

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF BRENTWOOD
AND
SUPERVISORS AND PROFESSIONALS EMPLOYEES' ASSOCIATION
July 1, 2020 – June 30, 2024**

Approved: July 27, 2021
Resolution No. 2021-90

Table of Contents

<u>SECTION 1</u>	Recognition and Representation	4
<u>SECTION 2</u>	Association Rights	4
<u>SECTION 3</u>	Attendance at Meetings by Employees	5
<u>SECTION 4</u>	Employer's Rights and Responsibilities.....	5
<u>SECTION 5</u>	No Discrimination	6
<u>SECTION 6</u>	Salaries	6
<u>SECTION 7</u>	Hours of Work and Flexibility of Schedule	6
<u>SECTION 8</u>	Bilingual Premium Pay	7
<u>SECTION 9</u>	Holidays.....	7
<u>SECTION 10</u>	Vacation	8
<u>SECTION 11</u>	Longevity Incentive Plan.....	8
<u>SECTION 12</u>	Personal Time Off	9
<u>SECTION 13</u>	Sick Leave.....	9
<u>SECTION 14</u>	Health Insurance	9
<u>SECTION 15</u>	Dental Insurance	11
<u>SECTION 16</u>	Vision Insurance.....	11
<u>SECTION 17</u>	Flexible Benefit Plan.....	11
<u>SECTION 18</u>	Life Insurance.....	11
<u>SECTION 19</u>	Disability Insurance	12
<u>SECTION 20</u>	Retirement Plan.....	12
<u>SECTION 21</u>	Deferred Compensation	13
<u>SECTION 22</u>	Retention Efforts.....	14
<u>SECTION 23</u>	Severability of Provisions	14
<u>SECTION 24</u>	Scope of Agreement.....	14
<u>SECTION 25</u>	Duration.....	14

**2020 - 2024 MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF BRENTWOOD AND
BRENTWOOD SUPERVISORS AND PROFESSIONALS EMPLOYEES' ASSOCIATION**

The Brentwood Supervisors and Professionals Employees' Association and representatives of the Brentwood City Council have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees in the Association. Throughout the Meet and Confer process, both parties have exchanged freely information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

This Memorandum of Understanding ("MOU") is entered into pursuant to the Meyers-Milias-Brown Act (Government Codes Sections 3500-3510) and has been jointly prepared by both parties.

This MOU shall be presented to the Brentwood City Council as the joint recommendation of the undersigned parties for salary and employee benefit adjustments for the period commencing July 1, 2020 and ending June 30, 2024.

SECTION 1 Recognition and Representation

1.1 Association Recognition

The Brentwood Supervisors and Professionals Employees' Association, hereinafter referred to as the "Association" is the recognized employee organization for employees occupying regular positions as detailed in attachment "A".

1.2 City Recognition

The City Manager, or any person or organization duly authorized by the Brentwood City Council ("City"), is the representative of the City in employer-employee relations as provided in Council/Administrative Policy No. 20-17, Employer-Employee Relations Resolution adopted by the City Council on April 12, 2005, revised on February 28, 2012.

SECTION 2 Association Rights

- 2.1 The Association shall be allowed, by the City, use of space on available bulletin boards for communications having to do with official association business, such as times and places of meetings, provided such use does not interfere with the needs of the City. Additionally, the Association shall be allowed reasonable use of the City's e-mail system for communications related to the completion of the negotiations process. Such use will be as provided in Council/Administrative Policy No. 10-10, Policy and Procedures for City Information Systems and Communications.
- 2.2 Any representative of the Association shall give notice to and request permission from their Department Director or their designated representative when desiring to contact Association members on City facilities during the duty period of the employees, providing that solicitation for membership or other internal Association business shall be conducted during the non-duty hours of all employees. Pre-arrangement for routine contact must be made with the individual Department Director.
- 2.3 City buildings and other facilities may be made available for use by employees, the Association, or their representatives in accordance with such administrative procedures as may be established by the City Manager or Department Directors concerned.
- 2.4 Upon certification from the Association that it has and will maintain individual employee authorization for dues deductions, the City shall deduct Association dues from the members' second payroll check of each month. A check for the deduction will be issued monthly, payable to the Supervisors and Professional Employees' Association, and will be delivered via inter-office mail to the Association Treasurer (or other member designated in writing by the Association President).

Any employee wishing to discontinue their membership and dues deduction will be referred to the Association. The City will not take action independent of direction from the Association.

