



**MEMORANDUM OF UNDERSTANDING BY AND BETWEEN
THE CITY OF IRWINDALE AND
THE IRWINDALE CITY EMPLOYEES ASSOCIATION**

JULY 1, 2016 – JUNE 30, 2020

Table of Contents

| | |
|---|----|
| ARTICLE 01 RECOGNITION OF THE ORGANIZATION | 1 |
| SECTION 01.01 UNIT & UNION RECOGNITION..... | 1 |
| SECTION 01.02 FILING OF PETITIONS | 1 |
| ARTICLE 02 TERM OF MOU | 1 |
| SECTION 02.01 TERM ESTABLISHED..... | 1 |
| ARTICLE 03 SCOPE OF BARGAINING | 2 |
| SECTION 03.01 AGREED SUBJECTS OUTSIDE SCOPE OF BARGAINING | 2 |
| ARTICLE 04 EMPLOYEE ORGANIZATION RIGHTS | 3 |
| SECTION 04.01 MEMBERSHIP AND DUES DEDUCTION | 3 |
| SECTION 04.02 INDEMNIFICATION OF CITY | 4 |
| SECTION 04.03 REPRESENTATIVES' RIGHTS..... | 4 |
| SECTION 04.04 ALLOWED TIME FOR REPRESENTATIVES | 5 |
| SECTION 04.05 ACCESS TO NEW EMPLOYEE ORIENTATIONS AND PROVISION OF NEW EMPLOYEE INFORMATION (AB 119 PROVISIONS)..... | 5 |
| ARTICLE 05 NO STRIKE - NO LOCKOUT PLEDGE | 5 |
| SECTION 05.01 EMPLOYEE ORGANIZATION PROHIBITED CONDUCT | 5 |
| SECTION 05.02 CITY PROHIBITED CONDUCT | 6 |
| SECTION 05.03 EMPLOYEE ORGANIZATION RESPONSIBILITY..... | 6 |
| SECTION 05.04 CITY RIGHTS..... | 6 |
| ARTICLE 06 BASIC COMPENSATION PLAN & OTHER BENEFITS | 6 |
| SECTION 06.01 BASIC COMPENSATION PLAN..... | 6 |
| SECTION 06.02 LEVEL OF COMPENSATION | 6 |
| SECTION 06.03 SALARY AND WAGE SCHEDULES AND EXEMPTION STATUS | 7 |
| SECTION 06.04 EDUCATION INCENTIVE PAY | 7 |
| SECTION 06.05 ANNUAL SERVICE AWARD PAY..... | 8 |
| SECTION 06.06 BILINGUAL BONUS PAY | 8 |
| SECTION 06.07 SPECIAL ASSIGNMENT PAY..... | 9 |
| SECTION 06.08 LEAD WORKER PAY..... | 9 |
| SECTION 06.09 HIGHER CLASSIFICATION PAY | 9 |
| SECTION 06.10 SICK LEAVE ACCRUAL | 9 |
| SECTION 06.11 VACATION ACCRUAL..... | 9 |
| SECTION 06.12 HOLIDAY DATES | 10 |
| SECTION 06.13 FLOATING HOLIDAY | 10 |
| SECTION 06.14 CELL PHONE SUBSIDY | 11 |
| SECTION 06.15 ADMINISTRATIVE LEAVE | 11 |

| | |
|---|----|
| ARTICLE 07 HOURS AND WORK SCHEDULES | 11 |
| SECTION 07.01 NORMAL WORKWEEK | 11 |
| SECTION 07.02 ALTERNATIVE 4/10 WORK SCHEDULE..... | 12 |
| SECTION 07.03 JANITORIAL / CUSTODIAL WORK SCHEDULES | 12 |
| SECTION 07.04 BEREAVEMENT LEAVE..... | 13 |
| SECTION 07.05 INJURY ON DUTY | 13 |
| SECTION 07.06 OVERTIME..... | 13 |
| SECTION 07.07 JURY DUTY | 14 |
| SECTION 07.08 WITNESS LEAVE..... | 14 |
| SECTION 07.09 CALL-IN/CALL-BACK PAY..... | 14 |
| | |
| ARTICLE 08 INSURANCE AND RELATED BENEFITS | 15 |
| SECTION 08.01 MEDICAL BENEFITS..... | 15 |
| SECTION 08.02 DENTAL BENEFITS..... | 15 |
| SECTION 08.03 VISION BENEFITS | 15 |
| SECTION 08.04 GROUP LIFE INSURANCE..... | 15 |
| SECTION 08.05 ACCIDENTAL DEATH & DISMEMBERMENT POLICY (AD&D)..... | 15 |
| SECTION 08.06 ADDITIONAL VOLUNTARY LIFE AND AD&D COVERAGE..... | 15 |
| SECTION 08.07 IRS SECTION 125 AND 129 PROGRAM | 15 |
| SECTION 08.08 EAP PROGRAM | 16 |
| SECTION 08.09 STATE DISABILITY INSURANCE..... | 16 |
| SECTION 08.10 MEDICAL, DENTAL & VISION INSURANCE PREMIUM OPT-OUT..... | 16 |
| | |
| ARTICLE 09 RETIREMENT BENEFIT | 17 |
| SECTION 09.01 CalPERS MEMBERSHIP | 17 |
| SECTION 09.02 PARS MEMBERSHIP..... | 19 |
| SECTION 09.03 RETIREE MEDICAL..... | 20 |
| SECTION 09.04 DEFERRED COMPENSATION PROGRAM..... | 20 |
| | |
| ARTICLE 10 MISCELLANEOUS PROVISIONS | 20 |
| SECTION 10.01 CONTRACTING OUT PROVISIONS | 20 |
| SECTION 10.02 PAYMENT OF VACATION AND SICK LEAVE | 21 |
| SECTION 10.03 DIRECT DEPOSIT REQUIREMENT | 21 |
| SECTION 10.04 TUITION REIMBURSEMENT | 21 |
| SECTION 10.05 PUBLIC WORKS EMPLOYEES UNIFORM..... | 22 |
| SECTION 10.06 UNIFORM ALLOWANCE FOR POLICE NON- SWORN EMPLOYEES..... | 22 |
| SECTION 10.07 FLEXIBLE STAFFING POLICY | 23 |
| | |
| ARTICLE 11 COMPLETION OF NEGOTIATIONS AND FULL UNDERSTANDING | 23 |
| SECTION 11.01 COMPLETION OF NEGOTIATIONS | 23 |
| SECTION 11.02 FULL INTEGRATION | 23 |
| SECTION 11.03 REOPENERS..... | 24 |

| | |
|---|-----------|
| ARTICLE 12 EMERGENCY WAIVER PROVISION | 24 |
| SECTION 12.01 WAIVER GRANTED | 24 |
| ARTICLE 13 DRAFTING PROVISIONS | 24 |
| SECTION 13.01 SEVERABILITY DECLARED..... | 24 |
| SECTION 13.02 JOINT DRAFTING | 25 |
| SECTION 13.03 MODIFICATION | 25 |
| ARTICLE 14 RATIFICATION AND EXECUTION | 25 |
| ATTACHMENT “A” ICEA UNIT MEMBERS | |
| ATTACHMENT “A-1” SALARY SCHEDULE EFFECTIVE JULY 1, 2017 | |
| ATTACHMENT “A-2” SALARY SCHEDULE EFFECTIVE JULY 1, 2018 | |
| ATTACHMENT “A-3” SALARY SCHEDULE EFFECTIVE JULY 1, 2019 | |

ARTICLE 01
RECOGNITION OF THE ORGANIZATION

SECTION 01.01 UNIT & UNION RECOGNITION

For the purposes of meeting its obligations under the Meyers-Milias-Brown Act (Government Code Sections 3500 et seq), City rules, regulations, and/or laws affecting wages, hours, and other terms and conditions of employment, the City of Irwindale (hereinafter referred to as the "City") hereby affirms its recognition of the Irwindale City Employees Association (hereinafter referred to, along with any successor organizations, as the "Recognized Employee Organization"), an unincorporated association, as the exclusive recognized employee organization for the General Employees Unit, consisting of all regular full-time employees, who are not at-will or covered by individual contract, except for sworn personnel, executive, mid-management, professional, supervisory, and dispatch positions, and permanent part time employees. The Unit members are designated by the classifications set forth in Attachment "A" hereto (hereinafter referred to as the "Unit"). The following changes to Unit membership were made effective retroactive to July 1, 2017 for those still employed by the City on October 25, 2017 upon City Council's adoption on October 25, 2017 of the Tentative Agreement between the parties: Deputy City Clerk, Finance Analyst, Human Resources Specialist, Office Specialist, Police Services Specialist, Project Manager – Construction Compliance, Recreation Assistant, Senior Center Specialist, Senior Center Assistant. The following changes to Unit membership were effective upon City Council's adoption on October 25, 2017 of the Tentative Agreement between the parties: Management Analyst reclassified from Business License Clerk, Senior Center Manager reclassified from Senior Center Coordinator, Senior Management Analyst reclassified from Public Works Analyst.

SECTION 01.02 FILING OF PETITIONS

This Memorandum of Understanding (hereinafter referred to as the "MOU") shall bar the filing of a Petition of Certification or Petition for Decertification of a recognized employee organization for the above identified employee representation unit during the term of this MOU; except that a Petition for Certification or a Petition for Decertification may be filed with the City Clerk of the City during a period beginning not earlier than one hundred and fifty (150) calendar days and ending not less than ninety (90) calendar days before expiration of said MOU.

ARTICLE 02
TERM OF MOU

SECTION 02.01 TERM ESTABLISHED

The term of this MOU shall be effective from and after July 1, 2016 and shall expire at midnight on June 30, 2020.

ARTICLE 03
SCOPE OF BARGAINING

SECTION 03.01 AGREED SUBJECTS OUTSIDE SCOPE OF BARGAINING

The parties hereto agree that the City shall have the right to unilaterally make decisions on all subjects that are outside the scope of bargaining, except those subjects which have not been expressly abridged by specific provisions of this MOU or by law. Those subjects agreed by the parties to be outside the scope of bargaining shall include, but are not be limited to, the following:

- A. Determine issues of policy and make management decisions;
- B. Take any and all necessary action to carry out the mission of the City in emergencies;
- C. Determine the mission of the City's constituent departments, divisions, boards, commissions and committees;
- D. Determine the existence or nonexistence of facts which are the basis of any management decision;
- E. Determine the necessity, organization or level of any service or activity conducted by the City and to expand or diminish such services or activities;
- F. Determine the nature, manner, means and technology and extent of services to be provided to the public;
- G. Determine and/or establish types of equipment or technology to be used;
- H. Determine and/or change the facilities, methods, technology, means, and size of the work force by which City operations are to be conducted;
- I. Determine and change the number of locations, relocations, and types of operations, processes, and materials to be used in carrying out all City functions;
- J. Determine policies, procedures and standards pertaining to City operations and activities;
- K. Determine and/or establish methods of financing;
- L. Hire, transfer, promote and demote Unit members for non-disciplinary reasons, in accordance with this MOU and the City Personnel Rules and Regulations;

- M. Determine the need and use of personnel information for Unit members and the means by which the information is to be provided, with Unit members retaining their rights to privacy as provided by law.
- N. Determine and/or modify Unit member job qualifications and/or classifications;
- O. Determine and/or change work assignments for Unit members in accordance with requirements as determined by the City;
- P. Determine Unit member performance standards, including but not limited to quality and quantity standards, and to require compliance therewith;
- Q. Relieve Unit members from duties for lack of work or similar non-disciplinary reasons;
- R. Discharge, suspend, demote or otherwise discipline Unit members for proper cause, subject to Unit member's appropriate rights of appeal; and
- S. Determine and promulgate and/or modify rules and regulations to maintain order and safety in the City which are not in contravention with this MOU.

ARTICLE 04
EMPLOYEE ORGANIZATION RIGHTS

SECTION 04.01 MEMBERSHIP AND DUES DEDUCTION

Recognized Employee Organization is the exclusive bargaining agent for the Unit and shall have the sole and exclusive right to have membership dues and other authorized payments deducted for member employees covered by this Agreement by the City.

Recognized Employee Organization shall certify that it has and will maintain authorizations signed by each member employee for the deduction of membership dues and other authorized payments, and shall provide the certification to the City on an annual basis. Recognized Employee Organization shall not be required to provide a copy of individual authorizations to the City unless a dispute arises about the existence or the terms of the authorization.

Upon the receipt of such certification from Recognized Employee Organization, the City shall provide for payroll deductions on each payroll check (twenty-six times per calendar year) of Recognized Employee Organization's dues and other authorized payments, in the amount certified to be current by Recognized Employee Organization. The City shall remit the total amount of deductions and authorized payments to Recognized Employee Organization on a monthly basis. The City shall make, cancel, or change membership dues and other authorized payments only upon receipt of certification from Recognized Employee Organization, and shall decline to make, cancel, or change membership dues and other authorized payments from any individual employee. Any change or cancellation in dues deductions shall be certified and provided to the City within thirty (30) days prior to the effective date of such change or

cancellation. Recognized Employee Organization shall notify the City within ten (10) working days of any discrepancy(ies) concerning dues or other authorized payments pursuant to this Article. If Recognized Employee Organization does not notify the City of any discrepancy within ten (10) days, then the City shall be relieved of any responsibility.

