

AGREEMENT BETWEEN CITY OF VALLEJO

AND

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1245, AFL-CIO

July 1, 2018 THROUGH June 30, 2020

Approved as to Form


By: 
City Attorney

TABLE OF CONTENTS

SECTION 1 LABOR AND EMPLOYEE RELATIONS	4
1.1. RECOGNITION	4
1.2. MANAGEMENT RIGHTS	4
1.3. NO DISCRIMINATION	4
1.4. DUES, UNION SECURITY, AGENCY SHOP	5
1.5. UNION ACTIVITY	6
1.6. ATTENDING UNION FUNCTIONS	7
1.7. SUBCONTRACTING	7
1.8. COOPERATIVE COMMITTEE	8
1.9. PART-TIME EMPLOYEES	9
1.10. VALIDITY OF AGREEMENT	10
1.11. SUPREMACY CLAUSE	10
1.12. AS NEEDED MEETINGS	10
SECTION 2 SALARIES	11
2.1. SALARIES	11
2.2. OVERTIME	14
2.3. HOLIDAY PAY - SHIFT EMPLOYEES	15
2.4. STAND-BY	16
SECTION 3 BENEFITS	18
3.1. RETIREMENT	18
3.2. GROUP HEALTH INSURANCE	19
3.3. OPTICAL AND EYEGLASS PLAN	23
3.4. DENTAL PLAN	23
3.5. LIFE INSURANCE	24
3.6. GROUP DISABILITY INCOME PROTECTION	24
3.7. SOCIAL SECURITY AND DEFERRED COMPENSATION	25
3.8. EMPLOYEE ASSISTANCE PROGRAM	25
3.9. SPECIAL UNIFORMS AND TOOLS	25
3.10. EDUCATIONAL REIMBURSEMENT	27
3.11. STATE DISABILITY INSURANCE	28
3.12. EXISTING BENEFITS	28
SECTION 4 COMPENSATION	29
4.1. MEAL ALLOWANCE	29

4.2.	BILINGUAL PAY	29
4.3.	CLASSIFICATION STUDIES	30
4.4.	CROSS-TRAINING PAY.....	32
4.5.	DIFFERENTIAL PAYS.....	32
4.6.	SHIFT DIFFERENTIAL PAY	34
4.7.	COMMUNICATIONS OPERATORS DIFFERENTIAL PAY.....	34
SECTION 5 LEAVES		35
5.1.	HOLIDAYS.....	35
5.2.	ANNUAL LEAVE	36
5.3.	SICK LEAVE, BEREAVEMENT LEAVE, MEDICAL EXAMINATIONS, FAMILY AND MEDICAL LEAVE.....	37
5.4.	LEAVES OF ABSENCE	39
5.5.	MILITARY LEAVE	40
5.6.	JURY DUTY AND COURT APPEARANCES	40
SECTION 6 LABOR AND EMPLOYEE RELATIONS		42
6.1.	HOURS OF WORK.....	42
6.2.	LAYOFF NOTICE.....	43
6.3.	LAYOFF DETERMINATION.....	43
6.4.	This Section 6.4 intentionally left blank.	46
6.5.	GRIEVANCE PROCEDURE.....	46
6.6.	SENIORITY	51
6.7.	NO STRIKES, LOCKOUTS OR WORK STOPPAGES	54
6.8.	MODIFICATIONS UPON MUTUAL CONSENT	54
6.9.	MEDIATION	54
SECTION 7 MISCELLANEOUS.....		55
7.1.	FILLING OF VACANT POSITIONS.....	55
7.2.	SAFETY.....	55
7.3.	TRANSFERS AND ASSIGNMENTS	56
7.4.	CERTIFICATION/LICENSE FEES.....	57
7.5.	TRAINING FOR SUPERVISORY EMPLOYEES.....	57
SECTION 8 TERM OF AGREEMENT.....		58
SECTION 9 SIGNATURE PAGE		59
APPENDIX A CLASSIFICATIONS.....		60

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 additional classifications from being covered by this Agreement.

1.2. MANAGEMENT RIGHTS

Except as otherwise provided in this Agreement and/or applicable laws, the City retains the sole and exclusive right to manage, direct and supervise its operations and employees.

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 his or her 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, AGENCY SHOP

- 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 his or her 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. ATTENDING UNION FUNCTIONS

- A. No more than four (4) employees who are selected by Local 1245 to attend functions of the International Brotherhood of Electrical Workers, exclusive of all affiliations, including but not limited to conventions, safety conferences, training events and educational conferences shall be allowed time off with pay, without loss of accruals and seniority for a period not to exceed five (5) consecutive calendar days at any one time to attend such functions, provided the Department of Human Resources is advised in writing by Local 1245 of such intended absence at least ten (10) regularly scheduled working days prior to the start thereof. The City retains the right to deny release time under this section based on operational need.
- B. The total cumulative number of regularly scheduled working hours available under this Section shall not exceed two hundred (200) in any one calendar year period.
- C. The City may, at its discretion and under the same conditions as specified in this Section, grant approval for employees to attend other legitimate Union activities.
- D. Attendance specifically required or requested by Local 1245 at meetings or conferences wherein the employee is appearing as a City representative and on behalf of the City, shall not be considered as time off for purposes of this Section.

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. Following ratification of this agreement by IBEW and adoption by the City Council in accordance with the MMBA, 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.
- G. 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.
- H. Subsections (C) through (G) above shall take effect following ratification of this agreement by Local 1245 and adoption by the City Council in accordance with the MMBA.

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

- a. 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.

- b. 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

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.

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. It is understood that effective July 1, 2009, salaries for employees in this bargaining unit were reduced by 5% pursuant to the Pendency Plan. This reduction shall be ongoing.
- B. Effective July 1, 2010, the City implemented an additional 5% wage reduction except for employees in the classifications of Water Treatment Plant Operator III, Water Treatment Plant Operator IV, Senior Water Treatment Plant Operator, Communications Operator II and Communications Operator Supervisor. This reduction shall be ongoing.
- C. Water Treatment Plant Operators
 - 1. Effective July 13, 2010, the 5% wage reduction for employees in the classifications of Water Treatment Plant Operator III, Water Treatment Plant Operator IV, and Senior Water Treatment Plant Operator implemented on July 1, 2009 shall be restored. The restoration shall not be retroactive.
 - 2. In addition, employees in the classifications listed in B above shall not be subject to the 5% wage reduction effective July 1, 2010.
 - 3. 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.

D. Communications Operators

1. Effective July 3, 2010, the 5% wage reduction for employees in the classifications of Communications Operator II and Communications Operator Supervisor implemented on July 1, 2009 shall be restored. The restoration shall not be retroactive.
2. In addition employees in the above classifications shall not be subject to the 5% wage reduction effective July 1, 2010.

E. The City may establish a retention program for Water Treatment Plant Operator III, IV, and Communication Operator IIs and above. As part of this program, the classifications of Water Treatment Plant Operator III, IV, and Senior received an additional 5% increase to base salary effective October 9, 2010.

F. For reference purposes only, the scheduled wage increase effective July 1, 2003 as specified in the Supplemental Labor Agreement dated June 6, 2000, shall be reduced by an amount equal to fifty percent (50%) of the increase in the percentage of the employers normal cost for the 2.7% at 55 retirement plan from fiscal year 2002 to 2003 as reported in the CALPERS annual actuarial valuation. For example, if the employers normal cost for the 2.7% at 55 plan effective the date of the contract amendment is eight percent (8.0%) and on July 1, 2003 the employers normal cost increased to ten percent (10.0%), the wage increase for the period starting July 1, 2003 would be reduced by one percent (1.0%).

G. 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.

H. In Fiscal Year 2018-19, the City will initiate a city-wide classification and compensation study. This compensation study will include, as a goal, a proposed policy for setting salaries for new positions and future salary adjustments, including adjustments for equity and compaction. The City will engage with Local 1245 to meet and confer concerning elements of the study prior to its commencement, including comparator agencies and benchmark classifications.

I. Base Salary Increase

1. Effective the first full pay period following ratification of this agreement by Local 1245 and adoption by the City Council,, unit members shall receive a base salary increase of two and one half percent (2.5%) annual base salary.
2. Effective the first full pay period following January 1, 2019, unit members shall receive a base salary increase of two and one half percent (2.5%) annual base salary.

J. 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 \$1,250 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, 2018, 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 J 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

- K. 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. 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 a 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

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

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 work load. 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 an 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.

2.3. HOLIDAY PAY - SHIFT EMPLOYEES

- A. The following classifications shall be allowed thirteen (13) 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;
 12. Bridge Operator.
- B. Eight (8) holidays shall be taken as annual leave. At the employee's discretion up to five (5) 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 (40) hours of annual leave (100% buy-back).
 2. Hired between April and June eligible to sell back up to thirty (30) hours of annual leave (75% buy-back).
 3. Hired between July and September eligible to sell back up to twenty (20) hours of annual leave (50% buy-back).
 4. Hired after September 30 eligible to sell back up to ten (10) 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. 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."
 - 2. 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.
- C. Employee Contribution Rate

The employee contribution rate is currently 9% (8% statutory employee contribution plus 1% pickup of the employer rate). Effective as soon as practicable, Employees shall pay 2.0% of PERSable compensation on behalf of the employer (i.e., the employee contribution shall be 8% and the employee contribution towards the employer share shall be 2.0%, increasing the employee contribution to 10%). 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.

CalPERS requires a contract amendment and a separate vote of all affected employees to implement an increase in the employee contribution rate. If affected employees do not approve the additional 1% contribution, it will be made as a reduction in base wage for bargaining unit members.

- 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 Internal Revenue Code ("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 exercise its best efforts to extend the provisions of section 414(h)(2) to deductions of employee compensation covering the employees' share of the CalPERS contributions.
3. The City shall continue to contract with CalPERS to include the twelve (12) highest paid consecutive months in computing retirement consistent with the California Public Employees' Retirement Law.
4. The City shall continue to contract with CalPERS to provide for conversion of unused sick leave to service credit upon an employee's retirement.
5. 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 2} The City shall supplement the direct PEMHCA

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

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.

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.
- B. 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 his or her salary at the time of disability.
 - d. The City shall endeavor to insure 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 pay all 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 his/her premiums for health, dental and life insurance paid for by the City during the period of his/her 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, but in no event less than two. 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 clearly identifying the employee and department upon appointment and up to two (2) replacements, as needed, each fiscal year thereafter they remain in the department.
- 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 VII - \$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. 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 required by the City to wear safety shoes shall be eligible to receive a reimbursement up to \$200 per fiscal year for the purchase and repair of required safety shoes 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 Director of Human Resources.
 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 Director of Human Resources.
- 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.

