

Attachment 12

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF BEVERLY HILLS

AND

**THE BEVERLY HILLS
MANAGEMENT AND PROFESSIONAL EMPLOYEES
ASSOCIATION**

October 1, 2015 - September 30, 2019

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**MANAGEMENT AND PROFESSIONAL EMPLOYEES ASSOCIATION
MEMORANDUM OF UNDERSTANDING**

The Management and Professional Employees Association of Beverly Hills, (herein after referred to as "M & P Association") a formally recognized employee organization, representing all of its members within the Management and Professional Unit (herein after referred to as "Employees"), and duly authorized representatives of the Management of the City of Beverly Hills (herein after referred to as "the City") have met and conferred in good faith, fully exchanging information, opinions and proposals, and have reached the following agreement (hereinafter referred to as "MOU" or "agreement") within the scope of representation. A list of all of the classifications represented by the Association is attached to this MOU as Exhibit "A".

Now, therefore, the parties agree and mutually recommend to the City Council the following for its determination:

1. Integration. This document embodies a written memorandum of the entire understanding and mutual agreement of the parties as required by Government Code Section 3505, et seq. and supersedes all prior Memoranda of Understanding and verbal agreements between the parties hereto. It is recognized that there exists now certain past practices, policies or procedures that are in force and effect which affect wages, hours and working conditions. To that extent, it is agreed that such practices, policies and procedures shall remain in full force and effect during the entire term of this agreement, unless they are inconsistent with the provisions of this MOU, or unless they are changed by agreement of the parties.
2. Term: Unless otherwise specified herein, this MOU shall be effective October 1, 2015 and shall expire on September 30, 2019.
3. The following definitions apply to this MOU:

"Day": The word "day" in this agreement refers to calendar days unless specifically designated as working days.

"Appointing Authority": refers to each employee's department head.

"Payroll Year": refers to the year ending with the last full pay period in December that also has a pay day in December.

1. SALARIES AND BONUS PROGRAMS

A. Salary Increases:

Effective in the pay period that includes October 1, 2015, employees will receive a base salary increase of two percent (2.0%).

Effective in the pay period that includes October 1, 2016, employees will receive a base salary increase of two and one quarter percent (2.25%).

Effective in the pay period that includes October 1, 2017, employees will receive a base salary increase of two and one-half percent (2.5%).

Effective in the pay period that includes October 1, 2018, employees will receive a base salary increase of three percent (3%).

The salary schedules for the duration of the MOU are attached hereto as Exhibit "B".

B. Pay for Performance Program

The City of Beverly Hills strives to be a high performance organization, to recognize employees as our most important resource, and to value them for their adaptability, dedication, initiative and contributions to meaningful results. The Management and Professional employees are expected to be among the top performing employees in the City. It is through their leadership and performance that the City can achieve its goal of being a high performance organization.

To achieve the goal of high performance, the parties have established this pay for performance plan. Under the plan any member of the unit shall be eligible to receive an annual lump sum payment effective at the beginning of the payroll period following which the employee's eligibility is established.

For the purposes of the Pay for Performance (PFP) program, the City agrees that members of the unit shall be evaluated annually upon his/her annual evaluation date (usually the anniversary of the date the employee was hired or promoted into his/her position). Employees who do not receive their annual performance evaluation within 45 days of its due date, may file a request with the Human Resources Department for issuance of the evaluation, including an assessment of their pay for performance pay. The Human Resources Department will contact the City Manager's office to help ensure the evaluation is issued within 30 days.

The determination as to whether an employee is eligible for pay for performance is based on whether he/she receives a performance evaluation which satisfies the following criteria: 1) the employee receives a total of at least eight points for the ratings of performance categories, valued as follows: two points for each rating of "Exceeds

Often” (EP) and one point for each rating of “exceeds sometimes” (ES); and 2) the employee does not receive any performance rating of “Unsatisfactory.”

Employees are eligible to receive up to five percent (5%) of their base salary for pay for performance in a lump sum payment. If the employee is eligible for pay for performance, the department head of the employee will determine the pay for performance award.

During the 2015/16 Fiscal Year (for evaluation periods with end dates of July 1, 2015 through June 30, 2016), employees will be eligible to receive a PFP award based upon the employee’s evaluation for that fiscal year.

For Fiscal Year 2016/17 (for evaluation periods with end dates of July 1, 2016 through June 30, 2017) and thereafter, evaluations will be issued in accordance with the employee’s normal evaluation period. However, the determination of PFP awards for all employees who meet the established eligibility criteria will be made following the end of each fiscal year (no later than 60 days following the end of the fiscal year).

As an example: An employee whose evaluation period is January 15th – January 14th each year will be eligible for PFP awards as follows:

- For the evaluation ending January 14th, 2016, the employee will be eligible for a PFP award at the time the evaluation is issued (on or near January 14th, 2016).
- For the evaluation period ending January 14th, 2017, the employee will be eligible for a PFP award after the end of the Fiscal Year (no later than September 1, 2017).

The parties agree that to the extent permitted by law, pay for performance pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(1) Incentive Pay.

C. Merit Bonus Program

The Merit Bonus Program is designed to recognize exceptional performance within an employee’s own classification, the performance of work associated with a higher-level classification for an extended period of time, or for the execution of special projects in which an employee participates. An Appointing Authority may make a recommendation to the City Manager, as submitted through the Human Resources Office, that an employee receive a lump sum bonus of 1-10% of his/her base salary.

The bonus shall not be treated as base salary and shall be in addition to any other compensation or bonuses provided by this MOU.

2. APPOINTMENT AND ADVANCEMENT

A. Appointments

The Appointing Authority, with the approval of the Assistant Director of Administrative Services/Human Resources or the City Manager, as required, may make appointments within the prescribed salary range for any management or professional position.

Normally, every appointment will be made at the first step of the prescribed range. However, in the event an appointment is made at other than Step 1, the Appointing Authority shall submit, in writing, to the Assistant Director of Administrative Services/Human Resources, recommendations and justification for appointment at other than Step 1.

Appointments to Step 2 or Step 3 require the approval of the Assistant Director of Administrative Services/Human Resources. Appointments to Step 4 or Step 5 shall require the additional approval of the City Manager.

B. Merit Step Advancement

Unless otherwise provided by this MOU, every employee shall receive step advancements within the 5-step range in the following manner:

1. For employees starting at Step 1 of the salary range: Upon successful completion of the six months of service in his/her assignment in a classification in this unit, an employee shall receive (effective on the first day of the pay period following the completion of six months) a salary step increase to Step 2 of the prescribed schedule. Annually thereafter, the employee shall be eligible for salary step increases to Steps 3 through 5 (effective on the first day of the pay period that begins after completion of each additional year), provided that he/she has received an evaluation with an overall rating of at least satisfactory;.
2. For employees appointed to Step 2, 3, or 4: Upon successful completion of one year of service in a classification, an employee shall be eligible for a salary step increase to the next step (on the first day of the pay period that begins after one year of service has been completed) and each year annually thereafter, provided he/she has received an evaluation with an overall rating of at least satisfactory.
3. All merit increases are recommended by the employee's supervisor and the Appointing Authority and approved by the Assistant Director of Administrative Services/Human Resources. Movement between Step 2

and 3, Step 3 and 4, and Step 4 and 5 are in one year increments unless otherwise approved by the Appointing Authority who may recommend movement of more than one step.

C. Special Merit Advancement

The City Manager may authorize the advancement of an employee to any step within the prescribed range for that employee's current position, upon written recommendation of the Appointing Authority, as submitted to the Assistant Director of Administrative Services/Human Resources. Such salary increases shall be effective on the first day of the pay period following the approval by the City Manager if not otherwise specified by the City Manager. A special merit advancement shall affect the anniversary of an employee, causing it to change to the effective date of the special merit advancement.

D. Salary Review

A member of the Association is permitted to make a request by December 15 of any year to have his/her salary reviewed by the City Manager or designee who will consider the request and respond prior to the City Council budget presentation as to whether an increase is warranted. The City Manager's decision is totally within his/her discretion and not subject to challenge or appeal per the dispute resolution process of the parties.

E. Superior - Subordinate Relationships

For the purpose of this section, a superior-subordinate relationship is defined as a relationship in which a classification has the responsibility for the direct supervision of another classification.

In such a relationship, the superior shall be paid a monthly salary rate above his/her subordinates. When a subordinate's monthly salary rate is equal to or exceeds that which is being paid to his/her superior, the superior shall receive a special adjustment in an amount which is at least 2.75% above that received by his/her highest paid subordinate.

At any time the superior's base salary (excluding this salary adjustment) exceeds the base salary of his/her subordinates, the salary adjustment granted to him/her by this section shall be eliminated.

Excluded from salary computations are any bonuses paid, shift differentials, overtime payments, or any additional payment paid to a position.

3. RECLASSIFICATION, PROMOTION, AND Y-RATING

A. Reclassification

When a position in the unit is reclassified upward, the employee in the position may be appointed to the reclassified position, providing that:

1. The employee has held the position which was reclassified for a minimum of ninety (90) days immediately prior to the reclassification; and
2. The employee meets the qualifications established for the reclassified position.

If the employee does not meet both of the above criteria, the reclassified position shall be filled through a recruitment process.

B. Y-Rating

The City may offer to "Y"-rate an employee whose position has been eliminated, reclassified downward or for some other reason which has caused the compensation of a position to be reduced. In the event an employee in a position is Y-rated the employee's monthly base salary shall not be increased until the monthly base salary of the position held by that employee exceeds the monthly salary paid to that employee.

C. Compensation after Promotion or Upward Reclassification

Every employee who is promoted or who is appointed to a position which is reclassified upward shall be appointed to the first step of the salary range of the new classification or the step that is at least 5.5% above his/her current base salary , whichever is higher.

4. WORK WEEK AND WORK SCHEDULES

The workweek for all members of the unit shall be 168 regularly recurring hours. For employees working the 5/8 or 4/10 work schedule, it shall begin on Saturday at 12:00 a.m. and end at 11:59 p.m. the following Friday. For employees working the 9/80 work schedule, each employee's designated FLSA workweek (168 hours in length) shall begin exactly four hours after the start time of his/her eight hour shift on the day of the week that corresponds with the employee's alternating regular day off.

Every employee is required to work a forty (40) hour workweek, unless otherwise provided by the City Manager.

- A 5/8 schedule consists of a weekly work schedule of 5 consecutive workdays, of 8 work hours each.

- A 9/80 schedule consists of alternate weeks of one week that includes 4 consecutive workdays of 9 hours each, followed by 5 consecutive workdays within the next week, 4 consecutive days of which consist of 9 work hours each and 1 day of 8 work hours.
- A 4/10 schedule consists of a weekly work schedule of 4 consecutive workdays of 10 work hours each.
- Work hours above are consecutive, exclusive of the employee's unpaid meal break.

