

AGREEMENT BETWEEN CITY OF VALLEJO

AND

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1245, AFL-CIO

July 1, 2024 THROUGH June 30, 2027

## TABLE OF CONTENTS

	Page
SECTION 1 LABOR AND EMPLOYEE RELATIONS .....	5
1.1. RECOGNITION.....	5
1.2. MANAGEMENT RIGHTS .....	5
1.3. NO DISCRIMINATION.....	5
1.4. DUES, UNION SECURITY .....	6
1.5. UNION ACTIVITY .....	7
1.6. LOCAL 1245 LEADERSHIP AND STEWARD LEAVE TIME .....	9
1.7. SUBCONTRACTING .....	9
1.8. COOPERATIVE COMMITTEE .....	10
1.9. PART-TIME EMPLOYEES.....	12
1.10. VALIDITY OF AGREEMENT .....	12
1.11. SUPREMACY CLAUSE .....	13
1.12. AS NEEDED MEETINGS.....	13
SECTION 2 SALARIES .....	14
2.1. SALARIES .....	14
2.2. OVERTIME .....	15
2.3. HOLIDAY PAY - SHIFT EMPLOYEES .....	16
2.4. STAND-BY.....	17
SECTION 3 BENEFITS .....	19
3.1. RETIREMENT .....	19
3.2. GROUP HEALTH INSURANCE.....	20
3.3. OPTICAL AND EYEGLASS PLAN .....	24
3.4. DENTAL PLAN.....	25
3.5. LIFE INSURANCE.....	25
3.6. GROUP DISABILITY INCOME PROTECTION.....	25
3.7. SOCIAL SECURITY AND DEFERRED COMPENSATION.....	26
3.8. EMPLOYEE ASSISTANCE PROGRAM.....	26
3.9. SPECIAL UNIFORMS AND TOOLS.....	26
3.10. EDUCATIONAL REIMBURSEMENT .....	28
3.11. STATE DISABILITY INSURANCE .....	29
3.12. EXISTING BENEFITS.....	29

SECTION 4 COMPENSATION .....	31
4.1. MEAL ALLOWANCE .....	31
4.2. BILINGUAL PAY .....	31
4.3. CLASSIFICATION STUDIES .....	32
4.4. CROSS-TRAINING PAY .....	34
4.5. DIFFERENTIAL PAYS .....	34
4.6. SHIFT DIFFERENTIAL PAY .....	36
4.7. COMMUNICATIONS OPERATORS DIFFERENTIAL PAY .....	36
SECTION 5 LEAVES .....	37
5.1. HOLIDAYS .....	37
5.2. ANNUAL LEAVE .....	38
5.3. SICK LEAVE, BEREAVEMENT LEAVE, MEDICAL EXAMINATIONS, FAMILY AND MEDICAL LEAVE .....	39
5.4. LEAVES OF ABSENCE .....	41
5.5. MILITARY LEAVE .....	42
5.6. JURY DUTY AND COURT APPEARANCES .....	42
SECTION 6 .....	44
6.1. HOURS OF WORK .....	44
6.2. LAYOFF NOTICE .....	46
6.3. LAYOFF DETERMINATION .....	47
6.4. THIS SECTION 6.4 INTENTIONALLY LEFT BLANK .....	49
6.5. GRIEVANCE PROCEDURE .....	49
6.6. SENIORITY .....	53
6.7. NO STRIKES, LOCKOUTS OR WORK STOPPAGES .....	56
6.8. MODIFICATIONS UPON MUTUAL CONSENT .....	56
6.9. MEDIATION .....	56
SECTION 7 MISCELLANEOUS .....	57
7.1. FILLING OF VACANT POSITIONS .....	57
7.2. SAFETY .....	57
7.3. TRANSFERS AND ASSIGNMENTS .....	58
7.4. CERTIFICATION/LICENSE FEES .....	60
7.5. TRAINING FOR SUPERVISORY EMPLOYEES .....	60

SECTION 8 TERM OF AGREEMENT .....	61
SECTION 9 SIGNATURE PAGE .....	62

APPENDIX A..... 64  
CLASSIFICATIONS ..... 64  
APPENDIX B ..... 69  
LETTER OF AGREEMENT 5/29/19 ..... 69  
APPENDIX C..... 72  
LETTER OF AGREEMENT 3/30/2023..... 72  
SALARY SCHEDULES..... 74

## PREFACE

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

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

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

**SECTION 1  
LABOR AND EMPLOYEE RELATIONS**

**1.1. RECOGNITION**

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

**1.2. MANAGEMENT RIGHTS**

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

**1.3. NO DISCRIMINATION**

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

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

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

#### **1.4. DUES, UNION SECURITY**

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

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

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

#### **1.5. UNION ACTIVITY**

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



purpose of posting thereon matters relating to official Union Business. Union bulletin boards will be installed in IBEW work locations, as agreed upon by the Union and the City. The Union shall not post political, derogatory, or offensive material (including any material that might contribute to an alleged violation of the California Fair Employment and Housing Act). If any such material is posted, the City will contact the Union representative for removal. The Union will promptly respond.

## **1.6. LOCAL 1245 LEADERSHIP AND STEWARD LEAVE TIME**

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

## **1.7. SUBCONTRACTING**

- A. *The City reserves the right to contract out and/or subcontract work to the extent permitted bylaw. However, the City shall not contract or subcontract work normally and customarily performed by bargaining unit employees covered bythisAgreement when, in eithercase, todo so results in bargaining unit employee(s) suffering a loss of employmentwith the City, a*

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

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

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

- D. The City shall use best efforts to use Temporary Employees to perform IBEW related work only for limited duration work needs.
- E. The City shall utilize current active eligibility lists for both permanent and temporary assignments beyond immediate short-term needs.
- F. The City shall initiate recruitment for regular employees for budgeted vacant unit positions within ninety (90) days, or up to one hundred and twenty (120) days of the vacancy for positions that are deemed to require any class specification revisions or modifications. In the event a Department delays initiating such recruitment for reasons not specified herein, the City will so advise Local 1245 of the reasons for the delay in writing. Notwithstanding the foregoing, the City retains the right to determine not to fill a budgeted vacant unit position and will provide notice of such decision to Local 1245 as required under this provision.
- G. Unless otherwise specified in this Agreement, when there is an active certified Register of Eligibles for a budgeted vacant position, the City shall interview all candidates on the list prior to pursuing alternate means of having necessary work performed.

## **1.8. COOPERATIVE COMMITTEE**

- A. Introduction

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

B. Method of Cooperation

1. Cooperative Committee

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

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

2. The Minutes of Cooperative Committee Meetings

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

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

C. Meeting Procedures to be Followed by Cooperative Committee

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

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

However, on any matters that fall within the scope of bargaining [Gov't

Code§ 3504] those issues will be dealt with per the MMBA.

### **1.9. PART-TIME EMPLOYEES**

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

### **1.10. VALIDITY OF AGREEMENT**

In the event that any provision of this Agreement shall at any time be declared invalid by a decision of any court of competent jurisdiction or administrative agency, such decision shall not invalidate the entire Agreement. Within 90 days of such decision coming into effect, upon request of either party, the City and Union will meet and negotiate whether a side letter agreement regarding the invalidated provision is appropriate. All other provisions not so declared invalid shall remain in full force and effect.

### **1.11. SUPREMACY CLAUSE**

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

### **1.12. AS NEEDED MEETINGS**

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

## **SECTION 2 SALARIES**

### **2.1. SALARIES**

#### **A. Water Treatment Plant Operators**

1. 12 Hour, 10 Minute Shifts
  - a. The length of the shift for those Water Treatment Plant Operators who relieve a prior outgoing shift is 12 hours and 10minutes.
  - b. Water Treatment Plant Operators who actually work a 12 hour and 10-minute shift will receive the 10 minutes at a 1.5 overtime rate. Because the regular shift is 12 hours and 10 minutes and is not work in excess of the regular shift, no provision in this MOU regarding work over scheduled hours applies.
  - c. Notwithstanding any other provision in this MOU, the 10 minutes will be paid in overtime on regular paydays in the regular paycheck and will not be paid in compensatory time off.
  - d. Failure to arrive at work at the start of the 12-hour, 10- minute shift, will be treated as tardiness.
  - e. Employees must accurately report their work time.

#### **B. 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 five percent (5%) annual base salary. In addition, due to salaries being below market, a three percent (3%) equity adjustment shall be applied to all classifications represented by Local 1245.
2. Effective the first full pay period following July 1, 2025, unit members shall receive a base salary increase of five percent (5%) annual base salary.
3. Effective the first full pay period following July 1, 2026, unit members shall receive a base salary increase of five percent (5%) annual base salary.

- C. 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 over their normal scheduled shift on an actual, not observed, holiday will be calculated at twice the employee's regular straight time pay rate.
  - 3. Employees may accrue compensatory time off in accordance with the provisions of the Fair Labor Standards Act (FLSA). In the absence of application of the FLSA to local government, employees may accrue a maximum of 240 hours of compensatory time.
- D. Subject to ability to perform work, the City shall equalize overtime opportunity among the employees within the job classification. As soon as administratively possible, in departments and divisions for which a need to clarify the overtime distribution has been identified, leadership for those identified departments/divisions shall meet and confer with Local 1245 or its appointed designee(s) to determine a methodology for equitably distributing overtime specific to each department/division and its historic workload. At a minimum such a methodology shall address:
  - 1. How overtime is offered to the group (call, text, preferred phone numbers etc.),
  - 2. The tracking of overtime hours offered, refused and actually worked,
  - 3. The creation of a weekly or bi-weekly list sequencing the order of equitable offering of pre-arranged and emergency overtime based on an employee's



- total number of accumulated overtime worked,
4. How mandatory overtime will be distributed,
  5. An overtime tracking period of one (1) fiscal year after which the overtime hours are zeroed out.
- E. Employees who have completed a regular work shift and are called back to work shall be paid at the overtime rate and shall be paid a minimum of two (2) hours. If an employee receives multiple calls during a minimum two (2) hour period, the employee will be paid additional compensation only for time worked beyond the minimum (2) hours and will be paid overtime consistent with this provision for such hours worked. If, after the employee has completed their callback assignment(s) and has been released, they receive an additional call that occurs outside of the prior two (2) hour minimum period, they shall receive an additional minimum of two (2) hours of overtime pay. Employees shall not receive callback pay for hours that fall during their regular work shift.
- F. Overtime worked, whether payment is made or time off is taken, shall be calculated to the nearest one-half (1/2) hour, with the exception that employees who work one (1) to fourteen (14) minutes of overtime shall be paid for one-quarter (1/4) hour.
- G. Phone Calls Not Requiring Return to a Work Location
1. Assuming an employee receives an office work-related phone call during non-working hours, the City agrees to compensate said employee for the actual minutes worked at the appropriate overtime rate. Time worked will be rounded to the nearest quarter hour in which they are on the phone or handling work that is related to the phone call.
  2. The breakdown will be calculated as follows:
    - a. Actual time worked between 1-14 minutes shall be paid 15 minutes overtime.
    - b. Actual time worked between 16-29 minutes shall be paid 30 minutes overtime.
    - c. If actual work time exceeds one-half hour, the City shall compensate at the appropriate overtime rate of pay for actual hours worked pursuant to F. above.

