

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF NEVADA CITY AND THE
NEVADA CITY MISCELLANEOUS EMPLOYEE'S ASSOCIATION
JULY 2, 2016 THROUGH JUNE 30, 2018**

ARTICLE I - RECOGNITION:

Pursuant to the provisions of the City of Nevada City Employee - Employer Relations Resolution No. 2008-25 and the Meyers-Milias-Brown Act, Government Code Section 3500, et seq., the City of Nevada City (hereinafter called the "City" and "Employer" interchangeably), has recognized the Nevada City Miscellaneous Employees Association (hereinafter called the "Association") as the exclusive recognized bargaining agent for the employees in the Non-exempt Employees Unit as noted in Article III for the purpose of establishing salaries, wages, hours and working conditions.

ARTICLE II - NON-DISCRIMINATION:

The City and the Association shall not discriminate against any employee because of race, color, gender, sexual orientation, age, national origin, political or religious opinions or affiliation or handicap or exercise of rights under the Meyers-Milias-Brown Act. The City and the Association agrees to re-open any provision of this agreement for the purpose of complying with any final order of the federal or state agency or court of competent jurisdiction requiring a modification or change in any provision or provisions of this agreement in compliance with state or federal anti-discrimination laws.

ARTICLE III - COMPENSATION PLAN:

Section 1: The salary schedule for members of this bargaining unit shall be a 5 step schedule beginning with step A and ending with step E. Step increases of 5% will be provided every 12 months on hire date anniversary after a performance evaluation is completed by the employee's supervisor with a rating of 'acceptable' or better.

Effective July 2, 2016, all salary steps shall be adjusted as follows:

| | |
|---------------------------------|------|
| Senior Accountant | 2.0% |
| Police Records Coordinator | 8.0% |
| Maintenance Worker I | 4.0% |
| Maintenance Worker II | 4.0% |
| Community Service Officer II | 3.0% |
| Water/Wastewater II | 2.0% |
| Water/Wastewater OIT | 2.0% |
| Customer Service Representative | 2.0% |

Effective July 1, 2017, all salary steps shall be adjusted as follows:

| | |
|----------------------------|------|
| Senior Accountant | 2.0% |
| Police Records Coordinator | 8.0% |
| Maintenance Worker I | 4.0% |

| | |
|---------------------------------|------|
| Maintenance Worker II | 4.0% |
| Community Service Officer II | 3.0% |
| Water/Wastewater II | 2.0% |
| Water/Wastewater OIT | 2.0% |
| Customer Service Representative | 2.0% |

Section 2: The City will provide a cellular phone stipend of \$40.00 per month to the following classifications in acknowledgement of the fact that the City requires the employees in these classifications to be generally accessible via cellular phone for the conduct of City-related business:

- Police Records Coordinator
- Maintenance Worker I
- Maintenance Worker II
- Water/Wastewater II

The employee shall provide and the City may publish the cellular phone number to designated individuals and organizations with whom the employee normally conducts City-related business. Employees receiving a cell phone stipend are responsible for securing a cellular phone and a usage plan of their choice and shall provide immediately notification to the City in the event their cellular plan is cancelled or terminated. In the event of cancellation or termination, the City reserves the right to eliminate the stipend benefit.

ARTICLE IV - WORK PERIODS:

Section 1: Because there are a variety of work shifts including, but not limited to 4/10, 5/9 5/8 plans, the daily work schedule will consist of the normal number of hours for that assigned shift. i.e., 10, 9, or 8 hours.

Section 2: Members assigned to work a 4/10 plan will be assigned four 10-hour days each week.

Section 3: All changes to work periods must be approved by the City Manager.

ARTICLE V - OVERTIME:

Section 1: All full-time employees shall be entitled to overtime at time and one-half the regular straight time pay for all hours worked in excess of eight (8) hours in a day or of forty (40) hours within the employee's regular weekly pay period. In order to be entitled to overtime, such overtime must be authorized by an immediate supervisor or Department Head, when reasonably feasible. Nothing herein is intended to limit or restrict authority of the City to require any employee to perform overtime work.

For the purposes of computing overtime, use of holidays, vacation, sick or compensatory time off during any given workweek shall not be considered time actually worked for the purposes of computing overtime.

The parties agree that an alternative work schedule (e.g. 80 hour work period, 5/9s, 4/10s, etc.) may be adopted after discussing such change with members of this bargaining unit.

The Department Head or his/her designee shall designate work schedules for employees to carry out the work herein provided. With the approval of the City Manager, the Department Head, or his/her designee, may alter this schedule from time to time when needs of the department require.

Section 2: The following time is not considered work time for the purpose of calculating overtime.