The department head retains the right to make de minimis changes to the start and end time of the employee(s) work shift schedule (i.e., changing the start time and end time of an employee's workday by one hour or less). The department head will provide 30 days' notice of such a schedule change. In recognition of the impact that schedule changes have on employees, another such schedule change in the 12-month period following the initial schedule change will require at least 90 days' notice.

However, any other changes to an employee(s) work schedule may be made by mutual agreement of the parties. In the event a major schedule change (i.e., from a 4/10 to a 9/80 or vice versa) is proposed within a department or city wide, to which the employee(s) has objections or concerns, the Association may request to meet and confer prior to the implementation of the new schedule and the City will meet within 14 days.

5. LEAVES

A. Holidays

All Employees shall be entitled to the following paid holidays if said employee worked the regularly assigned work period the day before and the day after the holiday, or was absent on authorized paid leave during said period:

- | | |
|--------------------------|--|
| ▪ New Year's Day | January 1 |
| ▪ Martin Luther King Day | 3rd Monday in January |
| ▪ President's Day | 3rd Monday in February |
| ▪ Memorial Day | Last Monday in May |
| ▪ Independence Day | July 4 |
| ▪ Labor Day | 1st Monday in September |
| ▪ Veteran's Day | November 11 |
| ▪ Thanksgiving Day | 4th Thursday in November |
| ▪ Day after Thanksgiving | Day after the 4th Thursday in November |
| ▪ Christmas Day | December 25 |

If the following holidays (January 1, July 4, November 11, and December 25) fall on a Saturday, the preceding Friday shall be considered the holiday; if the holiday falls on Sunday, the following Monday shall be considered the holiday. If a holiday falls on a day which is an off day for employees working the 9/80 or 4/10 work schedules, the employee shall receive a floating holiday in lieu of the holiday. Floating holidays may be taken at each employee's discretion, subject to approval of the department head or designee. Generally, these floating holidays may be used after the holiday has occurred unless the employee requests to use the floating day contiguous to the actual holiday. If an employee does not use his/her floating holidays earned within the calendar year (with the exception of those floating holidays which are earned in November or December, in which case the employee will be able to use the floating holiday from that year for the first two months of the following year) in which the employee has received it, he/she will not earn an additional floating holiday in the next calendar year. The parties encourage employees in the unit to use their floating holidays. Since floating holidays cannot be removed from an employee once earned, and the parties do not want employees to ever have more floating holidays on the books than would be received within the current year, a floating holiday carried over at the end of the year results in the employee being unable to earn that holiday in the next calendar year. Department heads or designees will not act unreasonably in granting requests to use floating holidays.

B. Personal Holiday

Employees shall be entitled to two additional paid holidays each fiscal year. These holidays may be taken at the employee's discretion subject to his/her Appointing Authority's or designee's approval. The employee shall request these holidays in writing. If an employee does not use his/her personal holidays earned within the fiscal year, he/she will not earn an additional personal holiday in the next fiscal year. The parties encourage employees in the unit to use their personal holidays. Department heads or designees will not act unreasonably in granting requests to use personal holidays. Employee shall be granted the initial allocation of two personal holidays upon hire and may use them beginning immediately.

C. Vacation

1. Authorization for Taking Vacation

Employees hired into this bargaining unit from outside the City must complete six months of service and obtain approval from the Appointing Authority, to take accrued vacation leave. However, if a bargaining unit member is promoted to another position within the unit, is transferred within the unit, changes positions within the unit or is promoted into the unit from another unit, he/she may be authorized to take vacation without having to wait six months.

An employee entitled to vacation shall make a written request in the manner and within the time directed by the Appointing Authority. Every Appointing Authority or designee shall establish a vacation schedule for each calendar year based on employee requests and seniority and subject to the Appointing Authority's right to plan work under his/her control. Once vacation is approved it cannot be rescinded because an employee with more seniority requests vacation during the same time period. The Appointing Authority shall notify employees within a reasonable time whether their request is approved.

2. Holidays During Vacations

When a holiday falls within an employee's vacation leave, the day will count as a holiday, not vacation.

3. Vacation Accumulation

Vacation credit shall be accrued bi-weekly by employees at the following rates:

FIRST YEAR OF SERVICE	BEGINNING THE 2ND YEAR THROUGH THE END OF THE 14TH YEAR OF SERVICE	BEGINNING THE 15TH YEAR OF SERVICE
3.08 Hours Bi-weekly 80 hrs/year	4.62 Hours Bi-weekly 120 hrs/year	6.15 Hours Bi-weekly 160 hrs/year

Employees who have completed fourteen years of service or less may not accumulate more than 400 hours of vacation at any time. Such employees with 400 hours of accumulated vacation on the books will not continue to accrue vacation until their balance falls below 400 hours.

Employees who have completed more than fourteen years of service may not accumulate more than 520 hours of vacation at any time. Such employees with 520 hours of accumulated vacation on the books will not continue to accrue vacation until their balance falls below 520 hours.

At the end of any payroll year, (defined herein as the last full pay period in December that also has a pay day in December), an employee with 240 hours or more of accumulated vacation can receive a cash payment for up to 80 vacation hours earned but not taken during the payroll year. The payment will be made in January at which

time the employee's vacation accrual will be reduced by the number of hours requested to be paid.

D. Sick Leave

Every employee shall accrue sick leave at the rate of 3.69 hours for each completed bi-weekly period of employment. During years in which there are 27 pay dates, there will be no sick leave accrual during the 27th pay date. During the first six (6) months of employment, an employee may use up to three (3) days of sick leave. After six (6) months, employees may use any sick leave they have accrued.

1. Use of Sick Leave

Accumulated sick leave may be used by an employee during a period of illness of the employee, child, step-child, parent, spouse, sibling or registered domestic partner. Up to half of the employee's annual accrual (48 hours) of sick leave may also be used to care for a parent-in-law, grandchild or grandparent.

2. Sick Leave Incentive

After completion of one full year of service, employees who use twenty-seven (27) hours or less of sick leave each payroll year may receive cash payment for up to 27 hours of such sick leave during the month of January of the next succeeding year. The sick leave shall be paid at the employee's then existing rate of pay.

E. Bereavement Leave

Bereavement leave is an absence occasioned by the death of a family member, herein defined as a spouse, parent, grandchild, brother, sister, child, step-child, grandparent, in-law or registered domestic partner of the employee.

Up to a maximum of forty (40) hours of bereavement leave, per calendar year, (regardless of the number of family deaths) may be used in the event of the death of a family member. In the event an employee needs additional time off for this leave, he/she may use up to 40 hours of sick leave per calendar year.

Requests for bereavement leave shall be made in writing, when feasible and shall be approved by the appointing authority and the Assistant Director of Administrative Services/Human Resources.

F. Jury Duty Leave

Upon receipt of a jury summons, employees should notify their appointing authority so that the request for jury duty can be considered relative to the pending projects of the department. This notification will give the appointing authority and employee an opportunity to discuss whether or not a postponement is necessary.

1. An employee who is called for jury duty shall be compensated (as though he or she was working) for those hours of absence due to the jury duty that occurs during the employee's regularly scheduled working hours.
2. If a unit member is required to be absent from work to report for jury duty, the employee will notify his/her supervisor of the absence as soon as possible, including, a phone message the night before if the employee finds out via a phone recording that he/she must report the next day.
3. An employee on jury duty must either return to work after the jury service is done for the day if there are still four hours left on his/her shift or call in to his/her supervisor and ask to use leave to cover the rest of his/her shift.

G. Witness Leave

Any employee who is required to serve as a witness pursuant to a lawful subpoena in any judicial or quasi-judicial proceeding in a matter other than one to which the employee is a party shall be allowed time off without loss of pay to perform such duties. All fees to which the employee is entitled by law for such service shall be paid (less transportation allowance, if any) to the City. This section is not applicable to those employees participating in judicial or quasi-judicial proceedings that are within the scope of their employment. Per California Labor Code §230(b), an employee shall also be allowed time off without pay to appear at a matter outside the scope of his/her employment in which the employee is a party.

H. Professional Development Leave (Sabbatical Leave)

A City-paid professional development leave of absence (sabbatical leave) program shall be established with the following privileges and restrictions:

1. The granting of sabbatical leaves shall be at the sole discretion of the City Manager and not subject to a challenge, appeal or grievance if denied.
2. Approval of requests for sabbatical leave shall be based on the following criteria:

- a. Content of a leave program with a basic requirement that the program be designed to professionally develop the employee in a manner potentially beneficial to his/her city employment.
- b. A plan for maintaining work continuity of the employee's duties and responsibilities during his/her absence, with emphasis placed on development of subordinates through training assignments.
- c. Coordination with departmental priorities and workload.
- d. Employee's performance record.

- (1) Sabbatical leaves may allow up to Five Hundred Dollars (\$500) for expenses.

Sabbatical leaves shall be restricted to one (1) leave, up to ninety calendar days, for each Employee each five (5) years, with not more than five (5) such employees participating in any one (1) year.

- (2) Each participant in Sabbatical Leave Programs shall submit to the City Manager reports summarizing his/her activities prior to final approval of such programs.

- (3) Typical Sabbatical Leave Programs might include internships, on-loan executive programs, educational programs, travel study programs, or authorship sabbaticals.

I. Leave Without Pay

Requests for leaves of absence without pay must be submitted to each employee's supervisor and approved by the employee's department head or designee and shall be used only if all appropriate accrued leaves (e.g., sick leave may not be exhausted if the leave is not for a medical purpose) have been exhausted. Employees on leave of absence without pay shall not accrue vacation, leave rights, nor shall the City pay for any fringe benefits, except as required by law. Decisions whether to grant such a leave will be made based on operational needs of the Department.

J. Administrative Leave

Each employee will be granted 80 hours of Administrative Leave (a pro-rated amount for the first year in the unit from when the employee becomes a member of the unit) each calendar year (all of which is available for use starting on January 1 of each year, but which accrues (for purposes of cash-out in case a unit member leaves the City) pro-rata during each pay period throughout the year) pursuant to the following:

1. Administrative Leave shall be granted in recognition of work performed above normal work hours and the nature of the work performance and expectations placed upon Employees. Use of administrative leave shall be approved by the employee's department head or designee, noting the needs of the department and the necessity of having Management and Professional employees available for the effective functioning of the department.
2. Administrative Leave as provided herein is non-cumulative between calendar years. At the end of each calendar year, upon employee request, the employee will receive cash payment for up to 40 hours of administrative leave earned but not taken as time off during the calendar year. If, after cashing out up to 40 hours of Administrative Leave an employee still has Administrative Leave on the books, for the following calendar year he/she will only accrue (during each pay period) that amount of Administrative Leave which (when added to the carried over Administrative Leave from the prior calendar year) will result in the employee accruing 80 hours of leave. For example, if an employee has 60 hours of Administrative Leave at the end of the year and cashes out 40 of those hours, in the following calendar year, he/she will accrue 60 hours of Administrative Leave. This is so, notwithstanding that he/she may use his/her annual allotment of such leave during any time during the year.