### **2.3. HOLIDAY PAY - SHIFT EMPLOYEES**

- A. The following classifications shall be allowed fourteen (14) days of annual leave, or the same number of days that the other bargaining unit employees receive, in lieu of holidays. The classifications are:
1. Communications Operator I & II;
  2. Communications Supervisor;

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

## **2.4. STAND-BY**

- A. When assigned standby duty, the employee shall be compensated one (1) hour of pay at the employee's regular base rate of pay for each eight (8) hours of standby duty. Employees assigned to standby duty for twenty-four (24) continuous hours, shall receive one (1) additional hour of pay at the employee's regular base rate of pay.

- B. An employee who is assigned to standby duty shall:
  - 1. Keep the on-duty supervisor informed at all times where he/she may be reached by telephone; and
  - 2. Be available to report within a reasonable time in the event of a call out.
  
- C. An employee assigned to standby who fails to comply with the telephone and availability conditions shall not receive standby compensation for the standby period.

## **SECTION 3 BENEFITS**

### **3.1. RETIREMENT**

- A. The California Public Employees' Pension Reform Act ("PEPRA"), which took effect in January 2013, changes the way that California Public Employees Retirement System ("CalPERS") retirement benefits are applied, and places compensation limits on members.
  
- B. Retirement Benefit Plan
  - 1. Classic Members
    - a. For employees deemed to be "classic" or "legacy" members according to CalPERS, the City agrees to continue its contract with CalPERS providing the 2.7% at 55 plan, pursuant to California Government Code Section 21354.5, subject to the provisions contained herein. This group is referred to herein as "classic members".
  
    - b. The Classic employee contribution rate is currently 9% of PERSable compensation (8% statutory employee contribution plus 1% pickup of the employer rate). Such amount shall be deducted from the employee's paycheck. The parties understand that this provision must be implemented for all non-safety personnel at the same time.
  
    - c. The City shall exercise its best efforts to extend the provisions of section 414(h)(2) of the Internal Revenue Code (IRC) to deductions of employee compensation covering the employees' share of the CalPERS contributions.
  
    - d. The City shall continue to contract with CalPERS to include twelve (12) highest paid consecutive months in computing retirement consistent with the California Public Employees' Retirement Law (PERL).
  
  - 2. New Members
    - a. For employees deemed to be "new" members according to CalPERS, the provisions of PEPRA shall apply, and the retirement formula shall be 2% at 62. This group is referred to herein as "PEPRA" members.
  
    - b. The new employee contribution rate shall be ½ of the normal cost of their pension benefit, as required by California Government Code section 7522.30(c).

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

C. Regardless of Pension Formula

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

D. Retirement Death Benefit

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

### 3.2. GROUP HEALTH INSURANCE

- A. The City will provide to all employees and eligible dependents and to all eligible retiree-annuitants the CalPERS Health Benefits Program
  1. Current Employees
    - a. Effective the first full pay period following ratification by Local 1245 and approval by City Council of this MOU, the City shall cap its PEMHCA contribution toward medical premiums for

employees and eligible dependents at the PEMHCA minimum contribution.<sup>1</sup> The City shall supplement the direct PEMHCA contribution in an amount that, together with the direct PEMHCA contribution shall not exceed 80% 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 \$157 directly to PERS. The City will also pay \$643 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 \$800 (equal to 80% of the Kaiser premium). The employee shall be responsible for paying \$700 (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

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<sup>1</sup> The PEMHCA minimum employer contribution for 2024 is \$157, subject to annual adjustments by PERS.

(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 \$400 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.

C. High Deductible Health Care Plan

1. In addition to current plans, upon ratification by Local 1245 and approval by City Council of this MOU, the City and Union shall meet upon request to explore options for a High Deductible Health Care Plan (HDHP) with substantial City savings, using savings to supplement employer Health Savings Account (HSA) contributions.

**3.3. OPTICAL AND EYEGLASS PLAN**

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

### **3.4. DENTAL PLAN**

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

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

### **3.5. LIFE INSURANCE**

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

### **3.6. GROUP DISABILITY INCOME PROTECTION**

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

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

### **3.7. SOCIAL SECURITY AND DEFERRED COMPENSATION**

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

### **3.8. EMPLOYEE ASSISTANCE PROGRAM**

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

### **3.9. SPECIAL UNIFORMS AND TOOLS**

- A. All employees, except those covered by Section 3.9(B), 3.9(C) or 3.9(0) 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

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. Communications Operators, Communications Supervisors, Crime Scene Investigators, Fire Prevention Inspectors, Landscape Inspectors assigned to weed abatement, Police Assistants, Police Clerks, Police Records Supervisor and Senior Police Assistants, and Senior Crime Scene Investigators required to wear a uniform by the City shall be eligible to receive, as of the first full pay period ending December 27, 2014, up to \$720.00 per fiscal year for the purchase and replacement of articles of uniform apparel required by the City. This shall be reimbursed to employees bi-weekly for regulation items of uniform and personal equipment that the Police Department requires to be worn as a condition of employment.
  - 1. The uniform payment shall be increased in addition to this amount specified herein above, annually on July 1 of each year commencing on July 1, 2000, by the amount of the Consumer Price Index, U.S. Average, All Urban Consumers, Men's and Boy's Apparel, for the previous year measured to April preceding the effective date.
  - 2. Said payment is a reimbursement for costs associated with the purchase and replacement of articles of uniform apparel required by the City during the period for which payment is made.
- C. Employees in Code Enforcement will be provided four (4) Polo-style shirts and two (2) pairs of full length coveralls, which employees may use as personal protective equipment when entering or accessing assigned areas that pose potential health and safety risks, clearly identifying the employee and department upon appointment and up to two (2) replacements for shirts and one (1) replacement for coveralls, as needed, each fiscal year thereafter they remain in the department. The City shall provide Code Enforcement Officers with bullet proof, fitted and certified vests to be replaced in accordance with manufacturer's recommendations.
- D. The 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 1/11 -\$365.96 per year
  - 2. The City shall be responsible for the reasonable replacement cost of stolen tools only when the need for such replacement does not arise out of the employee's negligence or carelessness.
  - 3. The voucher tool allowance specified above shall be increased in addition to the amount specified herein above annually on July 1 of each year commencing on July 1, 1998 by the amount of the Consumer Price Index, U.S. Average, All Urban Consumers, for the previous year measured to April preceding the effective date.
  - 4. The Said tool voucher allowance is a reimbursement for costs incurred by employees during the period for which payment is made.
  - 5. Said tool voucher allowance shall be available beginning July 1 of any fiscal year.
- E. Employees shall be provided City identification cards when necessary.
  - F. Boot Allowance - Employees in classifications identified by Human Resources and the Union as being classifications that are exposed to conditions that result in the requirement of CCR Title 8 §3385 to wear appropriate foot protection shall be eligible to receive a reimbursement up to \$300 per fiscal year for the purchase and repair of required appropriate foot protection which meet the ANSI specifications.

**3.10. EDUCATIONAL REIMBURSEMENT**

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

an accredited college, university, community college or vocational schools.

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

### **3.11. STATE DISABILITY INSURANCE**

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

### **3.12. EXISTING BENEFITS**

- A. Except as otherwise provided in this Agreement, all existing benefits and agreements within the scope of representation which are presently enjoyed by bargaining unit employees and which resulted by reason of Ordinance, Resolution or written Administrative Rule shall remain in full force and effect except as provided for in subsection B below.
- B. If the City wishes to change a matter within the scope of representation that is not covered by this Agreement, including any negotiable ordinance, resolution or written administrative rule, the City shall provide written notice to Local 1245 Business Manager or designee by personal service, and shall give Local 1245 an opportunity to request negotiations. If Local 1245 does not respond within fifteen (15) calendar days after receipt of notice, it will be deemed to have accepted such change absent legally justifiable

excuse.

- C. Local 1245 is prepared to work with the City to create a more uniform benefits package.

### **3.13. INTEGRATION OF BENEFITS**

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

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

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

## **SECTION 4 COMPENSATION**

### **4.1. MEAL ALLOWANCE**

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

### **4.2. BILINGUAL PAY**

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



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

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

#### **4.3. CLASSIFICATION STUDIES**

- A. The City shall maintain up-to-date classification specifications for all positions within the bargaining unit and every position shall be allocated to the appropriate classification. As part of the classification system, the City shall also maintain career ladders for each classification. Career ladders improve the ability of the City to manage its human resources and permit the upward mobility of employees. It should be noted that career ladders are intended to illustrate potential career paths but are not intended to indicate salary, organizational, or supervisory relationships.
- B. Classification Study
1. Employees shall have the right to request a study of their current position to determine if they are properly classified.
    - a. The City shall decide whether such study will be conducted; provided, however, that the City's decision to not conduct such study shall not be arbitrary, capricious or discriminatory.
      - i. Should such study not be undertaken, the employee who filed the request and Local 1245 will be informed in

writing by the Human Resources Director or his designee within thirty (30) days of the written request for such study as to the precise reasons for the City's decision to not undertake such study.

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

unit. The Director or his designee shall respond in writing within thirty (30) days of receipt of Local 1245's request.

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

#### **4.4. CROSS-TRAINING PAY**

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

#### **4.5. DIFFERENTIAL PAYS**

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

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

- C. An employee who is assigned to clean homeless encampments shall receive a salary differential of three percent (3%) applied to their base salary above the salary step currently held for all hours during which the employee actually cleans homeless encampments.
- D. 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.
- E. 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.
- F. 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 seven percent (7%) shall be paid to each employee who works a regularly scheduled eight (8) hour or twelve (12) hour shift between the hours of 4 pm and 12 midnight. A night shift differential of ten percent (10%) shall be paid to each employee who works a regularly scheduled eight (8) hour or twelve (12) hour shift between the hours of midnight and 8 am.

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

#### **4.7. COMMUNICATIONS OPERATORS DIFFERENTIAL PAY**

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

**SECTION 5**  
**LEAVES**

**5.1. HOLIDAYS**

- A. For employees not subject to the Holiday Pay provisions of Section 2.3, the City will recognize the following fourteen (14) holidays per fiscal year (July 1-June 30) including two (2) floating holidays, shall be observed:
1. Independence Day, July 4th
  2. Labor Day, First Monday in September
  3. Indigenous Peoples' Day, Second Monday in October
  4. Veterans Day, November 11th
  5. Thanksgiving Day, as set by the President or Governor
  6. Friday after Thanksgiving Day
  7. Christmas Day, December 25th
  8. New Year's Day, January 1st
  9. Martin Luther King, Jr., Day, as set by the President or Governor
  10. Presidents' Day, Third Monday in February
  11. Memorial Day, Last Monday in May
  12. Juneteenth, June 19th
  13. Two (2) Floating Holidays
- 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 shall be used within the calendar year in which they are earned. If they are not used in the calendar year in which they were earned, the employee will be paid their base rate of pay for the floating holiday hours, in the last payroll period of the year.
4. Whenever an employee is granted and takes a holiday leave, the number of holiday leave hours to be paid that employee will be eight (8) holiday hours. Alternative schedule employees shall have eight (8) hours of holiday credited towards any holiday they take, and if the alternative schedule employee would like to supplement those eight (8) hours to receive pay for the normally scheduled hours on their alternative schedule, (i.e., two (2) extra hours for the 4/10 employee), the employee may supplement the eight (8) holiday hours with one (1) or more annual leave hours from the employee's annual leave bank.
5. Any FLSA non-exempt employee who is required to work on an observed holiday shall be paid a premium of two (2) times their regular rate of pay. All holiday call backs and holdovers are subject to a minimum of two (2) hours overtime per call back or holdover. "Shift" employees as defined in Section 2.3 are excluded from this provision.