1. Time spent traveling to work and returning home in either personal or City-owned vehicles.
2. All time spent doing homework, study time, meal time, or sleep time when assigned off-duty training.
3. All time putting on or removing uniforms.
4. All time for personal preparation and clean-up.

Section 3: Emergency overtime is that time when an off duty employee is ordered to report for duty. When so ordered the travel time for the employee to get to work, not to exceed 30 minutes, shall be counted as work time. Emergency overtime is when an employee's presence at work:

1. Is deemed necessary or advisable to properly handle an emergency incident or incidents.
2. To maintain necessary staffing levels.

Section 4: For a limited number of special events from past practices, overtime shall be paid at double the base hourly rate for those designated as special events.

ARTICLE VI - REIMBURSEMENT FOR TRAVEL AND OTHER OFFICIAL EXPENSE:

Employees shall be reimbursed for such expenses as approved by the City Manager in such amounts as designated by the City Council policy regarding reimbursement of travel and other official expenses. There exists within the City a travel and other official expense reimbursement policy which is attached hereto as Exhibit 'B'.

ARTICLE VII - CLOTHING ALLOWANCE:

For certain employees in the Department of Public Works, during the term of this Memorandum, up to \$150.00 will be reimbursed to the employee each fiscal year in a boot allowance for the purchase of department approved boots.

For Public Works field and Water/Wastewater Treatment Plant employees, an initial one time amount of \$320.00 uniform allowance for their first year will be provided. This allowance is intended to provide up to five (5) safety orange work shirts, five (5) pair of moss green safety double knee pants and a safety orange sweatshirt. Employees are required to be in work uniforms and to keep them up to a presentable standard. Each fiscal year, beginning July 1, following the initial purchase, employees shall be allowed to replace uniforms up to a maximum annual cost of \$156.00 with approval of the Public Works Superintendent.

For the Police Records Coordinator and Community Service Officer II classifications, all expenses for required uniform clothing will be reimbursed by the department up to an annual amount of \$500.00.

ARTICLE VIII - RETIREMENT:

Employees covered by this Memorandum of Understanding participate in the following Public Employees' Retirement Systems and are required to make the appropriate employee contributions for their respective plans:

Tier 1 employees hired prior to February 10, 2010 covered by this agreement will participate in the Public Employees Retirement System 2.5%@55 formula. Effective July 2, 2016, the City shall pay on behalf of the employee 2% of the 8% employee member contributions and the employee shall pay the remaining 6% on a pre-tax basis. Effective July 1, 2017, the employee shall pay the full employee member contribution of 8% on a pre-tax basis.

Tier 2 employees hired on or after February 10, 2010 that are considered "Classic Members" will participate in the City's Public Employees Retirement System 2%@60. Effective July 2, 2016, Tier 2 employee members shall pay the full employee member contribution of 7% on a pre-tax basis.

Tier 3 employees hired January 1, 2013 or later who are not considered "Classic Members" by CalPERS will participate in the Public Employees Retirement System 2%@62 (PEPRA Tier). The employee shall pay half of the "Total Normal Cost" on a pre-tax basis up to limits established by CalPERS.

ARTICLE IX - HOLIDAYS:

Employees shall be entitled to the following paid holidays:

- New Year's Day – January 1st
- Martin Luther King, Jr. Day – Third Monday in January
- President's Day – Third Monday in February
- Cesar Chavez Day – March 31st
- Memorial Day – Last Monday in May
- Independence Day - July 4th
- Labor Day – First Monday in September
- Columbus Day – Second Monday in November
- Veteran's Day – November 11th
- Thanksgiving Day – 4th Thursday in November
- Day following Thanksgiving Day – 4th Friday in November
- Christmas – December 25th
- Two Floating holidays

ARTICLE X – VACATION AND VACATION ACCUMULATION:

In addition to the terms and conditions contained in the City's Personnel Regulations, the following terms are agreed to between members of this unit and the City:

Proportionate with their normal payroll schedule, employees in this bargaining unit will accrue vacation leave according to the following annual rate of accumulation:

| | |
|---|-------------|
| One to five years of service | two weeks |
| Over five years but less than fifteen years service | three weeks |
| Over fifteen years of service | five weeks |

Employees may accrue up to 320 hours of vacation leave or two times annual accrual amount, whichever is less. No further accrual of vacation leave time may accrue without advance approval from the City Manager. Approval must be based upon a valid work or personal restriction on taking vacation leave and any approval must include a reasonable plan for reducing the leave balance.

ARTICLE XI - SICK LEAVE:

Employees shall be entitled to sick leave benefits specified in the "Sick Leave Policy" (Section 2240 of City Personnel Regulations).

