 2. Communications Supervisor;
 - 3. Water TPO Trainee I & II;
 - 4. Treatment Plant Operator;
 - 5. Advanced Treatment Plant Operator;
 - 6. Water Treatment Regulatory Compliance Officer;
 - 7. Treatment Plant Supervisor;
 - 8. Police Clerk;
 - 9. Police Assistant;
 - 10. Senior Police Assistant;

11. Police Records Supervisor;

- B. Eight (8) holidays shall be taken as annual leave. At the employee's discretion up to six (6) days, plus any additional days which might be granted to the other bargaining unit employees, shall be paid at time and one-half, in one (1) lump sum, between December 1st and December 15th of each year, during the life of this Agreement.
- C. The following shall be used to prorate the amount of holiday leave that can be converted to cash for employees working less than a full calendar year:
 - 1. Hired between January and March eligible to sell back up to forty-eight (48) hours of annual leave (100% buy-back).
 - 2. Hired between April and June eligible to sell back up to thirty-six (36) hours of annual leave (75% buy-back).
 - 3. Hired between July and September eligible to sell back up to twenty-four (24) hours of annual leave (50% buy-back).
 - 4. Hired after September 30 eligible to sell back up to twelve (12) hours of annual leave (25% buy-back).
- D. When an employee moves from a classification or shift subject to this subsection to a classification or shift covered by the leave accrual provisions of Article 5 and such employee's accrued leave balance exceeds the accrual cap applicable to their new classification or shift, all accrued leave hours in excess of the new cap shall be cashed out and paid to the applicable employee within two pay periods of the change.

2.4. STAND-BY

- A. When assigned standby duty, the employee shall be compensated one (1) hour of pay at the employee's regular base rate of pay for each eight (8) hours of standby duty. Employees assigned to standby duty for twenty-four (24) continuous hours, shall receive one (1) additional hour of pay at the employee's regular base rate of pay.
- B. An employee who is assigned to standby duty shall:
 - 1. Keep the on-duty supervisor informed at all times where he/she may be reached by telephone; and
 - 2. Be available to report within a reasonable time in the event of a call out.

- C. An employee assigned to standby who fails to comply with the telephone and availability conditions shall not receive standby compensation for the standby period.

SECTION 3 BENEFITS

3.1. RETIREMENT

- A. The California Public Employees' Pension Reform Act ("PEPRA"), which took effect in January 2013, changes the way that California Public Employees Retirement System ("CalPERS") retirement benefits are applied, and places compensation limits on members.

- B. Retirement Benefit Plan
 - 1. Classic Members
 - a. For employees deemed to be "classic" or "legacy" members according to CalPERS, the City agrees to continue its contract with CalPERS providing the 2.7% at 55 plan, pursuant to California Government Code Section 21354.5, subject to the provisions contained herein. This group is referred to herein as "classic members".

 - b. The Classic employee contribution rate is currently 9% of PERSable compensation (8% statutory employee contribution plus 1% pickup of the employer rate). Such amount shall be deducted from the employee's paycheck. The parties understand that this provision must be implemented for all non-safety personnel at the same time.

 - c. The City shall exercise its best efforts to extend the provisions of section 414(h)(2) of the Internal Revenue Code (IRC) to deductions of employee compensation covering the employees' share of the CalPERS contributions.

 - d. The City shall continue to contract with CalPERS to include twelve (12) highest paid consecutive months in computing retirement consistent with the California Public Employees' Retirement Law (PERL).

 - 2. New Members
 - a. For employees deemed to be "new" members according to CalPERS, the provisions of PEPRA shall apply, and the retirement formula shall be 2% at 62. This group is referred to herein as "PEPRA" members.

 - b. The new employee contribution rate shall be ½ of the normal cost of their pension benefit, as required by California Government Code section 7522.30(c).

- c. The City shall continue to contract with CalPERS to include the average of the highest paid thirty-six months of compensation for PEPPRA member retirement benefits consistent with the California PERL.

C. Regardless of Pension Formula

- 1. All employee contributions required by CalPERS shall be made by the City by deducting the amount of the total CalPERS employee contribution from the salary of the employee. The City shall implement the provisions of section 414(h)(2) of the IRC for the employee contributions deducted from the salary of employees. This shall not be construed as a guarantee by the City of the existence or continuation of any tax benefits arising from this section of the IRC, nor shall the City indemnify any employee against any loss that may result from any different interpretation, change or elimination of the relevant sections of the IRC.
- 2. The City shall continue to contract with CalPERS to provide for conversion of unused sick leave to service credit upon an employee's retirement.
- 3. The City shall continue to contract with CalPERS to provide that bargaining unit members may "buy back" time served on active duty with the United State military and hourly temporary workers prior to employment with the City according to CalPERS rules and regulations on a cost-neutral basis to the City.

D. Retirement Death Benefit

- 1. Upon ratification of the Addenda to the Agreement, the City shall amend its miscellaneous contract with the Public Employees' Retirement System to implement Section 21622 - Retirement Death Benefit. This benefit increases the death benefit for PERS retirees from \$500 to \$600.
- 2. Effective as soon as practicable after adoption by the City Council, the City shall amend its contract with PERS to include the Violent Death Benefit and the Pre-Retirement Option Settlement 2W Death Benefit as set forth in Government Code Section 21540.5.

3.2. GROUP HEALTH INSURANCE

- A. The City will provide to all employees and eligible dependents and to all eligible retiree-annuitants the CalPERS Health Benefits Program
 - 1. Current Employees
 - a. Effective January 1, 2010, the City PEMHCA (Public Employees Medical and Hospital Care Act) contribution was reduced to an

amount equivalent to 75% of the Kaiser North rate for each level of participation – single, single plus one dependent and single plus two or more dependents.

- b. **Effective as soon as practicable, the City shall cap its PEMHCA contribution toward medical premiums for employees and eligible dependents at the PEMHCA minimum contribution.² The City shall supplement the direct PEMHCA contribution in an amount that, together with the direct PEMHCA contribution shall not exceed 75% of the Kaiser North rate for each level of participation – single, single plus one dependent and single plus two or more dependents. This supplemental amount shall be provided to employees in a Section 125 Cafeteria/Flexible Benefits Health and Welfare Plan.**
 - i. **For example, if the Kaiser family rate is \$1000 per month and an employee with family coverage chooses a non-Kaiser plan costing \$1500 per month, the City will pay the PEMHCA minimum contribution of \$125 directly to PERS. The City will also pay \$625 into a Section 125 Cafeteria Plan, which the employee may use towards the payment of medical premiums or other benefits authorized under Section 125. In this scenario, the total amount the employee may apply towards medical premiums is \$750 (equal to 75% of the Kaiser premium). The employee shall be responsible for paying \$750 (the difference between the selected plan and the maximum City contribution) each month.**

2. Retiree-Annuitants

- a. **Eligible retiree-annuitants will be those retired City employees who meet the requirements of CalPERS retirement. The City shall continue to participate in the retiree-annuitant portion of the Public Employees Medical and Hospital Care Act ("PEMHCA") as provided for in Government Code Section 22857, unless and until such time that it negotiates its withdrawal. Retiree-annuitants will continue to receive the same direct PEMHCA City contribution as active employees (i.e., the PEMHCA minimum). The City's contribution to the flexible benefits plan for active employees shall not be considered part of the City's PEMHCA contributions.**

² The PEMHCA minimum employer contribution for 2016 is \$125, subject to annual adjustments by PERS.

b. **Alternative Retirement Health Savings Program**

i. **For Employees Hired on or after July 1, 2014.**

Employees first hired on or after July 1, 2014 shall receive retiree medical benefits in the form of an individual account with Retirement Health Savings Program ("RHSP") selected by the City. The City shall contribute monthly an amount of money into each employee's RHSP equal to one and one-half percent (1.5%) of the employee's base monthly salary. This contribution to the RHSP for all post-July 1, 2014 hires shall be retroactive to the employee's date of hire, and all accrued contributions shall be placed in the selected RHSP for each participant. Employees hired on or after July 1, 2014, shall not participate in the retiree-annuitant portion of the PEMHCA.

ii. **For employees Hired Prior to July 1, 2014 - Irrevocable election and waiver.**

In order to participate in the RHSP, employees hired prior to July 1, 2014 must exercise a one-time irrevocable election and waiver by October 31, 2016 (or within thirty (30) days of transfer into a classification represented by Local 1245), in which the employee must either (1) continue participating in the retiree-annuitant portion of the PEMHCA. or (b) receive the one-and-one-half percent (1.5%) RHSP contribution by the City, which shall be retroactive to October 1, 2015. An employee's receipt of benefits under the PEMHCA will depend on whether the City remains in PEMHCA at the time of an employee's retirement. PEMHCA benefits will be granted to a retiring employee if statutorily required.

The City and Local 1245 shall hold joint employee explanation meetings prior to October 31, 2016, in order to explain the impact of an employee irrevocable election waiver.

(A) **Pre-July 1, 2014, Hires Continuing Participation in Retiree-Annuitant Portion of PEMHCA:**

- (1) Upon retirement the employee shall receive the PEMHCA benefits in an amount commensurate with active employees.
- (2) Effective November 1, 2016, the amount of the PEMHCA benefits shall be the PEMHCA minimum in effect at the time of

retirement.

- (3) Upon retirement, the employee shall also receive any additional post-employment benefit amount as determined by Resolution No. 16-118 N.C. of the City Council.

(B) Pre-July 1, 2014 Hires Choosing the 1.5% RHSP Contribution in lieu of PEMHCA:

- (1) Employees who choose to receive the one-and-one-half percent (1.5%) RHSP contribution, which shall be retroactive to October 1, 2015, in lieu of PEMHCA, shall execute a waiver form giving up any right to receive any other retiree medical contribution from the City, including but not limited to:

- (a) Participation in the retiree-annuitant portion of the PEMHCA; and

- (b) Any post-employment contribution by the City made directly to the employee or on the employee's behalf towards PEMHCA.

- (2) If the City remains in PEMHCA, however, employees who chose the RHSP in lieu of PEMHCA will receive PEMHCA benefits in an amount commensurate with active employees, if statutorily required. Those employees will also have access to the amounts in their RHSP accounts which the City has funded since October 1, 2015.

- (3) Effective November 1, 2016, the amount of the PEMHCA benefits, should they be statutorily required, shall be the PEMHCA minimum in effect at the time of retirement.

- iii. Employees who have RHSP accounts and whose account funds were held in a low-interest account prior to the transfer of such funds to ICMA will receive a one-time, lump sum contribution into their RHSP accounts equal to 5.0% of the value of their account, per year compounded over each employee's years in membership in the RHSP up to a maximum of four (4) years. These contributions are in settlement of any outstanding claims related to

alleged losses suffered by employees while funds were held in a low-interest account.

3. Waiver: An employee may waive City health care coverage upon verification of coverage from another source. An employee who waives coverage shall receive \$250 per month in a cash payment.

B. Health & Welfare Committee

1. In the event that the City wants to explore leaving CalPERS medical during the term of this Agreement, a committee will be formed for the purpose of finding a suitable alternative. Representatives from all four (4) bargaining groups (CAMP, IBEW, VPOA, and IAFF, Local 1186) will be invited to participate.
2. The committee will work towards consensus in all decision making. Minimum requirements from all bargaining groups will be submitted to the committee for consideration. The committee will take those minimum requirements into account when considering alternate health care insurance.
3. If unable to reach consensus on staying in/withdrawing from PEMHCA, each individual bargaining group shall have the option of taking the identified alternate choice(s) for a vote of their membership, or to stay in their current PEMHCA plan as authorized by the separate health resolutions the City has on file with CalPERS for each bargaining group.
4. If any of the bargaining groups decides to change, there will be at least one (1) portable plan for current retirees and future retirees who move, or have moved, out of state.
5. Actives and retirees will have access to the same health benefit provider(s) and the same levels of coverage.
6. If the City acquires information that changes the fiscal viability of withdrawing from PEMHCA, and the City does not have time to take the information back to the committee for review, the City has the right to make the final determination to remain in PEMHCA without meeting and conferring. The City agrees that it will not withdraw from PEMHCA without first meeting and conferring with each of the individual bargaining groups.

3.3. OPTICAL AND EYEGLASS PLAN

- A. The City shall provide an optical and eyeglass plan with benefits for all employees and their dependents as follows: an eye examination, lenses, and frames will be available every twelve (12) months, with no deductible. Tinted lenses will be covered under this program at no extra cost to the employee in accordance with the benefit levels defined by the optical/eyeglass plan carrier.

3.4. DENTAL PLAN

- A. The City shall continue the existing dental plan for employees and their dependents, and pay the full premium cost associated with the plan. The annual benefit maximum shall be \$2,000 for out of network benefits and \$2,100 for in network benefits per person, per calendar year.

The City shall provide an orthodontic plan with fifty percent (50%) coverage to a lifetime maximum of \$2,000, for employees and eligible dependents, and with eligibility criteria which covers dependent children up to the age of 23 years, who are not married, not in the military, and do not have to be students.

3.5. LIFE INSURANCE

- A. The City shall provide a life insurance plan, which shall consist of the basic amount of life insurance at \$40,000 and AD&D coverage at \$40,000 effective July 1, 1998.

3.6. GROUP DISABILITY INCOME PROTECTION

- A. The City shall maintain a plan for group disability income protection.
 - 1. The plan shall be subjected to the following major limitations:
 - a. The waiting period shall be sixty (60) calendar days from the date of injury or illness, at which time benefits shall become payable.
 - b. The amount of income protection shall be sixty percent (60%) of the employee's monthly salary at the time of disability and shall be paid in addition to any benefits which may be payable under the Workers' Compensation Laws.
 - c. In no event shall the total benefits payable to the employee exceed one hundred percent (100%) of their salary at the time of disability.
 - d. The City shall endeavor to ensure that the employee receives payment due him or her no later than one (1) month following being put on disability, and at least monthly thereafter until the termination of such disability.
 - 2. All other limitations and provisions of the plan, and any other changes in the present plan, shall be as mutually agreed between the City and Local 1245.
 - 3. While an employee is covered under this group disability plan and during any waiting period under such plan, the City shall continue to pay its portion of premiums for health, dental, and life insurance plans not to exceed two (2) months as provided for in this Agreement.

4. If a premium is required for this plan, the City shall contribute the full monthly premium.
 5. The City shall provide counseling and assistance to any employee regarding eligibility and application for benefits available under this plan.
- B. An employee who sustains an injury on the job may file a claim for Workers' Compensation benefits. Leave shall be granted in accordance with applicable regulations for a period not to exceed ninety (90) continuous working days following the date of injury. Depending on the employee's medical condition, the employee may be required to return to work on modified duty or may be cleared to return prior to the expiration of the ninety (90) days, or afterwards. While on this leave, the employee shall continue to receive pay and benefits, including base salary excluding differentials. The City shall also continue to pay the employer portion of the health insurance and CalPERS and all other benefits, but the employee shall not accrue sick leave or annual leave and the employee must continue to pay the employee portion of health benefits. Upon termination of the above stated time limits, if the employee remains disabled, the employee shall be placed directly on State Disability.
- C. An employee who has an injury sustained on the job shall have the employer's share of their premiums for health, dental and life insurance paid for by the City during the period of their disability for not more than one (1) year from the date of such injury. The employee must continue to pay the employee's share of the premiums.

3.7. SOCIAL SECURITY AND DEFERRED COMPENSATION

- A. The City will continue to participate in Social Security.
- B. The City shall continue to make available to the employees the existing deferred compensation plans. The program will be funded solely by employee contributions.

3.8. EMPLOYEE ASSISTANCE PROGRAM

The City will provide an Employee Assistance Program. Such a program will provide to each employee a total of five (5) visits per calendar year. Said visits may be utilized by employee dependents.

3.9. SPECIAL UNIFORMS AND TOOLS

- A. All employees, except those covered by Section 3.9(B), 3.9(C) or 3.9(D) below, who are required by the City to purchase and use special uniforms and/or special equipment shall be reimbursed for the reasonable purchase price by the City.

1. The City will be responsible for the reasonable replacement cost of such uniforms and/or tools only when the need for such replacement does not arise out of the employee's negligence or carelessness.
- B. Police Assistants, Senior Police Assistants, Communications Operators, Communications Supervisors, Police Clerks, Weed Abatement Inspectors, Fire Prevention Inspector and Police Records Supervisor required to wear a uniform by the City shall be eligible to receive, as of the first full pay period ending December 27, 2014, up to \$720.00 per fiscal year for the purchase and replacement of articles of uniform apparel required by the City. This shall be reimbursed to employees bi-weekly for regulation items of uniform and personal equipment that the Police Department requires to be worn as a condition of employment.
1. The uniform payment shall be increased in addition to this amount specified herein above, annually on July 1 of each year commencing on July 1, 2000, by the amount of the Consumer Price Index, U.S. Average, All Urban Consumers, Men's and Boy's Apparel, for the previous year measured to April preceding the effective date.
 2. Said payment is a reimbursement for costs associated with the purchase and replacement of articles of uniform apparel required by the City during the period for which payment is made.
- C. Employees in Code Enforcement will be provided four (4) Polo-style shirts and two (2) pairs of full length coveralls, which employees may use as personal protective equipment when entering or accessing assigned areas that pose potential health and safety risks, clearly identifying the employee and department upon appointment and up to two (2) replacements for shirts and one (1) replacement for coveralls, as needed, each fiscal year thereafter they remain in the department. For incumbent employees, the Department will provide the coveralls as soon as administratively possible, but not more than ninety (90) calendar days, following adoption of this Agreement.
- D. A tool allowance for the classifications described below will be established. Said tool allowance is for the purpose of purchase and replacement of hand tools and for the purpose of acquiring additional tools brought about by changes in technology. The tool allowance specified below shall be established as a voucher reimbursement system. An employee desiring to purchase a tool shall receive a voucher from the City. The employee would then give the voucher to a tool vendor approved by the City. The vendor shall complete the voucher and then submit it to the City for payment. The maximum payment under this voucher system in any fiscal year shall be the amount of the allowance specified below.
1. The following classifications shall be eligible for said tool allowance in the amounts listed:
 - a. Equipment Mechanic II - \$-731.93 per year

b. Equipment Mechanic I, Utility Mechanic 1/11, Electrician and Traffic and Lighting Technician I/II - \$365.96 per year

2. The City shall be responsible for the reasonable replacement cost of stolen tools only when the need for such replacement does not arise out of the employee's negligence or carelessness.
 3. The voucher tool allowance specified above shall be increased in addition to the amount specified herein above annually on July 1 of each year commencing on July 1, 1998 by the amount of the Consumer Price Index, U.S. Average, All Urban Consumers, for the previous year measured to April preceding the effective date.
 4. The Said tool voucher allowance is a reimbursement for costs incurred by employees during the period for which payment is made.
 5. Said tool voucher allowance shall be available beginning July 1 of any fiscal year.
- E. Employees shall be provided City identification cards when necessary.
- F. Employees in classifications exposed to conditions that result in the requirement of CCR Title 8 §3385 to wear appropriate foot protection shall be eligible to receive a reimbursement up to \$200 per fiscal year for the purchase and repair of required appropriate foot protection which meet the ANSI specifications.

3.10. EDUCATIONAL REIMBURSEMENT

- A. Upon proof of satisfactory completion, which is defined as a "C" or better or "Pass" in a pass/fail course, the City shall reimburse the employee for one hundred percent (100%) of the costs incurred in the pursuance of educational courses subject to the following limitations:
1. Reimbursable items include textbooks, materials, fees and/or tuition, which are required for the course.
 2. All expenses claimed must be accompanied by appropriate receipts.
 3. Courses or subjects covered will be job-related in that they:
 - a. Directly relate to present job
 - b. Directly relate to a position to which the employee could be promoted.
 4. All courses covered and expenditures made by this Agreement must be approved in advance by the employee's department head and the Human Resources Director.

5. To be eligible for reimbursement the courses must be offered through an accredited college, university, community college or vocational schools.
 6. Courses that do not directly relate to the job, i.e., safety courses, management courses, etc., qualify if they are approved in writing by the department head and Human Resources Director.
- B. Expenditures under this program shall not exceed \$10,000 per fiscal year subject to a maximum of \$800 per individual employee for the term of this Agreement; funds will be allocated on a "first come, first served" basis.
 - C. The City shall encourage career growth and provide counseling to employees. Cross training shall be encouraged. On-the-job training and appropriate experience shall be considered and applied in evaluating employees for promotion.
 - D. Dispatcher POST Training: Effective following ratification of this Agreement by Local 1245 and adoption by the City Council in accordance with the MMBA, the City will allow Communications Dispatchers to attend POST training courses that are necessary to obtain and maintain certifications and/or to perform duties that the City may require. The City will pay for required travel costs related to POST training courses as specified in the City's travel policy. The City will pay the cost of educational materials related to POST training courses by either the City purchasing materials in advance or by the employee receiving reimbursement for materials they are approved to purchase on their own.

3.11. STATE DISABILITY INSURANCE

The City shall continue to participate in the California State Disability Insurance program (SDI). There will be no cost to the City for participation in SDI. Participation in SDI shall be through employee payroll deductions. This program is implemented by the City in accordance with the regulations set forth by the Disability Insurance Branch of the California Employment Development Department (EDD) – State Plan. Employees who suffer a loss of wages when they are unable to work due to a non-work-related illness or injury, pregnancy or childbirth, or to care for a seriously ill family member or to bond with a new child, may be eligible for SDI benefits.

3.12. EXISTING BENEFITS

- A. Except as otherwise provided in this Agreement, all existing benefits and agreements within the scope of representation which are presently enjoyed by bargaining unit employees and which resulted by reason of Ordinance, Resolution or written Administrative Rule shall remain in full force and effect except as provided for in subsection B below.

- B. If the City wishes to change a matter within the scope of representation that is not covered by this Agreement, including any negotiable ordinance, resolution or written administrative rule, the City shall provide written notice to Local 1245 Business Manager or designee by personal service, and shall give Local 1245 an opportunity to request negotiations. If Local 1245 does not respond within fifteen (15) calendar days after receipt of notice, it will be deemed to have accepted such change absent legally justifiable excuse.
- C. Local 1245 is prepared to work with the City to create a more uniform benefits package.

3.13. INTEGRATION OF BENEFITS

If during any approved leave, including but not limited to FMLA, CFRA or PDL leave an employee is receiving some form of income replacement payment, including but not limited to State Disability Insurance (SDI), Paid Family Leave (PFL), Short Term Disability (STD), Long Term Disability (LTD) or Workers' Compensation employee may (but shall not be compelled) to use available paid leave benefits (i.e., sick, vacation, PTO, or CTO) to supplement the income replacement payment. The combination of income replacement benefits and salary received from use of accrued leave cannot be more than 100% of employee's regular wages. If an employee elects to integrate leave under this provision, said leave will be integrated to provide 100% salary replacement (in combination with other income replacement) unless the employee specifies otherwise at the time they elect integration. If the employee wishes to change the integration percentage, they must provide the Human Resources Department with written notice of the requested change, which will be implemented as soon as administratively possible.