## 5.2. ANNUAL LEAVE

- A. Employees shall receive annual leave as follows:

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

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

1. No employee shall be allowed to accrue annual leave above the maximum allowed accumulation at any time unless one of the following exceptions is granted by the Human Resources Director or designate. An exception may be granted by the Human Resources Director, or designate, in the event that an injury or illness to the employee, or the employee serving on jury duty, or

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

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

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

- A. All employees shall accrue ninety-six (96) sick leave hours per year.
1. Sick leave accrual shall begin from the first day of employment, and the employees may begin to use accrued sick leave for bona fide illness or injury after the sick leave has been accrued.
  2. Whenever an employee is granted and takes sick leave, the number of hours which occur during said leave based on the employee's scheduled workday shall be subtracted from the accumulated sick leave balance.
- B. Separation
1. All employees with ten (10) or more years of employment with the City shall be entitled to a lump sum payment of their accumulated sick leave in the event of resignation, death (in which case payment shall be made to the employee's designated retirement beneficiary), or layoff. Such lump sum payment shall be twenty-five percent (25%) of the accumulated sick leave.
  2. Upon retirement, an eligible employee may elect to have the entire accumulated sick leave balance converted to service credit in accordance with CalPERS regulations.



- C. Each employee occupying a permanent position shall be eligible for paid Bereavement Leave up to a maximum of three (3) working days per bereavement for the death of an employee's family member. Employees may also take an additional two (2) days of unpaid bereavement leave. Employees have the option of using annual leave, sick leave, or compensatory time leave bank accruals to remain in a paid status during the unpaid bereavement leave. For purposes of this section, family member is defined to include a child (including a biological child, adopted child, foster child, stepchild, legal ward, or child to whom the employee stands *in loco parentis*), a parent (including a biological parent, adoptive parent, foster parent, stepparent, or legal guardian of the employee or employee's spouse or registered domestic partner, or person who stood *in loco parentis* when the employee was a minor child), a spouse, a registered domestic partner, a grandparent, a grandchild, or a sibling, provided:
1. The employee notified the City of the purpose of their absence prior to the first day of such absence (except in cases where such notice cannot be provided in advance);
  2. The employee, when requested, furnishes proof satisfactory to the City of the death, and their relationship to the deceased.
  3. Employees may ask their department heads for additional time off work beyond the five (5) days. If approved, such time off shall either be deducted from the employee's annual leave balance, if available, or it shall be approved as leave without pay, at the discretion of the employee.
- D. Time off for doctor, dentist, or ocular appointments may be taken as sick leave if the appointment is necessary because of illness, injury, dental care or eye examination or preventative medical examinations. Employees shall endeavor to secure dental, medical or ocular appointments so as to fall on their own time, but where such is not possible, appointments shall be secured to reduce to a minimum the time away from the job.
- E. An employee may use up to ½ of their annual sick leave accruals or five days whichever is greater for the care of a family member or "designated person." For purposes of this section, family member is defined to include a child (including a biological child, adopted child, foster child, stepchild, legal ward, or child to whom the employee stands *in loco parentis*), a parent (including a biological parent, adoptive parent, foster parent, stepparent, or legal guardian of the employee or employee's spouse or registered domestic partner, or person who stood *in loco parentis* when the employee was a minor child), a spouse, a registered domestic partner, a grandparent, a grandchild, or a sibling. The term "designated person" refers to an individual related by blood or whose association with the employee is equivalent to a family relationship. An employee who is a victim of domestic violence, sexual assault or stalking may also use sick leave to seek aid, treatment, or related assistance.

- F. All employees will be eligible for maternity leave for childbearing or pregnancy related disability. Maternity leave shall be granted in accordance with City policy and applicable state and Federal law.
- G. Employees who use five (5) days or less of sick leave in a fiscal year may have the option of converting sick leave to annual leave pursuant to the following formula:

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

Employees electing to convert sick leave must do so no later than the 4<sup>th</sup> Monday of August of the following fiscal year by notifying the Human Resources Department. For example, if an employee qualifies to convert sick leave based on their sick leave usage in FY2024-25, they must elect to convert sick leave to annual leave no later than the fourth Monday of August 2025. Failure to make an election by this deadline shall result in a waiver of the ability to convert sick leave for the prior fiscal year. Human Resources will track and communicate to employees their qualifications no later than the 4<sup>th</sup> Monday in July each fiscal year.

#### **5.4. LEAVES OF ABSENCE**

- A. The City Manager may grant a regular employee a leave of absence, with or without pay, not to exceed one (1) year, if either or both of the following should be found:
  - 1. The employee's occupation during the leave of absence will improve their proficiency in their City employment and their return is desirable and in the City's interest; and/or
  - 2. The employee's circumstance, including disability arising from pregnancy of the employee, is such that he or she must resign if the leave of absence is not granted and their performance is such that the employee's return is desired and the inconvenience of their absence is thereby justified.
- B. No such leave shall be granted except upon written request of the employee. Approval or denial of such leave shall be in writing.
- C. Upon expiration of a regularly approved leave of absence, or within a reasonable period of time after notice to return to duty, the employee shall be reinstated in a position of the same or substantially equivalent class as that he or she held at the time such leave was granted. Failure on the part of the employee on such leave to report promptly at its expiration, or within a reasonable time after notice to return to duty, shall be cause for dismissal; provided, however, that nothing

herein shall be construed as bringing within the scope of the Grievance Procedure those matters which arise under Section 803 (n) and (o) of the City Charter.

- D. Any scheduled annual leave time taken during Family Medical Leave, California Family Rights Act Leave or Pregnancy Disability Leave shall be designated as part of the leave time under those laws.

## **5.5. MILITARY LEAVE**

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

## **5.6. JURY DUTY AND COURT APPEARANCES**

- A. Employees who are required to serve on jury duty shall receive their regular straight time rate of pay, less all jury pay received, to a maximum of thirty (30) calendar days in any calendar year while on such duty. If an employee is required to serve on jury duty for more than thirty (30) calendar days, the Human Resources Director shall make a recommendation to the City Council that the employee shall continue to receive their regular straight time rate of pay, less all jury pay, with the final decision to be made by the City Council. The time spent awaiting impaneling for jury service is to be considered covered time under this Subsection A.
  - 1. Employees called for jury duty shall give the department reasonable advance notice by providing a copy of their original notice to appear. They shall thereafter receive time off for jury duty as follows:
    - Day Shift: Same day off
    - Swing Shift: Same day off
    - Graveyard: Night before off
  - 2. The City may require written verification of jury duty service.
- B. An employee who is absent from work as a result of a subpoena to appear as a witness in a criminal case (but not as the individual being prosecuted) or as a witness in a civil action related to their employment with the City shall receive their regular straight time rate of pay, less all witness fees received, during this absence from their regular duty hours. In order to receive their regular straight time rate of pay under this Subsection, an employee must demand witness fees.
  - 1. Employees required to make court appearances during off-duty hours shall be compensated at the rate of time and one-half for all hours of such time with a minimum of four (4) hours compensation.

- a. Travel time shall be included in the minimum compensation if four (4) hours or less total time is involved.
- C. An employee who is absent from work due to a subpoena or other need to appear in a legal proceeding or court appearance unrelated to their employment with the City must use annual leave, compensatory leave time, or floating holiday.

**SECTION 6  
LABOR AND EMPLOYEE RELATIONS**

**1.1. HOURS OF WORK**

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

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

E. Departments may initiate flexible scheduling with the approval of the Department Head. The Department Head may adjust or terminate such schedules when, in the sole discretion of the department head or designee, operational needs so dictate subject to the provisions of Section 6.1(H) below.

F. In the event it becomes necessary to change the hours of work for other reasons not addressed in Section 6.1(H) of this Agreement, the City shall meet and confer with Local 1245.

G. Rest Period

1. Employees who work outside of their regularly scheduled hours and engage in that work between 11:00 pm and 6:00 am are eligible for paid rest hours as set forth below:

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

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

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

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

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

3. Exceptions

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

i. Such as CFR 40 and FMCSA.

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

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

**1.2. 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.

### **1.3. 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, the employee subject to layoff shall bump the most



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

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

F. Employee Qualifications

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

G. Recall

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

limits for legitimate reasons.

H. Suppression

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

I. Disputes

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

**1.4. This Section 6.4 intentionally left blank.**

**1.5. 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. The term "grievance" will also include a disciplinary action involving any loss of wages and benefits. Such disciplinary action may be grieved as set forth below.

Employees who may be subject to disciplinary action potentially resulting in a loss of wages or benefits, including but not limited to suspensions, demotions, up to and including termination, shall first be afforded appropriate notice and an opportunity to be heard consistent with state law. Once a pre-disciplinary or "Skelly" hearing has been concluded, the notice of final disciplinary action shall be provided to the employee and the Local 1245 Business Representative, if the employee has previously requested

representation from Local 1245. If disciplinary action is sustained, the employee may select, within five (5) business days of receiving any final notice of discipline to appeal that determination through arbitration pursuant to this Agreement or the Civil Service Commission Appeals process. Such employee may not appeal a disciplinary action to both the Civil Service Commission and arbitration.

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

*B. Procedure for Settlement of Grievances:*

1. *First Step-Immediate Supervisor*

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

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

2. *Second Step-Department Head*

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

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

- i. *state the facts on which it is based;*

- ii. *state when the event occurred;*

- iii. *specify the Section(s) of the Agreement allegedly violated;*

- iv. *specify the desired resolution; and*

- v. *be signed by the employee and Local 1245 Business Representative or their designee.*

- c. *Within three (3) regularly scheduled working days following appropriate submission of the written grievance, the Department Head and/or their designee, who has authority to resolve the*

grievance, shall meet with the employee and a Union representative to discuss the grievance. A written answer shall be given by the Department Head or their designee to the employee and Local 1245 representative within five (5) regularly scheduled working days after the date of this Second Step meeting.

3. Third Step-Human Resources Director

- a. If Local 1245 is dissatisfied with the Second Step answer and desires to pursue the matter, Local 1245 Business Representative or his designee shall notify the Director of Human Resources in writing of its appeal within five (5) regularly scheduled working days after receipt of the Second Step answer.
- b. Within ten (10) regularly scheduled working days after receipt by the Director of Local 1245's notice of appeal, the grievance shall be reviewed and discussed at a meeting between the Grievance Committees of Local 1245 and the City. Within five (5) regularly scheduled working days after the date of said meeting, a written answer shall be given by the City's Grievance Committee to Local 1245's Grievance Committee, with a copy to the employee.

4. Fourth Step-Selection of Neutral; Mediation

- a. If Local 1245 is dissatisfied with the Third Step answer and desires to pursue the matter to Fourth Step mediation, it shall so advise the Director in writing within ten (10) regularly scheduled working days after receipt of the Third Step answer. Such notice to the Director shall specify the Section(s) of the Agreement allegedly violated and the specific reasons the Third Step answer is considered unacceptable. The mediation procedure in Fourth Step, paragraph (c) will be used to resolve the dispute.
- b. The Director and Local 1245 representative shall jointly and promptly select an impartial mediator. If within five (5) regularly scheduled working days after receipt of Local 1245's appeal to Step 4 the parties are unable to agree on a mediator, the

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

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

If the parties are unable to reach a resolution at the Fourth Step, either party may confirm the conclusion of the Fourth Step in writing to the other party. Within ten (10) regularly scheduled working days following the written notice, and should Local 1245 elect to move to Fifth Step - City Manager, Local 1245 shall provide written notification to the City Manager.