ARTICLE XII - LEAVES OF ABSENCE:

Employees shall be entitled to Leaves of Absence specified in the following policies, and Federal and State laws:

- State Fair Housing and Employment Act and Pregnancy Disability Leave
- Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave
- Federal Family and Medical Leave Act.

ARTICLE XIII - ABSENCE POLICY

Employees covered by this agreement shall be subject to the terms and conditions of the absence policy which provides that excused absences for family members, as provided in Labor Code Section 234, shall not be considered in evaluating or disciplining employees and that supervisors shall utilize the absence policy as suggested guidelines for evaluating and/or disciplining employees for absences, but shall assess each case on its own merit.

ARTICLE XIV - GROUNDS FOR DISCIPLINE:

Employees covered by this agreement shall be subject to the terms and conditions of the Grounds for Discipline Policy (Section 2310 of City Personnel Regulations).

ARTICLE XV - GRIEVANCE PROCEDURE:

Employees covered by this agreement shall be subject to the terms and conditions of the Grievance Procedure (Section 2320 of City Personnel Regulations).

ARTICLE XVI - PROBATIONARY PERIOD:

The Personnel System Rules provide that a notice of separation of a temporary employee be served on the separated employee before the expiration of the probationary period. The Probationary Period is one (1) year starting on the date of hire.

ARTICLE XVII - DISCIPLINARY ACTIONS:

The Personnel System Rules provide that paid administrative leave pending completion of a disciplinary investigation shall not constitute discipline.

ARTICLE XVIII - LAYOFF POLICY AND PROCEDURE:

The Personnel System Rules incorporate the layoff policy and procedure as an appendix.

ARTICLE XIX- LEAVE REGULATIONS:

The Personnel System Rules regarding leave regulations include the following important information:

1. That failure on the part of an employee absent without leave to return to duty within three scheduled work days after notice to return shall be cause for discipline up to and including termination of employment.
2. No benefits will accrue during any leave of absence without pay, but accrued benefits will not be lost except as otherwise provided (2270.30).
3. During a leave of absence without pay, the City payment of premiums for health benefits will become the responsibility of the employee (2270.40).
4. When an employee is on Family Medical Leave of Absence (FMLA), the employee's group health benefits will be maintained and paid by the City.

ARTICLE XX – STANDBY/ON CALL PAY:

The City pays on-call pay for any on-call time incurred during the weekend. The Department Head, or his/her designee, shall schedule any on call time to ensure appropriate coverage as well as safety issues. On call duty requires the employee so assigned to:

1. be ready to respond to calls for service; and
2. be reachable by telephone, radio, or pager; and
3. Refrain from activities which might impair his/her ability to perform assigned duties.

Employees assigned weekend on-call shall be compensated for three (3) hours straight time at the employee's then hourly rate for each twenty-four hour period, or any portion thereof. With the approval of the City Manager, employees may be released three hours early from their work day in lieu of receiving the three (3) hours of straight time for each twenty-four hour period, or portion thereof.

ARTICLE XXI – CALL OUT PAY:

Section 1: Call-Out: When responding to an emergency call, an employee shall be credited with a minimum of two hours at time and one half base pay plus any hours worked in excess of two hours in which the employee is continuously engaged in work for which he or she was called back. Providing brief consultation assistance over the phone is not recognized as being continuously engaged in work.

Section 2: Call-Out Water/Wastewater II Classifications: Water/Wastewater II classifications who receive a call on the on-call phone and can remotely log on to a computer or smart phone (instead of responding physically to the plant facility) to

resolve a plant issue shall be compensated for two hours at time and one half base pay. The two hours shall include up to three calls from the on-call phone without physically responding to a plant after normal work hours. However, if the employee is required to physically respond to either the water or wastewater plant, then Section 1 above will apply.

ARTICLE XXII - COMPENSATORY TIME:

Before working any overtime, an employee shall have been authorized or required to do so by his or her department head or the City Manager. In the case of a bona fide emergency, if it is not reasonably feasible to obtain such prior authorization, the employee who has worked overtime shall request such authorization on the next regular work day.

Any non-exempt employee may request of his or her department head in writing to take 1½ hours of overtime pay for each hour worked in excess of eight (8) hours in a workday or forty (40) hours in one workweek. For the purposes of computing overtime, use of holidays, vacation or compensatory time off during any given workweek shall not be considered time actually worked for the purpose for computing overtime.

Compensation - Overtime shall be compensated at 1½ times the employee's basic hourly rate of pay, or at the employee's request and with the department head's approval, Compensating Time Off (CTO) may be taken at the rate of 1½ hours off for each hour worked in lieu of overtime pay.

