



CITY OF PLEASANTON

And

AFSCME LOCAL 955
(Pleasanton City Employees Association)

MEMORANDUM OF UNDERSTANDING

April 1, 2019 – March 31, 2022

PCEA/AFSCME Local 955 MOU

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MEMORANDUM OF UNDERSTANDING

Pleasanton City Employees Association, AFSCME, Local 955, AFL-CIO, and representatives of the City of Pleasanton, have met and conferred in good faith regarding wages, hours and other terms and conditions of employment of employees in the representation unit specified in Section 1, 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 is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Section 3500, et seq.) and has been jointly prepared by the parties.

This Memorandum of Understanding shall be presented to the City Council as the joint recommendations of the undersigned for salary and employee benefit adjustments for the period commencing April 1, 2019 and ending March 31, 2022.

Section 1. Recognition

Pleasanton City Employees Association, AFSCME, Local 955, AFL-CIO, hereinafter referred to as the "PCEA/AFSCME LOCAL 955," the Union, is the formally recognized employee organization for the general employees unit comprised of the classifications listed in the attached salary schedule and certified pursuant to the Employer-Employee Relations procedures and Resolution No. 71- 75, adopted by the City of Pleasanton City Council on April 5, 1971.

Section 2. Union Security

2.1 Dues Deduction

- A. Bargaining unit employees may voluntarily join PCEA/AFSCME LOCAL 955 and authorize individual payroll deductions for dues, initiation fees, and general assessments, as well as any other membership benefit program sponsored by the PCEA/AFSCME LOCAL 955 (hereinafter collectively "dues deductions"). The PCEA/AFSCME LOCAL 955 shall be responsible for maintaining records of bargaining unit employees who provide written consent to join PCEA/AFSCME LOCAL 955 and authorize dues deductions. The PCEA/AFSCME LOCAL 955 shall certify to the City the identity of such members and the amount of the dues deductions to be withheld from their paychecks.
- B. The Employer agrees to deduct from the paychecks of each bargaining unit employee who voluntarily authorizes dues deductions as certified by the PCEA/AFSCME LOCAL 955, or pursuant to an authorization form tendered to the Employer by either the PCEA/AFSCME LOCAL 955 or the employee. Any forms tendered to the Employer directly shall have copies provided to the PCEA/AFSCME LOCAL 955 President.

The City shall deduct from each bargaining unit employee's paycheck the total amount of dues certified by the PCEA/AFSCME LOCAL 955 per month or per pay period as applicable. The Employer shall immediately remit the total amount deducted, together with a list identifying each employee from whom a deduction was made and their mailing address, to the officer designated in writing by the President of the PCEA/AFSCME LOCAL 955 as the person authorized to receive such funds.

The President of the PCEA/AFSCME LOCAL 955 shall notify the City's Human Resources Department in writing as to the amount of such dues uniformly required of all members of the PCEA/AFSCME LOCAL 955.

The Employer will implement any change to a bargaining unit employee's payroll deductions during the first full pay period following notification of such change by the PCEA/AFSCME LOCAL 955.

- C. The employee's earnings must be regularly sufficient after other legal and required deductions are made to cover the amount of the dues check-off authorized. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover that pay period from future earnings. In the case of an employee who is in a non-pay status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. Thus all other legal and required deductions have priority over union dues. In addition, in order to meet certain accounting deadlines, all payroll changes connected with the deduction of union dues must be made by the fifteenth (15) of the preceding month.
- D. The PCEA/AFSCME LOCAL 955 may request the City to provide an optional voluntary deduction for members of PCEA/AFSCME LOCAL 955. Such deduction shall be requested by the member in even dollar amounts. The optional PCEA/AFSCME LOCAL 955 deduction shall be made only from the pay due to employees on the first payday of each calendar month. The member may discontinue the optional PCEA/AFSCME LOCAL 955 deduction at any time by contacting their Union Representative. PCEA/AFSCME LOCAL 955 agrees to refund to the City any amounts paid to it in error.
- E. The PCEA/AFSCME LOCAL 955 shall indemnify, defend, and hold the City harmless against any and all claims, demands, suits, proceedings or court orders, or any other liability that may arise out of or by reason of action taken or not taken by the City for the purpose of complying with any of the provisions of this check-off agreement. In addition, the PCEA/AFSCME LOCAL 955 shall refund to the City any amounts paid to it in error upon presentation of supporting evidence. However, the PCEA/AFSCME LOCAL 955 shall not be required to make reimbursements should discovery of the error occur twenty-four (24) months after the occurrence of the error.

2.2 Maintenance of Membership

- A. The maintenance of membership is between the employee and the Union.
- B. If a bargaining unit employee desires to revoke, cancel or change their prior dues deduction authorization, the Employer shall direct the employee to the PCEA/AFSCME LOCAL 955. Any such dues deduction revocation, cancellation and/or change shall be effective only when submitted by the PCEA/AFSCME LOCAL 955 to the Employer and is subject to the terms and conditions set forth in the original payroll deduction/authorization.
- C. The City shall furnish, monthly, a list of all employees appointed within classifications contained in Appendix "B" of this MOU. The City shall furnish a list of all newly hired employees and change in status or representation of employees to the Union's President each pay period. The City shall provide contact information in writing, regarding persons newly hired by the City into a PCEA/AFSCME LOCAL 955 represented classification, to the designated Union Official consistent with Section 2.3 C.

2.3 Communication with Employees

- A. Any representative of the Union shall give notice to the Department Head when contacting City employees during the duty period of the employees, provided that solicitation for membership or other internal employee organization business shall be conducted only during the off-duty hours of all employees concerned. Pre-arrangements for routine contact between the Union and the Department Head may be made, and when made shall continue until revoked.

The Union may designate to the Director of Human Resources and Labor Relations no more than two representatives to discuss grievances with their members. The Union representatives shall be allowed reasonable time at the beginning or end of an employee's normal duty period to discuss the employee's grievance. This use of duty period time by either the Union representative or the employee shall not unduly affect either person's ability to complete their assigned duties. These time limitations shall not be in effect during the conduct of formal grievance hearings.

- B. New Employee Orientation meetings

This provision applies to all new employees hired into the City in the PCEA/AFSCME Local 955 Bargaining Unit and is intended to comply with AB 119.

The City will provide the Union with not less than ten (10) calendar days' advance written notice of the time, date, and location of all new employee orientation meetings. Notice will be made by way of email to the Union President and Vice President.

The Union will be given up to thirty (30) minutes as part of the new employee orientation meetings to present Union membership information to new employees in the Bargaining Unit.

The Union representatives who will present information at the new employee orientation meetings may do so on work time. The Union will notify the City of the names of the employees who will be presenting on behalf of the Union.

C. Information Requirements

The City will provide the Union with a digital file via email to the Union President and Vice President containing the following information for each employee in the PCEA/AFSCME Local 955 Bargaining Unit to the extent the City has the information on file:

- Name
- Job title
- Work location
- Personal telephone number (may be home or cellular as provided by the employee)
- Home address
- Personal email addresses on file with the City (new hires only).

The above information will be provided to the Union as follows:

- For new hires, within thirty (30) days of hire or by the first pay period of the month following hire
- For every Bargaining Unit employee every one hundred twenty (120) calendar days

2.4 **Bulletin Boards**

The Union may use portions of City bulletin boards under the following conditions:

- (1) All materials must receive the prior approval of the Director of Human Resources and Labor Relations.
- (2) All materials must be dated and must identify the organization that published them.

2.5 Use of City Buildings

City buildings and other facilities may be made available for use by City employees or the Union or its representatives in accordance with such administrative procedures as may be established by the City Manager or their designated representative.

2.6 Advance Notice

Except in cases of emergency as provided below in this subsection, the Union, if affected, shall be given reasonable advance written notice of any ordinance, resolution, rule or regulation directly relating to matters within the scope of representation proposed to be adopted by the City and shall be given the opportunity to meet with the appropriate management representatives prior to adoption.

In case of emergency which the foregoing procedure is not practical or in the best public interest, the City may adopt or put into practice immediately such measures as are required.

At the earliest practicable date thereafter the Union shall be provided with the notice described in the preceding paragraph and be given an opportunity to meet with the appropriate management representatives.

Section 3. No Discrimination

Neither the City, the Union, nor any person employed by them shall discriminate against any employee, or applicant for employment because of race, color, religion, sex, national origin, age, medical condition, pregnancy, marital status, disability or sexual orientation. Furthermore, the City shall not discriminate against any employee because of legitimate employee organization activities.

Section 4. Union Representatives

The Union shall submit a list of the officers of the Union to the City Manager and notify the City Manager in writing at such time there are any changes in such Union officers.

Union members who are official representatives of the Union shall be given reasonable time off with pay to attend meetings with management representatives, to be present at hearings where such matters within the scope of representation are being considered, and to prepare for meet and confer sessions both prior to and following said sessions. The use of duty time for this purpose shall be reasonable and shall not interfere with the performance of City services as determined by the City. No more than three (3) Union members shall be considered official Union representatives for the purposes of this paragraph. On or about January 15 of each year the Union shall submit in writing to the Personnel Director a list of three (3) official Union representatives. The list of official

Union representatives may be amended by the Union providing all such amendments are made in writing and submitted to the Director of Human Resources and Labor Relations.

The City will grant the Union's ten (10) member executive board reasonable time off with pay to attend routinely scheduled Joint Labor Management Meetings (see Addendum A) provided the Joint Labor Management Meeting occurs during the employee's regularly scheduled work time.

Section 5. City Rights

The rights of the City include, but are not limited to, the exclusive right to determine the mission of its constituent departments, commissions and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees, take disciplinary action, relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; to exercise complete control and discretion over its organization and the technology of performing its work.

Section 6. Salaries

6.1 Salary

Salary Schedules are attached as Appendix B.

- Effective the first full pay period on/after ratification by PCEA/AFSCME Local 955 and adoption by the Council, the salary ranges will be increased by three percent (3%). In addition, each represented employee in place at the time of the increase will receive a one-time off-salary-schedule payment of \$900 (less any applicable taxes).
- Effective first full pay period on/after April 1, 2020(April 4, 2020), the salary ranges will be increased by three percent (3%).
- Effective first full pay period on/after April 1, 2021 (April 3, 2021), the salary ranges shall be increased by three percent (3%).

These ranges represent for each classification the standard rate of pay for full employment and represent the total compensation due employees except for overtime compensation and other benefits specifically provided by the City.

6.2 Entrance Salary

The entrance salary for a new employee entering the City service shall be the minimum salary for the class to which he/she is appointed. The Appointing Authority may, however, authorize original appointment or reinstatement at a rate higher than the

minimum rate when the qualifications of the candidate including but not limited to education, experience and training and/or needs of the service warrant.

6.3 Conversion of Pay Rates

Any monthly rate of pay may be converted into any equivalent rate of pay or to any other time basis when, in the judgment of the City Manager, such a conversion is advisable.

6.4 Salary Advancements

Full time regular employees serving in a regularly established position and part-time regular employees serving in classifications represented by the Union shall be advanced from the "A" step to the "B" step in their respective classifications after completion of twelve (12) months' full time satisfactory service, in each of the salary steps for the classification until the top of the range is reached. No salary advance shall be made so as to exceed any maximum rate established in the pay plan for the class to which the advanced employee's position is allocated. Advancements shall not be automatic but shall depend upon increased service value of an employee to the City as determined by his/her Department Head. These include length of service, performance record, special training undertaken, or other pertinent evidence. Upon the approval of the City Manager, an employee who demonstrates exceptional performance based upon the criteria in the preceding sentence may be advanced two salary steps. An employee shall not normally be eligible for advancement in pay until they have successfully completed their probationary period or any extension thereof, as provided in Section 21.

A change in an employee's salary because of promotion or demotion establishes a new salary anniversary date for that employee. Salary range adjustments for a classification will not establish a new salary anniversary date for employees serving in that classification.

6.5 Salary Step When Salary Range is Increased

Whenever the monthly schedule of compensation for a class is revised, each incumbent in a position to which the revised schedule applies shall be entitled to the step in the revised range which corresponds to the step held by the employee in the previous range.

6.6 Salary Step After Promotion or Demotion

When an employee is promoted from a position in one class to a position in a higher class, they shall receive the minimum rate for the higher class; provided, however, that such rate is at least five percent (5%) above their current wage rate. When an employee is demoted, whether such demotion is voluntary or otherwise, that employee's compensation shall be adjusted to the salary prescribed for the class to which they are demoted. The specific rate of pay within the range shall be determined by the City Manager, whose decision shall be final; provided, however, that the employee's rate of pay shall not be set at a lower rate than they would have received had the employee remained in the lower class.

6.7 Certification Pay

Effective the first full pay period on/after July 1, 2017 (July 1, 2017) employees serving in the classifications of Utilities Systems Operator I, Utilities Systems Operator II, Lead Utilities Systems Operator and Chief Utilities Systems Operator who obtain and maintain a State of California Grade 2 Water Distribution License will receive 2.5% Certification Pay.

Effective the first full pay period on/after July 1, 2017 (July 1, 2017) employees serving in the classifications of Utilities Systems Operator I, Utilities Systems Operator II, Lead Utilities Systems Operator and Chief Utilities Systems Operator who obtain and maintain a State of California Grade 3 Water Distribution License or above will receive an additional 2.5% Certification Pay.

Certification Pay will not exceed a total of 5%.

Section 7. Hours of Work

7.1 Standard Workweek

The standard workweek for all full time employees shall consist of five (5) consecutive eight (8) hour work days.

7.2 Alternative Workweek

Alternate workday or workweek periods may be authorized by the Department Head or City Manager to accommodate temporary business needs such as special scheduled events or projects, or work-related certification testing, that may require work on a weekend or different hours than the standard workweek (see section 7.1 for definition of standard workweek). Depending on the event or project, this could involve:

- Altering the workweek to include a workday on Saturday and/or Sunday. In this instance, the employee's alternate day(s) off shall be scheduled at the beginning or end of the employee's remaining workweek, except under circumstances of unusual scheduling, workload, or by mutual agreement with the Department Head, when the day(s) off may be midweek.
- Elongating the workday to 9 or 10 hours, and shortening the workweek.

Among qualified employees, who shall be afforded equal opportunity, volunteers shall be first solicited for such duty, and three (3) days shall be allowed for this solicitation. Where insufficient volunteers exist after such solicitation, such duty shall be equally distributed among qualified employees, who shall in no case be given less than three (3) weeks' notice of such duty.

7.3 Rest Periods

Employees shall be entitled to take a rest period of fifteen (15) minutes for each half of a full work shift. The City may schedule the time of the rest period to reduce impact on work operations.

Section 8. Overtime

8.1 Overtime Rate

Full time employees who are assigned by their supervisor to work after completion of their work day shall be entitled to overtime compensation for all hours so worked, provided, however, that the overtime rate shall be computed at one and one-half (1-1/2) times the employee's regular rate of pay as calculated to the nearest one-tenth (1/10) of an hour.

8.2 Call Back

An employee who has departed from the employee's work location and is called back to work shall be entitled to a minimum of two (2) hours work or, if no work is performed, a minimum of two (2) hours pay. Such two (2) hour entitlement of pay, and any time worked in excess of two (2) hours per call back assignment, shall be compensated at time and one-half the employee's regular hourly rate of pay. This minimum entitlement does not apply to employees who are called back to work within two (2) hours of their regular starting time. The two hour minimum overtime payment shall not apply to subsequent call outs occurring within any two hour period.

8.3 After Hours Telephone Response

An employee shall be compensated for responding to City phone calls or texts on work related matters from authorized City personnel after normal work hours. For calls or texting that last up to fifteen (15) minutes, the employee shall be paid fifteen (15) minutes pay. For calls that last fifteen (15) to thirty (30) minutes, the employee shall be paid thirty (30) minutes pay. For calls or texting that last longer than thirty (30) minutes, the employee shall be paid for all time worked calculated to the nearest one-tenth (1/10) of an hour.

Employees in the Information Technology Department may be requested to perform work remotely and after regular work hours rather than be called back to work in accordance with Section 8.2. In such cases, said employees will be paid one (1) hour of pay or actual time worked, whichever is greater.

All compensation shall be paid at the appropriate rate.

8.4 Compensatory Time Off (CTO)

Employees may be compensated for overtime worked either by monetary payment or by compensatory time off, at the option of the employee. Compensatory time shall accrue at the rate of one and one-half (1-1/2) times the overtime hours worked. Compensatory time off which accrues in excess of eighty (80) hours must be liquidated by monetary payment. All monetary payments for overtime must be paid not later than the next biweekly payroll following the pay period in which the overtime was worked. Utilization of compensatory time off shall be by mutual agreement between the Department Head and the employee. Upon termination, the employee shall be paid for their unused compensatory time. Overtime shall not be assigned on the basis of employee's choice of monetary payment or compensatory time off.

Employees may, twice per year, be paid for all accrued and unused compensatory time, up to an amount not exceeding eighty (80) hours per calendar year. Said payment shall be made on the first pay day in June and on the first pay day in December. Written requests for payment must be made by the employee fifteen (15) days in advance of the first payday in June and December.

8.5 Bilingual Pay

Effective the first full pay period after July 1, 2014 (July 5, 2014), the City will establish a Bilingual Pay program. The City agrees to pay a premium of fifty dollars (\$50.00) per pay period to employees with bilingual skills, who occupy positions where the City has determined said skills are necessary or desired to serve the Pleasanton community.

Qualifying languages for bilingual assignment include:

- Spanish
- Mandarin
- Any foreign language as determined by the City
- American Sign Language (ASL)

Upon written recommendation of the Department Head, Human Resources may approve a bilingual assignment once the employee has undergone appropriate testing and been certified as bilingual. The City reserves the right to terminate a bilingual assignment when it is determined that the need for such assignment no longer exists.

Section 9. Standby Time

Standby time is that amount of specific and predetermined time that an employee is required to be on call in addition to the normal work day and shall be compensated at a rate of pay equal to twenty (20) hours of pay for each seven (7) day period spent on standby. The hours of daily standby duty for water division employees and sanitary sewer division employees shall be 3:30 p.m. to 7:00 a.m. The requirement that

employees in the classification of Utilities Systems Operator I and Utilities Systems Operator II work standby shall be set forth in the job descriptions of such classifications.

Response time for emergency call outs for the classifications of Utilities Systems Operator I and Utilities Systems Operator II shall be extended from 30 minutes or less during standby duties to 45 minutes or less during standby duties on a one year trial basis. Emergency call out information (at a minimum but not limited to: time of call, time for response and type of incident) will be gathered during the one year trial and examined by a committee of Utilities Management members and Utilities Systems Operators, including at least one union representative from Utilities, to evaluate the effectiveness and safety of the emergency call back program. The data and committee recommendations will be presented to the Director of Operations Services no later than May 31, 2017. The Director will determine if the change will be adopted as permanent, extended or terminated. The Director's written determination will be provided to the committee and the Union no later than June 30, 2017. The Director's decision will be final.

Section 10. Training Pay: Police Dispatcher/Community Service Officer/Police Records Clerk

Police Dispatchers assigned to train new Police Dispatchers as part of a formal departmental training program shall be paid an additional five percent (5%) of their regular hourly rate of pay for each hour of assigned training.

Community Service Officers assigned responsibility to train new Community Service Officers as part of a formal departmental training program shall be paid five percent (5%) of their regular hourly rate of pay for each hour of assigned training.

Police Records Clerks assigned responsibility to train new Police Records Clerks as part of a formal departmental training program shall be paid five percent (5%) of their regular hourly rate of pay for each hour of assigned training.

Section 11. Holidays

11.1 Observed Holidays

The holidays to be observed are as follows:

- a. January 1
- b. The third Monday in January known as "Martin Luther King Day"
- c. The third Monday in February, known as "Washington Day"
- d. The last Monday in May known as "Memorial Day"
- e. July 4
- f. The first Monday in September known as "Labor Day"
- g. The eleventh day of the eleventh month, known as "Veterans Day"
- h. Thanksgiving Day

- i. The Friday following Thanksgiving Day
- j. Christmas Eve Day
- k. December 25

In addition, the Library operation will be closed on Easter Sunday and employees will be given time off as a non-paid holiday. Employees may use available paid leave for time off, or record this day without pay for time off. The City reserves the right to modify this decision in the future to accommodate community and/or organizational concerns, with advance notice to the Union.

11.2 Floating Holidays

Each Bargaining Unit employee shall be credited with the following amount of floating holiday hours on January 1st of each year:

Forty (40) hours of floating holidays shall be credited to each employee to be observed on a date mutually agreed to by the individual employee and the Department Head or the Department Head's designee.

Such floating holidays shall be scheduled in advance of the observance of such floating holiday and once scheduled may not be changed unless mutually agreed to by the employee and the Department Head or their designee. Floating holidays shall be taken in the calendar year in which they are credited and may be taken in less than full day increments.

Police Dispatchers and Police Dispatch Supervisors shall be credited with forty (40) hours of Paid Time Off (PTO).

Persons who become full time employees after January 1 but prior to July 1 of any calendar year, shall be credited with two (2) floating holidays/Paid Time Off subject to the scheduling, approval and observance processes outlined above.

11.3 Holiday Observance Regular Part-Time Employees

Regular part-time employees shall receive time off with pay for holiday observances as follows:

Regular part-time employees including job share employees averaging between twenty (20) and twenty-nine (29) hours per week, four (4) hours pay for each fixed holiday observed by full time employees in the same or similar classification. In addition floating holidays shall be credited to each regular part-time employee including job share employees each year at half (1/2) the annual rate of a full-time employee. Scheduling and observance of said floating holidays shall be in accordance with those procedures established for full time employees. Such floating holidays shall be observed in the calendar year in which they are credited.

Regular part-time employees including job share employees averaging between thirty (30) through thirty-nine (39) hours per week, six (6) hours pay for each fixed holiday

observed by full time employees in the same or similar classification. In addition, floating holidays shall be credited to each regular part-time employee including job share employees each year at three-quarters (3/4) the annual rate of a full-time employee. Scheduling and observance of said floating holidays shall be in accordance with those procedures established for full time employees. Such floating holidays shall be observed in the calendar year in which they are credited.

The change in crediting of floating holidays for regular part time employees shall occur consistent with the conversion procedures established for full time employees.

11.4 Work on a Holiday

If in the opinion of the Department Head, the employee's services are needed and required in the interest of the public health, safety or general welfare, the employee shall be compensated at a rate of pay twice that established for regular time for holiday hours worked.

11.5 Holidays Falling on Saturday, Sunday, Scheduled Day Off

When a holiday falls on a Sunday, the following Monday shall be observed; when a holiday falls on a Saturday, the preceding Friday shall be observed; except that if Christmas Eve Day falls on a Saturday or Sunday the preceding Friday shall be observed. If a holiday falls on an employee's scheduled time off, compensatory time off shall be granted, or, at the option of the employee, compensation at a rate of pay equal to their regular rate of pay for the holiday period shall be granted.

11.6 Holiday in Lieu

Employees in the classifications of police dispatcher, senior police dispatcher and supervising police dispatcher shall be compensated each year for working holidays through receipt of holiday in lieu pay. Said holiday in lieu pay shall be equal to seven and one-half percent (7-1/2%) of the employee's annual salary exclusive of any overtime and shall be in addition to the employee's regular monthly salary. Holiday in lieu pay shall be paid on a bi-weekly basis. Employees in the classification of police dispatcher, senior police dispatcher and supervising police dispatcher shall receive prorated holiday pay upon termination.

Section 12. Vacations

12.1 Vacation Eligibility

All employees in the competitive service shall be entitled to annual vacation leave with pay except for the following:

- 1) Employees who have served less than six (6) months in the service of the City.
- 2) Employees who work on a provisional or temporary basis and all non-regular part-time employees.