5. Fifth Step-City Manager

The City Manager shall conduct a review of the grievance and shall render a decision within two (2) weeks after the written notification. The City Manager's decision shall be final and binding on the parties.

- 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 sessions.
- D. Union representatives shall suffer no loss of pay from the regularly scheduled work for time necessarily spent investigating complaints and processing grievances under Section 6.5.
  - 1. For the purpose of Section 6.5, eligible Union representatives shall be limited to Local 1245 Business Representative, the Executive Officer in charge of grievances, and not more than nine (9) shop stewards.
  - 2. Not more than three (3) Union representatives shall attend Joint Grievance Committee meetings, mediation sessions.
  - 3. Not more than three (3) City representatives shall attend Joint Grievance Committee meetings, mediation sessions.
- E. A grievance concerning matters directly affecting five (5) or more employees

in the bargaining unit in one or more departments/divisions shall be filed not later than ten (10) regularly scheduled working days following the occurrence which is being grieved and shall be signed by the Chairperson of Local 1245 Grievance Committee. Such grievance may be processed, at Local 1245's option, starting at the Second or Third Step of the Grievance Procedure and filed on behalf of specific grievants and or "All Affected."

- F. Local 1245 shall promptly inform the City in writing as to the membership of the Committee of Union Representatives and any changes of its representatives.
- G. Wherever the words "regularly scheduled working days" are used in this Agreement, such words shall be defined as those days which are scheduled for work from Monday through Friday, both inclusive, excluding holidays recognized under this Agreement.
- H. Grievance Settlement - The City will make every reasonable effort to effectuate remedies provided for in a grievance settlement within ninety (90) calendar days of such settlement after receipt of all necessary information and/or documentation, unless otherwise agreed by the parties in the grievance settlement documentation.
- I. This Grievance Procedure supersedes the employee grievance procedure set forth in Administrative Rule 2.3., and the said Rule shall be of no further force and effect between the parties during the term of this Agreement.
- J. Local 1245 will endeavor to ensure that all of its witness and information requests are valid and pertinent to any grievance matter being processed. The City shall respond promptly to all information requests presented in writing (letter or electronically) by Local 1245. If an item requested is denied, the City will provide its rationale for denying such request.

## 1.6. SENIORITY

- A. Seniority Defined
  - 1. Seniority shall mean continuous service with the City as an employee covered by this Agreement.
  - 2. For purposes of *layoff* or recall, when two or more employees within the same classification have the same seniority date, order of seniority shall be determined through Civil Service final score, as listed on the Register of Eligibles for that classification. Seniority shall be in descending order of final scores, with the employee with the highest final score being considered most senior and the employee with the lowest final score being considered least senior.
- B. Adjustment in Seniority
  - 1. Except to the extent prohibited by law, seniority shall be adjusted for any

period of absence without pay from the service of the City of more than thirty (30) continuous calendar days.

C. Excluded Service

1. Seniority shall not include any time spent working with the City in a temporary or seasonal position.

D. Seniority List

1. The City shall provide Local 1245 with a current seniority list of all bargaining unit employees as of January 1st of each year by January 31st of each year.

E. Probationary Employees

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

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

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

Employees who do not successfully complete their promotional probationary period will receive credit for the lesser of (i) the amount of

time spent in their original probationary period prior to accepting the promotional position or (ii) nine (9) months.

4. The City may extend the probationary period (either initial or promotional) for new employees and incumbent employees who are promoted for a period not to exceed six (6) additional months due to special circumstances surrounding administrative licensing and certification needs specific to the classification.
  - a. For purposes of this section, "special circumstances" and "administrative" references are understood to be limited to matters related to the scheduling/rescheduling of associated courses, testing and training beyond the employee's or the City's control.
  - b. Such extensions shall not be arbitrarily applied and shall be added by mutual agreement between the City and IBEW Local Union 1245.

F. Annual Leave Scheduling/Shift Assignments

1. Seniority, as defined in Section 6.6 (A) above, shall be applied on a budgeted divisional basis within classification for annual leave scheduling. Nothing herein shall preclude a Department Head or their designee and the employees in that department from mutually agreeing, without prejudice or precedent, to some other formula or method of scheduling annual leave.
2. In the Police Department, seniority, as defined in Section 6.6 (A) above, shall be applied on a budgeted divisional basis within classification for shift selection for non-probationary employees in the following classifications: Police Clerk, Communications Operator I, Communications Operator 11, Communications Center Supervisor, Police Assistant, and Senior Police Assistant. It is understood and agreed that shifts covered by this provision only pertain to operations that are scheduled for six (6) or seven (7) days of coverage per week. Operations that are day shift operations only are not covered by this subsection (Section 6.6, F- 2). Nothing herein shall preclude the Chief of Police, or their designee and the employees covered by this subsection from agreeing, without prejudice or precedent, to some other formula or method of selecting shifts.
  - a. Non-probationary employees assigned to the following classifications: Communications Operator I, Communications Operator 11, Communications Center Supervisor, Police Assistant, Senior Police Assistant and Police Clerks shall be entitled to select by seniority the same shift for all rotations during a single calendar year during the term of this Agreement. There shall be up to four (4) rotations per year at the discretion of the Chief of Police.



3. Where an employee covered by this Agreement is transferred from one department to another department, such employee shall not be entitled to exercise their seniority in regard to annual leave scheduling until the expiration of six (6) months after the date of initial transfer.

G. Loss of Seniority

1. Unless otherwise specified in this Agreement, no employee shall suffer loss of seniority unless he or she:
  - a. Is discharged; provided, however, that nothing herein shall be construed as bringing within the scope of the Grievance Procedure those matters which arise under Section 803(n) and (o) of the City Charter;
  - b. Resigns or voluntarily quits;
  - c. Is absent from work for more than two (2) years due to layoff;
  - d. Fails to return to work upon completion of an approved leave of absence; or
  - e. Fails to report for work when recalled as provided in this section.

**1.7. 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.

**1.8. 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.

**1.9. MEDIATION**

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

## SECTION 7 MISCELLANEOUS

### 7.1. FILLING OF VACANT POSITIONS

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

### 7.2. SAFETY

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

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

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

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

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

### **7.3. TRANSFERS AND ASSIGNMENTS**

#### **A. Out of Class Assignments**

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

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

B. Permanent Transfers/Assignments

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

C. Promotions

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

**7.4. CERTIFICATION/LICENSE FEES**

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

**7.5. TRAINING FOR SUPERVISORY EMPLOYEES**

- A. Individuals in supervisory classifications or lead worker positions who are responsible for supervising personnel as part of their daily Job duties and functions will receive training within the first year of their appointment into their supervisor/lead-worker position and may request or will be provided additional supervisory and/or leadership training on an annual basis to continue their development of supervisory/leadership skills as deemed appropriate by their Department, Human Resources, or the City Manager..

**SECTION 8  
TERM OF AGREEMENT**

- A. This Agreement shall become effective upon adoption by the City Council and shall remain in full force and effect through **June 30, 2027**. 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 5th day of, August 2024.

**FOR THE CITY OF VALLEJO**

DocuSigned by:  
*Andrew Murray*  
Andrew Murray, City Manager

7/24/2024  
Date

**FOR THE UNION**

*Bob Dean*  
Bob Dean, Business Manager

08/06/2024  
Date

**APPROVED AS TO CONTENT**

DocuSigned by:  
*Stephanie Sifuentes*  
Stephanie Sifuentes, Human Resources Director

7/23/2024  
Date

DocuSigned by:  
*Kim Camatti*  
Kim Camatti, Business Representative

7/5/2024  
Date

**APPROVED AS TO FORM**

DocuSigned by:  
*Veronica A.F. Nebb*  
Veronica Nebb, City Attorney

7/24/2024  
Date

*Al Fortier*  
Al Fortier, Sr. Assistant Business Manager

8/5/2024  
Date

**ATTEST**

DocuSigned by:  
*Dawn G. Abrahamson*  
Dawn G. Abrahamson, City Clerk

7/25/2024  
Date

DocuSigned by:  
*Joshua Sosa*  
Josh Sosa, Committee Member

7/23/2024  
Date

**APPROVED**  
INTERNATIONAL OFFICE - I.B.E.W.  
  
08/23/2024  
Kenneth Cooper,  
International President  
This approval does not make the  
International a party to this agreement.

DocuSigned by:  
*Sophia Valenti*  
1FC83611FE1D421...

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Sophia Valenti, Committee Member

7/23/2024

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Date

DocuSigned by:  
*Josh Davidson*  
DA85582F534E438...

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Josh Davidson, Committee Member

7/19/2024

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Date

DocuSigned by:  
*Sheldon Henderson*  
FAF792F7A35B454...

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Sheldon Henderson, Committee Member

7/23/2024

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Date

DocuSigned by:  
*Brian Monahan*  
FBF22BDC5FC04FF...

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Brian Monahan, Committee Member

7/23/2024

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Date

*James Olson*

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James Olson, Committee Member

8/2/2024

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Date



**APPENDIX A  
CLASSIFICATIONS**

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

CLASSIFICATION TITLE	RANGE NUMBER valid to 01/01/2022	CLASS CODE
Accountant	38	2430
Accounting Clerk I	19	1230
Accounting Clerk II	23	1235
Accounting Technician	34	2370
Administrative Clerk I	15	1200
Administrative Clerk II	19	1205
Assistant Engineer	41	2450
Assistant Planner	38	2405
Associate Civil Engineer	47	2465
Associate Planner	42	2410
Building Inspection Supervisor	53	2215
Building Inspector I	39	2200
Building Inspector II	42	2205
Building Maintenance Worker I	26	2600
Building Maintenance Worker II	30	2605
Building Permit Technician I	31	2206
Building Permit Technician II	34	2207
Building Supervisor	37	2610
Cashier Clerk	15	1258
Code Enforcement Officer	35	2305
Communications Operator I	23	2245
Communications Operator II	35	2250
Communications Supervisor	41	2255
Crime Analyst	41	2495
Crime Scene Investigator I	290	2710
Crime Scene Investigator II	329	2715
Customer Service Representative	23	1260
Customer Service Supervisor	35	1269
Electrician	36	2640
Engineering Technician I	32	2270
Engineering Technician II	39	2275

Equipment Maintenance Supervisor	39	2610
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CLASSIFICATION TITLE	RANGE NUMBER	CLASS CODE
Equipment Mechanic I	29	2660
Equipment Mechanic II	33	2665
Executive Secretary	30	1220
Fire Prevention Inspector (Non-Safety)	39	2318
Geographic Information Systems Specialist I	41	2105
Geographic Information Systems Specialist II	45	2110
Geographic Information Systems Specialist III	49	2115
Heavy Equipment Operator	32	2635
Housing Specialist I	25A	2224
Housing Specialist II	<b>29A</b>	2225
Housing Specialist Supervisor	39	2237
Information Services Specialist	40	2368
Information Systems Support Technician I	30	2366
Information Systems Support Technician II	34	2367
Instrument Technician I	34	2641
Instrument Technician II	38	2644
Laboratory Analyst I	31	2345
Laboratory Analyst II	33	2355
Landscape Inspector	37	2295
Maintenance Worker I	24	1601
Maintenance Worker II	28	1602
Marina Maintenance Attendant	23	1645
Marina Office Attendant	23	1300
Marina Supervisor	37	1655
Meter Mechanic	<b>28</b>	2651
Meter Reader	25	1245
Parts Specialist	25	2655
Payroll Supervisor	44	3010
Plan Check Engineer	53	5010
Planning Technician	31	2403
Police Assistant	31	2000
Police Clerk	22	1290
Police Clerk Supervisor	<b>28</b>	1296
Police Records Supervisor	31	1295
Public Works Supervisor	37	1625
Records Coordinator	23	1275
Reservoir Keeper I	27	1660