While the employee is on FMLA/CFRA/PDL or approved medical leave, the City will continue to pay its share of costs associated with the employee's participation in its benefit plans in which the employee was enrolled before the start of the leave.

Unless an employee is receiving some form of income replacement, employees must use available leave banks while on an approved leave. If the absence is due to the employee's own health condition, employees must use sick leave first. If sick leave is exhausted, employees may use vacation or comp time, or other available leave banks. Once an employee has exhausted their leave banks, they may request to go on unpaid leave as set forth under Section 5.4.

SECTION 4 COMPENSATION

4.1. MEAL ALLOWANCE

- A. If the City requires an employee to perform unscheduled work on a workday for more than two (2) hours either prior to the start of their shift or beyond their regular quitting time, it will provide a meal. Thereafter, meals will be provided at intervals of four (4) hours for the duration of said work (so long as such work continues). It is understood that work efforts sometimes continue past the time a meal is due. Meals and the time to eat them will be provided upon completion of the work effort.
- B. If the City calls out an employee to perform unscheduled work on a non-workday or after being released on a workday, it shall provide a meal every four (4) hours while such work continues.
- C. An employee will be reimbursed on the bi-weekly payroll for the cost each meal earned and taken up to the amount provided by the U.S. General Services Administration (GSA) per diem rate for Vallejo, CA for the meal is being consumed. An employee shall receive appropriate reimbursement for meals no later than ten (10) days after the expenditure has occurred.
- D. If an employee who is entitled to meals at the City's expense does not take any such meal, the City will, nevertheless, allow the employee an additional one half (1/2) hour with pay at the appropriate rate for each meal earned and not taken. Such overtime compensation in lieu of meals is not considered time worked for the purposes of calculating rest periods.
- E. The assigned supervisor may determine the necessity of providing a meal at the job site, after consulting with affected employees. If this determination is made, a meal will be provided.

4.2. BILINGUAL PAY

- A. If a Department Head has certified that an employee's bilingual skills are job-related and necessary on a regular and frequent basis of once per workday and/or fifty percent (50%) of the time, and that employee has demonstrated their bilingual skills by taking and passing a proficiency exam administered by the Human Resources Department, deeming them certified as bilingual, that employee shall receive an additional premium of \$75 to \$100 per month, as follows:
 - 1. Level I \$75 per month if the employee has the demonstrated ability to converse in the second language and to read English and translate orally into the second language; or
 - 2. Level II \$100 per month if the employee has the demonstrated ability to converse in the second language and to read English and translate orally

into the second language, to read the second language and translate orally into English, and to write in the second language; and

3. The compensable second languages shall be limited to those required in the delivery of public services to the various target groups within the City of Vallejo (e.g., Spanish, Tagalog, American Sign Language).
 4. The employee and the Department Head certify that if the employee's bilingual skills are no longer needed in the course of the employee's work, or the employee is assigned to a position which no longer necessitates the use of the employee's bilingual skills, the bilingual differential shall cease and the employee will no longer be expected to utilize said bilingual skills.
 5. When receiving pay under this section, the employee may be called upon when necessary to translate communications as required by the Department Head.
 6. Employees who, at the time of implementation of this benefit change following Council approval of this Agreement, are receiving bilingual pay shall receive Level II bilingual pay. This provision does not limit the City from exercising its rights set forth in paragraph A (1) above or (B) below to determine the operational need for bilingual services and/or the types of bilingual services offered by a particular Department.
- B. The City may include or delete additional languages which qualify for bilingual pay. The Department Head shall have the discretion to increase or reduce the number of designated bilingual positions depending upon operational needs and other appropriate considerations.

4.3. CLASSIFICATION STUDIES

- A. The City shall maintain up-to-date classification specifications for all positions within the bargaining unit and every position shall be allocated to the appropriate classification. As part of the classification system, the City shall also maintain career ladders for each classification. Career ladders improve the ability of the City to manage its human resources and permit the upward mobility of employees. It should be noted that career ladders are intended to illustrate potential career paths but are not intended to indicate salary, organizational, or supervisory relationships.
- B. Classification Study
1. Employees shall have the right to request a study of their current position to determine if they are properly classified.
 - a. The City shall decide whether such study will be conducted; provided, however, that the City's decision to not conduct such study shall not be arbitrary, capricious or discriminatory.

- i. Should such study not be undertaken, the employee who filed the request and Local 1245 will be informed in writing by the Human Resources Director or his designee within thirty (30) days of the written request for such study as to the precise reasons for the City's decision to not undertake such study.
 - ii. Should the City undertake such study following ratification of this Agreement by Local 1245 and adoption by the City Council in accordance with the MMBA, the Human Resources Director will direct such effort to be completed within forty-five (45) days from the date the Human Resources Department has received the required packet of information contained in the Position Description Questionnaire, which is completed by both the employee and their supervisor.
 - iii. Should such study be undertaken and result in no change or a downward change in classification, the employee who filed the request will be informed as to the precise reasons therefore by the Director or his designee.
- b. When, through the reclassification procedure, an employee is moved to a classification for which the maximum rate of the range is greater than the maximum rate of the range for the classification from which the employee was moved, such employee, beginning with the start of the pay period immediately following said move, shall be advanced to the nearest pay range step in the position to which he or she was moved which will result in an increase in such employee's regular straight-time rate of pay, but not less than \$200.00 per year, and thereafter shall be governed by the pay range increments set forth for such classification.
 - c. When, through the reclassification procedure, an employee is moved to a classification for which the maximum rate of the range is less than the maximum rate of the range for the classification from which the employee was moved, such employee shall continue to be paid the regular straight-time rate of pay he or she was receiving in the classification from which the employee was moved until such time as the maximum rate of the range of the classification to which such employee was moved surpasses their then current rate, and thereafter shall be governed by the pay range increments set forth for such classification.

2. When a new position is established and assigned to a classification, Local 1245 may file a request in writing with the Director for an explanation of why the new position was assigned to a particular classification. The Director or his designee shall respond in writing within thirty (30) days of receipt of Local 1245's request.
3. When an existing position is substantially changed in duties and responsibilities or allocated to a new classification, Local 1245 may file a request in writing with the Director or his designee for an explanation of the process by which, and the precise reasons for the change. The Director or his designee shall respond in writing within thirty (30) days of receipt of Local 1245's request.
4. If the duties and responsibilities of a classification have been changed substantially enough from the specifications in existence at the time this contract is signed or an award is issued to impact on the salary of that classification.
5. The parties agree that the subjects addressed herein are mandatory subjects of bargaining and are subject to the requirements of meeting and conferring in good faith in accordance with the Meyers-Milias-Brown Act.

4.4. CROSS-TRAINING PAY

Communications Operators I and II who are assigned by the Police Department to provide in-house training to employees in their assigned discipline shall receive \$1.50 per hour for each hour in addition to their base salary when the Operators are providing training at the direction of the Department.

4.5. DIFFERENTIAL PAYS

- A. Employees classified as Public Works Maintenance Worker I or II assigned to operate a street sweeper shall receive a five percent (5%) premium pay only for those hours the employee is actually operating and maintaining the street sweeper. This salary differential shall not apply during periods of time that the employee is not operating and maintaining the street sweeper, including paid leave or during the use of accrued compensatory time.
- B. An employee who is assigned to apply pesticides shall receive a salary differential of five percent (5%) applied to their base salary above the salary step currently held for all hours during which the employee actually applied pesticides. Only those employees who possess a valid Qualified Applicator Certificate from the State of California Department of Food and Agriculture, who have the requisite knowledge and experience to safely and effectively apply the pesticide shall be eligible to receive this salary

differential. This salary differential shall not apply during periods of paid leave or during the use of accrued compensatory time.

C. Class A or B License Differential

1. Employees in possession of a Class A or B license who wish to operate a vehicle requiring such a license for the City shall be required to sign a volunteer agreement and shall abide by the terms of that agreement.
2. Employees who are in possession of a valid California Class A or B drivers' license and who are required by the City to operate equipment requiring the possession of such license shall receive a two and one-half percent (2.5%) premium pay differential for each hour spent operating the equipment requiring the Class A or B license. The hourly overtime rate spent operating equipment requiring the possession of a Class A or B license shall be an employee's base rate of pay plus the differential.

Effective the first full pay period ending on August 7, 2015, employees in a classification designated as "A" (Maintenance Worker IA, Maintenance Worker IIA, Senior Maintenance Worker A and Equipment Operator A) will receive a two and one-half percent (2.5%) premium pay differential and will not be covered by the above paragraph.

3. This subsection shall not apply to any employee in a classification requiring possession of a California Class A or B driver's license.

D. Equipment Mechanic II classification employees holding a Certified Smog Certificate shall receive a salary differential of five percent (5%) above the salary step currently held for all hours during which the employee actually is engaged in smog checking City vehicles. This salary differential shall not apply during periods of paid leave or during the use of accrued compensatory time.

E. The parties understand and agree that pay for Smog Certificate, Pesticide application and Street Sweeper are paid only during the time when the employee is actually performing the functions (e.g., employees who drive the Street Sweeper are paid the Street Sweeper differential only when they are assigned to operate the Street Sweeper).

4.6. SHIFT DIFFERENTIAL PAY

A swing shift differential of five percent (5%) shall be paid to each employee who works a regularly scheduled eight (8) hour or twelve (12) hour shift between the hours of 4 pm and 12 midnight. A night shift differential of seven percent (7%) shall be paid to each employee who works a regularly scheduled eight (8) hour or twelve (12) hour shift between the hours of midnight and 8 am.

An employee shall be eligible for shift differential pay if at least (i) five-eighths (5/8) of their shift for 8-hour employees or (ii) seven-twelfths of their shift for 12-hour employees is after 4 pm or before 8 am. Eligible employees shall be paid the relevant differential only for the actual number of hours worked for which the shift differential pay is authorized. The relevant shift differential shall be in addition to the employee's current base salary. Part time or temporary employees are not eligible for shift differential.

4.7. COMMUNICATIONS OPERATORS DIFFERENTIAL PAY

Communications operators who work a shift of a minimum of eight (8) hours and who are not relieved to take a lunch break, during those eight (8) hours, shall be paid an additional one-half (1/2) hour, per regularly scheduled work shift, of straight time pay in addition to their regular base salary, resulting in a total 8.5 hours of pay. This provision shall not apply if communication operators are permitted to eat at the dispatch console. This includes regularly scheduled and overtime shifts.

SECTION 5 LEAVES

5.1. HOLIDAYS

A. For employees not subject to the Holiday Pay provisions of Section 2.3, the City will recognize the following fourteen (14) holidays per fiscal year (July 1- June 30) including two (2) floating holidays, shall be observed:

1. Independence Day, July 4th
2. Labor Day, First Monday in September
3. Indigenous Peoples' Day, Second Monday in October
4. Veterans Day, November 11th
5. Thanksgiving Day, as set by the President or Governor
6. Friday after Thanksgiving Day
7. Christmas Day, December 25th
8. New Year's Day, January 1st
9. Martin Luther King, Jr., Day, as set by the President or Governor
10. Presidents' Day, Third Monday in February
11. Memorial Day, Last Monday in May
12. Juneteenth, June 19th*
13. Two (2) Floating Holidays

*Effective beginning in fiscal year 2021-22 Juneteenth (June 19th) will be a City-observed holiday.

B. Administration of Holiday Observance

1. A Holiday shall be eight (8) hours. A work week, for purposes of this Section, consists of seven (7) days, in which Day One is the first regularly scheduled day of work following an employee's regularly scheduled days off, and Day Seven is the last regularly scheduled day off.
2. If any of the above holidays falls on a Saturday, the previous Friday shall be observed. If any of the above holidays falls on a Sunday, the following Monday shall be observed. If the observed holiday falls on an employee's regular day off, the employee will be credited eight (8) hours of floating holiday.

3. The City Council may declare other holidays by ordinance or resolution. Floating holidays may be used at any time during the calendar year with supervisory approval. Supervisors shall not be arbitrary or capricious in denying an employee's request to use floating holiday leave. These floating holidays are non-cumulative and shall be used within the calendar year in which they are earned.
4. Whenever an employee is granted and takes a holiday leave, the number of holiday leave hours to be paid that employee will be eight (8) holiday hours. Alternative schedule employees shall have eight (8) hours of holiday credited towards any holiday they take, and if the alternative schedule employee would like to supplement those eight (8) hours to receive pay for the normally scheduled hours on their alternative schedule, (i.e., two (2) extra hours for the 4/10 employee), the employee may supplement the eight (8) holiday hours with one (1) or more annual leave hours from the employee's annual leave bank.
5. Any FLSA non-exempt employee who is required to work on an observed holiday shall be paid a premium of two (2) times their regular rate of pay. All holiday call backs and holdovers are subject to a minimum of two (2) hours overtime per call back or holdover. "Shift" employees as defined in Section 2.3 are excluded from this provision.

5.2. ANNUAL LEAVE

A. Employees shall receive annual leave as follows:

<u>Years of Service</u>	<u>Annual Leave</u>
Less than 5	Eighty (80) hours
5 through less than 11	One-Hundred and Twenty (120) hours
11 through less than 21	One-Hundred and Sixty (160) hours
21 or more	Two Hundred (200) hours

B. All employees shall begin to accrue annual leave from their first day of employment and may use any earned annual leave after six (6) months. Employees are eligible to accumulate annual leave up to the amount which can be accumulated in three (3) years.

1. Effective January 1, 1996, no employee shall be allowed to accrue annual leave above the maximum allowed accumulation at any time unless one of the following exceptions is granted by the Human Resources Director or designate. An exception may be granted by the Human Resources Director, or designate, in the event that an injury or illness to the employee, or the employee serving on jury duty, or operational/emergency declaration needs exist which

precludes that employee using accrued annual leave or where an employee's scheduled annual leave was cancelled by the employee's department head. To be considered for this exception, the Human Resources Director must be informed of the circumstances surrounding the need to allow for the exception before an employee's vacation accumulation reaches the maximum.

2. The impacted employee(s) shall be paid for any accrual in excess of the maximum determined appropriate by the Human Resources Director at the employee's current pay rate. At a minimum, an employee shall be paid for that amount of vacation they would have accrued during the period they were precluded from using accrued annual leave.
 3. Whenever an employee is granted and take annual leave, the number of annual leave hours to be paid that employee will be based on the employee's schedule. All annual leave hours shall be subtracted from the employee's accumulated annual leave bank.
- C. All employees who resign retire, or who are terminated for any reason shall be paid their accrued annual leave at their regular rate of pay in effect at the time they leave employment by the City.

5.3. SICK LEAVE, BEREAVEMENT LEAVE, MEDICAL EXAMINATIONS, FAMILY AND MEDICAL LEAVE

- A. All employees shall accrue ninety-six (96) sick leave hours per year.
1. Sick leave accrual shall begin from the first day of employment, and the employees may begin to use accrued sick leave for bona fide illness or injury after the sick leave has been accrued.
 2. Whenever an employee is granted and takes sick leave, the number of hours which occur during said leave based on the employee's scheduled workday shall be subtracted from the accumulated sick leave balance.
 3. Notwithstanding the foregoing, an employee assigned to an alternative work schedule in excess of eight (8) hours per day and who is off sick for the entire shift shall only have eight (8) hours deducted from their sick leave balance. In these circumstances, additional hours of one (1), two (2), or four (4) hours needed for a full nine (9) hour, ten (10) hour or twelve (12) hour day respectively will be coded as Other Sick Leave and such hours will not be deducted from an employee's sick leave balance. Other Sick Leave hours are not an accrued benefit, have no cash value, do not impact or add to any other sick leave benefits, and shall not exceed twelve (12) hours for nine (9) hour days, twenty-four (24) hours for ten (10) hour days, and forty-eight (48) hours for twelve (12) hour days per fiscal year. Other Sick Leave Hours do not roll over annually and can only be used during the

fiscal year if an employee has accrued sick leave available to cover eight (8) hours as described herein. This provision shall sunset effective June 30, 2024.

B. Separation

1. All employees with ten (10) or more years of employment with the City shall be entitled to a lump sum payment of their accumulated sick leave in the event of resignation, death (in which case payment shall be made to the employee's designated retirement beneficiary), or layoff. Such lump sum payment shall be twenty-five percent (25%) of the accumulated sick leave.
2. Upon retirement, an eligible employee may elect to have the entire accumulated sick leave balance converted to service credit in accordance with CalPERS regulations.

C. Each employee occupying a permanent position shall be eligible for paid Bereavement Leave up to a maximum of three (3) working days per bereavement for the death of an employee's family member. For purposes of this section, family member is defined to include a child (including a biological child, adopted child, foster child, stepchild, legal ward, or child to whom the employee stands *in loco parentis*), a parent (including a biological parent, adoptive parent, foster parent, stepparent, or legal guardian of the employee or employee's spouse or registered domestic partner, or person who stood *in loco parentis* when the employee was a minor child), a spouse, a registered domestic partner, a grandparent, a grandchild, or a sibling, provided:

1. The employee notified the City of the purpose of their absence prior to the first day of such absence (except in cases where such notice cannot be provided in advance);
2. The employee, when requested, furnishes proof satisfactory to the City of the death, and their relationship to the deceased.
3. Employees may ask their department heads for additional time off work beyond the three (3) days. If approved, such time off shall either be deducted from the employee's annual leave balance, if available, or it shall be approved as leave without pay, at the discretion of the employee.

D. Time off for doctor, dentist, or ocular appointments may be taken as sick leave if the appointment is necessary because of illness, injury, dental care or eye examination or preventative medical examinations. Employees shall endeavor to secure dental, medical or ocular appointments so as to fall on their own time, but where such is not possible, appointments shall be secured to reduce to a minimum the time away from the job.

- E. An employee may use up to ½ of their annual sick leave accruals for the care of a family member. For purposes of this section, family member is defined to include a child (including a biological child, adopted child, foster child, stepchild, legal ward, or child to whom the employee stands *in loco parentis*), a parent (including a biological parent, adoptive parent, foster parent, stepparent, or legal guardian of the employee or employee's spouse or registered domestic partner, or person who stood *in loco parentis* when the employee was a minor child), a spouse, a registered domestic partner, a grandparent, a grandchild, or a sibling.
- F. All employees will be eligible for maternity leave for childbearing or pregnancy related disability. Maternity leave shall be granted in accordance with City policy and applicable state and Federal law.
- G. Employees who use five (5) days or less of sick leave in a fiscal year may have the option of converting sick leave to annual leave pursuant to the following formula:

One fourth (1/4) of the remaining annual balance of sick leave, computed to the nearest one quarter (1/4) hour, may be added to annual leave; the balance will continue to be recorded as sick leave. (Example: Twelve (12) days sick leave accrued in one year, minus four (4) days used equals eight (8) days unused. One quarter (1/4) of eight (8) days equals two (2) days added to annual leave and six (6) days left as sick leave.)

Employees electing to convert sick leave must do so no later than the 4th Monday of August of the following fiscal year by notifying the Human Resources Department. For example, if an employee qualifies to convert sick leave based on their sick leave usage in FY2020-21, they must elect to convert sick leave to annual leave no later than the fourth Monday of August 2021. Failure to make an election by this deadline shall result in a waiver of the ability to convert sick leave for the prior fiscal year. Human Resources will track and communicate to employees their qualifications no later than the 4th Monday in July each fiscal year.

5.4. LEAVES OF ABSENCE

- A. The City Manager may grant a regular employee a leave of absence, with or without pay, not to exceed one (1) year, if either or both of the following should be found:
 - 1. The employee's occupation during the leave of absence will improve their proficiency in their City employment and their return is desirable and in the City's interest; and/or
 - 2. The employee's circumstance, including disability arising from pregnancy of the employee, is such that he or she must resign if the leave of absence is not granted and their performance is such that the employee's return is desired and the inconvenience of their absence is thereby justified.

- B. No such leave shall be granted except upon written request of the employee. Approval or denial of such leave shall be in writing.
- C. Upon expiration of a regularly approved leave of absence, or within a reasonable period of time after notice to return to duty, the employee shall be reinstated in a position of the same or substantially equivalent class as that he or she held at the time such leave was granted. Failure on the part of the employee on such leave to report promptly at its expiration, or within a reasonable time after notice to return to duty, shall be cause for dismissal; provided, however, that nothing herein shall be construed as bringing within the scope of the Grievance Procedure those matters which arise under Section 803 (n) and (o) of the City Charter.
- D. Any scheduled vacation time taken during Family Medical Leave, California Family Rights Act Leave or Pregnancy Disability Leave shall be designated as part of the leave time under those laws.

5.5. MILITARY LEAVE

- A. Military leave, as defined in state and federal law, shall be granted to any regular employee in accordance with state and federal law.
- B. Any employee who is granted military leave shall be paid at their regular rate of pay, to a maximum of thirty (30) calendar days, in any calendar year, while on such leave.

5.6. JURY DUTY AND COURT APPEARANCES

- A. Employees who are required to serve on jury duty shall receive their regular straight time rate of pay, less all jury pay received, to a maximum of thirty (30) calendar days in any calendar year while on such duty. If an employee is required to serve on jury duty for more than thirty (30) calendar days, the Human Resources Director shall make a recommendation to the City Council that the employee shall continue to receive their regular straight time rate of pay, less all jury pay, with the final decision to be made by the City Council. The time spent awaiting impaneling for jury service is to be considered covered time under this Subsection A.
 - 1. Employees called for jury duty shall give the department reasonable advance notice by providing a copy of their original notice to appear. They shall thereafter receive time off for jury duty as follows:
 - Day Shift: Same day off
 - Swing Shift: Same day off
 - Graveyard: Night before off
 - 2. The City may require written verification of jury duty service.

- B. An employee who is absent from work as a result of a subpoena to appear as a witness in a criminal case (but not as the individual being prosecuted) or as a witness in a civil action related to their employment with the City shall receive their regular straight time rate of pay, less all witness fees received, during this absence from their regular duty hours. In order to receive their regular straight time rate of pay under this Subsection, an employee must demand witness fees.
 - 1. Employees required to make court appearances during off-duty hours shall be compensated at the rate of time and one-half for all hours of such time with a minimum of four (4) hours compensation.
 - a. Travel time shall be included in the minimum compensation if four (4) hours or less total time is involved.
- C. An employee who is absent from work due to a subpoena or other need to appear in a legal proceeding or court appearance unrelated to their employment with the City must use annual leave, compensatory leave time, or floating holiday.