12.2 Vacation Allowance

Each eligible employee shall accrue vacation as follows:

<u>Years of Continuous Service</u>	<u>Monthly Accrual Rate</u>
First through fourth	6.667
Fifth through ninth	10.000
Tenth through fourteenth	13.334
Fifteenth	14.000
Sixteenth	14.667
Seventeenth	15.334
Eighteenth	16.000
Nineteenth and above	16.667

Any employee, except a probationary, or regular part-time employee, may be allowed to incur a forty (40) hour deficit beyond the vacation leave credited to their account on the employee's anniversary date. A probationary employee may incur a forty (40) hour deficit in vacation after six (6) months full time satisfactory service.

12.3 Vacation Allowance Regular Part-time Employees

Regular part-time employees including job share employees provided they average between twenty (20) and twenty-nine (29) hours per week, shall accrue vacation with pay as follows:

<u>Years of Continuous Service</u>	<u>Monthly Accrual Rate</u>
First through fourth	3.334
Fifth through ninth	5.000
Tenth through fourteenth	6.667
Fifteenth	7.000
Sixteenth	7.334
Seventeenth	7.667
Eighteenth	8.000
Nineteenth and above	8.335

Regular part-time employees including job share employees provided they average between thirty (30) through thirty-nine (39) hours per week, shall accrue vacation with pay as follows:

<u>Years of Continuous Service</u>	<u>Monthly Accrual Rate</u>
First through fourth	5.000
Fifth through ninth	7.500
Tenth through fourteenth	10.000
Fifteenth	10.500
Sixteenth	11.000

Seventeenth	11.500
Eighteenth	12.000
Nineteenth and above	12.500

12.4 Vacation Cap

The vacation cap is established at four hundred (400) hours. Thereafter, at any time an employee reaches four hundred (400) hours, the employee will cease accruing vacation until such time as the balance falls below the cap. No employee will be allowed to accrue vacation hours above the cap.

In the event an employee has requested to take vacation but been denied or there were other circumstances that prevented the employee from taking vacation, the employee may submit a written request to the City Manager, or Director of Human Resources and Labor Relations, for special consideration.

12.5 Vacation Bank

Effective July 1, 2011, accrued vacation in excess of four hundred (400) hours was placed in a separate Vacation Bank for each affected employee. Employees shall be entitled to use or sell the hours in the Bank for vacation or for extended leave in the same manner as regular vacation hours. The hours shall be paid out at the pay rate of the employee when utilized. No additional hours will be added to this separate account.

12.6 Vacation Sell Back

Employees may request to sell back up to one hundred twenty (120) hours of accrued vacation in each calendar year. Employees may sell accrued time in one (1) hour increments with a minimum of eight (8) hours on the first pay day in June and December of each year.

12.7 Vacation Schedule

The times during a calendar year at which an employee may take their vacation shall be determined by the Department Head or his/her designee with due regard for the wishes of the employee and particular regard for the needs of the service. Vacations may not be taken, however, in connection with an employee leaving City employment.

If the requirements of the service are such that an employee cannot take part or all of their annual vacation in a particular calendar year, such vacation shall be taken during the following calendar year.

12.8 Vacation Pay at Termination

An employee shall be paid for all accrued vacation leave earned prior to the effective date of termination. Such compensation for earned vacation shall be paid to the employee in one lump sum in a final check.

Section 13. Sick Leave

13.1 Sick Leave Accrual

All new full time employees shall accrue sick leave at the rate of eight (8.0) hours for each month of service.

Employees may accumulate an unlimited number of sick leave hours; except, however, hours accumulated in excess of one thousand four hundred and forty (1440) may be used only to apply toward additional years of retirement service credit under the current PERS "Credit for Unused Sick Leave," Section 20862.8. An employee may be allowed a sick leave deficit of twenty-four (24) hours beyond that actually earned. Employees on leave of absence with pay in lieu of temporary disability payments pursuant to Section 4850 of the Labor Code shall accumulate sick leave during said leave of absence, in accordance with the provisions of this section.

13.2 Sick Leave Accrual Regular Part-time Employee

Regular part-time employees including job share employees provided that they average between twenty (20) and twenty-nine (29) hours per week, shall accrue four (4) hours of sick leave per month to a maximum accrual of seven hundred and twenty (720) hours.

Regular part-time employee including job share employees provided that they average between thirty (30) through thirty-nine (39) hours per week, shall accrue six (6) hours of sick leave per month to a maximum accrual of one thousand and eighty (1,080.0) hours.

13.3 Sick Leave Usage

Sick leave with pay shall be granted to all probationary and regular part-time including job share employees, and probationary and regular full time employees within the competitive service. Sick leave shall not be considered a right which an employee may use at their discretion but shall be allowed only as follows:

- 1) In cases of necessity and actual personal sickness or disability of the employee;
- 2) For medical and dental appointments of the employee, at the discretion of the immediate supervisor;

- 3) For the care of or attendance upon the sickness, routine medical and dental appointments or disability of members of the employee's immediate family. A maximum of eighty (80) hours per year of family sick leave may be used for this purpose. The immediate family shall consist of the spouse, domestic partner, children, children of a domestic partner, parents, parents-in-law, brothers, sisters, grandparent, grandchild, or other individual whose relationship to the employee is that of a dependent.

This provision does not apply if the family sickness or disability occurs while the employee is on vacation leave.

An employee eligible for temporary disability payments may use accumulated sick leave, compensatory time or vacation in order to maintain their regular income; provided, however, that the employee shall be allowed a credit against sick leave to the extent that temporary disability payments are retained by the City.

In order to receive compensation while absent on sick leave the employee shall notify their immediate supervisor prior to the time set for beginning their daily duties or as may be specified by the Department Head. When absence is for more than eight (8) hours, the employee may be required to file a physician's certificate or a personal affidavit with their supervisor confirming the absence. A physician's certificate may also be required for an absence of less than eight (8) hours when an employee is disciplined for attendance as set forth in Section 26.1.

Section 14. Leaves of Absence

14.1 Family Leave

Employees shall be eligible for family leave in accordance with current State and Federal Law.

14.2 Personal Leave

Any regular or probationary employee may upon written request to their Department Head and the Director of Human Resources and Labor Relations, be granted by the City Manager a leave of absence without pay for unique personal reasons for a period not to exceed three (3) months. The written request must state the reasons for the leave.

Employees may request Personal Leave up to sixteen (16) calendar weeks in length in order to take college courses full-time. For purposes of this section, full-time equals 6.1 or more quarter units if on the quarter system or 6.1 or more semester units in on the semester system. These courses must be approved in advance by the employee's Department Head and the Director of Human Resources and Labor Relations and taken from an educational institution accredited by one of the Association of Schools and Colleges on the standardized list of Associations established by the Human Resources Department or otherwise already approved through the tuition reimbursement program. Employees are expected to return to work immediately following completion of courses.

In addition, the employee's leave balances shall be taken into account in the City Manager's consideration of the request. The City Manager will also consider the City's ability to get the work tasks accomplished in the employee's absence. During said leave, an employee shall not accrue vacation or sick leave benefits or be eligible for holidays, nor shall such time be considered as service time.

The Department Head may grant a regular or probationary employee leave of absence without pay for a period not to exceed one (1) calendar week. Said leaves shall be reported to the Director of Human Resources and Labor Relations.

14.3 Extended Medical Leave

Any regular or probationary employee who is temporarily disabled from work due to a medical condition may, upon written request to the Department Head and the Director of Human Resources and Labor Relations, be granted by the City Manager, a leave of absence without pay for a period not to exceed six (6) months beyond the exhaustion of any accrued sick leave.

The term medical disability includes all temporary medical disabilities including pregnancy, childbirth and associated medical conditions.

Such request for medical leave will be considered only upon provision of a physician's statement attesting to said disability.

During extended medical leave, an employee shall not accrue vacation or sick leave benefits or be eligible for holidays, nor shall such time be considered as service time. Any employee returning from medical leave shall be required to provide a physician's release to return to duty.

14.4 Jury Leave

Every employee of the City who is called or required to serve as a juror shall be entitled to leave from their duties with the City during the period of such service or while necessarily being present in court as a result of such call. The employee shall be paid the difference between their full salary and any payment received by him/her, except travel pay, for such duty.

14.5 Leaves Resulting from Subpoena

Leave of absence with pay shall be granted to a person while going to and from court and answering a subpoena as a witness. The employee shall be paid the difference between their full salary and any payment received by him/her, except travel pay, for such duty.

14.6 Military Leave

Military leave shall be granted in accordance with the provisions of the City of Pleasanton Military Leave Policy and in compliance with state and federal law.

14.7 Failure to Return from Leave

Failure on the part of the employee on leave to report to duty promptly upon its expiration or within a reasonable time after its expiration shall be cause for discipline.

14.8 Bereavement Leave

In the event of a death in the immediate family, employees may take up to five (5) days of paid bereavement leave per event. Additionally, employees may utilize other paid leaves, including paid sick leave, to extend bereavement leave, subject to approval of the Department. Sick Leave utilized for bereavement leave shall be tracked separately from Family Sick Leave as provided in 14.1. These hours will not count towards the 40-hour threshold outlined in the Attendance Management Program.

In this context only, immediate family shall be defined as: spouse, domestic partner, child, foster child who resided with the employee at the time of his/her death, stepchild, mother, father, stepmother, stepfather, mother-in-law, father-in-law, brother, stepbrother, sister, stepsister, brother-in-law, sister-in-law, grandmother, grandfather, spouse's grandmother, spouse's grandfather, son-in-law, daughter-in-law or grandchildren.

Section 15. Health and Welfare

15.1 Hospital and Medical Care - Active Employees

A. Contributions

The City will continue to contribute a monthly amount for each employee no greater than the family rate of the lowest cost HMO.

All employees participating in the City's health plans will contribute one of the following two amounts, whichever is greater:

1. \$25.00 per month
2. The difference between the family rate of the lowest cost HMO and the premium of the employee's more expensive plan selection.

Effective January 2020, all employees participating in the City's health plans will contribute one of the following two amounts, whichever is greater:

1. \$25.00 per month for employee only coverage; \$25.00 per month for employee +1 coverage; or \$50.00 per month for family coverage.
2. The difference between the family rate of the lowest cost HMO and the premium of the employee's more expensive plan selection.

Contributions will be deducted from the employee's paycheck on a pre-tax and bi-weekly basis.

B. Increases in Premiums

Effective July 1, 2011, the City will pay for any increase in the medical plan premiums up to a maximum of 15% of the lowest cost HMO family rate. The difference will be deducted from the employee's paycheck on a pre-tax basis.

In the event that the medical premium increase is less than 15%, the City's sole obligation is to pay the lower percentage increase.

C. Plan Co-Pays

Effective July 1, 2011, the health maintenance organization (HMO) medical plans co-pays shall be ten dollars (\$10) for office visits. The prescription drug co-pays shall be ten dollars (\$10) for generic, fifteen dollars (\$15) for brand and thirty-five dollars (\$35) for non-formulary (the Kaiser HMO provides for a two-tier prescription drug plan). The Preferred Provider Organization (PPO) medical plan co-pays shall be fifteen dollars (\$15) for office visits. The prescription drug co-pays shall be ten dollars (\$10) for generic, twenty-five (\$25) for brand and thirty-five dollars (\$35) for non-formulary.

D. Changes to Plan Designs

During the term of this Agreement, the City reserves the right to propose changes to the plan designs and co-pay structure in order to reduce costs to the City and employees. Changes to plan design shall be by mutual agreement.

The City agrees to provide up to three (3) health plan options for employees and eligible dependents. At least two options will be HMOs and the other will be a PPO option. For the term of this agreement, the City agrees to continue to offer Kaiser as one of the HMO options.

For the purpose of providing aforesaid health care coverage to eligible regular part-time employees including job share employees who average between twenty (20) and twenty-nine (29) hours per week, the City shall contribute an amount not to exceed fifty percent (50%) of the City's monthly contribution established for full time employees as set forth in the paragraph above. For regular part-time employees including job share employees who average between thirty (30) and thirty-nine (39) hours per week, the City shall contribute an amount not to exceed seventy-five percent (75%) of the City's monthly contribution above.

15.2 Hospital and Medical Care - Retiree

A. Federal or State Legislation

The City reserves the right to meet and confer with the Union for the purposes of coordinating retired employee's hospital and medical care in the event Federal or State legislation is implemented that effects retiree's medical insurance.

B. Spousal Continuation of Benefits

In the case where the employee eligible for two-party coverage is deceased, the amount the City is obligated to pay shall be reduced by one half (1/2). If the spouse remarries, the obligation by the City shall terminate. Domestic partners shall be treated in the same manner as spouses for continuation of benefits.

C. Plan Design

Plan Design for Employees Who Retired Before July 1, 2012

Employees who retired before July 1, 2012, retired with the same retiree benefit co-pay and plan design as provided to retirees on June 30, 2011. Employees retired before July 1, 2012 are not subject to the 15% premium cap provisions of Section 15.1.B.

Plan Design for Employees Who Retire On or After July 1, 2012

Employees who retire on or after July 1, 2012, will have the same benefit co-pay and plan design as provided to active employees in accordance with Section 15.1.C and are subject to the 15% premium cap provisions of Section 15.1.B.

D. Vesting Schedule for Employees Hired Before June 1, 2011

1. Service Retirement

For all employees who retire with service from the City of Pleasanton, the City shall pay four percent (4%) for each year of service of the City's contribution toward the monthly premium for employee and one dependent.

2. Disability Retirement

For all employees who retire with disability, the City shall pay a percentage of the City's contribution toward the monthly premium for employee and one dependent in accordance with the schedule set forth below:

Years of Service	City's Contribution
10	20%
11	25%
12	30%
13	35%
14	40%
15	45%
16	48%
17	51%
18	54%
19	57%
20	80%
21	84%
22	88%
23	92%
24	96%
25 + years of service	100%

3. City Contributions

The City’s contribution for retiree medical is established as the same dollar contribution paid for active employees at the employee plus one rate of the lowest cost HMO early retiree plan.

4. Reimbursement for non-City Plans

In the event that a retiree obtains medical coverage through a plan not offered through the City of Pleasanton, the City will reimburse the retiree up to the amount outlined in Section 15.2.D, but no more than the amount paid by the retiree. Retirees must supply proof of coverage and proof of payment in order to be reimbursed.

5. Benefits for Medicare Eligible Retirees

All retirees eligible for Medicare are required to apply for Medicare benefits. Upon qualifying for and receiving parts A and B of Medicare, the City shall not be obligated to contribute an amount in excess of the monthly premium for the lowest cost HMO health plan supplement to Medicare for employee and one dependent.

E. Vesting Schedule for Employees Hired After June 1, 2011

1. Service Retirement

For all employees who are hired after June 1, 2011 and retire from service, the City shall provide the following benefit:

For all employees who retire with service from the City of Pleasanton, the City shall pay for each year of service equivalent to four percent (4%) of the City’s contribution toward the monthly premium for single coverage.

2. Disability Retirement

For all employees who are hired after June 1, 2011 and retire with disability, the City shall pay a percentage of the City’s monthly contribution toward the premium for single coverage in accordance with the schedule set forth below:

Years of Service	City's Contribution
10	20%
11	25%
12	30%
13	35%
14	40%
15	45%
16	48%
17	51%
18	54%
19	57%
20	80%
21	84%
22	88%
23	92%

24	96%
25 + years of service	100%

3. City Contributions

The City’s contribution for retiree medical is established as the same dollar contribution paid for active employees at the single rate of the lowest cost HMO early retiree plan.

4. Reimbursement for non-City Plans

In the event that a retiree obtains medical coverage through a plan not offered through the City of Pleasanton, the City will reimburse the retiree up to the amount outlined in Section 15.2.D for the single rate, but no more than the amount paid by the retiree. Retirees must supply proof of coverage and proof of payment in order to be reimbursed.

5. Benefits for Medicare Eligible Retirees

Retiree health benefits will cease once the employee becomes Medicare eligible.

6. Retiree Health Savings Account

PCEA/AFSCME and the City will meet within ninety (90) days after adoption of this agreement to review and select a Retiree Health Savings Account (RHSA). For employees hired on or after June 1, 2011 and who successfully pass probation, the City will contribute thirty-five dollars (\$35) per pay period to the RHSA beginning the first pay period after the RHSA has been selected. Additionally, each employee eligible for the City contribution will have twelve dollars (\$12) per pay period deducted pre-tax as an additional employee contribution toward the RHSA. The total contribution to the RHSA will be forty-seven dollars (\$47) per pay period.

15.3 Dental

The City shall contribute an amount necessary to provide dental care benefits for the individual employees and eligible dependents. The City shall provide a lifetime maximum orthodontia coverage of \$2,500 for individual employees and eligible dependents.

- The maximum contribution shall be set at \$145.00 per month.

Should the costs of the dental plan exceed \$145 per month during the term of the Agreement, the City will pay the difference.

For the purpose of providing aforesaid dental care coverage for eligible regular part-time employees including job share employees who average between twenty (20) and twenty-nine (29) hours per week, the City shall contribute an amount not to exceed fifty percent (50%) of the city's monthly contribution established for full time employees as set forth above. For regular part-time employees including job share employees who average between thirty (30) and thirty-nine (39) hours per week, the City shall contribute an amount not to exceed seventy-five percent (75%) of the City's monthly contribution established for full-time employees as set forth above.

15.4 Life Insurance

The City shall contribute an amount necessary to provide \$35,000 life and \$35,000 accidental death and dismemberment insurance coverage for the individual full-time employee. The City shall contribute an amount necessary to provide \$26,250 life and \$26,250 accidental death and dismemberment insurance coverage for the individual regular part-time employee who averages between thirty (30) and thirty-nine (39) hours per week; and \$17,500 life and \$17,500 accidental death and dismemberment insurance coverage for the individual regular part-time employee who averages between twenty (20) and twenty-nine (29) hours per week.

Employees may purchase, at the employees' own expense and within the limits set by the insurance carrier, additional amounts of life insurance under the existing policy.

15.5 Disability Insurance

(1) Short-Term Disability

The City offers a short term disability plan that provides a partial salary continuation under the conditions of the plan. Monthly premiums for the short term disability plan will be paid for by the City.

(2) Long-Term Disability

The City offers a Long Term Disability Plan that provides a partial salary continuation under the conditions of the plan. Monthly premiums for the long term disability plan will be paid for by the City.

15.6 Vision Care

During the term of this agreement, the City shall contribute the premium to provide for vision plan family coverage for health participants who are not covered by the medical plan. The benefits include annual eye examinations with a \$10.00 co-payment by the employee; annual lens replacement and bi-annual replacement of frames for a \$20.00 co-payment by the employee.

15.7 Health and Welfare Benefit Continuation

Employees off work due to verifiable personal illness and having exhausted their accrued sick leave benefits set forth in Section 13 shall continue their eligibility for health and welfare payments in accordance with Section 14. Employees off work on leaves of absence without pay shall not be eligible for said health and welfare benefit payments.

Section 16. Retirement

The City of Pleasanton provides employees defined as “Classic” members by CalPERS with the PERS 2.7% at 55 retirement formula, including the following options: "Credit for Unused Sick Leave", "1959 Survivors Third Level", "One Year Final Compensation Option" and “Military Service Credit” option.

For employees hired on or after January 1, 2013, and defined as “New” members by CalPERS, the City shall provide the retirement formulas as determined by CalPERS under the Public Employees’ Pension Reform Act (PEPRA). The current formula is 2% at age 62 or older.

For all “Classic” members as defined by CalPERS, the employee shall pay the full 8% member contribution rate.

For all “New” members as defined by CalPERS, the employee shall pay a member contribution rate as determined by CalPERS under the Public Employees’ Pension Reform Act (PEPRA).

Section 17. Uniforms

The City shall provide all necessary safety and protective clothing, as defined by the City Manager upon the recommendation of the Department Head. The City shall provide fifty percent (50%) of the initial purchase price of uniforms for those Police and Fire Department employees required to wear a prescribed uniform.

17.1 City Provided Uniforms

The City shall provide uniforms to certain classifications as set forth in the "Employee Uniform Program Policy".

17.2 Uniform Allowance

The annual uniform allowance for Senior Animal Services Officer, Animal Services Officer and Community Services Officer shall be \$800 per year, paid on a bi-weekly basis.

The annual uniform allowance for Property and Evidence Technician, Police Dispatcher, Police Dispatch Supervisor and fire administrative staff shall be \$500 per year, paid on a bi-weekly basis.

17.3 Reimbursement for Damaged or Destroyed Personal Clothing

Upon proper documentation the City will reimburse employees up to a maximum of fifty dollars (\$50.00) for personal watches damaged in the proper performance of assigned tasks. Except for employees enrolled in a health plan providing vision care coverage or an individual vision care plan, the City shall reimburse employees up to a maximum of seventy five dollars (\$75.00) for the repair or replacement of glasses damaged in the performance of assigned tasks except that glasses damaged as a result of an industrial injury shall be reimbursed under the City's worker's compensation insurance program.

Exclusive of normal wear and tear, the City will reimburse employees for the reasonable repair or replacement of their personal clothing seriously damaged or destroyed in the performance of assigned duties; provided, however, no such reimbursement shall be made if the article(s) of clothing damaged or destroyed is inappropriate for the work place; damaged or destroyed as a result of the improper performance of the assigned work; damaged or destroyed as a result of an industrial injury the latter reimbursable under the City's worker's compensation insurance program.

17.4 Safety Boot Allowance

The safety boot allowance is \$170.00 per year. The allowance shall be used for the replacement or repair of required safety boots.

The Operations Services Department employees may receive an additional allowance for replacement of safety boots that need replacement due to wear in order to insure proper protection of the feet.

Section 18. Credit Union

The City shall maintain a voluntary payroll deduction option for those employees who wish to join the First United Services Credit Union for the purpose of transacting business with said credit union and shall maintain direct deposit of payroll checks for designated financial institutions.

Section 19. Deferred Compensation Plan

The City shall provide a deferred compensation plan.

The City shall contribute one-half percent (.5%) of the employee's base compensation into a 457 deferred compensation plan. The contribution is tax-deferred, and counts towards the 457 annual maximum deferral as designated by the IRS. Employees without an existing 457 account with a City sponsored provider must establish one in order to receive the City contribution, but no employee contribution to the account is required.

Effective the first full pay period on/after April 1, 2021, the City shall contribute an additional one-half percent (.5%) of the employee's base compensation, for a total contribution of one percent (1%) into a 457 deferred compensation plan.

Section 20. Educational Incentive Tuition and Book Reimbursement Program

20.1 Educational Incentive

All regular employees having reached step E of their classification's pay range are eligible for educational incentive pay for college degrees earned while employed by the City of Pleasanton provided the degree is awarded from a community college, college or university accredited by the Western Union of Schools and Colleges and is in a recognized academic or professional field as determined by the employer's Department Head and the Director of Human Resources and Labor Relations. Where a degree appears not to be in a recognized academic field the Assistant City Manager shall provide the employee an opportunity to discuss the issue with them before they make their decision. Once made, however, the decision of the Director of Human Resources and Labor Relations shall be final.

Incentive pay shall be a percentage of monthly base salary as specified below:

Eligible Degree	Incentive Pay
AA	2.5%
BA/BS	5.0%
MS/MA	5.0%

The maximum incentive pay an employee can receive is five percent (5%). Should an employee be promoted to a position requiring the degree for which they are currently receiving incentive pay, said incentive pay shall cease.

To receive incentive pay the employee must submit a copy of their college degree and college transcripts showing their overall grade point average. Incentive pay shall be effective at the beginning of the next pay period following approval of eligibility.