- A. Integration
 - 1. In disability cases, SDI benefits and sick benefit allowances shall be paid separately, but in the event SDI payments cover all or part of the period during which sick benefit allowances are paid, the sum of the two shall not exceed the sick benefit payable for said period, and the unused portion of accumulated sick leave will continue to be credited to the employee. Integration of sick leave benefits with SDI payments is to be automatic; the Employer may not waive integration, and any employee entitled to SDI payments must apply therefor (in order that the principle of integration may be applied) before sick benefits are payable.

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

SECTION 4 COMPENSATION

4.1. MEAL ALLOWANCE

- A. Each employee who is directed to work overtime on emergency services, and who works under the following conditions shall be provided an appropriate meal at City expense:
 - 1. Works continuously two (2) hours or more immediately before or after his/her regular shift working day.
 - 2. Is called back to work outside of his/her regular shift and works continuously for four (4) hours.
 - 3. Works continuously for an additional four (4) hours after a meal in Subsections 1 or 2 above.
- B. The supervisor shall determine whether the employee will be released from the job site without loss of compensation for up to one-half (1/2) hour to eat.
- C. An employee will be reimbursed on the bi-weekly payroll for the cost of a meal at the rate as provided for in the City Administrative Rule 3.5 -Travel and Business expense.
- D. A supervisor may determine the necessity of providing a meal at the job site, during the working period. If this determination is made, a meal will be provided.
- E. An employee shall receive appropriate reimbursement for meals no later than ten (10) days after the expenditure has occurred.

4.2. BILINGUAL PAY

- A. An employee certified as bilingual shall receive an additional premium of \$75 per month if he or she is certified as bilingual as follows:
 - 1. The employee has the demonstrated ability to translate Spanish,

Tagalog, or American Sign Language into English and English into those other languages, both in writing and verbally, established by passing a proficiency test administered by the Department of Human Resources; and

2. The employee and the Department Head certify that the employee's bilingual skills are desired by the department, and the employee may be called upon when necessary to translate communications as required by the Department Head.
- 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 Director of Human Resources 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 Director of Human Resources 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 his or her 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.
 - iv. If Local 1245 does not agree with the City's decision or with the results of such study, it may utilize the Grievance Procedure commencing at the Third Step.
- 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 his or her 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.
- a. If Local 1245 does not agree that the classification is appropriate, it may utilize the Grievance Procedure commencing at the Third Step.
 - b. If Local 1245 does not agree that the salary assigned by the

City to the new classification is appropriate, it may utilize the Grievance Procedure commencing at the Third Step.

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.
 - a. If Local 1245 does not agree that a position is properly classified, it may utilize the Grievance Procedure commencing at the Third Step.

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, and if Local 1245 does not agree that the salary is appropriate, it may utilize the Grievance Procedure commencing at the Third Step.
 - a. If the parties cannot agree on an appropriate salary after utilizing the Grievance Procedure at the Third Step then Local 1245 may utilize the Fourth Step of the Grievance Procedure (Arbitration) to determine the appropriate salary. The arbitrator may change an existing salary only if he/she has first determined that there has been a substantial change in duties and responsibilities and the award will be based on the increased worth of those duties and responsibilities.

Should any dispute under the above Subsections be submitted to arbitration, the arbitrator's decision must be consistent with the principles which govern classification and pay practices in public personnel administration.

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%) 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 shift between the hours of 4 p.m. 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 shift between the hours of midnight and 8 a.m.

An employee shall be eligible for shift differential pay if at least five- eighths ($5/8$) of his/her shift is after 4 p.m. or before 8 a.m. 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 thirteen (13) 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. Columbus 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. Two (2) Floating Holidays
- 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 a holiday shall be paid a premium of two (2) times his or her 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>
0 through 4.99	Eighty (80) hours
5 through 10.99	One-Hundred and Twenty (120) hours
11 through 20.99	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 Director of Human Resource, or designate. An exception may be granted by the Director of Human Resources, or designate, in the event that an injury or illness to the employee, or the employee serving on jury duty precludes that employee using accrued annual leave. To be considered for this exception, the Director of Human Resources must be informed

of the circumstances surrounding the need to allow for the exception before an employee's vacation accumulation reaches the maximum. The employee shall be paid for any accrual in excess of the maximum determined appropriate by the Director of Human Resources 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.

2. Whenever an employee is granted and takes 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 balance.
- 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 twelve (12) sick leave days 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 who is assigned to a standard eight (8) hour shift, 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. 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.
- 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 the employee's husband, wife, parent, brother, sister, child, grandparent or grandchild or the corresponding relations by affinity, provided:

1. The employee notified the City of the purpose of his/her 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 his/her 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. Not more than four (4) hours a day of sick leave is authorized for each appointment, except under unusual circumstances. Several such absences during a pay period may be accumulated and itemized on the same sick leave report. 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.
1. Unusual circumstances may include delayed appointments caused by the medical doctor or dentist; long appointments caused by such things as a series of laboratory tests, or required out-of-town specialty medical consultations. Satisfactory proof of the need for the time in excess of four (4) hours may be required.
 2. Employees may use a maximum of sixteen (16) hours sick leave per year to attend doctor's appointments related to the pregnancy of their spouse. Not more than four (4) hours a day of sick leave is authorized for each such appointment, except under unusual circumstances.
- E. 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. Said leave will not exceed twelve (12) weeks. Maternity leave may commence no earlier than two (2) weeks prior to the expected birth unless stipulated by a physician. Extensions may be granted upon the recommendation of competent medical authority.
1. No employee will be penalized for time off due to pregnancy or childbearing.
 2. All employees while on unpaid, unprotected maternity leave will be

responsible for full payment of any City paid contribution into benefits on behalf of the employee. For purposes of this subsection, “unprotected maternity leave” means any maternity leave that is not covered under the federal Family Medical Leave Act, the California Family Rights Act or under California Pregnancy Disability Law.

3. Maternity leave must be requested in writing to the Department Head or designee.
 4. No employee will suffer a loss in seniority as it relates to Annual Leave scheduling; reassignments, layoffs, and recall during the initial twelve (12) week maternity leave period. Loss of seniority will result after twelve (12) weeks.
 5. The employee shall have the option of using accrued sick leave, annual leave, compensation leave, or leave without pay.
 6. After leave for childbearing or pregnancy related disability, the employee shall be reinstated to her original position before the leave or to a position of like status.
- F. 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.)

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 his/her proficiency in his/her City employment and his/her 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 his or her performance is such that the employee's return is desired and the inconvenience of his or her 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 his or her 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 Director of Human Resources shall make a recommendation to the City Council that the employee shall continue to receive his/her 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 his/her employment with the City shall receive his/her regular straight time rate of pay, less all witness fees received, during this

absence from his/her regular duty hours. In order to receive his/her 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 his/her employment with the City must use Annual Leave or compensatory leave time.

**SECTION 6
LABOR AND EMPLOYEE RELATIONS**

6.1. HOURS OF WORK

- A. The normal work day 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 a.m. on Saturday. The work day for some positions may vary from the normal schedule (e.g., ten (10) hour work days, a combination of twelve (12) hour and eight (8) hour work days, a combination of nine (9) and eight (8) hour work days).
- 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 a.m. to 8:30 a.m. 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 52 week schedule of their assigned shifts on an annual basis by no later than December 31 for the next year.
- D. Except in cases of emergency, the City shall avoid temporary changes of employees' regular shift hours.
- 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 consult with Local 1245.
 - 1. If agreement cannot be reached on any such change in the hours of work, Local 1245 may process the matter directly to arbitration commencing at the Fourth Step of Section 6.5 within ten (10) regularly scheduled working days following the first day of the City's implementation of such change in work hours.
- G. 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. Upon adoption of this agreement, and in an effort to mutually advance a safe work environment, the parties shall endeavor to meet and confer in relation to the creation of "Rest Period" language affecting all employees covered under this agreement with a target completion date of June 30, 2019.

- H. Division Heads are encouraged to identify work schedules which incorporate alternatives to the normal work day 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 work day. 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 his or her 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 work days 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 his or her 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 his/her 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 his/her designee.

- c. Within three (3) regularly scheduled working days following appropriate submission of the written grievance, the Department Head and/or his 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 his 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-Director of Human Resources

- 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 arbitration, 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 3 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, Step 4 of the grievance procedure will be deemed concluded upon selection of the neutral (Fourth Step, paragraph two).
- b. The Director and Local 1245 representative shall jointly and promptly select an impartial mediator/arbitrator or arbitrator. 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/arbitrator or arbitrator, 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 arbitrators. Immediately upon 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/arbitrator or arbitrator. The order of striking shall be determined by coin toss with the winner of the toss making the second strike.

- c. The mediator/arbitrator shall meet with the parties in an effort to resolve the grievance through mediation. The mediation procedure is informal in nature. The mediator/arbitrator shall insure that the relevant facts are elicited in a narrative fashion, rather than through examination and cross-examination of witness. The rules of evidence do not apply, and no record of the proceedings is made. The grievant is required to participate fully in the proceedings, both by stating his/her views and by asking questions of the other participants in the mediation. The primary effort of the mediator/arbitrator at this step in the process is to assist the parties to settle the grievance in a mutually satisfactory fashion. Neither party shall be represented by an attorney or have an attorney present during the mediation process.

5. Fifth Step-Expedited Arbitration

If the grievance is not resolved in Step 4, or if the City and Local 1245 do not elect to use the mediation procedures specified above, the arbitrator shall immediately set the matter for hearing within a period of not more than thirty (30) working days from the conclusion of Step 4. If the arbitrator originally selected to hear the dispute is not available to conduct the arbitration hearing within the thirty (30) working days, he or she shall set the hearing as soon as reasonably possible. The hearing shall be conducted in accordance with the following expedited procedures. The City and Local 1245 may mutually agree to waive any of the provisions of the expedited procedure. Otherwise, the arbitrator shall apply all of such provisions in regulating the hearing.