**SECTION 6
LABOR AND EMPLOYEE RELATIONS**

6.1. HOURS OF WORK

- A. The normal workday shall consist of eight (8) hours and the normal work week shall consist of forty (40) hours. The work week shall consist of seven (7) consecutive 24-hour periods beginning at 12:00 am on Saturday. The workday for some positions may vary from the normal schedule (e.g., ten (10) hour workdays, a combination of twelve (12) hour and eight (8) hour workdays, a combination of nine (9) and eight (8) hour workdays).
- B. Nothing contained herein shall be construed as a guarantee of a minimum number of hours of work or pay per day or per week.
- C. For those operations scheduled for day shift operations only, the normal starting hours shall be from 7:00 am to 8:30 am as specified by the Department Head and shall continue for eight (8) hours of work excluding a thirty (30) minute, forty-five (45) minute, or sixty (60) minute (as specified by the Department Head) unpaid lunch period at or near the midpoint of the shift. The beginning of an employee's lunch period shall occur neither earlier nor later than sixty (60) minutes from the midpoint of said employee's shift.
 - 1. Employees who are subject to a 52-week work period pursuant to Section 7(b)(2) of the Fair Labor Standards Act shall be provided a preliminary 52-week schedule of their assigned shifts on an annual basis by no later than October 1 for the next calendar year, with a final schedule, inclusive of all leave requests turned in and approved for the next calendar year, posted no later than November 30. Annual leave requests submitted after November 15 by employees who are subject to a 52-week work period will be approved on a case-by-case basis based on operational need.
 - 2. Day, shift and alternatively scheduled employees, will be allowed to exchange and work with each other in their respective departments and divisions, to cover hours, workdays, regular days off (RDO), excluding RDO's for 9/80 schedule employees, and shifts as needed for the purposes of covering unexpected absences or personal leave needs. Such changes are subject to the approval of management.
- D. Except in cases of emergency, the City shall avoid temporary changes of employees' regular shift hours. Should the City seek to make a temporary change to the employees' regular shift hours other than in the case of an emergency, the City shall provide at least seven (7) calendar days' notice of said change. Should the City seek to make a permanent change to employees' regular shift hours other than in the case of an emergency, the City shall provide at least fourteen (14) calendar days'

notice of said change. Notwithstanding this provision, in no case will employees covered under this Agreement have their schedules arbitrarily or unilaterally changed for any reason by the City without the impacted employees first being notified.

- E. Departments may initiate flexible scheduling with the approval of the department head. The Department Head may adjust or terminate such schedules when, in the sole discretion of the department head or designee, operational needs so dictate subject to the provisions of Section 6.1(H) below.
- F. In the event it becomes necessary to change the hours of work for other reasons not addressed in Section 6.1(H) of this Agreement, the City shall meet and confer with Local 1245.
- G. Rest Period

- 1. Employees who work outside of their regularly scheduled hours and engage in that work between 11:00 pm and 6:00 am are eligible for paid rest hours as set forth below:
 - a. If an eligible worker works outside of their regularly scheduled hours and between 11:00 pm and 6:00 am, the worker receives time off with pay, on an hour-for-hour basis, up to eight (8) hours of time off with pay, that same day before reporting to a scheduled shift or additional work (e.g., if an employee works 11:00pm to 5:00 am, they will be entitled to a six-hour rest period).

2. Rest Period for Employees on 12-Hour Shift Schedules

If a 12-hour employee's rest period overlaps into their scheduled shift the employee receives time off with pay up to eight (8) hours, on an hour-for-hour basis, immediately following the employee's release from work before reporting to a regularly scheduled shift or additional work.

In the application of the foregoing, an employee, due to operational needs, may be required to report to work at the end of the employee's rest period. An employee entitled to a rest period hereunder may nevertheless be required to work during regular work hours on a workday without having had a rest period of eight (8) consecutive hours, in which event the employee shall be paid at the rate of time and one-half the starting rate of pay for all work performed until the employee has been relieve from duty for at least eight (8) consecutive hours.

If the rest hours' entitlement overlaps with the employee's regular day off, the employee shall not be compensated.

3. Exceptions

a. All Employees holding a Commercial Driving License will be required to abide by hours-of-service requirements mandated by Federal or State of California authorities.

i. Such as CFR 40 and FMCSA.

No employee covered by this Agreement shall be required to work in excess of sixteen (16) consecutive hours. Employees having worked twelve (12) consecutive hours must be allowed a minimum of eight (8) hours off, at the employee's option, with no deduction from the employee's leave balances, before an additional work assignment. Notwithstanding the foregoing, employees may be required to exceed these general limitations on consecutive hours worked as provided in the parameters described above or in the event of an operational emergency or significant risk and safety to the public

H. Division Heads are encouraged to identify work schedules which incorporate alternatives to the normal workday that better utilize human resources, better meet the needs of the employees and at the same time improve service levels to the public. If a Division Head and the majority of the employees in a work unit agree on a revised work schedule, the Division Head may allow the implementation of the new schedule for up to a twelve-month trial period. The Division Head may cancel the trial period at any time during the twelve-month trial period and revert back to the normal workday. If this occurs, the Division Head shall inform the employees and Local 1245 of the reasons for the cancellation of the trial period and give the employees and Local 1245 the opportunity to present alternatives that may address the problems with the alternative work schedule identified by the Division Head. If during the trial period, the new schedule is determined to be satisfactory by the Division Head, the new schedule may be continued on a year-to-year basis at the discretion of the Division Head. If the Division Head determines that the new schedule is not satisfactory, the Division Head shall inform the employees and Local 1245 of the reasons for the cancellation of the new schedule and give the employees and Local 1245 the opportunity to present alternatives that may address the problems with the alternative work schedule identified by the Division Head. No actions taken by the City under this subsection of the Agreement Section 6.1(H) shall be the subject of a grievance filed under Section 6.5 of this Agreement.

6.2. LAYOFF NOTICE

A. Should it become necessary to reduce the size of the work force, the City shall provide the bargaining unit employees to be laid off a minimum of sixty (60) calendar days' notice of such layoff.

6.3. LAYOFF DETERMINATION

- A. The City in its sole discretion shall decide whether layoffs are necessary and what positions will be eliminated to effectuate a reduction in the work force. The City shall not be arbitrary or capricious in the exercise of this discretion. The City shall inform the employee and Local 1245 of the reasons for a layoff, but this shall not diminish in any way the discretion that the City has under this subsection.
- B. Classification Assignment
 - 1. Employees filling positions under the provisions of Section 6.6 of the Agreement shall be assigned duties within the scope of the classification to which they are assigned.
- C. Order of Layoff
 - 1. Layoffs within the bargaining unit shall be in inverse order of seniority.
- D. Voluntary Layoff
 - 1. Upon declaration that layoffs are imminent, an employee may elect to offer to take a voluntary layoff. The City shall accept or reject such offers at its sole discretion.
 - 2. Any employee who has elected an option under the layoff procedure may subsequently elect to take a voluntary layoff.
- E. Layoff Sequence
 - 1. Employees who are subject to layoff shall be given layoff notice pursuant to Section 6.2, and Local 1245 shall be given simultaneous notice of all layoffs.
 - 2. An Employee who is subject to layoff shall be given a list of known available options concurrent with the notice of layoff or as soon thereafter as possible.
 - 3. When the City has determined that a position will be eliminated, the incumbent of the position may bump the employee with the least seniority in the same classification, or, if the City in its sole discretion elects to fill such a vacant position, the incumbent may be restored to a vacant position in any City department in the classification from which the employee is subject to layoff.
 - 4. If the employee is still not able to retain a job, the employee subject to layoff may be placed into a vacant position in any City department in any classification in which the employee has successfully completed a probationary period, if the City in its sole discretion elects to fill such a vacant position, or the employee subject to layoff shall bump the most

junior employee in the highest previously held classification in which they have successfully completed a probationary period.

5. Any employee who has options available to them as a result of receiving notice that their job will be affected as a result of layoff shall have five (5) calendar days from date of receipt of notice to notify the City of their decision including election to take a voluntary layoff.
6. Any employee subject to layoff who elects not to exercise their option to "bump" under Section 6.3(E)(3) of this Agreement within the time limits provided shall be laid off.
7. No changing positions or classifications under the provisions of Section 6.3(E)(3) of the Agreement shall result in an employee being promoted to a classification with a higher pay range maximum than the classification held by the employee subject to layoff at the time of layoff.

F. Employee Qualifications

1. Any employee filling a position under the provisions of Section 6.3(E)(3) of the Agreement shall meet all requirements and qualifications of the classification and position to which they seek to fill. This includes any normal and customary testing and background investigation as a condition to filling a position.

G. Recall

1. The names of employees laid off shall be placed on a reemployment list, in rank order of seniority for each classification in which they had satisfactorily completed a probationary period.
2. An employee's name shall remain on the reemployment list for two (2) years subject to Section 6.3(G) below.
3. Employees shall be recalled from a reemployment list in order of seniority.
4. Employees on layoff status may compete for promotional and open competitive opportunities.
5. During the first year on layoff status, the City shall notify laid off employees of all bargaining unit employment opportunities with the City through certified letter sent to the last known address of the employee. City's receipt of the return receipt or return of an undelivered letter shall constitute proof of the City satisfying its obligation under this subsection.
6. Employees shall be notified of their recall by certified mail, a copy of which shall be sent to Local 1245. The employee shall have three (3) regularly scheduled working days to report for work after receipt by Local 1245 of such notice of recall. Special dispensation may be available for employees who are not able to report for duty within the specified time

limits for legitimate reasons.

- a. Employees on layoff status prior to July 1, 1995 shall remain on the reemployment list for five (5) years from the original date of layoff.

H. Suppression

1. Section 6.3 of the Agreement supersedes all Vallejo Civil Service Commission Rules and Regulations concerning layoff and recall. Moreover, Section 6.3 of the Agreement supersedes all prior language, agreements and past practices relating to layoffs, layoff and recall sequence, and the effects of layoffs and recalls. The layoff and recall provisions herein form the parties' complete agreement on all matters related to layoff and recall. The provisions of Civil Service Rule 19.1 and Rule 20 shall not be held to apply to employees covered by this Agreement in connection with any and all matters and disputes regarding abolition and reinstatement of positions, reduction in personnel, layoff, seniority, and all other matters referenced in Civil Service Rule 20.

I. Disputes

1. Disputes regarding layoffs and recall from layoffs shall be processed in accordance with the provisions of the Grievance procedures set forth in Section 6.5 of this Agreement.
2. Grievances regarding layoffs and recall from layoff must be filed within five (5) regularly scheduled workdays of the notice of layoff. Absent mutual agreement, any and all such grievances shall be resolved (including, as necessary, issuance of the arbitrator's award) prior to the expiration of the sixty (60) calendar day layoff notice period (Section 6.2); provided, however, that the City may effect a layoff after the sixty (60) day notice period irrespective of whether the arbitration process has been completed.

6.4. This Section 6.4 intentionally left blank.

6.5. GRIEVANCE PROCEDURE

- A. The term "grievance" means any dispute with respect to the application, interpretation or enforcement of the terms of this Agreement, as well as to questions of arbitrability hereunder. Effective following ratification of this Agreement by Local 1245 and adoption by the City Council, the term "grievance" will also include a disciplinary action involving any loss of wages and benefits. Such disciplinary action may be grieved as set forth below.

Employees who may be subject to disciplinary action potentially resulting in a loss of wages or benefits, including but not limited to suspensions, demotions, up to and including termination, shall first be afforded appropriate

notice and an opportunity to be heard consistent with state law. Once a pre-disciplinary or "Skelly" hearing has been concluded, the notice of final disciplinary action shall be provided to the employee and the Local 1245 Business Representative, if the employee has previously requested representation from Local 1245. If disciplinary action is sustained, the employee may select, within five (5) business days of receiving any final notice of discipline to appeal that determination through arbitration pursuant to this Agreement or the Civil Service Commission Appeals process. Such employee may not appeal a disciplinary action to both the Civil Service Commission and arbitration.

1. Employees electing to utilize the Grievance Procedure shall have the matter processed beginning at the Third Step of the grievance procedure through the Local 1245 Business Representative.

B. Procedure for Settlement of Grievances:

1. First Step-Immediate Supervisor

Any employee who believes that he or she has a grievance shall discuss such grievance with their immediate supervisor (designated for that purpose by the department head), with or without a Union representative, within five (5) regularly scheduled working days of the occurrence or knowledge of the event over which the employee believes he or she is aggrieved. The immediate supervisor shall orally answer the grievance within two (2) regularly scheduled working days.

In the event the grievance involves the immediate supervisor, the Department will designate someone else to hear the First Step.

2. Second Step-Department Head

- a. If the employee is dissatisfied with the immediate supervisor's answer and desires to pursue the matter, the grievance shall then be reduced to writing and submitted to the Department Head or their designee within ten (10) regularly scheduled working days after receipt of the immediate supervisor's oral answer.

- b. The grievance must be in writing and must:

- i. state the facts on which it is based;
- ii. state when the event occurred;
- iii. specify the Section(s) of the Agreement allegedly violated;
- iv. specify the desired resolution; and
- v. be signed by the employee and Local 1245 Business Representative or their designee.

- c. Within three (3) regularly scheduled working days following appropriate submission of the written grievance, the Department Head and/or their designee, who has authority to resolve the grievance, shall meet with the employee and a Union representative to discuss the grievance. A written answer shall be given by the Department Head or their designee to the employee and Local 1245 representative within five (5) regularly scheduled working days after the date of this Second Step meeting.
- 3. Third Step-Human Resources Director
 - a. If Local 1245 is dissatisfied with the Second Step answer and desires to pursue the matter, Local 1245 Business Representative or his designee shall notify the Director of Human Resources in writing of its appeal within five (5) regularly scheduled working days after receipt of the Second Step answer.
 - b. Within ten (10) regularly scheduled working days after receipt by the Director of Local 1245's notice of appeal, the grievance shall be reviewed and discussed at a meeting between the Grievance Committees of Local 1245 and the City. Within five (5) regularly scheduled working days after the date of said meeting, a written answer shall be given by the City's Grievance Committee to Local 1245's Grievance Committee, with a copy to the employee.
- 4. Fourth Step-Selection of Neutral; Mediation Upon Mutual Agreement
 - a. If Local 1245 is dissatisfied with the Third Step answer and desires to pursue the matter to Fourth Step mediation, it shall so advise the Director in writing within ten (10) regularly scheduled working days after receipt of the Third Step answer. Such notice to the Director shall specify the Section(s) of the Agreement allegedly violated and the specific reasons the Third Step answer is considered unacceptable. The mediation procedure in Fourth Step, paragraph (c) will be used only if the City and Local 1245 agree that mediation will be effective in resolving the dispute. If the parties do not mutually agree to mediation, Local 1245 may alternatively elect to move to Fifth Step – Arbitration.
 - b. The Director and Local 1245 representative shall jointly and promptly select an impartial mediator. If within five (5) regularly scheduled working days after receipt of Local 1245's appeal to Step 4 the parties are unable to agree on a mediator, the

Director and Local 1245 Business Representative shall send a joint letter to the State Mediation and Conciliation Service to provide a list of seven (7) qualified mediators. Within three (3) working days' receipt of said list, the Director, or designee, and Union Business Representative, or designee, shall alternately strike a name from the list, and the last name remaining shall be designated as the mediator. The order of striking shall be determined by coin toss with the winner of the toss making the second strike.

- c. The mediator shall meet with the parties in an effort to resolve the grievance through mediation.

If the parties are unable to reach a resolution at the Fourth Step, either party may confirm the conclusion of the Fourth Step in writing to the other party. Within ten (10) regularly scheduled working days following the written notice, and should Local 1245 elect to move to Fifth Step – Arbitration, the parties will select an arbitrator as set forth in Fifth Step – Arbitration.

5. Fifth Step-Arbitration

Following their selection, the arbitrator, who shall be selected pursuant Section 6.5, 4.b., shall immediately set the matter for hearing within a period of not more than thirty (30) working days from the conclusion of Step 3 or 4 (if applicable), or as soon as administratively possible.

The arbitrator shall be limited to resolving grievable matters as defined in this Article as raised in the formal grievance originally filed by the employee and/or Local 1245. The arbitrator shall examine the case to the extent and manner justified. The arbitrator shall hold such hearings and shall consider such evidence as appears necessary and proper. The first hearing should be held within ninety (90) days of the date of referral to arbitration, subject to the arbitrator's availability and/or mutual agreement to extend by the parties.

Following the hearings and prior to the arbitrator's final decision, the arbitrator shall submit a proposed decision to the parties for their review and the opportunity to submit additional information prior to the issuance of the arbitrator's final decision. The arbitrator's decision shall be advisory on the City Manager. The City Manager shall conduct a review of the arbitrator's decision with the authority to either affirm, reverse, or modify the arbitrator's decision. The City Manager shall render a decision within two (2) weeks after the arbitrator issues their decision and the City Manager's decision shall be final and binding on the parties. However, should the City Manager not render a decision within thirty (30) days, the arbitrator's decision will become binding on the parties.

The arbitrator shall have no power to alter, change, detract from, or add to the provisions governing the labor relations of the City and its employees, including, but not limited to, the MMBA, and this Agreement.

The fees and expenses for arbitration shall be shared equally by the parties.

For a contractual grievance involving or concerning the payment of compensation, the arbitrator shall not make any retroactive adjustment for more than sixty (60) days from the date upon which the complaint was filed.

- C. The time limits specified in this section may be extended or waived by mutual written agreement between the parties. Failure on the part of Local 1245 and/or employee to meet the specified time limit(s) shall preclude further processing of the grievance. Failure on the part of the City to meet such time limit(s) shall, at Local 1245's option, move the grievance to the next step in the Grievance Procedure. This also includes the time limits that are set for the scheduling of mediation and arbitration sessions.
- D. Union representatives shall suffer no loss of pay from the regularly scheduled work for time necessarily spent investigating complaints and processing grievances under Section 6.5.
 - 1. For the purpose of Section 6.5, eligible Union representatives shall be limited to Local 1245 Business Representative, the Executive Officer in charge of grievances, and not more than nine (9) shop stewards.
 - 2. Not more than three (3) Union representatives shall attend Joint Grievance Committee meetings, mediation sessions and hearings.
 - 3. Not more than three (3) City representatives shall attend Joint Grievance Committee meetings, mediation sessions and hearings.
- E. A grievance concerning matters directly affecting five (5) or more employees in the bargaining unit in one or more departments/divisions shall be filed not later than ten (10) regularly scheduled working days following the occurrence which is being grieved and shall be signed by the Chairperson of Local 1245 Grievance Committee. Such grievance may be processed, at Local 1245's option, starting at the Second or Third Step of the Grievance Procedure and filed on behalf of specific grievants and or "All Affected."
- F. Local 1245 shall promptly inform the City in writing as to the membership of the Committee of Union Representatives and any changes of its representatives.
- G. Wherever the words "regularly scheduled working days" are used in this Agreement, such words shall be defined as those days which are scheduled for work from Monday through Friday, both inclusive, excluding holidays

recognized under this Agreement.

- H. **Grievance Settlement** - The City will make every reasonable effort to effectuate remedies provided for in a grievance settlement within ninety (90) calendar days of such settlement after receipt of all necessary information and/or documentation, unless otherwise agreed by the parties in the grievance settlement documentation.
- I. This Grievance Procedure supersedes the employee grievance procedure set forth in Administrative Rule 2.3., and the said Rule shall be of no further force and effect between the parties during the term of this Agreement.
- J. Local 1245 will endeavor to ensure that all of its witness and information requests are valid and pertinent to any grievance matter being processed. The City shall respond promptly to all information requests presented in writing (letter or electronically) by Local 1245. If an item requested is denied, the City will provide its rationale for denying such request.

6.6. SENIORITY

- A. **Seniority Defined**
 - 1. Seniority shall mean continuous service with the City as an employee covered by this Agreement.
 - 2. For purposes of *layoff* or recall, when two or more employees within the same classification have the same seniority date, order of seniority shall be determined through Civil Service final score, as listed on the Register of Eligibles for that classification. Seniority shall be in descending order of final scores, with the employee with the highest final score being considered most senior and the employee with the lowest final score being considered least senior.
- B. **Adjustment in Seniority**
 - 1. Except to the extent prohibited by law, seniority shall be adjusted for any period of absence without pay from the service of the City of more than thirty (30) continuous calendar days.
- C. **Excluded Service**
 - 1. Seniority shall not include any time spent working with the City in a temporary or seasonal position.
- D. **Seniority List**
 - 1. The City shall provide Local 1245 with a current seniority list of all bargaining unit employees as of January 1st of each year by January 31st of each year.

E. Probationary Employees

1. Probationary employees have no seniority rights until they have successfully completed their original probationary period. Upon successful completion of the original probationary period, the employee's name shall be added to the seniority list and their seniority date shall be the employee's date of hire into the position for which the probationary period was served.
2. The original probationary period for all employees hired on or after July 1, 1998 shall be 365 continuous calendar days (12 months). Newly hired Communications Operators I and newly hired Communications Operators II probationary period shall be 547 continuous days (18 months).
3. When the City offers and awards an open and competitive promotional opportunity within their class series to a probationary employee who has not completed their original twelve (12) month probationary period, the employee will be subject to the promotional probation period of six (6) months and will serve a minimum of twelve (12) months in combined original and promotional probationary periods.

Employees who successfully complete their promotional probationary period and a minimum of a combined twelve (12) months in their original promotional probationary periods will be considered to have completed both their original and promotional probationary periods.

Employees who do not successfully complete at least twelve (12) months of their combined original and promotional probationary periods shall not be granted any of the property rights considered to be held by employees during a promotional probationary period, including as set forth in Civil Service Rule 17.5. Employees who have completed less than a twelve (12) month combined original and promotional probationary period, may, at the discretion of the City, be returned to their prior position if there is a vacancy in said position.

Employees who do not successfully complete their promotional probationary period will receive credit for the lesser of (i) the amount of time spent in their original probationary period prior to accepting the promotional position or (ii) nine (9) months.

4. The City may extend the probationary period (either initial or promotional) for new employees and incumbent employees who are promoted for a period not to exceed six (6) additional months due to special circumstances surrounding administrative licensing and certification needs specific to the classification.
 - a. For purposes of this section, "special circumstances" and "administrative" references are understood to be limited to matters related to the scheduling/rescheduling of associated courses, testing and training beyond the employee's or the City's control.

- b. Such extensions shall not be arbitrarily applied and shall be added by mutual agreement between the City and IBEW Local Union 1245.

