

RESOLUTION NO. 39-24

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF MORRO BAY, CALIFORNIA,
APPROVING THE TENTATIVE AGREEMENT FOR AND THE SUCCESSOR
MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF MORRO BAY AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 620,
FOR THE PERIOD OF JULY 1, 2024 THROUGH JUNE 30, 2027**

**THE CITY COUNCIL
City of Morro Bay, California**

WHEREAS, the City of Morro Bay (“City”) has, and continues to, recognize the Service Employees International Union (“SEIU”), Local 620, as the sole exclusive employee organization representing the City’s miscellaneous employees for all matters concerning wages, hours and other terms and conditions of employment; and

WHEREAS, the current Memorandum of Understanding between the City and SEIU Local 620 (“SEIU MOU 2022-2024”), which was duly approved by the City Council on June 1, 2022, is set to expire on June 30, 2024; and

WHEREAS, the City and SEIU Local 620 entered into negotiations for a successor MOU covering the period of July 1, 2024 through June 30, 2027; and

WHEREAS, the City’s labor relations representatives and the SEIU Local 620 representatives successfully met and conferred to negotiate both a Tentative Agreement for the successor MOU and also the successor MOU between the parties, pursuant to both the Meyers-Milias-Brown Act (“MMBA”) (Gov’t Code Section 3500-3511) and the City’s Employer-Employee Relations Resolution, Resolution No. 08-17, and have jointly prepared and executed the attached Tentative Agreement (“SEIU MOU 2024-2027 Tentative Agreement”), and the attached successor MOU between the City and SEIU, for the period July 1, 2024 through, and including, June 30, 2027 (“SEIU MOU 2024-2027”), which were ratified by SEIU Local 620 on May 29, 2024; and

WHEREAS, the SEIU MOU 2024-2027 Tentative Agreement and the SEIU MOU 2024-27 are subject to City Council acceptance and approval by formal resolution of the City Council; and

WHEREAS, the MMBA requires pursuant to Government Code Section 3505.1 as follows:

“If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding.”

WHEREAS, once approved by resolution of the City Council, the SEIU MOU 2024-2027 Tentative Agreement and the SEIU MOU 2024-27 shall become binding agreements between the City and SEIU Local 620.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MORRO BAY, CALIFORNIA, AS FOLLOWS:

Section 1. The above recitals are true and correct.

Section 2. The City Council approves the SEIU MOU 2024-2027 Tentative Agreement between the City and SEIU Local 620 for the period of July 1, 2024 through, and including, June 30, 2027, a copy of which is attached hereto as Exhibit 1.

Section 3. The City Council approves the SEIU MOU 2024-2027 as the successor MOU between the City and SEIU for the period of July 1, 2024 through, and including, June 30, 2027, a copy of which is attached hereto as Exhibit 2.

Section 4. The City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original resolutions.

Section 5. This resolution shall be effective immediately upon its passage and adoption.

PASSED AND ADOPTED, by the City Council of the City of Morro Bay, at a regular meeting thereof held on the 25th day of June 2024, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:
RECUSE:

CARLA WIXOM, Mayor

ATTEST:

DANA SWANSON, City Clerk

SEIU Local 620
City of Morro Bay
TENTATIVE
AGREEMENT
5/29/2024

The Union reserves the right to modify this proposal at any time. SEIU may add additional proposals up to the third negotiations meeting per the current MOU. Any current MOU language not mentioned in this proposal shall remain unchanged. Should negotiations continue past the expiration of the standing MOU, SEIU requires the final agreement to be retroactive to July 1, 2024.

MOU Article	SEIU PROPOSAL
3.1 Recognition- Tentative Agreement 5/2/24	Include Public Works Inspector job classification- Tentative Agreement 4/25/24 Disagree- to remove Consolidated Maintenance Field Supervisor job classification. - City agree to keeping the classification represented by the Union- unfilled and unfunded at this time 5/2/24
7.0 Term Counter Proposal- 5/14/24	Propose a 3-year term of the contract conditional on agreement of proposed economic adjustments.
8.1 Renegotiations- Tentative Agreement- 4/25/24	Edit, “as well as its full and entire written proposals amending this MOU” to <i>“full and entire written proposals of the party amending this MOU shall be presented at the initial bargaining meeting.”</i>
10.4.2 Overtime Compensation- Tentative Agreement- 4/25/24	Propose the inclusion of sick hours as time worked, for overtime calculation purposes.
11.1 Vacation Leave	SEIU Rescinds our proposal- 5/14/24
12.1 Holidays- Tentative Agreement 5/2/24	Propose the addition of Juneteenth, June 19 th , as a recognized City holiday for entire Unit

<p>13.4 NEW Bereavement Leave- Tentative Agreement on concept, to review language</p>	<p>The City shall pay all unit employees up to 3 days (24 hours) paid leave for family bereavement leave per occurrence in the case of the death of members of the employee’s immediate family. Any necessary extra time shall be taken from any accrued leave banks, not less than 2 additional days. Paid leave beyond the initial five (5) days is subject to department head approval.</p> <p>The above referenced paid and unpaid bereavement leave will also apply to leave for a reproductive loss event, defined as a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction. If an employee experiences more than one reproductive loss event within a 12-</p>
	<p>month period, the employer is not obligated to grant a total amount of reproductive loss leave time in excess of 20 days within a 12-month period.</p>
<p>14.9 Deferred Compensation City - Disagree</p>	<p>City will contribute on a 2:1 basis (i.e., employee contributes \$2, and City contributes \$1) with City Maximum of \$1500.00 per employee in any calendar year, to an employees deferred compensation 457 plan.</p>
<p>15.1.3 Health Benefits Tentative Agreement- with language modifications</p>	<p>Incorporate the 2023 Addendum language for the 2024 health contributions into the successor MOU</p>
<p>15.4 Health Benefits (continued) Tentative Agreement- 5/14/24</p>	<p>100% employee – lowest cost PPO 90% employee +1 – lowest cost PPO 89% family – lowest cost PPO</p> <p>The City will fully cover (100%) the monthly premiums for the lowest-cost PPO plan offered by CalPERS (currently Anthem Gold PPO) for Employees choosing employee-only coverage. For Employees opting for dependent coverage, the City will contribute 90% of the premium for the employee + one dependent and 89% for the employee plus two or more dependents (family coverage).</p>
<p>15.2 Dental, Life and Vision Insurance Tentative Agreement- 5/2/24</p>	<p>For calendar years 2024 and 2025 CITY will contribute 100% of the dental and vision premiums for Employees and their dependents.</p> <p>CITY will pay up to a 5% increase in premiums for calendar year 2026 and up to a 5% increase for 2027 through the end of the 2026/2027 fiscal year, June 30, 2027. Employees will pay for any increase beyond 5%.</p> <p>Life insurance is provided at \$50,000 per employee.</p> <p>Specific language is subject to modification.</p>

<p>18.1 Wages & Incentives Counter Proposal- 5/14/24</p> <p>City Counter Proposal 5/24/24 in red</p>	<p>Effective the first full pay period including the following dates:- 5.5% on July 1, 2024, 5% on July 1, 2025 4% on July 1, 2026 guaranteed</p> <p>Effective July 1, 2026 an additional 1% increase to base wages will be effective on top of the 4% for a total of 5% increase should FY 2025-26 General Fund revenues equal or exceed \$20,981,483 (i.e. exceed budgeted estimates by \$500,000 or more)</p> <p>Effective the first full pay period, including the following dates: 5% on July 1, 2024 5% on July 1, 2025 5% on July 1, 2026</p>
<p>18.2 Wages & Incentives (continued)- see above</p>	
<p>18.4 Wages & Incentives (continued) Tentative Agreement- 5/2/24</p>	<p>If a step increase is due, and an employee's performance evaluation has not taken place by the employee's anniversary date, then an employee can submit a written request to their manager and HR for a performance review and step increase. If no review takes place within 30 calendar days after the employee's anniversary date, then it will be assumed to be a satisfactory or above review. The employee can then submit a written request to HR and their manager for the step increase to take effect at the beginning of the next full payroll period retro back to the anniversary/evaluation date.</p>
<p>18.7-8 Wages & Incentives (continued) Tentative Agreement- 4/25/24</p>	<p>Remove the Total Class & Compensation Study language from the 2022 negotiations</p>

<p>NEW 18.7 Longevity Pay (continued) Counter Proposal- 5/2/24</p> <p>City Counter Proposal 5/24/24</p>	<p>a. Once annually, for employees who have been continuously employed with the City for 10 years of full-time employment, the City shall deposit funds into a separate deferred compensation plan Section 457 account for each employee in the amount of \$25 per year for each whole year of continuous full-time employment with the City.</p> <p><u>For example:</u> If an employee has been employed full time with the City for 10 years the City will contribute \$250 If an employee has been employed full time with the City for 14 years the City will contribute \$350 that year.</p> <p>b. Whole years of full-time employment shall be determined on September 1st of each year</p> <p>c. Fractions of a year will be rounded down to the nearest whole year.</p> <p>d. Deposit into the deferred compensation account shall be made in one lump sum no later than the second pay period in September.</p>
<p>NEW 18.8 Acting Pay & Out-of-Class Counter Proposal- 5/14/24</p> <p>City Counter Proposal 5/24/24 in red</p>	<p>A Unit employee performing a significant amount of a higher classification’s duties, due to any type of vacancy, shall be assigned Out-of-Class pay and shall be paid an additional five (5%) percent of the employee’s current base salary. Two or more employees may be assigned out-of-class pay of five (5%) percent each for the same vacancy if a significant number of higher classification duties is divided between them.</p> <p>If a Unit employee is assigned to perform all of the duties of a vacant position within the SEIU unit, they will be appointed Acting Pay at the starting salary step of the higher classification or 5% more than their base salary, whichever is greater.</p> <p>The City Manager shall have the authority to grant acting pay of up to 10% should an employee act in the capacity of a manager or director.</p> <p>Unit members appointed to acting duty in positions that are FLSA-exempt from overtime will not be subject to the FLSA’s provisions and will receive overtime compensation.</p> <p>When a Unit employee is appointed to an acting position, their regular position will not be automatically filled by a subordinate employee in an acting capacity (cascading acting) unless the anticipated workload in that unit will be sufficient to warrant this action. This decision will be made in consultation with the department’s director and be approved by the City Manager.</p> <p>Work performed in Acting Pay or Out-of-Class status will be compensated following the 10th day in the role.</p>

<p>19.1.2 & 19.1.3 Standby Pay Tentative Agreement- 5/8/24</p>	<p>The City shall increase standby pay to a rate of \$50/day for all weekdays. The City shall compensate weekend and holiday standby at a rate of \$60/day.</p>
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City MOU Cleanup

The following are MOU cleanup items which do not have an economic impact.

