

CITY OF YUBA CITY  
STAFF REPORT

**Date:** November 17, 2020  
**To:** Honorable Mayor & Members of the City Council  
**From:** Human Resources  
**Presentation By:** Natalie Springer, Human Resources Director

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**Summary**

**Subject:** Implement the new California minimum wage rate effective January 1, 2021.

**Recommendation:** Adopt a Resolution to adjust the City's salary schedule to comply with the new California wage requirements effective January 1, 2021.

**Fiscal Impact:** Hourly rate increase of \$1.00 per classification affected. The overall estimated impact in 2021 is \$22,000 affecting 10 job classifications.

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**Purpose:**

To comply with California minimum wage requirements effective January 1, 2021.

**Background:**

The California minimum wage increase is effective January 1, 2021 and will increase from \$13.00 to \$14.00 per hour. To be in compliance, an increase to some classifications in the Part-Time, Extra Help, Limited Term and At-Will Contract salary schedule are required.

**Analysis:**

The following job classifications will be affected:

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

**Fiscal Impact:**

Hourly rate increase of \$1.00 per classification affected. The overall estimated impact in 2021 is \$22,000 affecting 10 job classifications.

**Alternatives:**

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

**Recommendation:**

Approve the adjustment to the City's salary schedule to comply with the new California wage requirements effective January 1, 2021.

*Attachments:*

- A) Resolution
- B) Salary Schedule

Prepared By:

*/s/ Natalie Springer*  
Natalie Springer  
Human Resources Director

Reviewed By:

Finance  
Special Counsel

Submitted By:

*/s/ Diana Langley*  
Diana Langley  
Interim City Manager

SM

SS by email

# ATTACHMENT A

RESOLUTION NO. \_\_\_\_\_

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY  
APPROVING THE ADJUSTMENT OF THE SALARY SCHEDULE TO REFLECT  
THE NEW CALIFORNIA MINIMUM WAGE REQUIREMENT OF \$14.00 PER HOUR**

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

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

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

Approve the adjustment to the City's salary schedule to implement the new California minimum wage requirement of \$14.00 hourly effective January 1, 2021.

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

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

The forgoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 17th day of November 2020.

AYES:

NOES:

ABSENT:

\_\_\_\_\_  
Shon Harris, Mayor

ATTEST:

\_\_\_\_\_  
Ciara Wakefield, Deputy City Clerk

Approved as to form:

\_\_\_\_\_  
Stacey Sheston  
BB&K, Special Counsel

# ATTACHMENT B

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

**Confidential**

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

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

**Confidential Unit**

**Confidential**

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

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

**Confidential Unit**

**Executive Unit**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
8070 *	CITY MANAGER	CM	-	-	-	-	17,083	Monthly
			-	-	-	-	98.56	Hourly
8090*	PUBLIC WORKS DIRECTOR//CITY ENGINEER	DH	11,817	-	-	-	14,364	Monthly
			68.17	-	-	-	82.87	Hourly
8040*	DIRECTOR OF DEVELOPMENT SERVICES	DH	10,718	-	-	-	13,028	Monthly
			61.84	-	-	-	75.16	Hourly
8010*	DIRECTOR OF HUMAN RESOURCES	DH	10,020	-	-	-	12,180	Monthly
			57.81	-	-	-	70.27	Hourly
8140*	DIRECTOR OF COMMUNITY SERVICES	DH	8,600	-	-	-	12,642	Monthly
			49.61	-	-	-	72.93	Hourly
8170*	DEPUTY CITY MANAGER, ECONOMIC GROWTH AND PUBLIC AFFAIRS	Contract	7,920	-	-	-	12,000	Monthly
			45.69	-	-	-	69.23	Hourly
8030*	FIRE CHIEF	DH	12,461	-	-	-	15,146	Monthly
			71.89	-	-	-	87.38	Hourly
8150*	HUMAN RESOURCES MANAGER	Contract	6,726	-	-	-	8,174	Monthly
			38.80	-	-	-	47.16	Hourly
8050*	POLICE CHIEF	DH	12,461	-	-	-	15,146	Monthly
			71.89	-	-	-	87.38	Hourly
8020*	DIRECTOR OF FINANCE	DH	10,022	-	-	-	13,764	Monthly
			57.82	-	-	-	79.41	Hourly
8200*	DIRECTOR OF ENGINEERING-SBFCA	Contract	10,000	-	-	-	15,000	Monthly
			57.69	-	-	-	86.54	Hourly

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

**Executive Unit**



**Fire Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
3110**	FIRE RECRUIT	FIRE	-	-	-	-	4,068	Monthly
			-	-	-	-	16.76	Hourly
3120**	FIREFIGHTER I	FIRE	-	-	-	-	4,513	Monthly
			-	-	-	-	18.60	Hourly
3130**	FIREFIGHTER II	FIRE	-	-	-	-	6,889	Monthly
			-	-	-	-	28.39	Hourly
3140**	FIRE APPARATUS OPERATOR	FIRE	-	-	-	7,194	7,554	Monthly
			-	-	-	29.65	31.13	Hourly
3150**	FIRE CAPTAIN	FIRE	7,084	7,438	7,810	8,201	8,611	Monthly
			29.19	30.65	32.18	33.80	35.48	Hourly
3160	FIRE SAFETY INSPECTOR I	FIRE	4,886	5,130	5,387	5,656	5,939	Monthly
			28.19	29.60	31.08	32.63	34.26	Hourly
3170	FIRE SAFETY INSPECTOR II	FIRE	5,450	5,722	6,008	6,308	6,624	Monthly
			31.44	33.01	34.66	36.39	38.21	Hourly

**FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK:**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS				
			1	2	3	4	5
3250	FIRE CAPTAIN	FIRE	7,084	7,438	7,810	8,201	8,611
			40.87	42.91	45.06	47.31	49.68
3210	FIRE RECRUIT	FIRE					4,068
							23.47
3220	FIREFIGHTER I	FIRE					4,513
							26.04
3230	FIREFIGHTER II	FIRE					6,889
							39.74
3240	FIRE - APPARATUS OPERATOR	FIRE				7,194	7,554
						41.50	43.58

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

3180	FIRE CAPTAIN (PREVENTION)	FIRE	7,438	7,810	8,201	8,611	9,042
			42.91	45.06	47.31	49.68	52.16

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

**Fire Association**

**Fire Management**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6055**	FIRE BATTALION CHIEF	FM	8,163	8,571	9,000	9,450	9,923	Monthly Hourly
			33.64	35.32	37.09	38.94	40.89	
6066	FIRE MARSHAL	FM	7447	7819	8,210	8,620	9,051	Monthly Hourly
			42.96	45.11	47.37	49.73	52.22	

**FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK:**

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

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

**First Level Management**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6069	ACCOUNTANT II	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6060	ADMINISTRATIVE ANALYST II	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6015	ANIMAL SHELTER SUPERVISOR	FLM	3,850 22.21	4,042 23.32	4,244 24.48	4,456 25.71	4,679 26.99	Monthly Hourly
6035	COMMUNICATIONS CENTER COORDINATOR	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6090	CONSTRUCTION INSPECTOR-SENIOR	FLM	5,157 29.75	5,415 31.24	5,686 32.80	5,970 34.44	6,269 36.17	Monthly Hourly
6044	CRIME ANALYST	FLM	4,293 24.77	4,508 26.01	4,733 27.31	4,970 28.67	5,218 30.11	Monthly Hourly
6063	CUSTOMER SERVICE MANAGER	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6120	ENGINEER - ASSOCIATE CIVIL	FLM	6,512 37.57	6,838 39.45	7,180 41.42	7,539 43.49	7,916 45.67	Monthly Hourly
6042	FACILITIES MAINTENANCE SUPERVISOR	FLM	4,871 28.10	5,115 29.51	5,371 30.99	5,640 32.54	5,922 34.17	Monthly Hourly
6050	FLEET MAINTENANCE SUPERVISOR	FLM	4,990 28.79	5,239 30.23	5,501 31.74	5,776 33.32	6,065 34.99	Monthly Hourly
6064	INFORMATION TECHNOLOGY ANALYST	FLM	5,785 33.38	6,074 35.04	6,378 36.80	6,697 38.64	7,032 40.57	Monthly Hourly
6142	SENIOR INFORMATION TECHNOLOGY ANALYST	FLM	6,364 36.72	6,682 38.55	7,016 40.48	7,367 42.50	7,736 44.63	Monthly Hourly
6112	GROUND WATER DIST. SUPERVISOR	FLM	5,814 33.54	6,105 35.22	6,410 36.98	6,731 38.83	7,068 40.77	Monthly Hourly
6062	HOUSING PROGRAMS ANALYST II	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6080	LABORATORY MANAGER	FLM	6,547 37.77	6,874 39.66	7,218 41.64	7,579 43.73	7,958 45.91	Monthly Hourly

**First Level Management**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6085	LABORATORY SUPERVISOR	FLM	5,689 32.82	5,973 34.46	6,272 36.18	6,586 38.00	6,916 39.90	Monthly Hourly
6040	MAINTENANCE SUPERVISOR-STREETS	FLM	4,871 28.10	5,115 29.51	5,371 30.99	5,640 32.54	5,922 34.17	Monthly Hourly
6131	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 3	FLM	5,119 29.53	5,375 31.01	5,644 32.56	5,926 34.19	6,222 35.90	Monthly Hourly
6132	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 4	FLM	5,247 30.27	5,509 31.78	5,784 33.37	6,073 35.04	6,377 36.79	Monthly Hourly
6043	PARKS MAINTENANCE SUPERVISOR	FLM	4,871 28.10	5,115 29.51	5,371 30.99	5,640 32.54	5,922 34.17	Monthly Hourly
6095	PERMIT CENTER MANAGER	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6061	PLANNER-ASSOCIATE	FLM	5,095 29.39	5,350 30.87	5,618 32.41	5,899 34.03	6,193 35.73	Monthly Hourly
6065	PLANT MAINTENANCE SUPERVISOR	FLM	6,291 36.29	6,606 38.11	6,936 40.02	7,283 42.02	7,647 44.12	Monthly Hourly
6030*	RECREATION SUPERVISOR I	FLM	4,507 26.00	4,732 27.30	4,969 28.67	5,217 30.10	5,478 31.60	Monthly Hourly
6045*	RECREATION SUPERVISOR II	FLM	5,183 29.90	5,442 31.40	5,714 32.97	6,000 34.62	6,300 36.35	Monthly Hourly
6046*	RECREATION SUPERVISOR III	FLM	5,702 32.90	5,987 34.54	6,286 36.27	6,600 38.08	6,930 39.98	Monthly Hourly
6210	WASTEWATER COLLECTIONS SUPERVISOR	FLM	4,871 28.10	5,115 29.51	5,371 30.99	5,640 32.54	5,922 34.17	Monthly Hourly
6096	WASTEWATER TRT FACILITY CHIEF OPERATOR	FLM	6,955 40.13	7,303 42.13	7,668 44.24	8,051 46.45	8,454 48.77	Monthly Hourly
6111	WASTEWATER TRT FACILITY SUPERVISOR	FLM	8,346 48.15	8,763 50.56	9,201 53.08	9,661 55.74	10,144 58.52	Monthly Hourly
6041	WATER DISTRIBUTION SUPERVISOR	FLM	5,581 32.20	5,860 33.81	6,153 35.50	6,461 37.28	6,784 39.14	Monthly Hourly

**First Level Management**

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

**Pensionable Compensation for New Members (PEPRA)**

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

**Education Pay:**

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

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

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

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

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

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

**First Level Management**

		EFFECTIVE 11/25/17 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
6469	ACCOUNTANT II	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
6460	ADMINISTRATIVE ANALYST II	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
6415	ANIMAL SHELTER SUPERVISOR	FLM	3,850 22.21	3,946 22.77	4,042 23.32	4,143 23.90	4,244 24.48	4,350 25.10	4,456 25.71	4,567 26.35	4,679 26.99	Monthly Hourly
6435	COMMUNICATIONS CENTER COORDINATOR	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
6490	CONSTRUCTION INSPECTOR-SENIOR	FLM	5,157 29.75	5,286 30.50	5,415 31.24	5,551 32.03	5,686 32.80	5,828 33.62	5,970 34.44	6,119 35.30	6,269 36.17	Monthly Hourly
6444	CRIME ANALYST	FLM	4,293 24.77	4,401 25.39	4,508 26.01	4,621 26.66	4,733 27.31	4,852 27.99	4,970 28.67	5,094 29.39	5,218 30.11	Monthly Hourly
6463	CUSTOMER SERVICE MANAGER	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
6520	ENGINEER - ASSOCIATE CIVIL	FLM	6,512 37.57	6,675 38.51	6,838 39.45	7,009 40.44	7,180 41.42	7,360 42.46	7,539 43.49	7,728 44.58	7,916 45.67	Monthly Hourly
6442	FACILITIES MAINTENANCE SUPERVISOR	FLM	4,871 28.10	4,993 28.81	5,115 29.51	5,243 30.25	5,371 30.99	5,506 31.77	5,640 32.54	5,781 33.35	5,922 34.17	Monthly Hourly
6450	FLEET MAINTENANCE SUPERVISOR	FLM	4,990 28.79	5,115 29.51	5,239 30.23	5,370 30.98	5,501 31.74	5,639 32.53	5,776 33.32	5,920 34.15	6,065 34.99	Monthly Hourly
6464*	INFORMATION TECHNOLOGY ANALYST	FLM	5,785 33.38	5,930 34.21	6,074 35.04	6,226 35.92	6,378 36.80	6,538 37.72	6,697 38.64	6,864 39.60	7,032 40.57	Monthly Hourly
6542	SENIOR INFORMATION TECHNOLOGY ANALYST	FLM	6,364 36.72	6,523 37.63	6,682 38.55	6,849 39.51	7,016 40.48	7,192 41.49	7,367 42.50	7,551 43.56	7,736 44.63	Monthly Hourly
6512	GROUND WATER DIST. SUPERVISOR	FLM	5,814 33.54	5,960 34.38	6,105 35.22	6,258 36.10	6,410 36.98	6,571 37.91	6,731 38.83	6,899 39.80	7,068 40.77	Monthly Hourly
6462	HOUSING PROGRAMS ANALYST II	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly

**First Level Management**

		EFFECTIVE 11/25/17 - NEW HIRES ONLY											
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS										
			1	2	3	4	5	6	7	8	9		
6480	LABORATORY MANAGER	FLM	6,547 37.77	6,711 38.72	6,874 39.66	7,046 40.65	7,218 41.64	7,399 42.69	7,579 43.73	7,769 44.82	7,958 45.91	Monthly	Hourly
6485	LABORATORY SUPERVISOR	FLM	5,689 32.82	5,831 33.64	5,973 34.46	6,123 35.33	6,272 36.18	6,429 37.09	6,586 38.00	6,751 38.95	6,916 39.90	Monthly	Hourly
6440	MAINTENANCE SUPERVISOR-STREETS	FLM	4,871 28.10	4,993 28.81	5,115 29.51	5,243 30.25	5,371 30.99	5,506 31.77	5,640 32.54	5,781 33.35	5,922 34.17	Monthly	Hourly
6531	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 3	FLM	5,119 29.53	5,247 30.27	5,375 31.01	5,510 31.79	5,644 32.56	5,785 33.38	5,926 34.19	6,074 35.04	6,222 35.90	Monthly	Hourly
6532	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 4	FLM	5,247 30.27	5,378 31.03	5,509 31.78	5,647 32.58	5,784 33.37	5,929 34.21	6,073 35.04	6,225 35.91	6,377 36.79	Monthly	Hourly
6443	PARKS MAINTENANCE SUPERVISOR	FLM	4,871 28.10	4,993 28.81	5,115 29.51	5,243 30.25	5,371 30.99	5,506 31.77	5,640 32.54	5,781 33.35	5,922 34.17	Monthly	Hourly
6495	PERMIT CENTER MANAGER	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly	Hourly
6461	PLANNER-ASSOCIATE	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly	Hourly
6465	PLANT MAINTENANCE SUPERVISOR	FLM	6,291 36.29	6,449 37.21	6,606 38.11	6,771 39.06	6,936 40.02	7,110 41.02	7,283 42.02	7,465 43.07	7,647 44.12	Monthly	Hourly
6430	RECREATION SUPERVISOR I	FLM	4,507 26.00	4,620 26.65	4,732 27.30	4,851 27.99	4,969 28.67	5,093 29.38	5,217 30.10	5,348 30.85	5,478 31.60	Monthly	Hourly
6445	RECREATION SUPERVISOR II	FLM	5,183 29.90	5,313 30.65	5,442 31.40	5,578 32.18	5,714 32.97	5,857 33.79	6,000 34.62	6,150 35.48	6,300 36.35	Monthly	Hourly
6446	RECREATION SUPERVISOR III	FLM	5,702 32.90	5,845 33.72	5,987 34.54	6,137 35.41	6,286 36.27	6,443 37.17	6,600 38.08	6,765 39.03	6,930 39.98	Monthly	Hourly
6610	WASTEWATER COLLECTIONS SUPERVISOR	FLM	4,871 28.10	4,993 28.81	5,115 29.51	5,243 30.25	5,371 30.99	5,506 31.77	5,640 32.54	5,781 33.35	5,922 34.17	Monthly	Hourly
6496	WASTEWATER TRT FACILITY CHIEF OPERATOR	FLM	6,955 40.13	7,129 41.13	7,303 42.13	7,486 43.19	7,668 44.24	7,860 45.35	8,051 46.45	8,252 47.61	8,454 48.77	Monthly	Hourly

**First Level Management**

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

**Pensionable Compensation for New Members (PEPRA)**

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

**Education Pay:**

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

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

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

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

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



**Mid Managers**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
7165*	ACCOUNTING MANAGER	MM	6,722 38.78	7,058 40.72	7,411 42.76	7,782 44.90	8,171 47.14	Monthly Hourly
7070*	ADMINISTRATIVE ANALYST III	MM	6,361 36.70	6,679 38.53	7,013 40.46	7,364 42.48	7,733 44.61	Monthly Hourly
7010*	ADMINISTRATIVE MANAGER	MM	7,743 44.67	8,130 46.90	8,536 49.25	8,963 51.71	9,412 54.30	Monthly Hourly
7125*	ANIMAL SERVICES MANAGER	MM	6,893 39.77	7,238 41.76	7,600 43.85	7,980 46.04	8,379 48.34	Monthly Hourly
7115*	ASSISTANT CHIEF - FIRE	MM	9,932 57.30	10,429 60.17	10,950 63.17	11,497 66.33	12,072 69.64	Monthly Hourly
7116*	ASSISTANT CHIEF - FIRE OPERATIONS (INTERIM)	MM	10,429 60.17	10,950 63.17	11,497 66.33	12,072 69.65	12,675 73.13	Monthly Hourly
7117*	ASSISTANT CHIEF - FIRE ADMINISTRATION (INTERIM)	MM	9,932 57.30	10,429 60.17	- -	- -	- -	Monthly Hourly
7135*	ASSISTANT PUBLIC WORKS DIRECTOR	MM	9,827 56.69	10,318 59.53	10,834 62.50	11,376 65.63	11,945 68.91	Monthly Hourly
7140*	ASSISTANT P.W. DIRECTOR - UTILITIES	MM	9,827 56.69	10,318 59.53	10,834 62.50	11,376 65.63	11,945 68.91	Monthly Hourly
7418*	CITY CLERK ADMINISTRATOR	MM	6,236 35.98	6,548 37.78	6,875 39.66	7,219 41.65	7,581 43.73	Monthly Hourly
7112*	CHIEF BUILDING OFFICIAL	MM	7,447 42.96	7,819 45.11	8,210 47.37	8,620 49.73	9,051 52.22	Monthly Hourly
7175*	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	8,710 50.25	9,145 52.76	9,602 55.40	10,082 58.17	10,587 61.08	Monthly Hourly
7195*	DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	7,942 45.82	8,339 48.11	8,756 50.52	9,194 53.04	9,653 55.69	Monthly Hourly
7160*	DEPUTY P.W. DIRECTOR - UTILITIES	MM	8,273 47.73	8,687 50.12	9,121 52.62	9,577 55.25	10,056 58.02	Monthly Hourly
7110*	DIVISION FIRE CHIEF	MM	9,458 54.57	9,931 57.29	10,428 60.16	10,949 63.17	11,496 66.33	Monthly Hourly