The Association shall indemnify and hold harmless the City, its officers and employees, from and against all loss, damages, costs, expenses, claims, attorney's fees, demands, actions, suits and judgments and any other proceedings arising out of any collection of the dues described above.

SECTION 3 Attendance at Meetings by Employees

City employees who are official representatives of the Association shall be given reasonable time off with pay to attend meetings with management representatives, or to be present at hearings where matters within the scope of representation or grievance are being considered. The use of official time for this purpose shall be reasonable and shall not interfere with the employees' performance of duties or the delivery of City services as determined by the City. Such employee representatives shall request time off from their respective supervisor and coordinate work schedules. With mutual agreement, the number of employees excused for such purposes shall not exceed two (2) at any given time.

SECTION 4 Employer's Rights and Responsibilities

The City, through its City Manager, Department Directors and Council/Administrative Policy No. 20-17, Employer-Employee Relations Resolution, retains solely and exclusively, all the rights, powers and authority to operate and manage its operations. The rights reserved to the City shall include, but are not be limited to the following:

To manage and direct its business and personnel; to manage, control and determine the mission of its departments, building facilities and operations; to create, change, combine or abolish jobs, departments and facilities in whole or in part; to subcontract or discontinue work for economic or operational reasons; to direct the workforce; to increase or decrease the workforce and determine the number of employees needed; to hire, transfer, promote and maintain work standards, schedules of operation and reasonable workload; to specify or assign work requirements and require overtime; to schedule working hours and shifts; to adopt rules of conduct and penalties for violation thereof; to determine the type and scope of work to be performed and the services to be provided; to establish salaries of new classifications; to determine the methods, processes, means and places of providing services and to take whatever action necessary to prepare for and operate in an emergency.

Nothing in this section shall be construed to limit, amend, decrease, revoke or otherwise modify the rights vested in the City by any law regulating, authorizing or empowering the City to act or refrain from acting.

Those managerial functions, prerogatives and policymaking rights, whether listed above or not, which the City has not expressly modified or restricted by a specific provision of this Agreement are not in any way, directly or indirectly, subject to a grievance procedure.

SECTION 5 No Discrimination

The City and the Association agree that there shall be no discrimination of any kind due to race, creed, color, religion, age, national origin, medical condition, pregnancy, marital status, disability, sex, sexual orientation, gender identity, gender expression, political affiliation, legitimate Association activity, or any other classification or category protected by law, against any employee.

SECTION 6 Salaries

Effective July 1, 2021 through June 30, 2024, salary ranges for all employees in the Association will be set forth in Attachment "A" which is attached hereto and made a part hereof. Salary increases will be granted as follows:

Effective July 1, 2021 all ranges shall be increased by 3.25%.

Effective July 1, 2022 all ranges shall be increased by 3.25%.

Effective July 1, 2023 all ranges shall be increased by 3.25%.

City to complete a salary survey by January 31, 2024.

6.1 Reopeners

The contract will not re-open unless mutually agreed to in writing by authorized representatives of the City and the Supervisors and Professionals Employees' Association.

SECTION 7 Hours of Work and Flexibility of Schedule

7.1 Standard Workday

The standard workday is eight (8) hours per day. However, the 8-hour schedule is intended to be flexible in nature with pre-approval of the Department Director and consistent with wage and hour legal requirements, with the employees having the option of starting before 8:00 a.m., working after 5:00 p.m., taking a half-hour non-paid duty-free lunch break, or any combination of the above or other option.

The City Manager is authorized to designate other, alternative, work periods and working hours for employees when, in his/her opinion, the best interest of the City may be served by such adjustment of the standard work periods and hours. The procedure for making adjustments in the standard work period and hours shall be consistent with any applicable legal obligations.

7.2 Standby Pay

Information Services Specialists assigned to standby shall be compensated for each full week (seven (7) calendar days) the employee is on standby. In recognition of the fact that Information Services Specialists are not eligible to receive call-out pay, the base rate for a full week of standby pay will be 5% greater than the standby pay rate earned by Information Services Technicians which is currently \$426.59.

7.2.1 As determined by the Chief Information Services Officer, standby pay applicable to the Dispatch Center shall be paid based on a pre-assigned work schedule with the weekly standby base rate pro-rated base on the number of days assigned.