F. Annual Leave Scheduling/Shift Assignments

- 1. Seniority, as defined in Section 6.6 (A) above, shall be applied on a budgeted divisional basis within classification for annual leave scheduling. Nothing herein shall preclude a Department Head or their designee and the employees in that department from mutually agreeing, without prejudice or precedent, to some other formula or method of scheduling annual leave.
- 2. In the Police Department, seniority, as defined in Section 6.6 (A) above, shall be applied on a budgeted divisional basis within classification for shift selection for non-probationary employees in the following classifications: Police Clerk, Communications Operator I, Communications Operator II, Communications Center Supervisor, Police Assistant, and Senior Police Assistant. It is understood and agreed that shifts covered by this provision only pertain to operations that are scheduled for six (6) or seven (7) days of coverage per week. Operations that are day shift operations only are not covered by this subsection (Section 6.6, F- 2). Nothing herein shall preclude the Chief of Police, or their designee and the employees covered by this subsection from agreeing, without prejudice or precedent, to some other formula or method of selecting shifts.
 - a. Non-probationary employees assigned to the following classifications: Communications Operator I, Communications Operator II, Communications Center Supervisor, Police Assistant, Senior Police Assistant and Police Clerks shall be entitled to select by seniority the same shift for all rotations during a single calendar year during the term of this Agreement. There shall be up to four (4) rotations per year at the discretion of the Chief of Police.
- 3. Where an employee covered by this Agreement is transferred from one department to another department, such employee shall not be entitled to exercise their seniority in regard to annual leave scheduling until the expiration of six (6) months after the date of initial transfer.

G. Loss of Seniority

- 1. Unless otherwise specified in this Agreement, no employee shall suffer loss of seniority unless he or she:
 - a. Is discharged; provided, however, that nothing herein shall be construed as bringing within the scope of the Grievance Procedure those matters which arise under Section 803(n) and (o) of the City Charter;

- b. Resigns or voluntarily quits;
- c. Is absent from work for more than two (2) years due to layoff;
- d. Fails to return to work upon completion of an approved leave of absence; or
- e. Fails to report for work when recalled as provided in this section.

6.7. NO STRIKES, LOCKOUTS OR WORK STOPPAGES

- A. There shall be no strikes, lockouts, work stoppages or disruptions of work of any kind during the life of this Agreement.

6.8. MODIFICATIONS UPON MUTUAL CONSENT

- A. Except as specifically provided in this Agreement, during the life of this Agreement no meet and confer sessions or collective negotiations on the matter of wages, hours or working conditions covered by this Agreement shall take place without the mutual consent of the parties.

6.9. MEDIATION

- A. Mediation means effort by an impartial third party to assist in reconciling a dispute regarding wages, hours and other terms and conditions of employment between representatives of the City and Local 1245, through interpretation, suggestion and advice.

**SECTION 7
MISCELLANEOUS**

7.1. FILLING OF VACANT POSITIONS

The City retains the sole and exclusive right to determine when and if a vacant position will be filled. Such decision shall not be subject to grievance or arbitration.

7.2. SAFETY

- A. It is the policy of the City to comply with all federal, state and local health and safety regulations to provide a work environment as free as practicable from recognized hazards. Employees are expected to comply with all safety and health requirements whether established by the City or by federal, state or local law.
 - 1. No employee shall be expected to work in the presence of any valid safety or health hazard. Should any employee believe that such conditions exist, the employee should so notify a supervisor to determine the degree of the existing hazard.
 - 2. It is the responsibility of management and supervisory personnel to provide suitable safety equipment, training and supervision to each employee and to address known safety hazards.
 - 3. Should an employee or Local 1245 believe that any of the above provisions have been violated, the employee or Local 1245 may enforce such provisions through the California Department of Industrial Relations.
- B. Appropriate safety equipment will be furnished and maintained by the City in a condition suitable for its purpose. Employees are to appropriately maintain City-provided personal protective safety equipment. The City will be responsible for the reasonable replacement cost of such equipment only when the need for such replacement does not arise out of the employee's negligence or carelessness.
- C. The City agrees to allow one (1) employee designated by Local 1245 to accompany an OSHA Inspector and any other persons who may be designated by the City on any appropriate inspection tour of a City facility at which employees in this bargaining unit normally work. Time necessarily lost by the employee from their regularly scheduled work shall be compensated at said employee's regular straight-time rate of pay.
- D. The City and Local 1245 shall establish a Joint Safety Committee consisting of three (3) employee representatives appointed by Local 1245 and three (3) City representatives.
 - 1. It shall be the right of the committee members to (a) report and discuss

unsafe conditions they may observe, or which may be called to their attention, including accidents; (b) assist in the development and dissemination of safety information to the employees; and (c) make recommendations with respect to the adequacy of the safety devices, safety equipment and safety practices within the City's operation.

2. The Joint Safety Committee shall have a regular monthly meeting unless there are no matters to be discussed. A report relative to the discussions at and results of such meeting shall be prepared and sent within five (5) calendar days to the City Manager. Time necessarily lost by the Joint Safety Committee members from their regularly scheduled work shall be compensated at said employees' regular straight-time rate of pay.

The Joint Safety Committee shall not file or handle grievances involving safety.

- E. Unless exigent circumstances exist, the City will notify Local 1245's assigned Business Representative as soon as practically possible, but in no case later than twenty-four (24) hours, after the City knows or with diligent inquiry would have known of the death or serious injury or illness as defined in Section 330(h), Title 8, California Administrative Code. Additionally, the City will, as soon as practicably possible, notify Local 1245 of any scheduled or unscheduled CalOSHA investigations related to the death or serious injury or illness as defined in Section 330(h), Title 8, California Administrative Code or complaint investigations that may occur.

7.3. TRANSFERS AND ASSIGNMENTS

A. Out of Class Assignments

1. The City shall have the right to temporarily transfer or assign employees irrespective of their seniority status from one job classification to another to cover for employees who are absent, to fill temporary vacancies, or to take care of unusual conditions or situations which may arise.
 - a. In no case shall an employee in an out of class assignment suffer a loss in pay as a result of such a transfer.
 - b. When an employee is in an out of class assignment such employee shall receive the rate of pay applicable as if the employee were promoted to such position, for each day such work is performed. The employee shall be placed on step 1 in the new higher range or placed at the next higher step which provides at least a minimum five percent (5%) increase for the employee, provided that employees serving in such positions shall not receive a rate of pay above the maximum step of the range of the position in which they are serving in an acting capacity.

2. The commencement and termination of each such out of class assignment shall be immediately reported by the employee's supervisor on a form designated for that purpose by the Human Resources Department. The employee involved shall promptly receive a copy of each such completed form.
3. When an employee is transferred or assigned to a position within a higher pay range such employee may remain in such higher-rated position as long as they perform satisfactorily and the need for filling such position on a temporary basis continues to exist. In no event, however, shall a temporary assignment or transfer exceed nine hundred and sixty (960) hours. Employees who work beyond four hundred and eighty (480) hours will continue to receive "acting pay" when they are on paid leave.
4. Any employee in an out of class assignment pursuant to this Section shall not acquire any permanent title or right to the applicable position but, shall retain their seniority in the permanent classification from which such out of class assignment was made.
5. This Section specifically supersedes and renders null and void any and all Civil Service Commission Rules and Regulations in conflict herewith, and the Civil Service Commission shall be foreclosed from dealing with such matters for positions within the bargaining unit.

B. Permanent Transfers/Assignments

1. Employees who wish to transfer permanently from one position in a classification to another position in the same classification shall so inform the Human Resources Department, which shall maintain a transfer list of such employees.
2. When a vacancy occurs within the City, the Human Resources Department shall poll the employees whose names are on the transfer list to determine who is interested in being considered for the vacancy. The Human Resources Department shall convey the transfer list with appropriate documentation to the appropriate department for consideration; the employees may be interviewed at the discretion of the department involved.

C. Promotions

Upon promotion, the employee promoted shall be placed on Step 1 in the new higher salary range or placed at the salary step which is a minimum five percent (5%) salary increase for the employee, whichever is greater, not to exceed the highest salary step of the new salary range.

7.4. CERTIFICATION/LICENSE FEES

- A. Employees who are required as a condition of employment or continued employment to obtain state certification or licensing in the field in which they are employed by the City shall have such costs associated covered (at management's sole discretion) or shall be reimbursed by the City for the annual cost of such certificate or license
- B. Unless outside of the employee or the City's control, the City and the employee will make reasonable efforts to schedule any training, certification or licensing during an employee's regularly schedule hours/workday/workweek.

7.5. TRAINING FOR SUPERVISORY EMPLOYEES

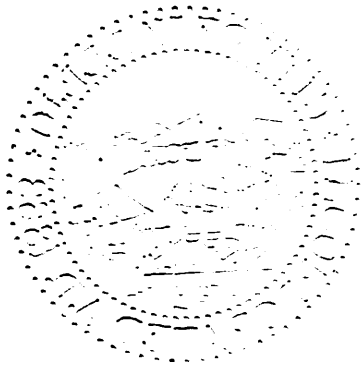
- A. Individuals in supervisory classifications or lead worker positions who are responsible for supervising personnel as part of their daily job duties and functions will receive training within the first year of their appointment into their supervisor/lead-worker position and may request or will be provided additional supervisory and/or leadership training on an annual basis to continue their development of supervisory/leadership skills as deemed appropriate by their Department, Human Resources, or the City Manager. This provision will take effect following ratification of this Agreement by Local 1245 and adoption by the City Council in accordance with the Government Code and the MMBA.

**SECTION 8
TERM OF AGREEMENT**

- A. This Agreement shall become effective upon adoption by the City Council and shall remain in full force and effect through June 30, 2024. The parties may, by mutual consent expressed in writing, extend this Agreement for a period of time specified therein.

- B. Upon the giving of the notice provided above, the parties shall promptly meet, negotiate and attempt to resolve differences concerning proposed amendments and changes submitted by either of them. Should the parties fail to agree upon said requested amendments and changes, all such differences shall be submitted and determined in accordance with the applicable provisions of the City Charter and laws then in existence as described below.

SIGNATURES APPEAR ON THE FOLLOWING PAGE



**SECTION 9
SIGNATURE PAGE**

In WITNESS WHEREOF, the parties hereto, acting by and through their duly authorized Representatives have executed this Agreement the 3rd day of, October 2022.

FOR THE CITY OF VALLEJO

DocuSigned by:
Mike Malone
17F456EA9344448...
Mike Malone, City Manager

10/6/2022
Date

FOR THE UNION


Bob Dean, Business Manager

10/03/2022
Date

APPROVED AS TO CONTENT

DocuSigned by:
Rachel Ferguson
8EF9E9DE231947F...
Rachel Ferguson, Human Resources Director

10/6/2022
Date


Kim Camatti, Business Representative

10/03/2022
Date

APPROVED AS TO FORM

DocuSigned by:
Veronica R.F. Nebb
E455188E992E47A...
Veronica Nebb, City Attorney

10/7/2022
Date

ATTEST

DocuSigned by:
Dawn G. Abrahamson
1489DDA6695D425...
Dawn G. Abrahamson, City Clerk

10/7/2022
Date



**APPENDIX A
CLASSIFICATIONS**

Pursuant to Section 1 of this Agreement, employees of the City of Vallejo who now or may hereinafter occupy positions in the classifications set forth below are considered to be within the bargaining unit represented by the International Brotherhood of electrical workers, Local 1245. Persons employed pursuant to the "Comprehensive Employment and Training Act" are excluded from said unit.

CLASSIFICATION TITLE	RANGE NUMBER valid to 01/01/2022	CLASS CODE
Accountant	38	2430
Accounting Clerk I	19	1230
Accounting Clerk II	23	1235
Accounting Technician	34	2370
Administrative Clerk I	15	1200
Administrative Clerk II	19	1205
Advanced Water Treatment Plant Operator	52A	2335
Assistant Engineer	41	2450
Assistant Planner	38	2405
Associate Civil Engineer	47	2465
Associate Planner	42	2410
Building Inspection Supervisor	53	2215
Building Inspector I	39	2200
Building Inspector II	42	2205
Building Maintenance Worker I	26	2600
Building Maintenance Worker II	30	2605
Building Permit Technician I	31	2206
Building Permit Technician II	34	2207
Building Supervisor	37	2610
Cashier Clerk	15	1258
Code Enforcement Officer	35	2305
Communications Operator I	23	2245
Communications Operator II	35	2250
Communications Supervisor	41	2255
Crime Analyst	41	2495
Customer Service Representative	23	1260
Customer Service Supervisor	35	1269
Electrician	36	2640
Engineering Technician I	32	2270
Engineering Technician II	39	2275
Equipment Maintenance Supervisor	39	2670

CLASSIFICATION TITLE	RANGE NUMBER	CLASS CODE
Equipment Mechanic I	29	2660
Equipment Mechanic II	33	2665
Executive Secretary	30	1220
Fire Prevention Inspector (Non-Safety)	39	2318
Geographic Information Systems Specialist I	41	2105
Geographic Information Systems Specialist II	45	2110
Geographic Information Systems Specialist III	49	2115
Heavy Equipment Operator	32	2635
Housing Specialist I	25A	2224
Housing Specialist II	29A	2225
Housing Specialist Supervisor	39	2237
Information Services Specialist	40	2368
Information Systems Support Technician I	30	2366
Information Systems Support Technician II	34	2367
Instrument Technician I	34	2641
Instrument Technician II	38	2644
Laboratory Analyst I	31	2345
Laboratory Analyst II	33	2355
Landscape Inspector	37	2295
Maintenance Worker I	24	1601
Maintenance Worker II	28	1602
Marina Maintenance Attendant	23	1645
Marina Office Attendant	23	1300
Marina Supervisor	37	1655
Meter Mechanic	28	2651
Meter Reader	25	1245
Parts Specialist	25	2655
Payroll Supervisor	44	3010
Plan Check Engineer	53	5010
Planning Technician	31	2403
Police Assistant	31	2000
Police Clerk	22	1290
Police Clerk Supervisor	28	1296
Police Records Supervisor	31	1295
Public Works Maintenance Worker I - PIO	22	1600
Public Works Maintenance Worker I - Class A - PIO	23	1630
Public Works Maintenance Worker II - PIO	26	1605
Public Works Maintenance Worker II - Class A - PIO	27	1635
Public Works Supervisor	37	1625
Records Coordinator	23	1275
Reservoir Keeper I	27	1660

CLASSIFICATION TITLE	RANGE NUMBER	CLASS CODE
Reservoir Keeper II	31	1661
Secretary	24	1215
Senior Accountant	44	2483
Senior Administrative Clerk	22	1210
Senior Building Inspector	43	2213
Senior Building Maintenance Worker	34	2609
Senior Civil Engineer	51	2470
Senior Code Enforcement Officer	46	2315
Senior Community Development Analyst	48	2425
Senior Customer Service Representative	27	1265
Senior Engineering Technician	43	2280
Senior Equipment Mechanic	36	2666
Senior Housing Specialist	32	2230
Senior Instrument Technician	43	2645
Senior Landscape Inspector	41	2300
Senior Meter Mechanic	33	2652
Senior Meter Reader	29	1250
Senior Police Assistant	35	2005
Senior Public Works Maintenance Worker	30	1610
Senior Utility Mechanic	41	2654
Senior Water Distribution Technician	36	2619
Technical Services Media Coordinator	38	2361
Traffic and Lighting Technician I	32	2642
Traffic and Lighting Technician II	36	2643
Tree Maintenance Worker	30	1615
Utility Field Representative	29	1255
Utility Mechanic I	32	2650
Utility Mechanic II	36	2653
Utility Supervisor	37	2630
Warehouse Specialist	26	1305
Warehouse Supervisor	32	1310
Water Distribution Technician	32	2616
Water Maintenance Worker I	25	1622
Water Maintenance Worker II	29	1623
Water Quality Analyst	39	2500
Water Treatment Plant Operator	50A	2330
Water Treatment Plant Operator Trainee I	27	2320
Water Treatment Plant Operator Trainee II	31	2325
Water Treatment Plant Supervisor	56A	2340
Water Treatment Plant Regulatory Compliance Officer	56A	2341

CITY OF VALLEJO										
IBEW										
Effective		Per Reso. 21-								
December 18, 2021		2% COLA								
Grade	Class Code	Status	Classification Title	Entry	Step					Maximum
					Step 1	Step 2	Step 3	Step 4	Step 5	
1				Hourly	12,739.7	13,376.7	14,045.5	14,747.8	15,485.2	
				Bi-weekly	1,019.18	1,070.14	1,123.64	1,179.82	1,238.82	
				Monthly	2,208.22	2,318.63	2,434.55	2,556.29	2,684.10	
				Annual	26,498.58	27,823.54	29,214.64	30,675.42	32,209.22	
2				Hourly	13,060.8	13,713.8	14,399.4	15,119.5	15,875.4	
				Bi-weekly	1,044.86	1,097.10	1,151.95	1,209.56	1,270.03	
				Monthly	2,263.87	2,377.06	2,495.90	2,620.71	2,751.74	
				Annual	27,166.46	28,524.70	29,950.75	31,448.56	33,020.83	
3				Hourly	13,387.2	14,056.5	14,759.4	15,497.4	16,272.2	
				Bi-weekly	1,070.98	1,124.52	1,180.75	1,239.79	1,301.78	
				Monthly	2,320.45	2,436.46	2,558.30	2,686.22	2,820.52	
				Annual	27,845.38	29,237.52	30,699.55	32,234.59	33,846.18	
4				Hourly	13,721.1	14,407.2	15,127.6	15,884.0	16,678.1	
				Bi-weekly	1,097.69	1,152.58	1,210.21	1,270.72	1,334.25	
				Monthly	2,378.32	2,497.25	2,622.12	2,753.23	2,890.87	
				Annual	28,539.89	29,966.98	31,465.41	33,038.72	34,690.45	
5				Hourly	14,062.5	14,765.6	15,504.0	16,279.1	17,093.1	
				Bi-weekly	1,125.00	1,181.25	1,240.32	1,302.33	1,367.45	
				Monthly	2,437.50	2,559.37	2,687.36	2,821.71	2,962.80	
				Annual	29,250.00	30,712.45	32,248.32	33,660.53	35,553.65	
6				Hourly	14,410.9	15,131.4	15,887.9	16,682.3	17,516.5	
				Bi-weekly	1,152.67	1,210.51	1,271.03	1,334.58	1,401.32	
				Monthly	2,497.89	2,622.78	2,753.90	2,891.60	3,036.19	
				Annual	29,974.67	31,473.31	33,046.83	34,699.18	36,434.32	
7				Hourly	14,774.1	15,512.8	16,288.4	17,102.9	17,957.9	
				Bi-weekly	1,181.93	1,241.02	1,303.07	1,368.23	1,436.63	
				Monthly	2,560.84	2,688.89	2,823.32	2,964.50	3,112.70	
				Annual	30,730.13	32,266.62	33,879.87	35,574.03	37,352.43	
8				Hourly	15,144.3	15,901.6	16,696.7	17,531.5	18,408.0	
				Bi-weekly	1,211.54	1,272.13	1,335.74	1,402.52	1,472.64	
				Monthly	2,625.01	2,756.28	2,894.10	3,038.79	3,190.72	
				Annual	31,500.14	33,075.33	34,729.14	36,465.52	38,288.64	
9				Hourly	15,521.7	16,297.9	17,112.7	17,968.4	18,866.8	
				Bi-weekly	1,241.74	1,303.83	1,369.02	1,437.47	1,509.34	
				Monthly	2,690.43	2,824.97	2,966.20	3,114.52	3,270.25	
				Annual	32,285.14	33,899.63	35,584.42	37,374.27	39,242.94	
10				Hourly	15,906.3	16,701.6	17,536.8	18,413.6	19,334.2	
				Bi-weekly	1,272.50	1,336.13	1,402.94	1,473.09	1,546.74	
				Monthly	2,757.09	2,894.94	3,039.71	3,191.69	3,351.26	
				Annual	33,085.10	34,739.33	36,476.54	38,300.29	40,215.14	
11				Hourly	16,305.6	17,120.9	17,976.9	18,875.7	19,819.5	
				Bi-weekly	1,304.45	1,369.67	1,438.15	1,510.66	1,585.56	
				Monthly	2,826.30	2,967.62	3,116.00	3,271.79	3,435.38	
				Annual	33,915.65	35,611.47	37,391.95	39,261.46	41,224.56	

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IBEW
Salary Schedule

12		Hourly	16.7121	17.5477	18.4251	19.3463	20.3136
		Bi-weekly	1,336.97	1,403.82	1,474.01	1,547.70	1,625.09
		Monthly	2,896.76	3,041.60	3,193.68	3,353.36	3,521.02
		Annual	34,761.17	36,499.22	38,324.21	40,240.30	42,252.29
13		Hourly	17.1336	17.9903	18.8896	19.8342	20.8260
		Bi-weekly	1,370.69	1,439.22	1,511.18	1,586.74	1,666.06
		Monthly	2,969.82	3,116.32	3,274.23	3,437.93	3,609.84
		Annual	35,637.89	37,419.82	39,290.76	41,255.14	43,318.08
14		Hourly	17.5617	18.4399	19.3618	20.3299	21.3465
		Bi-weekly	1,404.94	1,475.19	1,548.94	1,626.39	1,707.72
		Monthly	3,044.03	3,196.25	3,356.05	3,523.85	3,700.06
		Annual	36,528.34	38,354.99	40,272.54	42,286.19	44,400.72
15	Administrative Clerk I	Hourly	17.9975	18.8973	19.8423	20.8343	21.8760
	Cashier Clerk	Bi-weekly	1,439.60	1,511.78	1,587.38	1,666.74	1,750.08
		Monthly	3,119.57	3,275.53	3,439.33	3,611.28	3,791.84
		Annual	37,434.80	39,306.38	41,271.98	43,335.34	45,502.08
16		Hourly	18.4472	19.3696	20.3381	21.3549	22.4227
		Bi-weekly	1,475.78	1,549.57	1,627.05	1,708.39	1,793.82
		Monthly	3,197.52	3,357.40	3,525.27	3,701.52	3,886.60
		Annual	38,370.18	40,288.77	42,303.25	44,418.19	46,639.22
17		Hourly	18.9120	19.8577	20.8505	21.8931	22.9877
		Bi-weekly	1,512.96	1,588.62	1,668.04	1,751.45	1,839.02
		Monthly	3,278.08	3,442.00	3,614.09	3,794.80	3,984.54
		Annual	39,336.96	41,304.02	43,369.04	45,537.65	47,814.42
18		Hourly	19.3836	20.3528	21.3704	22.4390	23.5609
		Bi-weekly	1,550.69	1,628.22	1,709.63	1,795.12	1,884.87
		Monthly	3,359.82	3,527.82	3,704.20	3,889.43	4,083.89
		Annual	40,317.89	42,333.82	44,450.43	46,673.12	49,006.67
19	Accounting Clerk I	Hourly	19.8703	20.8638	21.9071	23.0023	24.1525
	Administrative Clerk II	Bi-weekly	1,589.62	1,669.10	1,752.57	1,840.18	1,932.20
		Monthly	3,444.19	3,616.39	3,797.23	3,987.07	4,186.43
		Annual	41,330.22	43,396.70	45,566.77	47,844.78	50,237.20
20		Hourly	20.3639	21.3822	22.4512	23.5737	24.7524
		Bi-weekly	1,629.11	1,710.58	1,796.10	1,885.90	1,980.19
		Monthly	3,529.74	3,706.25	3,891.54	4,086.11	4,290.42
		Annual	42,356.91	44,474.98	46,698.50	49,033.30	51,484.99
21		Hourly	20.8721	21.9157	23.0115	24.1621	25.3702
		Bi-weekly	1,669.77	1,753.26	1,840.92	1,932.97	2,029.62
		Monthly	3,617.63	3,798.72	3,988.66	4,188.10	4,397.50
		Annual	43,413.97	45,584.66	47,863.92	50,257.17	52,770.02
22	Bridge Operator	Hourly	21.3949	22.4647	23.5879	24.7673	26.0057
	Police Clerk	Bi-weekly	1,711.59	1,797.16	1,887.03	1,981.38	2,080.46
	Public Works Maintenance Worker I	Monthly	3,708.45	3,893.88	4,088.57	4,293.00	4,507.66
	Sr. Administrative Clerk Word Processing Operator	Annual	44,501.39	46,726.58	49,062.83	51,515.98	54,091.86
23	Accounting Clerk II	Hourly	21.9322	23.0208	24.1803	25.3993	26.6588
	Communications Operator I	Bi-weekly	1,754.58	1,842.30	1,934.42	2,031.14	2,132.70
	Customer Service Representative	Monthly	3,801.58	3,991.66	4,191.25	4,400.81	4,620.86
	Marina Maintenance Attendant	Annual	45,618.98	47,899.90	50,295.02	52,809.74	55,450.30
	Marina Office Attendant						
	Public Works Maintenance Worker I- Class A Records Coordinator						