**Mid Managers**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
7120*	ENGINEER - SENIOR	MM	7,858 45.33	8,251 47.60	8,664 49.98	9,097 52.48	9,552 55.11	Monthly Hourly
7310*	ENGINEER - SENIOR - CITY SURVEYOR	MM	7,501 43.28	7,876 45.44	8,270 47.71	8,683 50.09	9,117 52.60	Monthly Hourly
7105*	INFORMATION TECHNOLOGY MANAGER	MM	8,650 49.90	9,082 52.40	9,536 55.02	10,013 57.77	10,514 60.66	Monthly Hourly
7043*	PARK MAINTENANCE MANAGER	MM	6,449 37.21	6,771 39.06	7,110 41.02	7,466 43.07	7,840 45.23	Monthly Hourly
7044*	PARKS AND GROUNDS SUPERINTENDENT	MM	6,893 39.77	7,238 41.76	7,600 43.85	7,980 46.04	8,379 48.34	Monthly Hourly
7130*	PLANNER-PRINCIPAL	MM	7,315 42.20	7,681 44.31	8,065 46.53	8,468 48.85	8,891 51.30	Monthly Hourly
7060*	PLANNING MANAGER	MM	7,942 45.82	8,339 48.11	8,756 50.52	9,194 53.04	9,653 55.69	Monthly Hourly
7085*	PROJECT MANAGER	MM	7,144 41.22	7,501 43.28	7,876 45.44	8,270 47.71	8,683 50.10	Monthly Hourly
7090*	PUBLIC WORKS SUPERINTENDENT	MM	7,492 43.22	7,867 45.39	8,260 47.65	8,673 50.04	9,107 52.54	Monthly Hourly
7046*	RECREATION MANAGER	MM	6,449 37.21	6,771 39.06	7,110 41.02	7,466 43.07	7,840 45.23	Monthly Hourly
7200*	REGULATORY COMPLIANCE ADMINISTRATOR	MM	7,512 43.34	7,888 45.51	8,282 47.78	8,696 50.17	9,131 52.68	Monthly Hourly
7091*	UTILITIES SUPERINTENDENT	MM	8,710 50.25	9,145 52.76	9,602 55.40	10,082 58.17	10,587 61.08	Monthly Hourly

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

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

Mid Managers

		EFFECTIVE 04/28/2018 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
7565*	ACCOUNTING MANAGER	MM	6,722 38.78	6,890 39.75	7,058 40.72	7,235 41.74	7,411 42.76	7,597 43.83	7,782 44.90	7,977 46.02	8,171 47.14	Monthly Hourly
7470*	ADMINISTRATIVE ANALYST III	MM	6,361 36.70	6,520 37.62	6,679 38.53	6,846 39.50	7,013 40.46	7,189 41.48	7,364 42.48	7,548 43.55	7,733 44.61	Monthly Hourly
7410*	ADMINISTRATIVE MANAGER	MM	7,743 44.67	7,937 45.79	8,130 46.90	8,333 48.08	8,536 49.25	8,750 50.48	8,963 51.71	9,187 53.00	9,412 54.30	Monthly Hourly
7525*	ANIMAL SERVICES MANAGER	MM	6,893 39.77	7,066 40.77	7,238 41.76	7,419 42.80	7,600 43.85	7,790 44.94	7,980 46.04	8,180 47.19	8,379 48.34	Monthly Hourly
7515*	ASSISTANT CHIEF - FIRE	MM	9,932 57.30	10,181 58.74	10,429 60.17	10,690 61.67	10,950 63.17	11,224 64.75	11,497 66.33	11,784 67.98	12,072 69.64	Monthly Hourly
7116*	ASSISTANT CHIEF - FIRE OPERATIONS (INTERIM)	MM	10,429 60.17	10,690 61.67	10,950 63.17	11,224 64.75	11,497 66.33	11,785 67.99	12,072 69.65	12,374 71.39	12,675 73.13	Monthly Hourly
7117*	ASSISTANT CHIEF - FIRE ADMINISTRATION (INTERIM)	MM	9,932 57.30	10,181 58.74	10,429 60.17	- -	- -	- -	- -	- -	- -	Monthly Hourly
7136*	ASSISTANT PUBLIC WORKS DIRECTOR	MM	9,827 56.69	10,073 58.11	10,318 59.53	10,576 61.02	10,834 62.50	11,105 64.07	11,376 65.63	11,661 67.28	11,945 68.91	Monthly Hourly
7540*	ASSISTANT P.W. DIRECTOR - UTILITIES	MM	9,827 56.69	10,073 58.11	10,318 59.53	10,576 61.02	10,834 62.50	11,105 64.07	11,376 65.63	11,661 67.28	11,945 68.91	Monthly Hourly
7512*	CHIEF BUILDING OFFICIAL	MM	7,447 42.96	7,633 44.04	7,819 45.11	8,015 46.24	8,210 47.37	8,415 48.55	8,620 49.73	8,836 50.98	9,051 52.22	Monthly Hourly
7419*	CITY CLERK ADMINISTRATOR	MM	6,236 35.98	6,392 36.88	6,548 37.78	6,712 38.72	6,875 39.66	7,047 40.66	7,219 41.65	7,400 42.69	7,581 43.73	Monthly Hourly
7575*	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	8,710 50.25	8,928 51.51	9,145 52.76	9,374 54.08	9,602 55.40	9,842 56.78	10,082 58.17	10,334 59.62	10,587 61.08	Monthly Hourly
7595*	DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	7,942 45.82	8,141 46.97	8,339 48.11	8,548 49.32	8,756 50.52	8,975 51.78	9,194 53.04	9,424 54.37	9,653 55.69	Monthly Hourly
7560*	DEPUTY P.W. DIRECTOR - UTILITIES	MM	8,273 47.73	8,480 48.92	8,687 50.12	8,904 51.37	9,121 52.62	9,349 53.94	9,577 55.25	9,817 56.64	10,056 58.02	Monthly Hourly
7510*	DIVISION FIRE CHIEF	MM	9,458 54.57	9,695 55.93	9,931 57.29	10,180 58.73	10,428 60.16	10,689 61.67	10,949 63.17	11,223 64.75	11,496 66.33	Monthly Hourly

**Mid Managers**

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

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

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

**Sworn Police Mid-Managers**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
7180*	ASSISTANT POLICE CHIEF	Sworn MM	10,632 61.34	11,164 64.41	11,722 67.63	12,308 71.01	12,923 74.56	Monthly Hourly
7150*	POLICE COMMANDER	Sworn MM	10,127 58.43	10,633 61.34	11,165 64.41	11,723 67.63	12,309 71.02	Monthly Hourly
7111*	POLICE LIEUTENANT	Sworn MM	9,119 52.61	9,575 55.24	10,054 58.00	10,557 60.91	11,085 63.95	Monthly Hourly