6. LEAVE PAYOFF UPON SEPARATION FROM CITY SERVICE

A. Sick Leave Pay-Off

Employees who have seven (7) or more continuous years of service shall be eligible for all accumulated sick leave pay-off upon separation from employment with the City, as set forth below.

The rate of sick leave payoff shall be calculated as follows:

1. For the first 7 full years of service - 21% of accumulated sick leave.

2. For each year after the seventh year - 5% of accumulated sick leave per full year of service. The maximum rate of sick leave payoff when this paragraph and the preceding paragraph are combined is 100%.
3. Sick leave payoff shall be calculated at the rate of pay received by the employee at the time of separation. Each employee eligible to receive sick leave payoff shall receive the payoff at the time of separation.

B. Vacation Pay-Off

An Employee who separates from City service shall be paid for all accumulated vacation at the time of separation at his/her rate of pay in effect at the time of separation. An employee shall not have the option of utilizing accumulated vacation, in lieu of receiving vacation pay-off at the time of separation.

7. HEALTH BENEFITS

A. Cafeteria Plan and Benefits

1. Cafeteria Plan Benefits:

Any language contained in this MOU which is also contained in the cafeteria plan documents is done so for the convenience of the parties. However, the parties agree that all of the provisions of the cafeteria plan documents (whether included in this MOU or not) are applicable and binding on the parties to this MOU. Medical, dental and optical benefits are provided through the provision of a cafeteria plan adopted in accordance with the provisions of IRS Code § 125.

2. The Purchase of Optional Benefits Through the Cafeteria Plan:

The cafeteria plan offers employees the opportunity to purchase medical, dental and optical insurance as provided below.

Effective October 1, 2015 through December 31, 2017, employees shall be provided with the amount of \$2,100.00 per month for the purchase of the optional medical, dental and optical insurance benefits. The \$2,100.00 per month is inclusive of the CalPERS statutory minimum for employees who participate in CalPERS medical insurance).

Effective January 1, 2018, employees shall be provided with the amount of \$2,150.00 per month for the purchase of the optional medical, dental and optical insurance benefits.

Effective January 1, 2019, employees shall be provided with the amount of \$2,250.00 per month for the purchase of the optional medical, dental and optical insurance benefits.

a. Medical Insurance

The City contracts with the Public Employees' Retirement System for medical insurance coverage of eligible employees and retirees. Eligible new hires are covered under the program on the first day of the month following the employee's hire date. The City will contribute the PERS statutory minimum on behalf of each participant in the program.

Eligible employees may select any of the HMO and PPO medical insurance plans offered by CalPERS:

If CalPERS changes any of the medical insurance plans by either adding to or deleting the plan options described above, employees will be limited to those plan options offered by CalPERS.

For each of the plans, employees will also be able to choose the benefit for the employee, employee + 1 or employee + family. Covered employees are required to participate in CalPERS medical insurance under one of the available options. However, an employee may opt out of medical insurance if the employee provides proof of group medical insurance coverage (e.g., coverage under a spouse's employer's plan) that is compliant with the Affordable Care Act ("ACA").

If at any time during the term of the MOU, the City is subject to penalties under the ACA, the parties agree to reopen negotiations on that provision of the cafeteria plan subjecting the City to such penalties for the limited purpose of making changes to ensure that such penalties are avoided.

b. Dental Insurance

Employees shall also have the ability to select from two levels of dental insurance from the City's dental insurance provider, Guardian. The City reserves the right to change dental insurance providers if necessary. If it does, employees will be provided with similar benefits with the new provider. As with medical insurance, employees will have the options of: employee,

employee + 1 or employee + family. Employees do not have to choose any dental insurance and need not provide proof of dental insurance from another source.

c. Optical Insurance

Employees shall also have the ability to select from two levels of optical insurance from the City's optical insurance provider, Vision Service Plan (VSP). The City reserves the right to change optical insurance providers if necessary. If it does, employees will be provided with similar benefits with the new provider. As with medical insurance, employees have the options of: employee, employee + 1 or employee + family. Employees do not have to choose any optical insurance and need not provide proof of optical insurance from another source.

3. Employee Contributions for Benefit Options: If an employee chooses optional benefits whose aggregate cost exceeds the total City contributions to the Cafeteria Plan, the City will automatically deduct the excess amount on a pre-tax basis from the employee's bi-weekly payroll.
4. The Receipt of Cash Through the Cafeteria Plan: Employees will be eligible to receive cash up to a maximum of \$500 per month (subject to taxation as wages) through the cafeteria plan if they either opt out of receiving one of the optional benefits provided through the plan or if they choose optional benefits that do not cost as much as the maximum dollar amount they receive through the plan.
5. Flexible Spending Accounts: The cafeteria plan will also offer employees the opportunity to participate in both a health care and dependent care flexible spending account (each an FSA) whereby employees will be able to defer up to the maximum permitted by law for the health care FSA and the dependent care FSA) to pay for any eligible out of pocket expenses related to health care or dependent care on a pre-tax basis. The provisions of both of these FSA's will be provided in a plan document. The plan document will be available to each eligible employee upon request. Essentially, before January 1 of every year, employees will be able to elect to have their compensation (up to the aforementioned limits) for the upcoming year deducted biweekly and contributed on a pre-tax basis to the FSA. During the year (and for a short grace period thereafter), an employee can receive reimbursements under the FSA for covered expenses incurred during the year, up to the amount of the employee's contributions for the year. The FSA deductions will be withheld from employees' regular payroll.

B. Additional Benefits (non-Cafeteria Plan benefits):

1. City Provided Long Term Disability Insurance: The City provides long term disability insurance for each employee which provides for two-thirds (2/3) of monthly salary up to a maximum of \$7,500 per month, with a 30-day elimination period. Effective the beginning of the month following approval of this MOU, the maximum benefit will be increased to \$9,000 per month. Employees may use accrued leaves to supplement payments received by the disability insurance plan. However, the employee may not receive more than 100% of their regular wages.
2. City Provided Term Life Insurance: The City will provide for each employee a term life insurance policy valued at \$100,000, which will increase to \$125,000 effective the beginning of the month following approval of this MOU.
3. Supplemental Term Life Insurance: Employees may also purchase supplemental term life insurance, if available, with deductions from their bi-weekly compensation as designated by each employee. Although employees may use cash wages they receive through the cafeteria plan (if applicable) to purchase supplemental term life insurance, they cannot defer cash wages they receive through the cafeteria plan directly into the purchase of supplemental term life insurance. It must be a deduction from their paycheck.

8. DEFERRED COMPENSATION

A. City Contribution to Deferred Compensation

The City shall contribute \$50.00 per month on behalf of each employee to the City's deferred compensation plan.

B. Employee Contribution to Deferred Compensation

Employees may elect to contribute from their regular wages deferred compensation up to the IRS-established limits. In accordance with the tax rules, any cash that an employee may receive through the cafeteria plan may not be deferred to the employee's deferred compensation accounts.

C. Conversion of Sick Leave to Deferred Compensation

Employees may choose to contribute part of their accumulated sick leave to deferred compensation. The converted sick leave may only be used to fund "catch up" contributions to deferred compensation. The following restrictions apply to this program:

1. The employee must have a minimum of 15 years of service with the City of Beverly Hills.
2. The employee's sick leave balance cannot be reduced below 500 hours by the contribution.
3. Contribution amounts and deferral limits will be governed by IRS Code restrictions and the deferred compensation plan rules related to "catch-up" contributions.
4. An employee may only convert the amount of sick leave he/she would be eligible to receive if he/she separated from service at the time of the sick leave conversion to deferred compensation.

9. INDUSTRIAL INJURY

A. Salary Continuance

In the event of a work-incurred injury sustained by an employee, the City shall continue to pay the gross salary, less legally required deductions, to the injured employee for a period not to exceed ten (10) working days.

Employees shall not receive a monetary amount greater than they would receive if they had been working under normal conditions. Any disability indemnity received by the employee from the State of California for the purpose of insuring a work-incurred injury for which the employee is receiving extended disability salary continuance from the City shall be paid to the City for the first ten (10) working days of absence due to injury in order to qualify for this pay.

For any employee to qualify for this pay, the Appointing Authority must notify Human Resources in writing immediately upon receiving knowledge of a work incurred injury.

B. Concurrent Sick Leave Usage:

Except as provided herein, no employee shall be entitled to use accumulated sick leave during any period for which he/she is entitled to receive temporary disability indemnity under Division 4 (Section 3201, et. seq.) of the Labor Code of the State. Any employee entitled to receive such temporary disability indemnity may elect (for a period not to exceed twelve (12) months after he/she first makes such election) to use as much of his/her accumulated sick leave or vacation as when added to his/her disability indemnity will result in a payment to him/her of not more than his/her full salary.

C. Benefits Continuation:

In the event an employee is on a leave without pay as a result of an industrial injury, the City shall pay the PERS statutory minimum for that employee (assuming the employee wants medical, dental or vision coverage from the City) for up to the duration of the leave. In addition, outside of PEMHCA, assuming the employee wants to be covered by medical, dental or vision insurance the employee shall receive his/her additional cafeteria plan contribution (up to the maximum amount provided above) amount for one month for each year of full service up to one year. If an employee chooses to opt out of insurance and receive cash as described above, he/she will be eligible to receive that cash for one month for each year of full service up to one year.

10. RETIREE MEDICAL INSURANCE

A. Retiree Medical Insurance Program prior to January 1, 2010:

1. For Employees Hired or Promoted into the Unit after July 1, 1981 and Prior to December 2, 1997:

For employees hired or promoted into the bargaining unit between July 1, 1981 and December 2, 1997, the City shall (as a retiree medical benefit) pay the difference between the PERS statutory minimum and the actual cost of the medical insurance premium under a CalPERS plan up to the two party rate of the PERS Care Plan. The employee will receive a check for the difference between the two party rate of the PERS Care Plan and the PERS statutory minimum and the City will pay the statutory minimum directly to PERS. In the event of the death of a retired employee, the City shall continue to pay the single party coverage for the spouse up to the rate of the PERS Care Plan.