Membership within and/or payment of any dues or fees to Recognized Employee Organization shall not be a condition of employment with the City. No individual employee shall be compelled to pay a service fee, agency fee, or any other assessment or payment in lieu of joining Recognized Employee Organization.

SECTION 04.02 INDEMNIFICATION OF CITY

Recognized Employee Organization shall indemnify, defend, and hold harmless the City for (i) any claims made by an individual employee relating to deductions made in reliance upon any certification from Recognized Employee Organization; and (ii) any liability arising from any claims, demands, or other action relating to the City's compliance with this provision relating to maintenance of membership. The City shall have the right to select and direct legal counsel in the case of any challenge to the City's compliance with this provision, and Recognized Employee Organization agrees to pay any attorney, arbitrator, or court fees, costs and expenses related thereto or associated therewith. Any claims, demands, disputes arising from the application or interpretation of this provision shall be filed with Recognized Employee Organization and shall not be subject to the City's grievance procedure.

SECTION 04.03 REPRESENTATIVES' RIGHTS

The Recognized Employee Organization may select a total of four (4) representatives for the Unit. The Recognized Employee Organization shall give to the City a written list of Unit members who have been selected as representatives. The Recognized Employee Organization shall keep this list current.

Representatives may spend a reasonable amount of time to promptly and expeditiously investigate and process grievances without loss of pay or benefits of any kind. To investigate and process means to discuss the matter with the grievant, record information, advise or recommend action, assist in the completion of documents necessary for the formal grievance processing, investigate allegations which may form the basis for the grievance, and, if so requested, appear with the grievant at the first formal level of grievance resolution. Representatives shall be free from reprisal and shall not in any way be coerced, intimidated or discriminated against as a result of their activities and roles as representatives.

Representatives shall notify and obtain permission from their department head before leaving their work to transact any employee organization business. Permission will be granted promptly unless such absence would cause an undue interruption of work. Upon entering another represented Unit member's work place on employee organization business, the representative shall obtain permission from the Unit member's department head. If such permission cannot be granted promptly, the representative will be immediately informed when the time will be available.

The Recognized Employee Organization agrees that a representative shall not log compensatory time or overtime pay for the time spent performing any function of a representative. Both permission and denial of a request to leave a work location by a representative shall be recorded with a signature by the immediate supervisor. Notations as to the reasons for a possible denial of the request and the time when time may be expected to be made available should be recorded.

The role of the representative is to provide timely grievance representation at the first steps of the grievance procedure in an effort to resolve grievances at the lowest possible level and to increase communications between the City and the Recognized Employee Organization.

SECTION 04.04 ALLOWED TIME FOR REPRESENTATIVES

The City agrees to allow representatives an average of two (2) hours per month to transact and discuss employee organization business during their regular working hours, unless prior approval of an amount greater than two (2) hours has been given by the City Manager, subject to absences from the assigned work being approved by the Unit member's department head with permission being granted promptly unless such absence would cause an undue interruption of work.

SECTION 04.05 ACCESS TO NEW EMPLOYEE ORIENTATIONS AND PROVISION OF NEW EMPLOYEE INFORMATION (AB 119 PROVISIONS)

The City will notify the Recognized Employee Organization President 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 reasonable 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 the Recognized Employee Organization President 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 Recognized Employee Organization shall be permitted one (1) hour for each orientation session to talk to new Unit members to explain the rights and benefits under the MOU.

The City will provide the Recognized Employee Organization President a quarterly list of all employees in the Unit, including the employee's name, job title, department, work location, home mailing address, personal email, and work, home and personal cell phone numbers.

ARTICLE 05 **NO STRIKE - NO LOCKOUT PLEDGE**

SECTION 05.01 EMPLOYEE ORGANIZATION PROHIBITED CONDUCT

The Recognized Employee Organization, its officers, agents, representatives and/or members agree that during the term of this MOU they will not cause nor condone any strike, walkout, slowdown, sick-out, or any other concerted job action by withholding or refusing to perform services. A violation of this Section by any Unit member shall constitute a just cause for

discipline pursuant to Article 5.03 herein. Taking joint action or joining other employee organizations to engage in such activity is included in this prohibition.

SECTION 05.02 CITY PROHIBITED CONDUCT

The City agrees that it shall not lockout its employees during the term of this MOU. 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 the employees of the City in the exercise of its rights as set forth in any provisions of this MOU or applicable ordinance or law.

SECTION 05.03 EMPLOYEE ORGANIZATION RESPONSIBILITY

In the event that the Recognized Employee Organization, its officers, agents, representatives, and/or members engage in any of the conduct prohibited in Section 05.01 herein, the Recognized Employee Organization shall immediately instruct any persons engaging in such conduct that their conduct is in violation of this MOU, and require that all such persons immediately cease engaging in conduct prohibited in Section 05.01 herein, and return to work.

If Recognized Employee Organization acts in good faith to meet its responsibilities as set forth above, then Recognized Employee Organization, its officers, agents, representatives and its members shall not be liable for any damages for prohibited conduct engaged in by any Unit members who are covered by this MOU.

SECTION 05.04 CITY RIGHTS

Notwithstanding Section 05.03 herein, the City shall have the right to bring suit for damages and/or equitable relief in the Courts for breach of this Article against the Recognized Employee Organization, its officers, agents, representatives or members. Further, if the Recognized Employee Organization fails to diligently perform all responsibilities contained in Section 05.03 herein, the City may suspend any and all of the rights and privileges accorded the Recognized Employee Organization under City Resolution and this MOU, including, but not limited to, the suspension of recognition of such employee organization and the use by the Recognized Employee Organization of City bulletin boards and facilities.

ARTICLE 06 **BASIC COMPENSATION PLAN & OTHER BENEFITS**

SECTION 06.01 BASIC COMPENSATION PLAN

The City has established a basic compensation plan through Council Resolution for all represented Unit members listed in Attachment "A" hereto.

SECTION 06.02 LEVEL OF COMPENSATION

The level of compensation shall be determined on a merit basis and Unit members shall initially be placed at the time of appointment by the City Manager at a level of compensation not to exceed that which is established in the compensation resolution. No merit increases granted may

exceed the maximum of the duly established range. No merit increases or any other salary adjustments shall be granted without a current performance evaluation.

SECTION 06.03 SALARY AND WAGE SCHEDULES AND EXEMPTION STATUS

- A. FY 2016-17: No cost of living (COLA) or salary adjustment.
- B. FY 2017-18: Effective October 25, 2017 and retroactive to July 1, 2017, per Resolution No. 2017-78-2976, the City adjusted the base salary of ICEA represented positions utilizing the benchmark classes from the Ralph Andersen & Associates Compensation Report dated May 3, 2017, set to the 45th percentile, rounding to nearest highest range, and using the 38-hour work week adjustment. The 38-hour work week adjustment reflects a 5% reduction in comparative pay for the reduced work week hours from the standard surveyed 40-hour work week. Any filled position that exceeds the adjusted 45th percentile at the time of implementation shall remain unchanged and not be reduced. Retroactivity was limited to those Unit Members employed by the City on October 25, 2017. The new salary schedule is set forth in Attachment A-1.
- C. FY 2018-19: Effective the first payroll period commencing on or after July 1, 2018, there shall be a 2% base salary increase for all ICEA represented unit members. Employees' base salaries shall increase correspondingly within their individual base salary ranges to reflect the COLA with base salary ranges increasing by the COLA amount. The revised new Salary schedule is set forth in Attachment A-2.
- D. FY 2019-20: Effective the first payroll period commencing on or after July 1, 2019, there shall be a 2% base salary increase for all ICEA represented unit members. Employees' base salaries shall increase correspondingly within their individual base salary ranges to reflect the COLA, with salary ranges increasing by the COLA amount. The revised new Salary schedule is set forth in Attachment A-3.
- E. Effective October 29, 2017, the parties agreed that the following previously designated FLSA non-exempt classification of Project Manager – Construction Compliance would be designated exempt going forward.

SECTION 06.04 EDUCATION INCENTIVE PAY

The Education Incentive Pay authorized by the previous ICEA MOU continued up to November 5, 2017. Effective November 5, 2017, Unit members shall be provided an education incentive as follows:

- A. Unit members with A.A./A.S. degrees or Junior status at college or university. Unit members who have been awarded at minimum an Associate in Arts Degree ("A.A.") degree, an Associate of Science ("A.S.") degree or achieved at least

“Junior” year status at a four year college or university or higher will receive an additional one thousand two hundred dollars (\$1,200) per year maximum as an education incentive bonus to their base compensation. This incentive will be paid out bi-weekly over twenty-six (26) pay periods in a calendar year.

- B. Unit members with B.A./B.S. degrees. Unit members who have been awarded a Bachelors of Arts (“B.A.”) or Bachelors of Science (“B.S.”) degree will receive an additional one thousand five hundred dollars (\$1,500) per year maximum as an education incentive bonus to their base compensation. This incentive will be paid out biweekly over twenty-six (26) pay periods in a calendar year.
- C. Unit members with Master’s degree. Unit members who have a Master’s degree will receive an additional one thousand eight hundred dollars (\$1,800) per year maximum as an education incentive bonus to their base compensation. This incentive will be paid out biweekly over twenty-six (26) pay periods in a calendar year.
- D. Unit members without a degree or less than Junior status at college or university. Unit members who do not meet the degree or educational requirement in paragraphs A-C above, shall be provided an education incentive at a rate of five dollars (\$5.00) per month for each three (3) units completed, up to a maximum of one-hundred dollars (\$100.00) per month for courses taken while employed with the City. This incentive will be paid out biweekly over twenty-six (26) pay periods in a calendar year.
- E. To be eligible for education incentive bonus pay for degrees, Junior status, or coursework, the degrees and/or coursework must be from an institution accredited by an agency recognized by the California Department of Education, U.S. Department of Education or Council for Higher Education Accreditation.

SECTION 06.05 ANNUAL SERVICE AWARD PAY

The Annual Service Award pay authorized by the previous ICEA MOU continued up to November 5, 2017. Effective November 5, 2017, Unit members covered by this MOU shall be entitled on each qualifying Unit member’s fifth (5th) consecutive employment year to “Annual Service Award” pay of thirty dollars (\$30.00) for each year worked, which shall be paid in December of the qualifying year at the Annual Employee Service Award Luncheon. If there is no Award Luncheon planned for the year, payment of the service award on a separate check shall coincide with the first paycheck in December of the qualifying year. The Unit member must still be employed by the City at the time of the payment to be eligible for this Annual Service Award pay.

SECTION 06.06 BILINGUAL BONUS PAY

Unit members shall be paid bilingual pay at a rate of two and one-half percent (2 ½%) of the Unit members’ basic rate of pay upon passing a verbal bilingual exam. The Unit member may take a bilingual exam when hired or twice a year when the City offers bilingual exams. Bilingual

bonus pay will be paid per pay period to those Unit members who prove proficient in Spanish and/or American Sign Language, and are required to use such languages during the course of City business. The City shall determine qualification requirements and the appropriate exam.

SECTION 06.07 SPECIAL ASSIGNMENT PAY

Effective November 5, 2017, special assignment pay shall be given to a Unit member acting in the capacity of Equipment and Tools Maintenance and Monitoring Coordinator in the City Maintenance Yard and shall receive compensation in the amount of five percent (5%) above base salary.

SECTION 06.08 LEAD WORKER PAY

When a Unit member is designated in a "Lead" role within a classification, that Unit member shall be paid at a Step in the Unit member's salary range which is at least five percent (5%) higher than the highest actual salary being earned by any member of the crew over which the Unit member is charged with being the Lead.

SECTION 06.09 HIGHER CLASSIFICATION PAY

Any Unit member requested to work in a higher classification job for more than one consecutive week shall be paid, upon the second consecutive week working in the higher classification job, a 5% base salary increase or step one of the higher classification range, whichever is greater. The higher classification pay shall be applied to the entire compensable period the employee worked at the higher classification job and shall be paid retroactive back to the first day of such higher classification work. An employee will be considered to have engaged in performing services in a higher classification job where it is determined that 50% or more of the employee's daily work has been undertaken in the performance of duties that are within the job classification of the higher position and which are not in the job classification of the employee's current classification.

SECTION 06.10 SICK LEAVE ACCRUAL

Unit members shall accrue sick leave at the rate of 3.693 hours bi-weekly. All full-time regular and probationary unit members are eligible to use sick leave beginning on the 90th day of employment. Any request for use prior to the 90th day of employment will require prior approval of the Unit member's department head and the City Manager. Use of sick leave shall be in accordance with City Personnel Rules Section 14.20.