10.8 Breaks. Change “permitted” to “encouraged”. *As a general practice, employees shall be permitted & encouraged to take a minimum fifteen (15) minute paid rest/hydration/exercise break for every four (4) hours worked. In addition, employees shall be encouraged to take a minimum thirty (30) minute and maximum sixty (60) minute unpaid meal break for up to ten (10) hours worked.* - **Tentative Agreement- 5/2/24**

11.3 Cash out of Vacation. Remove 11.3 as it no longer applies. The language was from 2014. New language was added in 2023 for vacation cash out. - **Tentative Agreement- 5/2/24**

11.4 Cash out of Vacation. Remove, “Effective January 1, 2023”. Language is outdated. - **Tentative Agreement- 5/2/24**

11.4.1 Cash out of Vacation. Remove (with December 15, 2022 being the election deadline for cash out in 2023). Language is outdated. - **Tentative Agreement- 5/2/24**

12.4 Holiday Proclaimed By Mayor. Remove the last sentence. “Such time-off shall be selected by the Department Head.” - **Tentative Agreement- 5/2/24**

16.1 Education Incentives – Replace “Class III” with Class C. CITY agrees to reimburse the costs for job-related and job-required certifications, correspondence, courses, and licenses (except Class C driver’s license) upon successful completion of the examination or course by the employees... - **Tentative Agreement- 5/2/24**

17.3 Safety Shoes – Add language to allow reimbursement for the resoling of safety shoes for reimbursement. ...receive an annual reimbursement, for the provision of **or resoling** of said shoes... - **Tentative Agreement- 5/2/24**

19.5 Bilingual Pay – Remove, “Effective with the City Council ratification of this MOU,” Language is outdated.- **Tentative Agreement- 5/2/24**

Tentative Agreement - May 29, 2024

Nicole Bryant
Nicole Bryant (Jun 19, 2024 10:48 PDT)
 Nicole Bryant, Field Representative

Tracy McConnell
Tracy McConnell (Jun 19, 2024 10:40 PDT)
 Tracy McConnell, Team Member

Lori Thompson
Lori Thompson (Jun 19, 2024 10:58 PDT)
 Lori Thompson, Team Member

Yvonne Kimball
 Yvonne Kimball, City Manager

Rachael Hendricks
 Rachael Hendricks, HR/Risk Manager

Emily Conrad
Emily Conrad (Jun 18, 2024 18:33 PDT)
 Emily Conrad, Finance Director


Kyle Quaglino (Jun 19, 2024 12:18 PDT)

Kyle Quaglino, Team Member

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MORRO BAY
SERVICE EMPLOYEES INTERNATIONAL
UNION
LOCAL NO. 620
AND
THE CITY OF MORRO BAY**

JULY 1, 2024 – JUNE 30, 2027

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**MEMORANDUM OF UNDERSTANDING BETWEEN
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL NO. 620
AND THE CITY OF MORRO BAY
JULY 2024 - JUNE 2027**

ARTICLE 1 – PURPOSE

- 1.1 **WHEREAS**, the City of Morro Bay is a municipal corporation existing under the laws of the State of California as a general law city; and
- 1.2 **WHEREAS**, the City of Morro Bay is limited, insofar as funds are concerned, because of a fixed tax rate, and in structure because it is a public entity rather than a profit making business; and
- 1.3 **WHEREAS**, Service Employees International Union Local No. 620 and the City of Morro Bay recognize that the mission and the purpose of the City is to provide for high-quality and economical municipal services and facilities to the residents of the City of Morro Bay.
- 1.4 **THEREFORE**, this Memorandum of Understanding ("MOU") is entered into as of July 1, 2024, between the City of Morro Bay, hereafter called the "CITY," and Service Employees International Union Local No. 620, hereafter called the "UNION."
- 1.5 It is the intent and purpose of this MOU to assure sound and mutually beneficial working and economic relations and conditions between the parties hereto; to provide for an orderly and peaceable method and manner of resolving any differences which may arise; and to negotiate any misunderstanding, which could arise, and to set forth, herein, the basic and full agreement between the parties, concerning the pay, wages, hours of employment, and other terms and conditions of employment.

ARTICLE 2 – MANAGEMENT

- 2.1 In order to ensure that the CITY shall continue to carry out its municipal functions, programs, and responsibilities to the public imposed by law, and to maintain efficient public service for the citizens of Morro Bay, the CITY continues to reserve, and retain solely and exclusively, all management rights, regardless of the frequency of use, including those rights and responsibilities set forth by law, and those CITY rights set forth in the CITY's Personnel Rules and Regulations, and including, but not limited, to the following:
- 2.1.1 To manage the CITY, determine policies and procedures, and the right to manage the affairs of all Departments.

- 2.1.2 To determine the existence, or nonexistence, of facts that are the basis of the management decision in compliance with State law.
- 2.1.3 To determine the necessity, organization, implementation, and termination of any service or activity conducted by the CITY or other government jurisdiction, and to expand or diminish services.
- 2.1.4 To direct, supervise, recruit, select, hire, evaluate, promote, transfer, discipline, discharge, terminate, demote, reduce, suspend, reprimand, withhold salary increases and benefits for disciplinary reasons, or otherwise discipline employees, in accordance with Department or CITY Rules, Regulations, or Ordinances.
- 2.1.5 To determine the nature, manner, means, extent, type, time, quantity, quality, technology, standard, and level of services to be provided to the public.
- 2.1.6 To require performance of other public services, not specifically stated herein, in the event of emergency or disaster, as deemed necessary by the CITY.
- 2.1.7 To lay off employees because of lack of work or funds or under conditions where continued work would be inefficient or nonproductive or not cost effective, as determined by the CITY.
- 2.1.8 To determine and/or change facilities, methods, technology, equipment, operations to be performed, organization structure, and allocate or assign work by which the CITY operations and services are to be conducted.
- 2.1.9 To determine method(s) of financing.
- 2.1.10 To plan, determine, and manage Departments' budget, which includes, but is not limited to, changes in the number of locations and types of operations, processes and materials to be used in carrying out all functions, and the right to contract or subcontract any work or operations.
- 2.1.11 To determine the size and composition of the work force, assign work to employees of the CITY, in accordance with requirements determined by the CITY, and to establish and require compliance to work hours and changes to work hours, work schedules, including call back, standby, and overtime, and other work assignments, except as otherwise limited by this MOU, or subsequent MOUs.
- 2.1.12 To establish and modify goals and objectives, related to productivity and performance programs and standards, including, but not limited to, quality and quantity, and required compliance therewith.

- 2.1.13 To determine qualifications, skills, abilities, knowledge, selection procedures and standards, job classification, job specifications, and to reallocate and reclassify employees, in accordance with division and/or CITY Rules and Regulations.
- 2.1.14 To determine the issues of public policy and the overall goals and objectives of the CITY, and to take necessary action to achieve the goals and objectives of the CITY.
- 2.1.15 To hire, transfer intra- or inter-Department, promote, reduce in rank, demote, reallocate, terminate, and take other personnel action for non-disciplinary reasons, in accordance with Department and/or CITY Rules, Regulations and Ordinances.
- 2.1.16 To determine policies, procedures and standards for recruiting, selecting, training and promoting employees.
- 2.1.17 To establish, implement, and/or modify Rules and Regulations, policies, and procedures related to productivity, performance, efficiency, personal appearance standards, code of ethics and conduct, safety, health, and order, and to require compliance therewith.
- 2.1.18 To maintain order and efficiency in facilities and operation.
- 2.1.19 To restrict the activity of an employee organization on CITY facilities, except as set forth in this MOU.
- 2.1.20 To take any and all necessary steps and actions to carry out the service requirements and mission of the CITY, in emergencies or any other time deemed necessary by the CITY, and not specified above.
- 2.2 Nothing herein is meant to diminish CITY rights provided by the Government Code.
- 2.3 Authority of Third Party Neutral – Management Rights:
All management rights, powers, authority, and functions, whether heretofore or hereinafter exercised, shall remain vested exclusively with the CITY. No third party neutral shall have the authority to diminish any of the management rights that are included in this MOU.
- 2.4 Nothing herein is meant to diminish employee rights provided by the Government Code.