Accumulation and Use of CTO - No employee shall accumulate more than 40 hours of CTO. Before using CTO an employee shall have obtained the approval of the employee's department head. Upon termination, any employee with accumulated CTO shall have it paid off. Overtime shall be paid in accordance with these rules and the provision of the Fair Labor Standards Act for non-exempt employment.

ARTICLE XXIII - TUITION REIMBURSEMENT:

Bargaining unit employees who thereafter incur expenses for tuition, books and educational fees at a regionally accredited college or university shall be entitled to reimbursement up to \$500.00 per fiscal year; provided that such reimbursement shall be conditioned upon receiving a grade of "C" or above or "pass" if the class is a pass/fail. Classes must be related to the employee's current or future scope of work and have prior approval from the Department Head and City Manager.

ARTICLE XXIV - SMOKING AND TOBACCO POLICY:

Employees are prohibited from smoking or using any tobacco products in all public buildings and City-owned vehicles.

ARTICLE XXV – HEALTH, DENTAL AND VISION INSURANCE BENEFITS:

Effective August 27, 2016, the City shall pay 90% and employees with dependents shall pay 10% of all health premium costs for medical, and dental insurance. The City shall pay 100% of all health premium costs for medical, dental and vision insurance for employees

with comprehensive "employee only" health coverage (e.g. medical, dental and vision insurance). City pays employee portion of vision insurance for all employees; employees pay any dependent vision insurance premiums.

The City will continue to research alternative lesser cost plans to offer City employees to keep premium costs down.

Employees who waive City provided medical insurance with proof of other health plan coverage shall receive \$100/per pay period in lieu of the City payment of medical premiums.

ARTICLE XXVI - CITY RIGHTS:

Section 1: The City reserves, retains and is vested with, solely and exclusively, all rights of Management which have not been expressly abridged by specific provision of this Memorandum of Understanding or by law to manage the City, as such rights existed prior to the execution of this Memorandum of Understanding. The sole and exclusive rights of Management, as they are not abridged by this Agreement or by law, shall include, but shall not be limited to, the following rights:

- a. To manage the City generally and to determine the issues of policy;
- b. To determine the existence or non-existence of facts which are the basis of the Management decision;
- c. To determine the necessity and organization of any service or activity conducted by the City and to expand or diminish services;
- d. To determine the nature, manner, means, technology and extent of services to be provided to the public;
- e. To require performance of other public safety services not specifically stated herein in the event of emergency or disaster, as deemed necessary by the City.
- f. To determine methods of financing;
- g. To determine types of equipment or technology to be used;
- h. To determine and/or change the facilities, methods, technology, means and size of the work force by which the City operation is to be conducted;
- i. To determine and change the number of locations, relocations and types of operations, processes, and materials to be used in carrying out all City functions including, but not limited to, the right to contract for or subcontract any work or operation of the City.
- j. To assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments;
- k. To relieve employees from duties for lack of work or similar non-disciplinary reasons;
- l. To establish and modify productivity and performance programs and standards;
- m. To discharge, suspend, demote or otherwise discipline employees for proper cause;
- n. To determine job classifications and to reclassify employees; and
- o. To hire, transfer, promote and demote employees for non-disciplinary reasons in accordance with this Agreement and applicable City Resolutions and Codes.

The City's exercise of a City right listed herein shall not be subject to the Grievance Procedure unless the Association alleges that such exercise raises an issue involving the interpretation of Personnel Rules or this Memorandum of Understanding. In that case, the grievance will be limited to the dispute over the interpretation of the Rules or the Memorandum of Understanding.

ARTICLE XXVII - EMPLOYEE RIGHTS:

The following are employee rights:

Section 1: The right of employees to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.

Section 2: The right of employees to refuse to join or participate in the activities of employee organizations and to receive the negotiated benefits of the employee organization.

ARTICLE XXVIII - ASSOCIATION RESPONSIBILITY:

Section 1: If, the Nevada City Miscellaneous Employees Association, its officers, agents, representatives or members engage in any of the conduct prohibited in Article XXIX, Prohibited conduct, Section 1, the Association or its duly authorized representative shall immediately instruct in writing any persons engaging in such conduct that their conduct is in violation of this Agreement and is unlawful, and that they should immediately cease engaging in such conduct prohibited in Article XXIX, Prohibited conduct, Section 1, and return to work.

Section 2: If the Association performs all of the responsibilities set forth in Section 1 above, its officers, agents and representatives shall not be liable for damages for prohibited conduct performed by employees who are covered by this Agreement in violation of Article XXIX, Prohibited conduct, Section 1.

ARTICLE XXIX - NO STRIKE--NO LOCKOUT:

PROHIBITED CONDUCT

Section 1: Officers, agents, representatives and/or members agree that during the term of this Agreement, they will not cause or condone any strike, walkout, slowdown, sickout, or any other job action by withholding or refusing to perform services.