**Pensionable Compensation for New Members (PEPRA)**

MOU Article 1.2 - Bilingual Pay

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

MOU Article 1.3 - Education Incentive

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

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

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

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

**Sworn Police Mid Managers**

**Police Officers Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS							
			1	2	3	4	5	6		
2005	ADMINISTRATIVE ASSISTANT	PD	4,073 23.50	4,277 24.68	4,491 25.91	4,716 27.21	4,951 28.57		Monthly Hourly	
2040	COMMUNITY POLICING COORDINATOR	PD	4,016 23.17	4,217 24.33	4,428 25.55	4,649 26.82	4,882 28.16		Monthly Hourly	
2130	COMMUNITY SERVICE OFFICER	PD	3,964 22.87	4,162 24.01	4,370 25.21	4,589 26.48	4,818 27.80		Monthly Hourly	
2125	COMMUNITY SERVICE OFFICER - LEAD	PD	4,473 25.81	4,697 27.10	4,932 28.45	5,179 29.88	5,438 31.37		Monthly Hourly	
2150	FIELD SERVICE TECHNICIAN	PD	4,016 23.17	4,217 24.33	4,428 25.55	4,649 26.82	4,882 28.16		Monthly Hourly	
2200	POLICE OFFICER	PD	5,307 30.62	5,572 32.15	5,851 33.76	6,144 35.45	6,451 37.22	6,774 39.08	Monthly Hourly	
2120	POLICE RECORDS CLERK	PD	3,361 19.39	3,529 20.36	3,705 21.38	3,890 22.44	4,084 23.56		Monthly Hourly	
2160	POLICE RECORDS CLERK - LEAD	PD	3,727 21.50	3,913 22.58	4,109 23.71	4,314 24.89	4,529 26.13		Monthly Hourly	
2190	POLICE RECRUIT	PD	4,618 26.64	4,848 27.97	5,091 29.37	- -	- -		Monthly Hourly	
2110	PUBLIC SAFETY DISPATCHER I	PD	3,740 21.58	3,927 22.66	- -	- -	- -		Monthly Hourly	
2140	PUBLIC SAFETY DISPATCHER II	PD	4,401 25.39	4,621 26.66	4,852 27.99	5,095 29.39	5,350 30.86		Monthly Hourly	
2180	PUBLIC SAFETY DISPATCHER III	PD	- -	- -	- -	5,600 32.31	5,880 33.92		Monthly Hourly	
<p>Assignment of an employee in the Police Officer classification to the Investigation Division and/or Net Unit shall include a seven and one half (7.5) percent compensation above the appropriate Police Officer salary step for the period of the temporary assignment and shall be designated as follows:</p> <p>Additional (or Other) Pensionable Compensation for New Members (PEPRA)</p>										
2230	POLICE OFFICER (INVEST)	PD	5,705 32.91	5,990 34.56	6,290 36.29	6,605 38.11	6,935 40.01	7,282 42.01		

**Police Officers Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	6
	Police Officers designated as Field Training Officers by the Police Chief shall receive five (5) percent additional compensation (calculated from their base hourly wage) while so assigned to the Departments Training Program. Additional (or Other) Pensionable Compensation for New Members (PEPRA)							
2210	POLICE OFFICER (FTO)	PD	5,572 32.15	5,851 33.76	6,144 35.45	6,451 37.22	6,774 39.08	7,112 41.03

**Pensionable Compensation for New Members (PEPRA)**

MOU Article 2.5 - Education Incentive -

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

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

Sworn Personnel shall receive education incentive as follows:

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

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

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

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

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

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

MOU Article 2.6 - Bilingual Pay

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

MOU Article 2.7 - Holiday Pay

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

MOU Article 2.9 - Field Training Officer

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

MOU Article 2.13 - Canine Unit

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

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

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

**Police Officers Association**

		EFFECTIVE 03/03/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
2405	ADMINISTRATIVE ASSISTANT	PD	4,073 23.50	4,175 24.09	4,277 24.68	4,384 25.29	4,491 25.91	4,604 26.56	4,716 27.21	4,834 27.89	4,951 28.57	Monthly Hourly
2440	COMMUNITY POLICING COORDINATOR	PD	4,016 23.17	4,117 23.75	4,217 24.33	4,323 24.94	4,428 25.55	4,539 26.19	4,649 26.82	4,765 27.49	4,882 28.16	Monthly Hourly
2530	COMMUNITY SERVICE OFFICER	PD	3,964 22.87	4,063 23.44	4,162 24.01	4,266 24.61	4,370 25.21	4,480 25.85	4,589 26.48	4,704 27.14	4,818 27.80	Monthly Hourly
2525	COMMUNITY SERVICE OFFICER - LEAD	PD	4,473 25.81	4,585 26.45	4,697 27.10	4,815 27.78	4,932 28.45	5,056 29.17	5,179 29.88	5,308 30.62	5,438 31.37	Monthly Hourly
2550	FIELD SERVICE TECHNICIAN	PD	4,016 23.17	4,117 23.75	4,217 24.33	4,323 24.94	4,428 25.55	4,539 26.19	4,649 26.82	4,765 27.49	4,882 28.16	Monthly Hourly
2520	POLICE RECORDS CLERK	PD	3,361 19.39	3,445 19.88	3,529 20.36	3,617 20.87	3,705 21.38	3,798 21.91	3,890 22.44	3,987 23.00	4,084 23.56	Monthly Hourly
2560	POLICE RECORDS CLERK - LEAD	PD	3,727 21.50	3,820 22.04	3,913 22.58	4,011 23.14	4,109 23.71	4,212 24.30	4,314 24.89	4,422 25.51	4,529 26.13	Monthly Hourly

**Pensionable Compensation for New Members (PEPRA)**

MOU Article 2.5 - Education Incentive -

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

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

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

MOU Article 2.6 - Bilingual Pay

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

MOU Article 2.9 - Field Training Officer

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



**Police Sergeants**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6100*	POLICE SERGEANT	PS	6,810 39.29	7,150 41.25	7,507 43.31	7,882 45.47	8,276 47.75	Monthly Hourly

Pensionable Compensation for New Members (PEPRA)

MOU Article 2.2 - Education Incentive

Police Sergeants shall receive an educational incentive of 2.5% for either an AA degree or POST Intermediate Certificate; a 5% educational incentive for a Bachelor's degree or a POST Advanced Certificate and an additional 5.2% for possession of a POST Supervisory Certificate. Education Incentive pay shall be base pay cumulative but not compounded and shall have a 12.7% cap.