7.2.2 In recognition of the significant need for prompt response to Dispatch Center Information Systems issues, Dispatch Center standby assignments will be limited to Information Services Specialists who agree to be present within the cities of Antioch, Brentwood, Byron, Discovery Bay, Oakley, or Pittsburg, or within a 15-mile radius of the Dispatch Center, while assigned to Dispatch Center standby. In the case of extraordinary scheduling difficulties, the Director of Finance and Information Systems may authorize an exception to these geographic boundaries on a case-by-case basis.

SECTION 8 Bilingual Premium Pay

The City shall pay \$25 per bimonthly pay period, to individuals that are fluent in a foreign language or American Sign Language (ASL) who are routinely and consistently assigned to positions requiring communication skills in languages other than English. The determination of the need of the community for employees fluent in a language shall be determined by the City Manager or designee. The determination of the employee's fluency shall be by a mutually agreed upon procedure. The Parties agree that to the extent permitted by law, bilingual premium pay is special compensation and shall be reported as such pursuant to the Title 2 CCR Sections 7571(a)(4) and 571.1(b)(3).

SECTION 9 Holidays

As provided in the Personnel Rules and Regulations, Rule 10, full-time and part-time regular and probationary employees receive holiday pay. Holiday pay for each observed City holiday is eight (8) hours/credits for each holiday listed below, including floating holidays (personal days). In the case of part-time regular employees, holiday pay for each observed City holiday will be pro-rated based on the employee's number of regularly scheduled work week hours. In order for an employee to receive compensation for a holiday, the employee must be in a pay status (working, vacation, sick leave, worker's compensation, scheduled day off) the day prior to and the day following the holiday.

Holidays will be observed by the City as follows:

- | | |
|---|--|
| 1) January 1 (New Year's Day) | 8) Veteran's Day (Observed) |
| 2) Martin Luther King Jr.'s Birthday (Observed) | 9) Thanksgiving Day |
| 3) Washington's Birthday (Observed) | 10) The Friday following Thanksgiving Day |
| 4) Memorial Day | 11) December 24 |
| 5) June 19, Juneteenth | 12) December 25 |
| 6) July 4, Independence Day | 13) December 31 |
| 7) Labor Day | 13) Two Floating Holidays (Personal Days) based upon Employment on January 1st |

SECTION 10 Vacation

10.1 Vacation Accrual for New Employees

No employee who has served less than six months shall be eligible to use their vacation credits regardless of their accrual during the initial six months of employment. However, upon completion of six months of service, the employee will then be eligible to use accrued vacation hours.

10.2 Vacation Accrual Tables

Employees are subject to the following vacation accrual schedule:

<u>Years Employed</u>	<u>Monthly Accrual</u>
0 - 5 years	10.67 hours (16 days annual)
5 – 10 years	14.00 hours (21 days annual)
10 years+	17.33 hours (26 days annual)

Vacation accrual shall begin with the first hour of work. Vacation shall accrue on the basis of regular hours on payroll status and shall not accrue to overtime worked. Vacation accrual is capped at no more than (eighteen) 18 times an employee's monthly vacation accrual at any time. Upon reaching the vacation accrual cap the employee will cease to accrue vacation until the balance is below the accrual cap.

Regular employees who work fifty percent (50%) of full-time or more shall accrue vacation credits in proportion to their time worked.

SECTION 11 Longevity Incentive Plan

11.1 Longevity Earned

The City recognizes employees that make a commitment to continue their employment long-term. After each five-year period of continuous, full-time employment, a regular employee shall receive forty (40) hours of bonus vacation time posted to their vacation accrual balance, up to the vacation accrual cap.

11.2 Non-Recurring Leave

The bonus week of vacation shall not increase the employee's vacation accrual rate. The forty (40) hours of vacation is a one (1) time bonus for the year in which it is earned through the employee's length of service.

SECTION 12 Personal Time Off

Effective July 1, 2021, and each subsequent year of the agreement, all members covered by this MOU are eligible to use up to eighty (80) hours of paid time off for personal leave. This time shall be placed on the employees books effective every July 1, commencing July 1, 2021. The employee can use this time off all at once or in as little as one (1) hour increments. These hours shall have no cash value, shall not be eligible for payment upon termination of employment, and shall not be transferable from one year to the next. Each employee is eligible for the full eighty (80) hours of paid time off regardless of the duration of their employment.