Section 2: The City agrees that it shall not lock out its employees during the term of this Agreement. The term "lockout" is hereby defined so as not to include the discharge, suspension, termination, layoff, failure to recall or failure to return to work of employees of the City in the exercise of its rights as set forth in any of the provisions of this Agreement or applicable ordinance or law.

Section 3: Any employee who participates in any conduct prohibited in Section 1 above may be subject to termination by the City.

Section 4: In addition to any other lawful remedies or disciplinary actions available to the City, if the Association fails, in good faith, to perform all responsibilities in Article XXIX- Association Responsibility, the City may suspend any and all of the rights and privileges accorded to the Association under the terms of this agreement, including, but not limited to, suspension of recognition of the Association, grievance procedures, right of access and the use of the City's bulletin boards and facilities.

ARTICLE XXX - ENTIRE AGREEMENT:

Section 1: It is the intent of the parties hereto that the provisions of this Agreement shall be the sole source of any and all rights, which may be asserted hereunder. This Agreement is not intended to conflict with Federal or State law.

Section 2: Notwithstanding the provisions of Section 1, there exists within the City certain personnel rules and regulations and departmental rules and regulations. To the extent that this Agreement does not specifically contradict these personnel rules and regulations or departmental rules and regulations or City ordinances, they shall continue subject to being changed by the City in accordance with the exercise of City rights under this Agreement and applicable State law.

ARTICLE XXXI - WAIVER OF BARGAINING DURING TERM OF THIS AGREEMENT:

Except where required by the terms of this Agreement the parties mutually agree that they will not seek to negotiate or bargain with regard to wages, hours, and terms and conditions of employment, whether or not covered by this Agreement, and irrespective of whether or not such matters were discussed or were even within the contemplation of the parties. Regardless of the waiver contained in this Article, the parties may, however, by mutual agreement, in writing, agree to meet and confer about any matter during the Agreement.

ARTICLE XXXII - EMERGENCY WAIVER PROVISION:

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, provisions of this Agreement or the Personnel Rules and Regulations of the City, which restrict the City's ability to respond to these emergencies shall be suspended for the duration of such emergency. After the emergency is over, the Association shall have the right to meet and confer with the City regarding the impact on employees of the suspension of these provisions in the Agreement and any Personnel Rules and policies.

ARTICLE XXXIII - ADVERSE FINANCIAL IMPACT:

In the event that the City suffers substantial economic hardship during the term of this agreement, the parties agree to engage in a cooperative dialogue about ways to assist the City in addressing such hardship. "Substantial economic hardship," as used herein, shall include, but not be limited to, the following: a decline in overall General Fund revenues of five percent (5%); a reduction in General Fund reserves of thirty percent (30%) or more; an unbudgeted increase of ten percent (10%) or more in City expenses; or a decision by the City Council to declare a fiscal emergency. Nothing in this paragraph shall preclude or impede the City Council from exercising such additional authority as may be conferred by other provisions in this agreement or by State or Federal law.

ARTICLE XXXIV - FULL FORCE AND EFFECT

All provision of Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE XXXV - TERM OF AGREEMENT:

The term of this Agreement shall cover the period beginning July 2, 2016, and shall continue in full force and effect through June 30, 2018.

ARTICLE XXXVI - RATIFICATION AND EXECUTION:

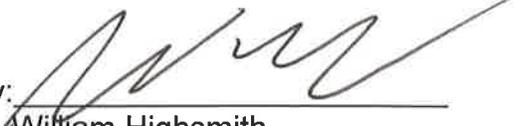
The City and the Association acknowledge that this Agreement shall be in full force and effect once adopted by the City Council for the City of Nevada City. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the City and the Association and entered into this 24th day of August 2016.

CITY OF NEVADA CITY

By: 
Mark T. Prestwich, City Manager

By: 
Catrina Olson, Assistant City Manager

**NEVADA CITY MISCELLANEOUS
EMPLOYEES ASSOCIATION**

By: 
William Highsmith

By: 
Monica Barbao

By: 
Bill Sander

**CITY OF NEVADA CITY - 5 STEP SALARY SCHEDULE
JULY 2016
MISCELLANEOUS UNIT - EXHIBIT A**

Customer Service Representative

As of 7/1/13

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,042 | \$ 3,194 | \$ 3,353 | \$ 3,521 | \$ 3,697 |
| Hourly | \$ 17.55 | \$ 18.43 | \$ 19.35 | \$ 20.31 | \$ 21.33 |