All employees receiving educational incentive pay on April 30, 1992, shall continue to receive educational incentive pay. Any employee as of April 30, 1992, who obtained an eligible degree prior to being employed by the City of Pleasanton shall, upon reaching step E of their classification's salary range, receive the appropriate incentive pay percentage as cited above for said degree.

20.2 Tuition Reimbursement

Regular full time employees and as specified below regular part time employees shall be eligible for reimbursement of tuition expenses for college or university courses successfully completed with a grade of "C" or better, provided said courses have been approved in advance by the employee's Department Head and the Director of Human

Resources and Labor Relations and are taken from an educational institution accredited by one of the Association of Schools and Colleges (standardized list of Associations established by the Human Resources Department).

Tuition shall be reimbursed in an amount up to, but not to exceed the annual registration fees levied by California State University East Bay for internal degrees in effect at the time the employee enrolled in the course(s) for which tuition reimbursement is requested.

Eligible fees shall be limited to:

University Fee	Facility Fee
Student Body Fee	University Union Fee
IRA Fee	Health Services Fee

Regular part-time employees who average between thirty (30) and thirty-nine (39) hours per week shall be reimbursed in an amount equal to seventy five percent (75%) of the above fees. Regular part-time employees who average between twenty (20) and twenty-nine (29) hours per week shall be reimbursed fifty percent (50%) of the above fees.

Requests for tuition reimbursement shall be submitted at the completion of each quarter or semester and be accompanied by an official receipt verifying the tuition amount and the tuition payment, and proof of grades.

20.3 Book Reimbursement

Regular employees can be reimbursed for books required for college/university courses approved by the department head and personnel director and successfully completed with a grade of "C" or better. Upon reimbursement, the books shall become the property of the city. To the extent feasible, the books will be made accessible to employees. The maximum reimbursement for books an employee may receive shall not exceed \$300.00 per fiscal year for full time employees, \$225.00 for regular three-quarter time employees, and \$150.00 for regular one-half time employees. To be reimbursed, the employee must submit a receipt from the college or university for the book purchase and an official transcript of grades.

Section 21. Probationary Period

21.1 Length of Probationary Period

Original and promotional appointments shall be tentative and subject to a probationary period of twelve (12) months actual service except for Police Dispatchers who will be subject to an eighteen (18) month probationary period, but remain eligible to be considered for a salary adjustment after twelve (12) months.

After serving a minimum of six (6) months in a probationary status following promotion, an employee whose performance has been evaluated as exceptional based upon the

performance criteria enumerated in Section 6.4 may be removed from probationary status.

21.2 Notification Requirements

An employee who is not rejected prior to the completion of the prescribed probationary period shall be deemed to have passed the prescribed probation period automatically subject to the provisions of Section 21.3

21.3 Extension of Probationary Period

If a probationary employee is off work due to a leave of absence, sick leave or disability leave or any combination thereof for a period exceeding thirty (30) consecutive calendar days, said employee's probationary period shall be extended automatically by the length of said leave. The probationary period may be extended by the City Manager for a period not to exceed ninety (90) days, in order to further evaluate the performance of the probationary employee.

21.4 Rejection of Probationary Employee - Original Appointment

The City Manager may terminate a probationary employee during the probationary period upon fifteen (15) days written notice without right of appeal in any manner by the probationary employee.

21.5 Rejection of Probationary Employee - Promotional Appointment

Any employee rejected during the probationary period following a promotional appointment or at the conclusion of the probationary period shall be reinstated to a position in the class from which the employee was promoted and at the rate of pay the employee would have received had they remained in the former class.

Section 22. Promotion

Promotional or open-promotional examinations may be conducted whenever in the opinion of the Personnel Officer the needs of the service require. Only employees who meet the requirements set forth in the examination announcements may compete in promotional examinations.

Insofar as consistent with the best interests of the service all vacancies in the competitive service shall be filled by promotion from within the competitive service after a promotional examination has been given and a promotional list established.

Upon the establishment of a ranked eligibility list, the names of the persons having the highest five (5) scores on the list shall be submitted to the department head for their consideration. Should an eligibility list be established based upon the banding of test scores, the names of the persons by band shall be submitted to the department head for their consideration.

When the needs of the service so require, an employee meeting the minimum qualifications may be temporarily promoted to an authorized position on an "acting" basis. While serving in the position the employee temporarily promoted shall be paid the minimum rate of pay for the classification except that said rate of pay shall be no less than five percent (5%) above the employee's normal rate of pay.

If, in the opinion of the Director of Human Resources and Labor Relations, a vacancy in the position could be filled better by an open-competitive examination instead of promotional examination, the Director shall arrange an open-competitive employee list consistent with the Personnel Rules.

Section 23. Temporary Assignment

A Department Head or their designee may temporarily assign an employee to a higher classification for a period not to exceed ninety (90) days. Employees so assigned shall receive additional compensation ranging between five (5%) to ten (10%) percent of their hourly wage for hours worked beginning with the first (1st) work day, for assignments lasting five (5) or more working days. The Director of Human Resources and Labor Relations and the employee shall be notified in writing of said assignments.

In determining the additional pay percentage for the temporary assignment, the Department Head will give consideration to: the difference between the employee's current salary and the range into which they are placed during temporary assignment, the skill set of the employee compared with the requirements of the temporary assignment, the duration of the assignment, the criticality of the position and how important the continuity of the duties are to the operations of the City, other staffing availability to perform some of the assignments normally performed by the temporarily vacant position and other job-related factors when necessary to make decisions that are reasonable and supportable.

The Department Head will use discretion and judgment in assigning employees to temporary assignment, balancing the need for development and experience with the needs of the operation. When there are multiple qualified employees who could potentially fill the temporary assignment, equal rotation will be considered to provide opportunity for experience.

Section 24. Transfer

An employee may be transferred by the Appointing Authority to a comparable position. For purposes of this section comparable position is one with the same maximum salary, involving the performance of similar duties and requiring substantially the same minimum qualifications.

If the transfer involves a change from one department to another both Department Heads must consent thereto unless the City Manager orders the transfer for purposes of

economy and efficiency. Transfer shall not be used to effect discipline or a promotion or advancement.

The Union shall be notified prior to any transfer as detailed in this Section.

Section 25. Resignation, Reinstatement and Layoff

25.1 Voluntary Resignation

An employee may resign in good standing by submitting a written resignation to their Department Head with a copy to the Director of Human Resources and Labor Relations. The written resignation shall state the reasons for the resignation and be submitted to the Department Head and Director of Human Resources and Labor Relations at least two (2) weeks prior to the effective date of the resignation.

A statement as to the resigned employee's performance shall be forwarded to the Director of Human Resources and Labor Relations by the Department Head.

25.2 Reinstatement

With the approval of the Director of Human Resources and Labor Relations, a permanent or probationary employee who has resigned in good standing may be reinstated within two (2) years, of the effective date of resignation, to a vacant position in the same or comparable class. Upon reinstatement, the employee, for all purposes, shall be considered as though they received a new appointment.

25.3 Layoff

The Appointing Authority may layoff an employee in the competitive service because of material changes in duties, organization, shortage of work or funds, or because of disability as specified in Section 29.

The employee and the Union shall be notified at least sixteen (16) weeks prior to the effective date of layoff. If such notice is impractical, the employee and the Union shall be notified at the earliest possible time prior to the effective date of the layoff. The notification shall be in writing and set forth the reasons for the layoff.

25.4 Order of Layoff

Layoffs shall be by position classification. In effecting layoffs, employees with the least length of service in the position classifications affected shall be laid off first.

25.5 Length of Service

Length of service shall be full time service in the classification in either a regular or probationary status. When two or more employees in a classification have the same length of service, seniority shall then be determined by length of full time service with

the City in a regular or probationary status, then by length of part time service in a regular or probationary status in the classification in which the layoff is taking place, and finally by length of part-time service with the City in a regular or probationary status.

25.6 Bumping

Employees scheduled to be laid off may bump the least senior employee in the next lower paying classification of like work who has less seniority. Employees must declare their intention to exercise this right in writing prior to layoff, otherwise, this right shall automatically terminate. To bump successfully, the employee must be qualified, trained, and capable of performing all work of the new classification.

25.7 Re-employment Following Layoff

The names of permanent employees laid off shall be placed on a re-employment list in the order of total continuous accumulative time served in probationary and regular status or, if laid off at different times, in the reverse order in which they were laid off. Such names shall remain thereon for a period of one year unless such persons are sooner re-employed. A name on the list may be extended for a maximum of one additional year upon the request of the laid off employee and the approval of the Appointing Authority. The names of probationary employees shall be placed on said re-employment list only if they were laid off in good standing.

Section 26. Discipline

26.1 Disciplinary Action

The continued employment of every employee shall be during good behavior and rendering of efficient service. An employee is subject to disciplinary action and may be discharged, suspended, demoted for cause, or placed on probation as provided in Section 21 and such disciplinary action shall be subject to appeal as set forth in Section 27.2(2). Any employee discharged, suspended or demoted for cause shall be furnished the reason for the employee's discharge, and the period of duration in writing.

An employee suspended from the City service shall forfeit all rights, privileges and salary or other fringe benefits while on such suspension.

Written reprimands are not subject to appeal of any kind including the grievance procedure. However, an employee may submit a rebuttal to a written reprimand within thirty (30) calendar days of receipt. The rebuttal will be kept in the employee's permanent personal file consistent with retention procedures for written reprimands.

26.2 Causes for Dismissal, Suspension, Demotion or Placement on Probationary Period

The following, among others, are causes which are sufficient for disciplinary action:

- (1) Absence without leave, or failure to report to work after a leave of absence has expired, or after such leave of absence has been disapproved or revoked.
- (2) Conviction of a felony criminal offense. Conviction shall mean a termination of criminal proceedings adverse to the employee upon a verdict, by plea of guilty, upon a judgment against the employee, or upon a plea of nolo contendere, without regard to subsequent disposition of the case by suspension or sentence, probation, or otherwise.
- (3) Excessive use of sick leave not protected by law, or a patterned use of sick leave not protected by law on a recurring basis.
- (4) Frequent or excessive tardiness, or absence from work, or from an employee's work area.
- (5) Dishonesty.
- (6) Unsatisfactory work performance.
- (7) Through misconduct, causing damage to public property or waste of public supplies.
- (8) At the time of employment, having concealed or misrepresented facts in their application for employment.
- (9) Insubordination, including refusal to do assigned work or refusal to perform work in the manner described by a supervisor without proper justification.
- (10) Disrespectful or discourteous conduct toward a City officer or official, another employee, or a member of the public while representing the City.
- (11) Violation of any of the provisions of the City Ordinances or Resolutions relating to the conduct of City officers and employees, or established work rule(s).
- (12) Failure to submit to a medical examination or failure to appear at the designated time and place for such examination as ordered under Section 28 Medical Exam of this MOU.
- (13) Violation of CORI Regulations or misuse of protected law enforcement information.
- (14) Use of City equipment, supplies or identification (e.g. badges) for any reason other than for official City business.

26.3 Pre-Disciplinary Notice

Prior to taking disciplinary action to discharge, suspend or demote an employee for reasons specified in 26.2, the City will provide the employee with a "Notice of Proposed Action".

The “Notice of Proposed Action” shall include notice of what action is proposed to be taken, the reasons for the proposed action, copies of any rules, policy or regulations that may have been violated and documents upon which the City is relying upon as a basis for the proposed action.

Additionally, the notice will include information regarding the appeal process and timelines for responding to the notice. The employee is also entitled to representation during this process.

All written reprimands in an employee’s personnel file will be removed from the file three (3) years after date of issuance at the request of the affected employee. Written reprimands not removed after the 3 year period will be disregarded.

26.4 Right to Representation (Weingarten Rights)

Upon the request of the employee, the employee shall have the right to Union representation at meetings with a supervisor or manager when the employee reasonably anticipates that such meetings will involve questioning that may lead to disciplinary action. Such a request is subject to the restrictions of the Weingarten decision.

Section 27. Grievances

27.1 A grievance is any dispute which involves the interpretation or application of any provision of this Memorandum of Understanding excluding, however, those provisions of this Memorandum of Understanding which specifically provide that the decision of any City official shall be final, the interpretation or application of those provisions not being subject to the grievance procedure.

The City official named in the steps of the grievance procedure may appoint a designated representative to act on their behalf with the accompanying authority to settle the grievance at the appropriate step.

27.2 Grievance Process

A. Grievances regarding discipline shall be processed in the following manner:

1. Within thirty (30) calendar days after the occurrence of an event giving rise to a grievance, an employee may request a meeting to discuss the grievance with such management official as the employee's Department Head may designate. Such request shall be made in writing to the Department Head.
2. If the grievance remains unresolved, the written grievance may be filed with the Department Head who shall investigate the grievance and render a decision within ten (10) working days from the date the grievance is received. For purposes of Section 27.2, “working days” shall be defined as Monday through Friday, excluding holidays.

3. Grievances involving demotion, reduction in pay, suspension, dismissal of an employee shall be filed in writing with the Director of Human Resources and Labor Relations within seven (7) working days of the date the employee was notified of such action. The Director of Human Resources and Labor Relations shall have ten (10) working days from receipt of the grievance to investigate the issues, meet with the employee and attempt to reach a satisfactory resolution of the appeal.
4. If the parties are unable to reach a mutually satisfactory accord on any grievance which arises and is presented during the term of this Memorandum of Understanding, the employee shall, within ten (10) working days of receipt of the decision of the Director of Human Resources and Labor Relations, submit such grievance to the City Manager for consideration by a Review Board. The Review Board shall be comprised of two (2) members of the Union and two (2) City management representatives appointed by the City Manager.

The Review Board shall be convened within fifteen (15) working days from the day the grievance was submitted to said Board. The Board shall render its findings and recommendations in writing to the City Manager within ten (10) calendar days from the date it completed its review of the grievance.

5. The City Manager shall within ten (10) working days of receipt of the Review Board's written findings and recommendations review the findings and recommendations and render a written decision on the grievance.
6. The Union may appeal the decision of the City Manager by requesting that the grievance be referred to an impartial arbitrator. The Union's decision to refer the grievance to arbitration shall be made within ten (10) working days of the notification of the City Manager's decision. The arbitrator shall be designated by mutual agreement between the Union and the City Manager. The fees and expenses of the arbitrator and court reporter shall be shared equally between the City and the Union. Each party, however, shall bear the cost of its own presentation, including preparation and post hearing briefs, if any.
7. 7) Decisions of the arbitrators on matters properly before them shall be final and binding on the parties hereto, to the extent permitted by the Ordinance Code and Resolutions of the City.

B. Grievances regarding the interpretation or application of any provision of this Memorandum of Understanding shall be processed in the following manner:

1. Within thirty (30) calendar days after the occurrence of an event giving rise to a grievance, an employee may request a meeting to discuss the grievance with such management official as the employee's Department Head may designate. Such request shall be made in writing to the Department Head.

2. If the grievance remains unresolved, the written grievance may be filed with the Department Head who shall investigate the grievance and render a decision within ten (10) working days from the date the grievance is received. For purposes of Section 27.2, "working days" shall be defined as Monday through Friday, excluding holidays.
3. Within ten (10) working days from receipt of the Department Head's decision in Step 2 above, the employee or official of the Union may notify the Director of Human Resources and Labor Relations in writing that a grievance exists, stating the particulars of the grievance, citing the specific section of this Memorandum of Understanding they believe to have been violated, and, if possible, the nature of the determination desired. The Director of Human Resources and Labor Relations shall have ten (10) working days from receipt of notification in which to investigate the issues, meet with the complainant and attempt to reach a satisfactory resolution of the problem. No grievance may be processed under paragraph (4) below, which has not first been filed and investigated in accordance with this paragraph (3a).
4. If the parties are unable to reach a mutually satisfactory accord on any grievance which arises and is presented during the term of this Memorandum of Understanding, the employee shall, within ten (10) working days of receipt of the decision of the Director of Human Resources and Labor Relations, submit such grievance to the City Manager for consideration by a Review Board. The Review Board shall be comprised of two (2) members of the Union and two (2) City management representatives appointed by the City Manager.

The Review Board shall be convened within fifteen (15) working days from the day the grievance was submitted to said Board. The Board shall render its findings and recommendations in writing to the City Manager within ten (10) calendar days from the date it completed its review of the grievance.

5. The City Manager shall within ten (10) working days of receipt of the Review Board's written findings and recommendations review the findings and recommendations and render a written decision on the grievance.
6. The Union may appeal the decision of the City Manager by requesting that the grievance be referred to an impartial arbitrator. The Union's decision to refer the grievance to arbitration shall be made within ten (10) working days of the notification of the City Manager's decision. The arbitrator shall be designated by mutual agreement between the Union and the City Manager. The fees and expenses of the arbitrator and court reporter shall be shared equally between the City and the Union. Each party, however, shall bear the cost of its own presentation, including preparation and post hearing briefs, if any.

7. Decisions of the arbitrators on matters properly before them shall be final and binding on the parties hereto, to the extent permitted by the Ordinance Code and Resolutions of the City.

C. Grievances regarding payment or compensation shall be processed in the following manner:

All complaints involving or concerning the payment of compensation shall be initially filed in writing with the Director of Human Resources and Labor Relations. Only complaints which allege that employees are not being compensated in accordance with the provision of this Memorandum of Understanding shall be considered as grievances. No adjustment shall be retroactive for more than thirty (30) working days from the date upon which the complaint was filed. Any other matters of compensation are to be resolved in the meeting and conferring process and if not detailed in the Memorandum of Understanding which results from such meeting and conferring process shall be deemed withdrawn until the meeting and conferring process is next opened for such discussion.

- 27.3** The time limits previously set forth shall be considered maximums and every effort shall be made to expedite the process. The limits specified may, however, be extended by mutual agreement of the parties.
- 27.4** No Review Board and no arbitrator shall entertain, or hear, any dispute unless such dispute involves a position in the unit represented by the Union and unless such dispute falls within the definition of a grievance as set forth in Subsection 27.1.
- 27.5** Proposals to add to or change this Memorandum of Understanding or written agreements or addenda supplementary hereto, shall not be arbitrable and no proposal to modify, amend or terminate this Memorandum of Understanding, nor any matter or subject arising out of or in connection with such proposal, may be referred to arbitration under this Section. Neither any Review Board nor any arbitrator shall have the power to amend or modify this Memorandum of Understanding or written agreement or addenda supplementary hereto or to establish any new terms or conditions of employment.
- 27.6** If the Director of Human Resources and Labor Relations in pursuance of the procedures outlined in subsection 27.2.A.3 above, resolves any grievance which involves suspension or discharge, the Director of Human Resources and Labor Relations may agree to payment for lost time or to reinstatement with or without payment for lost time.
- 27.7** No changes in this Memorandum of Understanding or interpretations thereof (except interpretations resulting from arbitration proceedings hereunder), will be recognized unless agreed to by the City Manager and the Union.
- 27.8** The Union, its members, and representatives, agree that it and they will not engage in, authorize, sanction, or support any strike against the City of Pleasanton. The Union, its members, and representatives, further agree that it and they will not engage in, authorize, sanction, or support any strike, slowdown, stoppage of work, curtailment of production,

concerted refusal of overtime work, refusal to operate designated equipment (provided such equipment is safe and sound) to perform customary duties. Further neither the Union nor any representative thereof shall engage in any job action for the purpose of effecting changes in the directives or decisions of management of the City, nor to effect a change of personnel or operations of management or of employees not covered by the Memorandum of Understanding.

The City agrees that there shall be no lock-out of employees.

27.9 The provisions of this Section shall not abridge any right to which an employee may be entitled under the City Ordinance and Resolutions, nor shall it be administered in a manner which would abrogate any power which may be within the sole province and discretion of the City Council.

27.10 All grievances of employees in bargaining units represented by the Union shall be processed under this section.

Section 28. Medical Examination

In the event the Department Head or the City Manager determines there is a necessity for a medical examination, the employee shall submit to such medical examination any time during such employee's employment. Such examination shall be given by a physician selected by the City and the full cost of such medical examination shall be borne by the City as shall any additional medical examination required by the City. Medical examinations required under this section shall be scheduled to the extent possible during the employee's work day.

Consistent with the above procedures an employee may be required to undergo a psychological examination or evaluation if the physician selected by the City determines such an examination or evaluation is necessary. The employee shall be notified of the reason(s) for the examination or evaluation.

The examining psychologist shall provide the City a narrative report describing their conclusions as to the employee's fitness for duty. The specific information gathered by the psychologist upon which their conclusions are based shall not be provided to the City. The psychologist's report shall be kept confidential according to the requirements of the state law.

Section 29. Physical or Mental Disability

If an employee has a physical or mental disability which permanently or chronically disables the employee from the proper performance of the duties of the employee's classification and if the City is unable to reasonably accommodate the employee, the employee shall be laid off and the employee's name placed on a re-employment list for a period of twelve months in accordance with Section 25.7 If during the twelve (12) month period, the employee, based upon competent medical evidence, is able to resume the proper performance of the duties of the employee's former classification, the City shall

offer to re-employ the employee in a vacant position occurring within said classification during the twelve (12) month period. Should the employee refuse the offer of re-employment, or should the twelve (12) month period expire, the employee's name shall be removed from the re-employment list.

Section 30. Outside Employment

Employees who plan to participate in any gainful occupation other than the city service during off-duty time must secure written permission to do so from the Department Head. The City will issue a memo to remind employees that approval is necessary on an annual basis to facilitate compliance throughout the organization. The City retains the right to refuse permission to any employee for such outside employment whenever it appears to the City that such outside employment would materially interfere with the proper performance of the City's service for which the employee has been hired, or that such outside employment may place the employee in a position of conflict with the City.

In the event of illness or injury incurred by members so employed or arising out of such employment, the City will in no way be responsible for compensation or any other benefits.

Use of City equipment or City identification by signs, insignia, or dress is permitted only while working for the City.

Section 31. Meal Pay

Any employee required to work twelve (12) consecutive hours or beyond in a given work duty period without the opportunity for a dinner meal break shall be provided a meal allowance of seventeen dollars (\$17.00), which shall be paid on the employee's regular pay check.

Section 32. Modified Duty

The City may return an employee to modified duty on a temporary basis provided that a physician's release to return to modified duty has been issued, the Department Head and/or division chief has determined that suitable modified duty exists, and that the employee can perform said work safely and not impede his/her convalescence. Modified duty shall be provided in accordance with the City of Pleasanton "Return to Work Opportunity Program".

Section 33. Americans with Disabilities Act

The City and the Union recognize that the City has an obligation under law to meet with individual employees who allege a need for reasonable accommodation in the workplace because of a disability. If by reason of the aforesaid requirement, the City contemplates actions to provide reasonable accommodation to an individual employee in compliance with the ADA which are in potential conflict with any provision of this Memorandum of

Understanding, the Union will be advised of any such proposed accommodation and be afforded an opportunity to discuss same prior to implementation by the City.

Section 34. Separability of Provisions

In the event that any provision of this Memorandum of Understanding is declared by a court of competent jurisdiction to be illegal or unenforceable, that provision of the Memorandum of Understanding shall be null and void, but such nullification shall not affect any other provisions of this Memorandum of Understanding, all of which other provisions shall remain in full force and effect.

Section 35. Past Practices and Existing Memorandum of Understanding

- 35.1** Continuance of working conditions and practices not specifically authorized by ordinance or by resolution of the City Council is not guaranteed by this Memorandum of Understanding.
- 35.2** This Memorandum of Understanding shall supersede all existing Memoranda of Understanding between the City and the Union.
- 35.3** This Memorandum of Understanding represents a complete and final understanding and agreement on all issues negotiated between the city representatives and the Union's representatives.