SECTION 06.11 VACATION ACCRUAL

Unit members shall accrue vacation leave in accordance with the formula below with an accrual cap of three hundred (300) hours, over which the Unit member shall receive a cash out at one hundred percent (100%) to be included in the second paycheck in January of each year, in order to bring the Unit member's accrual down to the three hundred (300) hour accrual cap. The number of hours accrued bi-weekly is as follows:

| | |
|------------------------|-------|
| 0-4 (years of service) | 3.693 |
| 4 | 4.616 |
| 10 | 4.923 |
| 11 | 5.231 |
| 12 | 5.539 |
| 13 | 6.154 |

Accrual at the next highest incremental rate shall begin with the next pay period following the Unit member's anniversary date of original employment with the City, regardless of any promotions or demotions.

A probationary Unit member shall not be eligible to utilize vacation leave during the first six (6) months of initial full-time employment with the City except with the prior approval of the Unit member's department head and the City Manager.

SECTION 06.12 HOLIDAY DATES

The Holiday dates authorized by the previous ICEA MOU continued up to November 5, 2017. Effective November 5, 2017, all Unit members shall have the following designated holidays. It should be understood that other employee groups may follow a different holiday schedule depending on days and hours worked. These provisions shall supersede any of the City Personnel Rules governing the matters addressed in this Section.

| | | |
|----|----------------------------|-----------------------------|
| 1 | New Year's Day | January 1 |
| 2 | Martin Luther King Jr. Day | Third Monday in January |
| 2 | Cesar Chavez Day | March 31 |
| 3 | Memorial Day | Last Monday in May |
| 4 | Independence Day | July 4 |
| 5 | Labor Day | First Monday in September |
| 6 | Thanksgiving Day | Fourth Thursday in November |
| 7 | Day After Thanksgiving Day | Fourth Friday in November |
| 8 | Christmas Eve (1/2 Day) | December 24 |
| 9 | Christmas | December 25 |
| 10 | New Year's Eve (1/2 Day) | December 31 |

If any of the foregoing holidays fall on a Friday or a Saturday, the holiday will not be observed on the preceding Wednesday or Thursday. For any holiday that falls on a Sunday, it will be at the City Manager's discretion as to whether it will be observed on the following Monday.

SECTION 06.13 FLOATING HOLIDAY

The Floating Holiday authorized by the previous ICEA MOU continued up to November 5, 2017. Effective November 5, 2017, all Unit members shall have a total bank of one hundred forty (140) hours per calendar year available to them for holidays. When any of the above-listed holiday falls on a regular workday or in the case of a Sunday holiday which is celebrated on the following Monday as determined by the City Manager, five and one half (5.5) to nine and one half (9.5) hours, depending on Unit member's regular work hours, will be deducted from the

holiday bank of hours for each such holiday, and the holiday will be celebrated in the normal manner. At the beginning of each calendar year, the City will determine and distribute its holiday schedule. Based thereon, the total number of holidays will be deducted from the holiday bank of hours. Each Unit member will then be credited with the balance of the remaining one hundred forty (140) holiday bank hours which may be used as floating holiday hours in a manner similar to that of vacation leave hours. All floating holiday hours must be used in the calendar year in which they were credited to the Unit member. Any floating holiday hours not used by the end of the calendar year will be cashed out and included in the first paycheck in January of the following year.

SECTION 06.14 CELL PHONE SUBSIDY

The Cell Phone Subsidy authorized by the previous ICEA MOU continued up to November 5, 2017. Effective November 5, 2017, the City shall fund cell phones for the unit members required by the City to remain in cell phone contact during scheduled or on-call hours. The following unit members will receive twenty dollars (\$20.00) per month for cell phone usage: Code Enforcement Officer, Maintenance Lead Worker, Project Manager – Construction Compliance, and Senior Code Enforcement Officer.

In addition, the following unit members will receive thirty-three dollars (\$33.00) for data (email) service: Project Manager – Construction Compliance and Senior Code Enforcement Officer.

SECTION 06.15 ADMINISTRATIVE LEAVE

Effective October 29, 2017, Unit members considered exempt under the federal Fair Labor Standards Act (FLSA), shall each be credited administrative leave of thirty (30) hours each calendar year. All administrative leave hours must be used in the calendar year in which they were credited to the Unit member. Administrative leave hours shall be used prior to any floating holiday hours and accrued vacation leave hours available to the Unit member. Any unused administrative leave hours will be cashed out and included in the first paycheck in January of the following year.

ARTICLE 07
HOURS AND WORK SCHEDULES

SECTION 07.01 NORMAL WORKWEEK

The City's Personnel Rules Section 6.05 defines the City's normal forty (40) hour workweek and provides for alternative workweek scheduling. Under the City's alternative 4/10 work schedule, Unit members actually work a thirty-eight (38) hour workweek, excepting holidays, as described more fully below. The parties agree that the City may set staggered work schedules over a seven (7) day workweek for some or all public works yard employees to minimize overtime while maintaining the existing thirty-eight (38) hour workweek for Unit members.

At the end of the calendar year, the City Manager and the City Council may authorize the closure of some City facilities for a period not to exceed three (3) weeks. During this period of time,

payment of base salaries shall be suspended. However, the employee shall continue to accrue benefits such as leave time, and City-funded benefits including but not limited to funding of insurance, shall continue in effect. During said period of time, individual employees may elect to compensate themselves by means of use of earned and accrued compensatory time off, administrative leave, earned and accrued vacation or earned and accrued floating holiday time. The City Manager may authorize, on a case-by-case basis, an impacted employee to work during the end-of-year closure to meet critical work deadlines or demands.

SECTION 07.02 ALTERNATIVE 4/10 WORK SCHEDULE

Effective November 5, 2017, Unit members may be on any of the following alternative 4/10 work week schedule:

- A. On a 4/38 work schedule, commencing on Monday and concluding on Thursday, or commencing on Tuesday and concluding on Friday, of each calendar week, and that each work day shall consist of nine and one half (9½) hours worked per day.
- B. On a 9/76 work schedule, commencing on Monday and concluding on Thursday of each calendar week, working eight and one half (8½) hours per day, with every other Friday off. On the Fridays that the Unit member is working, the work day shall consist of eight (8) hours worked per day.
- C. On a 5/38 work schedule, commencing on Monday and concluding on Friday of each calendar week, and that four of the work days shall consist of seven and one half (7½) hours worked per day and one of the work days shall consist of eight (8) hours worked per day.
- D. The Library Technician classification works a 38-hour workweek with specific daily schedule set by the City to accommodate Library's hours and operational needs.

Non-exempt Unit members will be provided two fifteen (15) minute rest periods during the day and one thirty (30) minute unpaid lunch period. Scheduling of rest and lunch periods shall be at the sole discretion of the Unit member's department head, but in no case shall the Unit member be denied either a lunch or rest period. Employees shall be allowed to combine the two fifteen (15) minute paid rest periods with the thirty (30) minute unpaid lunch, for a one (1) hour lunch period. Rest period is not cumulative beyond the scheduled workday within which the rest period occurs. Lunch periods shall also not be used to shorten the work day.

SECTION 07.03 JANITORIAL / CUSTODIAL WORK SCHEDULES

The parties agree that the City may set janitorial and/or custodial work schedules as follows:

One assigned to work a shift of 4:00 am to 2:00 pm

One assigned to work a shift of 8:00 am to 6:00 pm

The parties further agree that the City may return to the pre-existing work schedule for these positions at the City's unilateral election without further meet and confer required.

SECTION 07.04 BEREAVEMENT LEAVE

The City Personnel Rules Section 14.25 provides for bereavement leave. Effective November 5, 2017, Unit members shall be entitled to bereavement leave of four (4) days and 38 total hours for Unit members on a 4/38 schedule and five (5) days and 38 total hours for Unit members on a 9/76 or 5/38 work schedule.

SECTION 07.05 INJURY ON DUTY

Any Unit member considered non-exempt under the federal Fair Labor Standards Act (FLSA) assigned to light-duty status, will generally be assigned to work his or her normal assigned work days and hours. Any exceptions to this schedule may be made with appropriate advanced notice to the employee with approval of the department head/ City Manager. Employees on light-duty status are not authorized to work overtime or accrue compensatory time. Employees will be paid for doctor appointments and/or treatment that occurs during light duty work hours, but not for appointments and/or treatment that occurs during their scheduled time off.

SECTION 07.06 OVERTIME

The Overtime authorized by the previous ICEA MOU continued up to November 5, 2017. Effective November 5, 2017, for purposes of calculating employee entitlement to overtime pay and/or compensatory time pursuant to the federal Fair Labor Standards Act (“FLSA”) for non-exempt Unit members, the work week shall consist of thirty-eight (38) work hours worked per week according to the 4/38, 9/76, or 5/38 work week schedule set forth above. Any non-exempt Unit member covered by this MOU who works in excess of thirty-eight (38) hours in any work week shall be entitled to overtime pay and/or compensatory time, according to the method then in effect to compensate Unit members for overtime worked. Floating Holiday hours, sick leave hours, vacation, or compensatory time used, will not be included as time worked for purposes of calculating FLSA overtime. Legal holidays, for which City Offices are closed, will not be recognized as time worked for purposes of calculating overtime. Employees who work on designated City holidays shall be paid at time and a half. However, if the employee calls in sick the day before or the day after a legal holiday, that employee will only receive overtime based on actual hours worked.

All overtime worked in less than one (1) hour increments in a work shift shall be compensated for in the following manner:

| Time Worked | Overtime Compensation |
|--------------------|------------------------------|
| 0-15 minutes | .25 hour x 1.5 |
| 16-30 minutes | .50 hour x 1.5 |
| 31-45 minutes | .75 hour x 1.5 |
| 46-60 minutes | 1 hour x 1.5 |

SECTION 07.07 JURY DUTY

Any Unit member summoned for jury duty shall be entitled to the Unit member's regular rate of pay for up to ten (10) work days, provided the Unit member deposits any fees for service, excluding mileage, with the City. If a Unit member on an alternative work schedule is summoned for jury duty, the Department Director or designee shall convert the unit member's usual work shift to a regular five (5) day Monday through Friday shift basis.

SECTION 07.08 WITNESS LEAVE

The City Personnel Rules Section 7.05 JURY DUTY AND WITNESS LEAVE provides for witness leave as follows:

"Any employee required to be absent from work by proper subpoena issued by a court or other legally empowered agency, shall be entitled to be absent from work at the employee's regular rate of pay, provided that any fees, except mileage, are deposited with the City."

SECTION 07.09 CALL-IN/CALL-BACK PAY

Unit members considered non-exempt under the federal Fair Labor Standards Act (FLSA), called into work and who reports for said work on a day other than his/her regular scheduled work day, shall be entitled to a minimum of four (4) hours of work at the appropriate rate and shall perform such duties as assigned.

A Unit member called back to work after he/she has completed a regular shift and has left the premises of the City, shall be entitled to a minimum of three (3) hours of work at time and one-half his/her regular rate of pay.

A Unit member called to work within one hour before the Unit member's regular shift shall be covered by the overtime rules set forth above in the event the call-in time runs continuous with the Unit member's regular shift. Otherwise, the call-back pay provisions above shall apply where there is a break in time between the call-back assignment and the start of the Unit member's regularly scheduled shift. In no event shall there be an overlap of time resulting in double payment of wages for the same time period nor shall a Unit member earn overtime for regularly scheduled work unless that regularly scheduled work exceeds thirty-eight (38) hours in a work week. If the Unit member is called to work more than one hour before the Unit member's regular shift, the call-back pay provisions shall apply.

Any Unit member who reports to work on a regularly scheduled work day and on time for work and is put to work shall be guaranteed a minimum of four (4) hours of work and shall be paid for the hours worked, except that Unit members who are scheduled to work less than four (4) hours for that day, will be paid only for time worked.

ARTICLE 08
INSURANCE AND RELATED BENEFITS

SECTION 08.01 MEDICAL BENEFITS

Medical Benefits shall be under the CalPERS medical program. The City pays one hundred percent (100%) of the premium for any CalPERS medical plan for Unit members and their dependents.

SECTION 08.02 DENTAL BENEFITS

The City pays one hundred percent (100%) of the premium for one of two dental plans offered by the City for Unit members and their dependents. The City reserves the right to unilaterally change plans, plan administrators or insurance companies as long as any new plan affords equal or greater benefit coverage.

SECTION 08.03 VISION BENEFITS

The City pays one hundred percent (100%) of the premium for a vision plan for Unit members and their dependents. The City reserves the right to unilaterally change plans, plan administrators or insurance companies as long as any new plan affords equal or greater benefit coverage.

SECTION 08.04 GROUP LIFE INSURANCE

The City pays one hundred percent (100%) of the premium for a group life insurance policy for Unit members with a benefit coverage of one (1) times the Unit member's annual earnings (as defined in policy) to a maximum of one hundred thousand dollar (\$100,000) and coverage for spouse and eligible dependent children of five thousand dollar (\$5,000) each.

SECTION 08.05 ACCIDENTAL DEATH & DISMEMBERMENT POLICY (AD&D)

The City pays 100% of the premium for an AD&D policy for Unit members which provides benefit coverage of one (1) times annual base salary up to a maximum of \$100,000.

SECTION 08.06 ADDITIONAL VOLUNTARY LIFE AND AD&D COVERAGE

The City offers additional benefit coverage for purchase by Unit members at said member's own expense.