ARTICLE 3 – RECOGNITION

3.1 Pursuant to Resolution No. 08-17, the Employer-Employee Relations Resolution of the City of Morro Bay and applicable state law, Service Employees International Union Local 620 was designated by the City of Morro Bay City Council as the exclusive representative of City employees in the Miscellaneous Employees Unit (hereafter "UNIT"). The UNIT is comprised of the following classifications:

Account Clerk In-Training
Account Clerk I
Account Clerk II
Account Clerk III
Administrative Technician
Administrative Utilities Technician
Assistant Engineer
Assistant Planner
Associate Engineer
Associate Planner
Building Inspector
Building Inspector/Code Enforcement Officer
Building Inspector/Plans Examiner
Building Permit Technician I
Building Permit Technician II
Community Services Officer
Consolidated Maintenance Worker I
Consolidated Maintenance Worker II
Consolidated Maintenance Worker III
Consolidated Maintenance Leadworker
Consolidated Maintenance Field Supervisor
Engineering Technician III
Engineering Technician IV
Harbor Business Coordinator
Harbor Patrol Officer
Harbor Patrol Officer Supervisor
IT Systems Analyst
Mechanic
Office Assistant III
Office Assistant IV
Operational Technology Specialist
Property Evidence Clerk
Public Works Inspector
Recreation Coordinator
Recreation Specialist
Recreation Supervisor - Sports

Recreation Supervisor – Youth
Support Services Technician
Utility Support Coordinator
Utility Operator
Utility Operator MC (Multiple Cert)
Lead Utility Operator
Wastewater Systems Supervisor

The term “employee” or “employees,” as used herein, shall refer only to the foregoing classifications.

- 3.2 Employees, working on a regular basis in the Classified Service as defined in the Personnel Rules & Regulations, but less than full-time, shall receive vacation and sick leave accruals on a pro-rated basis, commensurate with hours worked. Effective January 1, 1998, all benefits for new hires, including insurance benefits, will be allocated on a pro-rated basis, commensurate with hours worked.
- 3.3 Electronic Deposit:
All Employees shall receive their pay by electronic methods. New hires must present account information for a checking or a savings account with an ACH-member financial institution.

ARTICLE 4 - UNION BUSINESS

- 4.1 Employee representatives, designated by the UNION, shall be granted time off, without loss of pay, to attend "meet and confer" sessions with the City Manager, and/or their designee, on subjects within the scope of representation, when such meetings are scheduled during regular working hours. Should such meeting extend beyond an employee representative's regular working hours, the employee representative shall be paid for only the regular working hours.

It is understood that this “time-off provision” shall only apply to a maximum of three (3) employees attending any one meeting between CITY and UNION. Where exceptional circumstances warrant, the City Manager may approve the attendance at such meetings of additional employee representatives. The UNION shall, whenever practicable, submit the names of all employee representatives to the City Manager, or designee, at least two working days in advance of such meetings. Provided further: 1) that no employee representative shall leave their duty or work station or assignment without specific approval of the department head or other authorized CITY management official; and 2) that any such meeting is subject to scheduling by CITY management and UNION, in a manner consistent with operating needs and work schedules.

- 4.2 Nothing provided herein shall limit or restrict CITY management and UNION from scheduling such meetings before or after regular CITY or work hours.
- 4.3 Off-duty employees will not be paid for attending meet and confer sessions, nor will over-time be paid for same.
- 4.4 If the UNION and the CITY are actively meeting and conferring (e.g. after a successor letter has been delivered to the CITY to initiate conferring), then pursuant to Government Code Section 3505.3, a reasonable number of UNION representatives shall be permitted paid release time from regular working hours upon reasonable notification to the CITY as follows:
 - a. When formally meeting and conferring with representatives of the CITY on matters within the scope of representation;
 - b. When testifying or appearing as the designated representative of UNION in conferences, hearings, or other proceedings before the board, or an agent thereof, in matters relating to a charge filed by the UNION against the CITY or by the CITY against the UNION;
 - c. When testifying or appearing as the designated representative of the UNION in matters before a personnel or merit commission.
 - d. For the purposes of this section, "designated representative" means an officer of the UNION or a member serving in proxy of the UNION.
- 4.5 The UNION will be permitted to retain and use bulletin boards for member informational purposes at the following locations: 1) City Hall 2) Public Works/Community Development 3) Recreation Services 4) Corporation Yard 5) Wastewater Treatment Plant 6) Fire Department and 7) Harbor Department.
- 4.6 The UNION may, with prior approval of the City Manager or their designee, be granted the use of City facilities for UNION business meetings of City employees, provided space is available. No use fee will be charged.

ARTICLE 5 - AUTHORIZED AGENTS

For the purpose of administering the terms and provisions of this MOU:

- 5.1 Management's principal authorized agent shall be the City Manager, or their duly authorized representative (address: 595 Harbor Street, Morro Bay, CA 93442, telephone (805) 772-6201), except where a particular management representative is specifically designated in the MOU.

- 5.2 The UNIT's principal authorized representative shall be: Service Employees International Union Local 620 (114 Vine Street, Santa Maria, CA 93454 (805) 963-0601).
- 5.3 The UNION shall furnish the CITY's City Manager with a written list, identifying by name and work location, up to three stewards and one chief steward.
- 5.4 UNION stewards shall be authorized, when participating in the investigation and processing of a grievance, to take a reasonable amount of CITY-time, without loss of compensation or benefits, to perform these duties.
- 5.5 UNION stewards shall be selected in accordance with current SEIU written policy on file with the CITY Human Resources Office.
- 5.6 Names and addresses of no more than two (2) employee representatives to whom notices, if sent pursuant to this agreement, will be deemed sufficient notice to the employee organization for any purpose.

ARTICLE 6 – UNION SECURITY and WITHHOLDING OF UNION DUES/FEES

- 6.1 The CITY will notify UNION's designated representative in writing or via email regarding all new hires at least ten (10) days prior to the employee's orientation unless there is an urgent need that was not reasonably foreseeable. Within the earlier of thirty (30) days after the date of hire or by the first pay period of the month following the hire of each newly hired employee, the CITY will provide UNION's designated representative with the new employee's name, job title, department, work location, home mailing address, personal email, and work, home and personal cell phone numbers.

The new hire will receive a copy of the MOU with their new employee orientation packet. UNION shall be permitted one (1) hour for each orientation session to talk to new bargaining unit members to explain the rights and benefits under the MOU.

The CITY will provide UNION's designated representative a quarterly list of all employees in the represented bargaining unit, including the employee's name, job title, department, work location, home mailing address, personal email, and work, home and personal cell phone numbers.

Notwithstanding the foregoing, the CITY will not provide UNION with the home address, home telephone number, personal cell phone number, or personal email

address or date of birth for any employee who has made a written request to the CITY regarding non-disclosure of said information.

The parties will mutually agree on a form to use to track said employee information and whether any employee requests that such information not be disclosed.

SEIU shall indemnify and hold harmless the CITY, its officers, agents, and employees from any and all claims, demands, damages, costs, expenses, or liability arising out of this Article.

- 6.2 As the recognized majority and/or exclusive employee organization, UNION requests that the CITY deduct membership dues, initiation fees, and general assessments, as well as payment of any other membership benefit program sponsored by UNION, from the wages and salaries of members of UNION. UNION hereby certifies that it has and shall maintain all such deduction authorizations signed by the individual from whose salary or wages the deduction is to be made and shall not be required to provide a copy of an individual authorization to the CITY unless a dispute arises about the existence or terms of the authorization.

UNION membership dues shall be deducted each pay period in accordance with CITY procedures and provisions of applicable law from the salary of each employee whose name is provided by UNION. CITY does not accept responsibility for computing the amounts of deductions or for meeting payment dates, which may not coincide with established pay periods. CITY will issue a single check to UNION for the total amount of deductions withheld from the individual employee's pay. The UNION will be responsible for the accounting and disbursing of all such funds received from CITY. The UNION will be responsible for properly notifying CITY of any changes in deductions, and will be the sole agent, through which CITY will act, in explaining, initiating, executing, or terminating the provisions of this Article. Such notification must be received by the CITY at least two weeks prior to the effective date of the change. Also, such change of the notice sent to the employees officially, telling them of the change.

ARTICLE 7 - TERM

Except as otherwise specifically provided herein, the term of this MOU shall be from July 1, 2024, through June 30, 2027.

ARTICLE 8 - RENEGOTIATIONS

- 8.1 In the event either party wants to renegotiate a successor MOU, such party shall serve, upon the other during the period December 1, 2026 to January 31, 2027, its written request to begin negotiations, as well as its full and entire written proposals of the party amending this MOU shall be presented at the initial bargaining meeting.

8.2 The parties agree that, except by mutual agreement, no new subjects may be introduced into the process after the third negotiations meeting.

8.3 Upon receipt of such written notice and proposals, negotiations shall begin no later than March 15, 2027.

ARTICLE 9 - ANTI-DISCRIMINATION

The CITY and UNION mutually agree they will not discriminate against employees for the exercise of their rights under the State of California Government Code Section 3502.

ARTICLE 10 - WORK SCHEDULE

This ARTICLE is intended to define the normal hours of work, and shall not be construed as a guarantee of work per day or per week, or of days of work per week.

10.1 Workday

The normal workday shall be eight hours of work in a 24 consecutive hour period, except in cases of emergencies. The CITY and UNION previously met and conferred over an administrative policy regarding alternative work schedules, which may be implemented provided they are not in violation of the Fair Labor Standards Act (FLSA) regulations.

10.2 Work Shift

Employees shall be scheduled to work on regular work shifts having regular starting and quitting times. Except for emergencies, employees' work shifts shall not be changed without 24-hour prior notice to the employee. Call-out or overtime does not constitute as change in work shift.