MOU Article 2.3 - Bilingual Pay

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

MOU Article 2.4 - Holiday Pay

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

MOU Article 3.0 - FTO Pay and Traffic Division

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

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

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

**Police Sergeants**

**Public Employees Union, Local #1**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4101	ACCOUNTANT I	PEU, Local 1	4,433 25.58	4,655 26.86	4,888 28.20	5,132 29.61	5,389 31.09	Monthly Hourly
4052	ACCOUNT CLERK	PEU, Local 1	2,869 16.55	3,012 17.38	3,163 18.25	3,321 19.16	3,487 20.12	Monthly Hourly
4100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,308 19.08	3,473 20.04	3,647 21.04	3,829 22.09	4,021 23.20	Monthly Hourly
4162	ACCOUNT CLERK-SENIOR	PEU, Local 1	3,807 21.96	3,997 23.06	4,197 24.21	4,407 25.43	4,628 26.70	Monthly Hourly
4015	ACCOUNTING TECHNICIAN	PEU, Local 1	3,857 22.25	4,050 23.37	4,252 24.53	4,465 25.76	4,688 27.05	Monthly Hourly
4244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,169 24.05	4,377 25.25	4,596 26.52	4,826 27.84	5,067 29.23	Monthly Hourly
4020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	3,676 21.21	3,860 22.27	4,053 23.38	4,256 24.55	4,469 25.78	Monthly Hourly
4040	ADMINISTRATIVE CLERK I	PEU, Local 1	2,445 14.11	2,567 14.81	2,695 15.55	2,830 16.33	2,971 17.14	Monthly Hourly
4060	ADMINISTRATIVE CLERK II	PEU, Local 1	2,690 15.52	2,824 16.29	2,965 17.11	3,113 17.96	3,269 18.86	Monthly Hourly
4085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,095 17.86	3,250 18.75	3,413 19.69	3,584 20.68	3,763 21.71	Monthly Hourly
4025	ADMINISTRATIVE TECHNICIAN	PEU, Local 1	3,381 19.51	3,550 20.48	3,727 21.50	3,913 22.58	4,109 23.70	Monthly Hourly
4090	ANIMAL SERVICES OFFICER I	PEU, Local 1	2,901 16.74	3,046 17.57	3,198 18.45	3,358 19.37	3,526 20.34	Monthly Hourly
4095	ANIMAL SERVICES OFFICER II	PEU, Local 1	3,180 18.35	3,339 19.26	3,506 20.23	3,681 21.24	3,865 22.30	Monthly Hourly
4155	ARBORIST, SENIOR	PEU, Local 1	3,692 21.30	3,877 22.37	4,071 23.49	4,275 24.66	4,489 25.90	Monthly Hourly

**Public Employees Union, Local #1**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4270	BUILDING INSPECTOR I	PEU, Local 1	4,114 23.73	4,320 24.92	4,536 26.17	4,763 27.48	5,001 28.85	Monthly Hourly
4292	BUILDING INSPECTOR II	PEU, Local 1	4,527 26.12	4,753 27.42	4,991 28.79	5,241 30.24	5,503 31.75	Monthly Hourly
4062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,274 18.89	3,438 19.83	3,610 20.83	3,791 21.87	3,981 22.97	Monthly Hourly
4121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	3,581 20.66	3,760 21.69	3,948 22.78	4,145 23.91	4,352 25.11	Monthly Hourly
4285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,424 25.52	4,645 26.80	4,877 28.14	5,121 29.54	5,377 31.02	Monthly Hourly
4115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,422 19.74	3,593 20.73	3,773 21.77	3,962 22.86	4,161 24.00	Monthly Hourly
4144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,764 21.72	3,952 22.80	4,150 23.94	4,358 25.14	4,576 26.40	Monthly Hourly
4243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,271 24.64	4,485 25.88	4,709 27.17	4,944 28.52	5,191 29.95	Monthly Hourly
4050	CUSTODIAN I	PEU, Local 1	2,578 14.87	2,707 15.62	2,842 16.40	2,984 17.22	3,133 18.08	Monthly Hourly
4082	CUSTODIAN II	PEU, Local 1	2,970 17.13	3,119 17.99	3,275 18.89	3,439 19.84	3,611 20.83	Monthly Hourly
4030	CUSTOMER SERVICES REP I	PEU, Local 1	2,810 16.21	2,950 17.02	3,098 17.87	3,253 18.77	3,416 19.71	Monthly Hourly
4070	CUSTOMER SERVICES REP II	PEU, Local 1	3,079 17.76	3,233 18.65	3,395 19.59	3,565 20.57	3,743 21.60	Monthly Hourly
4161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,528 20.35	3,704 21.37	3,889 22.44	4,083 23.56	4,287 24.73	Monthly Hourly
4170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,605 26.57	4,835 27.89	5,077 29.29	5,331 30.76	5,598 32.29	Monthly Hourly
4265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,296 30.55	5,561 32.08	5,839 33.69	6,131 35.37	6,437 37.14	Monthly Hourly

**Public Employees Union, Local #1**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4280	ELECTRICAL TECHNICIAN III	PEU, Local 1	6,090 35.13	6,394 36.89	6,714 38.73	7,050 40.67	7,403 42.71	Monthly Hourly
4300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,427 31.31	5,698 32.87	5,983 34.52	6,282 36.24	6,596 38.06	Monthly Hourly
4215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,674 21.20	3,858 22.26	4,051 23.37	4,254 24.54	4,467 25.77	Monthly Hourly
4250	ENGINEERING TECHNICIAN II	PEU, Local 1	3,972 22.92	4,171 24.06	4,380 25.27	4,599 26.53	4,829 27.86	Monthly Hourly
4295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,575 26.39	4,804 27.72	5,044 29.10	5,296 30.55	5,561 32.08	Monthly Hourly
4160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	3,972 22.92	4,171 24.06	4,380 25.27	4,599 26.53	4,829 27.86	Monthly Hourly
4031	FACILITY AIDE	PEU, Local 1	2,450 14.13	2,573 14.84	2,702 15.59	2,837 16.37	2,978 17.18	Monthly Hourly
4036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,861 16.51	3,004 17.33	3,154 18.20	3,312 19.11	3,477 20.06	Monthly Hourly
4083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,133 18.08	3,290 18.98	3,455 19.93	3,628 20.93	3,810 21.98	Monthly Hourly
4028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,290 24.75	4,505 25.99	4,730 27.29	4,966 28.65	5,214 30.08	Monthly Hourly
4246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,444 25.64	4,666 26.92	4,899 28.26	5,144 29.68	5,401 31.16	Monthly Hourly
4260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	4,889 28.21	5,133 29.61	5,390 31.10	5,659 32.65	5,942 34.28	Monthly Hourly
4281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,605 26.57	4,835 27.89	5,077 29.29	5,331 30.76	5,598 32.29	Monthly Hourly
4282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,296 30.55	5,561 32.08	5,839 33.69	6,131 35.37	6,437 37.14	Monthly Hourly

**Public Employees Union, Local #1**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,090 35.13	6,395 36.89	6,715 38.74	7,051 40.68	7,402 42.70	Monthly Hourly
4110	KENNEL ATTENDANT I	PEU, Local 1	2,427 14.00	2,548 14.70	2,675 15.43	2,809 16.21	2,950 17.02	Monthly Hourly
4111	KENNEL ATTENDANT II	PEU, Local 1	2,696 15.55	2,831 16.33	2,973 17.15	3,122 18.01	3,278 18.91	Monthly Hourly
4112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	2,970 17.13	3,119 17.99	3,275 18.89	3,439 19.84	3,611 20.83	Monthly Hourly
4045	LABORATORY RECEPTIONIST	PEU, Local 1	2,445 14.11	2,567 14.81	2,695 15.55	2,830 16.33	2,971 17.14	Monthly Hourly
4530	LABORATORY ANALYST I	PEU, Local 1	4,162 24.01	4,370 25.21	4,588 26.47	4,817 27.79	5,058 29.18	Monthly Hourly
4581	LABORATORY ANALYST II	PEU, Local 1	4,578 26.41	4,807 27.73	5,047 29.12	5,299 30.57	5,564 32.10	Monthly Hourly
4064	LABORATORY ASSISTANT	PEU, Local 1	3,468 20.01	3,641 21.01	3,823 22.06	4,014 23.16	4,215 24.32	Monthly Hourly
4220	MECHANIC	PEU, Local 1	4,127 23.81	4,333 25.00	4,550 26.25	4,778 27.57	5,017 28.94	Monthly Hourly
4225	MECHANIC-LEAD	PEU, Local 1	4,749 27.40	4,986 28.77	5,235 30.20	5,497 31.71	5,772 33.30	Monthly Hourly
4063	PARK MAINTENANCE WORKER I	PEU, Local 1	2,930 16.90	3,076 17.75	3,230 18.63	3,391 19.56	3,561 20.54	Monthly Hourly
4065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	2,930 16.90	- -	- -	- -	- -	Monthly Hourly
4122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,211 18.53	3,372 19.45	3,541 20.43	3,718 21.45	3,904 22.52	Monthly Hourly
4200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,692 21.30	3,877 22.37	4,071 23.49	4,275 24.66	4,489 25.90	Monthly Hourly
4245	PLANNER-ASSISTANT	PEU, Local 1	4,504 25.98	4,729 27.28	4,965 28.64	5,213 30.08	5,473 31.58	Monthly Hourly