2. For employees hired or promoted into the Management & Professional unit between December 2, 1997 and December 31, 2009:

To qualify for retiree medical insurance, an employee shall:

- a. Complete a minimum of five (5) years of full-time employment with the City of Beverly Hills which need not be entirely within the bargaining unit; and
- b. Receive a service retirement from the City of Beverly Hills; and

- c. Not perform any paid work in excess of 960 hours per fiscal year for a PERS contracting agency following retirement from the City of Beverly Hills.

Upon these conditions and subject to the provisions below, the City shall pay the difference between the PERS statutory minimum and the actual cost of medical insurance, up to the single party rate of the PERSCare plan for employees who continue CalPERS medical coverage after retirement. The retiree will receive a reimbursement check or electronic funds transfer for the difference between the single party rate of the PERS Care Plan and the PERS statutory minimum and the City will pay the statutory minimum directly to PERS as follows:

- a. The City will pay 25% of the cost of the insurance premium.
 - b. The City will pay an additional 5% of the cost of the insurance premium for each year of employee total service with the City of Beverly Hills up to 20 years. For example, the City will pay 40% of the cost of the insurance premium after the completion of eight years, 60% after the completion of 12 years, 80% after the completion of 16 years and 100% after the completion of 20 years.
 - c. Employees who retire, as discussed above, with 20 or more years of total service with the City of Beverly Hills will be entitled to receive 100% of the cost of the difference between the PERS statutory minimum and the actual cost of the medical insurance up to the PERS Care single party insurance premium with the City paying the statutory minimum to PERS.
 - d. The City will not pay more than 100% of the cost of a retiree's insurance premium.
 - e. Retirees and their dependents will not be permitted to receive cash back options per the cafeteria plan.
 - f. In the event of the death of a retired employee, the City shall continue to pay the single party coverage for the spouse up to the rate of the PERS Care Plan.
3. To the extent that any provisions of AB 410 (effective January 1, 2014) are contrary to those provided herein, the provisions of AB 410 shall apply.

B. Retiree Medical Insurance Program for Employees hired January 1, 2010 or later

1. For Employees Hired On or After January 1, 2010

Employees hired by the City into the unit on or after January 1, 2010 who retire from the City will receive the PERS statutory minimum.

In addition, for employees hired into the unit as new employees of the City on or after January 1, 2010, in lieu of additional retiree medical insurance benefits, the City shall, while the employees are working for the City, contribute the sum of \$300 per month (\$138.46 per pay period) to a retirement account on behalf of such employees.

For employees who promote into the unit after January 1, 2010 who were City employees as of December 31, 2009, they will receive retiree medical benefits (based on their years of service with the City) in accordance with the benefits of this MOU as though they were a member of the bargaining unit prior to January 1, 2010.

C. Provision Applicable to All Retirees

Any retiree whose City contribution for retiree medical insurance is insufficient to cover the actual cost of such insurance for the retiree and his/her eligible dependents can select any CalPERS plan and pay the additional cost directly to CalPERS.

D. Alternative Retiree Medical Program (ARMP)

Notwithstanding any provision above, employees in the unit who have previously voluntarily chosen to participate in the Alternative Retiree Medical Program (ARMP) will not receive retiree medical benefits from the City. Their choice of ARMP was made in lieu of receipt of the retiree medical benefit provided above.

11. CALPERS RETIREMENT BENEFITS

The City contracts with CalPERS for retirement benefits. The definitions of “new member” and “classic member” are set forth in Exhibit “C”.

A. For “Classic Member” Employees

1. Retirement Formula: The City is in CalPERS and contracts with CalPERS to provide the 2.5% at 55 retirement formula set forth in California Government Code § 21354.4.
2. Single Highest Year: The City’s contract with the CalPERS provides for the “Single Highest Year” final compensation period for classic member employees, per Government Code Section 20042.
3. Payment of Employee/Member Contribution: Classic Members pay their 8% Member Contribution. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis.

B. For “New Members” As Defined By the Public Employees’ Pension Reform Act of 2013 (PEPRA)

1. Retirement Formula: Unit members who are defined as “new members” under the PEPRA, are covered by the 2% @ 62 formula provided for by the Public Employees’ Retirement Law at Government Code section 7522.20(a).
2. Retirement Benefit Calculation Period: For unit members defined as “new members” under the PEPRA such employees’ final compensation will be based on the highest annual average compensation earnable during the three consecutive years of employment immediately preceding the effective date of his or her retirement or any other three consecutive year period chosen by the employee as set forth in Government Code section 7522.32(a).
3. Payment of Employee/Member Contribution: New member employees are responsible for paying the employee contribution of one-half of the total normal cost of the plan, as defined by CalPERS, through a payroll deduction. This amount will be determined by CalPERS in the future. The City has adopted the CalPERS resolution in accordance with IRS Code section 414(h)(2) to ensure that the employee contribution is made on a pre-tax basis.

In addition, new members will pay additional amount for their retirement contribution as cost sharing in accordance with Government Code section 20516(f). That amount will be the difference between the half the normal cost amount and eight percent so that their total retirement contribution will be eight percent (8%).

C. Optional Benefits For All Employees

1. 1959 Survivor's Benefit: The City is under contract with CalPERS which provides level 4 coverage under the 1959 Survivor's Benefit, per Government Code section 21574.
2. Pre-Retirement Option 2 Benefit: The City's contract with CalPERS provides the Pre-Retirement Optional Settlement 2 Benefit as set forth in Government Code § 21548 for Employees.
3. Military Service Credit: The City's contract with CalPERS provides the Military Service Credit option set forth in Government Code section 21024.
4. Pre-Retirement Death Benefits: The City's contract with CalPERS provides the benefit known as the pre-retirement death benefits to continue after remarriage of survivor as set forth in Government Code section 21551.
5. Cost of Living Allowance: The City's contract with CalPERS provides the benefit known as the 2% Cost of Living Allowance Increase as set forth in Government Code section 21329.
6. Retired Death Benefit: The City's contract with CalPERS provides the \$500 Retired Death benefit as set forth in Government Code section 21620.
7. Prior Service: The City's contract with CalPERS provides the prior service benefit as set forth in Government Code section 20055.

12. MANAGEMENT RIGHTS

Except as limited by the specific and express terms of this MOU, the City hereby retains and reserves unto itself all rights, powers, authority, duty and responsibilities confirmed on and vested in it by the law and the Constitution of the State of California and/or United States of America.

The management and the direction of the work force of the City is vested exclusively in the City, and nothing in this MOU is intended to circumscribe or modify the existing rights of the City including but not limited to the direction of the work of its employees; the right to layoff hire, promote, demote, transfer, assign, schedule (except as otherwise provided within this MOU); suspend or discharge employees at will since all

employees in the bargaining unit are at-will employees; to maintain and improve the efficiency of governmental operations; to subcontract out any services which the City deems appropriate to contract out; to relieve employees from duties because of lack of work or funds with no right of appeal to take action as may be necessary to carry out the City's mission and services in emergencies; to determine the methods, means and appropriate job classifications, organizational structure and personnel by which the operations are to be carried out; and to establish reasonable performance standards for personnel, including but not limited to qualifications and quantity standards. If the City subcontracts out any bargaining unit work, the City shall present the M&P Association with any request for proposal being publicly disseminated. The M&P Association shall also receive copies from the City of all RFP submissions within one week of the close of the time for RFP's to be submitted. In addition to the foregoing, the parties agree that the City may demand to meet and confer over the subject of furloughs.

13. ASSOCIATION/CITY DISPUTE RESOLUTION

The City and M&P Association agree that the cause of quality public services for the citizens of Beverly Hills can be materially assisted through the timely resolution of employment disputes in the least formalistic way possible, and through the maintenance of high employee morale. To that end, the City and M&P Association hereby agree to establish the Association/City Dispute Resolution program. Any alleged violation, misinterpretation or misapplication of past practices and this MOU that cannot be settled informally with discussions between the Association and the Assistant Director of Administrative Services/Human Resources may be submitted by the Association or an individual employee to the mediation and arbitration processes described below. Any such alleged violation, misinterpretation or misapplication of past practices and this MOU must be filed within 60 days of the date the employee or Association had actual notice or was provided with sufficient information that they should have known of their right to file as a grievance/dispute.

The City will request a list of seven mediators/arbitrators from the State Mediation and Conciliation Service. Once the list is received, the parties will flip a coin as to who shall strike first. After the parties have stricken names from the list, a mediator/arbitrator will be chosen. The parties will then cooperate with each other and coordinate a date for a mediation/arbitration with the chosen mediator/arbitrator. The mediator/arbitrator will first attempt to mediate a settlement of the dispute, but if mediation fails, he/she will prepare a written report, after conducting a hearing on the issue, of his/her findings and proposed resolution of the dispute for submission to the City Manager. The City Manager shall accept, reject or modify the arbitrator's proposed resolution. If the City Manager fails to accept, reject or modify the arbitrator's resolution within thirty (30) days of receipt by the City Manager, it shall be deemed accepted.

14. EXEMPT/ AT-WILL EMPLOYMENT

Employees are exempt from Civil Service, and serve at the will and pleasure of the appointing authority pursuant to Beverly Hills Municipal Code Section 2-5.206. At will employment is defined by Labor Code § 2922. The parties acknowledge that all bargaining unit employees are at-will as defined by section 2922.

15. SAVINGS CLAUSE

If any benefit or provision of this MOU is deemed by a court of competent jurisdiction to be illegal or otherwise unenforceable, the remaining benefits or provisions of this MOU shall remain in full force and effect. In the event of such invalidation, the City and Association shall meet and confer in good faith concerning the invalidation of the provision, including whether a replacement benefit or provision is appropriate.

16. DUES/FEES DEDUCTION

The City agrees that it shall, upon the written request of the Association's President, deduct dues and/or fees from the payroll checks of employees employed in classifications represented by the Association, and to transfer the total sum of the dues and/or fees deducted to the Association on a biweekly basis. Dues and/or fees may be specified by the Association to be a flat dollar amount or a percentage of salary. Dues deductions shall be authorized in writing by the individual employee.

17. AGENCY SHOP

The Association and the City have agreed that employees in classifications recognized to be represented by the Association must, as a condition of employment, either join the association and pay to it membership dues or not join the association and pay to it a representational fee in accordance with California Government Code section 3502.5. In addition, employees belonging to a bona fide religion that has as one of its principal tenant a prohibition against supporting employee organizations can claim a religious exemption and make a charitable donation equal to the representational fee in a manner proscribed by section 3502.5. The parties agree that the charitable donation may be made to the American Red Cross, American Cancer Society or the United Way.