Section 36. Miscellaneous

36.1 Printing of MOUs

The City shall print sufficient copies of this Memorandum of Understanding in booklet form for bargaining unit members. The City and the PCEA/AFSCME LOCAL 955 shall share the cost of the printing.

36.2 Exercise Facilities

All employees covered by this Agreement shall have access to exercise facilities located in the City Police Department and Operations Services Center on an availability basis. In addition, Union members assigned to the Fire Department shall have access to exercise facilities located in the Fire Department facilities when available. Employees agree to sign a hold harmless waiver prior to utilizing any City exercise facilities. Union members shall have access to City sports facilities on the fee and availability schedule established for City residents.

Consistent with State law, employees from departments other than Police requesting access to the exercise facility located in the Police Department will be required to undergo a comprehensive background investigation prior to receiving approval from the Police Chief to use this facility.

36.3 Temporary Employee Practices

If anticipated changes to the City's temporary employment policy affects Union bargaining unit work, the City will discuss said policy changes with representatives of the Union.

36.4 Flexible Spending Accounts

The City maintains a flexible spending account for Union employees in accordance with the provisions of IRS Code 125. Expenses included in the program shall include eligible child care and medical expenses. Any monthly administrative fee charged by the plan administrator shall be paid by the participating employee.

36.5 Commercial Driver's License

Employees required to possess commercial driver's licenses will be provided reasonable time off with pay to take medical and drivers examinations required to attain/maintain said license upon the approval of their supervisor. Expenses associated with the required commercial driver's bi-annual medical examination and fees charged by DMV to take the required driver's examination shall be paid by the City.

36.6 Reimbursement for Licenses and Certificates

The City shall reimburse employees for all regular fees incurred in obtaining licenses or certificates that are required by the City for the job classification of the employee. Employees shall be granted paid time, including reasonable travel time, to take tests which occur during the employees' regularly scheduled work shift to obtain licenses or certificates that are required by the City for the current job classification of the employee with the exception of a Class "C" Driver's license. Time spent taking tests outside the regularly scheduled work day are not considered as time worked for purposes of calculating overtime.

Additionally, the City may approve reimbursement for employees who take classes and tests to obtain certifications and licenses for higher paid positions in the same classification series such as Utility Operators. The City may also reimburse employees who may need to retake an exam. Such requests for reimbursements shall be approved in advance of taking the class or taking the test.

Made and entered into this _____ day of _____, 2019

AFSCME Local 955

CITY OF PLEASANTON

By:

By:

Charles Allen

Nelson Fialho

Daniel McVey

Debra Gill

Natalie Amos

James Peavey

Jon Engelbrektson

Xaviera Scoggins

Drew Hinkson

Sean Welch

Eric Luchini

Rebecca Perry

Serjio Martinez

John Mitchell

Kelly Richards

Addendum A
Joint Labor Management Meetings

The City and the Union agree to discuss ongoing labor and management issues. The Committee consists of Union and City representatives and may involve subject matter experts as needed.

Meetings will be scheduled every other month or as mutually agreed upon. Agendas will be submitted in advance to the other party.

Issues to be discussed in this setting may include but are not limited to clarification of City practices and benefits; improvement of communications between the parties; budgetary updates; impact of State or Federal legislation and safety issues including joint training suggestions. Specific project priorities and timelines will be jointly established by the committee.

Matters not appropriate for Committee discussion are grievances and disciplinary matters or matters subject to meet and confer pursuant to the Meyers Milias Brown Act.

During the term of this MOU (April 1, 2019 – March 31, 2022), the parties agree to confer the Joint-Labor Management Committee to discuss comparable agencies and benchmark classifications to be surveyed. The meeting shall take place not less than six months prior to expiration of the 2019-2022 MOU. Criteria shall include agencies of similar size, similar budget, similar sources of revenue and similar scope of operations.

Survey Agencies

**Antioch
Concord
Fremont
Hayward
Livermore
Milpitas
San Leandro
Union City
Walnut Creek**

**APPENDIX B
SALARY SCHEDULES**

Pending Ratification

PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ACCOUNTING ASSISTANT I	1	\$ 28.20	\$ 2,256.00	\$ 4,888.00	\$ 58,656.00
	2	\$ 29.61	\$ 2,368.80	\$ 5,132.40	\$ 61,588.80
	3	\$ 31.10	\$ 2,488.00	\$ 5,390.67	\$ 64,688.00
	4	\$ 32.65	\$ 2,612.00	\$ 5,659.33	\$ 67,912.00
	5	\$ 34.28	\$ 2,742.40	\$ 5,941.87	\$ 71,302.40
ACCOUNTING ASSISTANT II	1	\$ 31.10	\$ 2,488.00	\$ 5,390.67	\$ 64,688.00
	2	\$ 32.65	\$ 2,612.00	\$ 5,659.33	\$ 67,912.00
	3	\$ 34.28	\$ 2,742.40	\$ 5,941.87	\$ 71,302.40
	4	\$ 36.00	\$ 2,880.00	\$ 6,240.00	\$ 74,880.00
	5	\$ 37.80	\$ 3,024.00	\$ 6,552.00	\$ 78,624.00
ADMINISTRATIVE ANALYST	1	\$ 40.63	\$ 3,250.40	\$ 7,042.53	\$ 84,510.40
	2	\$ 42.67	\$ 3,413.60	\$ 7,396.13	\$ 88,753.60
	3	\$ 44.81	\$ 3,584.80	\$ 7,767.07	\$ 93,204.80
	4	\$ 47.04	\$ 3,763.20	\$ 8,153.60	\$ 97,843.20
	5	\$ 49.41	\$ 3,952.80	\$ 8,564.40	\$ 102,772.80
ADMINISTRATIVE ASSISTANT	1	\$ 32.41	\$ 2,592.80	\$ 5,617.73	\$ 67,412.80
	2	\$ 34.03	\$ 2,722.40	\$ 5,898.53	\$ 70,782.40
	3	\$ 35.73	\$ 2,858.40	\$ 6,193.20	\$ 74,318.40
	4	\$ 37.52	\$ 3,001.60	\$ 6,503.47	\$ 78,041.60
	5	\$ 39.40	\$ 3,152.00	\$ 6,829.33	\$ 81,952.00
ANIMAL CONTRL OFFICER SR	1	\$ 34.80	\$ 2,784.00	\$ 6,032.00	\$ 72,384.00
	2	\$ 36.53	\$ 2,922.40	\$ 6,331.87	\$ 75,982.40
	3	\$ 38.36	\$ 3,068.80	\$ 6,649.07	\$ 79,788.80
	4	\$ 40.28	\$ 3,222.40	\$ 6,981.87	\$ 83,782.40
	5	\$ 42.30	\$ 3,384.00	\$ 7,332.00	\$ 87,984.00
ANIMAL SERVICES OFFICER	1	\$ 32.92	\$ 2,633.60	\$ 5,706.13	\$ 68,473.60
	2	\$ 34.57	\$ 2,765.60	\$ 5,992.13	\$ 71,905.60
	3	\$ 36.31	\$ 2,904.80	\$ 6,293.73	\$ 75,524.80
	4	\$ 38.12	\$ 3,049.60	\$ 6,607.47	\$ 79,289.60
	5	\$ 40.02	\$ 3,201.60	\$ 6,936.80	\$ 83,241.60
ASSISTANT ENGINEER I	1	\$ 46.20	\$ 3,696.00	\$ 8,008.00	\$ 96,096.00
	2	\$ 48.49	\$ 3,879.20	\$ 8,404.93	\$ 100,859.20
	3	\$ 50.92	\$ 4,073.60	\$ 8,826.13	\$ 105,913.60
	4	\$ 53.47	\$ 4,277.60	\$ 9,268.13	\$ 111,217.60
	5	\$ 56.14	\$ 4,491.20	\$ 9,730.93	\$ 116,771.20

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ASSISTANT ENGINEER II	1	\$ 50.92	\$ 4,073.60	\$ 8,826.13	\$ 105,913.60
	2	\$ 53.47	\$ 4,277.60	\$ 9,268.13	\$ 111,217.60
	3	\$ 56.15	\$ 4,492.00	\$ 9,732.67	\$ 116,792.00
	4	\$ 58.95	\$ 4,716.00	\$ 10,218.00	\$ 122,616.00
	5	\$ 61.89	\$ 4,951.20	\$ 10,727.60	\$ 128,731.20
ASSISTANT PLANNER	1	\$ 46.20	\$ 3,696.00	\$ 8,008.00	\$ 96,096.00
	2	\$ 48.49	\$ 3,879.20	\$ 8,404.93	\$ 100,859.20
	3	\$ 50.92	\$ 4,073.60	\$ 8,826.13	\$ 105,913.60
	4	\$ 53.47	\$ 4,277.60	\$ 9,268.13	\$ 111,217.60
	5	\$ 56.14	\$ 4,491.20	\$ 9,730.93	\$ 116,771.20
ASSOC UTILITY ENGINEER	1	\$ 56.14	\$ 4,491.20	\$ 9,730.93	\$ 116,771.20
	2	\$ 58.94	\$ 4,715.20	\$ 10,216.27	\$ 122,595.20
	3	\$ 61.88	\$ 4,950.40	\$ 10,725.87	\$ 128,710.40
	4	\$ 64.97	\$ 5,197.60	\$ 11,261.47	\$ 135,137.60
	5	\$ 68.23	\$ 5,458.40	\$ 11,826.53	\$ 141,918.40
ASSOCIATE CIVIL ENGINEER	1	\$ 56.14	\$ 4,491.20	\$ 9,730.93	\$ 116,771.20
	2	\$ 58.94	\$ 4,715.20	\$ 10,216.27	\$ 122,595.20
	3	\$ 61.88	\$ 4,950.40	\$ 10,725.87	\$ 128,710.40
	4	\$ 64.97	\$ 5,197.60	\$ 11,261.47	\$ 135,137.60
	5	\$ 68.23	\$ 5,458.40	\$ 11,826.53	\$ 141,918.40
ASSOCIATE PLANNER	1	\$ 53.14	\$ 4,251.20	\$ 9,210.93	\$ 110,531.20
	2	\$ 55.80	\$ 4,464.00	\$ 9,672.00	\$ 116,064.00
	3	\$ 58.59	\$ 4,687.20	\$ 10,155.60	\$ 121,867.20
	4	\$ 61.51	\$ 4,920.80	\$ 10,661.73	\$ 127,940.80
	5	\$ 64.58	\$ 5,166.40	\$ 11,193.87	\$ 134,326.40
ASSOCIATE PLANNER TRANSPORT	1	\$ 56.14	\$ 4,491.20	\$ 9,730.93	\$ 116,771.20
	2	\$ 58.94	\$ 4,715.20	\$ 10,216.27	\$ 122,595.20
	3	\$ 61.88	\$ 4,950.40	\$ 10,725.87	\$ 128,710.40
	4	\$ 64.97	\$ 5,197.60	\$ 11,261.47	\$ 135,137.60
	5	\$ 68.23	\$ 5,458.40	\$ 11,826.53	\$ 141,918.40
BUILDING INSPECTOR	1	\$ 47.80	\$ 3,824.00	\$ 8,285.33	\$ 99,424.00
	2	\$ 50.20	\$ 4,016.00	\$ 8,701.33	\$ 104,416.00
	3	\$ 52.71	\$ 4,216.80	\$ 9,136.40	\$ 109,636.80
	4	\$ 55.35	\$ 4,428.00	\$ 9,594.00	\$ 115,128.00
	5	\$ 58.11	\$ 4,648.80	\$ 10,072.40	\$ 120,868.80

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BUILDING MAINT WORKER I	1	\$ 28.08	\$ 2,246.40	\$ 4,867.20	\$ 58,406.40
	2	\$ 29.49	\$ 2,359.20	\$ 5,111.60	\$ 61,339.20
	3	\$ 30.97	\$ 2,477.60	\$ 5,368.13	\$ 64,417.60
	4	\$ 32.52	\$ 2,601.60	\$ 5,636.80	\$ 67,641.60
	5	\$ 34.14	\$ 2,731.20	\$ 5,917.60	\$ 71,011.20
BUILDING MAINT WORKER II	1	\$ 35.84	\$ 2,867.20	\$ 6,212.27	\$ 74,547.20
	2	\$ 37.63	\$ 3,010.40	\$ 6,522.53	\$ 78,270.40
	3	\$ 39.51	\$ 3,160.80	\$ 6,848.40	\$ 82,180.80
	4	\$ 41.50	\$ 3,320.00	\$ 7,193.33	\$ 86,320.00
	5	\$ 43.57	\$ 3,485.60	\$ 7,552.13	\$ 90,625.60
BUSINESS LICENSE COORDINATOR	1	\$ 34.91	\$ 2,792.80	\$ 6,051.07	\$ 72,612.80
	2	\$ 36.66	\$ 2,932.80	\$ 6,354.40	\$ 76,252.80
	3	\$ 38.49	\$ 3,079.20	\$ 6,671.60	\$ 80,059.20
	4	\$ 40.41	\$ 3,232.80	\$ 7,004.40	\$ 84,052.80
	5	\$ 42.43	\$ 3,394.40	\$ 7,354.53	\$ 88,254.40
BUSINESS LICENSE PROGRAM SPECIALIST	1	\$ 40.22	\$ 3,217.60	\$ 6,971.47	\$ 83,657.60
	2	\$ 42.24	\$ 3,379.20	\$ 7,321.60	\$ 87,859.20
	3	\$ 44.35	\$ 3,548.00	\$ 7,687.33	\$ 92,248.00
	4	\$ 46.58	\$ 3,726.40	\$ 8,073.87	\$ 96,886.40
	5	\$ 48.89	\$ 3,911.20	\$ 8,474.27	\$ 101,691.20
CENTRAL SERVICES ASSISTANT	1	\$ 28.12	\$ 2,249.60	\$ 4,874.13	\$ 58,489.60
	2	\$ 29.52	\$ 2,361.60	\$ 5,116.80	\$ 61,401.60
	3	\$ 31.00	\$ 2,480.00	\$ 5,373.33	\$ 64,480.00
	4	\$ 32.55	\$ 2,604.00	\$ 5,642.00	\$ 67,704.00
	5	\$ 34.19	\$ 2,735.20	\$ 5,926.27	\$ 71,115.20
CENTRAL SERVICES LEAD	1	\$ 31.06	\$ 2,484.80	\$ 5,383.73	\$ 64,604.80
	2	\$ 32.62	\$ 2,609.60	\$ 5,654.13	\$ 67,849.60
	3	\$ 34.25	\$ 2,740.00	\$ 5,936.67	\$ 71,240.00
	4	\$ 35.94	\$ 2,875.20	\$ 6,229.60	\$ 74,755.20
	5	\$ 37.77	\$ 3,021.60	\$ 6,546.80	\$ 78,561.60
CENTRAL SERVICES SUPERVISOR	1	\$ 37.16	\$ 2,972.80	\$ 6,441.07	\$ 77,292.80
	2	\$ 39.02	\$ 3,121.60	\$ 6,763.47	\$ 81,161.60
	3	\$ 40.96	\$ 3,276.80	\$ 7,099.73	\$ 85,196.80
	4	\$ 43.02	\$ 3,441.60	\$ 7,456.80	\$ 89,481.60
	5	\$ 45.17	\$ 3,613.60	\$ 7,829.47	\$ 93,953.60

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
CHIEF UTILITIES SYSTEM OPER	1	\$ 51.49	\$ 4,119.20	\$ 8,924.93	\$ 107,099.20
	2	\$ 54.06	\$ 4,324.80	\$ 9,370.40	\$ 112,444.80
	3	\$ 56.77	\$ 4,541.60	\$ 9,840.13	\$ 118,081.60
	4	\$ 59.62	\$ 4,769.60	\$ 10,334.13	\$ 124,009.60
	5	\$ 62.59	\$ 5,007.20	\$ 10,848.93	\$ 130,187.20
CODE ENFORCEMENT OFFICER	1	\$ 40.91	\$ 3,272.80	\$ 7,091.07	\$ 85,092.80
	2	\$ 42.97	\$ 3,437.60	\$ 7,448.13	\$ 89,377.60
	3	\$ 45.11	\$ 3,608.80	\$ 7,819.07	\$ 93,828.80
	4	\$ 47.36	\$ 3,788.80	\$ 8,209.07	\$ 98,508.80
	5	\$ 49.74	\$ 3,979.20	\$ 8,621.60	\$ 103,459.20
COMMUNITY SERVICE OFFICER	1	\$ 32.92	\$ 2,633.60	\$ 5,706.13	\$ 68,473.60
	2	\$ 34.57	\$ 2,765.60	\$ 5,992.13	\$ 71,905.60
	3	\$ 36.31	\$ 2,904.80	\$ 6,293.73	\$ 75,524.80
	4	\$ 38.12	\$ 3,049.60	\$ 6,607.47	\$ 79,289.60
	5	\$ 40.02	\$ 3,201.60	\$ 6,936.80	\$ 83,241.60
COMMUNTY& PUBLIC RELATNS COORD	1	\$ 41.72	\$ 3,337.60	\$ 7,231.47	\$ 86,777.60
	2	\$ 43.80	\$ 3,504.00	\$ 7,592.00	\$ 91,104.00
	3	\$ 45.99	\$ 3,679.20	\$ 7,971.60	\$ 95,659.20
	4	\$ 48.30	\$ 3,864.00	\$ 8,372.00	\$ 100,464.00
	5	\$ 50.70	\$ 4,056.00	\$ 8,788.00	\$ 105,456.00
CONSTRUCTION INSPECTOR	1	\$ 47.80	\$ 3,824.00	\$ 8,285.33	\$ 99,424.00
	2	\$ 50.20	\$ 4,016.00	\$ 8,701.33	\$ 104,416.00
	3	\$ 52.71	\$ 4,216.80	\$ 9,136.40	\$ 109,636.80
	4	\$ 55.35	\$ 4,428.00	\$ 9,594.00	\$ 115,128.00
	5	\$ 58.11	\$ 4,648.80	\$ 10,072.40	\$ 120,868.80
CONSTRUCTION PW INSPEC LEAD	1	\$ 51.28	\$ 4,102.40	\$ 8,888.53	\$ 106,662.40
	2	\$ 53.85	\$ 4,308.00	\$ 9,334.00	\$ 112,008.00
	3	\$ 56.54	\$ 4,523.20	\$ 9,800.27	\$ 117,603.20
	4	\$ 59.36	\$ 4,748.80	\$ 10,289.07	\$ 123,468.80
	5	\$ 62.33	\$ 4,986.40	\$ 10,803.87	\$ 129,646.40
CRIME ANALYST	1	\$ 41.72	\$ 3,337.60	\$ 7,231.47	\$ 86,777.60
	2	\$ 43.80	\$ 3,504.00	\$ 7,592.00	\$ 91,104.00
	3	\$ 45.99	\$ 3,679.20	\$ 7,971.60	\$ 95,659.20
	4	\$ 48.30	\$ 3,864.00	\$ 8,372.00	\$ 100,464.00
	5	\$ 50.70	\$ 4,056.00	\$ 8,788.00	\$ 105,456.00

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
CUSTOMER SERVICE CENTER SPRVSR	1	\$ 40.22	\$ 3,217.60	\$ 6,971.47	\$ 83,657.60
	2	\$ 42.24	\$ 3,379.20	\$ 7,321.60	\$ 87,859.20
	3	\$ 44.35	\$ 3,548.00	\$ 7,687.33	\$ 92,248.00
	4	\$ 46.58	\$ 3,726.40	\$ 8,073.87	\$ 96,886.40
	5	\$ 48.89	\$ 3,911.20	\$ 8,474.27	\$ 101,691.20
CUSTOMER SERVICE REPRESENTATIVE	1	\$ 31.10	\$ 2,488.00	\$ 5,390.67	\$ 64,688.00
	2	\$ 32.65	\$ 2,612.00	\$ 5,659.33	\$ 67,912.00
	3	\$ 34.28	\$ 2,742.40	\$ 5,941.87	\$ 71,302.40
	4	\$ 36.00	\$ 2,880.00	\$ 6,240.00	\$ 74,880.00
	5	\$ 37.80	\$ 3,024.00	\$ 6,552.00	\$ 78,624.00
DISASTER PREPAREDNESS COORD	1	\$ 40.18	\$ 3,214.40	\$ 6,964.53	\$ 83,574.40
	2	\$ 42.18	\$ 3,374.40	\$ 7,311.20	\$ 87,734.40
	3	\$ 44.29	\$ 3,543.20	\$ 7,676.93	\$ 92,123.20
	4	\$ 46.51	\$ 3,720.80	\$ 8,061.73	\$ 96,740.80
	5	\$ 48.83	\$ 3,906.40	\$ 8,463.87	\$ 101,566.40
ENGINEERING TECH II TRAFFIC	1	\$ 46.20	\$ 3,696.00	\$ 8,008.00	\$ 96,096.00
	2	\$ 48.49	\$ 3,879.20	\$ 8,404.93	\$ 100,859.20
	3	\$ 50.92	\$ 4,073.60	\$ 8,826.13	\$ 105,913.60
	4	\$ 53.47	\$ 4,277.60	\$ 9,268.13	\$ 111,217.60
	5	\$ 56.14	\$ 4,491.20	\$ 9,730.93	\$ 116,771.20
ENGINEERING TECH III TRAFFIC	1	\$ 50.92	\$ 4,073.60	\$ 8,826.13	\$ 105,913.60
	2	\$ 53.47	\$ 4,277.60	\$ 9,268.13	\$ 111,217.60
	3	\$ 56.15	\$ 4,492.00	\$ 9,732.67	\$ 116,792.00
	4	\$ 58.95	\$ 4,716.00	\$ 10,218.00	\$ 122,616.00
	5	\$ 61.89	\$ 4,951.20	\$ 10,727.60	\$ 128,731.20
ENGINEERING TECHNICIAN I	1	\$ 41.72	\$ 3,337.60	\$ 7,231.47	\$ 86,777.60
	2	\$ 43.80	\$ 3,504.00	\$ 7,592.00	\$ 91,104.00
	3	\$ 45.99	\$ 3,679.20	\$ 7,971.60	\$ 95,659.20
	4	\$ 48.30	\$ 3,864.00	\$ 8,372.00	\$ 100,464.00
	5	\$ 50.70	\$ 4,056.00	\$ 8,788.00	\$ 105,456.00
ENGINEERING TECHNICIAN II	1	\$ 46.20	\$ 3,696.00	\$ 8,008.00	\$ 96,096.00
	2	\$ 48.49	\$ 3,879.20	\$ 8,404.93	\$ 100,859.20
	3	\$ 50.92	\$ 4,073.60	\$ 8,826.13	\$ 105,913.60
	4	\$ 53.47	\$ 4,277.60	\$ 9,268.13	\$ 111,217.60
	5	\$ 56.14	\$ 4,491.20	\$ 9,730.93	\$ 116,771.20