SECTION 08.07 IRS SECTION 125 AND 129 PROGRAM

The City shall use its best efforts to establish and maintain a plan, to enable qualifying Unit members covered by this MOU to obtain the deductions set forth in § 125 and § 129 of the Internal Revenue Code as regards Health Care and Dependent Care Flexible Spending Accounts. Health Care FSA plans are governed by the rules of Section 125 while Dependent Care FSA

plans are governed by the rules of Sections 125 and 129 of the Internal Revenue Code and both will be administered in accordance with those rules.

The FSA plan shall maintain the current cap of five thousand dollars (\$5,000) for dependent care expenses and two thousand five-hundred dollar (\$2,500) for health care expenses, the maximum contribution amounts shall be amended in accordance with applicable laws.

The City and the Recognized Employee Organization acknowledge and agree that, should the Internal Revenue Service determine that City has not or cannot develop or cannot maintain such a qualifying plan, City's failure to do so shall not be deemed a breach of this MOU. The City and the Recognized Employee Organization further acknowledge and agree that City does not and shall not provide legal or tax advice to Unit members covered by this MOU as to whether dependent care and health care expenses are legally tax deductible to or by any such Unit member.

The Section 125 and 129 Program will be in full force and effect unless changed by mutual agreement of the City and Recognized Employee Organization. The Program shall be administered through a vendor selected at the City's sole discretion. While participation in the Section 125 and 129 Program is voluntary, all administrative costs as may attend participation are to be paid by the City.

SECTION 08.08 EAP PROGRAM

The City pays the premium for participation in an Employee Assistance Program for Unit members and their dependents.

SECTION 08.09 STATE DISABILITY INSURANCE

Unit members participate in the state-sponsored short-term disability program at no expense to the City.

SECTION 08.10 MEDICAL, DENTAL & VISION INSURANCE PREMIUM OPT-OUT.

Any Unit member covered hereunder who elects to opt-out of medical, dental & vision coverages offered by the City will be paid a cash benefit in lieu of said coverage equal to one half (1/2) of the average monthly cost to the City for single employee medical insurance coverage only (not including dental or vision), provided such Unit member can demonstrate, to the satisfaction of the City, that such Unit member has opted out of all three coverages and can demonstrate to the satisfaction of the City, that such Unit member has substantially equivalent medical coverage through some other insurance plan, which plan shall remain in full force and effect during the entire term of employment of such Unit member with the City. The City shall have the sole and unfettered right to determine whether a Unit member has satisfactorily demonstrated substantially equivalent medical coverage, and any such Unit member seeking reimbursement from the City must, at least annually, provide written proof of such substantially

equivalent medical coverage in a form satisfactory to the City. Payment of this incentive pay shall be made bi-weekly through the regular payroll system.

ARTICLE 09
RETIREMENT BENEFIT

SECTION 09.01 CalPERS MEMBERSHIP

- A. The following provisions in this Section “A” apply to Unit members as defined by AB 340 (the California Public Employees’ Pension Reform Act of 2013,) as “classic” members of CalPERS.

The City is a contract member of the California Public Employees' Retirement System (CalPERS). Such membership shall be maintained and employee eligibility, classification, contributions, and benefits are as prescribed in the contract between the City and the California Public Employees' Retirement System heretofore approved by the City Council which includes the programs identified below which shall be maintained during the life of this MOU.

1. Section 21354: 2% @ 55 retirement benefit formula for Unit members.
2. Section 21574: Fourth Level of 1959 Survivors Program.
3. Section 21024: Military Service as Public Service
4. Section 20042: One Year Final compensation
5. Section 21427: Improved non-industrial disability allowance.
6. Section 21624 & 21626: Post-retirement survivor allowance.
7. Section 20965: Credit for unused sick leave.

Effective January 1, 2011, Unit members paid one percent (1%) of salary on a pre-tax basis of the currently seven percent (7%) employee contribution rate. Effective July 1, 2011, the employee paid a total of two percent (2%) of salary on a pre-tax basis of the currently seven percent (7%) employee contribution rate.

For all Unit members, hired on or after January 1, 2011, the City pays only the employer portion of the required contribution and not EPMC. The Unit member shall pay the full amount (7% of salary) of the employee contribution rate.

For all new Unit member employees, hired on or after May 1, 2011, the CalPERS retirement calculation of final compensation was changed from single highest

year to average monthly pay rate and special compensation for consecutive thirty-six (36) months of employment.

Effective the first payroll period starting on or after both City Council adoption of a 2013-2016 MOU and implementation by CalPERS of any necessary City Council resolution(s) allowing for modification to the amount of employee-paid normal member CalPERS contributions and implementation of said contributions, all Miscellaneous Unit members hired prior to January 1, 2011 shall individually fund an additional 2.0% of compensation as and for their normal member CalPERS contribution, resulting in a 4.0% employee normal member contribution. Said funding shall be made pursuant to Government Code § 20691.

Effective the first payroll period commencing on and after July 1, 2014 all unit members hired prior to January 1, 2011 shall contribute a total 6.0% of compensation to CalPERS as and for normal member contributions. Said member individual funding of the CalPERS normal member contribution shall be undertaken pursuant to Government Code § 20691.

Effective the first payroll period commencing on and after July 1, 2015 all unit members hired prior to January 1, 2011 shall contribute a total 7.0% of compensation to CalPERS as and for normal member contributions. Said member individual funding of the CalPERS normal member contribution shall be undertaken pursuant to Government Code § 20691.

The City will report these EPMC payments as being those of the represented Unit member so that they will be credited to the particular Unit member's individual account with CalPERS.

B. AB 340 (as modified by AB 197) the California Public Employees' Pension Reform Act of 2013 (PEPRA.)

AB 340, as it may from time to time exist, shall in its entirety be given full force and effect during and after the term of this MOU. Any provision in this MOU which contradicts any provision of AB 340, shall be deemed null and void, with the contrary AB 340 provision(s) being given full force and effect. Therefore, no provision of AB 340 shall be deemed to impair any provision of this MOU or any MOU, Agreement, Rule or Regulation predating this MOU.

Unit members hired on and after January 1, 2013, deemed to be a "new member" as defined in Government Code § 7522.04, shall individually pay an initial Member CALPERS contribution rate of 50% of the normal cost rate for the Defined Benefit Plan in which said "new member" is enrolled, rounded to the nearest quarter of 1%, or the current contribution rate of similarly situated employees, whichever is greater. (AB 340 – Government Code section 7522.30)

Unit members who are “new members” (miscellaneous employees) on and after January 1, 2013, shall be enrolled in the AB 340 provided for 2% @ 62 retirement formula (Govt. Code § 7522.20).

Unit members who are “new members” on and after January 1, 2013, shall have “final compensation” measured by the highest average annual pensionable compensation earned by the member during a period of at least 36 consecutive months (Section 7522.32.)

SECTION 09.02 PARS MEMBERSHIP

Pursuant to Government Code §§ 53216 et seq., the City participates in the Public Agency Retirement Services (PARS) Retirement Enhancement Plan which affords Unit members the retirement benefit commonly referred to as “1% at 55.” The City pays on behalf of each eligible Unit member an amount sufficient to pay the full cost of the PARS retirement enhancement benefit. The City’s participation in PARS is in addition to, and not in lieu of, the City’s participation in the CalPERS programs identified in the preceding Section. The City’s PARS participation shall continue in full force and effect during the term of this MOU.

Unit members hired before January 1, 2007 shall have their PARS benefits vested after completing three (3) years of continuous employment with the City and service credit shall be given for previous employment with/by other agencies and/or cities. Unit members hired after January 1, 2007 shall have their PARS benefit vested after ten (10) years of continuous employment with the City and no service credit shall be given for previous employment with/by other agencies and/or cities.

Effective January 1, 2011 the parties agree to modify the PARS plan design for current Unit members hired before January 1, 2011 regarding cash out options with an employee contribution of four-tenths of a percent (0.4%) on a pre-tax basis. Section 4.2(d) and Section 4.2(c) of the PARS plan document shall be modified, thereby removing plan features such as the option of lump sum payment, and fixed term payments of 5-6 years. Section 2.3 of the PARS plan document shall be modified, thereby removing the pre-retirement disability benefit. All Unit members shall pay four-tenths of a percent 0.4% of salary to maintain the PARS plan design features of fixed term payments of 7-15 years.

Effective January 1, 2011, the PARS plan document shall be modified to add a “pop-up” provision to Option 2 of the PARS REP plan, whereby if the beneficiary predeceases the retiree, the retiree’s monthly benefit will increase.

For all new Unit member employees, hired on or after January 1, 2011 and before January 1, 2013, the City shall pay on behalf of each eligible Unit member fifty percent (50%) of the amount sufficient to pay for the cost of the PARS retirement enhancement benefit. The Unit member shall be required to pay for fifty percent (50%) of the contribution.

Unit members hired on and after January 1, 2013 shall be ineligible to participate in the PARS program.

SECTION 09.03 RETIREE MEDICAL

CalPERS eligible retirees (Unit members hired before January 1, 2011) and their dependents shall receive one hundred percent (100%) lifetime medical insurance upon retirement from the City. The City shall pay one hundred percent (100%) of the premium for any CalPERS medical plan. For all new Unit members employees, hired on or after January 1, 2011 retiree medical will be implemented in accordance with the CalPERS Health Benefit Vesting Resolution No. 2010-49-2479 which mirrors the state plan for contribution levels. The resolution requires ten (10) years of service, five (5) years of which is with Irwindale, for fifty percent (50%) contribution of state designated amount towards retiree medical premium and twenty (20) years of service, five (5) years of which is with Irwindale, for one hundred percent (100%) contribution of state designated amount towards retiree medical premium for any CalPERS medical plan. Contribution level shall be as follows:

| Credited Years of PERS Service (5 of which must be performed at the City of Irwindale) | Percentage of Contribution |
|--|----------------------------|
| 10 | 50% |
| 11 | 55% |
| 12 | 60% |
| 13 | 65% |
| 14 | 70% |
| 15 | 75% |
| 16 | 80% |
| 17 | 85% |
| 18 | 90% |
| 19 | 95% |
| 20+ | 100% |

SECTION 09.04 DEFERRED COMPENSATION PROGRAM

The City offers Unit members participation in one of two IRS 457 Plans. The City does not contribute to either plan.

**ARTICLE 10
MISCELLANEOUS PROVISIONS**

SECTION 10.01 CONTRACTING OUT PROVISIONS

Effective November 5, 2017, prior to contracting with outside vendors in excess of twenty thousand dollars (\$20,000.00) annually for work or services usually performed by Unit members covered by this MOU or proposed to be performed for the City, the City and the Recognized Employee Organization will meet and confer to determine if the same can be performed or retained by Unit members covered by this MOU. The City and Recognized Employee Organization acknowledge and agree that the City retains the sole and unfettered right, through

its City Council, to determine what work or services to be performed by outside vendors, and the parties hereto further acknowledge and agree that failure on the part of the City and the Recognized Employee Organization to reach agreement through this meet and confer process on issues relating to such work and services to be contracted for with outside vendors shall not constitute a breach of this MOU on the part of the City, nor shall it constitute a violation of the Meyers-Milias-Brown Act on the part of the City. For work or services performed at twenty thousand dollars (\$20,000.00) or less annually, there is no obligation to meet and confer.

SECTION 10.02 PAYMENT OF VACATION AND SICK LEAVE

Elective cash-outs of leave accruals may be made anytime by means of a regular payroll check (no separate check will be issued) or by separate check limited to four times a year (first paycheck in September, December, March, and June) with a cash-out limit of one hundred (100) hours total per fiscal year. In addition, the parties hereto modify/clarify the City’s Personnel Rules Section 14.15.4 such that accrued vacation hours which exceed the agreed upon limit, which is currently three hundred (300) hours shall be either utilized or paid to the Unit members “basic rate of pay” as opposed to “regular rate of pay” which is consistent with past practice. Cash out of both vacation and sick leave shall be paid at the Unit member's "basic rate of pay" as opposed to "regular rate of pay." Cash out limit of one hundred (100) hours per fiscal year shall not apply to any cash out of vacation or sick leave upon termination of employment or retirement from the City.

The City agrees to provide sick leave pay back per the City Personnel Rules Section 14.20.4 upon an employee’s termination or cash out request, as follows:

| | |
|-----|---------------------------|
| 25% | over 800 hours |
| 50% | 481-800 hours |
| 75% | 1 st 480 hours |

SECTION 10.03 DIRECT DEPOSIT REQUIREMENT

The City shall maintain a mandatory requirement for participation in direct deposit for payroll for all new Unit members hired after July 8, 2001.

SECTION 10.04 TUITION REIMBURSEMENT

Effective November 5, 2017, the City Personnel Rules Section 15.25 as applied to Unit members is modified by this provision to the extent that the City and the Recognized Employee Organization agree that the City determines funding levels to be set at fifteen thousand dollars (\$15,000) tuition per fiscal year to be used exclusively by the IMEA and ICEA members only during the term of this contract. ICEA members applying for tuition reimbursement will initially receive 20% of the allocated \$15,000. If, at the end of the fiscal year, unencumbered funds are available in the tuition reimbursement account, remaining funds will be used to further reimburse those employees who have accumulated reimbursable educational expenses in excess of 20% of the total available for that fiscal year. If more than one employee incurs such additional expenses, distribution of the remaining funds will be made equally among said employees until

each individual employee has been fully reimbursed, or until the funds have been depleted, whichever comes first.