10.3 Work Week

The normal workweek shall be five workdays and two consecutive days of rest in a seven-day period, beginning Saturday, 12:00 a.m., and ending seven days later on Friday night at 11:59 p.m., except in cases of emergencies, or at the specific request of an employee and approval of department head. Nothing herein shall be construed to eliminate currently established irregular work schedules.

10.4 Overtime Compensation

10.4.1 All work required by the CITY, and actually performed beyond 40 hours worked in a workweek, is defined as FLSA overtime. FLSA overtime shall be

compensated at one and one-half times the employee's regular rate of pay, as defined by FLSA.

10.4.2 Designated CITY holidays shall be considered time worked, for purposes of computing overtime, for personnel working a Monday through Friday, eight hours a day, schedule with Saturday and Sunday as regular days off.

Employees working other schedules will accrue eight hours holiday time, and if working on the CITY designated holiday, be paid at the rate of one and one-half times the employee's regular rate of pay, as defined by FLSA. Effective upon the ratification of this contract, vacation and sick hours used shall also be considered as time worked, for overtime calculation purposes.

10.4.3 There shall be no double compensation for the same hours of work, nor any "pyramiding" of overtime.

10.5 Compensatory Time Off (CTO)

10.5.1 At the employee's option, CTO may be taken in lieu of payment for overtime.

10.5.2 CTO may be accrued. An employee's CTO balance shall indicate the amount of CTO available for employee's use. For example, if an employee works two hours of FLSA overtime, and elects to accrue CTO, the employee's CTO balance shall indicate three hours.

10.5.3 An employee's CTO balance shall not exceed a maximum of 60 hours. If overtime is earned that would exceed this limit, the excess shall be paid in cash.

10.5.4 All CTO, requested by an employee, must be approved in advance by the employee's Department Head.

10.5.5 Employees, separating from the CITY, are entitled to pay for accumulated CTO at their current base rate of pay.

10.6 Emergencies

10.6.1 Nothing herein shall be construed to limit or restrict the authority of management to make temporary assignments to different or additional locations, shifts, or duties, for the purpose of meeting an emergency. Such emergency assignments shall not extend beyond the period of said emergency.

10.6.2 Short-staffing, caused solely by absences due to employees taking approved paid leave, shall not be considered an emergency.

10.7 Shift Rotation

Shift rotation shall coincide with the first day of a pay period.

10.8 Breaks

As a general practice, employees shall be permitted and encouraged to take a minimum fifteen (15) minute paid rest/hydration/exercise break for every four (4) hours worked. In addition, employees shall be encouraged to take a minimum thirty (30) minute and maximum sixty (60) minute unpaid meal break for up to ten (10) hours worked. The scheduling of these breaks shall be subject to departmental policy and will require approval of an employee's supervisor or manager. The inability of a department to schedule or allow such breaks or of an employee to take such breaks shall not give rise to any right to or claim for compensation and/or monetary damages of any kind.

10.9 Weekend Differential Pay

Employees whose regular work week includes work on Saturday or Sunday shall receive \$.50 (fifty cents) per hour additional wages for each hour worked on Saturday or Sunday providing such working assignment has been assigned/approved by the Department Director. This provision shall not apply to unscheduled or unanticipated call-outs that may occur and for which the employee is receiving overtime. This provision applies only to hours worked and does not apply to paid leave.

ARTICLE 11 - VACATION LEAVE

NOTE: All leave time (vacation, sick leave, holiday, etc.) will be taken off on an hour-for-hour basis, equaling employee actual time off, regardless of accumulation rates.

11.1 During the term of this MOU, paid vacation leave shall be earned at the following rate:

Service Years	Maximum Entitlement	
	Days	Hours
1 thru 2	10	80
3 thru 4	11	88
5 thru 6	12	96
7 thru 8	13	104
9 thru 10	14	112
11 thru 12	15	120
13 thru 14	16	128
15 thru 16	17	136
17 thru 18	18	144
19 thru 20	19	152

21 or more

20

160

- 11.2 The standard for vacation time is eight hours equals one day.
- 11.3 Employees will be provided an option to convert up to 40 hours of vacation into compensation per calendar year, subject to meeting the requirements of Section 11.3.1, provided that at the time of the conversion request at least 20 hours of vacation time remains in the employee's vacation bank.
- 11.3.1 To be eligible for cash out of accrued vacation leave pursuant to Section 11.3, a UNION employee must pre-elect the number of vacation hours they will cash out, up to a maximum of 40 hours, by December 15 of the preceding calendar year. The election will apply only to vacation hours accrued in the next calendar year. The election to cash out vacation hours in each designated year is irrevocable. UNION employees who elect to cash out vacation leave hours must cash out the number of accrued hours pre-designated on the irrevocable election form provided by the City. UNION employees who pre-designate cash out amounts may request a cash out at any time in the designated calendar year by submitting a cash out request at least 30 days in advance to Human Resources. Human Resources will confirm the cash out amount has accrued and is consistent with the amount the UNION employee pre-designated, then forward to payroll to complete the cash out request. If the full amount of hours designated for cash out is not available at the time of cash out request, the maximum available will be paid.

For UNION employees who have not requested payment of the elected cash out amount by November 1 of each year, payroll will automatically cash out the pre-designated amount in a paycheck issued on or after the payroll date including November 1. Additionally, the City may, prior to the end of the calendar year, automatically cash out the vacation leave accrued each pay period by a UNION employee such that the vacation leave cash out is consistent with the UNION employee's pre-elected number of vacation leave cash out hours for that year.

UNION employees who do not pre-designate vacation leave cash out hours or who decline the cash opt option by the December 15 deadline will be deemed to have waived the right and will not be eligible to cash out any vacation leave in that year.

11.4 Maximum Accumulation

It is recognized that long-standing accumulations of vacation time exist for some employees. In order to compensate employees for this unused vacation time, and reduce this liability for the CITY, CITY and UNION agree on the following policy:

11.4.1 CITY and UNION agree that the vacation cap to be in place for this UNIT will be 220 hours, to be achieved in the following manner:

11.4.1.1 Employees exceeding the 220-hour maximum, as of the pay period containing November 1st will be paid off for vacation time that exceeds the 220-hour maximum. Payment shall be computed based upon the employee's current base hourly rate of pay. Vacation pay out will occur in the first pay period occurring on or after December 1st.

11.4.2 Employees, separating from the CITY, are entitled to pay for accumulated vacation based upon employee's current base hourly rate of pay.

ARTICLE 12 - HOLIDAYS

12.1 For the purpose of this MOU, the following days are the holidays for the employees in this UNIT:

New Year's Day	January 1 st
Martin Luther King Jr. Day	3 rd Monday in January
Spring Break Holiday	Friday before Easter weekend
President's Day	3 rd Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 th
Independence Day	July 4 th
Labor Day	1 st Monday in September
Veteran's Day	November 11 th
Thanksgiving Day	4 th Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Day	December 25 th
Two (2) Floating Holidays	Varies

12.2 Holidays, falling on Saturday, shall be observed on the preceding Friday, and holidays, falling on Sunday, shall be observed on the following Monday, and shall be considered designated holidays for purposes of overtime.

12.3 One holiday equals eight hours. For those UNIT employees, participating in alternative work schedules, one holiday shall equal the number of hours the employee is scheduled to work on the day of the holiday. Accrued holiday time may be taken in less than eight-hour increments.

12.4 It is agreed that when a holiday is proclaimed by the Mayor of the CITY, then each employee shall be granted time-off in the same number of equivalent work hours.

- 12.5 Employees may accumulate up to a maximum of 48 hours holiday time for holidays worked. Hours of holiday time, accumulated over 48 hours, will be paid off as the maximum is exceeded. When an employee terminates employment with the CITY, they shall receive pay for their current holiday balance up to a maximum of 48 hours at their current base hourly rate.
- 12.6 CITY's denial of requested holiday time off shall be neither arbitrary nor capricious.
- 12.7 Employees, who work on a CITY-designated holiday, shall have up to 10 hours banked, depending on scheduled hours, and also shall be paid one and one-half times their base hourly rate for the hours actually worked on the holiday.
- 12.8 The first payroll including July 1, each employee's bank will be credited with 16 hours floating holiday, regardless of actual work schedules.

ARTICLE 13 - SICK LEAVE

- 13.1 During the term of this MOU, sick leave shall be earned at the rate of one eight-hour workday for each calendar month of service. Sick leave used shall be actual employee time off. For example, if an employee works four 10-hour days per week and is off sick for one of the 10 hour days, 10 hours shall be deducted from employee's sick leave balance. There shall be no maximum to the amount of sick leave that an employee may accumulate.
- 13.2 Based on individual utilization of paid sick leave in the preceding calendar year, employee may convert unused accumulated sick leave into paid vacation leave once per calendar year, pursuant to the formula below:

Sick Leave Utilization	Sick Leave	Maximum Conversion to Vacation Leave
0 hours	96 hours	48 hours
0.25 to 8 hours	72 hours	36 hours
8.25 to 16 hours	48 hours	24 hours
16.25 to 25 hours	24 hours	12 hours
Over 25 hours	0 hours	0 hours

At least 160 accrued hours must remain in employee's sick leave bank for any employee to be eligible for conversion or for any conversion to be authorized. In addition, the right to convert, along with any conversion hours, does not carry over or rollover from calendar year to calendar year; failure to request conversion in any calendar year eliminates the right to do so for that calendar year.

- 13.3 Upon the service retirement of an employee who has more than 10 years of service with the CITY, said employee shall be entitled to receive payment for up to 720 hours of their accrued sick leave at thirty percent (30%) of the employee's rate of pay as of the date of service retirement.