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ENGINEERING TECHNICIAN III	1	\$ 50.92	\$ 4,073.60	\$ 8,826.13	\$ 105,913.60
	2	\$ 53.47	\$ 4,277.60	\$ 9,268.13	\$ 111,217.60
	3	\$ 56.15	\$ 4,492.00	\$ 9,732.67	\$ 116,792.00
	4	\$ 58.95	\$ 4,716.00	\$ 10,218.00	\$ 122,616.00
	5	\$ 61.89	\$ 4,951.20	\$ 10,727.60	\$ 128,731.20
ENVIRONMENTAL COMPLIANCE SUPV	1	\$ 46.54	\$ 3,723.20	\$ 8,066.93	\$ 96,803.20
	2	\$ 48.85	\$ 3,908.00	\$ 8,467.33	\$ 101,608.00
	3	\$ 51.30	\$ 4,104.00	\$ 8,892.00	\$ 106,704.00
	4	\$ 53.87	\$ 4,309.60	\$ 9,337.47	\$ 112,049.60
	5	\$ 56.56	\$ 4,524.80	\$ 9,803.73	\$ 117,644.80
EQUIPMENT MECHANIC	1	\$ 38.81	\$ 3,104.80	\$ 6,727.07	\$ 80,724.80
	2	\$ 40.75	\$ 3,260.00	\$ 7,063.33	\$ 84,760.00
	3	\$ 42.78	\$ 3,422.40	\$ 7,415.20	\$ 88,982.40
	4	\$ 44.92	\$ 3,593.60	\$ 7,786.13	\$ 93,433.60
	5	\$ 47.17	\$ 3,773.60	\$ 8,176.13	\$ 98,113.60
EQUIPMENT MECHANIC ASSIST	1	\$ 30.98	\$ 2,478.40	\$ 5,369.87	\$ 64,438.40
	2	\$ 32.53	\$ 2,602.40	\$ 5,638.53	\$ 67,662.40
	3	\$ 34.17	\$ 2,733.60	\$ 5,922.80	\$ 71,073.60
	4	\$ 35.86	\$ 2,868.80	\$ 6,215.73	\$ 74,588.80
	5	\$ 37.65	\$ 3,012.00	\$ 6,526.00	\$ 78,312.00
ERP COORDINATOR-FINANCE	1	\$ 39.60	\$ 3,168.00	\$ 6,864.00	\$ 82,368.00
	2	\$ 41.58	\$ 3,326.40	\$ 7,207.20	\$ 86,486.40
	3	\$ 43.65	\$ 3,492.00	\$ 7,566.00	\$ 90,792.00
	4	\$ 45.85	\$ 3,668.00	\$ 7,947.33	\$ 95,368.00
	5	\$ 48.13	\$ 3,850.40	\$ 8,342.53	\$ 100,110.40
FIRE PREVENTION TECH	1	\$ 36.66	\$ 2,932.80	\$ 6,354.40	\$ 76,252.80
	2	\$ 38.49	\$ 3,079.20	\$ 6,671.60	\$ 80,059.20
	3	\$ 40.41	\$ 3,232.80	\$ 7,004.40	\$ 84,052.80
	4	\$ 42.43	\$ 3,394.40	\$ 7,354.53	\$ 88,254.40
	5	\$ 44.56	\$ 3,564.80	\$ 7,723.73	\$ 92,684.80
GEOGRAPHIC INFO SYSTEM COORD	1	\$ 56.14	\$ 4,491.20	\$ 9,730.93	\$ 116,771.20
	2	\$ 58.94	\$ 4,715.20	\$ 10,216.27	\$ 122,595.20
	3	\$ 61.88	\$ 4,950.40	\$ 10,725.87	\$ 128,710.40
	4	\$ 64.97	\$ 5,197.60	\$ 11,261.47	\$ 135,137.60
	5	\$ 68.23	\$ 5,458.40	\$ 11,826.53	\$ 141,918.40

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
GIS TECHNICIAN I	1	\$ 42.01	\$ 3,360.80	\$ 7,281.73	\$ 87,380.80
	2	\$ 44.13	\$ 3,530.40	\$ 7,649.20	\$ 91,790.40
	3	\$ 46.32	\$ 3,705.60	\$ 8,028.80	\$ 96,345.60
	4	\$ 48.66	\$ 3,892.80	\$ 8,434.40	\$ 101,212.80
	5	\$ 51.07	\$ 4,085.60	\$ 8,852.13	\$ 106,225.60
GIS TECHNICIAN II	1	\$ 48.64	\$ 3,891.20	\$ 8,430.93	\$ 101,171.20
	2	\$ 51.05	\$ 4,084.00	\$ 8,848.67	\$ 106,184.00
	3	\$ 53.61	\$ 4,288.80	\$ 9,292.40	\$ 111,508.80
	4	\$ 56.29	\$ 4,503.20	\$ 9,756.93	\$ 117,083.20
	5	\$ 59.10	\$ 4,728.00	\$ 10,244.00	\$ 122,928.00
GRAPHICS SPECIALIST	1	\$ 32.41	\$ 2,592.80	\$ 5,617.73	\$ 67,412.80
	2	\$ 34.03	\$ 2,722.40	\$ 5,898.53	\$ 70,782.40
	3	\$ 35.73	\$ 2,858.40	\$ 6,193.20	\$ 74,318.40
	4	\$ 37.52	\$ 3,001.60	\$ 6,503.47	\$ 78,041.60
	5	\$ 39.40	\$ 3,152.00	\$ 6,829.33	\$ 81,952.00
HOUSING SPECIALIST	1	\$ 56.14	\$ 4,491.20	\$ 9,730.93	\$ 116,771.20
	2	\$ 58.94	\$ 4,715.20	\$ 10,216.27	\$ 122,595.20
	3	\$ 61.88	\$ 4,950.40	\$ 10,725.87	\$ 128,710.40
	4	\$ 64.97	\$ 5,197.60	\$ 11,261.47	\$ 135,137.60
	5	\$ 68.23	\$ 5,458.40	\$ 11,826.53	\$ 141,918.40
INFO TECH COORDINATOR I	1	\$ 42.01	\$ 3,360.80	\$ 7,281.73	\$ 87,380.80
	2	\$ 44.13	\$ 3,530.40	\$ 7,649.20	\$ 91,790.40
	3	\$ 46.32	\$ 3,705.60	\$ 8,028.80	\$ 96,345.60
	4	\$ 48.66	\$ 3,892.80	\$ 8,434.40	\$ 101,212.80
	5	\$ 51.07	\$ 4,085.60	\$ 8,852.13	\$ 106,225.60
INFO TECH COORDINATOR II	1	\$ 48.64	\$ 3,891.20	\$ 8,430.93	\$ 101,171.20
	2	\$ 51.05	\$ 4,084.00	\$ 8,848.67	\$ 106,184.00
	3	\$ 53.61	\$ 4,288.80	\$ 9,292.40	\$ 111,508.80
	4	\$ 56.29	\$ 4,503.20	\$ 9,756.93	\$ 117,083.20
	5	\$ 59.10	\$ 4,728.00	\$ 10,244.00	\$ 122,928.00
JUNIOR ACCOUNTANT	1	\$ 44.37	\$ 3,549.60	\$ 7,690.80	\$ 92,289.60
	2	\$ 46.60	\$ 3,728.00	\$ 8,077.33	\$ 96,928.00
	3	\$ 48.91	\$ 3,912.80	\$ 8,477.73	\$ 101,732.80
	4	\$ 51.37	\$ 4,109.60	\$ 8,904.13	\$ 106,849.60
	5	\$ 53.94	\$ 4,315.20	\$ 9,349.60	\$ 112,195.20

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
LANDSCAPE ARCHITECT	1	\$ 52.92	\$ 4,233.60	\$ 9,172.80	\$ 110,073.60
	2	\$ 55.57	\$ 4,445.60	\$ 9,632.13	\$ 115,585.60
	3	\$ 58.35	\$ 4,668.00	\$ 10,114.00	\$ 121,368.00
	4	\$ 61.25	\$ 4,900.00	\$ 10,616.67	\$ 127,400.00
	5	\$ 64.32	\$ 5,145.60	\$ 11,148.80	\$ 133,785.60
LANDSCAPE ARCHITECT ASSISTANT	1	\$ 46.12	\$ 3,689.60	\$ 7,994.13	\$ 95,929.60
	2	\$ 48.43	\$ 3,874.40	\$ 8,394.53	\$ 100,734.40
	3	\$ 50.86	\$ 4,068.80	\$ 8,815.73	\$ 105,788.80
	4	\$ 53.40	\$ 4,272.00	\$ 9,256.00	\$ 111,072.00
	5	\$ 56.06	\$ 4,484.80	\$ 9,717.07	\$ 116,604.80
LEAD BUILDING INSPECTOR	1	\$ 51.28	\$ 4,102.40	\$ 8,888.53	\$ 106,662.40
	2	\$ 53.85	\$ 4,308.00	\$ 9,334.00	\$ 112,008.00
	3	\$ 56.54	\$ 4,523.20	\$ 9,800.27	\$ 117,603.20
	4	\$ 59.36	\$ 4,748.80	\$ 10,289.07	\$ 123,468.80
	5	\$ 62.33	\$ 4,986.40	\$ 10,803.87	\$ 129,646.40
LEAD EQUIPMENT MECHANIC	1	\$ 43.79	\$ 3,503.20	\$ 7,590.27	\$ 91,083.20
	2	\$ 45.98	\$ 3,678.40	\$ 7,969.87	\$ 95,638.40
	3	\$ 48.29	\$ 3,863.20	\$ 8,370.27	\$ 100,443.20
	4	\$ 50.68	\$ 4,054.40	\$ 8,784.53	\$ 105,414.40
	5	\$ 53.21	\$ 4,256.80	\$ 9,223.07	\$ 110,676.80
LEAD LIBRARY CLERK	1	\$ 29.48	\$ 2,358.40	\$ 5,109.87	\$ 61,318.40
	2	\$ 30.96	\$ 2,476.80	\$ 5,366.40	\$ 64,396.80
	3	\$ 32.51	\$ 2,600.80	\$ 5,635.07	\$ 67,620.80
	4	\$ 34.13	\$ 2,730.40	\$ 5,915.87	\$ 70,990.40
	5	\$ 35.83	\$ 2,866.40	\$ 6,210.53	\$ 74,526.40
LEAD PARK MAINT WORKER	1	\$ 40.41	\$ 3,232.80	\$ 7,004.40	\$ 84,052.80
	2	\$ 42.49	\$ 3,399.20	\$ 7,364.93	\$ 88,379.20
	3	\$ 44.61	\$ 3,568.80	\$ 7,732.40	\$ 92,788.80
	4	\$ 46.84	\$ 3,747.20	\$ 8,118.93	\$ 97,427.20
	5	\$ 49.18	\$ 3,934.40	\$ 8,524.53	\$ 102,294.40
LEAD STREET MAINT WKR	1	\$ 40.46	\$ 3,236.80	\$ 7,013.07	\$ 84,156.80
	2	\$ 42.49	\$ 3,399.20	\$ 7,364.93	\$ 88,379.20
	3	\$ 44.61	\$ 3,568.80	\$ 7,732.40	\$ 92,788.80
	4	\$ 46.84	\$ 3,747.20	\$ 8,118.93	\$ 97,427.20
	5	\$ 49.18	\$ 3,934.40	\$ 8,524.53	\$ 102,294.40

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
LEAD UTILITIES SYS OP	1	\$ 44.10	\$ 3,528.00	\$ 7,644.00	\$ 91,728.00
	2	\$ 46.30	\$ 3,704.00	\$ 8,025.33	\$ 96,304.00
	3	\$ 48.64	\$ 3,891.20	\$ 8,430.93	\$ 101,171.20
	4	\$ 51.05	\$ 4,084.00	\$ 8,848.67	\$ 106,184.00
	5	\$ 53.61	\$ 4,288.80	\$ 9,292.40	\$ 111,508.80
LIBRARIAN	1	\$ 37.74	\$ 3,019.20	\$ 6,541.60	\$ 78,499.20
	2	\$ 39.62	\$ 3,169.60	\$ 6,867.47	\$ 82,409.60
	3	\$ 41.60	\$ 3,328.00	\$ 7,210.67	\$ 86,528.00
	4	\$ 43.68	\$ 3,494.40	\$ 7,571.20	\$ 90,854.40
	5	\$ 45.87	\$ 3,669.60	\$ 7,950.80	\$ 95,409.60
LIBRARY ASSISTANT	1	\$ 30.96	\$ 2,476.80	\$ 5,366.40	\$ 64,396.80
	2	\$ 32.51	\$ 2,600.80	\$ 5,635.07	\$ 67,620.80
	3	\$ 34.13	\$ 2,730.40	\$ 5,915.87	\$ 70,990.40
	4	\$ 35.83	\$ 2,866.40	\$ 6,210.53	\$ 74,526.40
	5	\$ 37.62	\$ 3,009.60	\$ 6,520.80	\$ 78,249.60
LIBRARY CLERK	1	\$ 26.84	\$ 2,147.20	\$ 4,652.27	\$ 55,827.20
	2	\$ 28.17	\$ 2,253.60	\$ 4,882.80	\$ 58,593.60
	3	\$ 29.58	\$ 2,366.40	\$ 5,127.20	\$ 61,526.40
	4	\$ 31.05	\$ 2,484.00	\$ 5,382.00	\$ 64,584.00
	5	\$ 32.61	\$ 2,608.80	\$ 5,652.40	\$ 67,828.80
MAINTENANCE ASSISTANT	1	\$ 26.15	\$ 2,092.00	\$ 4,532.67	\$ 54,392.00
	2	\$ 27.45	\$ 2,196.00	\$ 4,758.00	\$ 57,096.00
	3	\$ 28.83	\$ 2,306.40	\$ 4,997.20	\$ 59,966.40
	4	\$ 30.27	\$ 2,421.60	\$ 5,246.80	\$ 62,961.60
	5	\$ 31.78	\$ 2,542.40	\$ 5,508.53	\$ 66,102.40
OFFICE ASSISTANT	1	\$ 26.85	\$ 2,148.00	\$ 4,654.00	\$ 55,848.00
	2	\$ 28.18	\$ 2,254.40	\$ 4,884.53	\$ 58,614.40
	3	\$ 29.59	\$ 2,367.20	\$ 5,128.93	\$ 61,547.20
	4	\$ 31.06	\$ 2,484.80	\$ 5,383.73	\$ 64,604.80
	5	\$ 32.62	\$ 2,609.60	\$ 5,654.13	\$ 67,849.60
OFFICE MANAGER	1	\$ 35.94	\$ 2,875.20	\$ 6,229.60	\$ 74,755.20
	2	\$ 37.74	\$ 3,019.20	\$ 6,541.60	\$ 78,499.20
	3	\$ 39.62	\$ 3,169.60	\$ 6,867.47	\$ 82,409.60
	4	\$ 41.60	\$ 3,328.00	\$ 7,210.67	\$ 86,528.00
	5	\$ 43.68	\$ 3,494.40	\$ 7,571.20	\$ 90,854.40

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
OPERATIONS SERVICES MAINT WRKR	1	\$ 28.13	\$ 2,250.40	\$ 4,875.87	\$ 58,510.40
	2	\$ 29.54	\$ 2,363.20	\$ 5,120.27	\$ 61,443.20
	3	\$ 31.01	\$ 2,480.80	\$ 5,375.07	\$ 64,500.80
	4	\$ 32.56	\$ 2,604.80	\$ 5,643.73	\$ 67,724.80
	5	\$ 34.20	\$ 2,736.00	\$ 5,928.00	\$ 71,136.00
	6	\$ 35.92	\$ 2,873.60	\$ 6,226.13	\$ 74,713.60
	7	\$ 37.69	\$ 3,015.20	\$ 6,532.93	\$ 78,395.20
	8	\$ 39.57	\$ 3,165.60	\$ 6,858.80	\$ 82,305.60
	9	\$ 41.56	\$ 3,324.80	\$ 7,203.73	\$ 86,444.80
	10	\$ 43.63	\$ 3,490.40	\$ 7,562.53	\$ 90,750.40
OPERATIONS SVCS MAINT LEAD WKR	1	\$ 40.46	\$ 3,236.80	\$ 7,013.07	\$ 84,156.80
	2	\$ 42.49	\$ 3,399.20	\$ 7,364.93	\$ 88,379.20
	3	\$ 44.61	\$ 3,568.80	\$ 7,732.40	\$ 92,788.80
	4	\$ 46.84	\$ 3,747.20	\$ 8,118.93	\$ 97,427.20
	5	\$ 49.18	\$ 3,934.40	\$ 8,524.53	\$ 102,294.40
OPERATIONS SVCS MAINT SPRVSR	1	\$ 46.54	\$ 3,723.20	\$ 8,066.93	\$ 96,803.20
	2	\$ 48.85	\$ 3,908.00	\$ 8,467.33	\$ 101,608.00
	3	\$ 51.30	\$ 4,104.00	\$ 8,892.00	\$ 106,704.00
	4	\$ 53.87	\$ 4,309.60	\$ 9,337.47	\$ 112,049.60
	5	\$ 56.56	\$ 4,524.80	\$ 9,803.73	\$ 117,644.80
PARATRANSIT SERVICES DISPATCH	1	\$ 26.48	\$ 2,118.40	\$ 4,589.87	\$ 55,078.40
	2	\$ 27.80	\$ 2,224.00	\$ 4,818.67	\$ 57,824.00
	3	\$ 29.20	\$ 2,336.00	\$ 5,061.33	\$ 60,736.00
	4	\$ 30.66	\$ 2,452.80	\$ 5,314.40	\$ 63,772.80
	5	\$ 32.19	\$ 2,575.20	\$ 5,579.60	\$ 66,955.20
PARK MAINT SUPERVISOR	1	\$ 46.54	\$ 3,723.20	\$ 8,066.93	\$ 96,803.20
	2	\$ 48.85	\$ 3,908.00	\$ 8,467.33	\$ 101,608.00
	3	\$ 51.30	\$ 4,104.00	\$ 8,892.00	\$ 106,704.00
	4	\$ 53.87	\$ 4,309.60	\$ 9,337.47	\$ 112,049.60
	5	\$ 56.56	\$ 4,524.80	\$ 9,803.73	\$ 117,644.80
PARK MAINTENANCE WRKR I	3	\$ 31.00	\$ 2,480.00	\$ 5,373.33	\$ 64,480.00
	4	\$ 32.55	\$ 2,604.00	\$ 5,642.00	\$ 67,704.00

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
PARK MAINTENANCE WRKR II	1	\$ 35.84	\$ 2,867.20	\$ 6,212.27	\$ 74,547.20
	2	\$ 37.63	\$ 3,010.40	\$ 6,522.53	\$ 78,270.40
	3	\$ 39.51	\$ 3,160.80	\$ 6,848.40	\$ 82,180.80
	4	\$ 41.50	\$ 3,320.00	\$ 7,193.33	\$ 86,320.00
	5	\$ 43.57	\$ 3,485.60	\$ 7,552.13	\$ 90,625.60
PARKING ENFORCEMENT OFFICER	1	\$ 27.30	\$ 2,184.00	\$ 4,732.00	\$ 56,784.00
	2	\$ 28.65	\$ 2,292.00	\$ 4,966.00	\$ 59,592.00
	3	\$ 30.09	\$ 2,407.20	\$ 5,215.60	\$ 62,587.20
	4	\$ 31.59	\$ 2,527.20	\$ 5,475.60	\$ 65,707.20
	5	\$ 33.17	\$ 2,653.60	\$ 5,749.47	\$ 68,993.60
PARKS MAINTENANCE COORD	1	\$ 43.54	\$ 3,483.20	\$ 7,546.93	\$ 90,563.20
	2	\$ 45.70	\$ 3,656.00	\$ 7,921.33	\$ 95,056.00
	3	\$ 48.00	\$ 3,840.00	\$ 8,320.00	\$ 99,840.00
	4	\$ 50.38	\$ 4,030.40	\$ 8,732.53	\$ 104,790.40
	5	\$ 52.91	\$ 4,232.80	\$ 9,171.07	\$ 110,052.80
PERMITS TECHNICIAN	1	\$ 38.22	\$ 3,057.60	\$ 6,624.80	\$ 79,497.60
	2	\$ 40.13	\$ 3,210.40	\$ 6,955.87	\$ 83,470.40
	3	\$ 42.14	\$ 3,371.20	\$ 7,304.27	\$ 87,651.20
	4	\$ 44.24	\$ 3,539.20	\$ 7,668.27	\$ 92,019.20
	5	\$ 46.46	\$ 3,716.80	\$ 8,053.07	\$ 96,636.80
PLAN CHECKER	1	\$ 51.28	\$ 4,102.40	\$ 8,888.53	\$ 106,662.40
	2	\$ 53.85	\$ 4,308.00	\$ 9,334.00	\$ 112,008.00
	3	\$ 56.54	\$ 4,523.20	\$ 9,800.27	\$ 117,603.20
	4	\$ 59.36	\$ 4,748.80	\$ 10,289.07	\$ 123,468.80
	5	\$ 62.33	\$ 4,986.40	\$ 10,803.87	\$ 129,646.40
PLAN CHECKER ENGINEER	1	\$ 55.89	\$ 4,471.20	\$ 9,687.60	\$ 116,251.20
	2	\$ 58.68	\$ 4,694.40	\$ 10,171.20	\$ 122,054.40
	3	\$ 61.61	\$ 4,928.80	\$ 10,679.07	\$ 128,148.80
	4	\$ 64.70	\$ 5,176.00	\$ 11,214.67	\$ 134,576.00
	5	\$ 67.94	\$ 5,435.20	\$ 11,776.27	\$ 141,315.20
POLICE DISPATCH SUPERVISOR	1	\$ 43.42	\$ 3,473.60	\$ 7,526.13	\$ 90,313.60
	2	\$ 45.59	\$ 3,647.20	\$ 7,902.27	\$ 94,827.20
	3	\$ 47.86	\$ 3,828.80	\$ 8,295.73	\$ 99,548.80
	4	\$ 50.25	\$ 4,020.00	\$ 8,710.00	\$ 104,520.00
	5	\$ 52.77	\$ 4,221.60	\$ 9,146.80	\$ 109,761.60

**Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System**

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
POLICE DISPATCHER	1	\$ 37.50	\$ 3,000.00	\$ 6,500.00	\$ 78,000.00
	2	\$ 39.38	\$ 3,150.40	\$ 6,825.87	\$ 81,910.40
	3	\$ 41.35	\$ 3,308.00	\$ 7,167.33	\$ 86,008.00
	4	\$ 43.42	\$ 3,473.60	\$ 7,526.13	\$ 90,313.60
	5	\$ 45.60	\$ 3,648.00	\$ 7,904.00	\$ 94,848.00
POLICE INVESTIGATOR II	1	\$ 37.19	\$ 2,975.20	\$ 6,446.27	\$ 77,355.20
	2	\$ 39.05	\$ 3,124.00	\$ 6,768.67	\$ 81,224.00
	3	\$ 41.00	\$ 3,280.00	\$ 7,106.67	\$ 85,280.00
	4	\$ 43.05	\$ 3,444.00	\$ 7,462.00	\$ 89,544.00
	5	\$ 45.20	\$ 3,616.00	\$ 7,834.67	\$ 94,016.00
POLICE RECORDS CLERK	1	\$ 30.18	\$ 2,414.40	\$ 5,231.20	\$ 62,774.40
	2	\$ 31.69	\$ 2,535.20	\$ 5,492.93	\$ 65,915.20
	3	\$ 33.28	\$ 2,662.40	\$ 5,768.53	\$ 69,222.40
	4	\$ 34.95	\$ 2,796.00	\$ 6,058.00	\$ 72,696.00
	5	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336.00
PRESCHOOL SPECIALIST	1	\$ 27.81	\$ 2,224.80	\$ 4,820.40	\$ 57,844.80
	2	\$ 29.21	\$ 2,336.80	\$ 5,063.07	\$ 60,756.80
	3	\$ 30.67	\$ 2,453.60	\$ 5,316.13	\$ 63,793.60
	4	\$ 32.20	\$ 2,576.00	\$ 5,581.33	\$ 66,976.00
	5	\$ 33.81	\$ 2,704.80	\$ 5,860.40	\$ 70,324.80
PROPERTY/EVID TECH	1	\$ 32.92	\$ 2,633.60	\$ 5,706.13	\$ 68,473.60
	2	\$ 34.57	\$ 2,765.60	\$ 5,992.13	\$ 71,905.60
	3	\$ 36.31	\$ 2,904.80	\$ 6,293.73	\$ 75,524.80
	4	\$ 38.12	\$ 3,049.60	\$ 6,607.47	\$ 79,289.60
	5	\$ 40.02	\$ 3,201.60	\$ 6,936.80	\$ 83,241.60
RECORDS COORDINATOR	1	\$ 25.51	\$ 2,040.80	\$ 4,421.73	\$ 53,060.80
	2	\$ 26.79	\$ 2,143.20	\$ 4,643.60	\$ 55,723.20
	3	\$ 28.13	\$ 2,250.40	\$ 4,875.87	\$ 58,510.40
	4	\$ 29.54	\$ 2,363.20	\$ 5,120.27	\$ 61,443.20
	5	\$ 31.01	\$ 2,480.80	\$ 5,375.07	\$ 64,500.80
RECORDS PROGRAM COORDINATOR	1	\$ 33.92	\$ 2,713.60	\$ 5,879.47	\$ 70,553.60
	2	\$ 35.63	\$ 2,850.40	\$ 6,175.87	\$ 74,110.40
	3	\$ 37.41	\$ 2,992.80	\$ 6,484.40	\$ 77,812.80
	4	\$ 39.27	\$ 3,141.60	\$ 6,806.80	\$ 81,681.60
	5	\$ 41.23	\$ 3,298.40	\$ 7,146.53	\$ 85,758.40