MANAGEMENT AND PROFESSIONAL EMPLOYEES ASSOCIATION

Charles Ackerman

Date

Brad Meyerowitz

Date

Robert Wexler

Date

FOR THE CITY OF BEVERLY HILLS

Shelley Ovrom

Date

Peter Brown

Date

EXHIBIT "A"
LIST OF CLASSIFICATIONS REPRESENTED BY THE ASSOCIATION

Accounting Manager	Human Resources Manager	Records & Archives Manager
Administrative Services Manager	Human Services Administrator	Records & Jail Manager
Art Director	Human Services Outreach Manager	Recreation Services Manager
Assistant Administrative Services Manager	IT Operations Officer	Revenue Operations Investigator
Assistant Division Commander	IT Systems Architect	Revenue Manager
Assistant Project Administrator	Librarian III	Revenue Officer
Assistant Property Manager	Library Circulation Supervisor	Revenue Operations Administrator
Assistant to the City Manager	Library Services Manager	Risk Management Specialist
Associate Planner	Maintenance Superintendent	Safety Officer
Associate Project Manager	Management Analyst	Security Administrator
Audit and Permit Admin	Marketing and Economic Sustainability Manager	Senior Budget & Financial Analyst
Budget & Financial Analyst	Multimedia Services Manager	Senior Contract Administrator
Building Inspection Manager	Network Administrator	Senior Librarian
Building & Vehicle Maintenance Superintendent	Network Integrator	Senior Management Analyst
Building Services Manager	Office Manager	Senior Planner
Business Info Systems Administrator	Operations Manager	Senior Transportation Engineer
Civil Engineer	Organizational Development Manager	Senior Plan Review Engineer/Architect
Client Support Administrator	Park & Urban Forest Manager	Senior Project Civil Engineer
Code Enforcement Manager	Parking Operations Manager	Solid Waste Manager
Commercial Services Manager	Parking Services Manager	Street Operations Manager
Community Development Information Coordinator	Permit (Center) Manager	Street Superintendent
Community Services Administrator	Plan Review and Building Inspection Manager	Structural Engineer
Community Outreach Manager	Plan Review Engineer/Architect	Supervising Building Inspector
Crime Analyst	Plan Review Manager	Supervising Plan Review Engineer
Customer Services Manager	Plan Reviewer	Support Services Manager
Deputy Building Official	Planning and Research Analyst	Sustainability Programs Manager
Deputy City Clerk	Plant Engineer	Systems Integrator
E-Government Manager	Principal Accountant	Technology Operations Officer
Emergency Medical Services (EMS) Programs Administrator	Principal Auditor	Traffic Engineer
Environmental Compliance & Sustainability Program Manager	Principal Civil Engineer	Training & Organizational Development Coordinator
Environmental Programs Officer	Principal Planner	Transportation Operations Manager
Environmental Project Manager	Project Administrator	Transportation Planner
Facilities Maintenance Manager	Project Development Manager	Transportation Planning Analyst
Fleet Manager	Project Manager	Urban Designer
Geographic Information Systems (GIS) Coordinator	Project Review Manager	Utility Billing & Customer Services Manager
Geographic Information Systems (GIS) Integrator	Public Information Manager	Utility Services Manager
Human Resources Analyst	Public Relations Manager	Water Conservation Administrator
	Public Safety Communications and Evidence Manager	Water Operations Manager
	Public Works Services Manager	Water Resources Manager
	Real Estate/Property Manager	Water Quality Specialist
		Web Applications Integrator
		Web Coordinator

EXHIBIT "B"

SALARY SCHEDULES

Management & Professional Salary Schedule

Effective 9/19/2015

PAC #	CLASSIFICATION TITLE	SALARY SCHEDULE	MONTHLY SALARY RANGE		
6000	Accounting Manager	M-65	\$ 8,704	-	\$ 10,813
	Administrative Services Manager	M-48	\$ 7,349	-	\$ 9,131
4585	Art Director	M-45	\$ 7,133	-	\$ 8,862
	Assistant Administrative Services Manager	M-17	\$ 5,399	-	\$ 6,707
	Assistant City Engineer	M-59	\$ 8,199	-	\$ 10,187
	Assistant Division Commander	M-70	\$ 9,148	-	\$ 11,365
5116	Assistant Project Administrator	M-24	\$ 5,788	-	\$ 7,191
6055	Assistant Property Manager	M-20	\$ 5,562	-	\$ 6,910
	Assistant to the City Manager	M-67	\$ 8,879	-	\$ 11,031
5090	Associate Planner	M-32	\$ 6,268	-	\$ 7,787
5070	Associate Project Manager	M-61	\$ 8,364	-	\$ 10,391
3550	Audit & Permit Administrator	M-41	\$ 6,855	-	\$ 8,516
6035	Budget & Financial Analyst	M-50	\$ 7,497	-	\$ 9,314
	Building & Vehicle Maintenance Supt.	M-61	\$ 8,364	-	\$ 10,391
5023	Building Inspection Manager	M-47	\$ 7,276	-	\$ 9,040
	Building Services Manager	M-63	\$ 8,532	-	\$ 10,600
4510	Business Information Systems Administrator	M-58	\$ 8,118	-	\$ 10,086
5110	Civil Engineer	M-61	\$ 8,364	-	\$ 10,391
	Client Support Administrator	M-58	\$ 8,118	-	\$ 10,086
5050	Code Enforcement Manager	M-44	\$ 7,062	-	\$ 8,774
	Commercial Services Manager	M-33	\$ 6,330	-	\$ 7,865
	Communication and ID Bureau Manager	M-60	\$ 8,281	-	\$ 10,288
5515	Community Outreach Manager	M-64	\$ 8,617	-	\$ 10,706
5507	Community Services Administrator	M-64	\$ 8,617	-	\$ 10,706
3097	Crime Analyst	M-31	\$ 6,205	-	\$ 7,710
	Customer Services Manager	M-17	\$ 5,399	-	\$ 6,707
4999	Deputy Building Official	M-77	\$ 9,807	-	\$ 12,185
6095	Deputy City Clerk	M-55	\$ 7,879	-	\$ 9,789
5065	E-Government Manager	M-42	\$ 6,923	-	\$ 8,601

3045	EMS Programs Administrator	M-78	\$ 9,906	-	\$ 12,306
5134	Env. Compliance & Sust. Programs Manager	M-67	\$ 8,879	-	\$ 11,031
	Environmental Programs Officer	M-42	\$ 6,923	-	\$ 8,601
	Environmental Project Manager	M-61	\$ 8,364	-	\$ 10,391
3705	Facilities Maintenance Manager	M-54	\$ 7,801	-	\$ 9,692
3555	Fleet Manager	M-54	\$ 7,801	-	\$ 9,692
4520	GIS Coordinator	M-58	\$ 8,118	-	\$ 10,086
4521	GIS Integrator	M-50	\$ 7,497	-	\$ 9,314
6070	Human Resources Analyst	M-27	\$ 5,963	-	\$ 7,409
6065	Human Resources Manager	M-75	\$ 9,614	-	\$ 11,945
5500	Human Services Administrator	M-78	\$ 9,906	-	\$ 12,306
5505	Human Services Outreach Manager	M-64	\$ 8,617	-	\$ 10,706
4500	IT Systems Architect	M-58	\$ 8,118	-	\$ 10,086
4010	Librarian III	M-33	\$ 6,330	-	\$ 7,865
4015	Library Circulation Supervisor	M-26	\$ 5,904	-	\$ 7,335
4005	Library Services Manager	M-70	\$ 9,148	-	\$ 11,365
	Maintenance Superintendent	M-55	\$ 7,879	-	\$ 9,789
6115	Management Analyst	M-27	\$ 5,963	-	\$ 7,409
5525	Marketing and Econ Sust. Manager	M-61	\$ 8,364	-	\$ 10,391
4550	Multimedia Services Manager	M-61	\$ 8,364	-	\$ 10,391
4515	Network Administrator	M-58	\$ 8,118	-	\$ 10,086
4523	Network Integrator	M-50	\$ 7,497	-	\$ 9,314
6105	Office Manager	M-37	\$ 6,587	-	\$ 8,184
6080	Organizational Development Manager	M-65	\$ 8,704	-	\$ 10,813
3730	Park and Urban Forest Manager	M-72	\$ 9,331	-	\$ 11,593
3585	Parking Services Manager	M-68	\$ 8,967	-	\$ 11,141
	Permit Manager	M-44	\$ 7,062	-	\$ 8,774
5000	Plan Review and Bldg. Insp. Manager	M-67	\$ 8,879	-	\$ 11,031
5020	Plan Reviewer	M-40	\$ 6,787	-	\$ 8,432
3400	Planning & Research Analyst	M-42	\$ 6,923	-	\$ 8,601
	Plant Engineer	M-47	\$ 7,276	-	\$ 9,040
6005	Principal Accountant	M-48	\$ 7,349	-	\$ 9,131
	Principal Auditor	M-41	\$ 6,855	-	\$ 8,516
5100	Principal Civil Engineer	M-77	\$ 9,807	-	\$ 12,185
5080	Principal Planner	M-61	\$ 8,364	-	\$ 10,391
5115	Project Administrator	M-51	\$ 7,572	-	\$ 9,407
	Project Development Manager	M-38	\$ 6,653	-	\$ 8,266
5067	Project Manager	M-77	\$ 9,807	-	\$ 12,185
	Project Review Manager	M-59	\$ 8,199	-	\$ 10,187
5510	Public Information Manager	M-61	\$ 8,364	-	\$ 10,391
5511	Public Relations Manager	M-61	\$ 8,364	-	\$ 10,391