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24	Maintenance Worker I	Hourly	22,484.00	23,608.10	24,788.60	26,028.00	27,329.40
	Secretary	Bi-weekly	1,798.72	1,888.65	1,983.09	2,082.24	2,186.35
		Monthly	3,897.23	4,092.07	4,296.69	4,511.52	4,737.10
		Annual	46,766.72	49,104.85	51,560.29	54,138.24	56,845.15
25	Meter Reader	Hourly	23,043.00	24,195.20	25,404.90	26,675.10	28,008.90
	Parts Specialist	Bi-weekly	1,843.44	1,935.62	2,032.39	2,134.01	2,240.71
	Water Maintenance Worker I	Monthly	3,994.12	4,193.84	4,403.52	4,623.68	4,854.88
		Annual	47,929.44	50,326.02	52,842.19	55,484.21	58,258.51
25A	Housing Specialist I	Hourly	23,156.60	24,316.50	25,532.30	26,809.00	28,149.50
		Bi-weekly	1,852.69	1,945.32	2,042.58	2,144.72	2,251.96
		Monthly	4,014.16	4,214.86	4,425.60	4,646.89	4,879.25
		Annual	48,169.69	50,578.32	53,107.18	55,762.72	58,550.96
26	Building Maintenance Worker I	Hourly	23,616.40	24,797.10	26,037.00	27,336.90	28,705.80
	Computer Operations Specialist	Bi-weekly	1,889.31	1,983.77	2,082.96	2,187.11	2,296.46
	Housing Accounting Specialist	Monthly	4,093.51	4,296.16	4,513.08	4,738.74	4,975.67
	Public Works Maintenance Worker II	Annual	49,122.11	51,577.97	54,156.96	56,864.91	59,708.06
	Warehouse Specialist						
27	Pipe Mechanic I	Hourly	24,204.50	25,414.70	26,685.40	28,019.80	29,420.80
	Public Works Maintenance Worker II - Class A	Bi-weekly	1,936.36	2,033.18	2,134.83	2,241.58	2,353.66
	Reservoir Keeper I	Monthly	4,195.45	4,405.22	4,625.47	4,856.77	5,099.61
	Sr. Customer Service Representative	Annual	50,345.36	52,862.58	55,505.63	58,281.18	61,195.26
	Water Treatment Plant Oper. Trainee I						
27A		Hourly	25,967.90	27,266.30	28,629.70	30,061.10	31,564.10
		Bi-weekly	2,077.43	2,181.30	2,290.38	2,404.89	2,525.13
		Monthly	4,501.10	4,726.16	4,962.48	5,210.59	5,471.11
		Annual	54,013.23	56,713.90	59,549.78	62,527.09	65,653.33
28	Maintenance Worker II	Hourly	24,807.30	26,047.60	27,350.10	28,717.60	30,153.40
	Police Clerk Supervisor	Bi-weekly	1,984.58	2,083.81	2,188.01	2,297.41	2,412.27
	Sr. Marina Maintenance Attendant	Monthly	4,299.93	4,514.92	4,740.68	4,977.72	5,226.59
		Annual	51,599.18	54,179.01	56,888.21	59,732.61	62,719.07
29	Equipment Mechanic I	Hourly	25,424.20	26,695.40	28,030.20	29,431.70	30,903.20
	Sr. Meter Reader	Bi-weekly	2,033.94	2,135.63	2,242.42	2,354.54	2,472.26
	Utility Field Representative	Monthly	4,406.86	4,627.20	4,858.57	5,101.50	5,356.56
	Water Maintenance Worker II	Annual	52,882.34	55,526.43	58,302.82	61,217.94	64,278.66
29A	Housing Specialist II	Hourly	25,551.40	26,829.10	28,170.50	29,579.00	31,058.00
		Bi-weekly	2,044.11	2,146.33	2,253.64	2,366.32	2,484.64
		Monthly	4,428.91	4,650.38	4,882.89	5,127.03	5,383.39
		Annual	53,146.91	55,804.53	58,594.64	61,524.32	64,600.64
30	Building Maintenance Worker II	Hourly	26,063.10	27,366.30	28,734.60	30,171.30	31,679.90
	Drafting Technician	Bi-weekly	2,085.05	2,189.30	2,298.77	2,413.70	2,534.39
	Executive Secretary	Monthly	4,517.60	4,743.49	4,980.66	5,229.69	5,491.18
	IS Support Technician I	Annual	54,211.25	56,921.90	59,767.97	62,756.30	65,894.19
	Pipe Mechanic II						
	Sr. Public Works Maintenance Worker						
	Tree Maintenance Worker						
31	Building Permit Technician I	Hourly	26,716.40	28,052.10	29,454.80	30,927.50	32,473.90
	Code Enforcement Technician	Bi-weekly	2,137.31	2,244.17	2,356.38	2,474.20	2,597.91
	Planning Technician	Monthly	4,630.84	4,862.36	5,105.50	5,360.77	5,628.81
	Police Assistant	Annual	55,570.11	58,348.37	61,265.98	64,329.20	67,545.71
	Police Records Supervisor						
	Reservoir Keeper II						
	Revenue Collection Technician						
	Water Treatment Plant Operator Trainee II						

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31A		Hourly	28.4798	29.9039	31.3991	32.9690	34.6175
		Bi-weekly	2,278.38	2,392.31	2,511.93	2,637.52	2,769.40
		Monthly	4,936.50	5,183.34	5,442.51	5,714.63	6,000.37
		Annual	59,237.98	62,200.11	65,310.13	68,575.52	72,004.40
32	Administrative Secretary	Hourly	27.3840	28.7533	30.1910	31.7005	33.2856
	Deputy City Clerk	Bi-weekly	2,190.72	2,300.26	2,415.28	2,536.04	2,662.85
	Engineering Technician I	Monthly	4,746.56	4,983.91	5,233.11	5,494.75	5,769.50
	Heavy Equipment Operator	Annual	56,958.72	59,806.86	62,797.28	65,937.04	69,234.05
	Meter Mechanic						
	Sr. Housing Specialist						
	Traffic & Lighting Technician I						
	Warehouse Supervisor						
Water Distribution Technician							
33	Equipment Mechanic II	Hourly	28.0667	29.4700	30.9435	32.4908	34.1152
	Graphics Coordinator	Bi-weekly	2,245.34	2,357.60	2,475.48	2,599.26	2,729.22
	Office Services Supervisor	Monthly	4,864.90	5,108.13	5,363.54	5,631.74	5,913.30
		Annual	58,378.74	61,297.60	64,362.48	67,580.86	70,959.62
34	Accounting Technician	Hourly	28.7710	30.2095	31.7201	33.3061	34.9713
	Building Permit Technician II	Bi-weekly	2,301.68	2,416.76	2,537.61	2,664.49	2,797.70
	IS Support Technician II	Monthly	4,986.97	5,236.31	5,498.15	5,773.06	6,061.69
	Senior Building Maintenance Worker	Annual	59,843.68	62,835.76	65,977.81	69,276.69	72,740.30
	Sr. Pipe Mechanic						
35	Code Enforcement Officer	Hourly	29.4897	30.9642	32.5124	34.1381	35.8449
	Communications Center Assistant	Bi-weekly	2,359.18	2,477.14	2,600.99	2,731.05	2,867.59
	Communications Operator II	Monthly	5,111.55	5,367.13	5,635.48	5,917.27	6,213.12
	Customer Services Supervisor	Annual	61,338.58	64,405.54	67,625.79	71,007.25	74,557.39
	Sr. Police Assistant						
36	Electrician	Hourly	30.2301	31.7417	33.3288	34.9952	36.7450
	Programmer Analyst I	Bi-weekly	2,416.41	2,539.34	2,666.30	2,799.62	2,939.60
	Senior Equipment Mechanic	Monthly	5,239.88	5,501.90	5,776.99	6,065.84	6,369.13
	Senior Water Distribution Technician	Annual	62,878.61	66,022.74	69,323.90	72,790.02	76,429.60
	Sr. Meter Mechanic						
	Traffic & Lighting Technician II						
36A	Laboratory Analyst I	Hourly	30.4025	32.0027	33.6870	35.4601	37.3264
36A		Bi-weekly	2,432.20	2,560.22	2,694.96	2,836.81	2,986.11
36A		Monthly	5,269.77	5,547.14	5,839.08	6,146.42	6,469.91
36A		Annual	63,237.20	66,565.62	70,068.96	73,757.01	77,638.91
37	Building Supervisor	Hourly	30.9853	32.5344	34.1612	35.8692	37.6627
	Construction Inspector	Bi-weekly	2,478.62	2,602.75	2,732.90	2,869.54	3,013.02
	Junior Engineer	Monthly	5,370.79	5,639.30	5,921.28	6,217.33	6,528.20
	Landscape Inspector	Annual	64,449.42	67,671.55	71,055.30	74,607.94	78,338.42
	Landscape Supervisor						
	Leased Property Negotiator						
	Maintenance Planner						
	Marina Supervisor						
	Public Works Supervisor						
	Water Operations Maintenance Planner						
38	Accountant*	Hourly	31.7618	33.3499	35.0174	36.7682	38.6067
	Assistant Planner	Bi-weekly	2,540.94	2,667.99	2,801.39	2,941.46	3,089.54
	Assistant Transportation Analyst*	Monthly	5,505.38	5,780.65	6,069.68	6,373.16	6,691.83

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		Community Development Analyst I*	Annual	66,064.54	69,367.79	72,836.19	76,477.86	80,301.94
		Technical Services Media Coord						
39		Building Inspector I	Hourly	32,553.5	34,181.1	35,890.2	37,684.7	39,569.0
		Building Rehabilitation Specialist*	Bi-weekly	2,604.28	2,734.49	2,871.22	3,014.76	3,165.52
		Engineering Technician II	Monthly	5,642.61	5,924.72	6,220.97	6,532.02	6,858.63
		Equipment Maintenance Supervisor*	Annual	67,711.28	71,096.69	74,651.62	78,384.18	82,303.52
		Fire Prevention Inspector (non-sworn)						
		Housing Specialist Supervisor						
		Rehabilitation Loan Officer*						
39A		Utility Mechanic I	Hourly	32,746.2	34,469.7	36,283.8	38,193.5	40,203.7
			Bi-weekly	2,619.70	2,757.58	2,902.70	3,055.48	3,216.30
			Monthly	5,676.01	5,974.75	6,289.19	6,620.21	6,968.64
			Annual	68,112.10	71,696.98	75,470.30	79,442.48	83,623.70
40		Computer System Administrator*	Hourly	33,366.4	35,034.8	36,786.5	38,625.9	40,557.1
		Information Services Specialist	Bi-weekly	2,669.31	2,802.78	2,942.92	3,090.07	3,244.57
		Programmer Analyst II*	Monthly	5,783.51	6,072.70	6,376.33	6,695.16	7,029.90
		Resource Management Specialist*	Annual	69,402.11	72,872.38	76,515.92	80,341.87	84,358.77
40A		Laboratory Analyst II	Hourly	33,780.7	35,558.6	37,430.1	39,400.2	41,473.8
			Bi-weekly	2,702.46	2,844.69	2,994.41	3,152.02	3,317.90
			Monthly	5,855.32	6,163.49	6,487.88	6,829.37	7,188.79
			Annual	70,263.85	73,961.69	77,854.61	81,952.42	86,265.50
41		Communications Supervisor	Hourly	34,201.3	35,911.3	37,707.0	39,592.2	41,571.8
		Crime Analyst*	Bi-weekly	2,736.10	2,872.90	3,016.56	3,167.38	3,325.74
		Geographic Information Systems Specialist I	Monthly	5,928.23	6,224.63	6,535.88	6,862.65	7,205.76
		Housing Operations Supervisor	Annual	71,138.70	74,695.50	78,430.56	82,351.76	86,469.34
		Sr. Construction Inspector						
		Sr. Landscape Inspector						
41A		Instrument Technician I	Hourly	34,405.3	36,216.1	38,122.2	40,128.6	42,240.6
			Bi-weekly	2,752.42	2,897.29	3,049.78	3,210.29	3,379.25
			Monthly	5,963.59	6,277.46	6,607.85	6,955.62	7,321.70
			Annual	71,563.02	75,329.49	79,294.18	83,467.49	87,860.45
42		Associate Planner	Hourly	35,057.6	36,810.5	38,651.0	40,583.6	42,612.6
		Building Inspector II	Bi-weekly	2,804.61	2,944.84	3,092.08	3,246.69	3,409.01
		Community Development Analyst II*	Monthly	6,076.65	6,380.49	6,699.51	7,034.49	7,386.18
			Annual	72,919.81	76,565.84	80,394.08	84,413.89	88,634.21
43		Assistant Civil Engineer*	Hourly	35,936.6	37,733.5	39,620.1	41,601.1	43,681.2
		Sr. Building Inspector	Bi-weekly	2,874.93	3,018.68	3,169.61	3,328.09	3,494.50
		Sr. Engineering Technician	Monthly	6,229.01	6,540.47	6,867.48	7,210.86	7,571.41
			Annual	74,748.13	78,485.68	82,409.81	86,530.29	90,856.90
43A		Utility Mechanic II	Hourly	36,384.6	38,299.7	40,315.4	42,437.3	44,670.8
			Bi-weekly	2,910.77	3,063.98	3,225.23	3,394.98	3,573.66
			Monthly	6,306.66	6,638.62	6,988.00	7,355.80	7,742.94
			Annual	75,679.97	79,663.38	83,856.03	88,269.58	92,915.26
44		Associate Transportation Analyst*	Hourly	36,836.5	38,678.3	40,612.2	42,642.6	44,775.0
		Payroll Supervisor*	Bi-weekly	2,946.92	3,094.26	3,248.98	3,411.42	3,582.00
		Senior Accountant*	Monthly	6,384.99	6,704.24	7,039.45	7,391.42	7,761.00
			Annual	76,619.92	80,450.86	84,473.38	88,697.02	93,132.00
44A		Utility Supervisor*	Hourly	37,293.3	39,256.1	41,322.3	43,497.2	45,786.5
		Water Quality Analyst	Bi-weekly	2,983.46	3,140.49	3,305.78	3,479.76	3,662.92

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44A		Monthly	6,464.17	6,804.39	7,162.53	7,539.52	7,936.33
44A		Annual	77,570.06	81,652.69	85,950.38	90,474.18	95,235.92
45	Associate Engineer*	Hourly	37,758.0	39,646.8	41,629.1	43,710.6	45,896.0
	Geographic Information Systems Specialist II	Bi-weekly	3,020.70	3,171.74	3,330.33	3,496.85	3,671.68
		Monthly	6,544.68	6,872.11	7,215.71	7,576.50	7,955.31
		Annual	78,538.30	82,465.34	86,588.53	90,918.05	95,463.68
45A	Instrument Technician II	Hourly	38,228.1	40,240.1	42,358.1	44,587.4	46,934.1
45A		Bi-weekly	3,058.25	3,219.21	3,388.65	3,566.99	3,754.73
45A		Monthly	6,626.20	6,974.95	7,342.07	7,728.48	8,135.24
45A		Annual	79,514.45	83,699.41	88,104.85	92,741.79	97,622.93
46	Building Plans Examiner	Hourly	38,702.3	40,637.4	42,669.3	44,802.8	47,042.9
	Sr. Code Enforcement Officer*	Bi-weekly	3,096.18	3,250.99	3,413.54	3,584.22	3,763.43
		Monthly	6,708.40	7,043.82	7,396.01	7,765.82	8,154.10
		Annual	80,500.78	84,525.79	88,752.14	93,189.82	97,849.23
47	Assistant Engineer*	Hourly	39,668.1	41,651.5	43,734.1	45,920.8	48,216.8
	Building Plans Engineer*	Bi-weekly	3,173.45	3,332.12	3,498.73	3,673.66	3,857.34
		Monthly	6,875.80	7,219.59	7,580.58	7,959.61	8,357.58
		Annual	82,509.65	86,635.12	90,966.93	95,515.26	100,290.94
47A	Senior Utility Mechanic	Hourly	40,023.1	42,129.5	44,346.8	46,680.9	49,137.8
		Bi-weekly	3,201.85	3,370.36	3,547.74	3,734.47	3,931.02
		Monthly	6,937.34	7,302.45	7,686.78	8,091.36	8,517.22
		Annual	83,248.05	87,629.36	92,241.34	97,096.27	102,206.62
48	Sr. Community Development Analyst*	Hourly	40,662.6	42,695.8	44,830.5	47,072.1	49,425.7
		Bi-weekly	3,253.01	3,415.66	3,586.44	3,765.77	3,954.06
		Monthly	7,048.18	7,400.61	7,770.62	8,159.16	8,567.12
		Annual	84,578.21	88,807.26	93,247.44	97,909.97	102,805.46
49	Geographic Information Systems Specialist III	Hourly	41,679.4	43,763.4	45,951.6	48,249.2	50,661.7
		Bi-weekly	3,334.35	3,501.07	3,676.13	3,859.94	4,052.94
		Monthly	7,224.43	7,585.66	7,964.94	8,363.20	8,781.36
		Annual	86,693.15	91,027.87	95,579.33	100,358.34	105,376.34
49A	Senior Instrument Technician	Hourly	42,050.8	44,264.0	46,593.7	49,046.0	51,627.4
49A		Bi-weekly	3,364.06	3,541.12	3,727.50	3,923.68	4,130.19
49A		Monthly	7,288.61	7,672.43	8,076.24	8,501.31	8,948.75
49A		Annual	87,465.66	92,069.12	96,914.90	102,015.68	107,384.99
50		Hourly	42,724.4	44,860.6	47,103.6	49,458.8	51,931.8
		Bi-weekly	3,417.95	3,585.85	3,768.29	3,956.70	4,154.54
		Monthly	7,405.56	7,775.84	8,164.62	8,572.86	9,001.51
		Annual	88,866.75	93,310.05	97,975.49	102,874.30	108,018.14
50A	Water Treatment Plant Operator	Hourly	42,751.7	44,889.2	47,133.7	49,490.4	51,964.9
50A		Bi-weekly	3,420.14	3,591.14	3,770.70	3,959.23	4,157.19
50A		Monthly	7,410.30	7,780.80	8,169.84	8,578.34	9,007.25
50A		Annual	88,923.54	93,369.54	98,038.10	102,940.03	108,086.99
51	Sr. Building Plans Engineer*	Hourly	43,791.8	45,981.3	48,280.4	50,694.4	53,229.1
		Bi-weekly	3,503.34	3,678.50	3,862.43	4,055.55	4,258.33
		Monthly	7,590.58	7,970.09	8,368.60	8,787.03	9,226.38
		Annual	91,086.94	95,641.10	100,423.23	105,444.35	110,716.53
52		Hourly	44,886.6	47,130.9	49,487.4	51,961.9	54,559.9
		Bi-weekly	3,590.93	3,770.47	3,958.99	4,156.95	4,364.79
		Monthly	7,780.34	8,169.36	8,577.82	9,006.73	9,457.05
		Annual	93,364.13	98,032.27	102,933.79	108,080.75	113,484.59
52A	Senior Water Treatment Plant Operator	Hourly	44,920.8	47,166.8	49,525.2	52,001.4	54,601.5

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IBEW
Salary Schedule

			Bi-weekly	3,593.66	3,773.34	3,962.02	4,160.11	4,368.12
			Monthly	7,786.27	8,175.58	8,584.37	9,013.58	9,464.26
			Annual	93,435.26	98,106.94	103,012.42	108,162.91	113,571.12
53	Associate Civil Engineer*		Hourly	46.0067	48.3091	50.7246	53.2608	55.9238
	Building Inspection Supervisor*		Bi-weekly	3,680.70	3,864.73	4,057.97	4,260.86	4,473.90
	Plan Check Engineer		Monthly	7,974.84	8,373.58	8,792.26	9,231.87	9,693.46
			Annual	95,698.10	100,482.93	105,507.17	110,782.46	116,321.50
54			Hourly	47.1590	49.5169	51.9928	54.5924	57.3221
			Bi-weekly	3,772.72	3,961.35	4,159.42	4,367.39	4,585.77
			Monthly	8,174.23	8,582.93	9,012.09	9,462.68	9,935.03
			Annual	98,090.72	102,995.15	108,145.02	113,552.19	119,229.97
55			Hourly	48.3379	50.7546	53.2926	55.9572	58.7551
			Bi-weekly	3,867.03	4,060.38	4,263.41	4,476.58	4,700.41
			Monthly	8,376.57	8,797.50	9,237.36	9,699.25	10,184.22
			Annual	100,542.83	105,569.98	110,848.61	116,390.96	122,210.61
56			Hourly	49.5464	52.0237	54.6249	57.3561	60.2239
			Bi-weekly	3,963.71	4,161.90	4,369.99	4,588.49	4,817.91
			Monthly	8,588.04	9,017.44	9,468.32	9,941.72	10,438.81
			Annual	103,056.51	108,209.30	113,619.79	119,300.69	125,265.71
56A	Water Treatment Plant Supervisor		Hourly	49.5652	52.0645	54.6677	57.4011	60.2711
	Wtr. Treatment Regulatory Compliance Off.		Bi-weekly	3,966.62	4,165.16	4,373.42	4,592.09	4,821.69
			Monthly	8,594.77	9,024.51	9,475.74	9,949.52	10,446.99
			Annual	103,137.22	108,294.16	113,708.82	119,394.29	125,363.89
57	Sr. Civil Engineer*		Hourly	50.7850	53.3243	55.9905	58.7900	61.7295
			Bi-weekly	4,062.80	4,265.94	4,479.24	4,703.20	4,938.36
			Monthly	8,802.73	9,242.88	9,705.02	10,190.27	10,699.78
			Annual	105,632.80	110,914.54	116,460.24	122,282.20	128,397.36
58			Hourly	53.3243	55.9905	58.7899	61.7295	64.8160
			Bi-weekly	4,265.94	4,479.24	4,703.19	4,938.36	5,185.28
			Monthly	9,242.88	9,705.02	10,190.25	10,699.76	11,234.77
			Annual	110,914.54	116,460.24	122,282.99	128,397.36	134,617.28
59	Traffic Engineer		Hourly	55.8636	58.6567	61.5895	64.6690	67.9024
			Bi-weekly	4,469.09	4,692.54	4,927.16	5,173.52	5,432.19
			Monthly	9,683.02	10,167.16	10,675.51	11,209.29	11,769.75
			Annual	116,196.29	122,005.94	128,106.16	134,511.52	141,236.99