SECTION 13 Sick Leave

Regular and probationary employees earn sick leave at the rate of eight (8) hours per month. Sick leave accrues on the basis of hours worked, therefore regular and probationary employees who work fifty percent (50%) of full-time or more shall accrue sick leave credits in proportion to their time worked. Unused sick leave shall accumulate from year to year. Sick leave shall be used only in the case of necessity of actual sickness or disability. Sick leave may not be used before it is earned. Sick leave may be used for medical and dental appointments. See Personnel Rules/Regulations, Rule 10.3 for more details that apply to the accrual and use of sick leave.

SECTION 14 Health Insurance

14.1 City Contribution

The City shall provide medical coverage for employees through the California Public Employees' Retirement System ("CalPERS") Health Benefits Plan. The maximum monthly medical premium paid by the City for employee's medical coverage shall be as follows:

Effective as soon as administratively possible, but not later than the start of the second full month after Council adoption the City shall provide the following contributions for full time employees:

Employee only: 100% of the premium, regardless of plan.

Employee plus 1 dependent: an amount equal to the Region 1 Kaiser Employee + one dependent rate.

Employee plus 2 or more dependents: an amount equal to 85% of the Region 1 Kaiser Family rate. The maximum monthly medical premium described above includes the

Public Employees' Medical and Hospital Care Act ("PEMHCA") minimum monthly contribution (currently \$143 per month).

14.2 Employee Contribution

The employees shall pay any excess premium costs through a pre-tax payroll deduction of the employee chosen plan, unless the IRS tax code changes.

14.3 Retiree Medical Coverage

Retiree medical is available through the CalPERS Health Benefits Plan. Employees must be vested with CalPERS and retire from the City of Brentwood within the timeline set by CalPERS to be eligible to receive the retiree medical benefit.

For employees retired prior to July 1, 2012:

The City's monthly contribution rate shall equal the Kaiser employee plus one dependent rate. This amount includes the PEMHCA minimum.

For employees hired prior to July 1, 2012 and not yet retired by that date:

The maximum premium amount paid by the City for an employee retiring on or after July 1, 2012 shall be \$1,326.63 until such time that the Kaiser employee only rate exceeds this amount. At that time, the maximum medical premium amount paid by the City shall equal the Kaiser employee only rate. At no time shall the maximum medical premium amount paid by the City be less than the Kaiser employee only rate.

This maximum amount includes the PEMHCA minimum. Retirees shall be responsible for payment of any excess premium costs due CalPERS. The payment method of the excess premium will be prescribed by CalPERS.

For employees hired on or after July 1, 2012:

The maximum premium amount paid by the City for an employee retiring on or after July 1, 2012 shall be equal to the PEMHCA minimum amount. Retirees shall be responsible for payment of any excess premium costs due CalPERS. The payment method of excess premium will be prescribed by CalPERS. The City shall increase the maximum medical premium amount to match the PEMHCA minimum amount in compliance with the required PEMHCA minimum amount.

14.4 Cash In-Lieu of Medical Coverage

Employees provide proof of alternative minimum essential medical coverage for the employee and the employee's taxable family (individuals for whom the employee expects to claim a personal exemption deduction), may elect to receive "cash in-lieu" of medical coverage after they provide annual proof of such medical coverage to the Human Resources Department. Individual coverage and individual coverage from Covered California does not qualify as alternative minimum essential coverage under this section.

For those employees who received the “cash in-lieu” amount on or before May 1 2014, and retained the benefit, the maximum benefit amount will be \$668.63.

The “cash in-lieu” benefit amount shall be \$300 per month for: a) employees hired after May 1, 2014; or, existing employees who discontinue the City’s medical coverage and opt for “cash in-lieu” of medical coverage at a later date as long as they meet the requirements as described above.

SECTION 15 Dental Insurance

The City shall pay the premium for dental coverage for all full-time personnel and their family. In the event that during the period of the MOU, the premiums required to maintain the current level of dental benefits are increased, the City shall pay such increased premium amounts.

Effective with Plan Year 2022, the City shall contract with their dental insurance provider for an enhanced benefit package. Any employee who enrolls in the enhanced dental benefit package shall be responsible for the difference in the premium between the basic and enhanced benefit.

SECTION 16 Vision Insurance

The City shall pay the premium for vision coverage through Vision Services Plan (VSP) that provides vision care services through participating providers. This applies to all full-time personnel and their family. In the event that during the period of the MOU, the premiums required to maintain the current level of vision benefits are increased, the City shall pay such increased premium amounts.

SECTION 17 Flexible Benefit Plan

Employees in this bargaining unit may voluntarily participate in the Flexible Benefit Plan. The plan allows employees to receive nontaxable benefits in exchange for a reduction in taxable compensation.