- a. The hearing shall be informal;
- b. Neither party shall be represented at the arbitration hearing by an attorney unless written notice is given to the other party at the conclusion of Step 4. In such case, both parties may be represented by an attorney at the arbitration hearing;
- c. The parties shall present to the arbitrator a mutually agreeable written statement of the issue and of the facts. If the parties are unable to mutually agree on the issue and/or the facts, both parties shall present to the arbitrator a written statement of the issue and the facts in advance of the arbitration hearing;
- d. The arbitrator shall insure that the relevant facts are elicited in a

narrative fashion rather than through examination and cross-examination of witnesses;

- e. The formal rules of evidence shall not apply to the hearing;
 - f. The arbitrator shall have the obligation of assuring that all necessary facts and considerations are brought before him/her by the representatives of the parties. In all respects, he/she shall assure that the hearing is a fair one;
 - g. The hearing shall normally be completed within one (1) day unless the arbitrator determines that additional time is necessary;
 - h. No briefs shall be filed or transcripts made except as requested by the arbitrator;
 - i. The arbitrator may issue a bench decision at the hearing but in any event shall render a decision within ten (10) regularly scheduled working days after conclusion of the hearing. Such decision shall be based on the record before the arbitrator and may include a brief written explanation of the basis of such conclusion;
 - j. An arbitrator who issues a bench decision shall furnish a copy of the award to the parties within two (2) regularly scheduled working days of the close of hearing;
 - k. The arbitrator shall not have any authority to add to, subtract from, change or modify any provision of this Agreement, but shall be limited solely to the application and interpretation of the express terms of the Agreement as written; and
 - l. The parties shall endeavor to exchange a witness list and documents that will be used at the arbitration hearing with each other in advance of the hearing.
- 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. The expenses and fees of the mediator/arbitrator shall be shared equally by the parties.
- E. 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.
- F. 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."
- G. 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.
- H. 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.
- 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 15th 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 his or her 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. The City may extend the probationary period (either initial or promotional) for new employees hired into and incumbent employees promoted into the classifications listed below 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 apply only to the following classifications (additional classifications may be added by mutual agreement between City and IBEW Local Union 1245 pursuant to LOA No. 2018-001):
 - Maintenance Worker I-II
 - Water Maintenance Worker I-II
 - Water Distribution Technician

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 his/her 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 applies 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 his/her 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 his or her 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 his/her 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.

7.3. TRANSFERS AND ASSIGNMENTS

A. Temporary Transfers/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 a temporarily transferred employee suffer a loss in pay as a result of such a transfer.
 - b. When an employee is temporarily transferred or assigned to perform substantially the duties of an employee in a higher classification, such transferred 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 temporarily transferred 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 temporary transfer or assignment shall be immediately reported by the employee's supervisor on a form designated for that purpose by the Department of Human Resources. 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 shall have the right to remain in such higher-rated position as long as he or she performs 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 twelve (12) months. Employees who work beyond six (6) months will continue to receive "acting pay" when they are on paid leave.

4. Any employee temporarily transferred or assigned pursuant to this Section shall not acquire any permanent title or right to the position to which such employee is so transferred or assigned, but shall retain his or her seniority in the permanent classification from which such transfer or 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 Department of Human Resources, which shall maintain a transfer list of such employees.
2. When a vacancy occurs within the City, the Department of Human Resources shall poll the employees whose names are on the transfer list to determine who is interested in being considered for the vacancy. The Department of Human Resources 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 be reimbursed by the City for the annual cost of such certificate or license

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 July 1, 2018 and shall remain in full force and effect through June 30, 2020. 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 13th day of Nov 2018


FOR THE CITY OF VALLEJO



Greg Myhoff, City Manager
4/4/19

Date


FOR THE UNION



Tom Dalzel, Business Manager
2/4/19


Date

APPROVED AS TO CONTENT



Heather Ruiz, Human Resources Director
3/25/19


Date



Janval Macor, Business Representative
1/30/2019

Date

APPROVED AS TO FORM



Claudia Quintana, City Attorney
4/3/2019


Date

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.

4/29/2019

Lonnie R. Stephenson, Int'l President
This approval does not make the
International a party to this agreement

ATTEST



Dawn G. Abrahamson, City Clerk
4/8/19

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	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
Administrative Secretary	32	1225
Advanced Water Treatment Plant Operator	52A	2335
Assistant (Civil) Engineer	43	2455
Assistant Engineer	41	2450
Assistant Planner	38	2405
Assistant Transportation Analyst	38	2475
Associate Civil Engineer	47	2465
Associate Engineer	45	2460
Associate Planner	42	2410
Associate Transportation Analyst	44	2480
Bridge Operator	22	2690
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 Plans Engineer	47	2491
Building Plans Examiner	46	2490
Building Rehabilitation Specialist	39	2220
Building Supervisor	37	2610
Cashier Clerk	15	1258
Code Enforcement Officer	35	2305
Code Enforcement Technician	31	2310
Communications Center Assistant	35	2260
Communications Operator I	23	2245

CLASSIFICATION TITLE	RANGE NUMBER	CLASS CODE
Communications Operator II	35	2250
Communications Supervisor	41	2255
Community Development Analyst I	38	2415
Community Development Analyst II	42	2420
Computer Operations Specialist	26	2365
Computer System Administrator	40	2485
Construction Inspector	37	2285
Crime Analyst	41	2495
Customer Service Representative	23	1260
Customer Service Supervisor	35	1269
Deputy City Clerk	32	1285
Drafting Technician	30	2265
Electrician	36	2640
Engineering Technician I	32	2270
Engineering Technician II	39	2275
Equipment Maintenance Supervisor	39	2670
Equipment Mechanic I	29	2660
Equipment Mechanic II	33	2665
Executive Secretary	30	1220
Fire Prevention Inspector (Non-Safety)	39	2318
Graphics Coordinator	33	2360
Heavy Equipment Operator	32	2635
Housing Accounting Specialist	26	1240
Housing Operations Supervisor	41	2236
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
Junior Engineer	37	2445
Laboratory Analyst I	31	2345
Laboratory Analyst II	33	2355
Landscape Inspector	37	2295
Landscape Supervisor	37	1640
Leased Property Negotiator	37	2235
Maintenance Planner	37	1620
Maintenance Worker I	24	1601

CLASSIFICATION TITLE	RANGE NUMBER	CLASS CODE
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
Office Services Supervisor	33	1280
Parts Specialist	25	2655
Pipe Mechanic I	27	2615
Pipe Mechanic II	30	2620
Planning Technician	31	2403
Police Assistant	31	2000
Police Clerk	22	1290
Police Clerk Supervisor	28	1296
Police Records Supervisor	31	1295
Programmer Analyst I	36	2435
Programmer Analyst II	40	2440
Public Works Maintenance Worker I	22	1600
Public Works Maintenance Worker I - Class A	23	1630
Public Works Maintenance Worker II	26	1605
Public Works Maintenance Worker II - Class A	27	1635
Public Works Supervisor	37	1625
Records Coordinator	23	1275
Rehabilitation Loan Officer	39	2240
Reservoir Keeper I	27	1660
Reservoir Keeper II	31	1661
Resource Management Specialist	40	2400
Revenue Collection Technician	31	1268
Secretary	24	1215
Senior Accountant	44	2483
Senior Administrative Clerk	22	1210
Senior Building Inspector	43	2213
Senior Building Maintenance Worker	34	2609
Senior Building Plans Engineer	51	2492
Senior Civil Engineer	51	2470
Senior Code Enforcement Officer	46	2315
Senior Community Development Analyst	48	2425
Senior Construction Inspector	41	2290
Senior Customer Service Representative	27	1265
Senior Engineering Technician	43	2280

CLASSIFICATION TITLE	RANGE NUMBER	CLASS CODE
Senior Equipment Mechanic	36	2666
Senior Housing Specialist	32	2230
Senior Instrument Technician	43	2645
Senior Landscape Inspector	41	2300
Senior Marina Maintenance Attendant	28	1650
Senior Meter Mechanic	33	2652
Senior Meter Reader	29	1250
Senior Pipe Mechanic	34	2625
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 Operations Maintenance Planner	37	1621
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
Word Processing Operator	22	1270

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
11/24/2018 - 1/4/2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
1	Hourly		12.1853	12.7945	13.4343	14.1060	14.8113
	Bi-weekly		974.82	1,023.56	1,074.74	1,128.48	1,184.90
	Monthly		2,112.12	2,217.72	2,328.61	2,445.04	2,567.29
	Annual		25,345.39	26,612.66	27,943.29	29,340.45	30,807.47
2	Hourly		12.4924	13.1170	13.7728	14.4615	15.1845
	Bi-weekly		999.39	1,049.36	1,101.82	1,156.92	1,214.76
	Monthly		2,165.34	2,273.61	2,387.29	2,506.65	2,631.99
	Annual		25,984.10	27,283.30	28,647.46	30,079.83	31,583.82
3	Hourly		12.8046	13.4448	14.1170	14.8229	15.5640
	Bi-weekly		1,024.37	1,075.58	1,129.36	1,185.83	1,245.12
	Monthly		2,219.46	2,330.43	2,446.96	2,569.30	2,697.77
	Annual		26,633.52	27,965.20	29,363.46	30,831.63	32,373.21
4	Hourly		13.1240	13.7802	14.4692	15.1927	15.9523
	Bi-weekly		1,049.92	1,102.42	1,157.54	1,215.42	1,276.18
	Monthly		2,274.83	2,388.57	2,508.00	2,633.40	2,765.07
	Annual		27,297.99	28,662.89	30,096.03	31,600.83	33,180.87
5	Hourly		13.4505	14.1231	14.8292	15.5707	16.3492
	Bi-weekly		1,076.04	1,129.85	1,186.34	1,245.66	1,307.94
	Monthly		2,331.43	2,448.00	2,570.40	2,698.92	2,833.86
	Annual		27,977.11	29,375.97	30,844.77	32,387.01	34,006.36
6	Hourly		13.7837	14.4729	15.1965	15.9563	16.7541
	Bi-weekly		1,102.70	1,157.83	1,215.72	1,276.50	1,340.33
	Monthly		2,389.17	2,508.63	2,634.06	2,765.76	2,904.05
	Annual		28,670.03	30,103.53	31,608.71	33,189.15	34,848.61
7	Hourly		14.1311	14.8376	15.5795	16.3585	17.1764
	Bi-weekly		1,130.49	1,187.01	1,246.36	1,308.68	1,374.11
	Monthly		2,449.39	2,571.86	2,700.45	2,835.47	2,977.25
	Annual		29,392.65	30,862.28	32,405.39	34,025.66	35,726.94
8	Hourly		14.4853	15.2095	15.9700	16.7685	17.6070
	Bi-weekly		1,158.82	1,216.76	1,277.60	1,341.48	1,408.56
	Monthly		2,510.78	2,636.32	2,768.14	2,906.54	3,051.87
	Annual		30,129.39	31,635.86	33,217.65	34,878.53	36,622.46