Service retirement is defined as service retirement from both the CITY and the respective retirement system thereof.

NOTE: Sick leave, converted to service credit for PERS purposes, cannot be compensated (converted to dollars).

- 13.4 Bereavement Leave

The CITY shall pay all unit employees up to 3 days (24 hours) paid leave for family bereavement leave per occurrence in the case of the death of members of the employee's immediate family. Any necessary extra time shall be taken from any accrued leave banks, not less than 2 additional days. Paid leave beyond the initial five (5) days is subject to Department Head approval.

The above referenced paid and unpaid bereavement leave will also apply to leave for a reproductive loss event, defined as a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction. If an employee experiences more than one reproductive loss event within a 12-month period, the CITY is not obligated to grant a total amount of reproductive loss leave time in excess of 20 days within a 12-month period.

ARTICLE 14 - RETIREMENT BENEFITS

- 14.1 All employees will contribute the entire employee retirement contribution, which is currently: 1) classic members, Tier 1 - 8% Miscellaneous/9% Safety; classic members, Tier 2 - 7% Miscellaneous/9% Safety; or PEPRAs members, Tier 3 - currently 6.75% Miscellaneous/13% Safety.
- 14.2 The CITY agrees to continue providing all CalPERS Miscellaneous employees in this UNIT, who were hired prior to January 1, 2012, with the following CalPERS retirement formula and optional benefits (existing employees promoted to another position within the CITY, will not be considered new hires, with respect to retirement formulas):
- 14.2.1 2.7% @ 55 formula (Section 21354.5)
 - 14.2.2 Unused Sick Leave Credit Option (Section 20965)
 - 14.2.3 Military Service Credit (Section 21024 & 21027)
 - 14.2.4 Single Highest Year Final Compensation (Section 20042)
 - 14.2.5 1959 Survivor Benefit, Level 4 (Section 21574)
 - 14.2.6 Pre-Retirement Option 2W Death Benefit (Section 21548)

- 14.3 For CalPERS Miscellaneous employees, who were hired on or after January 1, 2012, but before January 1, 2013, and those hired on or after January 1, 2013, who meet the definition of classic member, pursuant to the California Public Employee's Pension Reform Act of 2013 (PEPRA), the CITY will provide the following CalPERS optional benefits:
 - 14.3.1 2% @ 60 formula (benefit factor increases to 2.418% @ 63+) (21353)
 - 14.3.2 Unused Sick Leave Option (Section 20965)
 - 14.3.3 Military Service Credit (Section 21024 & 21027)
 - 14.3.4 Final Compensation Average 36 consecutive highest months (20037)
 - 14.3.5 1959 Survivor Benefit, Level 4 (21574)
 - 14.3.6 Pre-Retirement Option 2W Death Benefit (Section 21548)

- 14.4 Pursuant to the California Public Employees' Pension Reform Act of 2013 (PEPRA), effective January 1, 2013, employees hired, who meet the definition of new member under PEPRA, will be covered by following retirement formula and receive the following CalPERS optional benefits:
 - 14.4.1 2% @ 62 retirement formula (benefit factor increases to 2.5% @ 67+)
 - 14.4.2 Final Compensation Average 36 consecutive highest months (20037)
 - 14.4.3 Member contribution rate of fifty (50) percent of the expected normal cost rate (currently 6.25%)
 - 14.4.4 Unused Sick Leave Credit (Section 20965)
 - 14.4.5 Military Service Credit (Section 21024 and 21027)
 - 14.4.6 1959 Survivor Benefit, Level 4 (21574)
 - 14.4.7 Pre-Retirement Option 2W Death Benefit (Section 21548)

- 14.5 The CITY agrees to continue providing CalPERS Safety employees (Harbor Officers reclassified to Safety 10/17/1998) in this UNIT, who were hired prior to September 17, 2011, with the following CalPERS retirement formula and optional benefits (existing employees, promoted to another position within the CITY, will not be considered new hires, with respect to retirement formulas):
 - 14.5.1 3% @ 50 plan (21362.2)
 - 14.5.2 Unused Sick Leave Credit (Section 20965)
 - 14.5.3 Military Service Credit (Section 21024 & 21027)
 - 14.5.4 Highest Single Year Final Compensation (Section 20042)
 - 14.5.7 1959 Survivor Benefit, Level 4 (Section 21574)
 - 14.5.8 Pre-Retirement Option 2W Death Benefit (Section 21548)

- 14.6 For CalPERS Safety employees (Harbor Patrol Officers, who were hired on or after September 17, 2011, and those hired on or after January 1, 2013, who meet the definition of classic member pursuant to the California Public Employees Pension Reform Act of 2013 (PEPRA), the CITY will provide the following CalPERS optional benefits:

- 14.6.1 3% @ 55 plan (Section 21363.1)
- 14.6.2 Unused Sick Leave Credit (Section 20965)
- 14.6.3 Military Service Credit (Section 21024)
- 14.6.4 Final Compensation 3 Year (20037)
- 14.6.5 1959 Survivor Benefit Level 4 (Section 21574)
- 14.6.6 4th Level Survivor Benefit (Section 21574)
- 14.6.7 Pre-Retirement Death Option 2W

14.7 Pursuant to the California Public Employees' Pension Reform Act of 2013 (PEPRA), effective January 1, 2013, safety employees hired who meet the definition of new member under PEPRA, will be covered by the following retirement formula and optional CalPERS benefits:

- 14.7.1 2.7% @ 57 retirement formula (Section 7522.25(d))
- 14.7.2 Final Compensation Average 36 consecutive highest months (20037)
- 14.7.3 Member contribution rate of fifty (50) percent of the expected normal cost rate (currently 11.5%)
- 14.7.4 Unused Sick Leave Option (Section 20965)
- 14.7.5 Military Service Credit (Section 21024)
- 14.7.6 1959 Survivor Benefit Level 4 (Section 21574)
- 14.7.7 4th Level Survivor Benefit (Section 21574)
- 14.7.8 Pre-Retirement Death Option 2W

14.8 Employee Cost Sharing

CalPERS Classic Member Tier 1 & 2 Union represented employees shall make a 1% cost sharing contribution to the employer's contribution to CalPERS effective the first full payroll period after City Council approval of a CalPERS Contract Amendment providing for such payment commencing FY 23/24, but in no event sooner than the pay period including July 1, 2023.

14.9 Deferred Compensation

CITY will contribute, on a 2:1 basis (i.e., employee contributes \$2, and CITY contributes \$1) with City maximum of \$1,200.00 per employee in any calendar year, to an employee's deferred compensation 457 plan.

ARTICLE 15 - HEALTH BENEFITS

15.1 Health Insurance

15.1.1 Employees of this UNIT shall participate in the CalPERS medical insurance plans on a cafeteria-style basis, with the CITY contributing the CalPERS

minimum (currently \$149/month) to the active employee's medical insurance and \$1.00/month, or the amount required by CalPERS, to retiree medical insurance. Any costs in excess of these contribution rates shall be paid by the employee and retiree.

- 15.1.2 UNIT employees shall receive a cafeteria plan contribution (including the amount required by CalPERS in 15.1.1 above) as follows:

The CITY will fully cover (100%) the monthly premiums for the **lowest-cost PPO plan offered by CalPERS (currently Anthem Gold PPO)** for Employees choosing employee-only coverage, and for Employees opting for dependent coverage, the City will contribute 90% of the premium for the employee + one dependent and 89% for the employee plus two or more dependents (family coverage).

- 15.2 Dental, Life and Vision Insurance

For calendar years 2024 and 2025 CITY will contribute 100% of the dental and vision premiums for Employees and their dependents.

CITY will pay up to a 5% increase in premiums for calendar year 2026 and up to a 5% increase for 2027 through the end of the 2026/2027 fiscal year, June 30, 2027. Employees will pay for any increase beyond 5%.

Life insurance is provided at \$50,000 per employee.

- 15.3 Any coverage made available to future retirees beyond COBRA time requirements shall be paid for by the retiree.
- 15.4 The provisions of this ARTICLE shall be binding on the parties through the remainder of this MOU, and for the term of the MOU, which will be effective upon City Council approval.

ARTICLE 16 - EDUCATION INCENTIVES

- 16.1 CITY agrees to reimburse the costs for job-related and job-required certifications, correspondence courses, and licenses (except Class C driver's license) upon successful completion of the examination or course by the employees, having written authorization in advance from their department head. This shall include application fees, examination fees, and certificate fees. Renewal fees may be paid in advance by the CITY. This provision does not apply to continuing education requirements.
- 16.2 CITY agrees to provide a CITY vehicle, when available, during normal working hours for required transportation, and will permit paid time for employees to take examinations scheduled during normal working hours. No mileage payments are

authorized for personal transportation, and time spent outside normal working hours shall not be compensated, except that tests taken for CITY-required certifications shall be taken in paid status.

ARTICLE 17 - WORK UNIFORMS

17.1 CITY will provide work coveralls, including laundry service, for each employee whose working conditions create undue wear and tear on work clothing.

CITY will select and provide uniform work shirt, including laundry service, for all field employees. Work shirts shall include a CITY logo and the employee's name.

17.2 Determination of individual entitlement to CITY-provided work uniforms will be at the discretion of the appropriate department head, and with the approval of the City Manager. UNIT members in classifications currently receiving uniforms shall continue to do so.

17.2.1 Each Tier 1 and Tier 2 employee, as determined in 17.2, will be provided a CalPERS benefit of \$16.18 per pay period. This benefit shall increase should the cost increase.