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
RECREATION COORDINATOR	1	\$ 35.10	\$ 2,808.00	\$ 6,084.00	\$ 73,008.00
	2	\$ 36.85	\$ 2,948.00	\$ 6,387.33	\$ 76,648.00
	3	\$ 38.70	\$ 3,096.00	\$ 6,708.00	\$ 80,496.00
	4	\$ 40.64	\$ 3,251.20	\$ 7,044.27	\$ 84,531.20
	5	\$ 42.68	\$ 3,414.40	\$ 7,397.87	\$ 88,774.40
RECREATION SUPERVISOR	1	\$ 40.22	\$ 3,217.60	\$ 6,971.47	\$ 83,657.60
	2	\$ 42.24	\$ 3,379.20	\$ 7,321.60	\$ 87,859.20
	3	\$ 44.35	\$ 3,548.00	\$ 7,687.33	\$ 92,248.00
	4	\$ 46.58	\$ 3,726.40	\$ 8,073.87	\$ 96,886.40
	5	\$ 48.89	\$ 3,911.20	\$ 8,474.27	\$ 101,691.20
SENIOR ACCOUNTANT	1	\$ 46.62	\$ 3,729.60	\$ 8,080.80	\$ 96,969.60
	2	\$ 48.94	\$ 3,915.20	\$ 8,482.93	\$ 101,795.20
	3	\$ 51.39	\$ 4,111.20	\$ 8,907.60	\$ 106,891.20
	4	\$ 53.96	\$ 4,316.80	\$ 9,353.07	\$ 112,236.80
	5	\$ 56.66	\$ 4,532.80	\$ 9,821.07	\$ 117,852.80
SENIOR ACCOUNTING ASSIST	1	\$ 32.65	\$ 2,612.00	\$ 5,659.33	\$ 67,912.00
	2	\$ 34.28	\$ 2,742.40	\$ 5,941.87	\$ 71,302.40
	3	\$ 36.00	\$ 2,880.00	\$ 6,240.00	\$ 74,880.00
	4	\$ 37.80	\$ 3,024.00	\$ 6,552.00	\$ 78,624.00
	5	\$ 39.69	\$ 3,175.20	\$ 6,879.60	\$ 82,555.20
SENIOR BUILDING INSPECTOR	1	\$ 55.89	\$ 4,471.20	\$ 9,687.60	\$ 116,251.20
	2	\$ 58.68	\$ 4,694.40	\$ 10,171.20	\$ 122,054.40
	3	\$ 61.61	\$ 4,928.80	\$ 10,679.07	\$ 128,148.80
	4	\$ 64.70	\$ 5,176.00	\$ 11,214.67	\$ 134,576.00
	5	\$ 67.94	\$ 5,435.20	\$ 11,776.27	\$ 141,315.20
SENIOR CUSTOMER SERVICE REP	1	\$ 34.29	\$ 2,743.20	\$ 5,943.60	\$ 71,323.20
	2	\$ 36.00	\$ 2,880.00	\$ 6,240.00	\$ 74,880.00
	3	\$ 37.80	\$ 3,024.00	\$ 6,552.00	\$ 78,624.00
	4	\$ 39.69	\$ 3,175.20	\$ 6,879.60	\$ 82,555.20
	5	\$ 41.67	\$ 3,333.60	\$ 7,222.80	\$ 86,673.60
SENIOR LIBRARIAN	1	\$ 43.62	\$ 3,489.60	\$ 7,560.80	\$ 90,729.60
	2	\$ 45.81	\$ 3,664.80	\$ 7,940.40	\$ 95,284.80
	3	\$ 48.09	\$ 3,847.20	\$ 8,335.60	\$ 100,027.20
	4	\$ 50.51	\$ 4,040.80	\$ 8,755.07	\$ 105,060.80
	5	\$ 53.02	\$ 4,241.60	\$ 9,190.13	\$ 110,281.60

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SENIOR OFFICE ASSISTANT	1	\$ 29.60	\$ 2,368.00	\$ 5,130.67	\$ 61,568.00
	2	\$ 31.08	\$ 2,486.40	\$ 5,387.20	\$ 64,646.40
	3	\$ 32.63	\$ 2,610.40	\$ 5,655.87	\$ 67,870.40
	4	\$ 34.26	\$ 2,740.80	\$ 5,938.40	\$ 71,260.80
	5	\$ 35.98	\$ 2,878.40	\$ 6,236.53	\$ 74,838.40
SENIOR PLAN CHECKER	1	\$ 55.89	\$ 4,471.20	\$ 9,687.60	\$ 116,251.20
	2	\$ 58.68	\$ 4,694.40	\$ 10,171.20	\$ 122,054.40
	3	\$ 61.61	\$ 4,928.80	\$ 10,679.07	\$ 128,148.80
	4	\$ 64.70	\$ 5,176.00	\$ 11,214.67	\$ 134,576.00
	5	\$ 67.94	\$ 5,435.20	\$ 11,776.27	\$ 141,315.20
SENIOR PLANNER	1	\$ 57.12	\$ 4,569.60	\$ 9,900.80	\$ 118,809.60
	2	\$ 59.99	\$ 4,799.20	\$ 10,398.27	\$ 124,779.20
	3	\$ 62.97	\$ 5,037.60	\$ 10,914.80	\$ 130,977.60
	4	\$ 66.13	\$ 5,290.40	\$ 11,462.53	\$ 137,550.40
	5	\$ 69.43	\$ 5,554.40	\$ 12,034.53	\$ 144,414.40
SENIOR RECREATION PROGRAM SPEC	1	\$ 27.81	\$ 2,224.80	\$ 4,820.40	\$ 57,844.80
	2	\$ 29.21	\$ 2,336.80	\$ 5,063.07	\$ 60,756.80
	3	\$ 30.67	\$ 2,453.60	\$ 5,316.13	\$ 63,793.60
	4	\$ 32.20	\$ 2,576.00	\$ 5,581.33	\$ 66,976.00
	5	\$ 33.81	\$ 2,704.80	\$ 5,860.40	\$ 70,324.80
SENIOR TRANSPORTATION DRIVER	1	\$ 22.00	\$ 1,760.00	\$ 3,813.33	\$ 45,760.00
	2	\$ 23.10	\$ 1,848.00	\$ 4,004.00	\$ 48,048.00
	3	\$ 24.28	\$ 1,942.40	\$ 4,208.53	\$ 50,502.40
	4	\$ 25.48	\$ 2,038.40	\$ 4,416.53	\$ 52,998.40
	5	\$ 26.75	\$ 2,140.00	\$ 4,636.67	\$ 55,640.00
SENIOR UTILITY ASSIST	1	\$ 32.65	\$ 2,612.00	\$ 5,659.33	\$ 67,912.00
	2	\$ 34.28	\$ 2,742.40	\$ 5,941.87	\$ 71,302.40
	3	\$ 35.34	\$ 2,827.20	\$ 6,125.60	\$ 73,507.20
	4	\$ 37.80	\$ 3,024.00	\$ 6,552.00	\$ 78,624.00
	5	\$ 39.69	\$ 3,175.20	\$ 6,879.60	\$ 82,555.20
SOURCE CONTROL INSPECTOR	1	\$ 40.41	\$ 3,232.80	\$ 7,004.40	\$ 84,052.80
	2	\$ 42.42	\$ 3,393.60	\$ 7,352.80	\$ 88,233.60
	3	\$ 44.54	\$ 3,563.20	\$ 7,720.27	\$ 92,643.20
	4	\$ 46.76	\$ 3,740.80	\$ 8,105.07	\$ 97,260.80
	5	\$ 49.11	\$ 3,928.80	\$ 8,512.40	\$ 102,148.80

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SR CODE ENFORCEMENT OFFICER	1	\$ 46.21	\$ 3,696.80	\$ 8,009.73	\$ 96,116.80
	2	\$ 48.50	\$ 3,880.00	\$ 8,406.67	\$ 100,880.00
	3	\$ 50.94	\$ 4,075.20	\$ 8,829.60	\$ 105,955.20
	4	\$ 53.49	\$ 4,279.20	\$ 9,271.60	\$ 111,259.20
	5	\$ 56.17	\$ 4,493.60	\$ 9,736.13	\$ 116,833.60
STREET MAINT WORKER I	3	\$ 31.00	\$ 2,480.00	\$ 5,373.33	\$ 64,480.00
	4	\$ 32.55	\$ 2,604.00	\$ 5,642.00	\$ 67,704.00
STREET MAINT WORKER II	1	\$ 35.84	\$ 2,867.20	\$ 6,212.27	\$ 74,547.20
	2	\$ 37.63	\$ 3,010.40	\$ 6,522.53	\$ 78,270.40
	3	\$ 39.51	\$ 3,160.80	\$ 6,848.40	\$ 82,180.80
	4	\$ 41.50	\$ 3,320.00	\$ 7,193.33	\$ 86,320.00
	5	\$ 43.57	\$ 3,485.60	\$ 7,552.13	\$ 90,625.60
STREETS SUPERVISOR	1	\$ 46.54	\$ 3,723.20	\$ 8,066.93	\$ 96,803.20
	2	\$ 48.85	\$ 3,908.00	\$ 8,467.33	\$ 101,608.00
	3	\$ 51.30	\$ 4,104.00	\$ 8,892.00	\$ 106,704.00
	4	\$ 53.87	\$ 4,309.60	\$ 9,337.47	\$ 112,049.60
	5	\$ 56.56	\$ 4,524.80	\$ 9,803.73	\$ 117,644.80
SUPERVISING LIBRARY CLERK	1	\$ 34.02	\$ 2,721.60	\$ 5,896.80	\$ 70,761.60
	2	\$ 35.72	\$ 2,857.60	\$ 6,191.47	\$ 74,297.60
	3	\$ 37.51	\$ 3,000.80	\$ 6,501.73	\$ 78,020.80
	4	\$ 39.39	\$ 3,151.20	\$ 6,827.60	\$ 81,931.20
	5	\$ 41.36	\$ 3,308.80	\$ 7,169.07	\$ 86,028.80
SUPPORT SERV LEAD WORKER	1	\$ 40.46	\$ 3,236.80	\$ 7,013.07	\$ 84,156.80
	2	\$ 42.49	\$ 3,399.20	\$ 7,364.93	\$ 88,379.20
	3	\$ 44.61	\$ 3,568.80	\$ 7,732.40	\$ 92,788.80
	4	\$ 46.84	\$ 3,747.20	\$ 8,118.93	\$ 97,427.20
	5	\$ 49.18	\$ 3,934.40	\$ 8,524.53	\$ 102,294.40
SUPPORT SERVICES SUPERVISOR	1	\$ 46.54	\$ 3,723.20	\$ 8,066.93	\$ 96,803.20
	2	\$ 48.85	\$ 3,908.00	\$ 8,467.33	\$ 101,608.00
	3	\$ 51.30	\$ 4,104.00	\$ 8,892.00	\$ 106,704.00
	4	\$ 53.55	\$ 4,284.00	\$ 9,282.00	\$ 111,384.00
	5	\$ 56.56	\$ 4,524.80	\$ 9,803.73	\$ 117,644.80

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
THEATRE TECHNICIAN	1	\$ 35.84	\$ 2,867.20	\$ 6,212.27	\$ 74,547.20
	2	\$ 37.63	\$ 3,010.40	\$ 6,522.53	\$ 78,270.40
	3	\$ 39.51	\$ 3,160.80	\$ 6,848.40	\$ 82,180.80
	4	\$ 41.50	\$ 3,320.00	\$ 7,193.33	\$ 86,320.00
	5	\$ 43.57	\$ 3,485.60	\$ 7,552.13	\$ 90,625.60
UTILITIES SYSTEM OPER I	1	\$ 32.56	\$ 2,604.80	\$ 5,643.73	\$ 67,724.80
	2	\$ 34.20	\$ 2,736.00	\$ 5,928.00	\$ 71,136.00
	3	\$ 35.92	\$ 2,873.60	\$ 6,226.13	\$ 74,713.60
	4	\$ 37.72	\$ 3,017.60	\$ 6,538.13	\$ 78,457.60
	5	\$ 39.59	\$ 3,167.20	\$ 6,862.27	\$ 82,347.20
UTILITIES SYSTEM OPER II	1	\$ 39.06	\$ 3,124.80	\$ 6,770.40	\$ 81,244.80
	2	\$ 41.02	\$ 3,281.60	\$ 7,110.13	\$ 85,321.60
	3	\$ 43.07	\$ 3,445.60	\$ 7,465.47	\$ 89,585.60
	4	\$ 45.23	\$ 3,618.40	\$ 7,839.87	\$ 94,078.40
	5	\$ 47.48	\$ 3,798.40	\$ 8,229.87	\$ 98,758.40
UTILITY ASSIST I	1	\$ 28.20	\$ 2,256.00	\$ 4,888.00	\$ 58,656.00
	2	\$ 29.61	\$ 2,368.80	\$ 5,132.40	\$ 61,588.80
	3	\$ 31.10	\$ 2,488.00	\$ 5,390.67	\$ 64,688.00
	4	\$ 32.65	\$ 2,612.00	\$ 5,659.33	\$ 67,912.00
	5	\$ 34.28	\$ 2,742.40	\$ 5,941.87	\$ 71,302.40
UTILITY ASSIST II	1	\$ 31.10	\$ 2,488.00	\$ 5,390.67	\$ 64,688.00
	2	\$ 32.65	\$ 2,612.00	\$ 5,659.33	\$ 67,912.00
	3	\$ 34.28	\$ 2,742.40	\$ 5,941.87	\$ 71,302.40
	4	\$ 36.00	\$ 2,880.00	\$ 6,240.00	\$ 74,880.00
	5	\$ 37.80	\$ 3,024.00	\$ 6,552.00	\$ 78,624.00
UTILITY BILLING ASSISTANT	1	\$ 31.10	\$ 2,488.00	\$ 5,390.67	\$ 64,688.00
	2	\$ 32.65	\$ 2,612.00	\$ 5,659.33	\$ 67,912.00
	3	\$ 34.28	\$ 2,742.40	\$ 5,941.87	\$ 71,302.40
	4	\$ 36.00	\$ 2,880.00	\$ 6,240.00	\$ 74,880.00
	5	\$ 37.80	\$ 3,024.00	\$ 6,552.00	\$ 78,624.00
UTILITY BILLING SUPERVISOR	1	\$ 40.22	\$ 3,217.60	\$ 6,971.47	\$ 83,657.60
	2	\$ 42.24	\$ 3,379.20	\$ 7,321.60	\$ 87,859.20
	3	\$ 44.35	\$ 3,548.00	\$ 7,687.33	\$ 92,248.00
	4	\$ 46.58	\$ 3,726.40	\$ 8,073.87	\$ 96,886.40
	5	\$ 48.89	\$ 3,911.20	\$ 8,474.27	\$ 101,691.20

Pending Ratification
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
WATER CONSERVATION TECHNICIAN	1	\$ 37.69	\$ 3,015.20	\$ 6,532.93	\$ 78,395.20
	2	\$ 39.57	\$ 3,165.60	\$ 6,858.80	\$ 82,305.60
	3	\$ 41.56	\$ 3,324.80	\$ 7,203.73	\$ 86,444.80
	4	\$ 43.63	\$ 3,490.40	\$ 7,562.53	\$ 90,750.40
	5	\$ 45.82	\$ 3,665.60	\$ 7,942.13	\$ 95,305.60
WATER QUALITY TECHNICIAN	1	\$ 45.01	\$ 3,600.80	\$ 7,801.73	\$ 93,620.80
	2	\$ 47.27	\$ 3,781.60	\$ 8,193.47	\$ 98,321.60
	3	\$ 49.62	\$ 3,969.60	\$ 8,600.80	\$ 103,209.60
	4	\$ 52.10	\$ 4,168.00	\$ 9,030.67	\$ 108,368.00
	5	\$ 54.70	\$ 4,376.00	\$ 9,481.33	\$ 113,776.00

Pending Ratification- Effective April 4, 2020
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ACCOUNTING ASSISTANT I	1	\$ 29.05	\$ 2,324.00	\$ 5,035.33	\$ 60,424.00
	2	\$ 30.50	\$ 2,440.00	\$ 5,286.67	\$ 63,440.00
	3	\$ 32.03	\$ 2,562.40	\$ 5,551.87	\$ 66,622.40
	4	\$ 33.63	\$ 2,690.40	\$ 5,829.20	\$ 69,950.40
	5	\$ 35.31	\$ 2,824.80	\$ 6,120.40	\$ 73,444.80
ACCOUNTING ASSISTANT II	1	\$ 32.03	\$ 2,562.40	\$ 5,551.87	\$ 66,622.40
	2	\$ 33.63	\$ 2,690.40	\$ 5,829.20	\$ 69,950.40
	3	\$ 35.31	\$ 2,824.80	\$ 6,120.40	\$ 73,444.80
	4	\$ 37.08	\$ 2,966.40	\$ 6,427.20	\$ 77,126.40
	5	\$ 38.93	\$ 3,114.40	\$ 6,747.87	\$ 80,974.40
ADMINISTRATIVE ANALYST	1	\$ 41.85	\$ 3,348.00	\$ 7,254.00	\$ 87,048.00
	2	\$ 43.95	\$ 3,516.00	\$ 7,618.00	\$ 91,416.00
	3	\$ 46.15	\$ 3,692.00	\$ 7,999.33	\$ 95,992.00
	4	\$ 48.45	\$ 3,876.00	\$ 8,398.00	\$ 100,776.00
	5	\$ 50.89	\$ 4,071.20	\$ 8,820.93	\$ 105,851.20
ADMINISTRATIVE ASSISTANT	1	\$ 33.38	\$ 2,670.40	\$ 5,785.87	\$ 69,430.40
	2	\$ 35.05	\$ 2,804.00	\$ 6,075.33	\$ 72,904.00
	3	\$ 36.80	\$ 2,944.00	\$ 6,378.67	\$ 76,544.00
	4	\$ 38.65	\$ 3,092.00	\$ 6,699.33	\$ 80,392.00
	5	\$ 40.58	\$ 3,246.40	\$ 7,033.87	\$ 84,406.40
ANIMAL CONTRL OFFICER SR	1	\$ 35.84	\$ 2,867.20	\$ 6,212.27	\$ 74,547.20
	2	\$ 37.63	\$ 3,010.40	\$ 6,522.53	\$ 78,270.40
	3	\$ 39.51	\$ 3,160.80	\$ 6,848.40	\$ 82,180.80
	4	\$ 41.49	\$ 3,319.20	\$ 7,191.60	\$ 86,299.20
	5	\$ 43.57	\$ 3,485.60	\$ 7,552.13	\$ 90,625.60
ANIMAL SERVICES OFFICER	1	\$ 33.91	\$ 2,712.80	\$ 5,877.73	\$ 70,532.80
	2	\$ 35.61	\$ 2,848.80	\$ 6,172.40	\$ 74,068.80
	3	\$ 37.40	\$ 2,992.00	\$ 6,482.67	\$ 77,792.00
	4	\$ 39.26	\$ 3,140.80	\$ 6,805.07	\$ 81,660.80
	5	\$ 41.22	\$ 3,297.60	\$ 7,144.80	\$ 85,737.60
ASSISTANT ENGINEER I	1	\$ 47.59	\$ 3,807.20	\$ 8,248.93	\$ 98,987.20
	2	\$ 49.94	\$ 3,995.20	\$ 8,656.27	\$ 103,875.20
	3	\$ 52.45	\$ 4,196.00	\$ 9,091.33	\$ 109,096.00
	4	\$ 55.07	\$ 4,405.60	\$ 9,545.47	\$ 114,545.60
	5	\$ 57.82	\$ 4,625.60	\$ 10,022.13	\$ 120,265.60

Pending Ratification- Effective April 4, 2020
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ASSISTANT ENGINEER II	1	\$ 52.45	\$ 4,196.00	\$ 9,091.33	\$ 109,096.00
	2	\$ 55.07	\$ 4,405.60	\$ 9,545.47	\$ 114,545.60
	3	\$ 57.83	\$ 4,626.40	\$ 10,023.87	\$ 120,286.40
	4	\$ 60.72	\$ 4,857.60	\$ 10,524.80	\$ 126,297.60
	5	\$ 63.75	\$ 5,100.00	\$ 11,050.00	\$ 132,600.00
ASSISTANT PLANNER	1	\$ 47.59	\$ 3,807.20	\$ 8,248.93	\$ 98,987.20
	2	\$ 49.94	\$ 3,995.20	\$ 8,656.27	\$ 103,875.20
	3	\$ 52.45	\$ 4,196.00	\$ 9,091.33	\$ 109,096.00
	4	\$ 55.07	\$ 4,405.60	\$ 9,545.47	\$ 114,545.60
	5	\$ 57.82	\$ 4,625.60	\$ 10,022.13	\$ 120,265.60
ASSOC UTILITY ENGINEER	1	\$ 57.82	\$ 4,625.60	\$ 10,022.13	\$ 120,265.60
	2	\$ 60.71	\$ 4,856.80	\$ 10,523.07	\$ 126,276.80
	3	\$ 63.74	\$ 5,099.20	\$ 11,048.27	\$ 132,579.20
	4	\$ 66.92	\$ 5,353.60	\$ 11,599.47	\$ 139,193.60
	5	\$ 70.28	\$ 5,622.40	\$ 12,181.87	\$ 146,182.40
ASSOCIATE CIVIL ENGINEER	1	\$ 57.82	\$ 4,625.60	\$ 10,022.13	\$ 120,265.60
	2	\$ 60.71	\$ 4,856.80	\$ 10,523.07	\$ 126,276.80
	3	\$ 63.74	\$ 5,099.20	\$ 11,048.27	\$ 132,579.20
	4	\$ 66.92	\$ 5,353.60	\$ 11,599.47	\$ 139,193.60
	5	\$ 70.28	\$ 5,622.40	\$ 12,181.87	\$ 146,182.40
ASSOCIATE PLANNER	1	\$ 54.73	\$ 4,378.40	\$ 9,486.53	\$ 113,838.40
	2	\$ 57.47	\$ 4,597.60	\$ 9,961.47	\$ 119,537.60
	3	\$ 60.35	\$ 4,828.00	\$ 10,460.67	\$ 125,528.00
	4	\$ 63.36	\$ 5,068.80	\$ 10,982.40	\$ 131,788.80
	5	\$ 66.52	\$ 5,321.60	\$ 11,530.13	\$ 138,361.60
ASSOCIATE PLANNER TRANSPORT	1	\$ 57.82	\$ 4,625.60	\$ 10,022.13	\$ 120,265.60
	2	\$ 60.71	\$ 4,856.80	\$ 10,523.07	\$ 126,276.80
	3	\$ 63.74	\$ 5,099.20	\$ 11,048.27	\$ 132,579.20
	4	\$ 66.92	\$ 5,353.60	\$ 11,599.47	\$ 139,193.60
	5	\$ 70.28	\$ 5,622.40	\$ 12,181.87	\$ 146,182.40
BUILDING INSPECTOR	1	\$ 49.23	\$ 3,938.40	\$ 8,533.20	\$ 102,398.40
	2	\$ 51.71	\$ 4,136.80	\$ 8,963.07	\$ 107,556.80
	3	\$ 54.29	\$ 4,343.20	\$ 9,410.27	\$ 112,923.20
	4	\$ 57.01	\$ 4,560.80	\$ 9,881.73	\$ 118,580.80
	5	\$ 59.85	\$ 4,788.00	\$ 10,374.00	\$ 124,488.00