<b>CLASSIFICATION TITLE</b>	<b>RANGE NUMBER</b>	<b>CLASS CODE</b>
Reservoir Keeper II	31	1661
Secretary	24	1215
Senior Accountant	44	2483
Senior Administrative Clerk	22	1210
Senior Building Inspector	43	2213
Senior Building Maintenance Worker	34	2609
Senior Civil Engineer	51	2470
Senior Code Enforcement Officer	46	2315
Senior Community Development Analyst	48	2425
Senior Crime Scene Investigator	368	2720
Senior Customer Service Representative	27	1265
Senior Engineering Technician	43	2280
Senior Equipment Mechanic	36	2666
Senior Housing Specialist	32	2230
Senior Instrument Technician	43	2645
Senior Landscape Inspector	41	2300
Senior Meter Mechanic	33	2652
Senior Meter Reader	29	1250
Senior Police Assistant	35	2005
Senior Public Works Maintenance Worker	30	1610
Senior Utility Mechanic	41	2654
Senior Water Distribution Technician	36	2619
Senior Water Treatment Plant Operator	52A	2335
Technical Services Media Coordinator	38	2361
Traffic and Lighting Technician I	32	2642
Traffic and Lighting Technician II	36	2643
Tree Maintenance Worker	30	1615
Utility Field Representative	29	1255
Utility Mechanic I	32	2650
Utility Mechanic II	36	2653
Utility Supervisor	37	2630
Warehouse Specialist	26	1305
Warehouse Supervisor	32	1310
Water Distribution Technician	32	2616
Water Maintenance Worker I	25	1622
Water Maintenance Worker II	29	1623
Water Quality Analyst	39	2500
Water Treatment Plant Operator	50A	2330
Water Treatment Plant Operator Trainee I	27	2320
Water Treatment Plant Operator Trainee II	31	2325
Water Treatment Plant Supervisor	56A	2340

b/

Water Treatment Plant Regulatory Compliance Officer	56A	2341
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**APPENDIX B**  
**LETTER OF AGREEMENT 5/29/19**

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

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

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

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

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

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

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

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

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

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

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

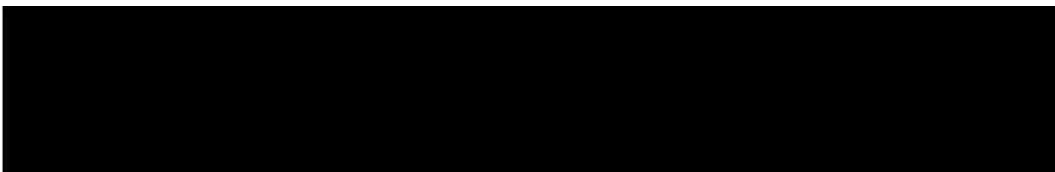
*Limited Term Employees shall be provided all of the terms, limits and requirements governing their employment as Limited Term Employees in writing, including a copy of this Side Letter Agreement, during the recruitment process or at the time of offer.*

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

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

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


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



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

  
\_\_\_\_\_  
Heather Ruiz, Human Resources Director

5/22/19  
Date

  
\_\_\_\_\_  
JV Macor, Local 1245, IBEW Business Rep

5/22/2019  
Date



**APPENDIXC**  
**LETTER OF AGREEMENT 3/30/2023**

letter of Agreement

Between

The City of Vallejo

and the

International Brotherhood of Electrical Workers, Local 1245

The City of Vallejo (City) and the International Brotherhood of Electrical Workers, Local 1245 (IBEW) hereby enter into this Letter of Agreement with regard to those individuals in the Public Works-Maintenance Worker 1/11 Job classifications.

The City and IBEW hereby mutually agree that the Public Works Maintenance Worker 1/11 (MW 1/11) are not shift workers. However, those individuals employed in Public Works MW 1/11 classifications, who voluntarily accept bridge operation duties, shall be placed on a Fair Labor Standards Act (FLSA) 207(b) (2) schedule as follows:

Beginning on March 28, 2023 the Bridge Operator shifts assigned to MW 1/11 personnel will have a consecutive 52-week work period in which members will work no more than 2,240 actual hours, as permitted by the FLSA at 29 U.S.C. 207(b)(2) and in which each classification will be guaranteed the opportunity to work at least 2,080 hours. The National Labor Relations Board (NLRB) has certified that the IBEW Local 1245, AFL-CIO is a bona fide labor organization (see Exhibit A). FLSA overtime compensation will be paid after 10 hours of actual work in a workday for the Bridge Operator shift or after 56 hours of actual work in the City-established workweek, whichever is more advantageous to the MW 1/11, until 2,080 hours of straight time have actually been worked. FLSA overtime will also be paid for all hours actually worked between 2,080 and 2,240.

MW 1/11 who are willing to volunteer for Bridge Operator shifts will bid by seniority annually for a rotation in the assignment and will be assigned and provided a schedule for no less than a 52-week period. Designated Public Works MW 1/11 employees who are trained by the City for the Bridge Operator duties may also backfill for vacation, sick, rest periods, or unscheduled absences and will be compensated at the appropriate overtime rate based on their MW 1/11 assigned schedule.

Should there be no volunteers bidding for a rotation in the assignment, the City may make such assignments in reverse order of seniority amongst Public Works MW 1/11 classifications. Employees assigned by City shall also be placed on an FLSA 207(b)(2). MW 1/11 employees assigned permanently to Street Sweeper may bid for the assignment at the discretion of the City.

The parties agree that Public Works-MW 1/11 job classifications shall continue to earn overtime compensation in accordance with any applicable provision of the parties' current Memorandum of Understanding (MOU) that provides for the payment of overtime compensation under circumstances that are more generous than the FLSA requirements described in this Letter of Agreement. Any MW 1/11 temporarily assigned to a Bridge Operator shift who has not volunteered for a 52-week assignment will be subject to their normal, workweek days and hours for overtime purposes. The previously agreed upon

advance notice to change a member's schedule or workweek shall apply as set forth in Section 6.1 of the MOU.

In entering into this agreement, the parties intend to continue the current work schedule model which provides for MW 1/11 to be regularly scheduled for 80 hours of work during each bi-weekly Pay Period. All MW 1/11 employees assigned to the bridge shall have holidays treated in accordance with Section 2.3 "Holiday Pay - Shift Employees" of the MOU. The affected classifications shall be allowed fourteen (14) days of annual leave, or the same number of days that the other bargaining unit employees receive, in lieu of holidays. Nothing in this agreement prevents the parties from altering the work schedule so long as any applicable meet and confer requirements are satisfied. Should the provisions of this letter not satisfy the intent of the City or Local 1245, the parties may notify each other in writing providing a minimum of 30-days' notice of their desire to cancel or change the agreement by meet and confer over any changes or reestablishment of the Bridge operator classification which was eliminated in 2021.

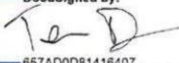
Unless specifically set forth herein, nothing in this Letter of Agreement is intended to change or modify any provisions of the MOU as it exists as of the date of this Letter of Agreement. The MOU remains in full force and effect. In the event of a conflict between this Letter of Agreement and the MOU, this Letter of Agreement shall have Precedence. Enforcement of this Letter of Agreement shall be governed by the MOU, and applicable California State Law and Federal Law.

This Letter of Agreement represents the full agreement of the parties concerning the subject matter set forth herein. Any prior verbal or written agreements, except any non-conflicting provisions of the MOU, concerning the subject matter herein are hereby superseded.

IN WITNESS WHEREOF the parties hereto have executed this Letter of Agreement as dated below.

On Behalf of the City:

On Behalf of IBEW:

DocuSigned by:  
  
657AD0D61416407

Terrance Davis  
Interim HR Director

Business Representative  
IBEW Local 1245

Date: 3/30/2023

Date: 4/11/2023

**IBEW**  
**July 2024**  
**5% COLA + 3% Equity**

Range	Classification	Rate	Step 1	Step2	Step3	Step4	Steps
	Accountant	Hourly	40.5735	42.6021	44.7323	46.9689	49.3173
40H	Accounting Clerk I	Hourly	22.5638	23.6920	24.8766	26.1203	27.4264
80H	Accounting Clerk II	Hourly	24.9337	26.1805	27.4895	28.8640	30.3071
89I	Accounting Technician	Hourly	32.6513	34.2838	35.9980	37.7981	39.6878
09H	Administrative Clerk I	Hourly	20.8832	21.9275	23.0238	24.1750	25.3838
50H	Administrative Clerk II	Hourly	23.1344	24.2911	25.5057	26.7809	28.1200
20K	Assistant Engineer	Hourly	45.0594	47.3125	49.6782	52.1618	54.7700
30J	Assistant Planner	Hourly	36.0809	37.8849	39.7792	41.7680	43.8565
79K	Associate Civil Engineer	Hourly	52.2113	54.8219	57.5629	60.4411	63.4631
70J	Associate Planner	Hourly	39.8706	41.8640	43.9573	46.1551	48.4628
70H	Bridge Operator	Hourly	24.3190	25.5349	26.8116	28.1521	29.5598
79K	Building Inspection Supervisor	Hourly	52.2113	54.8219	57.5629	60.4411	63.4631
40J	Building Inspector I	Hourly	36.9931	38.8427	40.7849	42.8242	44.9655
70J	Building Inspector II	Hourly	39.8706	41.8640	43.9573	46.1551	48.4628
10I	Building Maintenance Worker I	Hourly	26.8061	28.1465	29.5538	31.0315	32.5831
50I	Building Maintenance Worker II	Hourly	29.6217	31.1027	32.6578	34.2908	36.0054
60I	Building Permit Technician I	Hourly	30.3707	31.8892	33.4836	35.1578	36.9157
89I	Building Permit Technician II	Hourly	32.6513	34.2838	35.9980	37.7981	39.6878
70K	Building Plan Engineer	Hourly	51.0512	53.6036	56.2838	59.0979	62.0528
20J	Building Supervisor	Hourly	35.1912	36.9507	38.7982	40.7382	42.7751
01H	Cashier Clerk	Hourly	20.4702	21.4938	22.5684	23.6969	24.8817
99I	Code Enforcement Officer	Hourly	33.4769	35.1508	36.9084	38.7536	40.6914
13J	Communications Operator I	Hourly	34.5814	36.3104	38.1259	40.0323	42.0339
63J	Communications Operator II	Hourly	39.1797	41.1387	43.1956	45.3555	47.6231
32K	Communications Supervisor	Hourly	46.4301	48.7515	51.1891	53.7485	56.4359
12K	Community Development Analyst I	Hourly	44.1683	46.3767	48.6956	51.1303	53.6868
51K	Community Development Analyst II	Hourly	48.6859	51.1201	53.6761	56.3599	59.1780
64J	Crime Analyst	Hourly	39.2777	41.2414	43.3036	45.4688	47.7422
26J	Crime Scene Investigator I	Hourly	35.7223	37.5084	39.3838	41.3530	43.4208
65J	Crime Scene Investigator II	Hourly	39.3758	41.3447	43.4119	45.5825	47.8616
80H	Customer Service Representative	Hourly	24.9337	26.1805	27.4895	28.8640	30.3071
99I	Customer Service Supervisor	Hourly	33.4769	35.1508	36.9084	38.7536	40.6914
10J	Electrician	Hourly	34.3234	36.0395	37.8414	39.7335	41.7201
70I	Engineering Technician I	Hourly	31.1386	32.6955	34.3302	36.0467	37.8491
70J	Engineering Technician II	Hourly	36.9931	38.8427	40.7849	42.8242	44.9655
	Equipment Maintenance Supervisor	Hourly	40.7767	42.8155	44.9562	47.2040	49.5643
49I	Equipment Mechanic I	Hourly	29.5478	31.0253	32.5765	34.2053	35.9156
88I	Equipment Mechanic II	Hourly	32.5700	34.1984	35.9083	37.7038	39.5890
61I	Executive Secretary	Hourly	30.4466	31.9690	33.5675	35.2458	37.0081
40J	Fire Prevention Inspector	Hourly	36.9931	38.8427	40.7849	42.8242	44.9655
20K	Forensic Analyst	Hourly	45.0594	47.3125	49.6782	52.1618	54.7700
60J	GIS Specialist I	Hourly	38.8873	40.8317	42.8732	45.0169	47.2678
99J	GIS Specialist II	Hourly	42.8647	45.0078	47.2582	49.6211	52.1021
40K	GIS Specialist III	Hourly	47.3667	49.7352	52.2220	54.8330	57.5746
70I	Heavy Equipment Operator	Hourly	31.1386	32.6955	34.3302	36.0467	37.8491
02I	Housing Specialist I	Hourly	26.2761	27.5899	28.9694	30.4179	31.9387
42I	Housing Specialist II	Hourly	29.0359	30.4876	32.0121	33.6127	35.2933
40J	Housing Specialist Supervisor	Hourly	36.9931	38.8427	40.7849	42.8242	44.9655
66J	Instrument Technician I	Hourly	39.4743	41.4480	43.5204	45.6965	47.9813
09K	Instrument Technician II	Hourly	43.8387	46.0307	48.3322	50.7487	53.2862
50J	IS Services Specialist	Hourly	37.9283	39.8248	41.8160	43.9068	46.1021
50I	IS Support Technician I	Hourly	29.6217	31.1027	32.6578	34.2908	36.0054
89I	IS Support Technician II	Hourly	32.6513	34.2838	35.9980	37.7981	39.6878
17J	Laboratory Analyst I	Hourly	34.9285	36.6750	38.5086	40.4340	42.4558
59J	Laboratory Analyst II	Hourly	38.7903	40.7298	42.7664	44.9047	47.1500
79J	Landscape Inspector	Hourly	40.7767	42.8155	44.9562	47.2040	49.5643
79J	Landscape Supervisor	Hourly	40.7767	42.8155	44.9562	47.2040	49.5643
90H	Maintenance Worker I	Hourly	25.5641	26.8423	28.1845	29.5937	31.0734
30I	Maintenance Worker II	Hourly	28.1787	29.5876	31.0670	32.6203	34.2513