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Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BT
317	Accountant	Hourly	33,6788	35,3627	37,1308	38,9873	40,9177	BEW
N06	Accounting Clerk I	Hourly	19,8862	20,8805	21,9245	23,0207	24,1717	BEW
N46	Accounting Clerk II	Hourly	21,9749	23,0736	24,2273	25,4387	26,7106	BEW
254	Accounting Technician	Hourly	28,7766	30,2154	31,7262	33,3125	34,9781	BEW
N67	Administrative Clerk I	Hourly	18,0410	18,9431	19,8903	20,8848	21,9290	BEW
N06	Administrative Clerk II	Hourly	19,8862	20,8805	21,9245	23,0207	24,1717	BEW
433	Advanced Water Treatment Plant Operator	Hourly	44,9929	47,2425	49,6046	52,0848	54,6890	BEW
333	Assistant Engineer	Hourly	39,7123	41,6979	43,7828	45,9719	48,2705	BEW
294	Assistant Planner	Hourly	31,7991	33,3891	35,0586	36,8115	38,6521	BEW
442	Associate Civil Engineer	Hourly	46,0154	48,3162	50,7320	53,2686	55,9320	BEW
334	Associate Planner	Hourly	35,1391	36,8961	38,7409	40,6779	42,7118	BEW
442	Building Inspection Supervisor	Hourly	46,0154	48,3162	50,7320	53,2686	55,9320	BEW
304	Building Inspector I	Hourly	32,6631	34,2333	35,8450	37,4423	39,0994	BEW
334	Building Inspector II	Hourly	35,1391	36,8961	38,7409	40,6779	42,7118	BEW
N75	Building Maintenance Worker I	Hourly	23,6231	24,8064	26,0467	27,3490	28,7165	BEW
215	Building Maintenance Worker II	Hourly	26,1065	27,4118	28,7824	30,2215	31,7326	BEW
225	Building Permit Technician I	Hourly	26,7666	28,1049	29,5101	30,9856	32,5349	BEW
254	Building Permit Technician II	Hourly	28,7766	30,2154	31,7262	33,3125	34,9781	BEW
410	Building Plan Engineer	Hourly	42,4819	44,6060	46,8365	49,1781	51,6370	BEW
284	Building Supervisor	Hourly	31,0130	32,5638	34,1941	35,9038	37,6890	BEW
N67	Cashier Clerk	Hourly	18,0410	18,9431	19,8903	20,8848	21,9290	BEW
264	Code Enforcement Officer	Hourly	29,5042	30,9794	32,5284	34,1548	35,8625	BEW
214	Communications Operator I	Hourly	26,0414	27,5435	28,1107	30,1462	31,6535	BEW
264	Communications Operator II	Hourly	29,5042	30,9794	32,5284	34,1548	35,8625	BEW
329	Communications Supervisor	Hourly	34,7031	36,4583	38,2602	40,1132	42,1819	BEW
352	Community Development Analyst I	Hourly	36,7544	38,5921	40,5217	42,5478	44,6752	BEW
301	Community Development Analyst II	Hourly	40,5135	42,5392	44,6662	46,8995	49,2445	BEW
324	Crime Analyst	Hourly	34,2736	35,9862	37,7855	39,6748	41,6585	BEW
N46	Customer Service Representative	Hourly	21,9749	23,0736	24,2273	25,4387	26,7106	BEW
264	Customer Service Supervisor	Hourly	26,5042	30,9794	32,5284	34,1548	35,8625	BEW
274	Electrician	Hourly	30,2502	31,7627	33,3508	34,7627	36,7992	BEW
235	Engineering Technician I	Hourly	27,4433	28,8155	30,2565	31,7691	33,3576	BEW
304	Engineering Technician II	Hourly	32,6031	34,2333	35,8450	37,7423	39,6294	BEW
319	Equipment Maintenance Supervisor	Hourly	33,8474	35,5398	37,3168	39,1826	41,1417	BEW
205	Equipment Mechanic I	Hourly	25,4627	26,7358	28,0726	29,4762	30,9500	BEW
244	Equipment Mechanic II	Hourly	28,0670	29,4704	30,9439	32,4911	34,1157	BEW
215	Executive Secretary	Hourly	26,1065	27,4118	28,7824	30,2215	31,7326	BEW
304	Fire Prevention Inspector	Hourly	32,6031	34,2333	35,8450	37,7423	39,6294	BEW
383	Forensic Analyst	Hourly	39,7123	41,6979	43,7828	45,9719	48,2705	BEW
324	GIS Specialist I	Hourly	34,2736	35,9862	37,7855	39,6748	41,6585	BEW
363	GIS Specialist II	Hourly	37,7779	39,6668	41,6501	43,7326	45,9192	BEW
403	GIS Specialist III	Hourly	41,7438	43,9331	46,0248	48,3360	50,7423	BEW
235	Heavy Equipment Operator	Hourly	27,4433	28,8155	30,2565	31,7691	33,3576	BEW
N68	Heavy Specialist I	Hourly	23,2138	24,3766	25,5954	26,8752	28,2190	BEW
207	Heavy Specialist II	Hourly	25,5902	26,8697	28,2132	29,6329	31,1051	BEW
304	Homeing Specialist Supervisor	Hourly	32,6031	34,2333	35,8450	37,7423	39,6294	BEW
330	Instrument Technician I	Hourly	34,7899	36,5294	38,3539	40,2737	42,2874	BEW
372	Instrument Technician II	Hourly	38,6364	40,5682	42,5966	44,7264	46,9627	BEW
314	IS Services Specialist	Hourly	33,4274	35,0988	36,8337	38,6664	40,6312	BEW
215	IS Support Technician I	Hourly	26,1065	27,4118	28,7824	30,2215	31,7326	BEW
254	IS Support Technician II	Hourly	28,7766	30,2154	31,7262	33,3125	34,9781	BEW
281	Laboratory Analyst I	Hourly	30,7835	32,5127	33,9388	35,6357	37,4175	BEW
323	Laboratory Analyst II	Hourly	34,1871	35,8965	37,6913	39,5739	41,5347	BEW
319	Landscape Inspector	Hourly	33,8474	35,5398	37,3168	39,1826	41,1417	BEW
319	Landscape Supervisor	Hourly	33,8474	35,5398	37,3168	39,1826	41,1417	BEW
N56	Maintenance Worker I	Hourly	22,5305	23,6570	24,8399	26,0870	27,3860	BEW
N95	Maintenance Worker II	Hourly	24,8348	26,0765	27,3803	28,7493	30,1868	BEW
N46	Mariaha Maintenance Attendant	Hourly	21,9749	23,0736	24,2273	25,4387	26,7106	BEW
N46	Mariaha Office Attendant	Hourly	21,9749	23,0736	24,2273	25,4387	26,7106	BEW
317	Master Mechanic	Hourly	33,6788	35,3627	37,1308	38,9873	40,9267	BEW
235	Master Reader	Hourly	27,4433	28,8155	30,2565	31,7691	33,3576	BEW
N66	Master Reader	Hourly	23,1001	24,2551	25,4679	26,7413	28,0784	BEW
N66	Parts Specialist	Hourly	23,1001	24,2551	25,4879	26,7413	28,0784	BEW
376	Payroll Supervisor	Hourly	39,0242	40,9754	43,0242	45,1754	47,4342	BEW

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442	Plan Check Engineer	Hourly	46.0154	48.3162	50.7320	53.2686	55.9320	IBEW
225	Planning Technician	Hourly	26.7666	28.1049	29.5101	30.9856	32.5349	IBEW
225	Police Assistant	Hourly	26.7666	28.1049	29.5101	30.9856	32.5349	IBEW
N36	Police Clerk	Hourly	21.4330	22.5047	23.6299	24.8114	26.0520	IBEW
315	Police Records Supervisor	Hourly	33.5110	35.1866	36.9459	38.7932	40.7329	IBEW
N75	Public Works Maintenance Worker II	Hourly	23.6251	24.8064	26.0467	27.3490	28.7165	IBEW
N85	Public Works Maintenance Worker IIA	Hourly	24.2224	25.4335	26.7052	28.0405	29.4425	IBEW
317	Public Works Supervisor	Hourly	33.6788	35.3627	37.1308	38.9873	40.9367	IBEW
N85	Reservoir Keeper I	Hourly	24.2224	25.4335	26.7052	28.0405	29.4425	IBEW
225	Reservoir Keeper II	Hourly	26.7666	28.1049	29.5101	30.9856	32.5349	IBEW
N56	Secretary	Hourly	22.5305	23.6570	24.8399	26.0819	27.3860	IBEW
376	Senior Accountant	Hourly	39.0242	40.9754	43.0242	45.1754	47.4342	IBEW
363	Senior Building Inspector	Hourly	37.7779	39.6668	41.6501	43.7326	45.9192	IBEW
254	Senior Building Maintenance Worker	Hourly	28.7766	30.2154	31.7262	33.3125	34.9781	IBEW
482	Senior Civil Engineer	Hourly	50.8486	53.3910	56.0606	58.8636	61.8068	IBEW
573	Senior Code Enforcement Officer	Hourly	38.7330	40.6697	42.7032	44.8384	47.0603	IBEW
451	Senior Community Development Analyst	Hourly	47.0612	49.4143	51.8850	54.4793	57.2053	IBEW
N85	Senior Customer Service Representative	Hourly	24.2224	25.4335	26.7052	28.0405	29.4425	IBEW
343	Senior Engineering Technician	Hourly	35.9377	37.7346	39.6213	41.6024	43.6825	IBEW
274	Senior Equipment Mechanic	Hourly	30.2502	31.7627	33.3508	35.0183	36.7692	IBEW
235	Senior Housing Specialist	Hourly	27.4433	28.8155	30.2563	31.7691	33.3576	IBEW
410	Senior Instrument Technician	Hourly	42.4819	44.6060	46.8363	49.1781	51.6370	IBEW
358	Senior Landscape Inspector	Hourly	37.3092	39.1747	41.1334	43.1901	45.3496	IBEW
274	Senior Meter Mechanic	Hourly	30.2502	31.7627	33.3508	35.0183	36.7692	IBEW
205	Senior Meter Reader	Hourly	25.4627	26.7358	28.0726	29.4762	30.9500	IBEW
264	Senior Police Assistant	Hourly	29.5042	30.9794	32.5284	34.1548	35.8625	IBEW
215	Senior Public Works Maintenance Worker	Hourly	26.1065	27.4118	28.7824	30.2215	31.7326	IBEW
391	Senior Utility Mechanic	Hourly	40.5135	42.5392	44.6662	46.8995	49.2445	IBEW
274	Senior Water Distribution Technician	Hourly	30.2502	31.7627	33.3508	35.0183	36.7692	IBEW
240	Traffic and Lighting Technician I	Hourly	27.7881	29.1775	30.6364	32.1682	33.7766	IBEW
280	Traffic and Lighting Technician II	Hourly	30.7068	32.2421	33.8542	35.5469	37.3242	IBEW
520	Traffic Engineer	Hourly	55.9095	58.7050	61.6403	64.7223	67.9584	IBEW
205	Utility Field Representative	Hourly	25.4627	26.7358	28.0726	29.4762	30.9500	IBEW
310	Utility Mechanic I	Hourly	33.0952	34.7500	36.4875	38.3119	40.2275	IBEW
352	Utility Mechanic II	Hourly	36.7544	38.5921	40.5217	42.5478	44.6752	IBEW
362	Utility Supervisor	Hourly	37.6837	39.5679	41.5463	43.6236	45.8048	IBEW
N75	Warehouse Specialist	Hourly	23.6251	24.8064	26.0467	27.3490	28.7165	IBEW
235	Warehouse Supervisor	Hourly	27.4433	28.8155	30.2563	31.7691	33.3576	IBEW
255	Water Distribution Technician	Hourly	27.4433	28.8155	30.2563	31.7691	33.3576	IBEW
N66	Water Maintenance Worker I	Hourly	23.1001	24.2551	25.4679	26.7413	28.0784	IBEW
205	Water Maintenance Worker II	Hourly	25.4627	26.7358	28.0726	29.4762	30.9500	IBEW
362	Water Quality Analyst	Hourly	37.6837	39.5679	41.5463	43.6236	45.8048	IBEW
413	Water Treatment Plant Operator	Hourly	42.8013	44.9414	47.1885	49.5479	52.0253	IBEW
N85	Water Treatment Plant Operator Trainee I	Hourly	24.2224	25.4335	26.7052	28.0405	29.4425	IBEW
225	Water Treatment Plant Operator Trainee II	Hourly	26.7666	28.1049	29.5101	30.9856	32.5349	IBEW
472	Water Treatment Plant Supervisor	Hourly	49.5947	52.0744	54.6781	57.4120	60.2826	IBEW
472	Water Treatment Regulatory Compliance Officer	Hourly	49.5947	52.0744	54.6781	57.4120	60.2826	IBEW

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Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	IBEW
N317	Accountant	Hourly	44,324	46,070	47,816	49,562	51,308	IBEW
N306	Accounting Clerk I	Hourly	20,289	21,081	21,873	22,665	23,457	IBEW
N346	Accounting Clerk II	Hourly	22,418	23,210	24,002	24,794	25,586	IBEW
M57	Administrative Clerk I	Hourly	18,408	19,200	20,000	20,800	21,600	IBEW
N306	Administrative Clerk II	Hourly	20,289	21,081	21,873	22,665	23,457	IBEW
N383	Assistant Engineer	Hourly	40,505	42,539	44,573	46,607	48,641	IBEW
N384	Assistant Planner	Hourly	32,431	34,059	35,687	37,315	38,943	IBEW
N442	Associate Civil Engineer	Hourly	48,937	51,466	54,000	56,534	59,068	IBEW
N334	Associate Planner	Hourly	35,819	37,634	39,449	41,264	43,079	IBEW
N442	Advanced Water Treatment Plant Operator	Hourly	48,937	51,466	54,000	56,534	59,068	IBEW
N315	Building Maintenance Worker I	Hourly	24,099	25,079	26,059	27,039	28,019	IBEW
N334	Building Maintenance Worker II	Hourly	26,628	27,708	28,788	29,868	30,948	IBEW
N334	Building Inspector II	Hourly	35,819	37,634	39,449	41,264	43,079	IBEW
N304	Building Inspector I	Hourly	33,252	34,918	36,584	38,250	39,916	IBEW
N314	Communications Operator I	Hourly	26,628	27,708	28,788	29,868	30,948	IBEW
N364	Communications Operator II	Hourly	30,043	31,590	33,137	34,684	36,231	IBEW
N334	Community Development Analyst I	Hourly	41,238	43,398	45,558	47,718	49,878	IBEW
N334	Community Development Analyst II	Hourly	44,581	46,891	49,201	51,511	53,821	IBEW
N346	Customer Service Representative	Hourly	22,418	23,210	24,002	24,794	25,586	IBEW
N374	Electrician	Hourly	30,843	32,390	33,937	35,484	37,031	IBEW
N335	Engineering Technician I	Hourly	27,922	29,391	30,860	32,329	33,798	IBEW
N304	Engineering Technician II	Hourly	33,252	34,918	36,584	38,250	39,916	IBEW
N319	Equipment Maintenance Supervisor	Hourly	34,243	36,230	38,217	40,204	42,191	IBEW
N305	Equipment Mechanic I	Hourly	25,920	27,202	28,484	29,766	31,048	IBEW
N344	Equipment Mechanic II	Hourly	28,028	29,598	31,168	32,738	34,308	IBEW
N315	Executive Secretary	Hourly	26,284	27,600	28,916	30,232	31,548	IBEW
N304	Fire Prevention Inspector	Hourly	33,252	34,918	36,584	38,250	39,916	IBEW
N363	Genetic Analyst	Hourly	40,506	42,539	44,573	46,607	48,641	IBEW
N334	GIS Specialist I	Hourly	34,938	36,709	38,480	40,251	42,022	IBEW
N363	GIS Specialist II	Hourly	38,535	40,401	42,267	44,133	45,999	IBEW
N403	GIS Specialist III	Hourly	42,587	44,708	46,829	48,950	51,071	IBEW
N335	Heavy Equipment Operator	Hourly	27,922	29,391	30,860	32,329	33,798	IBEW
N368	Housing Specialist I	Hourly	25,880	26,841	27,802	28,763	29,724	IBEW
N307	Housing Specialist II	Hourly	28,100	29,275	30,450	31,625	32,800	IBEW
N304	Housing Specialist Supervisor	Hourly	33,252	34,918	36,584	38,250	39,916	IBEW
N330	Instrument Technician I	Hourly	35,487	37,200	38,913	40,626	42,339	IBEW
N332	Instrument Technician II	Hourly	39,409	41,396	43,383	45,370	47,357	IBEW
N314	IS Services Specialist	Hourly	34,099	35,808	37,517	39,226	40,935	IBEW
N315	IS Support Technician I	Hourly	26,628	27,960	29,292	30,624	31,956	IBEW
N324	IS Support Technician II	Hourly	29,521	30,817	32,113	33,409	34,705	IBEW
N381	Laboratory Analyst I	Hourly	31,992	33,617	35,242	36,867	38,492	IBEW
N332	Laboratory Analyst II	Hourly	34,808	36,644	38,480	40,316	42,152	IBEW
N319	Landscaping Inspector	Hourly	34,543	36,296	38,049	39,802	41,555	IBEW
N319	Landscaping Supervisor	Hourly	34,543	36,296	38,049	39,802	41,555	IBEW
N305	Maintenance Worker I	Hourly	22,981	24,130	25,279	26,428	27,577	IBEW
N317	Maintenance Worker II	Hourly	25,315	26,590	27,865	29,140	30,415	IBEW
N446	Maintenance Arrangement	Hourly	22,414	23,531	24,648	25,765	26,882	IBEW
N446	Maintenance Arrangement	Hourly	22,414	23,531	24,648	25,765	26,882	IBEW
N466	Mens Reader	Hourly	23,521	24,702	25,883	27,064	28,245	IBEW
N466	Mens Reader	Hourly	23,521	24,702	25,883	27,064	28,245	IBEW
N325	Mens Mechanic	Hourly	27,922	29,391	30,860	32,329	33,798	IBEW
N317	Mens Supervisor	Hourly	27,922	29,391	30,860	32,329	33,798	IBEW
N376	Payroll Supervisor	Hourly	35,807	37,841	39,875	41,909	43,943	IBEW

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442	Plan Check Engineer	Hourly	46937	492825	517466	543340	570506	IBEW
225	Planning Technician	Hourly	273019	286570	301003	316053	331856	IBEW
225	Police Assistant	Hourly	273019	286570	301003	316053	331856	IBEW
315	Police Records Supervisor	Hourly	341812	358903	376848	395691	415476	IBEW
175	Public Works Maintenance Worker II	Hourly	240976	253025	265076	278960	292908	IBEW
185	Public Works Maintenance Worker IA	Hourly	247068	259422	272393	286013	300314	IBEW
317	Public Works Supervisor	Hourly	343524	360700	378734	397670	417554	IBEW
185	Reservoir Keeper I	Hourly	247068	259422	272393	286013	300314	IBEW
225	Reservoir Keeper II	Hourly	273019	286570	301003	316053	331856	IBEW
250	Secretary	Hourly	229811	241301	253367	266035	279337	IBEW
376	Senior Accountant	Hourly	398047	417949	438847	460789	483835	IBEW
363	Senior Building Inspector	Hourly	385335	404601	424311	444473	465097	IBEW
254	Senior Building Maintenance Worker	Hourly	293521	308197	323607	339788	356777	IBEW
482	Senior Civil Engineer	Hourly	518656	544388	571818	600409	630429	IBEW
373	Senior Code Enforcement Officer	Hourly	395074	414831	435573	457352	480219	IBEW
451	Senior Community Development Analyst	Hourly	480024	504026	529227	555689	583474	IBEW
185	Senior Customer Service Representative	Hourly	247068	259422	272393	286013	300314	IBEW
345	Senior Engineering Technician	Hourly	366505	384893	404137	424344	445562	IBEW
274	Senior Equipment Mechanic	Hourly	308552	323986	340178	357187	375046	IBEW
335	Senior Housing Specialist	Hourly	279923	293918	308614	324045	340246	IBEW
410	Senior Instrument Technician	Hourly	433315	454981	477730	501617	526697	IBEW
254	Senior Landscape Inspector	Hourly	380554	399582	419561	440591	462706	IBEW
374	Senior Meter Mechanic	Hourly	308552	323986	340178	357187	375046	IBEW
264	Senior Police Assistant	Hourly	300943	315990	331790	348379	365798	IBEW
215	Senior Public Works Maintenance Worker	Hourly	260286	276600	293580	311259	329679	IBEW
391	Senior Utility Mechanic	Hourly	413238	433900	455395	478735	502994	IBEW
374	Senior Water Distribution Technician	Hourly	308552	323986	340178	357187	375046	IBEW
240	Traffic and Lighting Technician I	Hourly	283439	297611	312491	328116	344527	IBEW
280	Traffic and Lighting Technician II	Hourly	313209	328669	345313	363278	381607	IBEW
320	Traffic Engineer	Hourly	570277	598791	628731	660167	693176	IBEW
365	Utility Field Representative	Hourly	359220	372705	386341	400657	415690	IBEW
310	Utility Mechanic I	Hourly	337571	351450	365713	380381	395487	IBEW
352	Utility Mechanic II	Hourly	374893	393639	413321	433988	455687	IBEW
362	Utility Supervisor	Hourly	384374	403593	423772	444961	467206	IBEW
235	Warehouse Specialist	Hourly	240676	253025	265076	278960	292908	IBEW
235	Warehouse Supervisor	Hourly	279923	293918	308614	324045	340246	IBEW
335	Water Distribution Technician	Hourly	279923	293918	308614	324045	340246	IBEW
166	Water Maintenance Worker I	Hourly	235621	247402	259773	272761	286480	IBEW
205	Water Maintenance Worker II	Hourly	259720	271705	284341	297657	311690	IBEW
362	Water Quality Analyst	Hourly	384374	403593	423772	444961	467206	IBEW
415	Water Treatment Plant Operator	Hourly	436573	458402	481523	505389	530654	IBEW
185	Water Treatment Plant Operator Trainee I	Hourly	247068	259422	272393	286013	300314	IBEW
225	Water Treatment Plant Operator Trainee II	Hourly	273019	286570	301003	316053	331856	IBEW
472	Water Treatment Regulatory Compliance Officer	Hourly	505866	531159	557717	585602	614883	IBEW