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BUILDING MAINT WORKER I	1	\$ 28.92	\$ 2,313.60	\$ 5,012.80	\$ 60,153.60
	2	\$ 30.37	\$ 2,429.60	\$ 5,264.13	\$ 63,169.60
	3	\$ 31.90	\$ 2,552.00	\$ 5,529.33	\$ 66,352.00
	4	\$ 33.50	\$ 2,680.00	\$ 5,806.67	\$ 69,680.00
	5	\$ 35.16	\$ 2,812.80	\$ 6,094.40	\$ 73,132.80
BUILDING MAINT WORKER II	1	\$ 36.92	\$ 2,953.60	\$ 6,399.47	\$ 76,793.60
	2	\$ 38.76	\$ 3,100.80	\$ 6,718.40	\$ 80,620.80
	3	\$ 40.70	\$ 3,256.00	\$ 7,054.67	\$ 84,656.00
	4	\$ 42.75	\$ 3,420.00	\$ 7,410.00	\$ 88,920.00
	5	\$ 44.88	\$ 3,590.40	\$ 7,779.20	\$ 93,350.40
BUSINESS LICENSE COORDINATOR	1	\$ 35.96	\$ 2,876.80	\$ 6,233.07	\$ 74,796.80
	2	\$ 37.76	\$ 3,020.80	\$ 6,545.07	\$ 78,540.80
	3	\$ 39.64	\$ 3,171.20	\$ 6,870.93	\$ 82,451.20
	4	\$ 41.62	\$ 3,329.60	\$ 7,214.13	\$ 86,569.60
	5	\$ 43.70	\$ 3,496.00	\$ 7,574.67	\$ 90,896.00
BUSINESS LICENSE PROGRAM SPECIALIST	1	\$ 41.43	\$ 3,314.40	\$ 7,181.20	\$ 86,174.40
	2	\$ 43.51	\$ 3,480.80	\$ 7,541.73	\$ 90,500.80
	3	\$ 45.68	\$ 3,654.40	\$ 7,917.87	\$ 95,014.40
	4	\$ 47.98	\$ 3,838.40	\$ 8,316.53	\$ 99,798.40
	5	\$ 50.36	\$ 4,028.80	\$ 8,729.07	\$ 104,748.80
CENTRAL SERVICES ASSISTANT	1	\$ 28.96	\$ 2,316.80	\$ 5,019.73	\$ 60,236.80
	2	\$ 30.41	\$ 2,432.80	\$ 5,271.07	\$ 63,252.80
	3	\$ 31.93	\$ 2,554.40	\$ 5,534.53	\$ 66,414.40
	4	\$ 33.53	\$ 2,682.40	\$ 5,811.87	\$ 69,742.40
	5	\$ 35.22	\$ 2,817.60	\$ 6,104.80	\$ 73,257.60
CENTRAL SERVICES LEAD	1	\$ 31.99	\$ 2,559.20	\$ 5,544.93	\$ 66,539.20
	2	\$ 33.60	\$ 2,688.00	\$ 5,824.00	\$ 69,888.00
	3	\$ 35.28	\$ 2,822.40	\$ 6,115.20	\$ 73,382.40
	4	\$ 37.02	\$ 2,961.60	\$ 6,416.80	\$ 77,001.60
	5	\$ 38.90	\$ 3,112.00	\$ 6,742.67	\$ 80,912.00
CENTRAL SERVICES SUPERVISOR	1	\$ 38.27	\$ 3,061.60	\$ 6,633.47	\$ 79,601.60
	2	\$ 40.19	\$ 3,215.20	\$ 6,966.27	\$ 83,595.20
	3	\$ 42.19	\$ 3,375.20	\$ 7,312.93	\$ 87,755.20
	4	\$ 44.31	\$ 3,544.80	\$ 7,680.40	\$ 92,164.80
	5	\$ 46.53	\$ 3,722.40	\$ 8,065.20	\$ 96,782.40

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
CHIEF UTILITIES SYSTEM OPER	1	\$ 53.03	\$ 4,242.40	\$ 9,191.87	\$ 110,302.40
	2	\$ 55.68	\$ 4,454.40	\$ 9,651.20	\$ 115,814.40
	3	\$ 58.47	\$ 4,677.60	\$ 10,134.80	\$ 121,617.60
	4	\$ 61.41	\$ 4,912.80	\$ 10,644.40	\$ 127,732.80
	5	\$ 64.47	\$ 5,157.60	\$ 11,174.80	\$ 134,097.60
CODE ENFORCEMENT OFFICER	1	\$ 42.14	\$ 3,371.20	\$ 7,304.27	\$ 87,651.20
	2	\$ 44.26	\$ 3,540.80	\$ 7,671.73	\$ 92,060.80
	3	\$ 46.46	\$ 3,716.80	\$ 8,053.07	\$ 96,636.80
	4	\$ 48.78	\$ 3,902.40	\$ 8,455.20	\$ 101,462.40
	5	\$ 51.23	\$ 4,098.40	\$ 8,879.87	\$ 106,558.40
COMMUNITY SERVICE OFFICER	1	\$ 33.91	\$ 2,712.80	\$ 5,877.73	\$ 70,532.80
	2	\$ 35.61	\$ 2,848.80	\$ 6,172.40	\$ 74,068.80
	3	\$ 37.40	\$ 2,992.00	\$ 6,482.67	\$ 77,792.00
	4	\$ 39.26	\$ 3,140.80	\$ 6,805.07	\$ 81,660.80
	5	\$ 41.22	\$ 3,297.60	\$ 7,144.80	\$ 85,737.60
COMMUNTY & PUBLIC RELATNS COORD	1	\$ 42.97	\$ 3,437.60	\$ 7,448.13	\$ 89,377.60
	2	\$ 45.11	\$ 3,608.80	\$ 7,819.07	\$ 93,828.80
	3	\$ 47.37	\$ 3,789.60	\$ 8,210.80	\$ 98,529.60
	4	\$ 49.75	\$ 3,980.00	\$ 8,623.33	\$ 103,480.00
	5	\$ 52.22	\$ 4,177.60	\$ 9,051.47	\$ 108,617.60
CONSTRUCTION INSPECTOR	1	\$ 49.23	\$ 3,938.40	\$ 8,533.20	\$ 102,398.40
	2	\$ 51.71	\$ 4,136.80	\$ 8,963.07	\$ 107,556.80
	3	\$ 54.29	\$ 4,343.20	\$ 9,410.27	\$ 112,923.20
	4	\$ 57.01	\$ 4,560.80	\$ 9,881.73	\$ 118,580.80
	5	\$ 59.85	\$ 4,788.00	\$ 10,374.00	\$ 124,488.00
CONSTRUCTION PW INSPEC LEAD	1	\$ 52.82	\$ 4,225.60	\$ 9,155.47	\$ 109,865.60
	2	\$ 55.47	\$ 4,437.60	\$ 9,614.80	\$ 115,377.60
	3	\$ 58.24	\$ 4,659.20	\$ 10,094.93	\$ 121,139.20
	4	\$ 61.14	\$ 4,891.20	\$ 10,597.60	\$ 127,171.20
	5	\$ 64.20	\$ 5,136.00	\$ 11,128.00	\$ 133,536.00
CRIME ANALYST	1	\$ 42.97	\$ 3,437.60	\$ 7,448.13	\$ 89,377.60
	2	\$ 45.11	\$ 3,608.80	\$ 7,819.07	\$ 93,828.80
	3	\$ 47.37	\$ 3,789.60	\$ 8,210.80	\$ 98,529.60
	4	\$ 49.75	\$ 3,980.00	\$ 8,623.33	\$ 103,480.00
	5	\$ 52.22	\$ 4,177.60	\$ 9,051.47	\$ 108,617.60

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
CUSTOMER SERVICE CENTER SPRVSR	1	\$ 41.43	\$ 3,314.40	\$ 7,181.20	\$ 86,174.40
	2	\$ 43.51	\$ 3,480.80	\$ 7,541.73	\$ 90,500.80
	3	\$ 45.68	\$ 3,654.40	\$ 7,917.87	\$ 95,014.40
	4	\$ 47.98	\$ 3,838.40	\$ 8,316.53	\$ 99,798.40
	5	\$ 50.36	\$ 4,028.80	\$ 8,729.07	\$ 104,748.80
CUSTOMER SERVICE REPRESENTATIVE	1	\$ 32.03	\$ 2,562.40	\$ 5,551.87	\$ 66,622.40
	2	\$ 33.63	\$ 2,690.40	\$ 5,829.20	\$ 69,950.40
	3	\$ 35.31	\$ 2,824.80	\$ 6,120.40	\$ 73,444.80
	4	\$ 37.08	\$ 2,966.40	\$ 6,427.20	\$ 77,126.40
	5	\$ 38.93	\$ 3,114.40	\$ 6,747.87	\$ 80,974.40
DISASTER PREPAREDNESS COORD	1	\$ 41.39	\$ 3,311.20	\$ 7,174.27	\$ 86,091.20
	2	\$ 43.45	\$ 3,476.00	\$ 7,531.33	\$ 90,376.00
	3	\$ 45.62	\$ 3,649.60	\$ 7,907.47	\$ 94,889.60
	4	\$ 47.91	\$ 3,832.80	\$ 8,304.40	\$ 99,652.80
	5	\$ 50.29	\$ 4,023.20	\$ 8,716.93	\$ 104,603.20
ENGINEERING TECH II TRAFFIC	1	\$ 47.59	\$ 3,807.20	\$ 8,248.93	\$ 98,987.20
	2	\$ 49.94	\$ 3,995.20	\$ 8,656.27	\$ 103,875.20
	3	\$ 52.45	\$ 4,196.00	\$ 9,091.33	\$ 109,096.00
	4	\$ 55.07	\$ 4,405.60	\$ 9,545.47	\$ 114,545.60
	5	\$ 57.82	\$ 4,625.60	\$ 10,022.13	\$ 120,265.60
ENGINEERING TECH III TRAFFIC	1	\$ 52.45	\$ 4,196.00	\$ 9,091.33	\$ 109,096.00
	2	\$ 55.07	\$ 4,405.60	\$ 9,545.47	\$ 114,545.60
	3	\$ 57.83	\$ 4,626.40	\$ 10,023.87	\$ 120,286.40
	4	\$ 60.72	\$ 4,857.60	\$ 10,524.80	\$ 126,297.60
	5	\$ 63.75	\$ 5,100.00	\$ 11,050.00	\$ 132,600.00
ENGINEERING TECHNICIAN I	1	\$ 42.97	\$ 3,437.60	\$ 7,448.13	\$ 89,377.60
	2	\$ 45.11	\$ 3,608.80	\$ 7,819.07	\$ 93,828.80
	3	\$ 47.37	\$ 3,789.60	\$ 8,210.80	\$ 98,529.60
	4	\$ 49.75	\$ 3,980.00	\$ 8,623.33	\$ 103,480.00
	5	\$ 52.22	\$ 4,177.60	\$ 9,051.47	\$ 108,617.60
ENGINEERING TECHNICIAN II	1	\$ 47.59	\$ 3,807.20	\$ 8,248.93	\$ 98,987.20
	2	\$ 49.94	\$ 3,995.20	\$ 8,656.27	\$ 103,875.20
	3	\$ 52.45	\$ 4,196.00	\$ 9,091.33	\$ 109,096.00
	4	\$ 55.07	\$ 4,405.60	\$ 9,545.47	\$ 114,545.60
	5	\$ 57.82	\$ 4,625.60	\$ 10,022.13	\$ 120,265.60

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ENGINEERING TECHNICIAN III	1	\$ 52.45	\$ 4,196.00	\$ 9,091.33	\$ 109,096.00
	2	\$ 55.07	\$ 4,405.60	\$ 9,545.47	\$ 114,545.60
	3	\$ 57.83	\$ 4,626.40	\$ 10,023.87	\$ 120,286.40
	4	\$ 60.72	\$ 4,857.60	\$ 10,524.80	\$ 126,297.60
	5	\$ 63.75	\$ 5,100.00	\$ 11,050.00	\$ 132,600.00
ENVIRONMENTAL COMPLIANCE SUPV	1	\$ 47.94	\$ 3,835.20	\$ 8,309.60	\$ 99,715.20
	2	\$ 50.32	\$ 4,025.60	\$ 8,722.13	\$ 104,665.60
	3	\$ 52.84	\$ 4,227.20	\$ 9,158.93	\$ 109,907.20
	4	\$ 55.49	\$ 4,439.20	\$ 9,618.27	\$ 115,419.20
	5	\$ 58.26	\$ 4,660.80	\$ 10,098.40	\$ 121,180.80
EQUIPMENT MECHANIC	1	\$ 39.97	\$ 3,197.60	\$ 6,928.13	\$ 83,137.60
	2	\$ 41.97	\$ 3,357.60	\$ 7,274.80	\$ 87,297.60
	3	\$ 44.06	\$ 3,524.80	\$ 7,637.07	\$ 91,644.80
	4	\$ 46.27	\$ 3,701.60	\$ 8,020.13	\$ 96,241.60
	5	\$ 48.59	\$ 3,887.20	\$ 8,422.27	\$ 101,067.20
EQUIPMENT MECHANIC ASSIST	1	\$ 31.91	\$ 2,552.80	\$ 5,531.07	\$ 66,372.80
	2	\$ 33.51	\$ 2,680.80	\$ 5,808.40	\$ 69,700.80
	3	\$ 35.20	\$ 2,816.00	\$ 6,101.33	\$ 73,216.00
	4	\$ 36.94	\$ 2,955.20	\$ 6,402.93	\$ 76,835.20
	5	\$ 38.78	\$ 3,102.40	\$ 6,721.87	\$ 80,662.40
ERP COORDINATOR-FINANCE	1	\$ 40.79	\$ 3,263.20	\$ 7,070.27	\$ 84,843.20
	2	\$ 42.83	\$ 3,426.40	\$ 7,423.87	\$ 89,086.40
	3	\$ 44.96	\$ 3,596.80	\$ 7,793.07	\$ 93,516.80
	4	\$ 47.23	\$ 3,778.40	\$ 8,186.53	\$ 98,238.40
	5	\$ 49.57	\$ 3,965.60	\$ 8,592.13	\$ 103,105.60
FIRE PREVENTION TECH	1	\$ 37.76	\$ 3,020.80	\$ 6,545.07	\$ 78,540.80
	2	\$ 39.64	\$ 3,171.20	\$ 6,870.93	\$ 82,451.20
	3	\$ 41.62	\$ 3,329.60	\$ 7,214.13	\$ 86,569.60
	4	\$ 43.70	\$ 3,496.00	\$ 7,574.67	\$ 90,896.00
	5	\$ 45.90	\$ 3,672.00	\$ 7,956.00	\$ 95,472.00
GEOGRAPHIC INFO SYSTEM COORD	1	\$ 57.82	\$ 4,625.60	\$ 10,022.13	\$ 120,265.60
	2	\$ 60.71	\$ 4,856.80	\$ 10,523.07	\$ 126,276.80
	3	\$ 63.74	\$ 5,099.20	\$ 11,048.27	\$ 132,579.20
	4	\$ 66.92	\$ 5,353.60	\$ 11,599.47	\$ 139,193.60
	5	\$ 70.28	\$ 5,622.40	\$ 12,181.87	\$ 146,182.40

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
GIS TECHNICIAN I	1	\$ 43.27	\$ 3,461.60	\$ 7,500.13	\$ 90,001.60
	2	\$ 45.45	\$ 3,636.00	\$ 7,878.00	\$ 94,536.00
	3	\$ 47.71	\$ 3,816.80	\$ 8,269.73	\$ 99,236.80
	4	\$ 50.12	\$ 4,009.60	\$ 8,687.47	\$ 104,249.60
	5	\$ 52.60	\$ 4,208.00	\$ 9,117.33	\$ 109,408.00
GIS TECHNICIAN II	1	\$ 50.10	\$ 4,008.00	\$ 8,684.00	\$ 104,208.00
	2	\$ 52.58	\$ 4,206.40	\$ 9,113.87	\$ 109,366.40
	3	\$ 55.22	\$ 4,417.60	\$ 9,571.47	\$ 114,857.60
	4	\$ 57.98	\$ 4,638.40	\$ 10,049.87	\$ 120,598.40
	5	\$ 60.87	\$ 4,869.60	\$ 10,550.80	\$ 126,609.60
GRAPHICS SPECIALIST	1	\$ 33.38	\$ 2,670.40	\$ 5,785.87	\$ 69,430.40
	2	\$ 35.05	\$ 2,804.00	\$ 6,075.33	\$ 72,904.00
	3	\$ 36.80	\$ 2,944.00	\$ 6,378.67	\$ 76,544.00
	4	\$ 38.65	\$ 3,092.00	\$ 6,699.33	\$ 80,392.00
	5	\$ 40.58	\$ 3,246.40	\$ 7,033.87	\$ 84,406.40
HOUSING SPECIALIST	1	\$ 57.82	\$ 4,625.60	\$ 10,022.13	\$ 120,265.60
	2	\$ 60.71	\$ 4,856.80	\$ 10,523.07	\$ 126,276.80
	3	\$ 63.74	\$ 5,099.20	\$ 11,048.27	\$ 132,579.20
	4	\$ 66.92	\$ 5,353.60	\$ 11,599.47	\$ 139,193.60
	5	\$ 70.28	\$ 5,622.40	\$ 12,181.87	\$ 146,182.40
INFO TECH COORDINATOR I	1	\$ 43.27	\$ 3,461.60	\$ 7,500.13	\$ 90,001.60
	2	\$ 45.45	\$ 3,636.00	\$ 7,878.00	\$ 94,536.00
	3	\$ 47.71	\$ 3,816.80	\$ 8,269.73	\$ 99,236.80
	4	\$ 50.12	\$ 4,009.60	\$ 8,687.47	\$ 104,249.60
	5	\$ 52.60	\$ 4,208.00	\$ 9,117.33	\$ 109,408.00
INFO TECH COORDINATOR II	1	\$ 50.10	\$ 4,008.00	\$ 8,684.00	\$ 104,208.00
	2	\$ 52.58	\$ 4,206.40	\$ 9,113.87	\$ 109,366.40
	3	\$ 55.22	\$ 4,417.60	\$ 9,571.47	\$ 114,857.60
	4	\$ 57.98	\$ 4,638.40	\$ 10,049.87	\$ 120,598.40
	5	\$ 60.87	\$ 4,869.60	\$ 10,550.80	\$ 126,609.60
JUNIOR ACCOUNTANT	1	\$ 45.70	\$ 3,656.00	\$ 7,921.33	\$ 95,056.00
	2	\$ 48.00	\$ 3,840.00	\$ 8,320.00	\$ 99,840.00
	3	\$ 50.38	\$ 4,030.40	\$ 8,732.53	\$ 104,790.40
	4	\$ 52.91	\$ 4,232.80	\$ 9,171.07	\$ 110,052.80
	5	\$ 55.56	\$ 4,444.80	\$ 9,630.40	\$ 115,564.80

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
LANDSCAPE ARCHITECT	1	\$ 54.51	\$ 4,360.80	\$ 9,448.40	\$ 113,380.80
	2	\$ 57.24	\$ 4,579.20	\$ 9,921.60	\$ 119,059.20
	3	\$ 60.10	\$ 4,808.00	\$ 10,417.33	\$ 125,008.00
	4	\$ 63.09	\$ 5,047.20	\$ 10,935.60	\$ 131,227.20
	5	\$ 66.25	\$ 5,300.00	\$ 11,483.33	\$ 137,800.00
LANDSCAPE ARCHITECT ASSISTANT	1	\$ 47.50	\$ 3,800.00	\$ 8,233.33	\$ 98,800.00
	2	\$ 49.88	\$ 3,990.40	\$ 8,645.87	\$ 103,750.40
	3	\$ 52.39	\$ 4,191.20	\$ 9,080.93	\$ 108,971.20
	4	\$ 55.00	\$ 4,400.00	\$ 9,533.33	\$ 114,400.00
	5	\$ 57.74	\$ 4,619.20	\$ 10,008.27	\$ 120,099.20
LEAD BUILDING INSPECTOR	1	\$ 52.82	\$ 4,225.60	\$ 9,155.47	\$ 109,865.60
	2	\$ 55.47	\$ 4,437.60	\$ 9,614.80	\$ 115,377.60
	3	\$ 58.24	\$ 4,659.20	\$ 10,094.93	\$ 121,139.20
	4	\$ 61.14	\$ 4,891.20	\$ 10,597.60	\$ 127,171.20
	5	\$ 64.20	\$ 5,136.00	\$ 11,128.00	\$ 133,536.00
LEAD EQUIPMENT MECHANIC	1	\$ 45.10	\$ 3,608.00	\$ 7,817.33	\$ 93,808.00
	2	\$ 47.36	\$ 3,788.80	\$ 8,209.07	\$ 98,508.80
	3	\$ 49.74	\$ 3,979.20	\$ 8,621.60	\$ 103,459.20
	4	\$ 52.20	\$ 4,176.00	\$ 9,048.00	\$ 108,576.00
	5	\$ 54.81	\$ 4,384.80	\$ 9,500.40	\$ 114,004.80
LEAD LIBRARY CLERK	1	\$ 30.36	\$ 2,428.80	\$ 5,262.40	\$ 63,148.80
	2	\$ 31.89	\$ 2,551.20	\$ 5,527.60	\$ 66,331.20
	3	\$ 33.49	\$ 2,679.20	\$ 5,804.93	\$ 69,659.20
	4	\$ 35.15	\$ 2,812.00	\$ 6,092.67	\$ 73,112.00
	5	\$ 36.90	\$ 2,952.00	\$ 6,396.00	\$ 76,752.00
LEAD PARK MAINT WORKER	1	\$ 41.62	\$ 3,329.60	\$ 7,214.13	\$ 86,569.60
	2	\$ 43.76	\$ 3,500.80	\$ 7,585.07	\$ 91,020.80
	3	\$ 45.95	\$ 3,676.00	\$ 7,964.67	\$ 95,576.00
	4	\$ 48.25	\$ 3,860.00	\$ 8,363.33	\$ 100,360.00
	5	\$ 50.66	\$ 4,052.80	\$ 8,781.07	\$ 105,372.80
LEAD STREET MAINT WKR	1	\$ 41.67	\$ 3,333.60	\$ 7,222.80	\$ 86,673.60
	2	\$ 43.76	\$ 3,500.80	\$ 7,585.07	\$ 91,020.80
	3	\$ 45.95	\$ 3,676.00	\$ 7,964.67	\$ 95,576.00
	4	\$ 48.25	\$ 3,860.00	\$ 8,363.33	\$ 100,360.00
	5	\$ 50.66	\$ 4,052.80	\$ 8,781.07	\$ 105,372.80