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
11/24/2018 - 1/4/2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
9	Hourly		14.8463	15.5886	16.3680	17.1864	18.0457
	Bi-weekly		1,187.70	1,247.09	1,309.44	1,374.91	1,443.66
	Monthly		2,573.36	2,702.02	2,837.12	2,978.98	3,127.93
	Annual		30,880.27	32,424.28	34,045.49	35,747.76	37,535.15
10	Hourly		15.2141	15.9748	16.7735	17.6122	18.4928
	Bi-weekly		1,217.13	1,277.98	1,341.88	1,408.98	1,479.42
	Monthly		2,637.11	2,768.96	2,907.41	3,052.78	3,205.42
	Annual		31,645.27	33,227.53	34,888.91	36,633.36	38,465.03
11	Hourly		15.5960	16.3758	17.1946	18.0543	18.9570
	Bi-weekly		1,247.68	1,310.06	1,375.57	1,444.34	1,516.56
	Monthly		2,703.30	2,838.47	2,980.39	3,129.41	3,285.88
	Annual		32,439.63	34,061.61	35,764.69	37,552.92	39,430.57
12	Hourly		15.9848	16.7840	17.6232	18.5044	19.4296
	Bi-weekly		1,278.78	1,342.72	1,409.86	1,480.35	1,554.37
	Monthly		2,770.69	2,909.23	3,054.69	3,207.42	3,367.79
	Annual		33,248.30	34,910.71	36,656.25	38,489.06	40,413.51
13	Hourly		16.3879	17.2073	18.0677	18.9710	19.9196
	Bi-weekly		1,311.03	1,376.58	1,445.42	1,517.68	1,593.57
	Monthly		2,840.57	2,982.60	3,131.73	3,288.32	3,452.73
	Annual		34,086.84	35,791.18	37,580.74	39,459.78	41,432.77
14	Hourly		16.7975	17.6374	18.5192	19.4452	20.4175
	Bi-weekly		1,343.80	1,410.99	1,481.54	1,555.62	1,633.40
	Monthly		2,911.57	3,057.14	3,210.00	3,370.50	3,539.03
	Annual		34,938.79	36,685.73	38,520.02	40,446.02	42,468.32
15	Administrative Clerk I		17.2142	18.0750	18.9787	19.9276	20.9240
	Cashier Clerk		1,377.14	1,446.00	1,518.30	1,594.21	1,673.92
			2,983.80	3,132.99	3,289.64	3,454.12	3,626.83
			35,805.62	37,595.90	39,475.69	41,449.47	43,521.94
16	Hourly		17.6444	18.5266	19.4529	20.4256	21.4469
	Bi-weekly		1,411.55	1,482.13	1,556.23	1,634.05	1,715.75
	Monthly		3,058.36	3,211.28	3,371.84	3,540.44	3,717.46
	Annual		36,700.32	38,535.34	40,462.11	42,485.22	44,609.48

CITY OF VALLEJO							
IBEW		2.5% Increase					
Effective							
11/24/2018 - 1/4/2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
17		Hourly	18.0890	18.9934	19.9431	20.9403	21.9873
		Bi-weekly	1,447.12	1,519.47	1,595.45	1,675.22	1,758.98
		Monthly	3,135.43	3,292.20	3,456.81	3,629.65	3,811.13
		Annual	37,625.10	39,506.36	41,481.68	43,555.76	45,733.55
18		Hourly	18.5400	19.4671	20.4404	21.4624	22.5355
		Bi-weekly	1,483.20	1,557.37	1,635.23	1,716.99	1,802.84
		Monthly	3,213.61	3,374.29	3,543.00	3,720.15	3,906.16
		Annual	38,563.30	40,491.47	42,516.04	44,641.84	46,873.93
19	Accounting Clerk I	Hourly	19.0055	19.9558	20.9536	22.0013	23.1014
	Administrative Clerk II	Bi-weekly	1,520.44	1,596.46	1,676.29	1,760.10	1,848.11
		Monthly	3,294.29	3,459.01	3,631.96	3,813.56	4,004.24
		Annual	39,531.53	41,508.11	43,583.52	45,762.70	48,050.84
20		Hourly	19.4777	20.4516	21.4741	22.5479	23.6752
		Bi-weekly	1,558.22	1,636.13	1,717.93	1,803.83	1,894.02
		Monthly	3,376.13	3,544.94	3,722.19	3,908.29	4,103.71
		Annual	40,513.58	42,539.26	44,666.22	46,899.53	49,244.51
21		Hourly	19.9637	20.9619	22.0100	23.1105	24.2661
		Bi-weekly	1,597.10	1,676.95	1,760.80	1,848.84	1,941.29
		Monthly	3,460.38	3,633.40	3,815.07	4,005.83	4,206.12
		Annual	41,524.59	43,600.82	45,780.86	48,069.90	50,473.40
22	Bridge Operator	Hourly	20.4638	21.4870	22.5614	23.6894	24.8739
	Police Clerk	Bi-weekly	1,637.10	1,718.96	1,804.91	1,895.15	1,989.91
	Public Works Maintenance Worker I	Monthly	3,547.06	3,724.42	3,910.64	4,106.17	4,311.48
	Sr. Administrative Clerk	Annual	42,564.76	44,693.00	46,927.65	49,274.03	51,737.73
	Word Processing Operator						
23	Accounting Clerk II	Hourly	20.9778	22.0266	23.1280	24.2844	25.4986
	Communications Operator I	Bi-weekly	1,678.22	1,762.13	1,850.24	1,942.75	2,039.89
	Customer Service Representative	Monthly	3,636.14	3,817.95	4,008.85	4,209.29	4,419.76
	Marina Maintenance Attendant	Annual	43,633.73	45,815.42	48,106.19	50,511.50	53,037.08
	Marina Office Attendant						
	Public Works Maintenance Worker I- Class A						
	Records Coordinator						

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
11/24/2018 - 1/4/2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
24	Secretary	Hourly	21.5054	22.5807	23.7098	24.8952	26.1400
	Maintenance Worker I	Bi-weekly	1,720.43	1,806.46	1,896.78	1,991.62	2,091.20
		Monthly	3,727.61	3,913.99	4,109.69	4,315.18	4,530.94
		Annual	44,731.33	46,967.90	49,316.30	51,782.11	54,371.22
25	Meter Reader	Hourly	22.0402	23.1422	24.2993	25.5143	26.7900
	Parts Specialist	Bi-weekly	1,763.22	1,851.38	1,943.94	2,041.14	2,143.20
	Water Maintenance Worker I	Monthly	3,820.30	4,011.32	4,211.88	4,422.48	4,643.60
		Annual	45,843.60	48,135.78	50,542.57	53,069.70	55,723.19
25A	Housing Specialist I	Hourly	22.1507	23.2583	24.4212	25.6422	26.9243
		Bi-weekly	1,772.06	1,860.66	1,953.70	2,051.38	2,153.94
		Monthly	3,839.46	4,031.43	4,233.00	4,444.65	4,666.89
		Annual	46,073.51	48,377.19	50,796.05	53,335.85	56,002.64
26	Building Maintenance Worker I	Hourly	22.5885	23.7180	24.9039	26.1491	27.4565
	Computer Operations Specialist	Bi-weekly	1,807.08	1,897.44	1,992.31	2,091.93	2,196.52
	Housing Accounting Specialist	Monthly	3,915.35	4,111.11	4,316.67	4,532.50	4,759.13
	Public Works Maintenance Worker II	Annual	46,984.15	49,333.36	51,800.03	54,390.03	57,109.53
	Warehouse Specialist						
27	Pipe Mechanic I	Hourly	23.1511	24.3087	25.5241	26.8003	28.1404
	Public Works Maintenance	Bi-weekly	1,852.09	1,944.70	2,041.93	2,144.02	2,251.23
	Worker II - Class A	Monthly	4,012.87	4,213.51	4,424.18	4,645.39	4,877.66
	Reservoir Keeper I	Annual	48,154.38	50,562.10	53,090.21	55,744.72	58,531.96
	Sr. Customer Service Representative						
	Water Treatment Plant Optr. Trainee I						
27A		Hourly	24.8378	26.0797	27.3837	28.7528	30.1905
		Bi-weekly	1,987.02	2,086.38	2,190.70	2,300.22	2,415.24
		Monthly	4,305.22	4,520.48	4,746.50	4,983.83	5,233.02
		Annual	51,662.58	54,245.71	56,958.00	59,805.90	62,796.20
28	Meter Mechanic	Hourly	23.7277	24.9141	26.1598	27.4678	28.8412
	Police Clerk Supervisor	Bi-weekly	1,898.22	1,993.13	2,092.78	2,197.42	2,307.30
	Sr. Marina Maintenance Attendant	Monthly	4,112.80	4,318.44	4,534.36	4,761.08	4,999.14
	Maintenance Worker II	Annual	49,353.61	51,821.29	54,412.35	57,132.97	59,989.62

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
11/24/2018 - 1/4/2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
29	Equipment Mechanic I	Hourly	24.3178	25.5336	26.8103	28.1508	29.5584
	Sr. Meter Reader	Bi-weekly	1,945.42	2,042.69	2,144.82	2,252.06	2,364.67
	Utility Field Representative	Monthly	4,215.08	4,425.83	4,647.12	4,879.48	5,123.45
	Water Maintenance Worker II	Annual	50,580.92	53,109.97	55,765.47	58,553.74	61,481.43
29A	Housing Specialist II	Hourly	24.4395	25.6614	26.9445	28.2917	29.7063
		Bi-weekly	1,955.16	2,052.91	2,155.56	2,263.34	2,376.50
		Monthly	4,236.17	4,447.98	4,670.38	4,903.90	5,149.09
		Annual	50,834.07	53,375.77	56,044.56	58,846.79	61,789.13
30	Building Maintenance Worker II	Hourly	24.9289	26.1753	27.4841	28.8583	30.3012
	Drafting Technician	Bi-weekly	1,994.31	2,094.02	2,198.73	2,308.66	2,424.10
	Executive Secretary	Monthly	4,321.01	4,537.06	4,763.91	5,002.10	5,252.21
	IS Support Technician I	Annual	51,852.07	54,444.67	57,166.90	60,025.24	63,026.50
	Pipe Mechanic II						
	Sr. Public Works Maint. Worker						
	Tree Maintenance Worker						
31	Code Enforcement Technician	Hourly	25.5537	26.8314	28.1729	29.5816	31.0607
	Laboratory Analyst I	Bi-weekly	2,044.30	2,146.51	2,253.83	2,366.53	2,484.86
	Planning Technician	Monthly	4,429.31	4,650.77	4,883.31	5,127.47	5,383.85
	Police Assistant	Annual	53,151.66	55,809.24	58,599.70	61,529.68	64,606.16
	Police Records Supervisor						
	Reservoir Keeper II						
	Revenue Collection Technician						
	Water Treatment Plant Optr. Trainee II						
	Building Permit Technician I						
31A		Hourly	27.2404	28.6024	30.0325	31.5342	33.1109
		Bi-weekly	2,179.23	2,288.19	2,402.60	2,522.74	2,648.87
		Monthly	4,721.67	4,957.75	5,205.64	5,465.92	5,739.22
		Annual	56,660.05	59,493.05	62,467.70	65,591.08	68,870.63