**Public Employees Union, Local #1**

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

**Public Employees Union, Local #1**

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

**Pensionable Compensation for New Members (PEPRA)**

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

**Certification Pay:**

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

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

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

D-1: \$50 per month

D-2: 2.5% of salary per month

D-3: 2.5% of salary per month

D-4: 2.5% of salary per month

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

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

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



Public Employees Union, Local #1

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

**Public Employees Union, Local #1**

JCN	CLASSIFICATION	Bargaining Group	EFFECTIVE 06/09/18 - NEW HIRES ONLY									
			SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5292	BUILDING INSPECTOR II	PEU, Local 1	4,527 26.12	4,640 26.77	4,753 27.42	4,872 28.11	4,991 28.79	5,116 29.52	5,241 30.24	5,372 30.99	5,503 31.75	Monthly Hourly
5062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,274 18.89	3,356 19.36	3,438 19.83	3,524 20.33	3,610 20.83	3,701 21.35	3,791 21.87	3,886 22.42	3,981 22.97	Monthly Hourly
5121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	3,581 20.66	3,671 21.18	3,760 21.69	3,854 22.23	3,948 22.78	4,047 23.35	4,145 23.91	4,249 24.51	4,352 25.11	Monthly Hourly
5285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,424 25.52	4,535 26.16	4,645 26.80	4,761 27.47	4,877 28.14	4,999 28.84	5,121 29.54	5,249 30.28	5,377 31.02	Monthly Hourly
5115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,422 19.74	3,508 20.24	3,593 20.73	3,683 21.25	3,773 21.77	3,868 22.32	3,962 22.86	4,061 23.43	4,161 24.00	Monthly Hourly
5144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,764 21.72	3,858 22.26	3,952 22.80	4,051 23.37	4,150 23.94	4,254 24.54	4,358 25.14	4,467 25.77	4,576 26.40	Monthly Hourly
5243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,271 24.64	4,378 25.26	4,485 25.88	4,597 26.52	4,709 27.17	4,827 27.85	4,944 28.52	5,067 29.23	5,191 29.95	Monthly Hourly
5050	CUSTODIAN I	PEU, Local 1	2,578 14.87	2,643 15.25	2,707 15.62	2,775 16.01	2,842 16.40	2,913 16.81	2,984 17.22	3,059 17.65	3,133 18.08	Monthly Hourly
5082	CUSTODIAN II	PEU, Local 1	2,970 17.13	3,045 17.57	3,119 17.99	3,197 18.44	3,275 18.89	3,357 19.37	3,439 19.84	3,525 20.34	3,611 20.83	Monthly Hourly
5030	CUSTOMER SERVICES REP I	PEU, Local 1	2,810 16.21	2,880 16.62	2,950 17.02	3,024 17.45	3,098 17.87	3,176 18.32	3,253 18.77	3,334 19.23	3,416 19.71	Monthly Hourly
5070	CUSTOMER SERVICES REP II	PEU, Local 1	3,079 17.76	3,156 18.21	3,233 18.65	3,314 19.12	3,395 19.59	3,480 20.08	3,565 20.57	3,654 21.08	3,743 21.60	Monthly Hourly
5161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,528 20.35	3,616 20.86	3,704 21.37	3,797 21.91	3,889 22.44	3,986 23.00	4,083 23.56	4,185 24.14	4,287 24.73	Monthly Hourly
5170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,605 26.57	4,720 27.23	4,835 27.89	4,956 28.59	5,077 29.29	5,204 30.02	5,331 30.76	5,464 31.52	5,598 32.29	Monthly Hourly
5265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,296 30.55	5,429 31.32	5,561 32.08	5,700 32.88	5,839 33.69	5,985 34.53	6,131 35.37	6,284 36.25	6,437 37.14	Monthly Hourly

Public Employees Union, Local #1

		EFFECTIVE 06/09/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5280	ELECTRICAL TECHNICIAN III	PEU, Local 1	6,090	6,242	6,394	6,554	6,714	6,882	7,050	7,226	7,403	Monthly
			35.13	36.01	36.89	37.81	38.73	39.70	40.67	41.69	42.71	Hourly
5300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,427	5,563	5,698	5,841	5,983	6,133	6,282	6,439	6,596	Monthly
			31.31	32.09	32.87	33.70	34.52	35.38	36.24	37.15	38.06	Hourly
5215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,674	3,766	3,858	3,955	4,051	4,153	4,254	4,360	4,467	Monthly
			21.20	21.73	22.26	22.82	23.37	23.96	24.54	25.15	25.77	Hourly
5250	ENGINEERING TECHNICIAN II	PEU, Local 1	3,972	4,072	4,171	4,276	4,380	4,490	4,599	4,714	4,829	Monthly
			22.92	23.49	24.06	24.67	25.27	25.90	26.53	27.20	27.86	Hourly
5295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,575	4,690	4,804	4,924	5,044	5,170	5,296	5,429	5,561	Monthly
			26.39	27.06	27.72	28.41	29.10	29.83	30.55	31.32	32.08	Hourly
5160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	3,972	4,072	4,171	4,276	4,380	4,490	4,599	4,714	4,829	Monthly
			22.92	23.49	24.06	24.67	25.27	25.90	26.53	27.20	27.86	Hourly
5031	FACILITY AIDE	PEU, Local 1	2,450	2,512	2,573	2,638	2,702	2,770	2,837	2,908	2,978	Monthly
			14.13	14.49	14.84	15.22	15.59	15.98	16.37	16.78	17.18	Hourly
5036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,861	2,933	3,004	3,079	3,154	3,233	3,312	3,395	3,477	Monthly
			16.51	16.92	17.33	17.76	18.20	18.65	19.11	19.59	20.06	Hourly
5083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,133	3,212	3,290	3,373	3,455	3,542	3,628	3,719	3,810	Monthly
			18.08	18.53	18.98	19.46	19.93	20.43	20.93	21.46	21.98	Hourly
5028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,290	4,398	4,505	4,618	4,730	4,848	4,966	5,090	5,214	Monthly
			24.75	25.37	25.99	26.64	27.29	27.97	28.65	29.37	30.08	Hourly
5246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,444	4,555	4,666	4,783	4,899	5,022	5,144	5,272	5,401	Monthly
			25.64	26.28	26.92	27.59	28.26	28.97	29.68	30.42	31.16	Hourly
5260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	4,889	5,011	5,133	5,262	5,390	5,525	5,659	5,800	5,942	Monthly
			28.21	28.91	29.61	30.36	31.10	31.88	32.65	33.46	34.28	Hourly
5281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,605	4,720	4,835	4,956	5,077	5,204	5,331	5,464	5,598	Monthly
			26.57	27.23	27.89	28.59	29.29	30.02	30.76	31.52	32.29	Hourly
5282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,296	5,429	5,561	5,700	5,839	5,985	6,131	6,284	6,437	Monthly
			30.55	31.32	32.08	32.88	33.69	34.53	35.37	36.25	37.14	Hourly