3025	Public Safety Comm. & Evidence Manager	M-60	\$ 8,281	-	\$ 10,288
	Public Works Services Manager	M-54	\$ 7,801	-	\$ 9,692
6050	Real Estate & Property Manager	M-65	\$ 8,704	-	\$ 10,813
3000	Records & Jail Manager	M-60	\$ 8,281	-	\$ 10,288
	Records and Archives Manager	M-37	\$ 6,587	-	\$ 8,184
5520	Recreation Services Manager	M-64	\$ 8,617	-	\$ 10,706
6040	Revenue Investigator	M-51	\$ 7,572	-	\$ 9,407
	Revenue Manager	M-48	\$ 7,349	-	\$ 9,131
6090	Risk Management Specialist	M-32	\$ 6,268	-	\$ 7,787
6085	Safety Officer	M-60	\$ 8,281	-	\$ 10,288
4505	Security Administrator	M-50	\$ 7,497	-	\$ 9,314
6030	Senior Budget and Financial Analyst	M-60	\$ 8,281	-	\$ 10,288
	Senior Contract Administrator	M-61	\$ 8,364	-	\$ 10,391
	Senior Librarian	M-40	\$ 6,787	-	\$ 8,432
6110	Senior Management Analyst	M-37	\$ 6,587	-	\$ 8,184
5015	Senior Plan Review Engineer/Architect	M-53	\$ 7,724	-	\$ 9,596
5085	Senior Planner	M-47	\$ 7,276	-	\$ 9,040
	Senior Project Civil Engineer	M-61	\$ 8,364	-	\$ 10,391
5105	Senior Transportation Engineer	M-59	\$ 8,199	-	\$ 10,187
3620	Solid Waste Manager	M-67	\$ 8,879	-	\$ 11,031
	Street Operations Manager	M-48	\$ 7,349	-	\$ 9,131
3640	Street Superintendent	M-47	\$ 7,276	-	\$ 9,040
	Structural Engineer	M-58	\$ 8,118	-	\$ 10,086
5024	Supervising Building Inspector	M-42	\$ 6,923	-	\$ 8,601
5010	Supervising Plan Review Engineer	M-63	\$ 8,532	-	\$ 10,600
	Sustainability Programs Manager	M-42	\$ 6,923	-	\$ 8,601
4525	Systems Integrator	M-50	\$ 7,497	-	\$ 9,314
	Technology Operations Officer	M-76	\$ 9,710	-	\$ 12,064
	Traffic Engineer	M-59	\$ 8,199	-	\$ 10,187
	Training and Organizational Dev. Coord.	M-51	\$ 7,572	-	\$ 9,407
	Transportation and Operations Manager	M-68	\$ 8,967	-	\$ 11,141
5120	Transportation Planner	M-47	\$ 7,276	-	\$ 9,040
5075	Urban Designer	M-61	\$ 8,364	-	\$ 10,391
6045	Utility Billing and Cust. Svcs. Manager	M-65	\$ 8,704	-	\$ 10,813
	Utility Services Manager	M-61	\$ 8,364	-	\$ 10,391
3506	Water Conservation Administrator	M-54	\$ 7,801	-	\$ 9,692
3500	Water Operations Manager	M-72	\$ 9,331	-	\$ 11,593
3505	Water Quality Specialist	M-32	\$ 6,268	-	\$ 7,787
3501	Water Resources Manager	M-80	\$ 10,105	-	\$ 12,554
4530	Web Applications Integrator	M-50	\$ 7,497	-	\$ 9,314

Management & Professional Salary Schedule

Effective 10/01/2016

PAC #	CLASSIFICATION TITLE	SALARY SCHEDULE	MONTHLY SALARY RANGE		
6000	Accounting Manager	M-65	\$ 8,899	-	\$ 11,056
	Administrative Services Manager	M-48	\$ 7,515	-	\$ 9,336
4585	Art Director	M-45	\$ 7,293	-	\$ 9,061
	Assistant Administrative Services Manager	M-17	\$ 5,520	-	\$ 6,858
	Assistant City Engineer	M-59	\$ 8,384	-	\$ 10,416
	Assistant Division Commander	M-70	\$ 9,353	-	\$ 11,620
5116	Assistant Project Administrator	M-24	\$ 5,918	-	\$ 7,353
6055	Assistant Property Manager	M-20	\$ 5,687	-	\$ 7,066
	Assistant to the City Manager	M-67	\$ 9,078	-	\$ 11,279
5090	Associate Planner	M-32	\$ 6,409	-	\$ 7,962
5070	Associate Project Manager	M-61	\$ 8,552	-	\$ 10,625
3550	Audit & Permit Administrator	M-41	\$ 7,009	-	\$ 8,708
6035	Budget & Financial Analyst	M-50	\$ 7,666	-	\$ 9,523
	Building & Vehicle Maintenance Supt.	M-61	\$ 8,552	-	\$ 10,625
5023	Building Inspection Manager	M-47	\$ 7,440	-	\$ 9,243
	Building Services Manager	M-63	\$ 8,724	-	\$ 10,839
4510	Business Information Systems Administrator	M-58	\$ 8,301	-	\$ 10,313
5110	Civil Engineer	M-61	\$ 8,552	-	\$ 10,625
	Client Support Administrator	M-58	\$ 8,301	-	\$ 10,313
5050	Code Enforcement Manager	M-44	\$ 7,221	-	\$ 8,972
	Commercial Services Manager	M-33	\$ 6,473	-	\$ 8,041
	Communication and ID Bureau Manager	M-60	\$ 8,468	-	\$ 10,520
5515	Community Outreach Manager	M-64	\$ 8,811	-	\$ 10,947
5507	Community Services Administrator	M-64	\$ 8,811	-	\$ 10,947
3097	Crime Analyst	M-31	\$ 6,345	-	\$ 7,883
	Customer Services Manager	M-17	\$ 5,520	-	\$ 6,858
4999	Deputy Building Official	M-77	\$ 10,028	-	\$ 12,459
6095	Deputy City Clerk	M-55	\$ 8,057	-	\$ 10,009
5065	E-Government Manager	M-42	\$ 7,079	-	\$ 8,795
3045	EMS Programs Administrator	M-78	\$ 10,128	-	\$ 12,583
5134	Env. Compliance & Sust. Programs Manager	M-67	\$ 9,078	-	\$ 11,279
	Environmental Programs Officer	M-42	\$ 7,079	-	\$ 8,795

	Environmental Project Manager	M-61	\$ 8,552	-	\$ 10,625
3705	Facilities Maintenance Manager	M-54	\$ 7,977	-	\$ 9,910
3555	Fleet Manager	M-54	\$ 7,977	-	\$ 9,910
4520	GIS Coordinator	M-58	\$ 8,301	-	\$ 10,313
4521	GIS Integrator	M-50	\$ 7,666	-	\$ 9,523
6070	Human Resources Analyst	M-27	\$ 6,098	-	\$ 7,576
6065	Human Resources Manager	M-75	\$ 9,831	-	\$ 12,213
5500	Human Services Administrator	M-78	\$ 10,128	-	\$ 12,583
5505	Human Services Outreach Manager	M-64	\$ 8,811	-	\$ 10,947
4500	IT Systems Architect	M-58	\$ 8,301	-	\$ 10,313
4010	Librarian III	M-33	\$ 6,473	-	\$ 8,041
4015	Library Circulation Supervisor	M-26	\$ 6,037	-	\$ 7,500
4005	Library Services Manager	M-70	\$ 9,353	-	\$ 11,620
	Maintenance Superintendent	M-55	\$ 8,057	-	\$ 10,009
6115	Management Analyst	M-27	\$ 6,098	-	\$ 7,576
5525	Marketing and Econ Sust. Manager	M-61	\$ 8,552	-	\$ 10,625
4550	Multimedia Services Manager	M-61	\$ 8,552	-	\$ 10,625
4515	Network Administrator	M-58	\$ 8,301	-	\$ 10,313
4523	Network Integrator	M-50	\$ 7,666	-	\$ 9,523
6105	Office Manager	M-37	\$ 6,735	-	\$ 8,368
6080	Organizational Development Manager	M-65	\$ 8,899	-	\$ 11,056
3730	Park and Urban Forest Manager	M-72	\$ 9,541	-	\$ 11,854
3585	Parking Services Manager	M-68	\$ 9,169	-	\$ 11,392
	Permit Manager	M-44	\$ 7,221	-	\$ 8,972
5000	Plan Review and Bldg. Insp. Manager	M-67	\$ 9,078	-	\$ 11,279
5020	Plan Reviewer	M-40	\$ 6,939	-	\$ 8,622
3400	Planning & Research Analyst	M-42	\$ 7,079	-	\$ 8,795
	Plant Engineer	M-47	\$ 7,440	-	\$ 9,243
6005	Principal Accountant	M-48	\$ 7,515	-	\$ 9,336
	Principal Auditor	M-41	\$ 7,009	-	\$ 8,708
5100	Principal Civil Engineer	M-77	\$ 10,028	-	\$ 12,459
5080	Principal Planner	M-61	\$ 8,552	-	\$ 10,625
5115	Project Administrator	M-51	\$ 7,742	-	\$ 9,619
	Project Development Manager	M-38	\$ 6,803	-	\$ 8,452
5067	Project Manager	M-77	\$ 10,028	-	\$ 12,459
	Project Review Manager	M-59	\$ 8,384	-	\$ 10,416
5510	Public Information Manager	M-61	\$ 8,552	-	\$ 10,625
5511	Public Relations Manager	M-61	\$ 8,552	-	\$ 10,625
3025	Public Safety Comm. & Evidence Manager	M-60	\$ 8,468	-	\$ 10,520
	Public Works Services Manager	M-54	\$ 7,977	-	\$ 9,910
6050	Real Estate & Property Manager	M-65	\$ 8,899	-	\$ 11,056

3000	Records & Jail Manager	M-60	\$ 8,468	-	\$ 10,520
	Records and Archives Manager	M-37	\$ 6,735	-	\$ 8,368
5520	Recreation Services Manager	M-64	\$ 8,811	-	\$ 10,947
6040	Revenue Investigator	M-51	\$ 7,742	-	\$ 9,619
	Revenue Manager	M-48	\$ 7,515	-	\$ 9,336
6090	Risk Management Specialist	M-32	\$ 6,409	-	\$ 7,962
6085	Safety Officer	M-60	\$ 8,468	-	\$ 10,520
4505	Security Administrator	M-50	\$ 7,666	-	\$ 9,523
6030	Senior Budget and Financial Analyst	M-60	\$ 8,468	-	\$ 10,520
	Senior Contract Administrator	M-61	\$ 8,552	-	\$ 10,625
	Senior Librarian	M-40	\$ 6,939	-	\$ 8,622
6110	Senior Management Analyst	M-37	\$ 6,735	-	\$ 8,368
5015	Senior Plan Review Engineer/Architect	M-53	\$ 7,898	-	\$ 9,812
5085	Senior Planner	M-47	\$ 7,440	-	\$ 9,243
	Senior Project Civil Engineer	M-61	\$ 8,552	-	\$ 10,625
5105	Senior Transportation Engineer	M-59	\$ 8,384	-	\$ 10,416
3620	Solid Waste Manager	M-67	\$ 9,078	-	\$ 11,279
	Street Operations Manager	M-48	\$ 7,515	-	\$ 9,336
3640	Street Superintendent	M-47	\$ 7,440	-	\$ 9,243
	Structural Engineer	M-58	\$ 8,301	-	\$ 10,313
5024	Supervising Building Inspector	M-42	\$ 7,079	-	\$ 8,795
5010	Supervising Plan Review Engineer	M-63	\$ 8,724	-	\$ 10,839
	Sustainability Programs Manager	M-42	\$ 7,079	-	\$ 8,795
4525	Systems Integrator	M-50	\$ 7,666	-	\$ 9,523
	Technology Operations Officer	M-76	\$ 9,929	-	\$ 12,335
	Traffic Engineer	M-59	\$ 8,384	-	\$ 10,416
	Training and Organizational Dev. Coord.	M-51	\$ 7,742	-	\$ 9,619
	Transportation and Operations Manager	M-68	\$ 9,169	-	\$ 11,392
5120	Transportation Planner	M-47	\$ 7,440	-	\$ 9,243
5075	Urban Designer	M-61	\$ 8,552	-	\$ 10,625
6045	Utility Billing and Cust. Svcs. Manager	M-65	\$ 8,899	-	\$ 11,056
	Utility Services Manager	M-61	\$ 8,552	-	\$ 10,625
3506	Water Conservation Administrator	M-54	\$ 7,977	-	\$ 9,910
3500	Water Operations Manager	M-72	\$ 9,541	-	\$ 11,854
3505	Water Quality Specialist	M-32	\$ 6,409	-	\$ 7,962
3501	Water Resources Manager	M-80	\$ 10,332	-	\$ 12,836
4530	Web Applications Integrator	M-50	\$ 7,666	-	\$ 9,523