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
11/24/2018 - 1/4/2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
32	Administrative Secretary	Hourly	26.1923	27.5019	28.8770	30.3209	31.8369
	Deputy City Clerk	Bi-weekly	2,095.38	2,200.15	2,310.16	2,425.67	2,546.95
	Engineering Technician I	Monthly	4,540.00	4,767.00	5,005.35	5,255.62	5,518.40
	Sr. Housing Specialist	Annual	54,480.05	57,204.05	60,064.25	63,067.46	66,220.83
	Heavy Equipment Operator						
	Warehouse Supervisor						
	Traffic & Lighting Technician I						
	Utility Mechanic I						
	Water Distribution Technician						
33	Equipment Mechanic II	Hourly	26.8453	28.1875	29.5969	31.0767	32.6306
	Graphics Coordinator	Bi-weekly	2,147.62	2,255.00	2,367.75	2,486.14	2,610.45
	Office Services Supervisor	Monthly	4,653.18	4,885.84	5,130.13	5,386.64	5,655.97
	Laboratory Analyst II	Annual	55,838.14	58,630.05	61,561.55	64,639.63	67,871.61
	Sr. Meter Mechanic						
34	Accounting Technician	Hourly	27.5189	28.8949	30.3396	31.8566	33.4494
	Sr. Pipe Mechanic	Bi-weekly	2,201.51	2,311.59	2,427.17	2,548.53	2,675.95
	IS Support Technician II	Monthly	4,769.95	5,008.44	5,258.87	5,521.81	5,797.90
	Instrument Technician I	Annual	57,239.34	60,101.31	63,106.38	66,261.70	69,574.78
	Building Permit Technician II						
	Senior Building Maintenance Worker						
35	Code Enforcement Officer	Hourly	28.2063	29.6167	31.0975	32.6524	34.2850
	Communications Center Assistant	Bi-weekly	2,256.50	2,369.34	2,487.80	2,612.19	2,742.80
	Communications Operator II	Monthly	4,889.10	5,133.55	5,390.23	5,659.74	5,942.73
	Customer Services Supervisor	Annual	58,669.18	61,602.64	64,682.77	67,916.91	71,312.76
	Sr. Police Assistant						
36	Electrician	Hourly	28.9146	30.3603	31.8783	33.4722	35.1458
	Programmer Analyst I	Bi-weekly	2,313.17	2,428.82	2,550.26	2,677.78	2,811.66
	Traffic & Lighting Technician II	Monthly	5,011.86	5,262.45	5,525.58	5,801.85	6,091.95
	Utility Mechanic II	Annual	60,142.31	63,149.43	66,306.90	69,622.24	73,103.35
	Senior Equipment Mechanic						
	Senior Water Distribution Technician						

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
11/24/2018 - 1/4/2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
37	Building Supervisor	Hourly	29.6367	31.1186	32.6745	34.3082	36.0236
	Construction Inspector	Bi-weekly	2,370.94	2,489.49	2,613.96	2,744.66	2,881.89
	Junior Engineer	Monthly	5,137.04	5,393.89	5,663.58	5,946.76	6,244.10
	Landscape Inspector	Annual	61,644.42	64,726.64	67,962.97	71,361.12	74,929.18
	Landscape Supervisor						
	Maintenance Planner						
	Marina Supervisor						
	Public Works Supervisor						
	Utility Supervisor						
	Water Ops Mtrc Planner						
	Leased Prop. Negotiator (eliminated-council approved on 3/26/13)						
38	Accountant*	Hourly	30.3796	31.8985	33.4935	35.1681	36.9265
	Assistant Planner	Bi-weekly	2,430.37	2,551.88	2,679.48	2,813.45	2,954.12
	Assistant Transportation Analyst*	Monthly	5,265.79	5,529.08	5,805.53	6,095.81	6,400.60
	Community Development Analyst I*	Annual	63,189.47	66,348.94	69,666.39	73,149.71	76,807.20
	Instrument Technician II						
	Technical Services Media Coord						
39	Building Rehabilitation Specialist*	Hourly	31.1367	32.6936	34.3283	36.0447	37.8469
	Engineering Technician II	Bi-weekly	2,490.94	2,615.49	2,746.26	2,883.58	3,027.75
	Equipment Maintenance Supervisor*	Monthly	5,397.03	5,666.89	5,950.23	6,247.74	6,560.13
	Rehabilitation Loan Officer*	Annual	64,764.41	68,002.63	71,402.76	74,972.90	78,721.54
	Water Quality Analyst						
	Fire Inspector (non-sworn)						
	Housing Specialist Supervisor						
	Building Inspector I						
40	Computer System Administrator*	Hourly	31.9144	33.5101	35.1856	36.9449	38.7921
	Programmer Analyst II*	Bi-weekly	2,553.15	2,680.81	2,814.85	2,955.59	3,103.37
	Resource Management Specialist*	Monthly	5,531.83	5,808.42	6,098.84	6,403.78	6,723.97
	Information Services Specialist	Annual	66,381.90	69,701.00	73,186.05	76,845.35	80,687.62
41	Assistant Engineer*	Hourly	32.7128	34.3485	36.0659	37.8692	39.7627
	Communications Supervisor	Bi-weekly	2,617.02	2,747.88	2,885.27	3,029.54	3,181.02
	Crime Analyst*	Monthly	5,670.23	5,953.74	6,251.43	6,564.00	6,892.20
	Housing Operations Supervisor	Annual	68,042.72	71,444.86	75,017.10	78,767.95	82,706.35
	Sr. Construction Inspector						
	Sr. Landscape Inspector						
	Senior Utility Mechanic						

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
11/24/2018 - 1/4/2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
41A		Hourly	34.5817	36.3108	38.1264	40.0327	42.0343
		Bi-weekly	2,766.54	2,904.86	3,050.11	3,202.62	3,362.74
		Monthly	5,994.17	6,293.88	6,608.57	6,939.00	7,285.95
		Annual	71,930.03	75,526.53	79,302.86	83,268.00	87,431.40
42	Associate Planner	Hourly	33.5319	35.2085	36.9689	38.8173	40.7582
	Community Development Analyst II*	Bi-weekly	2,682.55	2,816.68	2,957.51	3,105.38	3,260.66
	Building Inspector II	Monthly	5,812.19	6,102.80	6,407.94	6,728.34	7,064.75
		Annual	69,746.28	73,233.59	76,895.27	80,740.03	84,777.03
43	Assistant Civil Engineer*	Hourly	34.3726	36.0913	37.8958	39.7906	41.7802
	Sr. Building Inspector	Bi-weekly	2,749.81	2,887.30	3,031.66	3,183.25	3,342.42
	Sr. Engineering Technician	Monthly	5,957.93	6,255.82	6,568.61	6,897.04	7,241.90
	Sr. Instrument Technician	Annual	71,495.10	75,069.86	78,823.35	82,764.52	86,902.75
43A		Hourly	36.2415	38.0536	39.9563	41.9541	44.0518
		Bi-weekly	2,899.32	3,044.29	3,196.50	3,356.33	3,524.14
		Monthly	6,281.87	6,595.96	6,925.76	7,272.05	7,635.65
		Annual	75,382.41	79,151.53	83,109.11	87,264.57	91,627.80
44	Associate Transportation Analyst*	Hourly	35.2334	36.9951	38.8448	40.7870	42.8264
	Senior Accountant*	Bi-weekly	2,818.67	2,959.61	3,107.58	3,262.96	3,426.11
		Monthly	6,107.12	6,412.48	6,733.10	7,069.76	7,423.24
		Annual	73,285.44	76,949.71	80,797.20	84,837.06	89,078.91
45	Associate Engineer*	Hourly	36.1155	37.9213	39.8174	41.8083	43.8987
		Bi-weekly	2,889.24	3,033.70	3,185.39	3,344.66	3,511.90
		Monthly	6,260.03	6,573.03	6,901.68	7,246.76	7,609.10
		Annual	75,120.31	78,876.33	82,820.15	86,961.16	91,309.22
46	Sr. Code Enforcement Officer*	Hourly	37.0180	38.8689	40.8123	42.8530	44.9956
		Bi-weekly	2,961.44	3,109.51	3,264.98	3,428.24	3,599.65
		Monthly	6,416.45	6,737.28	7,074.14	7,427.85	7,799.24
		Annual	76,997.43	80,847.30	84,889.66	89,134.14	93,590.85

CITY OF VALLEJO							
IBEW		2.5% Increase					
Effective							
11/24/2018 - 1/4/2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
47	Associate Civil Engineer*	Hourly	37.9418	39.8389	41.8308	43.9224	46.1185
	Building Plans Engineer*	Bi-weekly	3,035.34	3,187.11	3,346.46	3,513.79	3,689.48
		Monthly	6,576.58	6,905.41	7,250.68	7,613.21	7,993.87
		Annual	78,918.91	82,864.86	87,008.10	91,358.50	95,926.42
47A		Hourly	39.8107	41.8012	43.8913	46.0858	48.3901
		Bi-weekly	3,184.86	3,344.10	3,511.30	3,686.86	3,871.21
		Monthly	6,900.52	7,245.54	7,607.82	7,988.21	8,387.62
		Annual	82,806.21	86,946.52	91,293.85	95,858.54	100,651.47
48	Sr. Community Development Analyst*	Hourly	38.8930	40.8376	42.8795	45.0235	47.2747
		Bi-weekly	3,111.44	3,267.01	3,430.36	3,601.88	3,781.98
		Monthly	6,741.45	7,078.53	7,432.45	7,804.08	8,194.28
		Annual	80,897.44	84,942.31	89,189.43	93,648.90	98,331.35
49		Hourly	39.8656	41.8588	43.9518	46.1494	48.4568
		Bi-weekly	3,189.25	3,348.70	3,516.14	3,691.95	3,876.54
		Monthly	6,910.03	7,255.53	7,618.31	7,999.22	8,399.19
		Annual	82,920.36	87,066.38	91,419.70	95,990.69	100,790.22
50 *		Hourly	40.8650	42.9083	45.0537	47.3064	49.6717
		Bi-weekly	3,269.20	3,432.66	3,604.30	3,784.51	3,973.74
		Monthly	7,083.27	7,437.44	7,809.31	8,199.77	8,609.76
		Annual	84,999.28	89,249.24	93,711.70	98,397.29	103,317.15
50A	Water Treatment Plant Operator	Hourly	40.8911	42.9357	45.0824	47.3366	49.7034
		Bi-weekly	3,271.29	3,434.86	3,606.59	3,786.93	3,976.27
		Monthly	7,087.79	7,442.18	7,814.29	8,205.00	8,615.25
		Annual	85,053.49	89,306.16	93,771.47	98,460.04	103,383.04
51	Sr. Civil Engineer*	Hourly	41.8859	43.9802	46.1792	48.4882	50.9126
	Sr. Building Plans Engineer*	Bi-weekly	3,350.87	3,518.42	3,694.34	3,879.06	4,073.01
		Monthly	7,260.23	7,623.24	8,004.40	8,404.62	8,824.85
		Annual	87,122.73	91,478.87	96,052.81	100,855.45	105,898.22