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Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
330	Accountant	Hourly	35.4857	37.2599	39.1229	41.0791	43.1330	IBEW
N06	Accounting Clerk I	Hourly	20.2839	21.2981	22.3630	23.4812	24.6552	IBEW
N46	Accounting Clerk II	Hourly	22.4144	23.5351	24.7119	25.9475	27.2448	IBEW
254	Accounting Technician	Hourly	29.3522	30.8198	32.3608	33.9788	35.6777	IBEW
M67	Administrative Clerk I	Hourly	18.4018	19.3219	20.2880	21.3024	22.3675	IBEW
N06	Administrative Clerk II	Hourly	20.2839	21.2981	22.3630	23.4812	24.6552	IBEW
433	Advanced Water Treatment Plant Operator	Hourly	45.8928	48.1874	50.5968	53.1266	55.7829	IBEW
383	Assistant Engineer	Hourly	40.5066	42.5319	44.6585	46.8914	49.2359	IBEW
294	Assistant Planner	Hourly	32.4351	34.0569	35.7597	37.5477	39.4250	IBEW
442	Associate Civil Engineer	Hourly	46.9358	49.2826	51.7467	54.3340	57.0507	IBEW
334	Associate Planner	Hourly	35.8419	37.6340	39.5157	41.4914	43.5660	IBEW
442	Building Inspection Supervisor	Hourly	46.9358	49.2826	51.7467	54.3340	57.0507	IBEW
304	Building Inspector I	Hourly	33.2552	34.9179	36.6638	38.4970	40.4218	IBEW
334	Building Inspector II	Hourly	35.8419	37.6340	39.5157	41.4914	43.5660	IBEW
N75	Building Maintenance Worker I	Hourly	24.0976	25.3025	26.5676	27.8960	29.2908	IBEW
215	Building Maintenance Worker II	Hourly	26.6286	27.9601	29.3581	30.8260	32.3673	IBEW
225	Building Permit Technician I	Hourly	27.3019	28.6670	30.1003	31.6053	33.1856	IBEW
254	Building Permit Technician II	Hourly	29.3522	30.8198	32.3608	33.9788	35.6777	IBEW
423	Building Plan Engineer	Hourly	44.7611	46.9992	49.3491	51.8165	54.4073	IBEW
284	Building Supervisor	Hourly	31.6353	33.2170	34.8779	36.6218	38.4528	IBEW
M67	Cashier Clerk	Hourly	18.4018	19.3219	20.2880	21.3024	22.3675	IBEW
264	Code Enforcement Officer	Hourly	30.0943	31.5990	33.1790	34.8378	36.5798	IBEW
228	Communications Operator I	Hourly	27.5072	28.8826	30.3267	31.8430	33.4351	IBEW
271	Communications Operator II	Hourly	30.6249	32.1561	33.7640	35.4521	37.2247	IBEW
342	Communications Supervisor	Hourly	36.5650	38.3933	40.3129	42.3286	44.4449	IBEW
365	Community Development Analyst I	Hourly	38.7264	40.6626	42.6958	44.8306	47.0721	IBEW
404	Community Development Analyst II	Hourly	42.6872	44.8215	47.0626	49.4157	51.8864	IBEW
324	Crime Analyst	Hourly	34.9580	36.7059	38.5412	40.4683	42.4917	IBEW
N46	Customer Service Representative	Hourly	22.4144	23.5351	24.7119	25.9475	27.2448	IBEW
264	Customer Service Supervisor	Hourly	30.0943	31.5990	33.1790	34.8378	36.5798	IBEW
274	Electrician	Hourly	30.8552	32.3979	34.0178	35.7187	37.5046	IBEW
235	Engineering Technician I	Hourly	27.9922	29.3918	30.8614	32.4044	34.0247	IBEW
304	Engineering Technician II	Hourly	33.2552	34.9179	36.6638	38.4970	40.4218	IBEW
333	Equipment Maintenance Supervisor	Hourly	35.7525	37.5401	39.4171	41.3879	43.4573	IBEW
205	Equipment Mechanic I	Hourly	25.9720	27.2706	28.6341	30.0658	31.5691	IBEW
244	Equipment Mechanic II	Hourly	28.6284	30.0598	31.5628	33.1409	34.7979	IBEW
215	Executive Secretary	Hourly	26.6286	27.9601	29.3581	30.8260	32.3673	IBEW
304	Fire Prevention Inspector	Hourly	33.2552	34.9179	36.6638	38.4970	40.4218	IBEW
383	Forensic Analyst	Hourly	40.5066	42.5319	44.6585	46.8914	49.2359	IBEW
324	GIS Specialist I	Hourly	34.9580	36.7059	38.5412	40.4683	42.4917	IBEW
363	GIS Specialist II	Hourly	38.5334	40.4601	42.4831	44.6072	46.8376	IBEW
403	GIS Specialist III	Hourly	42.5807	44.7098	46.9452	49.2925	51.7571	IBEW
235	Heavy Equipment Operator	Hourly	27.9922	29.3918	30.8614	32.4044	34.0247	IBEW
N68	Housing Specialist I	Hourly	23.6801	24.8641	26.1073	27.4127	28.7833	IBEW
207	Housing Specialist II	Hourly	26.1020	27.4071	28.7775	30.2163	31.7271	IBEW
304	Housing Specialist Supervisor	Hourly	33.2552	34.9179	36.6638	38.4970	40.4218	IBEW
330	Instrument Technician I	Hourly	35.4857	37.2599	39.1229	41.0791	43.1330	IBEW
372	Instrument Technician II	Hourly	39.4092	41.3796	43.4486	45.6210	47.9020	IBEW
314	IS Services Specialist	Hourly	34.0960	35.8008	37.5908	39.4703	41.4438	IBEW
215	IS Support Technician I	Hourly	26.6286	27.9601	29.3581	30.8260	32.3673	IBEW
254	IS Support Technician II	Hourly	29.3522	30.8198	32.3608	33.9788	35.6777	IBEW
281	Laboratory Analyst I	Hourly	31.3992	32.9691	34.6176	36.3485	38.1659	IBEW
323	Laboratory Analyst II	Hourly	34.8708	36.6144	38.4451	40.3674	42.3857	IBEW
333	Landscape Inspector	Hourly	35.7525	37.5401	39.4171	41.3879	43.4573	IBEW
333	Landscape Supervisor	Hourly	35.7525	37.5401	39.4171	41.3879	43.4573	IBEW
N56	Maintenance Worker I	Hourly	22.9811	24.1302	25.3367	26.6035	27.9336	IBEW
N95	Maintenance Worker II	Hourly	25.3315	26.5981	27.9280	29.3244	30.7906	IBEW
N46	Marina Maintenance Attendant	Hourly	22.4144	23.5351	24.7119	25.9475	27.2448	IBEW
N46	Marina Office Attendant	Hourly	22.4144	23.5351	24.7119	25.9475	27.2448	IBEW
331	Marina Supervisor	Hourly	35.5744	37.3531	39.2208	41.1818	43.2408	IBEW

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235	Meter Mechanic	Hourly	27.9922	29.3918	30.8614	32.4044	34.0247	IBEW
N66	Meter Reader	Hourly	23.5621	24.7403	25.9772	27.2761	28.6399	IBEW
N66	Parts Specialist	Hourly	23.5621	24.7403	25.9772	27.2761	28.6399	IBEW
390	Payroll Supervisor	Hourly	41.2208	43.2818	45.4459	47.7182	50.1040	IBEW
442	Plan Check Engineer	Hourly	46.9358	49.2826	51.7467	54.3340	57.0507	IBEW
225	Planning Technician	Hourly	27.3019	28.6670	30.1003	31.6053	33.1856	IBEW
225	Police Assistant	Hourly	27.3019	28.6670	30.1003	31.6053	33.1856	IBEW
N36	Police Clerk	Hourly	21.8616	22.9547	24.1025	25.3076	26.5730	IBEW
329	Police Records Supervisor	Hourly	35.3972	37.1671	39.0254	40.9767	43.0255	IBEW
N75	Public Works Maintenance Worker II	Hourly	24.0976	25.3025	26.5676	27.8960	29.2908	IBEW
N85	Public Works Maintenance Worker IIA	Hourly	24.7068	25.9422	27.2393	28.6013	30.0313	IBEW
331	Public Works Supervisor	Hourly	35.5744	37.3531	39.2208	41.1818	43.2408	IBEW
N85	Reservoir Keeper I	Hourly	24.7068	25.9422	27.2393	28.6013	30.0313	IBEW
225	Reservoir Keeper II	Hourly	27.3019	28.6670	30.1003	31.6053	33.1856	IBEW
N56	Secretary	Hourly	22.9811	24.1302	25.3367	26.6035	27.9336	IBEW
390	Senior Accountant	Hourly	41.2208	43.2818	45.4459	47.7182	50.1040	IBEW
363	Senior Building Inspector	Hourly	38.5334	40.4601	42.4831	44.6072	46.8376	IBEW
254	Senior Building Maintenance Worker	Hourly	29.3522	30.8198	32.3608	33.9788	35.6777	IBEW
482	Senior Civil Engineer	Hourly	51.8656	54.4588	57.1818	60.0408	63.0429	IBEW
373	Senior Code Enforcement Officer	Hourly	39.5077	41.4831	43.5572	45.7351	48.0218	IBEW
464	Senior Community Development Analyst	Hourly	49.5861	52.0655	54.6687	57.4021	60.2722	IBEW
N85	Senior Customer Service Representative	Hourly	24.7068	25.9422	27.2393	28.6013	30.0313	IBEW
343	Senior Engineering Technician	Hourly	36.6564	38.4893	40.4137	42.4344	44.5561	IBEW
274	Senior Equipment Mechanic	Hourly	30.8552	32.3979	34.0178	35.7187	37.5046	IBEW
235	Senior Housing Specialist	Hourly	27.9922	29.3918	30.8614	32.4044	34.0247	IBEW
410	Senior Instrument Technician	Hourly	43.3315	45.4981	47.7730	50.1616	52.6697	IBEW
372	Senior Landscape Inspector	Hourly	39.4092	41.3796	43.4486	45.6210	47.9020	IBEW
274	Senior Meter Mechanic	Hourly	30.8552	32.3979	34.0178	35.7187	37.5046	IBEW
205	Senior Meter Reader	Hourly	25.9720	27.2706	28.6341	30.0658	31.5691	IBEW
264	Senior Police Assistant	Hourly	30.0943	31.5990	33.1790	34.8378	36.5798	IBEW
215	Senior Public Works Maintenance Worker	Hourly	26.6286	27.9601	29.3581	30.8260	32.3673	IBEW
391	Senior Utility Mechanic	Hourly	41.3238	43.3900	45.5595	47.8374	50.2293	IBEW
274	Senior Water Distribution Technician	Hourly	30.8552	32.3979	34.0178	35.7187	37.5046	IBEW
254	Traffic and Lighting Technician I	Hourly	29.3522	30.8198	32.3608	33.9788	35.6777	IBEW
294	Traffic and Lighting Technician II	Hourly	32.4351	34.0569	35.7597	37.5477	39.4250	IBEW
520	Traffic Engineer	Hourly	57.0277	59.8790	62.8730	66.0166	69.3174	IBEW
205	Utility Field Representative	Hourly	25.9720	27.2706	28.6341	30.0658	31.5691	IBEW
310	Utility Mechanic I	Hourly	33.7572	35.4450	37.2173	39.0781	41.0320	IBEW
352	Utility Mechanic II	Hourly	37.4895	39.3640	41.3322	43.3988	45.5687	IBEW
362	Utility Supervisor	Hourly	38.4373	40.3592	42.3771	44.4960	46.7208	IBEW
N75	Warehouse Specialist	Hourly	24.0976	25.3025	26.5676	27.8960	29.2908	IBEW
235	Warehouse Supervisor	Hourly	27.9922	29.3918	30.8614	32.4044	34.0247	IBEW
235	Water Distribution Technician	Hourly	27.9922	29.3918	30.8614	32.4044	34.0247	IBEW
N66	Water Maintenance Worker I	Hourly	23.5621	24.7403	25.9772	27.2761	28.6399	IBEW
205	Water Maintenance Worker II	Hourly	25.9720	27.2706	28.6341	30.0658	31.5691	IBEW
362	Water Quality Analyst	Hourly	38.4373	40.3592	42.3771	44.4960	46.7208	IBEW
413	Water Treatment Plant Operator	Hourly	43.6573	45.8402	48.1322	50.5388	53.0657	IBEW
N85	Water Treatment Plant Operator Trainee I	Hourly	24.7068	25.9422	27.2393	28.6013	30.0313	IBEW
225	Water Treatment Plant Operator Trainee II	Hourly	27.3019	28.6670	30.1003	31.6053	33.1856	IBEW
472	Water Treatment Plant Supervisor	Hourly	50.5866	53.1159	55.7717	58.5602	61.4882	IBEW
472	Water Treatment Regulatory Compliance Officer	Hourly	50.5866	53.1159	55.7717	58.5602	61.4882	IBEW

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330	Accountant	Hourly	36.5503	38.3777	40.2966	42.3114	44.4270	IBEW
N06	Accounting Clerk I	Hourly	20.8925	21.9370	23.0339	24.1856	25.3949	IBEW
N46	Accounting Clerk II	Hourly	23.0868	24.2412	25.4532	26.7259	28.0621	IBEW
254	Accounting Technician	Hourly	30.2327	31.7443	33.3316	34.9982	36.7480	IBEW
M67	Administrative Clerk I	Hourly	18.9539	19.9015	20.8967	21.9415	23.0385	IBEW
N06	Administrative Clerk II	Hourly	20.8925	21.9370	23.0339	24.1856	25.3949	IBEW
433	Advanced Water Treatment Plant Operator	Hourly	47.2696	49.6330	52.1147	54.7204	57.4564	IBEW
383	Assistant Engineer	Hourly	41.7218	43.8078	45.9982	48.2982	50.7130	IBEW
294	Assistant Planner	Hourly	33.4082	35.0786	36.8325	38.6741	40.6078	IBEW
442	Associate Civil Engineer	Hourly	48.3438	50.7610	53.2990	55.9640	58.7622	IBEW
334	Associate Planner	Hourly	36.9171	38.7630	40.7011	42.7362	44.8730	IBEW
442	Building Inspection Supervisor	Hourly	48.3438	50.7610	53.2990	55.9640	58.7622	IBEW
304	Building Inspector I	Hourly	34.2528	35.9654	37.7637	39.6519	41.6345	IBEW
334	Building Inspector II	Hourly	36.9171	38.7630	40.7011	42.7362	44.8730	IBEW
N75	Building Maintenance Worker I	Hourly	24.8206	26.0616	27.3646	28.7328	30.1695	IBEW
215	Building Maintenance Worker II	Hourly	27.4275	28.7989	30.2388	31.7508	33.3383	IBEW
225	Building Permit Technician I	Hourly	28.1210	29.5270	31.0033	32.5535	34.1812	IBEW
254	Building Permit Technician II	Hourly	30.2327	31.7443	33.3316	34.9982	36.7480	IBEW
423	Building Plan Engineer	Hourly	46.1039	48.4092	50.8296	53.3710	56.0395	IBEW
284	Building Supervisor	Hourly	32.5843	34.2136	35.9243	37.7204	39.6064	IBEW
M67	Cashier Clerk	Hourly	18.9539	19.9015	20.8967	21.9415	23.0385	IBEW
264	Code Enforcement Officer	Hourly	30.9971	32.5469	34.1743	35.8830	37.6771	IBEW
228	Communications Operator I	Hourly	28.3324	29.7490	31.2365	32.7983	34.4382	IBEW
271	Communications Operator II	Hourly	31.5437	33.1208	34.7769	36.5157	38.3414	IBEW
342	Communications Supervisor	Hourly	37.6619	39.5450	41.5223	43.5984	45.7783	IBEW
365	Community Development Analyst I	Hourly	39.8882	41.8825	43.9767	46.1755	48.4842	IBEW
324	Crime Analyst	Hourly	36.0068	37.8071	39.6974	41.6823	43.7664	IBEW
N46	Customer Service Representative	Hourly	23.0868	24.2412	25.4532	26.7259	28.0621	IBEW
264	Customer Service Supervisor	Hourly	30.9971	32.5469	34.1743	35.8830	37.6771	IBEW
274	Electrician	Hourly	31.7808	33.3699	35.0383	36.7903	38.6297	IBEW
235	Engineering Technician I	Hourly	28.8320	30.2736	31.7873	33.3766	35.0454	IBEW
304	Engineering Technician II	Hourly	34.2528	35.9654	37.7637	39.6519	41.6345	IBEW
333	Equipment Maintenance Supervisor	Hourly	36.8251	38.6663	40.5996	42.6296	44.7610	IBEW
205	Equipment Mechanic I	Hourly	26.7511	28.0887	29.4932	30.9678	32.5162	IBEW
244	Equipment Mechanic II	Hourly	29.4872	30.9616	32.5097	34.1351	35.8419	IBEW
215	Executive Secretary	Hourly	27.4275	28.7989	30.2388	31.7508	33.3383	IBEW
304	Fire Prevention Inspector	Hourly	34.2528	35.9654	37.7637	39.6519	41.6345	IBEW
383	Forensic Analyst	Hourly	41.7218	43.8078	45.9982	48.2982	50.7130	IBEW
324	GIS Specialist I	Hourly	36.0068	37.8071	39.6974	41.6823	43.7664	IBEW
363	GIS Specialist II	Hourly	39.6894	41.6739	43.7576	45.9455	48.2427	IBEW
235	Heavy Equipment Operator	Hourly	28.8320	30.2736	31.7873	33.3766	35.0454	IBEW
N68	Housing Specialist I	Hourly	24.3905	25.6100	26.8905	28.2351	29.6468	IBEW
207	Housing Specialist II	Hourly	26.8851	28.2294	29.6408	31.1229	32.6789	IBEW
304	Housing Specialist Supervisor	Hourly	34.2528	35.9654	37.7637	39.6519	41.6345	IBEW
330	Instrument Technician I	Hourly	36.5503	38.3777	40.2966	42.3114	44.4270	IBEW
372	Instrument Technician II	Hourly	40.5914	42.6210	44.7520	46.9896	49.3391	IBEW
314	IS Services Specialist	Hourly	35.1189	36.8748	38.7185	40.6544	42.6872	IBEW
215	IS Support Technician I	Hourly	27.4275	28.7989	30.2388	31.7508	33.3383	IBEW
254	IS Support Technician II	Hourly	30.2327	31.7443	33.3316	34.9982	36.7480	IBEW
281	Laboratory Analyst I	Hourly	32.3412	33.9582	35.6561	37.4389	39.3108	IBEW
323	Laboratory Analyst II	Hourly	35.9170	37.7128	39.5984	41.5784	43.6573	IBEW
333	Landscape Inspector	Hourly	36.8251	38.6663	40.5996	42.6296	44.7610	IBEW
333	Landscape Supervisor	Hourly	36.8251	38.6663	40.5996	42.6296	44.7610	IBEW
N56	Maintenance Worker I	Hourly	23.6705	24.8541	26.0968	27.4016	28.7716	IBEW
N95	Maintenance Worker II	Hourly	26.0915	27.3961	28.7659	30.2042	31.7143	IBEW
N46	Marina Maintenance Attendant	Hourly	23.0868	24.2412	25.4532	26.7259	28.0621	IBEW
N46	Marina Office Attendant	Hourly	23.0868	24.2412	25.4532	26.7259	28.0621	IBEW
331	Marina Supervisor	Hourly	36.6417	38.4737	40.3974	42.4173	44.5381	IBEW
235	Meter Mechanic	Hourly	28.8320	30.2736	31.7873	33.3766	35.0454	IBEW
N66	Meter Reader	Hourly	24.2690	25.4825	26.7565	28.0944	29.4991	IBEW