To be eligible for reimbursement, employees must submit the request for reimbursement within 60 days of completing the class or coursework or receiving the passing grade. In addition, the institution must be accredited by an agency recognized by the California Department of Education, U.S. Department of Education or Council for Higher Education Accreditation.

All courses taken and completed must have prior written approval of the department head and the City Manager and be related to the Unit member's employment with the City, unless the course is part of classes necessary for obtaining a degree. Upon completion of each course, the Unit member must complete the appropriate City form requesting tuition reimbursement. Reimbursement will be made only after an employee has satisfactorily completed the class or workshop with the grade of C or better or equivalent completion and that evidence of same has been submitted and approved by the Personnel Officer. Unit members requesting reimbursement for course-related text books are required to turn the books in to the Human Resources Department. Text books should not be marked or written in and they must be in usable condition.

SECTION 10.05 PUBLIC WORKS EMPLOYEES UNIFORM

- A. Unit members in the Public Works Department covered by this MOU shall be permitted to wear approved shorts in lieu of long pants year round as long as it does not pose a safety hazard as determined by the Unit member's supervisor in his/her sole discretion. Purchase, maintenance or cleaning of said shorts shall not be at the City's expense.
- B. Effective November 5, 2017, employees listed in the classifications below are eligible to receive a uniform reimbursement of up to four hundred dollars (\$400.00) for up to two (2) pairs of safety shoes/boots per calendar year as required by department head.
 - i. Bus Driver
 - ii. Code Enforcement Officer
 - iii. Maintenance Worker I
 - iv. Maintenance Worker II
 - v. Maintenance Lead Worker
 - vi. Project Manager – Construction Compliance
 - vii. Senior Code Enforcement Officer

SECTION 10.06 UNIFORM ALLOWANCE FOR POLICE NON-SWORN EMPLOYEES

Effective retroactive to July 1, 2017, the full-time positions of Police Services Specialist and Police Records Clerk in the Police Department shall receive an annual uniform allowance in the

amount of nine hundred dollars (\$900.00). All new hires hired as Police Services Specialist in the Police Department after January 1, 2007 shall not be eligible to receive this allowance.

SECTION 10.07 FLEXIBLE STAFFING POLICY

Flexible Staffing Classifications: Maintenance Worker I, II

The City may grant a flexible staffing promotion to an employee who holds a flexible staffing classification. An employee will be eligible to progress to level II after (4) years as a level I; achieves an overall “competent” annual performance evaluation; meets the minimum qualifications for the position; and has the recommendation of the department head, but the progression remains at the sole discretion of the City Manager.

Upon a flexible staffing promotion, an employee shall be paid at the Step in the higher salary range which is at least a five (5%) percent increase over the salary he or she received in the employee’s current (pre-promotional) job classification; provided that such increase shall be at least equivalent to the minimum and shall not exceed the maximum salary step level established for the new job classification. A flexible staffing promotion shall establish a new performance evaluation date for purposes of applying the salary step plan. Any flexible staffing promotional appointment shall be subject to a six (6) month probationary period.

ARTICLE 11
COMPLETION OF NEGOTIATIONS AND FULL UNDERSTANDING

SECTION 11.01 COMPLETION OF NEGOTIATIONS

The terms and conditions set forth in this MOU represent the full and complete understanding between the parties. During the term of this MOU, the Recognized Employee Organization expressly waives the right to meet and negotiate with respect to any subject covered in this MOU, unless modified through the voluntary, mutual consent of the parties.

SECTION 11.02 FULL INTEGRATION

This MOU terminates and supersedes those partial practices, agreements, procedures, traditions, and rules or regulations inconsistent with any matters covered in this MOU. The parties agree that during the negotiation that culminated in this MOU, each party enjoyed the opportunity to make demands and proposals with respect to any matter, even though some matters were proposed and later withdrawn, and that the understandings and agreements arrived at after the exercise of that right and opportunity are executed in this MOU. However, all provisions of existing City rules and regulations, resolutions, ordinances and policies not specifically contained in, or referred to by this MOU, shall remain in full force and effect, and are specifically not superseded or otherwise affected by this MOU.

SECTION 11.03 REOPENERS

Notwithstanding the provisions of Sections 11.01 and 11.02 above, the City and the Recognized Employee Organization agree to meet and confer on the following items during the term of this MOU:

- A. Updating, modifying and/or instituting a new Employer-Employee Relations Resolution;
- B. Updating the City Personnel Rules;
- C. Updating the City's job description/specifications;
- D. Updating and/or creating a City Cell Phone Policy;
- E. Creating a City Wellness Program; and
- F. Creating a City Employee Rewards and Recognition Program.
- G. Discuss bargaining unit modification whereby ICEA and IMEA represented bargaining units would be combined into one bargaining unit represented by one employee organization.

**ARTICLE 12
EMERGENCY WAIVER PROVISION**

SECTION 12.01 WAIVER GRANTED

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, earthquake, insurrection, civil disorder, national emergency, or similar circumstances, provisions of this MOU 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 declared over, this MOU will be reinstated immediately. The Recognized Employee Organization shall have the right to meet and confer with the City regarding the impact on Unit members of the suspension of provisions in the MOU during the course of the emergency. Any rights and benefits suspended by virtue of the emergency shall be restored as soon as practicable at the conclusion of the emergency.

**ARTICLE 13
DRAFTING PROVISIONS**

SECTION 13.01 SEVERABILITY DECLARED

Should any provision of this MOU be found to be inoperative, void or invalid by a court of competent jurisdiction, all other provisions of this MOU shall remain in full force and effect for the duration of this MOU. The parties shall meet and confer over a new provision to replace any such provision stricken by law.

SECTION 13.02 JOINT DRAFTING

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

SECTION 13.03 MODIFICATION

This MOU may only be modified or amended by written agreement between the parties which then must be approved by Council resolution.


**ARTICLE 14
RATIFICATION AND EXECUTION**

This MOU has been developed as a result of meet and confer sessions between representatives of the City and the Recognized Employee Organization regarding issues related to wages, hours and other terms and conditions of employment. The City's representatives and the Recognized Employee Organization have reached an understanding as to certain recommendations to be made to the City Council for the City of Irwindale and have agreed that the parties hereto will jointly urge said Council to adopt a new wage and benefit resolution which will provide for the changes contained in said joint recommendation. The City and the Recognized Employee Organization acknowledge that this MOU shall not be in full force and effect until adoption by the City Council of the City.


Subject to the foregoing, this MOU is hereby executed by the authorized representatives of the City and the Recognized Employee Organization and entered into this 9 day of November, 2018.

CITY OF IRWINDALE

**THE IRWINDALE CITY
EMPLOYEES ASSOCIATION**



William K. Tam, City Manager/Municipal
Employee Relations Representative



Rebecca Bardales, ICEA President



Colin J. Tanner, Esq., Deputy City Attorney



Leonard Orosco Jr., ICEA Vice-President



Mary Hull, Human Resources/Risk Manager

ATTACHMENT "A"
ICEA UNIT MEMBERS

| <u>Position Title</u> | <u>Salary Range</u> |
|---|----------------------------|
| Administrative Secretary | 32 |
| Building Permit Technician | 33 |
| Bus Driver | 29 |
| Code Enforcement Officer | 34 |
| Deputy City Clerk | 34 |
| Engineering Technician | 33 |
| Finance Analyst | 40 |
| Finance Technician | 32 |
| Human Resources Specialist | 33 |
| Janitor | 13 |
| Library Technician | 24 |
| Maintenance Lead Worker | 34 |
| Maintenance Worker I | 26 |
| Maintenance Worker II | 30 |
| Office Specialist | 25 |
| Police Records Clerk | 22 |
| Police Services Specialist | 36 |
| Project Manager – Construction Compliance | 41 |
| Recreation Assistant | 25 |
| Senior Center Assistant | 25 |
| Senior Center Leader/Bus Driver | 29 |
| Senior Center Specialist | 33 |
| Senior Code Enforcement Officer | 40 |

Salary Schedule Attachment A-1
Effective July 1, 2017

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 10 | A | 27,536 | 2,295 | 1,059.07 | 13.9352 |
| | B | 28,913 | 2,409 | 1,112.03 | 14.6320 |
| | C | 30,358 | 2,530 | 1,167.63 | 15.3636 |
| | D | 31,876 | 2,656 | 1,226.01 | 16.1317 |
| | E | 33,470 | 2,789 | 1,287.31 | 16.9383 |
| 11 | A | 28,224 | 2,352 | 1,085.55 | 14.2836 |
| | B | 29,636 | 2,470 | 1,139.83 | 14.9978 |
| | C | 31,117 | 2,593 | 1,196.82 | 15.7476 |
| | D | 32,673 | 2,723 | 1,256.66 | 16.5350 |
| | E | 34,307 | 2,859 | 1,319.49 | 17.3618 |
| 12 | A | 28,930 | 2,411 | 1,112.69 | 14.6407 |
| | B | 30,376 | 2,531 | 1,168.33 | 15.3727 |
| | C | 31,895 | 2,658 | 1,226.74 | 16.1413 |
| | D | 33,490 | 2,791 | 1,288.08 | 16.9484 |
| | E | 35,165 | 2,930 | 1,352.48 | 17.7958 |
| 13 | A | 29,653 | 2,471 | 1,140.51 | 15.0067 |
| | B | 31,136 | 2,595 | 1,197.53 | 15.7570 |
| | C | 32,693 | 2,724 | 1,257.41 | 16.5449 |
| | D | 34,327 | 2,861 | 1,320.28 | 17.3721 |
| | E | 36,044 | 3,004 | 1,386.29 | 18.2407 |
| 14 | A | 30,395 | 2,533 | 1,169.02 | 15.3818 |
| | B | 31,914 | 2,660 | 1,227.47 | 16.1509 |
| | C | 33,510 | 2,792 | 1,288.85 | 16.9585 |
| | D | 35,185 | 2,932 | 1,353.29 | 17.8064 |
| | E | 36,945 | 3,079 | 1,420.95 | 18.6967 |
| 15 | A | 31,154 | 2,596 | 1,198.25 | 15.7664 |
| | B | 32,712 | 2,726 | 1,258.16 | 16.5547 |
| | C | 34,348 | 2,862 | 1,321.07 | 17.3824 |
| | D | 36,065 | 3,005 | 1,387.12 | 18.2516 |
| | E | 37,868 | 3,156 | 1,456.48 | 19.1642 |
| 16 | A | 31,933 | 2,661 | 1,228.20 | 16.1606 |
| | B | 33,530 | 2,794 | 1,289.61 | 16.9686 |
| | C | 35,206 | 2,934 | 1,354.09 | 17.8170 |
| | D | 36,967 | 3,081 | 1,421.80 | 18.7079 |
| | E | 38,815 | 3,235 | 1,492.89 | 19.6433 |
| 17 | A | 32,732 | 2,728 | 1,258.91 | 16.5646 |
| | B | 34,368 | 2,864 | 1,321.85 | 17.3928 |
| | C | 36,087 | 3,007 | 1,387.95 | 18.2624 |
| | D | 37,891 | 3,158 | 1,457.34 | 19.1756 |
| | E | 39,785 | 3,315 | 1,530.21 | 20.1343 |
| 18 | A | 33,550 | 2,796 | 1,290.38 | 16.9787 |
| | B | 35,227 | 2,936 | 1,354.90 | 17.8276 |
| | C | 36,989 | 3,082 | 1,422.64 | 18.7190 |
| | D | 38,838 | 3,237 | 1,493.78 | 19.6549 |
| | E | 40,780 | 3,398 | 1,568.46 | 20.6377 |