\*This document is attached for informational purposes only. Please see the official salary schedule distributed online by the City each year.

**IBEW**  
**July 2024**  
**5% COLA + 3% Equity**

Range	Classification	Rate	Step 1	Step2	Step3	Step4	Steps
80H	Marina Maintenance Attendant	Hourly	24.9337	26.1805	27.4895	28.8640	30.3071
80H	Marina Office Attendant	Hourly	24.9337	26.1805	27.4895	28.8640	30.3071
77J	Marina Supervisor	Hourly	40.5735	42.6021	44.7323	46.9689	49.3173
701	Meter Mechanic	Hourly	31.1386	32.6955	34.3302	36.0467	37.8491
041	Meter Reader	Hourly	26.4076	27.7280	29.1144	30.5700	32.0987
011	Parts Specialist	Hourly	26.2105	27.5210	28.8971	30.3420	31.8591
37K	Payroll Supervisor	Hourly	47.0134	49.3640	51.8321	54.4238	57.1451
79K	Plan Check Engineer	Hourly	52.2113	54.8219	57.5629	60.4411	63.4631
611	Planning Technician	Hourly	30.4466	31.9690	33.5675	35.2458	37.0081
601	Police Assistant	Hourly	30.3707	31.8892	33.4836	35.1578	36.9157
<del>75H</del>	Police Clerk	Hourly	24.7477	25.9850	27.2843	28.6485	30.0808
	Police Records Supervisor	Hourly	40.3714	42.3899	44.5095	46.7349	49.0716
101	Public Works Maintenance Worker II	Hourly	26.8061	28.1465	29.5538	31.0315	32.5831
<del>70J</del>	Public Works Maintenance Worker IIA	Hourly	27.4838	28.8581	30.3010	31.8160	33.4069
	Public Works Supervisor	Hourly	40.5735	42.6021	44.7323	46.9689	49.3173
201	Reservoir Keeper I	Hourly	27.4838	28.8581	30.3010	31.8160	33.4069
601	Reservoir Keeper II	Hourly	30.3707	31.8892	33.4836	35.1578	36.9157
90H	Secretary	Hourly	25.5641	26.8423	28.1845	29.5937	31.0734
37K	Senior Accountant	Hourly	47.0134	49.3640	51.8321	54.4238	57.1451
99J	Senior Building Inspector	Hourly	42.8647	45.0078	47.2582	49.6211	52.1021
891	Senior Building Maintenance Worker	Hourly	32.6513	34.2838	35.9980	37.7981	39.6878
20L	Senior Civil Engineer	Hourly	57.6953	60.5800	63.6091	66.7895	70.1289
10K	Senior Code Enforcement Officer	Hourly	43.9483	46.1458	48.4531	50.8759	53.4196
12L	Senior Community Development Analyst	Hourly	56.5543	59.3821	62.3511	65.4687	68.7422
OSK	Senior Crime Scene Investigator	Hourly	43.4031	45.5733	47.8520	50.2445	52.7568
<del>79J</del>	Senior Customer Service Representative	Hourly	27.4838	28.8581	30.3010	31.8160	33.4069
	Senior Engineering Technician	Hourly	40.7767	42.8155	44.9562	47.2040	49.5643
19J	Senior Equipment Mechanic	Hourly	35.1033	36.8585	38.7014	40.6364	42.6682
701	Senior Housing Specialist	Hourly	31.1386	32.6955	34.3302	36.0467	37.8491
47K	Senior Instrument Technician	Hourly	48.2019	50.6120	53.1427	55.7999	58.5898
20K	Senior Landscape Inspector	Hourly	45.0594	47.3125	49.6782	52.1618	54.7700
10J	Senior Meter Mechanic	Hourly	34.3234	36.0395	37.8414	39.7335	41.7201
451	Senior Meter Reader	Hourly	29.2542	30.7168	32.2527	33.8653	35.5587
991	Senior Police Assistant	Hourly	33.4769	35.1508	36.9084	38.7536	40.6914
501	Senior Public Works Maintenance Worker	Hourly	29.6217	31.1027	32.6578	34.2908	36.0054
28K	Senior Utility Mechanic	Hourly	45.9686	48.2670	50.6804	53.2144	55.8752
10J	Senior Water Distribution Technician	Hourly	34.3234	36.0395	37.8414	39.7335	41.7201
70K	Senior Water Treatment Plant Operator	Hourly	51.0512	53.6036	56.2838	59.0979	62.0528
01J	Traffic and Lighting Technician I	Hourly	33.5607	35.2386	37.0006	38.8506	40.7930
41J	Traffic and Lighting Technician II	Hourly	37.0855	38.9398	40.8867	42.9310	45.0776
58L	Traffic Engineer	Hourly	63.4376	66.6095	69.9400	73.4370	77.1089
451	Utility Field Representative	Hourly	29.2542	30.7168	32.2527	33.8653	35.5587
46J	Utility Mechanic I	Hourly	37.5514	39.4291	41.4005	43.4704	45.6441
88J	Utility Mechanic II	Hourly	41.7033	43.7884	45.9779	48.2769	50.6907
98J	Utility Supervisor	Hourly	42.7577	44.8957	47.1404	49.4975	51.9723
121	Warehouse Specialist	Hourly	26.9404	28.2875	29.7017	31.1869	32.7462
731	Warehouse Supervisor	Hourly	31.3727	32.9413	34.5884	36.3178	38.1337
701	Water Distribution Technician	Hourly	31.1386	32.6955	34.3302	36.0467	37.8491
011	Water Maintenance Worker I	Hourly	26.2105	27.5210	28.8971	30.3420	31.8591
401	Water Maintenance Worker II	Hourly	28.8913	30.3357	31.8525	33.4451	35.1174
98J	Water Quality Analyst	Hourly	42.7577	44.8957	47.1404	49.4975	51.9723
50K	Water Treatment Plant Operator	Hourly	48.5644	50.9926	53.5424	56.2195	59.0304
201	Water Treatment Plant Operator Trainee I	Hourly	27.4838	28.8581	30.3010	31.8160	33.4069
601	Water Treatment Plant Operator Trainee II	Hourly	30.3707	31.8892	33.4836	35.1578	36.9157
10L	Water Treatment Plant Supervisor	Hourly	56.2725	59.0862	62.0405	65.1424	68.3995
10L	Water Treatment Regulatory Compliance Officer	Hourly	56.2725	59.0862	62.0405	65.1424	68.3995