SECTION 18 Life Insurance

The City shall pay the premium for term life insurance and accidental death & dismemberment coverage for all members of this bargaining unit. The coverage provides for one and one-half times the employee’s annual salary to a maximum of one-hundred and fifty-thousand dollars (\$150,000).

SECTION 19 Disability Insurance

The City shall contribute one hundred percent (100%) of premiums for Disability Insurance with a twenty-nine (29) day waiting period. Employees may use accrued vacation, sick leave or compensatory time off pay during the twenty-nine (29) day waiting period until the Disability

benefit begins. Once the employee becomes eligible for the Disability benefit, other time off benefits may be utilized as allowed by the policy.

SECTION 20 Retirement Plan

The City contracts with CalPERS to provide pension benefits for employees.

20.1 Tier 1 – Employees hired on or before September 30, 2010, shall be members of the CalPERS Miscellaneous Employees’ Retirement Plan 2.7% at age 55 and receive the following Optional Benefits:

- Section 20042 One-Year Final Compensation.
- Section 20965 Credit for Unused Sick Leave.
- Section 21024 Military Service Credit as Public Service, Statutes of 1976. Employees electing this option are fully responsible for any costs associated with the election of this benefit.
- Section 21335 5% Cost-of-Living Allowance, base year 2001, for miscellaneous members and local police members only.
- Section 21573 Third Level of 1959 Survivor Benefits.

All benefits included in the City retirement plan under CalPERS effective September 30, 2010 shall be maintained during the life of the contract.

20.1.1 Bargaining unit members hired as of September 30, 2010 will contribute the entire eight percent (8%) Employee Contribution towards retirement.

20.2 Tier 2 – Employees hired on or after October 1, 2010, shall be members of the CalPERS Miscellaneous Employees’ Retirement Plan 2% at age 60 and receive the following Optional Benefits:

- Section 20965 Credit for Unused Sick Leave.
- Section 21024 Military Service Credit as Public Service, Statutes of 1976. Employees electing this option are fully responsible for any costs associated with the election of this benefit.
- Section 21573 Third Level of 1959 Survivor Benefits.

The retirement benefit will be calculated on a consecutive thirty-six (36) month period and the Cost of Living Allowance will be the base amount provided by CalPERS.

20.2.1 Bargaining Unit members hired after September 30, 2010 will pay the entire seven percent (7%) Employee Contribution each month for all wages that are CalPERS reportable.

20.3 New Members – Employees hired on or after January 1, 2013, who are “new members” as that term is defined in the Public Employees’ Pension Reform Act (PEPRA), shall be members of the CalPERS Miscellaneous Employees’ Retirement Plan

2% at age 62 retirement formula. Final compensation is based on a 36-month final compensation period, and employees will contribute at least 50 percent of the total normal cost rate for their retirement plan.

Optional benefits that are already in place under the City's CalPERS contract and contract amendments will apply to new members unless those optional benefits are inconsistent with the PEPRA, such as the final 12-month compensation period.

SECTION 21 Deferred Compensation and Retiree Health Savings Account

21.1 Deferred Compensation

The City contracts with 457 Deferred Compensation Plan providers. Employees have the option to choose the plan they wish to participate in and receive a matching contribution from the City equal to fifty-five (\$55.00) each pay period, for a total of one-hundred ten dollars (\$110.00) per month. Additionally, members of this bargaining group shall receive a contribution equal to two percent (2%) of salary into a 457 Deferred Compensation Plan provided by the City. There is no matching requirement for this additional amount. Contributions to the 457 Deferred Compensation Plan are subject to the annual IRS contribution limits.

21.2 Retiree Health Savings Account

The City shall maintain a VantageCare retiree health savings account with MissionSquare Retirement for all employees in the bargaining unit hired on or after July 1, 2012. The City contributes fifty dollars (\$50) per pay period on behalf of each qualified employee to the plan. For employees hired after October 1, 2010 and before July 1, 2012, the City shall contribute twenty five dollars (\$25) per pay period on behalf of each qualified employee. City contributions shall immediately vest to the qualified employee. As soon as administratively possible to effectuate a plan document change, for all employees hired after July 1, 2010, the employees shall contribute twenty-five dollars (\$25) per pay period in their personal Retiree Health Savings Account. The City shall pay the accounting fee as charged by the plan. Employees may withdraw from the plan upon separation from City employment.