17.3 Safety Shoes

Effective July 1, 2021, employees required to wear steel-toed safety shoes and Harbor Patrol Officers required to wear approved footwear in the performance of their duties, shall be eligible to receive an annual reimbursement, for the provision of or resoling of said shoes, in the amount of \$250 per fiscal year. Harbor Patrol Officers shall be required to wear 6" black leather boots or water/safety-specific shoes as approved within the sole discretion of the Harbor Director. Proof of purchase of shoes and boots are required. Once purchased, such appropriate footwear must be worn only while working.

ARTICLE 18 - WAGES AND INCENTIVES

18.1 Effective the pay period including July 1, 2024, the CITY shall provide a 5% Cost of Living Adjustment (COLA) increase to base salaries for all UNIT classifications (see Exhibit A updated salary table).

18.2 Effective the pay period including July 1, 2025, the CITY shall provide a Cost of Living Adjustment (COLA) increase to base salaries for all UNIT classifications of 5.00% (see Exhibit B updated salary table).

- 18.3 Effective the pay period including July 1, 2026, the CITY shall provide a Cost of Living Adjustment (COLA) increase to base salaries for all UNIT classifications of 5.00% (see Exhibit C updated salary table).
- 18.4 Certification Pay. An employee classified as a Utility Operator or Utility Operator MC with a certificate of Grade III or higher in Wastewater Treatment, Water Treatment, or Water Distribution issued by the California State Water Resources Control Board, shall receive a \$50 per month incentive. Certification pay of \$50/month shall be limited to one incentive for each of the three areas: Wastewater Treatment, Water Treatment and Water Distribution regardless of how many grades are achieved. Additional certification pay shall cease in the event an employee loses the certificate for which it was earned.
- 18.5 All salary adjustments, including but not limited to merit increases, educational incentives, and any other pay adjustments will take effect at the beginning of the next payroll period after the scheduled effective date of the increase. If a step increase is due, and an employee's performance evaluation has not taken place by the employee's anniversary date, then an employee can submit a written request to their manager and Human Resources for a performance review and step increase. If no review takes place within 30 calendar days after the employee's anniversary date, then it will be assumed to be a satisfactory or above review. The employee can then submit a written request to Human Resources and their manager for the step increase to take effect at the beginning of the next full payroll period retro back to the anniversary/evaluation date.
- 18.6 Any and all special pay incentives will be calculated on base salary.
- 18.7 Longevity Incentive

Once annually, for employees who have been continuously employed with the City for 10 years of full-time employment, the City shall deposit funds into each employee's deferred compensation plan (Section 457 account) in the amount of \$25 per year for each whole year of continuous full-time employment with the City.

For example:

If an employee has been employed full-time with the City for 10 years, the City will contribute \$250 that year.

If an employee has been employed full-time with the City for 14 years, the City will contribute \$350 that year.

Whole years of full-time employment shall be determined on September 1st of each year.

Fractions of a year will be rounded down to the nearest whole year.

Deposit into the deferred compensation account shall be made in one lump sum no later than the second pay period in September.

- 18.8 A Unit employee performing a significant amount of a higher classification's duties, due to any type of vacancy, shall be assigned Out-of-Class pay and shall be paid an additional five (5%) percent of the employee's current base salary. Two or more employees may be assigned out-of-class pay of five (5%) percent each for the same vacancy if a significant number of higher classification duties is divided between them.

If a Unit employee is assigned to perform all of the duties of a vacant position within the SEIU unit, they will be appointed Acting Pay at the starting salary step of the higher classification or 5% more than their base salary, whichever is greater.

The City Manager shall have the authority to grant acting pay of up to 10% should an employee act in the capacity of a manager or director. Unit members appointed to acting duty in positions that are FLSA-exempt from overtime will not be subject to the FLSA's provisions and will receive overtime compensation.

When a Unit employee is appointed to an acting position, their regular position will not be automatically filled by a subordinate employee in an acting capacity (cascading acting) unless the anticipated workload in that unit will be sufficient to warrant this action. This decision will be made in consultation with the department's director and be approved by the City Manager.

Work performed in Acting Pay or Out-of-Class status will be compensated following the 10th day in the role.

ARTICLE 19 – SPECIAL PAY PRACTICES

19.1 Standby

- 19.1.1 Standby duty is defined as that circumstance which requires an employee so assigned to:

- Be ready to respond immediately to a call for service;
- Be readily available at all hours by telephone or other agreed upon communication equipment; and
- Refrain from activities which might impair their assigned duties upon call.

- 19.1.2 It is agreed that personnel, who are scheduled on a routine basis, for standby duty, shall be compensated at the rate of fifty dollars (\$50) per day for each

weekday of scheduled standby duty performed. This increase is effective upon the City Council ratification of this MOU.

Effective upon City Council ratification of this MOU, standby pay rates for weekends and the following, City recognized holidays, shall be compensated at the rate of sixty dollars (\$60.00) for UNION employees except Harbor Department:

New Year's Day	January 1 st
Martin Luther King Jr. Day	3 rd Monday in January
Spring Break Holiday	Friday before Easter weekend
President's Day	3 rd Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 th
Independence Day	July 4 th
Labor Day	1 st Monday in September
Veteran's Day	November 11 th
Thanksgiving Day	4 th Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Day	December 25 th

19.1.3 For Harbor Department employees (HPO Supervisor and Officers), standby rates shall be compensated at the rate of sixty dollars (\$60.00) for weekends and the agreed upon holidays listed below, regardless of the City-recognized holiday schedule:

- 1) New Year's Eve
- 2) New Year's Day
- 3) Memorial Day Weekend Friday
- 4) Memorial Day Weekend Saturday
- 5) Juneteenth
- 6) Independence Day
- 7) Labor Day Weekend Friday
- 8) Labor Day Weekend Saturday
- 9) Thanksgiving Day
- 10) Day after Thanksgiving
- 11) Christmas Eve
- 12) Christmas Day

19.1.4 UNIT employees on Standby who receive an official work-related phone call that requires them to access computers from home for the analysis and/or response for service, and are able to resolve the issue via computer without returning to the worksite, shall receive a minimum of 30 minutes at overtime rate of pay up to actual hours worked.

19.2 Call Back

- 19.2.1 Call back is defined as that circumstance which requires an employee to unexpectedly return to work after the employee has left work at the end of the employee's work shift; except that an early call in of up to two (2) hours prior to the scheduled start of a work shift shall not be counted as a call back.
- 19.2.2 CITY will guarantee a minimum of three (3) work hours credit (four and one half (4-1/2) hours compensation), for each employee called back for work, as defined above.
- 19.2.3 Whenever an employee is called back to work, the CITY considers the employee "on-duty" for three hours, even if employee returns home. No additional call-back time pay is allowed during this period, if the employee is again called back. However, if more than three hours have passed since the initial call-back, and the employee is called back to work again, the employee may claim an additional three work hours credit (four and one-half hours call-back compensation) under the conditions set forth in 19.2.1 above.
- 19.2.4 Said employee shall receive either pay or compensatory time-off, pursuant to Article 10 - Overtime Compensation, for the minimum or for all time actually worked, whichever is greater.
- 19.2.5 Employees called back to work, pursuant to this section, shall be eligible for mileage reimbursement when utilizing their personal vehicle.
- 19.2.6 If a UNIT employee has not had eight (8) hours off duty in the fifteen (15) hours prior to their shift beginning, the employee may utilize a paid 5-hour safety rest break at start of their shift, upon notification to their supervisor, unless there is a City designated emergency or other critical event when all available personnel are needed to help ensure the public's health and safety. Such emergency shall not be designated arbitrarily and capriciously and shall only be designated in concurrence with the City Manager.
- 19.3 Members of this UNIT who are required by their supervisor to attend meetings outside of the normal work schedule shall be paid a minimum of three hours at time and one-half without regard to hours actually worked during the work week. Meetings during regular work hours shall be included in employees' regular rate of pay and not compensated beyond that.
- 19.4 Class A Driver's License, Captain's License & RWC Certification
Effective with the City Council ratification of this MOU, UNIT members, possessing a Class A Driver's License, will receive \$50 per month.

Effective with the City Council ratification of this MOU, UNIT members in the Harbor Department, possessing a Captain's License, will receive \$50 per month.

Effective the first full pay period after July 1, 2022, UNIT members in the Harbor Department, possessing a Rescue Water Craft (RWC) Certification shall receive additional compensation of two percent (2.0%) of base pay.

19.5 Bilingual Pay (Spanish)

UNIT members may earn \$75 per month for speaking Spanish, and \$75 per month for writing in Spanish, for a total possible of \$150 per month. Members receiving Bilingual Pay are expected to use this skill to support their own City department functions and other departments, when needed, to effectively communicate with the public. The employee's Department Head may recommend to the City Manager that Bilingual Pay cease for any employee not using this skill sufficiently at work to warrant the extra pay, with the City Manager making the final decision.

A test is required; Human Resources, or designee, will administer the test.

UNIT employees have the option to re-open and discuss this section to add other languages, if the need is demonstrated.

ARTICLE 20 - PROBATION

The probationary period for newly hired employees shall be 12 months. The probationary period for employees promoted to a higher classification shall be six months in the new classification. The CITY shall have the option of granting a newly-hired employee regular status at any time after nine months of service.

ARTICLE 21 - GRIEVANCE PROCEDURE

21.1 Purpose of the Procedure

The primary purpose of this procedure shall be to provide a means whereby an employee, without jeopardizing their employment, can express a personal grievance relating to their wages, hours of work, and working conditions, and obtain a fair and equitable disposition of their grievance. Grievances shall not apply to employee discipline.

21.2 Definition of Informal Grievance

An informal grievance is defined as an oral (or email) concern by an employee expressed to their supervisor with a request to informally discuss the grievance with the supervisor and/or the department head.