Management & Professional Salary Schedule

Effective 9/30/2017

PAC #	CLASSIFICATION TITLE	SALARY SCHEDULE	MONTHLY SALARY RANGE		
6000	Accounting Manager	M-65	\$ 9,122	-	\$ 11,333
	Administrative Services Manager	M-48	\$ 7,702	-	\$ 9,569
4585	Art Director	M-45	\$ 7,476	-	\$ 9,288
	Assistant Administrative Services Manager	M-17	\$ 5,658	-	\$ 7,029
	Assistant City Engineer	M-59	\$ 8,593	-	\$ 10,676
	Assistant Division Commander	M-70	\$ 9,587	-	\$ 11,911
5116	Assistant Project Administrator	M-24	\$ 6,066	-	\$ 7,536
6055	Assistant Property Manager	M-20	\$ 5,829	-	\$ 7,242
	Assistant to the City Manager	M-67	\$ 9,305	-	\$ 11,561
5090	Associate Planner	M-32	\$ 6,569	-	\$ 8,161
5070	Associate Project Manager	M-61	\$ 8,766	-	\$ 10,891
3550	Audit & Permit Administrator	M-41	\$ 7,184	-	\$ 8,925
6035	Budget & Financial Analyst	M-50	\$ 7,857	-	\$ 9,762
	Building & Vehicle Maintenance Supt.	M-61	\$ 8,766	-	\$ 10,891
5023	Building Inspection Manager	M-47	\$ 7,626	-	\$ 9,474
	Building Services Manager	M-63	\$ 8,942	-	\$ 11,110
4510	Business Information Systems Administrator	M-58	\$ 8,508	-	\$ 10,570
5110	Civil Engineer	M-61	\$ 8,766	-	\$ 10,891
	Client Support Administrator	M-58	\$ 8,508	-	\$ 10,570
5050	Code Enforcement Manager	M-44	\$ 7,402	-	\$ 9,196
	Commercial Services Manager	M-33	\$ 6,634	-	\$ 8,243
	Communication and ID Bureau Manager	M-60	\$ 8,679	-	\$ 10,783
5515	Community Outreach Manager	M-64	\$ 9,032	-	\$ 11,221
5507	Community Services Administrator	M-64	\$ 9,032	-	\$ 11,221
3097	Crime Analyst	M-31	\$ 6,504	-	\$ 8,080
	Customer Services Manager	M-17	\$ 5,658	-	\$ 7,029
4999	Deputy Building Official	M-77	\$ 10,279	-	\$ 12,770
6095	Deputy City Clerk	M-55	\$ 8,258	-	\$ 10,260
5065	E-Government Manager	M-42	\$ 7,256	-	\$ 9,015
3045	EMS Programs Administrator	M-78	\$ 10,382	-	\$ 12,898
5134	Env. Compliance & Sust. Programs Manager	M-67	\$ 9,305	-	\$ 11,561
	Environmental Programs Officer	M-42	\$ 7,256	-	\$ 9,015

	Environmental Project Manager	M-61	\$ 8,766	-	\$ 10,891
3705	Facilities Maintenance Manager	M-54	\$ 8,176	-	\$ 10,158
3555	Fleet Manager	M-54	\$ 8,176	-	\$ 10,158
4520	GIS Coordinator	M-58	\$ 8,508	-	\$ 10,570
4521	GIS Integrator	M-50	\$ 7,857	-	\$ 9,762
6070	Human Resources Analyst	M-27	\$ 6,250	-	\$ 7,765
6065	Human Resources Manager	M-75	\$ 10,076	-	\$ 12,519
5500	Human Services Administrator	M-78	\$ 10,382	-	\$ 12,898
5505	Human Services Outreach Manager	M-64	\$ 9,032	-	\$ 11,221
4500	IT Systems Architect	M-58	\$ 8,508	-	\$ 10,570
4010	Librarian III	M-33	\$ 6,634	-	\$ 8,243
4015	Library Circulation Supervisor	M-26	\$ 6,188	-	\$ 7,688
4005	Library Services Manager	M-70	\$ 9,587	-	\$ 11,911
	Maintenance Superintendent	M-55	\$ 8,258	-	\$ 10,260
6115	Management Analyst	M-27	\$ 6,250	-	\$ 7,765
5525	Marketing and Econ Sust. Manager	M-61	\$ 8,766	-	\$ 10,891
4550	Multimedia Services Manager	M-61	\$ 8,766	-	\$ 10,891
4515	Network Administrator	M-58	\$ 8,508	-	\$ 10,570
4523	Network Integrator	M-50	\$ 7,857	-	\$ 9,762
6105	Office Manager	M-37	\$ 6,904	-	\$ 8,577
6080	Organizational Development Manager	M-65	\$ 9,122	-	\$ 11,333
3730	Park and Urban Forest Manager	M-72	\$ 9,780	-	\$ 12,150
3585	Parking Services Manager	M-68	\$ 9,398	-	\$ 11,676
	Permit Manager	M-44	\$ 7,402	-	\$ 9,196
5000	Plan Review and Bldg. Insp. Manager	M-67	\$ 9,305	-	\$ 11,561
5020	Plan Reviewer	M-40	\$ 7,113	-	\$ 8,837
3400	Planning & Research Analyst	M-42	\$ 7,256	-	\$ 9,015
	Plant Engineer	M-47	\$ 7,626	-	\$ 9,474
6005	Principal Accountant	M-48	\$ 7,702	-	\$ 9,569
	Principal Auditor	M-41	\$ 7,184	-	\$ 8,925
5100	Principal Civil Engineer	M-77	\$ 10,279	-	\$ 12,770
5080	Principal Planner	M-61	\$ 8,766	-	\$ 10,891
5115	Project Administrator	M-51	\$ 7,936	-	\$ 9,859
	Project Development Manager	M-38	\$ 6,973	-	\$ 8,663
5067	Project Manager	M-77	\$ 10,279	-	\$ 12,770
	Project Review Manager	M-59	\$ 8,593	-	\$ 10,676
5510	Public Information Manager	M-61	\$ 8,766	-	\$ 10,891
5511	Public Relations Manager	M-61	\$ 8,766	-	\$ 10,891
3025	Public Safety Comm. & Evidence Manager	M-60	\$ 8,679	-	\$ 10,783
	Public Works Services Manager	M-54	\$ 8,176	-	\$ 10,158
6050	Real Estate & Property Manager	M-65	\$ 9,122	-	\$ 11,333

3000	Records & Jail Manager	M-60	\$ 8,679	-	\$ 10,783
	Records and Archives Manager	M-37	\$ 6,904	-	\$ 8,577
5520	Recreation Services Manager	M-64	\$ 9,032	-	\$ 11,221
6040	Revenue Investigator	M-51	\$ 7,936	-	\$ 9,859
	Revenue Manager	M-48	\$ 7,702	-	\$ 9,569
6090	Risk Management Specialist	M-32	\$ 6,569	-	\$ 8,161
6085	Safety Officer	M-60	\$ 8,679	-	\$ 10,783
4505	Security Administrator	M-50	\$ 7,857	-	\$ 9,762
6030	Senior Budget and Financial Analyst	M-60	\$ 8,679	-	\$ 10,783
	Senior Contract Administrator	M-61	\$ 8,766	-	\$ 10,891
	Senior Librarian	M-40	\$ 7,113	-	\$ 8,837
6110	Senior Management Analyst	M-37	\$ 6,904	-	\$ 8,577
5015	Senior Plan Review Engineer/Architect	M-53	\$ 8,095	-	\$ 10,057
5085	Senior Planner	M-47	\$ 7,626	-	\$ 9,474
	Senior Project Civil Engineer	M-61	\$ 8,766	-	\$ 10,891
5105	Senior Transportation Engineer	M-59	\$ 8,593	-	\$ 10,676
3620	Solid Waste Manager	M-67	\$ 9,305	-	\$ 11,561
	Street Operations Manager	M-48	\$ 7,702	-	\$ 9,569
3640	Street Superintendent	M-47	\$ 7,626	-	\$ 9,474
	Structural Engineer	M-58	\$ 8,508	-	\$ 10,570
5024	Supervising Building Inspector	M-42	\$ 7,256	-	\$ 9,015
5010	Supervising Plan Review Engineer	M-63	\$ 8,942	-	\$ 11,110
	Sustainability Programs Manager	M-42	\$ 7,256	-	\$ 9,015
4525	Systems Integrator	M-50	\$ 7,857	-	\$ 9,762
	Technology Operations Officer	M-76	\$ 10,177	-	\$ 12,644
	Traffic Engineer	M-59	\$ 8,593	-	\$ 10,676
	Training and Organizational Dev. Coord.	M-51	\$ 7,936	-	\$ 9,859
	Transportation and Operations Manager	M-68	\$ 9,398	-	\$ 11,676
5120	Transportation Planner	M-47	\$ 7,626	-	\$ 9,474
5075	Urban Designer	M-61	\$ 8,766	-	\$ 10,891
6045	Utility Billing and Cust. Svcs. Manager	M-65	\$ 9,122	-	\$ 11,333
	Utility Services Manager	M-61	\$ 8,766	-	\$ 10,891
3506	Water Conservation Administrator	M-54	\$ 8,176	-	\$ 10,158
3500	Water Operations Manager	M-72	\$ 9,780	-	\$ 12,150
3505	Water Quality Specialist	M-32	\$ 6,569	-	\$ 8,161
3501	Water Resources Manager	M-80	\$ 10,590	-	\$ 13,157
4530	Web Applications Integrator	M-50	\$ 7,857	-	\$ 9,762