**Salary Schedule Attachment A-1
Effective July 1, 2017**

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 19 | A | 34,389 | 2,866 | 1,322.64 | 17.4031 |
| | B | 36,108 | 3,009 | 1,388.77 | 18.2733 |
| | C | 37,913 | 3,159 | 1,458.21 | 19.1870 |
| | D | 39,809 | 3,317 | 1,531.12 | 20.1463 |
| | E | 41,800 | 3,483 | 1,607.68 | 21.1536 |
| 20 | A | 35,248 | 2,937 | 1,355.71 | 17.8382 |
| | B | 37,011 | 3,084 | 1,423.49 | 18.7301 |
| | C | 38,861 | 3,238 | 1,494.67 | 19.6666 |
| | D | 40,804 | 3,400 | 1,569.40 | 20.6500 |
| | E | 42,845 | 3,570 | 1,647.87 | 21.6825 |
| 21 | A | 36,130 | 3,011 | 1,389.60 | 18.2842 |
| | B | 37,936 | 3,161 | 1,459.08 | 19.1984 |
| | C | 39,833 | 3,319 | 1,532.03 | 20.1583 |
| | D | 41,824 | 3,485 | 1,608.63 | 21.1662 |
| | E | 43,916 | 3,660 | 1,689.07 | 22.2245 |
| 22 | A | 37,033 | 3,086 | 1,424.34 | 18.7413 |
| | B | 38,884 | 3,240 | 1,495.55 | 19.6784 |
| | C | 40,829 | 3,402 | 1,570.33 | 20.6623 |
| | D | 42,870 | 3,573 | 1,648.85 | 21.6954 |
| | E | 45,014 | 3,751 | 1,731.29 | 22.7802 |
| 23 | A | 37,959 | 3,163 | 1,459.95 | 19.2098 |
| | B | 39,857 | 3,321 | 1,532.94 | 20.1703 |
| | C | 41,849 | 3,487 | 1,609.59 | 21.1788 |
| | D | 43,942 | 3,662 | 1,690.07 | 22.2378 |
| | E | 46,139 | 3,845 | 1,774.57 | 23.3497 |
| 24 | A | 38,908 | 3,242 | 1,496.45 | 19.6901 |
| | B | 40,853 | 3,404 | 1,571.27 | 20.6746 |
| | C | 42,896 | 3,575 | 1,649.83 | 21.7083 |
| | D | 45,040 | 3,753 | 1,732.32 | 22.7937 |
| | E | 47,292 | 3,941 | 1,818.94 | 23.9334 |
| 25 | A | 39,880 | 3,323 | 1,533.86 | 20.1823 |
| | B | 41,874 | 3,490 | 1,610.55 | 21.1914 |
| | C | 43,968 | 3,664 | 1,691.08 | 22.2510 |
| | D | 46,166 | 3,847 | 1,775.63 | 23.3636 |
| | E | 48,475 | 4,040 | 1,864.41 | 24.5317 |
| 26 | A | 40,877 | 3,406 | 1,572.20 | 20.6869 |
| | B | 42,921 | 3,577 | 1,650.81 | 21.7212 |
| | C | 45,067 | 3,756 | 1,733.35 | 22.8073 |
| | D | 47,321 | 3,943 | 1,820.02 | 23.9476 |
| | E | 49,687 | 4,141 | 1,911.02 | 25.1450 |
| 27 | A | 41,899 | 3,492 | 1,611.51 | 21.2040 |
| | B | 43,994 | 3,666 | 1,692.08 | 22.2643 |
| | C | 46,194 | 3,849 | 1,776.69 | 23.3775 |
| | D | 48,504 | 4,042 | 1,865.52 | 24.5463 |
| | E | 50,929 | 4,244 | 1,958.80 | 25.7737 |

Salary Schedule Attachment A-1
Effective July 1, 2017

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 28 | A | 42,947 | 3,579 | 1,651.80 | 21.7341 |
| | B | 45,094 | 3,758 | 1,734.39 | 22.8209 |
| | C | 47,349 | 3,946 | 1,821.10 | 23.9619 |
| | D | 49,716 | 4,143 | 1,912.16 | 25.1600 |
| | E | 52,202 | 4,350 | 2,007.77 | 26.4180 |
| 29 | A | 44,020 | 3,668 | 1,693.09 | 22.2775 |
| | B | 46,221 | 3,852 | 1,777.74 | 23.3914 |
| | C | 48,532 | 4,044 | 1,866.63 | 24.5609 |
| | D | 50,959 | 4,247 | 1,959.96 | 25.7890 |
| | E | 53,507 | 4,459 | 2,057.96 | 27.0784 |
| 30 | A | 45,121 | 3,760 | 1,735.42 | 22.8344 |
| | B | 47,377 | 3,948 | 1,822.19 | 23.9762 |
| | C | 49,746 | 4,145 | 1,913.30 | 25.1750 |
| | D | 52,233 | 4,353 | 2,008.96 | 26.4337 |
| | E | 54,845 | 4,570 | 2,109.41 | 27.7554 |
| 31 | A | 46,249 | 3,854 | 1,778.80 | 23.4053 |
| | B | 48,561 | 4,047 | 1,867.74 | 24.5756 |
| | C | 50,989 | 4,249 | 1,961.13 | 25.8043 |
| | D | 53,539 | 4,462 | 2,059.19 | 27.0946 |
| | E | 56,216 | 4,685 | 2,162.15 | 28.4493 |
| 32 | A | 47,405 | 3,950 | 1,823.27 | 23.9904 |
| | B | 49,775 | 4,148 | 1,914.44 | 25.1900 |
| | C | 52,264 | 4,355 | 2,010.16 | 26.4495 |
| | D | 54,877 | 4,573 | 2,110.67 | 27.7719 |
| | E | 57,621 | 4,802 | 2,216.20 | 29.1605 |
| 33 | A | 48,590 | 4,049 | 1,868.85 | 24.5902 |
| | B | 51,020 | 4,252 | 1,962.30 | 25.8197 |
| | C | 53,571 | 4,464 | 2,060.41 | 27.1107 |
| | D | 56,249 | 4,687 | 2,163.43 | 28.4662 |
| | E | 59,062 | 4,922 | 2,271.60 | 29.8895 |
| 34 | A | 49,805 | 4,150 | 1,915.58 | 25.2049 |
| | B | 52,295 | 4,358 | 2,011.35 | 26.4652 |
| | C | 54,910 | 4,576 | 2,111.92 | 27.7885 |
| | D | 57,655 | 4,805 | 2,217.52 | 29.1779 |
| | E | 60,538 | 5,045 | 2,328.39 | 30.6368 |
| 35 | A | 51,050 | 4,254 | 1,963.47 | 25.8351 |
| | B | 53,603 | 4,467 | 2,061.64 | 27.1268 |
| | C | 56,283 | 4,690 | 2,164.72 | 28.4832 |
| | D | 59,097 | 4,925 | 2,272.96 | 29.9073 |
| | E | 62,052 | 5,171 | 2,386.60 | 31.4027 |
| 36 | A | 52,326 | 4,361 | 2,012.55 | 26.4810 |
| | B | 54,943 | 4,579 | 2,113.18 | 27.8050 |
| | C | 57,690 | 4,807 | 2,218.84 | 29.1952 |
| | D | 60,574 | 5,048 | 2,329.78 | 30.6550 |
| | E | 63,603 | 5,300 | 2,446.27 | 32.1878 |

**Salary Schedule Attachment A-1
Effective July 1, 2017**

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 37 | A | 53,635 | 4,470 | 2,062.87 | 27.1430 |
| | B | 56,316 | 4,693 | 2,166.01 | 28.5001 |
| | C | 59,132 | 4,928 | 2,274.31 | 29.9251 |
| | D | 62,089 | 5,174 | 2,388.03 | 31.4214 |
| | E | 65,193 | 5,433 | 2,507.43 | 32.9925 |
| 38 | A | 54,975 | 4,581 | 2,114.44 | 27.8215 |
| | B | 57,724 | 4,810 | 2,220.16 | 29.2126 |
| | C | 60,610 | 5,051 | 2,331.17 | 30.6733 |
| | D | 63,641 | 5,303 | 2,447.73 | 32.2069 |
| | E | 66,823 | 5,569 | 2,570.11 | 33.8173 |
| 39 | A | 56,350 | 4,696 | 2,167.30 | 28.5171 |
| | B | 59,167 | 4,931 | 2,275.66 | 29.9429 |
| | C | 62,126 | 5,177 | 2,389.45 | 31.4401 |
| | D | 65,232 | 5,436 | 2,508.92 | 33.0121 |
| | E | 68,493 | 5,708 | 2,634.37 | 34.6627 |
| 40 | A | 57,759 | 4,813 | 2,221.48 | 29.2300 |
| | B | 60,646 | 5,054 | 2,332.56 | 30.6915 |
| | C | 63,679 | 5,307 | 2,449.18 | 32.2261 |
| | D | 66,863 | 5,572 | 2,571.64 | 33.8374 |
| | E | 70,206 | 5,850 | 2,700.22 | 35.5293 |
| 41 | A | 59,202 | 4,934 | 2,277.02 | 29.9608 |
| | B | 62,163 | 5,180 | 2,390.87 | 31.4588 |
| | C | 65,271 | 5,439 | 2,510.41 | 33.0317 |
| | D | 68,534 | 5,711 | 2,635.93 | 34.6833 |
| | E | 71,961 | 5,997 | 2,767.73 | 36.4175 |
| 42 | A | 60,683 | 5,057 | 2,333.94 | 30.7098 |
| | B | 63,717 | 5,310 | 2,450.64 | 32.2453 |
| | C | 66,902 | 5,575 | 2,573.17 | 33.8575 |
| | D | 70,248 | 5,854 | 2,701.83 | 35.5504 |
| | E | 73,760 | 6,147 | 2,836.92 | 37.3279 |
| 43 | A | 62,200 | 5,183 | 2,392.29 | 31.4775 |
| | B | 65,310 | 5,442 | 2,511.91 | 33.0514 |
| | C | 68,575 | 5,715 | 2,637.50 | 34.7040 |
| | D | 72,004 | 6,000 | 2,769.38 | 36.4392 |
| | E | 75,604 | 6,300 | 2,907.85 | 38.2611 |
| 44 | A | 63,755 | 5,313 | 2,452.10 | 32.2645 |
| | B | 66,942 | 5,579 | 2,574.70 | 33.8777 |
| | C | 70,289 | 5,857 | 2,703.44 | 35.5716 |
| | D | 73,804 | 6,150 | 2,838.61 | 37.3502 |
| | E | 77,494 | 6,458 | 2,980.54 | 39.2177 |
| 45 | A | 65,348 | 5,446 | 2,513.40 | 33.0711 |
| | B | 68,616 | 5,718 | 2,639.07 | 34.7246 |
| | C | 72,047 | 6,004 | 2,771.03 | 36.4609 |
| | D | 75,649 | 6,304 | 2,909.58 | 38.2839 |
| | E | 79,431 | 6,619 | 3,055.06 | 40.1981 |

**Salary Schedule Attachment A-2
Effective July 1, 2018**

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 10 | A | 28,087 | 2,341 | 1,080.27 | 14.2141 |
| | B | 29,491 | 2,458 | 1,134.27 | 14.9246 |
| | C | 30,966 | 2,581 | 1,191.00 | 15.6711 |
| | D | 32,514 | 2,710 | 1,250.54 | 16.4545 |
| | E | 34,140 | 2,845 | 1,313.08 | 17.2773 |
| 11 | A | 28,789 | 2,399 | 1,107.27 | 14.5693 |
| | B | 30,228 | 2,519 | 1,162.62 | 15.2976 |
| | C | 31,740 | 2,645 | 1,220.77 | 16.0628 |
| | D | 33,327 | 2,777 | 1,281.81 | 16.8659 |
| | E | 34,993 | 2,916 | 1,345.88 | 17.7090 |
| 12 | A | 29,509 | 2,459 | 1,134.96 | 14.9337 |
| | B | 30,984 | 2,582 | 1,191.69 | 15.6802 |
| | C | 32,533 | 2,711 | 1,251.27 | 16.4641 |
| | D | 34,160 | 2,847 | 1,313.85 | 17.2874 |
| | E | 35,868 | 2,989 | 1,379.54 | 18.1518 |
| 13 | A | 30,246 | 2,521 | 1,163.31 | 15.3067 |
| | B | 31,759 | 2,647 | 1,221.50 | 16.0724 |
| | C | 33,347 | 2,779 | 1,282.58 | 16.8760 |
| | D | 35,014 | 2,918 | 1,346.69 | 17.7196 |
| | E | 36,765 | 3,064 | 1,414.04 | 18.6058 |
| 14 | A | 31,002 | 2,584 | 1,192.38 | 15.6893 |
| | B | 32,553 | 2,713 | 1,252.04 | 16.4742 |
| | C | 34,180 | 2,848 | 1,314.62 | 17.2976 |
| | D | 35,889 | 2,991 | 1,380.35 | 18.1624 |
| | E | 37,684 | 3,140 | 1,449.38 | 19.0709 |
| 15 | A | 31,777 | 2,648 | 1,222.19 | 16.0815 |
| | B | 33,366 | 2,781 | 1,283.31 | 16.8856 |
| | C | 35,035 | 2,920 | 1,347.50 | 17.7303 |
| | D | 36,786 | 3,066 | 1,414.85 | 18.6164 |
| | E | 38,626 | 3,219 | 1,485.62 | 19.5476 |
| 16 | A | 32,572 | 2,714 | 1,252.77 | 16.4838 |
| | B | 34,201 | 2,850 | 1,315.42 | 17.3082 |
| | C | 35,911 | 2,993 | 1,381.19 | 18.1736 |
| | D | 37,706 | 3,142 | 1,450.23 | 19.0820 |
| | E | 39,591 | 3,299 | 1,522.73 | 20.0359 |
| 17 | A | 33,386 | 2,782 | 1,284.08 | 16.8957 |
| | B | 35,056 | 2,921 | 1,348.31 | 17.7409 |
| | C | 36,808 | 3,067 | 1,415.69 | 18.6275 |
| | D | 38,649 | 3,221 | 1,486.50 | 19.5592 |
| | E | 40,581 | 3,382 | 1,560.81 | 20.5369 |
| 18 | A | 34,221 | 2,852 | 1,316.19 | 17.3183 |
| | B | 35,932 | 2,994 | 1,382.00 | 18.1842 |
| | C | 37,729 | 3,144 | 1,451.12 | 19.0936 |
| | D | 39,615 | 3,301 | 1,523.65 | 20.0481 |
| | E | 41,596 | 3,466 | 1,599.85 | 21.0506 |