CITY OF VALLEJO							
IBEW		2.5% Increase					
Effective							
11/24/2018 - 1/4/2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
52		Hourly	42.9331	45.0798	47.3338	49.7005	52.1855
		Bi-weekly	3,434.65	3,606.38	3,786.70	3,976.04	4,174.84
		Monthly	7,441.75	7,813.83	8,204.52	8,614.75	9,045.49
		Annual	89,300.94	93,765.99	98,454.29	103,377.00	108,545.85
52A	Advanced Water Treatment Plant Optr.	Hourly	42.9658	45.1141	47.3698	49.7383	52.2252
		Bi-weekly	3,437.26	3,609.13	3,789.58	3,979.06	4,178.02
		Monthly	7,447.41	7,819.78	8,210.77	8,621.31	9,052.37
		Annual	89,368.92	93,837.37	98,529.24	103,455.70	108,628.49
53	Building Inspection Supervisor*	Hourly	44.0064	46.2067	48.5171	50.9429	53.4901
		Bi-weekly	3,520.51	3,696.54	3,881.37	4,075.43	4,279.21
		Monthly	7,627.78	8,009.17	8,409.63	8,830.11	9,271.61
		Annual	91,533.35	96,110.02	100,915.52	105,961.30	111,259.36
54		Hourly	45.1066	47.3620	49.7300	52.2166	54.8274
		Bi-weekly	3,608.53	3,788.96	3,978.40	4,177.33	4,386.19
		Monthly	7,818.48	8,209.41	8,619.88	9,050.87	9,503.41
		Annual	93,821.77	98,512.86	103,438.50	108,610.43	114,040.95
55		Hourly	46.2343	48.5460	50.9733	53.5219	56.1980
		Bi-weekly	3,698.74	3,883.68	4,077.86	4,281.75	4,495.84
		Monthly	8,013.94	8,414.64	8,835.37	9,277.14	9,740.99
		Annual	96,167.26	100,975.62	106,024.40	111,325.62	116,891.90
56		Hourly	47.3901	49.7596	52.2476	54.8600	57.6030
		Bi-weekly	3,791.21	3,980.77	4,179.81	4,388.80	4,608.24
		Monthly	8,214.29	8,625.00	9,056.25	9,509.06	9,984.52
		Annual	98,571.43	103,500.00	108,675.00	114,108.75	119,814.19
56A	Water Treatment Plant Supervisor	Hourly	47.4273	49.7986	52.2886	54.9030	57.6481
	Wtr. Treatment Regulatory Compliance Off.	Bi-weekly	3,794.18	3,983.89	4,183.09	4,392.24	4,611.85
		Monthly	8,220.73	8,631.76	9,063.35	9,516.52	9,992.34
		Annual	98,648.71	103,581.15	108,760.21	114,198.22	119,908.13

CITY OF VALLEJO							
IBEW		2.5% Increase					
Effective							
1/5/2019 - 6/30/2020							
Grade	Classification Title	Entry Step 1	Step 2	Step 3	Step 4	Maximum Step 5	
1	Hourly	12.4899	13.1144	13.7701	14.4586	15.1816	
	Bi-weekly	999.19	1,049.15	1,101.61	1,156.69	1,214.53	
	Monthly	2,164.92	2,273.16	2,386.82	2,506.16	2,631.47	
	Annual	25,979.02	27,277.97	28,641.87	30,073.96	31,577.66	
2	Hourly	12.8047	13.4449	14.1171	14.8230	15.5641	
	Bi-weekly	1,024.38	1,075.59	1,129.37	1,185.84	1,245.13	
	Monthly	2,219.48	2,330.45	2,446.97	2,569.32	2,697.79	
	Annual	26,633.70	27,965.38	29,363.65	30,831.83	32,373.42	
3	Hourly	13.1247	13.7809	14.4700	15.1935	15.9531	
	Bi-weekly	1,049.98	1,102.47	1,157.60	1,215.48	1,276.25	
	Monthly	2,274.95	2,388.69	2,508.13	2,633.54	2,765.21	
	Annual	27,299.35	28,664.32	30,097.54	31,602.42	33,182.54	
4	Hourly	13.4521	14.1247	14.8310	15.5725	16.3511	
	Bi-weekly	1,076.17	1,129.98	1,186.48	1,245.80	1,308.09	
	Monthly	2,331.70	2,448.29	2,570.70	2,699.24	2,834.20	
	Annual	27,980.44	29,379.46	30,848.43	32,390.85	34,010.39	
5	Hourly	13.7868	14.4761	15.2000	15.9599	16.7579	
	Bi-weekly	1,102.94	1,158.09	1,216.00	1,276.79	1,340.63	
	Monthly	2,389.71	2,509.20	2,634.66	2,766.39	2,904.71	
	Annual	28,676.55	30,110.38	31,615.90	33,196.69	34,856.52	
6	Hourly	14.1283	14.8347	15.5764	16.3552	17.1730	
	Bi-weekly	1,130.26	1,186.78	1,246.11	1,308.42	1,373.84	
	Monthly	2,448.90	2,571.34	2,699.91	2,834.91	2,976.65	
	Annual	29,386.79	30,856.13	32,398.94	34,018.89	35,719.83	
7	Hourly	14.4844	15.2086	15.9690	16.7675	17.6058	
	Bi-weekly	1,158.75	1,216.69	1,277.52	1,341.40	1,408.46	
	Monthly	2,510.62	2,636.15	2,767.96	2,906.36	3,051.68	
	Annual	30,127.46	31,633.83	33,215.52	34,876.30	36,620.11	
8	Hourly	14.8474	15.5898	16.3693	17.1877	18.0471	
	Bi-weekly	1,187.79	1,247.18	1,309.54	1,375.02	1,443.77	
	Monthly	2,573.55	2,702.23	2,837.34	2,979.21	3,128.17	
	Annual	30,882.63	32,426.76	34,048.10	35,750.50	37,538.02	
9	Hourly	15.2174	15.9783	16.7772	17.6161	18.4969	
	Bi-weekly	1,217.39	1,278.26	1,342.18	1,409.29	1,479.75	
	Monthly	2,637.69	2,769.57	2,908.05	3,053.46	3,206.13	
	Annual	31,652.28	33,234.89	34,896.63	36,641.46	38,473.53	
10	Hourly	15.5944	16.3741	17.1929	18.0525	18.9551	
	Bi-weekly	1,247.55	1,309.93	1,375.43	1,444.20	1,516.41	
	Monthly	2,703.03	2,838.19	2,980.10	3,129.10	3,285.56	
	Annual	32,436.41	34,058.23	35,761.14	37,549.20	39,426.66	
11	Hourly	15.9859	16.7852	17.6244	18.5056	19.4309	
	Bi-weekly	1,278.87	1,342.82	1,409.95	1,480.45	1,554.47	
	Monthly	2,770.88	2,909.43	3,054.90	3,207.65	3,368.03	
	Annual	33,250.61	34,913.14	36,658.80	38,491.74	40,416.33	

CITY OF VALLEJO							
IBEW		2.5% Increase					
Effective							
1/5/2019 - 6/30/2020							
Grade	Classification Title	Entry Step 1	Step 2	Step 3	Step 4	Maximum Step 5	
12	Hourly	16.3844	17.2036	18.0638	18.9670	19.9153	
	Bi-weekly	1,310.75	1,376.29	1,445.10	1,517.36	1,593.22	
	Monthly	2,839.96	2,981.96	3,131.06	3,287.61	3,451.99	
	Annual	34,079.51	35,783.49	37,572.66	39,451.29	41,423.85	
13	Hourly	16.7976	17.6375	18.5194	19.4453	20.4176	
	Bi-weekly	1,343.81	1,411.00	1,481.55	1,555.62	1,633.41	
	Monthly	2,911.59	3,057.16	3,210.02	3,370.52	3,539.05	
	Annual	34,939.02	36,685.97	38,520.27	40,446.28	42,468.59	
14	Hourly	17.2174	18.0783	18.9822	19.9313	20.9279	
	Bi-weekly	1,377.39	1,446.26	1,518.58	1,594.50	1,674.23	
	Monthly	2,984.36	3,133.57	3,290.25	3,454.76	3,627.50	
	Annual	35,812.27	37,602.88	39,483.02	41,457.17	43,530.03	
15	Administrative Clerk I	Hourly	17.6446	18.5268	19.4532	20.4258	21.4471
	Cashier Clerk	Bi-weekly	1,411.57	1,482.14	1,556.26	1,634.06	1,715.77
		Monthly	3,058.40	3,211.32	3,371.88	3,540.48	3,717.50
		Annual	36,700.74	38,535.78	40,462.57	42,485.70	44,609.99
16	Hourly	18.0855	18.9898	19.9393	20.9362	21.9830	
	Bi-weekly	1,446.84	1,519.18	1,595.14	1,674.90	1,758.64	
	Monthly	3,134.82	3,291.56	3,456.14	3,628.95	3,810.39	
	Annual	37,617.84	39,498.73	41,473.67	43,547.35	45,724.72	
17	Hourly	18.5412	19.4683	20.4417	21.4638	22.5370	
	Bi-weekly	1,483.30	1,557.46	1,635.34	1,717.10	1,802.96	
	Monthly	3,213.81	3,374.50	3,543.23	3,720.39	3,906.41	
	Annual	38,565.73	40,494.02	42,518.72	44,644.66	46,876.89	
18	Hourly	19.0035	19.9537	20.9514	21.9990	23.0989	
	Bi-weekly	1,520.28	1,596.30	1,676.11	1,759.92	1,847.91	
	Monthly	3,293.95	3,458.65	3,631.58	3,813.16	4,003.82	
	Annual	39,527.38	41,503.75	43,578.94	45,757.89	48,045.78	
19	Accounting Clerk I	Hourly	19.4807	20.4547	21.4775	22.5513	23.6789
	Administrative Clerk II	Bi-weekly	1,558.46	1,636.38	1,718.20	1,804.10	1,894.31
		Monthly	3,376.65	3,545.49	3,722.76	3,908.90	4,104.34
		Annual	40,519.83	42,545.82	44,673.11	46,906.77	49,252.11
20	Hourly	19.9646	20.9629	22.0110	23.1115	24.2671	
	Bi-weekly	1,597.17	1,677.03	1,760.88	1,848.92	1,941.37	
	Monthly	3,460.54	3,633.56	3,815.24	4,006.00	4,206.30	
	Annual	41,526.42	43,602.74	45,782.88	48,072.02	50,475.62	
21	Hourly	20.4628	21.4860	22.5603	23.6883	24.8727	
	Bi-weekly	1,637.02	1,718.88	1,804.82	1,895.06	1,989.82	
	Monthly	3,546.89	3,724.24	3,910.45	4,105.97	4,311.27	
	Annual	42,562.71	44,690.85	46,925.39	49,271.66	51,735.24	
22	Bridge Operator	Hourly	20.9754	22.0242	23.1254	24.2817	25.4958
	Police Clerk	Bi-weekly	1,678.03	1,761.94	1,850.03	1,942.54	2,039.66
	Public Works Maintenance Worker I	Monthly	3,635.74	3,817.53	4,008.40	4,208.82	4,419.26
	Sr. Administrative Clerk	Annual	43,628.88	45,810.32	48,100.84	50,505.88	53,031.17
	Word Processing Operator						