Management & Professional Salary Schedule

Effective 9/29/2018

PAC #	CLASSIFICATION TITLE	SALARY SCHEDULE	MONTHLY SALARY RANGE		
6000	Accounting Manager	M-65	\$ 9,396	-	\$ 11,673
	Administrative Services Manager	M-48	\$ 7,933	-	\$ 9,856
4585	Art Director	M-45	\$ 7,700	-	\$ 9,566
	Assistant Administrative Services Manager	M-17	\$ 5,828	-	\$ 7,240
	Assistant City Engineer	M-59	\$ 8,851	-	\$ 10,996
	Assistant Division Commander	M-70	\$ 9,875	-	\$ 12,268
5116	Assistant Project Administrator	M-24	\$ 6,248	-	\$ 7,763
6055	Assistant Property Manager	M-20	\$ 6,004	-	\$ 7,460
	Assistant to the City Manager	M-67	\$ 9,584	-	\$ 11,908
5090	Associate Planner	M-32	\$ 6,766	-	\$ 8,406
5070	Associate Project Manager	M-61	\$ 9,029	-	\$ 11,217
3550	Audit & Permit Administrator	M-41	\$ 7,400	-	\$ 9,193
6035	Budget & Financial Analyst	M-50	\$ 8,093	-	\$ 10,054
	Building & Vehicle Maintenance Supt.	M-61	\$ 9,029	-	\$ 11,217
5023	Building Inspection Manager	M-47	\$ 7,855	-	\$ 9,759
	Building Services Manager	M-63	\$ 9,211	-	\$ 11,443
4510	Business Information Systems Administrator	M-58	\$ 8,764	-	\$ 10,887
5110	Civil Engineer	M-61	\$ 9,029	-	\$ 11,217
	Client Support Administrator	M-58	\$ 8,764	-	\$ 10,887
5050	Code Enforcement Manager	M-44	\$ 7,624	-	\$ 9,472
	Commercial Services Manager	M-33	\$ 6,834	-	\$ 8,490
	Communication and ID Bureau Manager	M-60	\$ 8,940	-	\$ 11,106
5515	Community Outreach Manager	M-64	\$ 9,303	-	\$ 11,557
5507	Community Services Administrator	M-64	\$ 9,303	-	\$ 11,557
3097	Crime Analyst	M-31	\$ 6,699	-	\$ 8,322
	Customer Services Manager	M-17	\$ 5,828	-	\$ 7,240
4999	Deputy Building Official	M-77	\$ 10,587	-	\$ 13,153
6095	Deputy City Clerk	M-55	\$ 8,506	-	\$ 10,567
5065	E-Government Manager	M-42	\$ 7,474	-	\$ 9,285
3045	EMS Programs Administrator	M-78	\$ 10,693	-	\$ 13,285
5134	Env. Compliance & Sust. Programs Manager	M-67	\$ 9,584	-	\$ 11,908
	Environmental Programs Officer	M-42	\$ 7,474	-	\$ 9,285

	Environmental Project Manager	M-61	\$ 9,029	-	\$ 11,217
3705	Facilities Maintenance Manager	M-54	\$ 8,422	-	\$ 10,463
3555	Fleet Manager	M-54	\$ 8,422	-	\$ 10,463
4520	GIS Coordinator	M-58	\$ 8,764	-	\$ 10,887
4521	GIS Integrator	M-50	\$ 8,093	-	\$ 10,054
6070	Human Resources Analyst	M-27	\$ 6,438	-	\$ 7,998
6065	Human Resources Manager	M-75	\$ 10,379	-	\$ 12,894
5500	Human Services Administrator	M-78	\$ 10,693	-	\$ 13,285
5505	Human Services Outreach Manager	M-64	\$ 9,303	-	\$ 11,557
4500	IT Systems Architect	M-58	\$ 8,764	-	\$ 10,887
4010	Librarian III	M-33	\$ 6,834	-	\$ 8,490
4015	Library Circulation Supervisor	M-26	\$ 6,374	-	\$ 7,919
4005	Library Services Manager	M-70	\$ 9,875	-	\$ 12,268
	Maintenance Superintendent	M-55	\$ 8,506	-	\$ 10,567
6115	Management Analyst	M-27	\$ 6,438	-	\$ 7,998
5525	Marketing and Econ Sust. Manager	M-61	\$ 9,029	-	\$ 11,217
4550	Multimedia Services Manager	M-61	\$ 9,029	-	\$ 11,217
4515	Network Administrator	M-58	\$ 8,764	-	\$ 10,887
4523	Network Integrator	M-50	\$ 8,093	-	\$ 10,054
6105	Office Manager	M-37	\$ 7,111	-	\$ 8,834
6080	Organizational Development Manager	M-65	\$ 9,396	-	\$ 11,673
3730	Park and Urban Forest Manager	M-72	\$ 10,073	-	\$ 12,515
3585	Parking Services Manager	M-68	\$ 9,680	-	\$ 12,027
	Permit Manager	M-44	\$ 7,624	-	\$ 9,472
5000	Plan Review and Bldg. Insp. Manager	M-67	\$ 9,584	-	\$ 11,908
5020	Plan Reviewer	M-40	\$ 7,326	-	\$ 9,102
3400	Planning & Research Analyst	M-42	\$ 7,474	-	\$ 9,285
	Plant Engineer	M-47	\$ 7,855	-	\$ 9,759
6005	Principal Accountant	M-48	\$ 7,933	-	\$ 9,856
	Principal Auditor	M-41	\$ 7,400	-	\$ 9,193
5100	Principal Civil Engineer	M-77	\$ 10,587	-	\$ 13,153
5080	Principal Planner	M-61	\$ 9,029	-	\$ 11,217
5115	Project Administrator	M-51	\$ 8,174	-	\$ 10,155
	Project Development Manager	M-38	\$ 7,182	-	\$ 8,923
5067	Project Manager	M-77	\$ 10,587	-	\$ 13,153
	Project Review Manager	M-59	\$ 8,851	-	\$ 10,996
5510	Public Information Manager	M-61	\$ 9,029	-	\$ 11,217
5511	Public Relations Manager	M-61	\$ 9,029	-	\$ 11,217
3025	Public Safety Comm. & Evidence Manager	M-60	\$ 8,940	-	\$ 11,106
	Public Works Services Manager	M-54	\$ 8,422	-	\$ 10,463
6050	Real Estate & Property Manager	M-65	\$ 9,396	-	\$ 11,673

3000	Records & Jail Manager	M-60	\$ 8,940	-	\$ 11,106
	Records and Archives Manager	M-37	\$ 7,111	-	\$ 8,834
5520	Recreation Services Manager	M-64	\$ 9,303	-	\$ 11,557
6040	Revenue Investigator	M-51	\$ 8,174	-	\$ 10,155
	Revenue Manager	M-48	\$ 7,933	-	\$ 9,856
6090	Risk Management Specialist	M-32	\$ 6,766	-	\$ 8,406
6085	Safety Officer	M-60	\$ 8,940	-	\$ 11,106
4505	Security Administrator	M-50	\$ 8,093	-	\$ 10,054
6030	Senior Budget and Financial Analyst	M-60	\$ 8,940	-	\$ 11,106
	Senior Contract Administrator	M-61	\$ 9,029	-	\$ 11,217
	Senior Librarian	M-40	\$ 7,326	-	\$ 9,102
6110	Senior Management Analyst	M-37	\$ 7,111	-	\$ 8,834
5015	Senior Plan Review Engineer/Architect	M-53	\$ 8,338	-	\$ 10,359
5085	Senior Planner	M-47	\$ 7,855	-	\$ 9,759
	Senior Project Civil Engineer	M-61	\$ 9,029	-	\$ 11,217
5105	Senior Transportation Engineer	M-59	\$ 8,851	-	\$ 10,996
3620	Solid Waste Manager	M-67	\$ 9,584	-	\$ 11,908
	Street Operations Manager	M-48	\$ 7,933	-	\$ 9,856
3640	Street Superintendent	M-47	\$ 7,855	-	\$ 9,759
	Structural Engineer	M-58	\$ 8,764	-	\$ 10,887
5024	Supervising Building Inspector	M-42	\$ 7,474	-	\$ 9,285
5010	Supervising Plan Review Engineer	M-63	\$ 9,211	-	\$ 11,443
	Sustainability Programs Manager	M-42	\$ 7,474	-	\$ 9,285
4525	Systems Integrator	M-50	\$ 8,093	-	\$ 10,054
	Technology Operations Officer	M-76	\$ 10,482	-	\$ 13,023
	Traffic Engineer	M-59	\$ 8,851	-	\$ 10,996
	Training and Organizational Dev. Coord.	M-51	\$ 8,174	-	\$ 10,155
	Transportation and Operations Manager	M-68	\$ 9,680	-	\$ 12,027
5120	Transportation Planner	M-47	\$ 7,855	-	\$ 9,759
5075	Urban Designer	M-61	\$ 9,029	-	\$ 11,217
6045	Utility Billing and Cust. Svcs. Manager	M-65	\$ 9,396	-	\$ 11,673
	Utility Services Manager	M-61	\$ 9,029	-	\$ 11,217
3506	Water Conservation Administrator	M-54	\$ 8,422	-	\$ 10,463
3500	Water Operations Manager	M-72	\$ 10,073	-	\$ 12,515
3505	Water Quality Specialist	M-32	\$ 6,766	-	\$ 8,406
3501	Water Resources Manager	M-80	\$ 10,908	-	\$ 13,552
4530	Web Applications Integrator	M-50	\$ 8,093	-	\$ 10,054

EXHIBIT "C"

DEFINITIONS OF "NEW MEMBER" AND "CLASSIC MEMBER" PER THE PUBLIC EMPLOYEES' PENSION REFORM ACT OF 2013 – PEPRA.

The parties acknowledge that the PEPRA controls over definitions such as "new member" and "classic member" and put their understanding of the definitions in their MOU for informational purposes so that employees understand their retirement benefits.

New Member

Government Code section 7522.04(f) defines "new member" as follows:

- (f) "New member" means any of the following:
- (1) An individual who becomes a member of any public retirement system for the first time on or after January 1, 2013, and who was not a member of any other public retirement system prior to that date.
 - (2) An individual who becomes a member of a public retirement system for the first time on or after January 1, 2013, and who was a member of another public retirement system prior to that date, but who was not subject to reciprocity under subdivision (c) of Section 7522.02.
 - (3) An individual who was an active member in a retirement system and who, after a break in service of more than six months, returned to active membership in that system with a new employer.

Classic Member

CalPERS refers to all members who do not fit the definition of new member as a classic member.