| Annual Range | |
|--------------|-----------|
| \$ 36,504 | \$ 44,364 |

As of 7/1/14

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,133 | \$ 3,290 | \$ 3,454 | \$ 3,627 | \$ 3,808 |
| Hourly | \$ 18.08 | \$ 18.98 | \$ 19.93 | \$ 20.92 | \$ 21.97 |

| Annual Range | |
|--------------|-----------|
| \$ 37,599 | \$ 45,695 |

As of 7/1/15

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,227 | \$ 3,389 | \$ 3,558 | \$ 3,735 | \$ 3,922 |
| Hourly | \$ 18.62 | \$ 19.55 | \$ 20.52 | \$ 21.55 | \$ 22.63 |

| Annual Range | |
|--------------|-----------|
| \$ 38,727 | \$ 47,066 |

As of 7/1/16: 2%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,292 | \$ 3,456 | \$ 3,629 | \$ 3,810 | \$ 4,001 |
| Hourly | \$ 18.99 | \$ 19.94 | \$ 20.94 | \$ 21.98 | \$ 23.08 |

| Annual Range | |
|--------------|-----------|
| \$ 39,502 | \$ 48,007 |

As of 7/1/17: 2%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,358 | \$ 3,525 | \$ 3,701 | \$ 3,886 | \$ 4,081 |
| Hourly | \$ 19.37 | \$ 20.34 | \$ 21.35 | \$ 22.42 | \$ 23.54 |

| Annual Range | |
|--------------|-----------|
| \$ 40,292 | \$ 48,967 |

Senior Accountant

As of 7/1/13

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,273 | \$ 3,437 | \$ 3,609 | \$ 3,789 | \$ 3,978 |
| Hourly | \$ 18.88 | \$ 19.83 | \$ 20.82 | \$ 21.86 | \$ 22.95 |

| Annual Range | |
|--------------|-----------|
| \$ 39,276 | \$ 47,736 |

As of 7/1/14

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,371 | \$ 3,540 | \$ 3,717 | \$ 3,903 | \$ 4,097 |
| Hourly | \$ 19.45 | \$ 20.42 | \$ 21.45 | \$ 22.52 | \$ 23.64 |

| Annual Range | |
|--------------|-----------|
| \$ 40,454 | \$ 49,168 |

As of 7/1/15

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,472 | \$ 3,646 | \$ 3,829 | \$ 4,020 | \$ 4,220 |
| Hourly | \$ 20.03 | \$ 21.04 | \$ 22.09 | \$ 23.19 | \$ 24.35 |

| Annual Range | |
|--------------|-----------|
| \$ 41,668 | \$ 50,643 |

As of 7/1/16: 2%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,542 | \$ 3,719 | \$ 3,905 | \$ 4,100 | \$ 4,305 |
| Hourly | \$ 20.43 | \$ 21.46 | \$ 22.53 | \$ 23.65 | \$ 24.83 |

| Annual Range | |
|--------------|-----------|
| \$ 42,501 | \$ 51,656 |

As of 7/1/17: 2%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,613 | \$ 3,794 | \$ 3,983 | \$ 4,182 | \$ 4,391 |
| Hourly | \$ 20.84 | \$ 21.89 | \$ 22.98 | \$ 24.13 | \$ 25.33 |

| Annual Range | |
|--------------|-----------|
| \$ 43,351 | \$ 52,689 |

Police Records Coordinator

As of 7/1/13

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,541 | \$ 2,668 | \$ 2,802 | \$ 2,942 | \$ 3,089 |
| Hourly | \$ 14.66 | \$ 15.39 | \$ 16.16 | \$ 16.97 | \$ 17.82 |

| Annual Range | |
|--------------|-----------|
| \$ 30,492 | \$ 37,068 |

As of 7/1/14

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,617 | \$ 2,748 | \$ 2,886 | \$ 3,030 | \$ 3,182 |
| Hourly | \$ 15.10 | \$ 15.85 | \$ 16.65 | \$ 17.48 | \$ 18.36 |

| Annual Range | |
|--------------|-----------|
| \$ 31,407 | \$ 38,180 |

As of 7/1/15

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,696 | \$ 2,830 | \$ 2,972 | \$ 3,121 | \$ 3,277 |
| Hourly | \$ 15.55 | \$ 16.33 | \$ 17.15 | \$ 18.01 | \$ 18.91 |

| Annual Range | |
|--------------|-----------|
| \$ 32,349 | \$ 39,325 |

As of 7/1/16: 8%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,911 | \$ 3,057 | \$ 3,210 | \$ 3,371 | \$ 3,539 |
| Hourly | \$ 16.80 | \$ 17.64 | \$ 18.52 | \$ 19.45 | \$ 20.42 |