21.3 Definition of Formal Grievance

A formal grievance shall be defined as any formal written complaint of an employee filed with their immediate supervisor within thirty days of the action or inaction by the CITY which constitutes the subject of the grievance relating to their wages, hours of work, and working conditions. Such grievance shall not include performance evaluations or reprimands. However, employees may provide a written rebuttal to a performance evaluation or written reprimand that will be attached to the original document for placement in the employee's file.

21.4 Informal Discussion with Supervisor

An employee shall first pursue all informal grievances with their supervisor and at any time that the employee deems that the informal grievance is a formal grievance, the employee may reduce it to a formal written grievance.

21.5 Formal Conference with Supervisor

If an employee does not obtain satisfaction of their informal grievance by means of an informal discussion with their supervisor, or if employee is unable to communicate with their supervisor, employee and/or their representative may, by written grievance, request and shall be accorded a formal conference within ten days with the supervisor and/or department head. The decision of the supervisor shall be reported to the employee and/or their representative within five business days of the date the conference was held with the supervisor.

21.6 Department Review

In the event the employee does not obtain satisfaction at any level of review by means of informal or formal grievance and a formal conference with their supervisors, employee and/or their representative may submit the grievance in writing to the supervisor or department head. The procedure to be followed by the supervisor who receives a grievance in writing shall be established by each department head for their department, and shall include review of the grievance by the immediate supervisor and such successively higher levels of management as may be determined by the department head. A cumulative record of the decision and the reason for the decision at each level of review shall be maintained. The ultimate decision shall be that of the department head. The decision must be reported to the employee in writing within ten business days of the date that the request for departmental review was submitted to the supervisor.

21.7 Mediation

If, within ten working days after receipt of the written decision of the Department Head the employee is still dissatisfied, they may request the services of a mediator from the State Mediation and Conciliation Service. CITY is not bound by the determination and/or recommendations of said mediator.

21.8 Appeal to the City Manager

In the event the employee does not obtain satisfaction by means of the mediator, employee and/or their representative shall submit the grievance in writing to the City Manager within ten days after notification of the mediator's determination is given to the employee. The City Manager may meet with the employee and/or their representative, the mediator and the department head before making a decision; or may waive administrative review and refer the grievance directly to a committee of the City Council appointed to hear grievances. A copy of the City Manager's decision on the matter must be presented to the employee within ten business days of the date the grievance was filed with the City Manager.

21.9 Submission to a Committee of the City Council

In the event that the employee does not obtain satisfaction by means of the administrative procedures outlined above, they may request a hearing by a committee of the City Council. The hearing shall be held by the committee within fifteen business days of the date of receipt of the request at the convenience of all parties, unless waived by mutual consent of the employee and the department head. The hearing shall be informal. The employee and/or their representative, the department head and/or the City Manager shall appear before the committee to present the facts pertinent to the case. The burden of proof shall rest with the employee. The committee shall limit its review of the grievance to the subject matter contained in the previous steps of the grievance procedure and shall make its decision within thirty days after the termination of the hearing unless of the hearing unless a reasonable time extension is deemed necessary and all parties are notified.

21.10 Time Limits

In case the time limits outlined above are not observed by the representative of the CITY, the employee and/or their representative shall have the right to carry the grievance directly to the next higher level of review.

21.11 Group Grievance Procedure

The recognized employee organizations may present a general grievance (affecting several employees) in writing directly to the City Manager. Upon receipt of such

grievance, the City Manager shall establish a time for a hearing, at which time all affected parties may appear before the City Manager to present facts pertinent to the issue. The decision of the City Manager shall be presented to all parties concerned within fifteen business days and, within five business days of receipt of the City Manager's decision which is unacceptable, shall be appealable by the group to a committee of the City Council for their findings and recommendations within thirty days thereafter. If either party wishes to appeal, they may file an appeal with the City Council as a whole within five business days of the final decision of the committee of the City Council.

ARTICLE 22 - NO STRIKE, NO LOCK-OUT

- 22.1 During the term of this MOU, the CITY will not lockout any employees nor will UNIT employees or the UNION cause, authorize, advise or encourage any interruption of work or any other concerted action. The term "interruption of work" shall mean any work stoppage, "sick out," or strike (including economic, sympathy, and unfair labor practice strikes) or any intentional slowdown of work. The term "other concerted action" includes picketing or boycott activities by the UNION.
- 22.2 There shall be no refusal to work on, handle or produce any materials or equipment because of a labor dispute.
- 22.3 Any employee engaging in any action prohibited by this Article shall be subject to immediate discharge or such other discipline as the CITY may assess. Such discharge or discipline shall not be reviewable through the Grievance Procedure.

ARTICLE 23 - FULL UNDERSTANDING, MODIFICATION, WAIVER

- 23.1 This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.
- 23.2 It is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right to negotiate, and agrees that the other party shall not be required to negotiate, with respect to any matter covered herein. Notwithstanding the foregoing, it is agreed that from time-to-time the CITY may introduce changes in its Personnel Rules and offer the Union an opportunity to meet and confer prior to implementing changes within the scope of bargaining.
- 23.3 No agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by all parties hereto, and if required, approved by the CITY and ratified by the membership of the UNION.

- 23.4 The waiver of any breach of any term, or condition of this MOU by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.
- 23.5 The City agrees to meet and confer regarding any change in job titles and descriptions of represented employees.

ARTICLE 24 - SEVERABILITY

If any provision(s) are held to be contrary to law by a court of competent jurisdiction, such provision(s) will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect.

ARTICLE 25 – JOINT DRAFTING

Each party has cooperated in the drafting and preparation of this MOU. Hence, in any legal construction or interpretation to be made of this MOU, the same shall not be construed against any party.

ARTICLE 26 – CITY COUNCIL APPROVAL

The CITY's labor relations representatives and the UNION's representatives have met and conferred in good faith on wages, hours and other terms and conditions of employment for the UNIT members represented by the UNION and have reached agreements which are set forth in this MOU. This MOU, when executed by the CITY's labor relations representatives and the UNION's representatives, constitutes a joint recommendation therefrom, after ratification of the UNION's membership, to be submitted to the City Council for its determination and approval by resolution. This MOU is of no force or effect unless or until approved and adopted by a resolution of the City Council.

SEIU LOCAL 620

CITY OF MORRO BAY

Nicole Bryant
Nicole Bryant (Jun 19, 2024 10:46 PDT)

 Nicole Bryant, Field Representative

Yvonne Kimball

 Yvonne Kimball, City Manager

Tracy McConnell
Tracy McConnell (Jun 19, 2024 10:39 PDT)

 Tracy McConnell, Team Member

Rachael Hendricks

 Rachael Hendricks, HR/Risk Manager

Lori Thompson
Lori Thompson (Jun 18, 2024 19:27 PDT)

 Lori Thompson, Team Member

Emily Conrad
Emily Conrad (Jun 18, 2024 18:32 PDT)

 Emily Conrad, Finance Director

Kyle Quaglino
kylequaglino (Jun 19, 2024 09:16 PDT)

 Kyle Quaglino, Team Member

EXHIBIT A

SEIU PAY SCHEDULE

FISCAL YEAR 2024-25: Effective 07/01/2024

HOURLY RATES

TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
SEIU LOCAL 620					
ACCOUNT CLERK IN-TRAINING	18.96	19.92	20.92	21.96	23.06
ACCOUNT CLERK I	22.93	24.08	25.28	26.54	27.87
CONSOLIDATED MAINTENANCE WRK I	22.93	24.08	25.28	26.54	27.87
OFFICE ASST. III	22.93	24.08	25.28	26.54	27.87
OFFICE ASST. IV	24.79	26.03	27.33	28.70	30.14
ACCOUNT CLERK II	25.76	27.05	28.39	29.82	31.31
CONSOLIDATED MAINTENANCE WRK II	25.76	27.05	28.39	29.82	31.31
RECREATION SPECIALIST	25.76	27.05	28.39	29.82	31.31
ACCOUNT CLERK III	27.58	28.97	30.42	31.93	33.53
CONSOLIDATED MAINTENANCE WRK III	27.58	28.97	30.42	31.93	33.53
PERMIT TECHNICIAN	28.08	29.47	30.95	32.50	34.13
ADMINISTRATIVE TECHNICIAN	28.08	29.47	30.95	32.50	34.13
BUILDING PERMIT TECHNICIAN I	28.08	29.47	30.95	32.50	34.13
SUPPORT SERVICES TECHNICIAN	28.08	29.47	30.95	32.50	34.13
PROPERTY EVIDENCE CLERK	28.08	29.47	30.95	32.50	34.13
COMMUNITY SERVICES OFFICER	28.08	29.47	30.95	32.50	34.13
MECHANIC	28.97	30.42	31.94	33.54	35.22
RECREATION COORDINATOR	28.97	30.42	31.94	33.54	35.22
ENGINEERING TECHNICIAN III	32.81	34.45	36.18	37.99	39.89
MAINTENANCE LEADWORKER	32.81	34.45	36.18	37.99	39.89
BUILDING PERMIT TECHNICIAN II	32.81	34.45	36.18	37.99	39.89
UTILITY OPERATOR	32.87	34.51	36.24	38.04	39.95
UTILITY SUPPORT COORDINATOR	32.87	34.51	36.24	38.04	39.95
ASSISTANT PLANNER	34.18	36.44	37.67	39.56	41.54
BUILDING INSPECTOR	34.34	36.06	37.85	39.75	41.74
BUILDING INSPECTOR/CODE ENF OFFICER	34.34	36.06	37.85	39.75	41.74
RECREATION SUPERVISOR	34.45	36.18	37.99	39.89	41.88
HARBOR PATROL OFFICER	34.53	36.27	38.07	39.98	41.98
UTILITY OPERATOR MC (MULTIPLE CERT)	35.16	36.93	38.77	40.71	42.75
IT SYSTEMS ANALYST	38.43	40.35	42.37	44.49	46.71