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N66	Parts Specialist	Hourly	24.2690	25.4825	26.7565	28.0944	29.4991	IBEW
390	Payroll Supervisor	Hourly	42.4574	44.5803	46.8093	49.1497	51.6072	IBEW
442	Plan Check Engineer	Hourly	48.3438	50.7610	53.2990	55.9640	58.7622	IBEW
225	Planning Technician	Hourly	28.1210	29.5270	31.0033	32.5535	34.1812	IBEW
225	Police Assistant	Hourly	28.1210	29.5270	31.0033	32.5535	34.1812	IBEW
N36	Police Clerk	Hourly	22.5175	23.6433	24.8255	26.0668	27.3702	IBEW
329	Police Records Supervisor	Hourly	36.4591	38.2821	40.1961	42.2060	44.3162	IBEW
N75	Public Works Maintenance Worker II	Hourly	24.8206	26.0616	27.3646	28.7328	30.1695	IBEW
N85	Public Works Maintenance Worker IIA	Hourly	25.4481	26.7205	28.0565	29.4594	30.9323	IBEW
331	Public Works Supervisor	Hourly	36.6417	38.4737	40.3974	42.4173	44.5381	IBEW
N85	Reservoir Keeper I	Hourly	25.4481	26.7205	28.0565	29.4594	30.9323	IBEW
225	Reservoir Keeper II	Hourly	28.1210	29.5270	31.0033	32.5535	34.1812	IBEW
N56	Secretary	Hourly	23.6705	24.8541	26.0968	27.4016	28.7716	IBEW
390	Senior Accountant	Hourly	42.4574	44.5803	46.8093	49.1497	51.6072	IBEW
363	Senior Building Inspector	Hourly	39.6894	41.6739	43.7576	45.9455	48.2427	IBEW
254	Senior Building Maintenance Worker	Hourly	30.2327	31.7443	33.3316	34.9982	36.7480	IBEW
482	Senior Civil Engineer	Hourly	53.4215	56.0926	58.8973	61.8421	64.9341	IBEW
373	Senior Code Enforcement Officer	Hourly	40.6929	42.7276	44.8640	47.1071	49.4624	IBEW
464	Senior Community Development Analyst	Hourly	51.0737	53.6274	56.3088	59.1242	62.0804	IBEW
N85	Senior Customer Service Representative	Hourly	25.4481	26.7205	28.0565	29.4594	30.9323	IBEW
343	Senior Engineering Technician	Hourly	37.7561	39.6439	41.6261	43.7074	45.8927	IBEW
274	Senior Equipment Mechanic	Hourly	31.7808	33.3699	35.0383	36.7903	38.6297	IBEW
235	Senior Housing Specialist	Hourly	28.8320	30.2736	31.7873	33.3766	35.0454	IBEW
410	Senior Instrument Technician	Hourly	44.6314	46.8630	49.2062	51.6665	54.2498	IBEW
372	Senior Landscape Inspector	Hourly	40.5914	42.6210	44.7520	46.9896	49.3391	IBEW
274	Senior Meter Mechanic	Hourly	31.7808	33.3699	35.0383	36.7903	38.6297	IBEW
205	Senior Meter Reader	Hourly	26.7511	28.0887	29.4932	30.9678	32.5162	IBEW
264	Senior Police Assistant	Hourly	30.9971	32.5469	34.1743	35.8830	37.6771	IBEW
215	Senior Public Works Maintenance Worker	Hourly	27.4275	28.7989	30.2388	31.7508	33.3383	IBEW
391	Senior Utility Mechanic	Hourly	42.5635	44.6917	46.9265	49.2725	51.7362	IBEW
274	Senior Water Distribution Technician	Hourly	31.7808	33.3699	35.0383	36.7903	38.6297	IBEW
254	Traffic and Lighting Technician I	Hourly	30.2327	31.7443	33.3316	34.9982	36.7480	IBEW
294	Traffic and Lighting Technician II	Hourly	33.4082	35.0786	36.8325	38.6741	40.6078	IBEW
520	Traffic Engineer	Hourly	58.7385	61.6754	64.7592	67.9971	71.3969	IBEW
205	Utility Field Representative	Hourly	26.7511	28.0887	29.4932	30.9678	32.5162	IBEW
310	Utility Mechanic I	Hourly	34.7699	36.5083	38.3338	40.2504	42.2630	IBEW
352	Utility Mechanic II	Hourly	38.6142	40.5449	42.5721	44.7007	46.9358	IBEW
362	Utility Supervisor	Hourly	39.5904	41.5700	43.6484	45.8309	48.1224	IBEW
N75	Warehouse Specialist	Hourly	24.8206	26.0616	27.3646	28.7328	30.1695	IBEW
235	Warehouse Supervisor	Hourly	28.8320	30.2736	31.7873	33.3766	35.0454	IBEW
235	Water Distribution Technician	Hourly	28.8320	30.2736	31.7873	33.3766	35.0454	IBEW
N66	Water Maintenance Worker I	Hourly	24.2690	25.4825	26.7565	28.0944	29.4991	IBEW
205	Water Maintenance Worker II	Hourly	26.7511	28.0887	29.4932	30.9678	32.5162	IBEW
362	Water Quality Analyst	Hourly	39.5904	41.5700	43.6484	45.8309	48.1224	IBEW
413	Water Treatment Plant Operator	Hourly	44.9670	47.2154	49.5762	52.0549	54.6576	IBEW
N85	Water Treatment Plant Operator Trainee I	Hourly	25.4481	26.7205	28.0565	29.4594	30.9323	IBEW
225	Water Treatment Plant Operator Trainee II	Hourly	28.1210	29.5270	31.0033	32.5535	34.1812	IBEW
472	Water Treatment Plant Supervisor	Hourly	52.1042	54.7094	57.4448	60.3170	63.3329	IBEW
472	Water Treatment Regulatory Compliance Officer	Hourly	52.1042	54.7094	57.4448	60.3170	63.3329	IBEW

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Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
341	Accountant	Hourly	37,5680	39,4465	41,4188	43,4897	45,6642	IBEW
N06	Accounting Clerk I	Hourly	20,8925	21,9370	23,0339	24,1856	25,3949	IBEW
N46	Accounting Clerk II	Hourly	23,0868	24,2412	25,4532	26,7259	28,0621	IBEW
254	Accounting Technician	Hourly	30,2327	31,7443	33,3316	34,9982	36,7480	IBEW
M76	Administrative Clerk I	Hourly	19,3846	20,3539	21,3716	22,4401	23,5621	IBEW
N16	Administrative Clerk II	Hourly	21,4206	22,4917	23,6163	24,7971	26,0369	IBEW
433	Advanced Water Treatment Plant Operator	Hourly	47,2696	49,6330	52,1147	54,7204	57,4564	IBEW
383	Assistant Engineer	Hourly	41,7218	43,8078	45,9982	48,2982	50,7130	IBEW
294	Assistant Planner	Hourly	33,4082	35,0786	36,8325	38,6741	40,6078	IBEW
442	Associate Civil Engineer	Hourly	48,3438	50,7610	53,2990	55,9640	58,7622	IBEW
334	Associate Planner	Hourly	36,9171	38,7630	40,7011	42,7362	44,8730	IBEW
442	Building Inspection Supervisor	Hourly	48,3438	50,7610	53,2990	55,9640	58,7622	IBEW
304	Building Inspector I	Hourly	34,2528	35,9654	37,7637	39,6519	41,6345	IBEW
334	Building Inspector II	Hourly	36,9171	38,7630	40,7011	42,7362	44,8730	IBEW
N75	Building Maintenance Worker I	Hourly	24,8206	26,0616	27,3646	28,7328	30,1695	IBEW
215	Building Maintenance Worker II	Hourly	27,4275	28,7989	30,2388	31,7508	33,3383	IBEW
225	Building Permit Technician I	Hourly	28,1210	29,5270	31,0053	32,5535	34,1812	IBEW
254	Building Permit Technician II	Hourly	30,2327	31,7443	33,3316	34,9982	36,7480	IBEW
433	Building Plan Engineer	Hourly	47,2696	49,6330	52,1147	54,7204	57,4564	IBEW
284	Building Supervisor	Hourly	32,5843	34,2136	35,9243	37,7204	39,6064	IBEW
M67	Cashier Clerk	Hourly	18,9539	19,9015	20,8967	21,9415	23,0385	IBEW
264	Code Enforcement Officer	Hourly	30,9971	32,5469	34,1743	35,8830	37,6771	IBEW
240	Communications Operator I	Hourly	29,1942	30,6539	32,1866	33,7959	35,4857	IBEW
282	Communications Operator II	Hourly	32,4220	34,0431	35,7452	37,5325	39,4092	IBEW
353	Communications Supervisor	Hourly	38,7107	40,6462	42,6785	44,8124	47,0530	IBEW
375	Community Development Analyst I	Hourly	40,8966	42,9414	45,0885	47,3429	49,7101	IBEW
414	Community Development Analyst II	Hourly	45,0794	47,3334	49,7000	52,1851	54,7943	IBEW
328	Crime Analyst	Hourly	36,3682	38,1866	40,0959	42,1007	44,2057	IBEW
N46	Customer Service Representative	Hourly	23,0868	24,2412	25,4532	26,7259	28,0621	IBEW
264	Customer Service Supervisor	Hourly	30,9971	32,5469	34,1743	35,8830	37,6771	IBEW
274	Electrician	Hourly	31,7808	33,3699	35,0383	36,7903	38,6297	IBEW
235	Engineering Technician I	Hourly	28,8320	30,2736	31,7873	33,3766	35,0454	IBEW
304	Engineering Technician II	Hourly	34,2528	35,9654	37,7637	39,6519	41,6345	IBEW
343	Equipment Maintenance Supervisor	Hourly	37,7561	39,6439	41,6261	43,7074	45,8927	IBEW
214	Equipment Mechanic I	Hourly	27,3591	28,7271	30,1634	31,6716	33,2552	IBEW
253	Equipment Mechanic II	Hourly	30,1573	31,6652	33,2485	34,9109	36,6564	IBEW
226	Executive Secretary	Hourly	28,1912	29,6008	31,0809	32,6349	34,2666	IBEW
304	Fire Prevention Inspector	Hourly	34,2528	35,9654	37,7637	39,6519	41,6345	IBEW
383	Forensic Analyst	Hourly	41,7218	43,8078	45,9982	48,2982	50,7130	IBEW
324	GIS Specialist I	Hourly	36,0068	37,8071	39,6974	41,6823	43,7664	IBEW
363	GIS Specialist II	Hourly	39,6894	41,6739	43,7576	45,9455	48,2427	IBEW
403	GIS Specialist III	Hourly	43,8582	46,0510	48,3536	50,7713	53,3098	IBEW
235	Heavy Equipment Operator	Hourly	28,8320	30,2736	31,7873	33,3766	35,0454	IBEW
N68	Housing Specialist I	Hourly	24,3905	25,6100	26,8905	28,2351	29,6468	IBEW
207	Housing Specialist II	Hourly	26,8851	28,2294	29,6408	31,1229	32,6789	IBEW
304	Housing Specialist Supervisor	Hourly	34,2528	35,9654	37,7637	39,6519	41,6345	IBEW
330	Instrument Technician I	Hourly	36,5503	38,3777	40,2966	42,3114	44,4270	IBEW
372	Instrument Technician II	Hourly	40,5914	42,6210	44,7520	46,9896	49,3391	IBEW
314	IS Services Specialist	Hourly	35,1189	36,8748	38,7185	40,6544	42,6872	IBEW
215	IS Support Technician I	Hourly	27,4275	28,7989	30,2388	31,7508	33,3383	IBEW
254	IS Support Technician II	Hourly	30,2327	31,7443	33,3316	34,9982	36,7480	IBEW
281	Laboratory Analyst I	Hourly	32,3412	33,9582	35,6561	37,4389	39,3108	IBEW
323	Laboratory Analyst II	Hourly	35,9170	37,7128	39,5984	41,5784	43,6573	IBEW
343	Landscape Inspector	Hourly	37,7561	39,6439	41,6261	43,7074	45,8927	IBEW
343	Landscape Supervisor	Hourly	37,7561	39,6439	41,6261	43,7074	45,8927	IBEW
N56	Maintenance Worker I	Hourly	23,6705	24,8541	26,0968	27,4016	28,7716	IBEW
N95	Maintenance Worker II	Hourly	26,0915	27,3961	28,7659	30,2042	31,7143	IBEW
N46	Marina Maintenance Attendant	Hourly	23,0868	24,2412	25,4532	26,7259	28,0621	IBEW
N46	Marina Office Attendant	Hourly	23,0868	24,2412	25,4532	26,7259	28,0621	IBEW
341	Marina Supervisor	Hourly	37,5680	39,4465	41,4188	43,4897	45,6642	IBEW
235	Meter Mechanic	Hourly	28,8320	30,2736	31,7873	33,3766	35,0454	IBEW
N70	Meter Reader	Hourly	24,5126	25,7382	27,0252	28,3764	29,7952	IBEW

*Varies by Class; those highlighted

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N66	Parts Specialist	Hourly	24,2690	25,4825	26,7565	28,0944	29,4991	IBEW
400	Payroll Supervisor	Hourly	43,5309	45,7074	47,9927	50,3924	52,9120	IBEW
442	Plan Check Engineer	Hourly	48,3438	50,7610	53,2990	55,9640	58,7622	IBEW
226	Planning Technician	Hourly	28,1912	29,6008	31,0809	32,6349	34,2666	IBEW
225	Police Assistant	Hourly	28,1210	29,5270	31,0033	32,5535	34,1812	IBEW
N43	Police Clerk	Hourly	22,9718	24,1204	25,3264	26,5927	27,9224	IBEW
339	Police Records Supervisor	Hourly	37,3809	39,2500	41,2124	43,2730	45,4367	IBEW
N75	Public Works Maintenance Worker II	Hourly	24,8206	26,0616	27,3646	28,7328	30,1695	IBEW
N85	Public Works Maintenance Worker IIA	Hourly	25,4481	26,7205	28,0565	29,4594	30,9323	IBEW
341	Public Works Supervisor	Hourly	37,5680	39,4465	41,4188	43,4897	45,6642	IBEW
N85	Reservoir Keeper I	Hourly	25,4481	26,7205	28,0565	29,4594	30,9323	IBEW
225	Reservoir Keeper II	Hourly	28,1210	29,5270	31,0033	32,5535	34,1812	IBEW
N56	Secretary	Hourly	23,6705	24,8541	26,0968	27,4016	28,7716	IBEW
400	Senior Accountant	Hourly	43,5309	45,7074	47,9927	50,3924	52,9120	IBEW
363	Senior Building Inspector	Hourly	39,6894	41,6739	43,7576	45,9455	48,2427	IBEW
254	Senior Building Maintenance Worker	Hourly	30,2527	31,7443	33,3316	34,9982	36,7480	IBEW
482	Senior Civil Engineer	Hourly	53,4215	56,0926	58,8973	61,8421	64,9341	IBEW
373	Senior Code Enforcement Officer	Hourly	40,6929	42,7276	44,8640	47,1071	49,4624	IBEW
474	Senior Community Development Analyst	Hourly	52,3651	54,9833	57,7324	60,6190	63,6500	IBEW
N85	Senior Customer Service Representative	Hourly	25,4481	26,7205	28,0565	29,4594	30,9323	IBEW
343	Senior Engineering Technician	Hourly	37,7561	39,6439	41,6261	43,7074	45,8927	IBEW
283	Senior Equipment Mechanic	Hourly	32,5030	34,1282	35,8346	37,6263	39,5077	IBEW
235	Senior Housing Specialist	Hourly	28,8320	30,2736	31,7873	33,3766	35,0454	IBEW
410	Senior Instrument Technician	Hourly	44,6314	46,8630	49,2062	51,6665	54,2498	IBEW
383	Senior Landscape Inspector	Hourly	41,7218	43,8078	45,9982	48,2982	50,7130	IBEW
274	Senior Meter Mechanic	Hourly	31,7808	33,3699	35,0383	36,7903	38,6297	IBEW
210	Senior Meter Reader	Hourly	27,0872	28,4416	29,8637	31,3569	32,9247	IBEW
264	Senior Police Assistant	Hourly	30,9971	32,5469	34,1743	35,8830	37,6771	IBEW
215	Senior Public Works Maintenance Worker	Hourly	27,4275	28,7989	30,2388	31,7508	33,3383	IBEW
391	Senior Utility Mechanic	Hourly	42,5635	44,6917	46,9263	49,2725	51,7362	IBEW
274	Senior Water Distribution Technician	Hourly	31,7808	33,3699	35,0383	36,7903	38,6297	IBEW
265	Traffic and Lighting Technician I	Hourly	31,0746	32,6283	34,2597	35,9727	37,7713	IBEW
305	Traffic and Lighting Technician II	Hourly	34,3385	36,0554	37,8582	39,7510	41,7386	IBEW
520	Traffic Engineer	Hourly	58,7385	61,6754	64,7592	67,9971	71,3969	IBEW
210	Utility Field Representative	Hourly	27,0872	28,4416	29,8637	31,3569	32,9247	IBEW
310	Utility Mechanic I	Hourly	34,7699	36,5083	38,3338	40,2504	42,2630	IBEW
352	Utility Mechanic II	Hourly	38,6142	40,5449	42,5721	44,7007	46,9358	IBEW
362	Utility Supervisor	Hourly	39,5904	41,5700	43,6484	45,8309	48,1224	IBEW
N78	Warehouse Specialist	Hourly	25,0071	26,2575	27,5704	28,9489	30,3963	IBEW
258	Warehouse Supervisor	Hourly	29,0487	30,5012	32,0263	33,6275	35,3089	IBEW
235	Water Distribution Technician	Hourly	28,8320	30,2736	31,7873	33,3766	35,0454	IBEW
N66	Water Maintenance Worker I	Hourly	24,2690	25,4825	26,7565	28,0944	29,4991	IBEW
205	Water Maintenance Worker II	Hourly	26,7511	28,0887	29,4932	30,9678	32,5162	IBEW
362	Water Quality Analyst	Hourly	39,5904	41,5700	43,6484	45,8309	48,1224	IBEW
413	Water Treatment Plant Operator	Hourly	44,9670	47,2154	49,5762	52,0549	54,6576	IBEW
N85	Water Treatment Plant Operator Trainee I	Hourly	25,4481	26,7205	28,0565	29,4594	30,9323	IBEW
225	Water Treatment Plant Operator Trainee II	Hourly	28,1210	29,5270	31,0033	32,5535	34,1812	IBEW
472	Water Treatment Plant Supervisor	Hourly	52,1042	54,7094	57,4448	60,3170	63,3329	IBEW
472	Water Treatment Regulatory Compliance Officer	Hourly	52,1042	54,7094	57,4448	60,3170	63,3329	IBEW

*Varies by Class; those highlighted.

These wage schedules are for informational purposes only. Employees should refer to the annual City Council approved and posted wage schedules for the most accurate and updated information.

**APPENDIX B
LETTER OF AGREEMENT 5/29/19**

**SIDE LETTER AGREEMENT
BEWEEN THE CITY OF VALLEJO AND LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS**

This Supplemental Agreement is Between the City of Vallejo, hereinafter referred to as the City, and Local Union 1245, International Brotherhood of Electrical Workers, hereinafter referred to as LOCAL 1245 for the purpose of modifying the Memorandum of Understanding (MOU) and Supplemental Agreements between the parties dated July 1, 2018 - June 30, 2020 and shall remain in effect until such a time as the language can be properly memorialized in a successor MOU by the parties.

The City and agree to the following for the purpose of this Supplemental Agreement as it relates to represented classifications covered by the MOU:

Regular Employee A regular employee is any employee who has been appointed to an authorized funded position and has successfully completed the probationary period. A regular employee shall receive seniority credit and all benefits with respect to leaves of absence, holidays, sick leave, vacation, benefit programs or similar rights and privileges.

Probationary Employees Unless otherwise specified and agreed to by the parties in separate supplements or letter agreements, generally, all regular employees covered under this MOU shall serve 365 continuous calendar days (12 months) probationary period or 547 continuous days (18 months) probationary period if a newly hired Communications Operator I or II. Probationary employees are subject to dismissal without right to appeal. A probationary employee shall receive rights with respect to leave of absence, holidays, sick leave, vacation, benefit programs or similar rights and privileges that are all encompassing in the MOU. Probationary employees have no seniority rights until they have successfully completed their original probationary period. Probationary employees are fully defined in Section 6.6 Seniority, E.1. & 2. Probationary Employees.

Provisional Employee Provisional employees are currently defined in City Charter Section 802. For the purposes of this Supplemental Agreement, Local 1245 shall be notified by Human Resources in writing when a covered bargaining unit classification is being offered provisionally and state the reason(s) why.

A provisional employee is subject to dismissal without right to appeal during their provisional appointment. Provisional employees must participate in the competitive process and be successfully hired off a "Register of Eligibles" in order to become a regular employee. Once Regular status is obtained, he or she will receive credit back to original date of hire for the purposes of probation and seniority. A provisional employee shall receive leave of absence, holidays, sick leave, vacation, benefit programs or similar rights and privileges afforded to a Probationary employee.

Provisional Employees shall be provided all the terms, limits and requirements governing their employment as Provisional Employees in writing, including a copy of this Side Letter Agreement, during the recruitment process or at the time of offer. Additionally, the six-month provisional period shall be clearly defined and communicated in writing to both the employee and to Local 1245.

Limited Term Employees Limited Appointments are currently defined in the Civil Service Commission (CSC) rules under Rule 1.4.4 as follows: "1.4.4 Limited Appointment - Means appointment to a position, the work of which is expected to be of short duration, or appointment to a permanent position temporarily vacant by reason of leave of absence or illness of regular employee, or when the needs of the Service make it necessary to employ persons for a temporary period. Limited appointments are to be made from the "Register of Eligibles."

For the purposes of this Supplemental Agreement: Limited term employment is based upon City Council authorization of funding for the position and may be amended or extended upon written notification to Local 1245, the employee and subsequent Council action. Limited term employees shall receive the same benefits as regular employees, except that limited term employees do not have seniority and bumping rights.

Departments seeking to fill positions covered under the MOU with Limited Term Employees for specific work of short duration or a bonafide special project, shall notify Human Resources, who will in turn notify Local 1245 of the proposed scope of work, beginning and end dates for any short duration or project-based work, the number and title(s) of covered classifications being sought

Limited Term Employees shall be provided all of the terms, limits and requirements governing their employment as Limited Term Employees in writing, including a copy of this Side Letter Agreement, during the recruitment process or at the time of offer.

Z Temp Employees An individual typically hired into a covered bargaining unit classification for seasonal work or for work of a limited duration. Z Temp employees are not members of the bargaining unit and are therefore not covered under the provisions of this MOU. No fringe benefits, other than those required by State and Federal law, are paid to temporary employees and they are subject to dismissal without right to appeal. These individuals are "Temporary Employees" pursuant Section 1.7 Subcontracting of the MOU and subject to all aspects of Section 1.7 which pertain to "Temporary Employees".

Interns Interns are a sub category of Z Temp Employees hired into a covered bargaining unit classification to fulfill temporary roles while pursuing educational goals. No fringe benefits, other than those required by State and Federal law, are paid to interns. Interns are not members of the bargaining unit and are therefore not covered under the provisions of this MOU. These individuals are "Temporary Employees" pursuant Section 1.7 Subcontracting of the MOU and subject to all aspects of Section 1.7 which pertain to "Temporary Employees".

Z Temp and Interns shall not be utilized to circumvent the MOU or the City's established recruitment and placement procedures and shall be utilized only when those provisions or the additional options provided in this Supplemental Agreement have been exhausted and such has been communicated in writing to Local 1245.

Dues, Union Security All employees hired under the provisions herein, with the exception of Z Temp employees or Interns have the right to voluntarily join Local 1245 or elect to pay a fair share fee and shall also have time granted to meet with a Local 1245 representative during new employee orientation pursuant Sections 1.4 Dues, Union Security of the MOU and 1.5 Union Activity of the MOU .



Reservation of Rights Local 1245 reserves the right to try and resolve or pursue through the grievance procedure, if applicable, any alleged violations of the terms of this Side Letter of Agreement and including but not limited to any applicable MOU sections and additional supplements. The City reserves the right to respond to any such grievances.



Heather Ruiz, Human Resources Director

5/22/19

Date



JV Macor, Local 1245, IBEW Business Rep

5/29/2019

Date