| Annual Range | |
|--------------|-----------|
| \$ 34,937 | \$ 42,471 |

As of 7/1/17: 8%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,144 | \$ 3,301 | \$ 3,467 | \$ 3,641 | \$ 3,822 |
| Hourly | \$ 18.14 | \$ 19.05 | \$ 20.00 | \$ 21.00 | \$ 22.05 |

| Annual Range | |
|--------------|-----------|
| \$ 37,732 | \$ 45,869 |

Department of Public Works - Maintenance Worker I

As of 7/1/13

| A | B | C | D | E |
|---|---|---|---|---|
| | | | | |

| Annual Range | |
|--------------|--|
| | |

Wastewater Plant Operator Grade II

As of 7/1/13

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,093 | \$ 4,298 | \$ 4,512 | \$ 4,738 | \$ 4,975 |
| Hourly | \$ 23.61 | \$ 24.80 | \$ 26.03 | \$ 27.34 | \$ 28.70 |

| Annual Range | |
|--------------|-----------|
| \$ 49,116 | \$ 59,700 |

As of 7/1/14

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,216 | \$ 4,427 | \$ 4,647 | \$ 4,881 | \$ 5,124 |
| Hourly | \$ 24.32 | \$ 25.54 | \$ 26.81 | \$ 28.16 | \$ 29.56 |

| Annual Range | |
|--------------|-----------|
| \$ 50,589 | \$ 61,491 |

As of 7/1/15

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,342 | \$ 4,560 | \$ 4,787 | \$ 5,027 | \$ 5,278 |
| Hourly | \$ 25.05 | \$ 26.31 | \$ 27.62 | \$ 29.00 | \$ 30.45 |

| Annual Range | |
|--------------|-----------|
| \$ 52,107 | \$ 63,336 |

As of 7/1/16: 2%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,429 | \$ 4,651 | \$ 4,883 | \$ 5,128 | \$ 5,384 |
| Hourly | \$ 25.55 | \$ 26.83 | \$ 28.17 | \$ 29.58 | \$ 31.06 |

| Annual Range | |
|--------------|-----------|
| \$ 53,149 | \$ 64,602 |

As of 7/1/17: 2%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,518 | \$ 4,744 | \$ 4,980 | \$ 5,230 | \$ 5,491 |
| Hourly | \$ 26.06 | \$ 27.37 | \$ 28.73 | \$ 30.17 | \$ 31.68 |

| Annual Range | |
|--------------|-----------|
| \$ 54,212 | \$ 65,894 |

Community Services Officer II

As of 7/1/15

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,774 | \$ 2,913 | \$ 3,058 | \$ 3,211 | \$ 3,058 |
| Hourly | \$ 16.00 | \$ 16.80 | \$ 17.64 | \$ 18.53 | \$ 17.64 |

| Annual Range | |
|--------------|-----------|
| \$ 33,288 | \$ 36,700 |

As of 7/2/16: 3%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,857 | \$ 3,000 | \$ 3,150 | \$ 3,308 | \$ 3,150 |
| Hourly | \$ 16.48 | \$ 17.31 | \$ 18.17 | \$ 19.08 | \$ 18.17 |

| Annual Range | |
|--------------|-----------|
| \$ 34,287 | \$ 37,801 |

As of 7/1/17: 3%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,943 | \$ 3,090 | \$ 3,245 | \$ 3,407 | \$ 3,245 |
| Hourly | \$ 16.98 | \$ 17.83 | \$ 18.72 | \$ 19.65 | \$ 18.72 |

| Annual Range | |
|--------------|-----------|
| \$ 35,315 | \$ 38,935 |

| | | | | | |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,312 | \$ 2,427 | \$ 2,549 | \$ 2,676 | \$ 2,810 |
| Hourly | \$ 13.34 | \$ 14.00 | \$ 14.70 | \$ 15.44 | \$ 16.21 |

| | |
|-----------|-----------|
| \$ 27,744 | \$ 33,720 |
|-----------|-----------|

As of 7/1/14

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,381 | \$ 2,500 | \$ 2,625 | \$ 2,756 | \$ 2,894 |
| Hourly | \$ 13.74 | \$ 14.42 | \$ 15.14 | \$ 15.90 | \$ 16.70 |

| Annual Range | |
|--------------|-----------|
| \$ 28,576 | \$ 34,732 |

As of 7/1/15

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,453 | \$ 2,575 | \$ 2,704 | \$ 2,839 | \$ 2,981 |
| Hourly | \$ 14.15 | \$ 14.85 | \$ 15.60 | \$ 16.38 | \$ 17.20 |

| Annual Range | |
|--------------|-----------|
| \$ 29,434 | \$ 35,774 |

As of 7/1/16: 4%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,551 | \$ 2,678 | \$ 2,812 | \$ 2,953 | \$ 3,100 |
| Hourly | \$ 14.72 | \$ 15.45 | \$ 16.22 | \$ 17.03 | \$ 17.89 |