SECTION 22 Retention Efforts

The City has a responsibility to provide quality services (i.e., solid waste, water, etc.) to the citizens of Brentwood. As the City grows it is possible that some of the services currently provided by the City may return to the private sector. With regard to this possibility, the City hereby commits to make all reasonable efforts to absorb those employees who would become displaced if such an event occurs and to encourage the private provider to continue the employment of current City employees.

SECTION 23 Severability of Provisions

If any provision of this MOU should be found to be invalid, unlawful or unenforceable by reason of any existing or subsequently enacted legislation or voter initiative or by judicial authority, all other provisions of this MOU shall remain in full force and effect for the duration of this MOU. In the event of invalidation of any provision, the City and this bargaining unit agree to meet within thirty (30) days for the purpose of meeting and conferring with respect to such invalidation.

SECTION 24 Scope of Agreement

Except as otherwise specifically provided herein, the parties agree that this MOU fully and completely incorporates the understanding of the parties hereto and constitutes the sole and entire agreement between the parties on any and all matters subject to meeting and conferring. Neither party shall, during the term of this Memorandum of Understanding, demand any change therein nor shall either party be required to negotiate with respect to any matter; provided that nothing herein shall prohibit the parties from changing the terms of this MOU by mutual agreement. Such agreement shall be in writing and is subject to approval by the City Council.

SECTION 25 Duration

This MOU shall be effective July 1, 2020 except for those provisions of the Memorandum of Understanding which have been assigned other effective dates as hereinabove set forth and shall remain in full force and effect to and including the thirtieth (30th) day of June, 2024 and shall continue thereafter from year to year unless at least sixty (60) days prior to the first (1st) day of July, 2024 or to the first (1st) day of July of any subsequent year, either party shall file written notice with the other of its desire to amend, modify or terminate this MOU.


IN WITNESS WHEREOF the parties have executed this MOU this 2nd day of August, 2021.

BRENTWOOD SUPERVISORS AND
PROFESSIONAL EMPLOYEES' ASSOCIATION

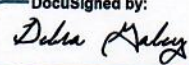
CITY OF BRENTWOOD



Patrick Brooke, President



Tim Y. Ogden, City Manager

DocuSigned by:


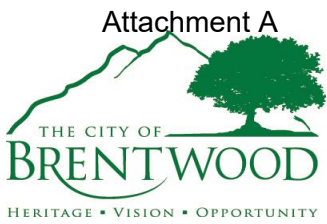
76AC30BD4CP14AC
Debra Gale, Vice-President



Pay Schedule Supervisors and Professionals

**Effective 7/1/2021
(3.25% salary increase)**

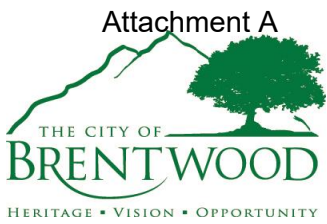
		Hourly Rate	Monthly Salary
Accountant I	A	\$ 39.84	\$ 6,905.20
	B	\$ 41.83	\$ 7,250.46
	C	\$ 43.92	\$ 7,612.98
	D	\$ 46.12	\$ 7,993.63
	E	\$ 48.42	\$ 8,393.31
Accountant II	A	\$ 43.92	\$ 7,612.98
	B	\$ 46.12	\$ 7,993.63
	C	\$ 48.42	\$ 8,393.31
	D	\$ 50.84	\$ 8,812.98
	E	\$ 53.39	\$ 9,253.63
Accounting Supervisor	A	\$ 43.49	\$ 7,537.98
	B	\$ 45.66	\$ 7,914.88
	C	\$ 47.95	\$ 8,310.62
	D	\$ 50.34	\$ 8,726.15
	E	\$ 52.86	\$ 9,162.46
Assistant City Clerk	A	\$ 42.03	\$ 7,285.53
	B	\$ 44.13	\$ 7,649.80
	C	\$ 46.34	\$ 8,032.30
	D	\$ 48.66	\$ 8,433.91
	E	\$ 51.09	\$ 8,855.61
Assistant Engineer	A	\$ 50.10	\$ 8,683.25
	B	\$ 52.60	\$ 9,117.41
	C	\$ 55.23	\$ 9,573.28
	D	\$ 57.99	\$ 10,051.95
	E	\$ 60.89	\$ 10,554.55
Assistant Planner	A	\$ 46.26	\$ 8,018.49
	B	\$ 48.57	\$ 8,419.42
	C	\$ 51.00	\$ 8,840.39
	D	\$ 53.55	\$ 9,282.41
	E	\$ 56.23	\$ 9,746.53