**Salary Schedule Attachment A-2
Effective July 1, 2018**

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 19 | A | 35,076 | 2,923 | 1,349.08 | 17.7510 |
| | B | 36,830 | 3,069 | 1,416.54 | 18.6387 |
| | C | 38,672 | 3,223 | 1,487.38 | 19.5709 |
| | D | 40,605 | 3,384 | 1,561.73 | 20.5491 |
| | E | 42,636 | 3,553 | 1,639.85 | 21.5769 |
| 20 | A | 35,953 | 2,996 | 1,382.81 | 18.1948 |
| | B | 37,751 | 3,146 | 1,451.96 | 19.1048 |
| | C | 39,639 | 3,303 | 1,524.58 | 20.0602 |
| | D | 41,620 | 3,468 | 1,600.77 | 21.0628 |
| | E | 43,701 | 3,642 | 1,680.81 | 22.1159 |
| 21 | A | 36,852 | 3,071 | 1,417.38 | 18.6498 |
| | B | 38,695 | 3,225 | 1,488.27 | 19.5825 |
| | C | 40,629 | 3,386 | 1,562.65 | 20.5612 |
| | D | 42,661 | 3,555 | 1,640.81 | 21.5896 |
| | E | 44,794 | 3,733 | 1,722.85 | 22.6690 |
| 22 | A | 37,773 | 3,148 | 1,452.81 | 19.1159 |
| | B | 39,662 | 3,305 | 1,525.46 | 20.0719 |
| | C | 41,645 | 3,470 | 1,601.73 | 21.0754 |
| | D | 43,727 | 3,644 | 1,681.81 | 22.1290 |
| | E | 45,914 | 3,826 | 1,765.92 | 23.2358 |
| 23 | A | 38,718 | 3,227 | 1,489.15 | 19.5941 |
| | B | 40,654 | 3,388 | 1,563.62 | 20.5739 |
| | C | 42,686 | 3,557 | 1,641.77 | 21.6022 |
| | D | 44,821 | 3,735 | 1,723.88 | 22.6827 |
| | E | 47,062 | 3,922 | 1,810.08 | 23.8168 |
| 24 | A | 39,686 | 3,307 | 1,526.38 | 20.0840 |
| | B | 41,670 | 3,473 | 1,602.69 | 21.0881 |
| | C | 43,754 | 3,646 | 1,682.85 | 22.1427 |
| | D | 45,941 | 3,828 | 1,766.96 | 23.2495 |
| | E | 48,238 | 4,020 | 1,855.31 | 24.4119 |
| 25 | A | 40,678 | 3,390 | 1,564.54 | 20.5860 |
| | B | 42,712 | 3,559 | 1,642.77 | 21.6154 |
| | C | 44,847 | 3,737 | 1,724.88 | 22.6959 |
| | D | 47,090 | 3,924 | 1,811.15 | 23.8310 |
| | E | 49,444 | 4,120 | 1,901.69 | 25.0223 |
| 26 | A | 41,695 | 3,475 | 1,603.65 | 21.1007 |
| | B | 43,780 | 3,648 | 1,683.85 | 22.1559 |
| | C | 45,969 | 3,831 | 1,768.04 | 23.2637 |
| | D | 48,267 | 4,022 | 1,856.42 | 24.4266 |
| | E | 50,680 | 4,223 | 1,949.23 | 25.6478 |
| 27 | A | 42,737 | 3,561 | 1,643.73 | 21.6280 |
| | B | 44,874 | 3,740 | 1,725.92 | 22.7095 |
| | C | 47,118 | 3,927 | 1,812.23 | 23.8451 |
| | D | 49,474 | 4,123 | 1,902.85 | 25.0374 |
| | E | 51,947 | 4,329 | 1,997.96 | 26.2890 |

**Salary Schedule Attachment A-2
Effective July 1, 2018**

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 28 | A | 43,806 | 3,651 | 1,684.85 | 22.1690 |
| | B | 45,996 | 3,833 | 1,769.08 | 23.2773 |
| | C | 48,296 | 4,025 | 1,857.54 | 24.4413 |
| | D | 50,710 | 4,226 | 1,950.38 | 25.6630 |
| | E | 53,246 | 4,437 | 2,047.92 | 26.9464 |
| 29 | A | 44,901 | 3,742 | 1,726.96 | 22.7232 |
| | B | 47,146 | 3,929 | 1,813.31 | 23.8593 |
| | C | 49,503 | 4,125 | 1,903.96 | 25.0521 |
| | D | 51,978 | 4,332 | 1,999.15 | 26.3047 |
| | E | 54,577 | 4,548 | 2,099.12 | 27.6199 |
| 30 | A | 46,023 | 3,835 | 1,770.12 | 23.2910 |
| | B | 48,324 | 4,027 | 1,858.62 | 24.4555 |
| | C | 50,741 | 4,228 | 1,951.58 | 25.6786 |
| | D | 53,278 | 4,440 | 2,049.15 | 26.9626 |
| | E | 55,942 | 4,662 | 2,151.62 | 28.3107 |
| 31 | A | 47,174 | 3,931 | 1,814.38 | 23.8735 |
| | B | 49,533 | 4,128 | 1,905.12 | 25.0673 |
| | C | 52,009 | 4,334 | 2,000.35 | 26.3203 |
| | D | 54,610 | 4,551 | 2,100.38 | 27.6366 |
| | E | 57,340 | 4,778 | 2,205.38 | 29.0182 |
| 32 | A | 48,353 | 4,029 | 1,859.73 | 24.4701 |
| | B | 50,771 | 4,231 | 1,952.73 | 25.6938 |
| | C | 53,309 | 4,442 | 2,050.35 | 26.9782 |
| | D | 55,975 | 4,665 | 2,152.88 | 28.3274 |
| | E | 58,774 | 4,898 | 2,260.54 | 29.7439 |
| 33 | A | 49,562 | 4,130 | 1,906.23 | 25.0820 |
| | B | 52,040 | 4,337 | 2,001.54 | 26.3360 |
| | C | 54,642 | 4,554 | 2,101.62 | 27.6528 |
| | D | 57,374 | 4,781 | 2,206.69 | 29.0354 |
| | E | 60,243 | 5,020 | 2,317.04 | 30.4873 |
| 34 | A | 50,801 | 4,233 | 1,953.88 | 25.7090 |
| | B | 53,341 | 4,445 | 2,051.58 | 26.9944 |
| | C | 56,008 | 4,667 | 2,154.15 | 28.3441 |
| | D | 58,809 | 4,901 | 2,261.88 | 29.7616 |
| | E | 61,749 | 5,146 | 2,374.96 | 31.2495 |
| 35 | A | 52,071 | 4,339 | 2,002.73 | 26.3517 |
| | B | 54,675 | 4,556 | 2,102.88 | 27.6695 |
| | C | 57,408 | 4,784 | 2,208.00 | 29.0526 |
| | D | 60,279 | 5,023 | 2,318.42 | 30.5056 |
| | E | 63,293 | 5,274 | 2,434.35 | 32.0309 |
| 36 | A | 53,373 | 4,448 | 2,052.81 | 27.0106 |
| | B | 56,042 | 4,670 | 2,155.46 | 28.3613 |
| | C | 58,844 | 4,904 | 2,263.23 | 29.7794 |
| | D | 61,786 | 5,149 | 2,376.38 | 31.2682 |
| | E | 64,875 | 5,406 | 2,495.19 | 32.8315 |

**Salary Schedule Attachment A-2
Effective July 1, 2018**

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 37 | A | 54,707 | 4,559 | 2,104.12 | 27.6857 |
| | B | 57,443 | 4,787 | 2,209.35 | 29.0703 |
| | C | 60,315 | 5,026 | 2,319.81 | 30.5238 |
| | D | 63,330 | 5,278 | 2,435.77 | 32.0496 |
| | E | 66,497 | 5,541 | 2,557.58 | 33.6523 |
| 38 | A | 56,075 | 4,673 | 2,156.73 | 28.3780 |
| | B | 58,879 | 4,907 | 2,264.58 | 29.7971 |
| | C | 61,823 | 5,152 | 2,377.81 | 31.2869 |
| | D | 64,914 | 5,410 | 2,496.69 | 32.8512 |
| | E | 68,159 | 5,680 | 2,621.50 | 34.4934 |
| 39 | A | 57,477 | 4,790 | 2,210.65 | 29.0876 |
| | B | 60,351 | 5,029 | 2,321.19 | 30.5420 |
| | C | 63,368 | 5,281 | 2,437.23 | 32.0688 |
| | D | 66,537 | 5,545 | 2,559.12 | 33.6726 |
| | E | 69,863 | 5,822 | 2,687.04 | 35.3558 |
| 40 | A | 58,914 | 4,910 | 2,265.92 | 29.8148 |
| | B | 61,859 | 5,155 | 2,379.19 | 31.3052 |
| | C | 64,952 | 5,413 | 2,498.15 | 32.8704 |
| | D | 68,200 | 5,683 | 2,623.08 | 34.5142 |
| | E | 71,610 | 5,968 | 2,754.23 | 36.2399 |
| 41 | A | 60,387 | 5,032 | 2,322.58 | 30.5602 |
| | B | 63,406 | 5,284 | 2,438.69 | 32.0881 |
| | C | 66,576 | 5,548 | 2,560.62 | 33.6923 |
| | D | 69,905 | 5,825 | 2,688.65 | 35.3770 |
| | E | 73,400 | 6,117 | 2,823.08 | 37.1457 |
| 42 | A | 61,896 | 5,158 | 2,380.62 | 31.3239 |
| | B | 64,991 | 5,416 | 2,499.65 | 32.8902 |
| | C | 68,241 | 5,687 | 2,624.65 | 34.5349 |
| | D | 71,653 | 5,971 | 2,755.88 | 36.2616 |
| | E | 75,235 | 6,270 | 2,893.65 | 38.0744 |
| 43 | A | 63,444 | 5,287 | 2,440.15 | 32.1073 |
| | B | 66,616 | 5,551 | 2,562.15 | 33.7126 |
| | C | 69,947 | 5,829 | 2,690.27 | 35.3983 |
| | D | 73,444 | 6,120 | 2,824.77 | 37.1680 |
| | E | 77,116 | 6,426 | 2,966.00 | 39.0263 |
| 44 | A | 65,030 | 5,419 | 2,501.15 | 32.9099 |
| | B | 68,281 | 5,690 | 2,626.19 | 34.5552 |
| | C | 71,695 | 5,975 | 2,757.50 | 36.2829 |
| | D | 75,280 | 6,273 | 2,895.38 | 38.0972 |
| | E | 79,044 | 6,587 | 3,040.15 | 40.0020 |
| 45 | A | 66,655 | 5,555 | 2,563.65 | 33.7323 |
| | B | 69,988 | 5,832 | 2,691.85 | 35.4190 |
| | C | 73,488 | 6,124 | 2,826.46 | 37.1903 |
| | D | 77,162 | 6,430 | 2,967.77 | 39.0496 |
| | E | 81,020 | 6,752 | 3,116.15 | 41.0020 |