ENGINEERING TECHNICIAN IV	38.43	40.35	42.37	44.49	46.71
ASSISTANT ENGINEER	38.43	40.35	42.37	44.49	46.71
ASSOCIATE PLANNER	38.43	40.35	42.37	44.49	46.71
BUILDING INSPECTOR/PLANS EXAMINER	38.43	40.35	42.37	44.49	46.71
CONSOLIDATED MAINT FIELD SUPV	38.43	40.35	42.37	44.49	46.71
PUBLIC WORKS INSPECTOR	38.43	40.35	42.37	44.49	46.71
HARBOR BUSINESS COORD	38.94	40.89	42.93	45.08	47.33
LEAD UTILITY OPERATOR	39.17	41.13	43.18	45.34	47.61
OPERATIONAL TECHNOLOGY SPECIALIST	41.12	43.18	45.33	47.60	49.98
HARBOR PATROL SUPERVISOR	42.66	44.79	47.03	49.38	51.86
ASSOCIATE ENGINEER	44.19	46.40	48.72	51.16	53.72
WASTEWATER SYSTEMS SUPV	44.19	46.40	48.72	51.16	53.72

EXHIBIT B

SEIU PAY SCHEDULE

FISCAL YEAR 2025-26: Effective 07/01/2025

HOURLY RATES

TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
SEIU LOCAL 620					
ACCOUNT CLERK IN-TRAINING	19.91	20.92	21.97	23.06	24.21
ACCOUNT CLERK I	24.08	25.28	26.54	27.87	29.26
CONSOLIDATED MAINTENANCE WRK I	24.08	25.28	26.54	27.87	29.26
OFFICE ASST. III	24.08	25.28	26.54	27.87	29.26
OFFICE ASST. IV	26.03	27.33	28.70	30.14	31.65
ACCOUNT CLERK II	27.05	28.40	29.81	31.31	32.88
CONSOLIDATED MAINTENANCE WRK II	27.05	28.40	29.81	31.31	32.88
RECREATION SPECIALIST	27.05	28.40	29.81	31.31	32.88
ACCOUNT CLERK III	28.96	30.42	31.94	33.53	35.21
CONSOLIDATED MAINTENANCE WRK III	28.96	30.42	31.94	33.53	35.21
PERMIT TECHNICIAN	29.48	30.94	32.50	34.13	35.84
ADMINISTRATIVE TECHNICIAN	29.48	30.94	32.50	34.13	35.84
BUILDING PERMIT TECHNICIAN I	29.48	30.94	32.50	34.13	35.84
SUPPORT SERVICES TECHNICIAN	29.48	30.94	32.50	34.13	35.84
PROPERTY EVIDENCE CLERK	29.48	30.94	32.50	34.13	35.84
COMMUNITY SERVICES OFFICER	29.48	30.94	32.50	34.13	35.84
MECHANIC	30.42	31.94	33.54	35.22	36.98
RECREATION COORDINATOR	30.42	31.94	33.54	35.22	36.98
ENGINEERING TECHNICIAN III	34.45	36.17	37.99	39.89	41.88
MAINTENANCE LEADWORKER	34.45	36.17	37.99	39.89	41.88
BUILDING PERMIT TECHNICIAN II	34.45	36.17	37.99	39.89	41.88
UTILITY OPERATOR	34.51	36.24	38.05	39.94	41.95
UTILITY SUPPORT COORDINATOR	34.51	36.24	38.05	39.94	41.95
ASSISTANT PLANNER	35.89	38.26	39.55	41.54	43.62
BUILDING INSPECTOR	36.06	37.86	39.74	41.74	43.83
BUILDING INSPECTOR/CODE ENF OFFICER	36.06	37.86	39.74	41.74	43.83
RECREATION SUPERVISOR	36.17	37.99	39.89	41.88	43.97
HARBOR PATROL OFFICER	36.26	38.08	39.97	41.98	44.08
UTILITY OPERATOR MC (MULTIPLE CERT)	36.92	38.78	40.71	42.75	44.89
IT SYSTEMS ANALYST	40.35	42.37	44.49	46.71	49.05

ENGINEERING TECHNICIAN IV	40.35	42.37	44.49	46.71	49.05
ASSISTANT ENGINEER	40.35	42.37	44.49	46.71	49.05
ASSOCIATE PLANNER	40.35	42.37	44.49	46.71	49.05
BUILDING INSPECTOR/PLANS EXAMINER	40.35	42.37	44.49	46.71	49.05
CONSOLIDATED MAINT FIELD SUPV	40.35	42.37	44.49	46.71	49.05
PUBLIC WORKS INSPECTOR	40.35	42.37	44.49	46.71	49.05
HARBOR BUSINESS COORD	40.89	42.93	45.08	47.33	49.70
LEAD UTILITY OPERATOR	41.13	43.19	45.34	47.61	49.99
OPERATIONAL TECHNOLOGY SPECIALIST	43.18	45.34	47.60	49.98	52.48
HARBOR PATROL SUPERVISOR	44.79	47.03	49.38	51.85	54.45
ASSOCIATE ENGINEER	46.40	48.72	51.16	53.72	56.41
WASTEWATER SYSTEMS SUPV	46.40	48.72	51.16	53.72	56.41

EXHIBIT C

SEIU PAY SCHEDULE

FISCAL YEAR 2026-27: Effective 07/01/2026

HOURLY RATES

TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
SEIU LOCAL 620					
ACCOUNT CLERK IN-TRAINING	20.91	21.97	23.07	24.21	25.42
ACCOUNT CLERK I	25.28	26.54	27.87	29.26	30.72
CONSOLIDATED MAINTENANCE WRK I	25.28	26.54	27.87	29.26	30.72
OFFICE ASST. III	25.28	26.54	27.87	29.26	30.72
OFFICE ASST. IV	27.33	28.70	30.14	31.65	33.23
ACCOUNT CLERK II	28.40	29.82	31.30	32.88	34.52
CONSOLIDATED MAINTENANCE WRK II	28.40	29.82	31.30	32.88	34.52
RECREATION SPECIALIST	28.40	29.82	31.30	32.88	34.52
ACCOUNT CLERK III	30.41	31.94	33.54	35.21	36.97
CONSOLIDATED MAINTENANCE WRK III	30.41	31.94	33.54	35.21	36.97
PERMIT TECHNICIAN	30.95	32.49	34.13	35.84	37.63
ADMINISTRATIVE TECHNICIAN	30.95	32.49	34.13	35.84	37.63
BUILDING PERMIT TECHNICIAN I	30.95	32.49	34.13	35.84	37.63
SUPPORT SERVICES TECHNICIAN	30.95	32.49	34.13	35.84	37.63
PROPERTY EVIDENCE CLERK	30.95	32.49	34.13	35.84	37.63
COMMUNITY SERVICES OFFICER	30.95	32.49	34.13	35.84	37.63
MECHANIC	31.94	33.54	35.22	36.98	38.83
RECREATION COORDINATOR	31.94	33.54	35.22	36.98	38.83
ENGINEERING TECHNICIAN III	36.17	37.98	39.89	41.88	43.97
MAINTENANCE LEADWORKER	36.17	37.98	39.89	41.88	43.97
BUILDING PERMIT TECHNICIAN II	36.17	37.98	39.89	41.88	43.97
UTILITY OPERATOR	36.24	38.05	39.95	41.94	44.05
UTILITY SUPPORT COORDINATOR	36.24	38.05	39.95	41.94	44.05
ASSISTANT PLANNER	37.68	40.17	41.53	43.62	45.80
BUILDING INSPECTOR	37.86	39.75	41.73	43.83	46.02
BUILDING INSPECTOR/CODE ENF OFFICER	37.86	39.75	41.73	43.83	46.02
RECREATION SUPERVISOR	37.98	39.89	41.88	43.97	46.17
HARBOR PATROL OFFICER	38.07	39.98	41.97	44.08	46.28
UTILITY OPERATOR MC (MULTIPLE CERT)	38.77	40.72	42.75	44.89	47.13
IT SYSTEMS ANALYST	42.37	44.49	46.71	49.05	51.50

ENGINEERING TECHNICIAN IV	42.37	44.49	46.71	49.05	51.50
ASSISTANT ENGINEER	42.37	44.49	46.71	49.05	51.50
ASSOCIATE PLANNER	42.37	44.49	46.71	49.05	51.50
BUILDING INSPECTOR/PLANS EXAMINER	42.37	44.49	46.71	49.05	51.50
CONSOLIDATED MAINT FIELD SUPV	42.37	44.49	46.71	49.05	51.50
PUBLIC WORKS INSPECTOR	42.37	44.49	46.71	49.05	51.50
HARBOR BUSINESS COORD	42.93	45.08	47.33	49.70	52.19
LEAD UTILITY OPERATOR	43.19	45.35	47.61	49.99	52.49
OPERATIONAL TECHNOLOGY SPECIALIST	45.34	47.61	49.98	52.48	55.10
HARBOR PATROL SUPERVISOR	47.03	49.38	51.85	54.44	57.17
ASSOCIATE ENGINEER	48.72	51.16	53.72	56.41	59.23
WASTEWATER SYSTEMS SUPV	48.72	51.16	53.72	56.41	59.23