Pay Schedule Supervisors and Professionals

**Effective 7/1/2021
(3.25% salary increase)**

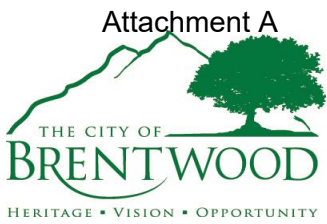
		Hourly Rate	Monthly Salary
Associate Engineer	A	\$ 55.23	\$ 9,573.28
	B	\$ 57.99	\$ 10,051.95
	C	\$ 60.89	\$ 10,554.55
	D	\$ 63.94	\$ 11,082.27
	E	\$ 67.13	\$ 11,636.39
Associate Planner	A	\$ 51.00	\$ 8,840.39
	B	\$ 53.55	\$ 9,282.41
	C	\$ 56.23	\$ 9,746.53
	D	\$ 59.04	\$ 10,233.86
	E	\$ 61.99	\$ 10,745.55
Facilities Maintenance Supervisor	A	\$ 43.61	\$ 7,558.84
	B	\$ 45.79	\$ 7,936.78
	C	\$ 48.08	\$ 8,333.62
	D	\$ 50.48	\$ 8,750.30
	E	\$ 53.01	\$ 9,187.82
Fleet Supervisor	A	\$ 48.48	\$ 8,403.90
	B	\$ 50.91	\$ 8,824.08
	C	\$ 53.45	\$ 9,265.29
	D	\$ 56.13	\$ 9,728.56
	E	\$ 58.93	\$ 10,214.99
Geographic Information Systems Coordinator	A	\$ 57.93	\$ 10,041.59
	B	\$ 60.83	\$ 10,543.67
	C	\$ 63.87	\$ 11,070.86
	D	\$ 67.06	\$ 11,624.40
	E	\$ 70.42	\$ 12,205.62
Grants Program Manager	A	\$ 50.52	\$ 8,756.40
	B	\$ 53.04	\$ 9,194.22
	C	\$ 55.70	\$ 9,653.94
	D	\$ 58.48	\$ 10,136.63
	E	\$ 61.40	\$ 10,643.46



Pay Schedule Supervisors and Professionals

**Effective 7/1/2021
(3.25% salary increase)**

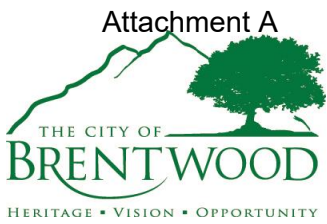
		Hourly Rate	Monthly Salary
Housing Analyst	A	\$ 51.00	\$ 8,839.86
	B	\$ 53.55	\$ 9,281.85
	C	\$ 56.23	\$ 9,745.94
	D	\$ 59.04	\$ 10,233.24
	E	\$ 61.99	\$ 10,744.90
Information Systems Specialist	A	\$ 51.99	\$ 9,010.94
	B	\$ 54.59	\$ 9,461.49
	C	\$ 57.31	\$ 9,934.56
	D	\$ 60.18	\$ 10,431.29
	E	\$ 63.19	\$ 10,952.85
Management Analyst	A	\$ 50.91	\$ 8,825.25
	B	\$ 53.46	\$ 9,266.52
	C	\$ 56.13	\$ 9,729.84
	D	\$ 58.94	\$ 10,216.33
	E	\$ 61.89	\$ 10,727.15
Park Maintenance Supervisor	A	\$ 43.61	\$ 7,558.84
	B	\$ 45.79	\$ 7,936.78
	C	\$ 48.08	\$ 8,333.62
	D	\$ 50.48	\$ 8,750.30
	E	\$ 53.01	\$ 9,187.82
Parks Planner	A	\$ 51.00	\$ 8,839.86
	B	\$ 53.55	\$ 9,281.85
	C	\$ 56.23	\$ 9,745.94
	D	\$ 59.04	\$ 10,233.24
	E	\$ 61.99	\$ 10,744.90
Principal Planner	A	\$ 64.65	\$ 11,206.57
	B	\$ 67.89	\$ 11,766.90
	C	\$ 71.28	\$ 12,355.24
	D	\$ 74.84	\$ 12,973.01
	E	\$ 78.59	\$ 13,621.66