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
1/5/2019 - 6/30/2020							
Grade	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Maximum Step 5
23	Accounting Clerk II	Hourly	21.5022	22.5773	23.7062	24.8915	26.1361
	Communications Operator I	Bi-weekly	1,720.18	1,806.18	1,896.50	1,991.32	2,090.89
	Customer Service Representative	Monthly	3,727.05	3,913.40	4,109.07	4,314.53	4,530.25
	Marina Maintenance Attendant	Annual	44,724.59	46,960.82	49,308.86	51,774.30	54,363.01
	Marina Office Attendant						
	Public Works Maintenance Worker I- Class A						
	Records Coordinator						
24	Secretary	Hourly	22.0431	23.1452	24.3025	25.5176	26.7935
	Maintenance Worker I	Bi-weekly	1,763.45	1,851.62	1,944.20	2,041.41	2,143.48
		Monthly	3,820.80	4,011.84	4,212.43	4,423.06	4,644.21
		Annual	45,849.62	48,142.10	50,549.21	53,076.67	55,730.50
25	Meter Reader	Hourly	22.5912	23.7208	24.9068	26.1521	27.4597
	Parts Specialist	Bi-weekly	1,807.30	1,897.66	1,992.54	2,092.17	2,196.78
	Water Maintenance Worker I	Monthly	3,915.81	4,111.60	4,317.18	4,533.04	4,759.69
		Annual	46,989.70	49,339.18	51,806.14	54,396.45	57,116.27
25A	Housing Specialist I	Hourly	22.7045	23.8397	25.0317	26.2833	27.5975
		Bi-weekly	1,816.36	1,907.18	2,002.54	2,102.66	2,207.80
		Monthly	3,935.45	4,132.22	4,338.83	4,555.77	4,783.56
		Annual	47,225.35	49,586.62	52,065.95	54,669.25	57,402.71
26	Building Maintenance Worker I	Hourly	23.1533	24.3109	25.5265	26.8028	28.1429
	Computer Operations Specialist	Bi-weekly	1,852.26	1,944.87	2,042.12	2,144.22	2,251.43
	Housing Accounting Specialist	Monthly	4,013.23	4,213.89	4,424.59	4,645.82	4,878.11
	Public Works Maintenance Worker II	Annual	48,158.76	50,566.70	53,095.03	55,749.78	58,537.27
	Warehouse Specialist						
27	Pipe Mechanic I	Hourly	23.7299	24.9164	26.1622	27.4704	28.8439
	Public Works Maintenance Worker II - Class A	Bi-weekly	1,898.39	1,993.31	2,092.98	2,197.63	2,307.51
	Reservoir Keeper I	Monthly	4,113.19	4,318.85	4,534.79	4,761.53	4,999.61
	Sr. Customer Service Representative	Annual	49,358.25	51,826.16	54,417.47	57,138.34	59,995.26
	Water Treatment Plant Optr. Trainee I						
27A		Hourly	25.4587	26.7317	28.0683	29.4717	30.9452
		Bi-weekly	2,036.70	2,138.54	2,245.46	2,357.74	2,475.62
		Monthly	4,412.85	4,633.49	4,865.16	5,108.42	5,363.84
		Annual	52,954.16	55,601.87	58,381.96	61,301.06	64,366.11
28	Meter Mechanic	Hourly	24.3209	25.5369	26.8138	28.1545	29.5622
	Police Clerk Supervisor	Bi-weekly	1,945.67	2,042.95	2,145.10	2,252.36	2,364.98
	Sr. Marina Maintenance Attendant	Monthly	4,215.62	4,426.40	4,647.72	4,880.11	5,124.11
	Maintenance Worker II	Annual	50,587.46	53,116.83	55,772.67	58,561.30	61,489.36
29	Equipment Mechanic I	Hourly	24.9257	26.1720	27.4806	28.8546	30.2973
	Sr. Meter Reader	Bi-weekly	1,994.06	2,093.76	2,198.45	2,308.37	2,423.78
	Utility Field Representative	Monthly	4,320.45	4,536.48	4,763.30	5,001.47	5,251.54
	Water Maintenance Worker II	Annual	51,845.45	54,437.72	57,159.61	60,017.59	63,018.47
29A	Housing Specialist II	Hourly	25.0504	26.3030	27.6181	28.9990	30.4490
		Bi-weekly	2,004.03	2,104.24	2,209.45	2,319.92	2,435.92
		Monthly	4,342.08	4,559.18	4,787.14	5,026.50	5,277.82
		Annual	52,104.92	54,710.17	57,445.68	60,317.96	63,333.86

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
1/5/2019 - 6/30/2020							
Grade	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Maximum Step 5
30	Building Maintenance Worker II	Hourly	25.5521	26.8297	28.1712	29.5797	31.0587
	Drafting Technician	Bi-weekly	2,044.17	2,146.38	2,253.70	2,366.38	2,484.70
	Executive Secretary	Monthly	4,429.03	4,650.48	4,883.01	5,127.16	5,383.51
	IS Support Technician I	Annual	53,148.36	55,805.78	58,596.07	61,525.87	64,602.16
	Pipe Mechanic II						
	Sr. Public Works Maintenance Worker						
	Tree Maintenance Worker						
31	Code Enforcement Technician	Hourly	26.1925	27.5021	28.8773	30.3211	31.8372
	Laboratory Analyst I	Bi-weekly	2,095.40	2,200.17	2,310.18	2,425.69	2,546.98
	Planning Technician	Monthly	4,540.04	4,767.04	5,005.39	5,255.66	5,518.44
	Police Assistant	Annual	54,480.44	57,204.46	60,064.68	63,067.91	66,221.31
	Police Records Supervisor						
	Reservoir Keeper II						
	Revenue Collection Technician						
	Water Treatment Plant Operator Trainee II						
	Building Permit Technician I						
31A		Hourly	27.9214	29.3175	30.7834	32.3225	33.9387
		Bi-weekly	2,233.71	2,345.40	2,462.67	2,585.80	2,715.10
		Monthly	4,839.71	5,081.70	5,335.78	5,602.57	5,882.70
		Annual	58,076.54	60,980.37	64,029.39	67,230.86	70,592.40
32	Administrative Secretary	Hourly	26.8471	28.1895	29.5990	31.0789	32.6329
	Deputy City Clerk	Bi-weekly	2,147.77	2,255.16	2,367.92	2,486.31	2,610.63
	Engineering Technician I	Monthly	4,653.50	4,886.18	5,130.49	5,387.01	5,656.36
	Sr. Housing Specialist	Annual	55,842.04	58,634.14	61,565.85	64,644.14	67,876.35
	Heavy Equipment Operator						
	Warehouse Supervisor						
	Traffic & Lighting Technician I						
	Utility Mechanic I						
	Water Distribution Technician						
33	Equipment Mechanic II	Hourly	27.5164	28.8922	30.3368	31.8537	33.4463
	Graphics Coordinator	Bi-weekly	2,201.31	2,311.38	2,426.94	2,548.30	2,675.70
	Office Services Supervisor	Monthly	4,769.51	5,007.98	5,258.38	5,521.30	5,797.37
	Laboratory Analyst II	Annual	57,234.10	60,095.80	63,100.59	66,255.62	69,568.40
	Sr. Meter Mechanic						
34	Accounting Technician	Hourly	28.2069	29.6172	31.0981	32.6530	34.2856
	Sr. Pipe Mechanic	Bi-weekly	2,256.55	2,369.38	2,487.85	2,612.24	2,742.85
	IS Support Technician II	Monthly	4,889.19	5,133.65	5,390.34	5,659.85	5,942.85
	Instrument Technician I	Annual	58,670.33	61,603.85	64,684.04	67,918.24	71,314.15
	Building Permit Technician II						
	Senior Building Maintenance Worker						
35	Code Enforcement Officer	Hourly	28.9115	30.3571	31.8749	33.4687	35.1421
	Communications Center Assistant	Bi-weekly	2,312.92	2,428.57	2,549.99	2,677.50	2,811.37
	Communications Operator II	Monthly	5,011.33	5,261.89	5,524.99	5,801.24	6,091.30
	Customer Services Supervisor	Annual	60,135.91	63,142.71	66,299.85	69,614.84	73,095.58
	Sr. Police Assistant						