Public Employees Union, Local #1

		EFFECTIVE 06/09/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,090	6,243	6,395	6,555	6,715	6,883	7,051	7,227	7,402	Monthly
			35.13	36.02	36.89	37.82	38.74	39.71	40.68	41.69	42.70	Hourly
5110	KENNEL ATTENDANT I	PEU, Local 1	2,427	2,488	2,548	2,612	2,675	2,742	2,809	2,879	2,950	Monthly
			14.00	14.35	14.70	15.07	15.43	15.82	16.21	16.61	17.02	Hourly
5111	KENNEL ATTENDANT II	PEU, Local 1	2,696	2,764	2,831	2,902	2,973	3,048	3,122	3,200	3,278	Monthly
			15.55	15.95	16.33	16.74	17.15	17.58	18.01	18.46	18.91	Hourly
5112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	2,970	3,045	3,119	3,197	3,275	3,357	3,439	3,525	3,611	Monthly
			17.13	17.57	17.99	18.44	18.89	19.37	19.84	20.34	20.83	Hourly
5045	LABORATORY RECEPTIONIST	PEU, Local 1	2,445	2,506	2,567	2,631	2,695	2,763	2,830	2,901	2,971	Monthly
			14.11	14.46	14.81	15.18	15.55	15.94	16.33	16.74	17.14	Hourly
5530	LABORATORY ANALYST I	PEU, Local 1	4,162	4,266	4,370	4,479	4,588	4,703	4,817	4,938	5,058	Monthly
			24.01	24.61	25.21	25.84	26.47	27.13	27.79	28.49	29.18	Hourly
5581	LABORATORY ANALYST II	PEU, Local 1	4,578	4,693	4,807	4,927	5,047	5,173	5,299	5,432	5,564	Monthly
			26.41	27.08	27.73	28.43	29.12	29.84	30.57	31.34	32.10	Hourly
5064	LABORATORY ASSISTANT	PEU, Local 1	3,468	3,555	3,641	3,732	3,823	3,919	4,014	4,114	4,215	Monthly
			20.01	20.51	21.01	21.53	22.06	22.61	23.16	23.73	24.32	Hourly
5220	MECHANIC	PEU, Local 1	4,127	4,230	4,333	4,442	4,550	4,664	4,778	4,897	5,017	Monthly
			23.81	24.40	25.00	25.63	26.25	26.91	27.57	28.25	28.94	Hourly
5225	MECHANIC-LEAD	PEU, Local 1	4,749	4,868	4,986	5,111	5,235	5,366	5,497	5,635	5,772	Monthly
			27.40	28.08	28.77	29.49	30.20	30.96	31.71	32.51	33.30	Hourly
5063	PARK MAINTENANCE WORKER I	PEU, Local 1	2,930	3,003	3,076	3,153	3,230	3,311	3,391	3,476	3,561	Monthly
			16.90	17.33	17.75	18.19	18.63	19.10	19.56	20.05	20.54	Hourly
5065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	2,930	-	-	-	-	-	-	-	-	Monthly
			16.90	-	-	-	-	-	-	-	-	Hourly
5122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,211	3,292	3,372	3,457	3,541	3,630	3,718	3,811	3,904	Monthly
			18.53	18.99	19.45	19.94	20.43	20.94	21.45	21.99	22.52	Hourly
5200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,692	3,785	3,877	3,974	4,071	4,173	4,275	4,382	4,489	Monthly
			21.30	21.84	22.37	22.93	23.49	24.08	24.66	25.28	25.90	Hourly
5245	PLANNER-ASSISTANT	PEU, Local 1	4,504	4,617	4,729	4,847	4,965	5,089	5,213	5,343	5,473	Monthly
			25.98	26.64	27.28	27.96	28.64	29.36	30.08	30.83	31.58	Hourly

Public Employees Union, Local #1

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

Public Employees Union, Local #1

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

**Pensionable Compensation for New Members (PEPRA)**

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

**Certification Pay:**

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

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

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

D-1: \$50 per month

D-2: 2.5% of salary per month

D-3: 2.5% of salary per month

D-4: 2.5% of salary per month

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

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

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

**Part-Time, Extra Help, Limited Term and At-Will Contract Employees - EFFECTIVE JANUARY 1, 2020**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS				
			1	2	3	4	5
0110*	Intern Worker		14.00		TO		17.00
4000	Public Works Maintenance Worker (Temp)		14.00	14.50	15.00	15.50	16.00
4125	Water/Wastewater Operator-in-Training		14.00	14.50	15.00	15.50	16.00
4105	Plan Checker-Permit Tech		4,252	4,465	4,688	4,922	5,169
			24.53	25.76	27.05	28.40	29.82
2030*	Reserve Police Officer (Level I) - see notes 1 & 2		18.91				
	Reserve Police Officer (Level Ia) - see notes 1,2&3		29.09				
2020*	Reserve Police Officer (Level II) - see notes 1 & 2		15.13				
2010*	Relief Public Safety Dispatcher		14.00				
300	Police Officer Trainee		14.00				
0200*	Recreation Worker		14.00		TO		50.00
	(Sub Classifications)						
*	Recreation Leader I		14.00	14.40	15.12		
*	Recreation Leader II		15.12	15.88	16.67		
*	Recreation Leader III		16.67	17.50	18.38		
*	Recreation Specialist I		14.00		TO		25.00
*	Recreation Specialist II		25.00		TO		50.00
*	Lifeguard/Instructor I		15.12	15.88	16.67	17.50	18.38
*	Lifeguard/Instructor II		18.38	19.30	20.27	21.28	22.34
4116	Veterinary Assistant		2,426	2,547	2,674	2,808	2,948
			14.00	14.69	15.43	16.20	17.01
3410**	Fire Recruit		16.60	Effective 12/8/18			
3310	Fire Recruit - 40 hour work week		23.24	Effective 12/8/18			

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

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

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

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

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

**EMPLOYEE BARGAINING GROUPS**

CON - Confidential

PEU, Local 1 - General Employees

DH - Department Head

MM - Middle Manager

FM - Fire Management

FLM - 1st Level Manager

PD - Police Department

FIRE - Fire Department

PS - Police Sergeant