IBEW  
July 2025  
5%COLA

Range	Classification	Rate	Step 1	Step2	Step3	Step4	Steps
77J	Accountant	Hourly	42.6022	44.7322	46.9689	49.3173	51.7832
40H	Accounting Clerk I	Hourly	23.6920	24.8766	26.1204	27.4263	28.7977
80H	Accounting Clerk II	Hourly	26.1804	27.4895	28.8640	30.3072	31.8225
89I	Accounting Technician	Hourly	34.2839	35.9980	37.7979	39.6880	41.6722
09H	Administrative Clerk I	Hourly	21.9274	23.0239	24.1750	25.3838	26.6530
50H	Administrative Clerk II	Hourly	24.2911	25.5057	26.7810	28.1199	29.5260
20K	Assistant Engineer	Hourly	47.3124	49.6781	52.1621	54.7699	57.5085
30J	Assistant Planner	Hourly	37.8849	39.7791	41.7682	43.8564	46.0493
79K	Associate Civil Engineer	Hourly	54.8219	57.5630	60.4410	63.4632	66.6363
70J	Associate Planner	Hourly	41.8641	43.9572	46.1552	48.4629	50.8859
70H	Bridge Operator	Hourly	25.5350	26.8116	28.1522	29.5597	31.0378
79K	Building Inspection Supervisor	Hourly	54.8219	57.5630	60.4410	63.4632	66.6363
40J	Building Inspector I	Hourly	38.8428	40.7848	42.8241	44.9654	47.2138
70J	Building Inspector II	Hourly	41.8641	43.9572	46.1552	48.4629	50.8859
10I	Building Maintenance Worker I	Hourly	28.1464	29.5538	31.0315	32.5831	34.2123
50I	Building Maintenance Worker II	Hourly	31.1028	32.6578	34.2907	36.0053	37.8057
60I	Building Permit Technician I	Hourly	31.8892	33.4837	35.1578	36.9157	38.7615
89I	Building Permit Technician II	Hourly	34.2839	35.9980	37.7979	39.6880	41.6722
70K	Building Plan Engineer	Hourly	53.6038	56.2838	59.0980	62.0528	65.1554
20J	Building Supervisor	Hourly	36.9508	38.7982	40.7381	42.7751	44.9139
01H	Cashier Clerk	Hourly	21.4937	22.5685	23.6968	24.8817	26.1258
99I	Code Enforcement Officer	Hourly	35.1507	36.9083	38.7538	40.6913	42.7260
13J	Communications Operator I	Hourly	36.3105	38.1259	40.0322	42.0339	44.1356
63J	Communications Operator II	Hourly	41.1387	43.1956	45.3554	47.6233	50.0043
32K	Communications Supervisor	Hourly	48.7516	51.1891	53.7486	56.4359	59.2577
12K	Community Development Analyst I	Hourly	46.3767	48.6955	51.1304	53.6868	56.3711
51K	Community Development Analyst II	Hourly	51.1202	53.6761	56.3599	59.1779	62.1369
64J	Crime Analyst	Hourly	41.2416	43.3035	45.4688	47.7422	50.1293
26J	Crime Scene Investigator I	Hourly	37.5084	39.3838	41.3530	43.4207	45.5918
65J	Crime Scene Investigator II	Hourly	41.3446	43.4119	45.5825	47.8616	50.2547
80H	Customer Service Representative	Hourly	26.1804	27.4895	28.8640	30.3072	31.8225
99I	Customer Service Supervisor	Hourly	35.1507	36.9083	38.7538	40.6913	42.7260
10J	Electrician	Hourly	36.0396	37.8415	39.7335	41.7202	43.8061
70I	Engineering Technician I	Hourly	32.6955	34.3303	36.0467	37.8490	39.7416
40J	Engineering Technician II	Hourly	38.8428	40.7848	42.8241	44.9654	47.2138
49J	Equipment Maintenance Supervisor	Hourly	42.8155	44.9563	47.2040	49.5642	52.0425
49I	Equipment Mechanic I	Hourly	31.0252	32.5766	34.2053	35.9156	37.7114
88I	Equipment Mechanic II	Hourly	34.1985	35.9083	37.7037	39.5890	41.5685
61I	Executive Secretary	Hourly	31.9689	33.5675	35.2459	37.0081	38.8585
40J	Fire Prevention Inspector	Hourly	38.8428	40.7848	42.8241	44.9654	47.2138
20K	Forensic Analyst	Hourly	47.3124	49.6781	52.1621	54.7699	57.5085
60J	GIS Specialist I	Hourly	40.8317	42.8733	45.0169	47.2677	49.6312
99J	GIS Specialist II	Hourly	45.0079	47.2582	49.6211	52.1022	54.7072
40K	GIS Specialist III	Hourly	49.7350	52.2220	54.8331	57.5747	60.4533
70I	Heavy Equipment Operator	Hourly	32.6955	34.3303	36.0467	37.8490	39.7416
02I	Housing Specialist I	Hourly	27.5899	28.9694	30.4179	31.9388	33.5356
42I	Housing Specialist II	Hourly	30.4877	32.0120	33.6127	35.2933	37.0580
40J	Housing Specialist Supervisor	Hourly	38.8428	40.7848	42.8241	44.9654	47.2138
66J	Instrument Technician I	Hourly	41.4480	43.5204	45.6964	47.9813	50.3804
09K	Instrument Technician II	Hourly	46.0306	48.3322	50.7488	53.2861	55.9505
50J	IS Services Specialist	Hourly	39.8247	41.8160	43.9068	46.1021	48.4072
50I	IS Support Technician I	Hourly	31.1028	32.6578	34.2907	36.0053	37.8057
89I	IS Support Technician II	Hourly	34.2839	35.9980	37.7979	39.6880	41.6722
17J	Laboratory Analyst I	Hourly	36.6749	38.5088	40.4340	42.4557	44.5786
59J	Laboratory Analyst II	Hourly	40.7298	42.7663	44.9047	47.1499	49.5075
79J	Landscape Inspector	Hourly	42.8155	44.9563	47.2040	49.5642	52.0425
79J	Landscape Supervisor	Hourly	42.8155	44.9563	47.2040	49.5642	52.0425
90H	Maintenance Worker I	Hourly	26.8423	28.1844	29.5937	31.0734	32.6271

\*This document is attached for informational purposes only. Please see the official salary schedule distributed online by the City each year.

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5
301	Maintenance Worker II	Hourly	29.5876	31.0670	32.6204	34.2513	35.9639
80H	Marina Maintenance Attendant	Hourly	26.1804	27.4895	28.8640	30.3072	31.8225
80H	Marina Office Attendant	Hourly	26.1804	27.4895	28.8640	30.3072	31.8225
77J	Marina Supervisor	Hourly	42.6022	44.7322	46.9689	49.3173	51.7832
701	Meter Mechanic	Hourly	32.6955	34.3303	36.0467	37.8490	39.7416
041	Meter Reader	Hourly	27.7280	29.1144	30.5701	32.0985	33.7036
011	Parts Specialist	Hourly	27.5210	28.8971	30.3420	31.8591	33.4521
37K	Payroll Supervisor	Hourly	49.3641	51.8322	54.4237	57.1450	60.0024
79K	Plan Check Engineer	Hourly	54.8219	57.5630	60.4410	63.4632	66.6363
611	Planning Technician	Hourly	31.9689	33.5675	35.2459	37.0081	38.8585
601	Police Assistant	Hourly	31.8892	33.4837	35.1578	36.9157	38.7615
77H	Police Clerk	Hourly	25.9851	27.2843	28.6485	30.0809	31.5848
75J	Police Records Supervisor	Hourly	42.3900	44.5094	46.7350	49.0716	51.5252
101	Public Works Maintenance Worker II	Hourly	28.1464	29.5538	31.0315	32.5831	34.2123
20I	Public Works Maintenance Worker IIA	Hourly	28.8580	30.3010	31.8161	33.4068	35.0772
77J	Public Works Supervisor	Hourly	42.6022	44.7322	46.9689	49.3173	51.7832
201	Reservoir Keeper I	Hourly	28.8580	30.3010	31.8161	33.4068	35.0772
601	Reservoir Keeper II	Hourly	31.8892	33.4837	35.1578	36.9157	38.7615
90H	Secretary	Hourly	26.8423	28.1844	29.5937	31.0734	32.6271
37K	Senior Accountant	Hourly	49.3641	51.8322	54.4237	57.1450	60.0024
99J	Senior Building Inspector	Hourly	45.0079	47.2582	49.6211	52.1022	54.7072
891	Senior Building Maintenance Worker	Hourly	34.2839	35.9980	37.7979	39.6880	41.6722
20L	Senior Civil Engineer	Hourly	60.5801	63.6090	66.7896	70.1290	73.6353
10K	Senior Code Enforcement Officer	Hourly	46.1457	48.4531	50.8758	53.4197	56.0906
12L	Senior Community Development Analyst	Hourly	59.3820	62.3512	65.4687	68.7421	72.1793
05K	Senior Crime Scene Investigator	Hourly	45.5733	47.8520	50.2446	52.7567	55.3946
201	Senior Customer Service Representative	Hourly	28.8580	30.3010	31.8161	33.4068	35.0772
79J	Senior Engineering Technician	Hourly	42.8155	44.9563	47.2040	49.5642	52.0425
19J	Senior Equipment Mechanic	Hourly	36.8585	38.7014	40.6365	42.6682	44.8016
701	Senior Housing Specialist	Hourly	32.6955	34.3303	36.0467	37.8490	39.7416
47K	Senior Instrument Technician	Hourly	50.6120	53.1426	55.7998	58.5899	61.5193
20K	Senior Landscape Inspector	Hourly	47.3124	49.6781	52.1621	54.7699	57.5085
10J	Senior Meter Mechanic	Hourly	36.0396	37.8415	39.7335	41.7202	43.8061
451	Senior Meter Reader	Hourly	30.7169	32.2526	33.8653	35.5586	37.3366
991	Senior Police Assistant	Hourly	35.1507	36.9083	38.7538	40.6913	42.7260
501	Senior Public Works Maintenance Worker	Hourly	31.1028	32.6578	34.2907	36.0053	37.8057
28K	Senior Utility Mechanic	Hourly	48.2670	50.6804	53.2144	55.8751	58.6690
10J	Senior Water Distribution Technician	Hourly	36.0396	37.8415	39.7335	41.7202	43.8061
?OK	Senior Water Treatment Plant Operator	Hourly	53.6038	56.2838	59.0980	62.0528	65.1554
01J	Traffic and Lighting Technician I	Hourly	35.2387	37.0005	38.8506	40.7931	42.8327
41J	Traffic and Lighting Technician II	Hourly	38.9398	40.8868	42.9310	45.0776	47.3315
58L	Traffic Engineer	Hourly	66.6095	69.9400	73.4370	77.1089	80.9643
451	Utility Field Representative	Hourly	30.7169	32.2526	33.8653	35.5586	37.3366
46J	Utility Mechanic I	Hourly	39.4290	41.4006	43.4705	45.6439	47.9263
88J	Utility Mechanic II	Hourly	43.7885	45.9778	48.2768	50.6907	53.2252
98J	Utility Supervisor	Hourly	44.8956	47.1405	49.4974	51.9724	54.5709
121	Warehouse Specialist	Hourly	28.2874	29.7019	31.1868	32.7462	34.3835
731	Warehouse Supervisor	Hourly	32.9413	34.5884	36.3178	38.1337	40.0404
701	Water Distribution Technician	Hourly	32.6955	34.3303	36.0467	37.8490	39.7416
011	Water Maintenance Worker I	Hourly	27.5210	28.8971	30.3420	31.8591	33.4521
401	Water Maintenance Worker II	Hourly	30.3359	31.8525	33.4451	35.1174	36.8733
98J	Water Quality Analyst	Hourly	44.8956	47.1405	49.4974	51.9724	54.5709
50K	Water Treatment Plant Operator	Hourly	50.9926	53.5422	56.2195	59.0305	61.9819
201	Water Treatment Plant Operator Trainee I	Hourly	28.8580	30.3010	31.8161	33.4068	35.0772
601	Water Treatment Plant Operator Trainee II	Hourly	31.8892	33.4837	35.1578	36.9157	38.7615
10L	Water Treatment Plant Supervisor	Hourly	59.0861	62.0405	65.1425	68.3995	71.8195
10L	Water Treatment Regulatory Compliance Officer	Hourly	59.0861	62.0405	65.1425	68.3995	71.8195