| Annual Range | |
|--------------|-----------|
| \$ 30,611 | \$ 37,204 |

As of 7/1/17: 4%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,653 | \$ 2,785 | \$ 2,924 | \$ 3,071 | \$ 3,224 |
| Hourly | \$ 15.31 | \$ 16.07 | \$ 16.87 | \$ 17.72 | \$ 18.60 |

| Annual Range | |
|--------------|-----------|
| \$ 31,835 | \$ 38,693 |

Department of Public Works - Maintenance Worker II

As of 7/1/13

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,812 | \$ 2,953 | \$ 3,100 | \$ 3,255 | \$ 3,418 |
| Hourly | \$ 16.22 | \$ 17.03 | \$ 17.89 | \$ 18.78 | \$ 19.72 |

| Annual Range | |
|--------------|-----------|
| \$ 33,744 | \$ 41,016 |

As of 7/1/14

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,896 | \$ 3,041 | \$ 3,193 | \$ 3,353 | \$ 3,521 |
| Hourly | \$ 16.71 | \$ 17.54 | \$ 18.42 | \$ 19.34 | \$ 20.31 |

| Annual Range | |
|--------------|-----------|
| \$ 34,756 | \$ 42,246 |

As of 7/1/15

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,983 | \$ 3,132 | \$ 3,289 | \$ 3,453 | \$ 3,626 |
| Hourly | \$ 17.21 | \$ 18.07 | \$ 18.98 | \$ 19.92 | \$ 20.92 |

| Annual Range | |
|--------------|-----------|
| \$ 35,799 | \$ 43,514 |

As of 7/1/16: 4%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,103 | \$ 3,258 | \$ 3,421 | \$ 3,591 | \$ 3,771 |
| Hourly | \$ 17.90 | \$ 18.79 | \$ 19.74 | \$ 20.72 | \$ 21.76 |

| Annual Range | |
|--------------|-----------|
| \$ 37,231 | \$ 45,254 |

As of 7/1/17: 4%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 3,227 | \$ 3,388 | \$ 3,558 | \$ 3,735 | \$ 3,922 |
| Hourly | \$ 18.62 | \$ 19.55 | \$ 20.52 | \$ 21.55 | \$ 22.63 |

| Annual Range | |
|--------------|-----------|
| \$ 38,720 | \$ 47,065 |

Wastewater Plant Operator Grade II

As of 7/1/13

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,093 | \$ 4,298 | \$ 4,512 | \$ 4,738 | \$ 4,975 |
| Hourly | \$ 23.61 | \$ 24.80 | \$ 26.03 | \$ 27.34 | \$ 28.70 |

| Annual Range | |
|--------------|-----------|
| \$ 49,116 | \$ 59,700 |

As of 7/1/14

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,216 | \$ 4,427 | \$ 4,647 | \$ 4,881 | \$ 5,124 |
| Hourly | \$ 24.32 | \$ 25.54 | \$ 26.81 | \$ 28.16 | \$ 29.56 |

| Annual Range | |
|--------------|-----------|
| \$ 50,589 | \$ 61,491 |

As of 7/1/15

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,342 | \$ 4,560 | \$ 4,787 | \$ 5,027 | \$ 5,278 |
| Hourly | \$ 25.05 | \$ 26.31 | \$ 27.62 | \$ 29.00 | \$ 30.45 |

| Annual Range | |
|--------------|-----------|
| \$ 52,107 | \$ 63,336 |

Community Services Officer II

As of 7/1/15

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,774 | \$ 2,913 | \$ 3,058 | \$ 3,211 | \$ 3,058 |
| Hourly | \$ 16.00 | \$ 16.80 | \$ 17.64 | \$ 18.53 | \$ 17.64 |

| Annual Range | |
|--------------|-----------|
| \$ 33,288 | \$ 36,700 |

As of 7/2/16: 3%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,857 | \$ 3,000 | \$ 3,150 | \$ 3,308 | \$ 3,150 |
| Hourly | \$ 16.48 | \$ 17.31 | \$ 18.17 | \$ 19.08 | \$ 18.17 |

| Annual Range | |
|--------------|-----------|
| \$ 34,287 | \$ 37,801 |

As of 7/1/17: 3%

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 2,943 | \$ 3,090 | \$ 3,245 | \$ 3,407 | \$ 3,245 |
| Hourly | \$ 16.98 | \$ 17.83 | \$ 18.72 | \$ 19.65 | \$ 18.72 |

| Annual Range | |
|--------------|-----------|
| \$ 35,315 | \$ 38,935 |