Pay Schedule Supervisors and Professionals

**Effective 7/1/2021
(3.25% salary increase)**

		Hourly Rate	Monthly Salary
Project Manager - Economic Development	A	\$ 58.63	\$ 10,162.60
	B	\$ 61.56	\$ 10,670.73
	C	\$ 64.64	\$ 11,204.27
	D	\$ 67.87	\$ 11,764.48
	E	\$ 71.27	\$ 12,352.71
Recreation Supervisor	A	\$ 43.49	\$ 7,537.98
	B	\$ 45.66	\$ 7,914.88
	C	\$ 47.95	\$ 8,310.62
	D	\$ 50.34	\$ 8,726.15
	E	\$ 52.86	\$ 9,162.46
Regulatory Compliance Supervisor	A	\$ 51.00	\$ 8,839.86
	B	\$ 53.55	\$ 9,281.85
	C	\$ 56.23	\$ 9,745.94
	D	\$ 59.04	\$ 10,233.24
	E	\$ 61.99	\$ 10,744.90
Senior Accountant	A	\$ 50.84	\$ 8,812.98
	B	\$ 53.39	\$ 9,253.63
	C	\$ 56.06	\$ 9,716.31
	D	\$ 58.86	\$ 10,202.12
	E	\$ 61.80	\$ 10,712.23
Senior Analyst	A	\$ 58.64	\$ 10,164.69
	B	\$ 61.57	\$ 10,672.92
	C	\$ 64.65	\$ 11,206.57
	D	\$ 67.89	\$ 11,766.90
	E	\$ 71.28	\$ 12,355.24
Senior Associate Engineer	A	\$ 57.99	\$ 10,051.95
	B	\$ 60.89	\$ 10,554.55
	C	\$ 63.94	\$ 11,082.27
	D	\$ 67.13	\$ 11,636.39
	E	\$ 70.49	\$ 12,218.21



Pay Schedule Supervisors and Professionals

**Effective 7/1/2021
(3.25% salary increase)**

		Hourly Rate	Monthly Salary
Senior Engineer	A	\$ 63.73	\$ 11,047.21
	B	\$ 66.92	\$ 11,599.58
	C	\$ 70.27	\$ 12,179.55
	D	\$ 73.78	\$ 12,788.53
	E	\$ 77.47	\$ 13,427.96
Senior Planner	A	\$ 58.64	\$ 10,164.69
	B	\$ 61.57	\$ 10,672.92
	C	\$ 64.65	\$ 11,206.57
	D	\$ 67.89	\$ 11,766.90
	E	\$ 71.28	\$ 12,355.24
Solid Waste Supervisor	A	\$ 48.09	\$ 8,334.96
	B	\$ 50.49	\$ 8,751.71
	C	\$ 53.02	\$ 9,189.30
	D	\$ 55.67	\$ 9,648.76
	E	\$ 58.45	\$ 10,131.20
Streets Supervisor	A	\$ 49.51	\$ 8,581.15
	B	\$ 51.98	\$ 9,010.21
	C	\$ 54.58	\$ 9,460.72
	D	\$ 57.31	\$ 9,933.75
	E	\$ 60.18	\$ 10,430.44
Wastewater Treatment Plant Supervisor	A	\$ 51.00	\$ 8,839.86
	B	\$ 53.55	\$ 9,281.85
	C	\$ 56.23	\$ 9,745.94
	D	\$ 59.04	\$ 10,233.24
	E	\$ 61.99	\$ 10,744.90
Water Distribution Supervisor	A	\$ 51.00	\$ 8,839.86
	B	\$ 53.55	\$ 9,281.85
	C	\$ 56.23	\$ 9,745.94
	D	\$ 59.04	\$ 10,233.24
	E	\$ 61.99	\$ 10,744.90



Pay Schedule Supervisors and Professionals

**Effective 7/1/2021
(3.25% salary increase)**

		Hourly Rate	Monthly Salary
Water Production Supervisor	A	\$ 51.00	\$ 8,839.86
	B	\$ 53.55	\$ 9,281.85
	C	\$ 56.23	\$ 9,745.94
	D	\$ 59.04	\$ 10,233.24
	E	\$ 61.99	\$ 10,744.90
Webmaster	A	\$ 43.68	\$ 7,571.36
	B	\$ 45.86	\$ 7,949.93
	C	\$ 48.16	\$ 8,347.42
	D	\$ 50.57	\$ 8,764.79
	E	\$ 53.09	\$ 9,203.03