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IBEW  
July 2026  
5%COLA

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp4	Step 5
77J	Accountant	Hourly	44.7323	46.9688	49.3173	51.7832	54.3724
40H	Accounting Clerk I	Hourly	24.8766	26.1204	27.4264	28.7976	30.2376
80H	Accounting Clerk II	Hourly	27.4894	28.8640	30.3072	31.8226	33.4136
891	Accounting Technician	Hourly	35.9981	37.7979	39.6878	41.6724	43.7558
09H	Administrative Clerk I	Hourly	23.0238	24.1751	25.3838	26.6530	27.9857
50H	Administrative Clerk II	Hourly	25.5057	26.7810	28.1201	29.5259	31.0023
20K	Assistant Engineer	Hourly	49.6780	52.1620	54.7702	57.5084	60.3839
30J	Assistant Planner	Hourly	39.7791	41.7681	43.8566	46.0492	48.3518
79K	Associate Civil Engineer	Hourly	57.5630	60.4412	63.4631	66.6364	69.9681
70J	Associate Planner	Hourly	43.9573	46.1551	48.4630	50.8860	53.4302
70H	Bridge Operator	Hourly	26.8118	28.1522	29.5598	31.0377	32.5897
79K	Building Inspection Supervisor	Hourly	57.5630	60.4412	63.4631	66.6364	69.9681
40J	Building Inspector I	Hourly	40.7849	42.8240	44.9653	47.2137	49.5745
70J	Building Inspector II	Hourly	43.9573	46.1551	48.4630	50.8860	53.4302
10I	Building Maintenance Worker I	Hourly	29.5537	31.0315	32.5831	34.2123	35.9229
50I	Building Maintenance Worker II	Hourly	32.6579	34.2907	36.0052	37.8056	39.6960
60I	Building Permit Technician I	Hourly	33.4837	35.1579	36.9157	38.7615	40.6996
891	Building Permit Technician II	Hourly	35.9981	37.7979	39.6878	41.6724	43.7558
70K	Building Plan Engineer	Hourly	56.2840	59.0980	62.0529	65.1554	68.4132
20J	Building Supervisor	Hourly	38.7983	40.7381	42.7750	44.9139	47.1596
01H	Cashier Clerk	Hourly	22.5684	23.6969	24.8816	26.1258	27.4321
991	Code Enforcement Officer	Hourly	36.9082	38.7537	40.6915	42.7259	44.8623
13J	Communications Operator I	Hourly	38.1260	40.0322	42.0338	44.1356	46.3424
63J	Communications Operator II	Hourly	43.1956	45.3554	47.6232	50.0045	52.5045
32K	Communications Supervisor	Hourly	51.1892	53.7486	56.4360	59.2577	62.2206
12K	Community Development Analyst I	Hourly	48.6955	51.1303	53.6869	56.3711	59.1897
51K	Community Development Analyst II	Hourly	53.6762	56.3599	59.1779	62.1368	65.2437
64J	Crime Analyst	Hourly	43.3037	45.4687	47.7422	50.1293	52.6358
26J	Crime Scene Investigator I	Hourly	39.3838	41.3530	43.4207	45.5917	47.8714
65J	Crime Scene Investigator II	Hourly	43.4118	45.5825	47.8616	50.2547	52.7674
80H	Customer Service Representative	Hourly	27.4894	28.8640	30.3072	31.8226	33.4136
991	Customer Service Supervisor	Hourly	36.9082	38.7537	40.6915	42.7259	44.8623
10J	Electrician	Hourly	37.8416	39.7336	41.7202	43.8062	45.9964
70I	Engineering Technician I	Hourly	34.3303	36.0468	37.8490	39.7415	41.7287
40J	Engineering Technician II	Hourly	40.7849	42.8240	44.9653	47.2137	49.5745
79J	Equipment Maintenance Supervisor	Hourly	44.9563	47.2041	49.5642	52.0424	54.6446
49I	Equipment Mechanic I	Hourly	32.5765	34.2054	35.9156	37.7114	39.5970
88I	Equipment Mechanic II	Hourly	35.9084	37.7037	39.5889	41.5685	43.6469
61I	Executive Secretary	Hourly	33.5673	35.2459	37.0082	38.8585	40.8014
40J	Fire Prevention Inspector	Hourly	40.7849	42.8240	44.9653	47.2137	49.5745
20K	Forensic Analyst	Hourly	49.6780	52.1620	54.7702	57.5084	60.3839
60J	GIS Specialist I	Hourly	42.8733	45.0170	47.2677	49.6311	52.1128
99J	GIS Specialist II	Hourly	47.2583	49.6211	52.1022	54.7073	57.4426
40K	GIS Specialist III	Hourly	52.2218	54.8331	57.5748	60.4534	63.4760
70I	Heavy Equipment Operator	Hourly	34.3303	36.0468	37.8490	39.7415	41.7287
02I	Housing Specialist I	Hourly	28.9694	30.4179	31.9388	33.5357	35.2124
42I	Housing Specialist II	Hourly	32.0121	33.6126	35.2933	37.0580	38.9109
40J	Housing Specialist Supervisor	Hourly	40.7849	42.8240	44.9653	47.2137	49.5745
66J	Instrument Technician I	Hourly	43.5204	45.6964	47.9812	50.3804	52.8994
09K	Instrument Technician II	Hourly	48.3321	50.7488	53.2862	55.9504	58.7480
50J	IS Services Specialist	Hourly	41.8159	43.9068	46.1021	48.4072	50.8276
50I	IS Support Technician I	Hourly	32.6579	34.2907	36.0052	37.8056	39.6960
891	IS Support Technician II	Hourly	35.9981	37.7979	39.6878	41.6724	43.7558
17J	Laboratory Analyst I	Hourly	38.5086	40.4342	42.4557	44.5785	46.8075
59J	Laboratory Analyst II	Hourly	42.7663	44.9046	47.1499	49.5074	51.9829
79J	Landscape Inspector	Hourly	44.9563	47.2041	49.5642	52.0424	54.6446
79J	Landscape Supervisor	Hourly	44.9563	47.2041	49.5642	52.0424	54.6446
90H	Maintenance Worker I	Hourly	28.1844	29.5936	31.0734	32.6271	34.2585

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Range	Classification	Rate	Step 1	Step 2	Step 3	Setp4	Step 5
301	Maintenance Worker II	Hourly	31.0670	32.6204	34.2514	35.9639	37.7621
80H	Marina Maintenance Attendant	Hourly	27.4894	28.8640	30.3072	31.8226	33.4136
80H	Marina Office Attendant	Hourly	27.4894	28.8640	30.3072	31.8226	33.4136
77J	Marina Supervisor	Hourly	44.7323	46.9688	49.3173	51.7832	54.3724
701	Meter Mechanic	Hourly	34.3303	36.0468	37.8490	39.7415	41.7287
041	Meter Reader	Hourly	29.1144	30.5701	32.0986	33.7034	35.3888
011	Parts Specialist	Hourly	28.8971	30.3420	31.8591	33.4521	35.1247
37K	Payroll Supervisor	Hourly	51.8323	54.4238	57.1449	60.0023	63.0025
79K	Plan Check Engineer	Hourly	57.5630	60.4412	63.4631	66.6364	69.9681
611	Planning Technician	Hourly	33.5673	35.2459	37.0082	38.8585	40.8014
601	Police Assistant	Hourly	33.4837	35.1579	36.9157	38.7615	40.6996
77H	Police Clerk	Hourly	27.2844	28.6485	30.0809	31.5849	33.1640
75J	Police Records Supervisor	Hourly	44.5095	46.7349	49.0718	51.5252	54.1015
101	Public Works Maintenance Worker II	Hourly	29.5537	31.0315	32.5831	34.2123	35.9229
20I	Public Works Maintenance Worker IIA	Hourly	30.3009	31.8161	33.4069	35.0771	36.8311
77J	Public Works Supervisor	Hourly	44.7323	46.9688	49.3173	51.7832	54.3724
201	Reservoir Keeper I	Hourly	30.3009	31.8161	33.4069	35.0771	36.8311
601	Reservoir Keeper II	Hourly	33.4837	35.1579	36.9157	38.7615	40.6996
90H	Secretary	Hourly	28.1844	29.5936	31.0734	32.6271	34.2585
37K	Senior Accountant	Hourly	51.8323	54.4238	57.1449	60.0023	63.0025
99J	Senior Building Inspector	Hourly	47.2583	49.6211	52.1022	54.7073	57.4426
89I	Senior Building Maintenance Worker	Hourly	35.9981	37.7979	39.6878	41.6724	43.7558
20L	Senior Civil Engineer	Hourly	63.6091	66.7895	70.1291	73.6355	77.3171
10K	Senior Code Enforcement Officer	Hourly	48.4530	50.8758	53.4196	56.0907	58.8951
12L	Senior Community Development Analyst	Hourly	62.3511	65.4688	68.7421	72.1792	75.7883
05K	Senior Crime Scene Investigator	Hourly	47.8520	50.2446	52.7568	55.3945	58.1643
201	Senior Customer Service Representative	Hourly	30.3009	31.8161	33.4069	35.0771	36.8311
79J	Senior Engineering Technician	Hourly	44.9563	47.2041	49.5642	52.0424	54.6446
19J	Senior Equipment Mechanic	Hourly	38.7014	40.6365	42.6683	44.8016	47.0417
701	Senior Housing Specialist	Hourly	34.3303	36.0468	37.8490	39.7415	41.7287
47K	Senior Instrument Technician	Hourly	53.1426	55.7997	58.5898	61.5194	64.5953
20K	Senior Landscape Inspector	Hourly	49.6780	52.1620	54.7702	57.5084	60.3839
10J	Senior Meter Mechanic	Hourly	37.8416	39.7336	41.7202	43.8062	45.9964
451	Senior Meter Reader	Hourly	32.2527	33.8652	35.5586	37.3365	39.2034
991	Senior Police Assistant	Hourly	36.9082	38.7537	40.6915	42.7259	44.8623
501	Senior Public Works Maintenance Worker	Hourly	32.6579	34.2907	36.0052	37.8056	39.6960
28K	Senior Utility Mechanic	Hourly	50.6804	53.2144	55.8751	58.6689	61.6025
10J	Senior Water Distribution Technician	Hourly	37.8416	39.7336	41.7202	43.8062	45.9964
?OK	Senior Water Treatment Plant Operator	Hourly	56.2840	59.0980	62.0529	65.1554	68.4132
01J	Traffic and Lighting Technician I	Hourly	37.0006	38.8505	40.7931	42.8328	44.9743
41J	Traffic and Lighting Technician II	Hourly	40.8868	42.9311	45.0776	47.3315	49.6981
58L	Traffic Engineer	Hourly	69.9400	73.4370	77.1089	80.9643	85.0125
451	Utility Field Representative	Hourly	32.2527	33.8652	35.5586	37.3365	39.2034
46J	Utility Mechanic I	Hourly	41.4005	43.4706	45.6440	47.9261	50.3226
88J	Utility Mechanic II	Hourly	45.9779	48.2767	50.6906	53.2252	55.8865
98J	Utility Supervisor	Hourly	47.1404	49.4975	51.9723	54.5710	57.2994
121	Warehouse Specialist	Hourly	29.7018	31.1870	32.7461	34.3835	36.1027
731	Warehouse Supervisor	Hourly	34.5884	36.3178	38.1337	40.0404	42.0424
701	Water Distribution Technician	Hourly	34.3303	36.0468	37.8490	39.7415	41.7287
011	Water Maintenance Worker I	Hourly	28.8971	30.3420	31.8591	33.4521	35.1247
401	Water Maintenance Worker II	Hourly	31.8527	33.4451	35.1174	36.8733	38.7170
98J	Water Quality Analyst	Hourly	47.1404	49.4975	51.9723	54.5710	57.2994
50K	Water Treatment Plant Operator	Hourly	53.5422	56.2193	59.0305	61.9820	65.0810
201	Water Treatment Plant Operator Trainee I	Hourly	30.3009	31.8161	33.4069	35.0771	36.8311
601	Water Treatment Plant Operator Trainee II	Hourly	33.4837	35.1579	36.9157	38.7615	40.6996
10L	Water Treatment Plant Supervisor	Hourly	62.0404	65.1425	68.3996	71.8195	75.4105
10L	Water Treatment Regulatory Compliance Officer	Hourly	62.0404	65.1425	68.3996	71.8195	75.4105

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