**Salary Schedule Attachment A-3
Effective July 1, 2019**

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 10 | A | 28,648 | 2,387 | 1,101.85 | 14.4980 |
| | B | 30,081 | 2,507 | 1,156.96 | 15.2232 |
| | C | 31,585 | 2,632 | 1,214.81 | 15.9843 |
| | D | 33,164 | 2,764 | 1,275.54 | 16.7834 |
| | E | 34,822 | 2,902 | 1,339.31 | 17.6225 |
| 11 | A | 29,365 | 2,447 | 1,129.42 | 14.8608 |
| | B | 30,833 | 2,569 | 1,185.88 | 15.6037 |
| | C | 32,374 | 2,698 | 1,245.15 | 16.3836 |
| | D | 33,993 | 2,833 | 1,307.42 | 17.2029 |
| | E | 35,693 | 2,974 | 1,372.81 | 18.0633 |
| 12 | A | 30,099 | 2,508 | 1,157.65 | 15.2323 |
| | B | 31,604 | 2,634 | 1,215.54 | 15.9939 |
| | C | 33,184 | 2,765 | 1,276.31 | 16.7935 |
| | D | 34,843 | 2,904 | 1,340.12 | 17.6331 |
| | E | 36,585 | 3,049 | 1,407.12 | 18.5147 |
| 13 | A | 30,851 | 2,571 | 1,186.58 | 15.6129 |
| | B | 32,394 | 2,700 | 1,245.92 | 16.3937 |
| | C | 34,013 | 2,834 | 1,308.19 | 17.2131 |
| | D | 35,714 | 2,976 | 1,373.62 | 18.0739 |
| | E | 37,500 | 3,125 | 1,442.31 | 18.9777 |
| 14 | A | 31,622 | 2,635 | 1,216.23 | 16.0030 |
| | B | 33,204 | 2,767 | 1,277.08 | 16.8036 |
| | C | 34,864 | 2,905 | 1,340.92 | 17.6437 |
| | D | 36,607 | 3,051 | 1,407.96 | 18.5258 |
| | E | 38,437 | 3,203 | 1,478.35 | 19.4519 |
| 15 | A | 32,413 | 2,701 | 1,246.65 | 16.4033 |
| | B | 34,034 | 2,836 | 1,309.00 | 17.2237 |
| | C | 35,735 | 2,978 | 1,374.42 | 18.0845 |
| | D | 37,522 | 3,127 | 1,443.15 | 18.9889 |
| | E | 39,398 | 3,283 | 1,515.31 | 19.9383 |
| 16 | A | 33,223 | 2,769 | 1,277.81 | 16.8133 |
| | B | 34,885 | 2,907 | 1,341.73 | 17.6544 |
| | C | 36,629 | 3,052 | 1,408.81 | 18.5369 |
| | D | 38,460 | 3,205 | 1,479.23 | 19.4636 |
| | E | 40,383 | 3,365 | 1,553.19 | 20.4367 |
| 17 | A | 34,054 | 2,838 | 1,309.77 | 17.2338 |
| | B | 35,757 | 2,980 | 1,375.27 | 18.0956 |
| | C | 37,544 | 3,129 | 1,444.00 | 19.0000 |
| | D | 39,422 | 3,285 | 1,516.23 | 19.9504 |
| | E | 41,393 | 3,449 | 1,592.04 | 20.9479 |
| 18 | A | 34,905 | 2,909 | 1,342.50 | 17.6645 |
| | B | 36,651 | 3,054 | 1,409.65 | 18.5481 |
| | C | 38,483 | 3,207 | 1,480.12 | 19.4752 |
| | D | 40,407 | 3,367 | 1,554.12 | 20.4489 |
| | E | 42,428 | 3,536 | 1,631.85 | 21.4717 |

Salary Schedule Attachment A-3
Effective July 1, 2019

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 19 | A | 35,778 | 2,982 | 1,376.08 | 18.1063 |
| | B | 37,567 | 3,131 | 1,444.88 | 19.0116 |
| | C | 39,445 | 3,287 | 1,517.12 | 19.9620 |
| | D | 41,417 | 3,451 | 1,592.96 | 20.9600 |
| | E | 43,488 | 3,624 | 1,672.62 | 22.0081 |
| 20 | A | 36,672 | 3,056 | 1,410.46 | 18.5587 |
| | B | 38,506 | 3,209 | 1,481.00 | 19.4868 |
| | C | 40,431 | 3,369 | 1,555.04 | 20.4610 |
| | D | 42,453 | 3,538 | 1,632.81 | 21.4843 |
| | E | 44,575 | 3,715 | 1,714.42 | 22.5582 |
| 21 | A | 37,589 | 3,132 | 1,445.73 | 19.0228 |
| | B | 39,469 | 3,289 | 1,518.04 | 19.9742 |
| | C | 41,442 | 3,454 | 1,593.92 | 20.9727 |
| | D | 43,514 | 3,626 | 1,673.62 | 22.0213 |
| | E | 45,690 | 3,808 | 1,757.31 | 23.1225 |
| 22 | A | 38,529 | 3,211 | 1,481.88 | 19.4985 |
| | B | 40,455 | 3,371 | 1,555.96 | 20.4732 |
| | C | 42,478 | 3,540 | 1,633.77 | 21.4970 |
| | D | 44,602 | 3,717 | 1,715.46 | 22.5719 |
| | E | 46,832 | 3,903 | 1,801.23 | 23.7004 |
| 23 | A | 39,492 | 3,291 | 1,518.92 | 19.9858 |
| | B | 41,467 | 3,456 | 1,594.88 | 20.9853 |
| | C | 43,540 | 3,628 | 1,674.62 | 22.0344 |
| | D | 45,717 | 3,810 | 1,758.35 | 23.1361 |
| | E | 48,003 | 4,000 | 1,846.27 | 24.2930 |
| 24 | A | 40,479 | 3,373 | 1,556.88 | 20.4853 |
| | B | 42,503 | 3,542 | 1,634.73 | 21.5096 |
| | C | 44,629 | 3,719 | 1,716.50 | 22.5855 |
| | D | 46,860 | 3,905 | 1,802.31 | 23.7146 |
| | E | 49,203 | 4,100 | 1,892.42 | 24.9003 |
| 25 | A | 41,491 | 3,458 | 1,595.81 | 20.9975 |
| | B | 43,566 | 3,631 | 1,675.62 | 22.0476 |
| | C | 45,744 | 3,812 | 1,759.38 | 23.1498 |
| | D | 48,032 | 4,003 | 1,847.38 | 24.3077 |
| | E | 50,433 | 4,203 | 1,939.73 | 25.5228 |
| 26 | A | 42,529 | 3,544 | 1,635.73 | 21.5228 |
| | B | 44,655 | 3,721 | 1,717.50 | 22.5987 |
| | C | 46,888 | 3,907 | 1,803.38 | 23.7287 |
| | D | 49,232 | 4,103 | 1,893.54 | 24.9150 |
| | E | 51,694 | 4,308 | 1,988.23 | 26.1609 |
| 27 | A | 43,592 | 3,633 | 1,676.62 | 22.0607 |
| | B | 45,772 | 3,814 | 1,760.46 | 23.1640 |
| | C | 48,060 | 4,005 | 1,848.46 | 24.3219 |
| | D | 50,463 | 4,205 | 1,940.88 | 25.5380 |
| | E | 52,986 | 4,416 | 2,037.92 | 26.8148 |

Salary Schedule Attachment A-3
Effective July 1, 2019

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 28 | A | 44,682 | 3,724 | 1,718.54 | 22.6123 |
| | B | 46,916 | 3,910 | 1,804.46 | 23.7429 |
| | C | 49,262 | 4,105 | 1,894.69 | 24.9302 |
| | D | 51,725 | 4,310 | 1,989.42 | 26.1766 |
| | E | 54,311 | 4,526 | 2,088.88 | 27.4853 |
| 29 | A | 45,799 | 3,817 | 1,761.50 | 23.1776 |
| | B | 48,089 | 4,007 | 1,849.58 | 24.3365 |
| | C | 50,493 | 4,208 | 1,942.04 | 25.5531 |
| | D | 53,018 | 4,418 | 2,039.15 | 26.8310 |
| | E | 55,669 | 4,639 | 2,141.12 | 28.1726 |
| 30 | A | 46,944 | 3,912 | 1,805.54 | 23.7571 |
| | B | 49,291 | 4,108 | 1,895.81 | 24.9448 |
| | C | 51,755 | 4,313 | 1,990.58 | 26.1918 |
| | D | 54,343 | 4,529 | 2,090.12 | 27.5015 |
| | E | 57,060 | 4,755 | 2,194.62 | 28.8765 |
| 31 | A | 48,117 | 4,010 | 1,850.65 | 24.3507 |
| | B | 50,523 | 4,210 | 1,943.19 | 25.5683 |
| | C | 53,049 | 4,421 | 2,040.35 | 26.8467 |
| | D | 55,702 | 4,642 | 2,142.38 | 28.1893 |
| | E | 58,487 | 4,874 | 2,249.50 | 29.5987 |
| 32 | A | 49,320 | 4,110 | 1,896.92 | 24.9595 |
| | B | 51,786 | 4,316 | 1,991.77 | 26.2075 |
| | C | 54,376 | 4,531 | 2,091.38 | 27.5182 |
| | D | 57,094 | 4,758 | 2,195.92 | 28.8937 |
| | E | 59,949 | 4,996 | 2,305.73 | 30.3386 |
| 33 | A | 50,553 | 4,213 | 1,944.35 | 25.5835 |
| | B | 53,081 | 4,423 | 2,041.58 | 26.8629 |
| | C | 55,735 | 4,645 | 2,143.65 | 28.2060 |
| | D | 58,522 | 4,877 | 2,250.85 | 29.6164 |
| | E | 61,448 | 5,121 | 2,363.38 | 31.0972 |
| 34 | A | 51,817 | 4,318 | 1,992.96 | 26.2232 |
| | B | 54,408 | 4,534 | 2,092.62 | 27.5344 |
| | C | 57,128 | 4,761 | 2,197.23 | 28.9109 |
| | D | 59,985 | 4,999 | 2,307.12 | 30.3568 |
| | E | 62,984 | 5,249 | 2,422.46 | 31.8745 |
| 35 | A | 53,113 | 4,426 | 2,042.81 | 26.8790 |
| | B | 55,768 | 4,647 | 2,144.92 | 28.2227 |
| | C | 58,557 | 4,880 | 2,252.19 | 29.6341 |
| | D | 61,484 | 5,124 | 2,364.77 | 31.1154 |
| | E | 64,559 | 5,380 | 2,483.04 | 32.6716 |
| 36 | A | 54,440 | 4,537 | 2,093.85 | 27.5506 |
| | B | 57,162 | 4,764 | 2,198.54 | 28.9281 |
| | C | 60,020 | 5,002 | 2,308.46 | 30.3745 |
| | D | 63,022 | 5,252 | 2,423.92 | 31.8937 |
| | E | 66,173 | 5,514 | 2,545.12 | 33.4884 |

**Salary Schedule Attachment A-3
Effective July 1, 2019**

| Range | Step | Yearly Salary | Monthly Salary | Bi-weekly Salary | Hourly Salary |
|-------|------|---------------|----------------|------------------|---------------|
| 37 | A | 55,801 | 4,650 | 2,146.19 | 28.2394 |
| | B | 58,591 | 4,883 | 2,253.50 | 29.6513 |
| | C | 61,521 | 5,127 | 2,366.19 | 31.1341 |
| | D | 64,597 | 5,383 | 2,484.50 | 32.6908 |
| | E | 67,827 | 5,652 | 2,608.73 | 34.3254 |
| 38 | A | 57,196 | 4,766 | 2,199.85 | 28.9453 |
| | B | 60,056 | 5,005 | 2,309.85 | 30.3927 |
| | C | 63,059 | 5,255 | 2,425.35 | 31.9124 |
| | D | 66,212 | 5,518 | 2,546.62 | 33.5081 |
| | E | 69,523 | 5,794 | 2,673.96 | 35.1837 |
| 39 | A | 58,626 | 4,886 | 2,254.85 | 29.6690 |
| | B | 61,558 | 5,130 | 2,367.62 | 31.1528 |
| | C | 64,635 | 5,386 | 2,485.96 | 32.7100 |
| | D | 67,867 | 5,656 | 2,610.27 | 34.3456 |
| | E | 71,261 | 5,938 | 2,740.81 | 36.0633 |
| 40 | A | 60,092 | 5,008 | 2,311.23 | 30.4109 |
| | B | 63,097 | 5,258 | 2,426.81 | 31.9317 |
| | C | 66,251 | 5,521 | 2,548.12 | 33.5278 |
| | D | 69,564 | 5,797 | 2,675.54 | 35.2045 |
| | E | 73,042 | 6,087 | 2,809.31 | 36.9646 |
| 41 | A | 61,594 | 5,133 | 2,369.00 | 31.1711 |
| | B | 64,674 | 5,390 | 2,487.46 | 32.7298 |
| | C | 67,908 | 5,659 | 2,611.85 | 34.3664 |
| | D | 71,303 | 5,942 | 2,742.42 | 36.0845 |
| | E | 74,868 | 6,239 | 2,879.54 | 37.8887 |
| 42 | A | 63,134 | 5,261 | 2,428.23 | 31.9504 |
| | B | 66,291 | 5,524 | 2,549.65 | 33.5481 |
| | C | 69,605 | 5,800 | 2,677.12 | 35.2252 |
| | D | 73,086 | 6,091 | 2,811.00 | 36.9868 |
| | E | 76,740 | 6,395 | 2,951.54 | 38.8360 |
| 43 | A | 64,712 | 5,393 | 2,488.92 | 32.7490 |
| | B | 67,948 | 5,662 | 2,613.38 | 34.3866 |
| | C | 71,345 | 5,945 | 2,744.04 | 36.1058 |
| | D | 74,913 | 6,243 | 2,881.27 | 37.9114 |
| | E | 78,658 | 6,555 | 3,025.31 | 39.8067 |
| 44 | A | 66,330 | 5,528 | 2,551.15 | 33.5678 |
| | B | 69,647 | 5,804 | 2,678.73 | 35.2465 |
| | C | 73,129 | 6,094 | 2,812.65 | 37.0086 |
| | D | 76,786 | 6,399 | 2,953.31 | 38.8593 |
| | E | 80,625 | 6,719 | 3,100.96 | 40.8021 |
| 45 | A | 67,989 | 5,666 | 2,614.96 | 34.4074 |
| | B | 71,388 | 5,949 | 2,745.69 | 36.1275 |
| | C | 74,957 | 6,246 | 2,882.96 | 37.9337 |
| | D | 78,705 | 6,559 | 3,027.12 | 39.8305 |
| | E | 82,640 | 6,887 | 3,178.46 | 41.8219 |