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
1/5/2019 - 6/30/2020							
Grade	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Maximum Step 5
36	Electrician	Hourly	29.6374	31.1193	32.6753	34.3090	36.0245
	Programmer Analyst I	Bi-weekly	2,370.99	2,489.54	2,614.02	2,744.72	2,881.96
	Traffic & Lighting Technician II	Monthly	5,137.16	5,394.01	5,663.71	5,946.90	6,244.24
	Utility Mechanic II	Annual	61,645.86	64,728.15	67,964.56	71,362.79	74,930.93
	Senior Equipment Mechanic						
	Senior Water Distribution Technician						
37	Building Supervisor	Hourly	30.3777	31.8965	33.4914	35.1659	36.9242
	Construction Inspector	Bi-weekly	2,430.22	2,551.72	2,679.31	2,813.27	2,953.94
	Junior Engineer	Monthly	5,265.46	5,528.73	5,805.17	6,095.43	6,400.20
	Landscape Inspector	Annual	63,185.53	66,344.81	69,662.05	73,145.15	76,802.41
	Landscape Supervisor						
	Maintenance Planner						
	Marina Supervisor						
	Public Works Supervisor						
	Utility Supervisor						
	Water Operations Maintenance Planner						
	Leased Property Negotiator						
38	Accountant*	Hourly	31.1390	32.6960	34.3308	36.0473	37.8497
	Assistant Planner	Bi-weekly	2,491.12	2,615.68	2,746.46	2,883.78	3,027.98
	Assistant Transportation Analyst*	Monthly	5,397.44	5,667.31	5,950.67	6,248.21	6,560.62
	Community Development Analyst I*	Annual	64,769.22	68,007.68	71,408.06	74,978.46	78,727.38
	Instrument Technician II						
	Technical Services Media Coord						
39	Building Rehabilitation Specialist*	Hourly	31.9152	33.5109	35.1865	36.9458	38.7931
	Engineering Technician II	Bi-weekly	2,553.22	2,680.87	2,814.92	2,955.66	3,103.45
	Equipment Maintenance Supervisor*	Monthly	5,531.96	5,808.56	6,098.99	6,403.94	6,724.13
	Rehabilitation Loan Officer*	Annual	66,383.52	69,702.70	73,187.83	76,847.22	80,689.58
	Water Quality Analyst						
	Fire Prevention Inspector (non-sworn)						
	Housing Specialist Supervisor						
	Building Inspector I						
40	Computer System Administrator*	Hourly	32.7122	34.3478	36.0652	37.8685	39.7619
	Programmer Analyst II*	Bi-weekly	2,616.98	2,747.82	2,885.22	3,029.48	3,180.95
	Resource Management Specialist*	Monthly	5,670.12	5,953.63	6,251.31	6,563.87	6,892.07
	Information Services Specialist	Annual	68,041.45	71,443.52	75,015.70	78,766.49	82,704.81
41	Assistant Engineer*	Hourly	33.5307	35.2072	36.9676	38.8159	40.7567
	Communications Supervisor	Bi-weekly	2,682.46	2,816.58	2,957.41	3,105.27	3,260.54
	Crime Analyst*	Monthly	5,811.98	6,102.58	6,407.71	6,728.10	7,064.50
	Housing Operations Supervisor	Annual	69,743.78	73,230.97	76,892.52	80,737.15	84,774.01
	Sr. Construction Inspector						
	Sr. Landscape Inspector						
	Senior Utility Mechanic						
41A		Hourly	35.4463	37.2186	39.0795	41.0335	43.0852
		Bi-weekly	2,835.70	2,977.49	3,126.36	3,282.68	3,446.82
		Monthly	6,144.02	6,451.23	6,773.79	7,112.48	7,468.10
		Annual	73,728.29	77,414.70	81,285.43	85,349.70	89,617.19

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
1/5/2019 - 6/30/2020							
Grade	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Maximum Step 5
42	Associate Planner	Hourly	34.3702	36.0887	37.8931	39.7878	41.7771
	Community Development Analyst II*	Bi-weekly	2,749.62	2,887.10	3,031.45	3,183.02	3,342.17
	Building Inspector II	Monthly	5,957.49	6,255.37	6,568.14	6,896.54	7,241.37
		Annual	71,489.93	75,064.43	78,817.65	82,758.53	86,896.46
43	Assistant Civil Engineer*	Hourly	35.2320	36.9936	38.8432	40.7854	42.8247
	Sr. Building Inspector	Bi-weekly	2,818.56	2,959.49	3,107.46	3,262.83	3,425.98
	Sr. Engineering Technician	Monthly	6,106.87	6,412.22	6,732.83	7,069.47	7,422.94
	Sr. Instrument Technician	Annual	73,282.49	76,946.61	80,793.94	84,833.64	89,075.32
43A		Hourly	37.1476	39.0050	40.9552	43.0030	45.1531
		Bi-weekly	2,971.81	3,120.40	3,276.42	3,440.24	3,612.25
		Monthly	6,438.92	6,760.86	7,098.90	7,453.85	7,826.54
		Annual	77,266.98	81,130.33	85,186.85	89,446.19	93,918.50
44	Associate Transportation Analyst*	Hourly	36.1142	37.9199	39.8159	41.8067	43.8971
	Senior Accountant*	Bi-weekly	2,889.14	3,033.59	3,185.27	3,344.54	3,511.77
		Monthly	6,259.80	6,572.79	6,901.43	7,246.50	7,608.82
		Annual	75,117.57	78,873.45	82,817.12	86,957.98	91,305.88
45	Associate Engineer*	Hourly	37.0184	38.8694	40.8128	42.8535	44.9961
		Bi-weekly	2,961.47	3,109.55	3,265.02	3,428.28	3,599.69
		Monthly	6,416.53	6,737.35	7,074.22	7,427.93	7,799.33
		Annual	76,998.33	80,848.25	84,890.66	89,135.19	93,591.95
46	Sr. Code Enforcement Officer*	Hourly	37.9434	39.8406	41.8326	43.9243	46.1205
		Bi-weekly	3,035.47	3,187.25	3,346.61	3,513.94	3,689.64
		Monthly	6,576.86	6,905.71	7,250.99	7,613.54	7,994.22
		Annual	78,922.36	82,868.48	87,011.90	91,362.50	95,930.62
47	Associate Civil Engineer*	Hourly	38.8903	40.8348	42.8766	45.0204	47.2714
	Building Plans Engineer*	Bi-weekly	3,111.22	3,266.78	3,430.13	3,601.63	3,781.71
		Monthly	6,740.99	7,078.04	7,431.94	7,803.54	8,193.72
		Annual	80,891.89	84,936.48	89,183.30	93,642.46	98,324.58
47A		Hourly	40.8059	42.8462	44.9886	47.2380	49.5999
		Bi-weekly	3,264.47	3,427.70	3,599.09	3,779.04	3,967.99
		Monthly	7,073.03	7,426.68	7,798.02	8,187.92	8,597.31
		Annual	84,876.37	89,120.19	93,576.20	98,255.01	103,167.76
48	Sr. Community Development Analyst*	Hourly	39.8653	41.8586	43.9515	46.1491	48.4566
		Bi-weekly	3,189.22	3,348.69	3,516.12	3,691.93	3,876.53
		Monthly	6,909.99	7,255.49	7,618.26	7,999.18	8,399.14
		Annual	82,919.88	87,065.87	91,419.16	95,990.12	100,789.63
49		Hourly	40.8622	42.9053	45.0506	47.3031	49.6683
		Bi-weekly	3,268.98	3,432.42	3,604.05	3,784.25	3,973.46
		Monthly	7,082.78	7,436.92	7,808.77	8,199.21	8,609.17
		Annual	84,993.38	89,243.05	93,705.20	98,390.46	103,309.98
50		Hourly	41.8867	43.9810	46.1800	48.4890	50.9135
		Bi-weekly	3,350.94	3,518.48	3,694.40	3,879.12	4,073.08
		Monthly	7,260.36	7,623.37	8,004.54	8,404.77	8,825.01
		Annual	87,124.27	91,480.48	96,054.50	100,857.22	105,900.08

CITY OF VALLEJO							
IBEW			2.5% Increase				
Effective							
1/5/2019 - 6/30/2020							
Grade	Classification Title		Entry Step 1	Step 2	Step 3	Step 4	Maximum Step 5
50A	Water Treatment Plant Operator	Hourly	41.9134	44.0090	46.2095	48.5200	50.9460
		Bi-weekly	3,353.07	3,520.72	3,696.76	3,881.60	4,075.68
		Monthly	7,264.99	7,628.23	8,009.65	8,410.13	8,830.64
		Annual	87,179.82	91,538.81	96,115.75	100,921.54	105,967.62
51	Sr. Civil Engineer* Sr. Building Plans Engineer*	Hourly	42.9331	45.0797	47.3337	49.7004	52.1854
		Bi-weekly	3,434.65	3,606.38	3,786.70	3,976.03	4,174.83
		Monthly	7,441.73	7,813.82	8,204.51	8,614.74	9,045.47
		Annual	89,300.80	93,765.84	98,454.13	103,376.84	108,545.68
52		Hourly	44.0065	46.2068	48.5171	50.9430	53.4901
		Bi-weekly	3,520.52	3,696.54	3,881.37	4,075.44	4,279.21
		Monthly	7,627.79	8,009.18	8,409.64	8,830.12	9,271.63
		Annual	91,533.47	96,110.14	100,915.65	105,961.43	111,259.50
52A	Advanced Water Treatment Plant Optr.	Hourly	44.0400	46.2420	48.5541	50.9818	53.5309
		Bi-weekly	3,523.20	3,699.36	3,884.33	4,078.54	4,282.47
		Monthly	7,633.60	8,015.28	8,416.04	8,836.84	9,278.68
		Annual	91,603.15	96,183.31	100,992.48	106,042.10	111,344.20
53	Building Inspection Supervisor*	Hourly	45.1066	47.3619	49.7300	52.2165	54.8273
		Bi-weekly	3,608.53	3,788.95	3,978.40	4,177.32	4,386.18
		Monthly	7,818.47	8,209.40	8,619.87	9,050.86	9,503.40
		Annual	93,821.68	98,512.76	103,438.40	108,610.32	114,040.84
54		Hourly	46.2343	48.5460	50.9733	53.5220	56.1981
		Bi-weekly	3,698.74	3,883.68	4,077.86	4,281.76	4,495.85
		Monthly	8,013.94	8,414.64	8,835.37	9,277.14	9,741.00
		Annual	96,167.32	100,975.69	106,024.47	111,325.69	116,891.97
55		Hourly	47.3901	49.7596	52.2476	54.8600	57.6030
		Bi-weekly	3,791.21	3,980.77	4,179.81	4,388.80	4,608.24
		Monthly	8,214.29	8,625.00	9,056.25	9,509.06	9,984.52
		Annual	98,571.44	103,500.01	108,675.01	114,108.76	119,814.20
56		Hourly	48.5749	51.0036	53.5538	56.2315	59.0430
		Bi-weekly	3,885.99	4,080.29	4,284.30	4,498.52	4,723.44
		Monthly	8,419.64	8,840.63	9,282.66	9,746.79	10,234.13
		Annual	101,035.71	106,087.50	111,391.88	116,961.47	122,809.54
56A	Water Treatment Plant Supervisor Wtr. Treatment Regulatory Compliance Off.	Hourly	48.6129	51.0436	53.5958	56.2756	59.0893
		Bi-weekly	3,889.03	4,083.49	4,287.66	4,502.05	4,727.14
		Monthly	8,426.24	8,847.56	9,289.93	9,754.43	10,242.15
		Annual	101,114.93	106,170.68	111,479.21	117,053.17	122,905.83