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
LEAD UTILITIES SYS OP	1	\$ 45.42	\$ 3,633.60	\$ 7,872.80	\$ 94,473.60
	2	\$ 47.69	\$ 3,815.20	\$ 8,266.27	\$ 99,195.20
	3	\$ 50.10	\$ 4,008.00	\$ 8,684.00	\$ 104,208.00
	4	\$ 52.58	\$ 4,206.40	\$ 9,113.87	\$ 109,366.40
	5	\$ 55.22	\$ 4,417.60	\$ 9,571.47	\$ 114,857.60
LIBRARIAN	1	\$ 38.87	\$ 3,109.60	\$ 6,737.47	\$ 80,849.60
	2	\$ 40.81	\$ 3,264.80	\$ 7,073.73	\$ 84,884.80
	3	\$ 42.85	\$ 3,428.00	\$ 7,427.33	\$ 89,128.00
	4	\$ 44.99	\$ 3,599.20	\$ 7,798.27	\$ 93,579.20
	5	\$ 47.25	\$ 3,780.00	\$ 8,190.00	\$ 98,280.00
LIBRARY ASSISTANT	1	\$ 31.89	\$ 2,551.20	\$ 5,527.60	\$ 66,331.20
	2	\$ 33.49	\$ 2,679.20	\$ 5,804.93	\$ 69,659.20
	3	\$ 35.15	\$ 2,812.00	\$ 6,092.67	\$ 73,112.00
	4	\$ 36.90	\$ 2,952.00	\$ 6,396.00	\$ 76,752.00
	5	\$ 38.75	\$ 3,100.00	\$ 6,716.67	\$ 80,600.00
LIBRARY CLERK	1	\$ 27.65	\$ 2,212.00	\$ 4,792.67	\$ 57,512.00
	2	\$ 29.02	\$ 2,321.60	\$ 5,030.13	\$ 60,361.60
	3	\$ 30.47	\$ 2,437.60	\$ 5,281.47	\$ 63,377.60
	4	\$ 31.98	\$ 2,558.40	\$ 5,543.20	\$ 66,518.40
	5	\$ 33.59	\$ 2,687.20	\$ 5,822.27	\$ 69,867.20
MAINTENANCE ASSISTANT	1	\$ 26.93	\$ 2,154.40	\$ 4,667.87	\$ 56,014.40
	2	\$ 28.27	\$ 2,261.60	\$ 4,900.13	\$ 58,801.60
	3	\$ 29.69	\$ 2,375.20	\$ 5,146.27	\$ 61,755.20
	4	\$ 31.18	\$ 2,494.40	\$ 5,404.53	\$ 64,854.40
	5	\$ 32.73	\$ 2,618.40	\$ 5,673.20	\$ 68,078.40
OFFICE ASSISTANT	1	\$ 27.66	\$ 2,212.80	\$ 4,794.40	\$ 57,532.80
	2	\$ 29.03	\$ 2,322.40	\$ 5,031.87	\$ 60,382.40
	3	\$ 30.48	\$ 2,438.40	\$ 5,283.20	\$ 63,398.40
	4	\$ 31.99	\$ 2,559.20	\$ 5,544.93	\$ 66,539.20
	5	\$ 33.60	\$ 2,688.00	\$ 5,824.00	\$ 69,888.00
OFFICE MANAGER	1	\$ 37.02	\$ 2,961.60	\$ 6,416.80	\$ 77,001.60
	2	\$ 38.87	\$ 3,109.60	\$ 6,737.47	\$ 80,849.60
	3	\$ 40.81	\$ 3,264.80	\$ 7,073.73	\$ 84,884.80
	4	\$ 42.85	\$ 3,428.00	\$ 7,427.33	\$ 89,128.00
	5	\$ 44.99	\$ 3,599.20	\$ 7,798.27	\$ 93,579.20

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
OPERATIONS SERVICES MAINT WRKR	1	\$ 28.97	\$ 2,317.60	\$ 5,021.47	\$ 60,257.60
	2	\$ 30.43	\$ 2,434.40	\$ 5,274.53	\$ 63,294.40
	3	\$ 31.94	\$ 2,555.20	\$ 5,536.27	\$ 66,435.20
	4	\$ 33.54	\$ 2,683.20	\$ 5,813.60	\$ 69,763.20
	5	\$ 35.23	\$ 2,818.40	\$ 6,106.53	\$ 73,278.40
	6	\$ 37.00	\$ 2,960.00	\$ 6,413.33	\$ 76,960.00
	7	\$ 38.82	\$ 3,105.60	\$ 6,728.80	\$ 80,745.60
	8	\$ 40.76	\$ 3,260.80	\$ 7,065.07	\$ 84,780.80
	9	\$ 42.81	\$ 3,424.80	\$ 7,420.40	\$ 89,044.80
	10	\$ 44.94	\$ 3,595.20	\$ 7,789.60	\$ 93,475.20
OPERATIONS SVCS MAINT LEAD WKR	1	\$ 41.67	\$ 3,333.60	\$ 7,222.80	\$ 86,673.60
	2	\$ 43.76	\$ 3,500.80	\$ 7,585.07	\$ 91,020.80
	3	\$ 45.95	\$ 3,676.00	\$ 7,964.67	\$ 95,576.00
	4	\$ 48.25	\$ 3,860.00	\$ 8,363.33	\$ 100,360.00
	5	\$ 50.66	\$ 4,052.80	\$ 8,781.07	\$ 105,372.80
OPERATIONS SVCS MAINT SPRVSR	1	\$ 47.94	\$ 3,835.20	\$ 8,309.60	\$ 99,715.20
	2	\$ 50.32	\$ 4,025.60	\$ 8,722.13	\$ 104,665.60
	3	\$ 52.84	\$ 4,227.20	\$ 9,158.93	\$ 109,907.20
	4	\$ 55.49	\$ 4,439.20	\$ 9,618.27	\$ 115,419.20
	5	\$ 58.26	\$ 4,660.80	\$ 10,098.40	\$ 121,180.80
PARATRANSIT SERVICES DISPATCH	1	\$ 27.27	\$ 2,181.60	\$ 4,726.80	\$ 56,721.60
	2	\$ 28.63	\$ 2,290.40	\$ 4,962.53	\$ 59,550.40
	3	\$ 30.08	\$ 2,406.40	\$ 5,213.87	\$ 62,566.40
	4	\$ 31.58	\$ 2,526.40	\$ 5,473.87	\$ 65,686.40
	5	\$ 33.16	\$ 2,652.80	\$ 5,747.73	\$ 68,972.80
PARK MAINT SUPERVISOR	1	\$ 47.94	\$ 3,835.20	\$ 8,309.60	\$ 99,715.20
	2	\$ 50.32	\$ 4,025.60	\$ 8,722.13	\$ 104,665.60
	3	\$ 52.84	\$ 4,227.20	\$ 9,158.93	\$ 109,907.20
	4	\$ 55.49	\$ 4,439.20	\$ 9,618.27	\$ 115,419.20
	5	\$ 58.26	\$ 4,660.80	\$ 10,098.40	\$ 121,180.80
PARK MAINTENANCE WRKR I	3	\$ 31.93	\$ 2,554.40	\$ 5,534.53	\$ 66,414.40
	4	\$ 33.53	\$ 2,682.40	\$ 5,811.87	\$ 69,742.40

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
PARK MAINTENANCE WRKR II	1	\$ 36.92	\$ 2,953.60	\$ 6,399.47	\$ 76,793.60
	2	\$ 38.76	\$ 3,100.80	\$ 6,718.40	\$ 80,620.80
	3	\$ 40.70	\$ 3,256.00	\$ 7,054.67	\$ 84,656.00
	4	\$ 42.75	\$ 3,420.00	\$ 7,410.00	\$ 88,920.00
	5	\$ 44.88	\$ 3,590.40	\$ 7,779.20	\$ 93,350.40
PARKING ENFORCEMENT OFFICER	1	\$ 28.12	\$ 2,249.60	\$ 4,874.13	\$ 58,489.60
	2	\$ 29.51	\$ 2,360.80	\$ 5,115.07	\$ 61,380.80
	3	\$ 30.99	\$ 2,479.20	\$ 5,371.60	\$ 64,459.20
	4	\$ 32.54	\$ 2,603.20	\$ 5,640.27	\$ 67,683.20
	5	\$ 34.17	\$ 2,733.60	\$ 5,922.80	\$ 71,073.60
PARKS MAINTENANCE COORD	1	\$ 44.85	\$ 3,588.00	\$ 7,774.00	\$ 93,288.00
	2	\$ 47.07	\$ 3,765.60	\$ 8,158.80	\$ 97,905.60
	3	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835.20
	4	\$ 51.89	\$ 4,151.20	\$ 8,994.27	\$ 107,931.20
	5	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360.00
PERMITS TECHNICIAN	1	\$ 39.37	\$ 3,149.60	\$ 6,824.13	\$ 81,889.60
	2	\$ 41.33	\$ 3,306.40	\$ 7,163.87	\$ 85,966.40
	3	\$ 43.40	\$ 3,472.00	\$ 7,522.67	\$ 90,272.00
	4	\$ 45.57	\$ 3,645.60	\$ 7,898.80	\$ 94,785.60
	5	\$ 47.85	\$ 3,828.00	\$ 8,294.00	\$ 99,528.00
PLAN CHECKER	1	\$ 52.82	\$ 4,225.60	\$ 9,155.47	\$ 109,865.60
	2	\$ 55.47	\$ 4,437.60	\$ 9,614.80	\$ 115,377.60
	3	\$ 58.24	\$ 4,659.20	\$ 10,094.93	\$ 121,139.20
	4	\$ 61.14	\$ 4,891.20	\$ 10,597.60	\$ 127,171.20
	5	\$ 64.20	\$ 5,136.00	\$ 11,128.00	\$ 133,536.00
PLAN CHECKER ENGINEER	1	\$ 57.57	\$ 4,605.60	\$ 9,978.80	\$ 119,745.60
	2	\$ 60.44	\$ 4,835.20	\$ 10,476.27	\$ 125,715.20
	3	\$ 63.46	\$ 5,076.80	\$ 10,999.73	\$ 131,996.80
	4	\$ 66.64	\$ 5,331.20	\$ 11,550.93	\$ 138,611.20
	5	\$ 69.98	\$ 5,598.40	\$ 12,129.87	\$ 145,558.40
POLICE DISPATCH SUPERVISOR	1	\$ 44.72	\$ 3,577.60	\$ 7,751.47	\$ 93,017.60
	2	\$ 46.96	\$ 3,756.80	\$ 8,139.73	\$ 97,676.80
	3	\$ 49.30	\$ 3,944.00	\$ 8,545.33	\$ 102,544.00
	4	\$ 51.76	\$ 4,140.80	\$ 8,971.73	\$ 107,660.80
	5	\$ 54.35	\$ 4,348.00	\$ 9,420.67	\$ 113,048.00

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
POLICE DISPATCHER	1	\$ 38.63	\$ 3,090.40	\$ 6,695.87	\$ 80,350.40
	2	\$ 40.56	\$ 3,244.80	\$ 7,030.40	\$ 84,364.80
	3	\$ 42.59	\$ 3,407.20	\$ 7,382.27	\$ 88,587.20
	4	\$ 44.72	\$ 3,577.60	\$ 7,751.47	\$ 93,017.60
	5	\$ 46.97	\$ 3,757.60	\$ 8,141.47	\$ 97,697.60
POLICE INVESTIGATOR II	1	\$ 38.31	\$ 3,064.80	\$ 6,640.40	\$ 79,684.80
	2	\$ 40.22	\$ 3,217.60	\$ 6,971.47	\$ 83,657.60
	3	\$ 42.23	\$ 3,378.40	\$ 7,319.87	\$ 87,838.40
	4	\$ 44.34	\$ 3,547.20	\$ 7,685.60	\$ 92,227.20
	5	\$ 46.56	\$ 3,724.80	\$ 8,070.40	\$ 96,844.80
POLICE RECORDS CLERK	1	\$ 31.09	\$ 2,487.20	\$ 5,388.93	\$ 64,667.20
	2	\$ 32.64	\$ 2,611.20	\$ 5,657.60	\$ 67,891.20
	3	\$ 34.28	\$ 2,742.40	\$ 5,941.87	\$ 71,302.40
	4	\$ 36.00	\$ 2,880.00	\$ 6,240.00	\$ 74,880.00
	5	\$ 37.80	\$ 3,024.00	\$ 6,552.00	\$ 78,624.00
PRESCHOOL SPECIALIST	1	\$ 28.64	\$ 2,291.20	\$ 4,964.27	\$ 59,571.20
	2	\$ 30.09	\$ 2,407.20	\$ 5,215.60	\$ 62,587.20
	3	\$ 31.59	\$ 2,527.20	\$ 5,475.60	\$ 65,707.20
	4	\$ 33.17	\$ 2,653.60	\$ 5,749.47	\$ 68,993.60
	5	\$ 34.82	\$ 2,785.60	\$ 6,035.47	\$ 72,425.60
PROPERTY/EVID TECH	1	\$ 33.91	\$ 2,712.80	\$ 5,877.73	\$ 70,532.80
	2	\$ 35.61	\$ 2,848.80	\$ 6,172.40	\$ 74,068.80
	3	\$ 37.40	\$ 2,992.00	\$ 6,482.67	\$ 77,792.00
	4	\$ 39.26	\$ 3,140.80	\$ 6,805.07	\$ 81,660.80
	5	\$ 41.22	\$ 3,297.60	\$ 7,144.80	\$ 85,737.60
RECORDS COORDINATOR	1	\$ 26.28	\$ 2,102.40	\$ 4,555.20	\$ 54,662.40
	2	\$ 27.59	\$ 2,207.20	\$ 4,782.27	\$ 57,387.20
	3	\$ 28.97	\$ 2,317.60	\$ 5,021.47	\$ 60,257.60
	4	\$ 30.43	\$ 2,434.40	\$ 5,274.53	\$ 63,294.40
	5	\$ 31.94	\$ 2,555.20	\$ 5,536.27	\$ 66,435.20
RECORDS PROGRAM COORDINATOR	1	\$ 34.94	\$ 2,795.20	\$ 6,056.27	\$ 72,675.20
	2	\$ 36.70	\$ 2,936.00	\$ 6,361.33	\$ 76,336.00
	3	\$ 38.53	\$ 3,082.40	\$ 6,678.53	\$ 80,142.40
	4	\$ 40.45	\$ 3,236.00	\$ 7,011.33	\$ 84,136.00
	5	\$ 42.47	\$ 3,397.60	\$ 7,361.47	\$ 88,337.60

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
RECREATION COORDINATOR	1	\$ 36.15	\$ 2,892.00	\$ 6,266.00	\$ 75,192.00
	2	\$ 37.96	\$ 3,036.80	\$ 6,579.73	\$ 78,956.80
	3	\$ 39.86	\$ 3,188.80	\$ 6,909.07	\$ 82,908.80
	4	\$ 41.86	\$ 3,348.80	\$ 7,255.73	\$ 87,068.80
	5	\$ 43.96	\$ 3,516.80	\$ 7,619.73	\$ 91,436.80
RECREATION SUPERVISOR	1	\$ 41.43	\$ 3,314.40	\$ 7,181.20	\$ 86,174.40
	2	\$ 43.51	\$ 3,480.80	\$ 7,541.73	\$ 90,500.80
	3	\$ 45.68	\$ 3,654.40	\$ 7,917.87	\$ 95,014.40
	4	\$ 47.98	\$ 3,838.40	\$ 8,316.53	\$ 99,798.40
	5	\$ 50.36	\$ 4,028.80	\$ 8,729.07	\$ 104,748.80
SENIOR ACCOUNTANT	1	\$ 48.02	\$ 3,841.60	\$ 8,323.47	\$ 99,881.60
	2	\$ 50.41	\$ 4,032.80	\$ 8,737.73	\$ 104,852.80
	3	\$ 52.93	\$ 4,234.40	\$ 9,174.53	\$ 110,094.40
	4	\$ 55.58	\$ 4,446.40	\$ 9,633.87	\$ 115,606.40
	5	\$ 58.36	\$ 4,668.80	\$ 10,115.73	\$ 121,388.80
SENIOR ACCOUNTING ASSIST	1	\$ 33.63	\$ 2,690.40	\$ 5,829.20	\$ 69,950.40
	2	\$ 35.31	\$ 2,824.80	\$ 6,120.40	\$ 73,444.80
	3	\$ 37.08	\$ 2,966.40	\$ 6,427.20	\$ 77,126.40
	4	\$ 38.93	\$ 3,114.40	\$ 6,747.87	\$ 80,974.40
	5	\$ 40.88	\$ 3,270.40	\$ 7,085.87	\$ 85,030.40
SENIOR BUILDING INSPECTOR	1	\$ 57.57	\$ 4,605.60	\$ 9,978.80	\$ 119,745.60
	2	\$ 60.44	\$ 4,835.20	\$ 10,476.27	\$ 125,715.20
	3	\$ 63.46	\$ 5,076.80	\$ 10,999.73	\$ 131,996.80
	4	\$ 66.64	\$ 5,331.20	\$ 11,550.93	\$ 138,611.20
	5	\$ 69.98	\$ 5,598.40	\$ 12,129.87	\$ 145,558.40
SENIOR CUSTOMER SERVICE REP	1	\$ 35.32	\$ 2,825.60	\$ 6,122.13	\$ 73,465.60
	2	\$ 37.08	\$ 2,966.40	\$ 6,427.20	\$ 77,126.40
	3	\$ 38.93	\$ 3,114.40	\$ 6,747.87	\$ 80,974.40
	4	\$ 40.88	\$ 3,270.40	\$ 7,085.87	\$ 85,030.40
	5	\$ 42.92	\$ 3,433.60	\$ 7,439.47	\$ 89,273.60
SENIOR LIBRARIAN	1	\$ 44.93	\$ 3,594.40	\$ 7,787.87	\$ 93,454.40
	2	\$ 47.18	\$ 3,774.40	\$ 8,177.87	\$ 98,134.40
	3	\$ 49.53	\$ 3,962.40	\$ 8,585.20	\$ 103,022.40
	4	\$ 52.03	\$ 4,162.40	\$ 9,018.53	\$ 108,222.40
	5	\$ 54.61	\$ 4,368.80	\$ 9,465.73	\$ 113,588.80

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SENIOR OFFICE ASSISTANT	1	\$ 30.49	\$ 2,439.20	\$ 5,284.93	\$ 63,419.20
	2	\$ 32.01	\$ 2,560.80	\$ 5,548.40	\$ 66,580.80
	3	\$ 33.61	\$ 2,688.80	\$ 5,825.73	\$ 69,908.80
	4	\$ 35.29	\$ 2,823.20	\$ 6,116.93	\$ 73,403.20
	5	\$ 37.06	\$ 2,964.80	\$ 6,423.73	\$ 77,084.80
SENIOR PLAN CHECKER	1	\$ 57.57	\$ 4,605.60	\$ 9,978.80	\$ 119,745.60
	2	\$ 60.44	\$ 4,835.20	\$ 10,476.27	\$ 125,715.20
	3	\$ 63.46	\$ 5,076.80	\$ 10,999.73	\$ 131,996.80
	4	\$ 66.64	\$ 5,331.20	\$ 11,550.93	\$ 138,611.20
	5	\$ 69.98	\$ 5,598.40	\$ 12,129.87	\$ 145,558.40
SENIOR PLANNER	1	\$ 58.83	\$ 4,706.40	\$ 10,197.20	\$ 122,366.40
	2	\$ 61.79	\$ 4,943.20	\$ 10,710.27	\$ 128,523.20
	3	\$ 64.86	\$ 5,188.80	\$ 11,242.40	\$ 134,908.80
	4	\$ 68.11	\$ 5,448.80	\$ 11,805.73	\$ 141,668.80
	5	\$ 71.51	\$ 5,720.80	\$ 12,395.07	\$ 148,740.80
SENIOR RECREATION PROGRAM SPEC	1	\$ 28.64	\$ 2,291.20	\$ 4,964.27	\$ 59,571.20
	2	\$ 30.09	\$ 2,407.20	\$ 5,215.60	\$ 62,587.20
	3	\$ 31.59	\$ 2,527.20	\$ 5,475.60	\$ 65,707.20
	4	\$ 33.17	\$ 2,653.60	\$ 5,749.47	\$ 68,993.60
	5	\$ 34.82	\$ 2,785.60	\$ 6,035.47	\$ 72,425.60
SENIOR TRANSPORTATION DRIVER	1	\$ 22.66	\$ 1,812.80	\$ 3,927.73	\$ 47,132.80
	2	\$ 23.79	\$ 1,903.20	\$ 4,123.60	\$ 49,483.20
	3	\$ 25.01	\$ 2,000.80	\$ 4,335.07	\$ 52,020.80
	4	\$ 26.24	\$ 2,099.20	\$ 4,548.27	\$ 54,579.20
	5	\$ 27.55	\$ 2,204.00	\$ 4,775.33	\$ 57,304.00
SENIOR UTILITY ASSIST	1	\$ 33.63	\$ 2,690.40	\$ 5,829.20	\$ 69,950.40
	2	\$ 35.31	\$ 2,824.80	\$ 6,120.40	\$ 73,444.80
	3	\$ 36.40	\$ 2,912.00	\$ 6,309.33	\$ 75,712.00
	4	\$ 38.93	\$ 3,114.40	\$ 6,747.87	\$ 80,974.40
	5	\$ 40.88	\$ 3,270.40	\$ 7,085.87	\$ 85,030.40
SOURCE CONTROL INSPECTOR	1	\$ 41.62	\$ 3,329.60	\$ 7,214.13	\$ 86,569.60
	2	\$ 43.69	\$ 3,495.20	\$ 7,572.93	\$ 90,875.20
	3	\$ 45.88	\$ 3,670.40	\$ 7,952.53	\$ 95,430.40
	4	\$ 48.16	\$ 3,852.80	\$ 8,347.73	\$ 100,172.80
	5	\$ 50.58	\$ 4,046.40	\$ 8,767.20	\$ 105,206.40

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SR CODE ENFORCEMENT OFFICER	1	\$ 47.60	\$ 3,808.00	\$ 8,250.67	\$ 99,008.00
	2	\$ 49.96	\$ 3,996.80	\$ 8,659.73	\$ 103,916.80
	3	\$ 52.47	\$ 4,197.60	\$ 9,094.80	\$ 109,137.60
	4	\$ 55.09	\$ 4,407.20	\$ 9,548.93	\$ 114,587.20
	5	\$ 57.86	\$ 4,628.80	\$ 10,029.07	\$ 120,348.80
STREET MAINT WORKER I	3	\$ 31.93	\$ 2,554.40	\$ 5,534.53	\$ 66,414.40
	4	\$ 33.53	\$ 2,682.40	\$ 5,811.87	\$ 69,742.40
STREET MAINT WORKER II	1	\$ 36.92	\$ 2,953.60	\$ 6,399.47	\$ 76,793.60
	2	\$ 38.76	\$ 3,100.80	\$ 6,718.40	\$ 80,620.80
	3	\$ 40.70	\$ 3,256.00	\$ 7,054.67	\$ 84,656.00
	4	\$ 42.75	\$ 3,420.00	\$ 7,410.00	\$ 88,920.00
	5	\$ 44.88	\$ 3,590.40	\$ 7,779.20	\$ 93,350.40
STREETS SUPERVISOR	1	\$ 47.94	\$ 3,835.20	\$ 8,309.60	\$ 99,715.20
	2	\$ 50.32	\$ 4,025.60	\$ 8,722.13	\$ 104,665.60
	3	\$ 52.84	\$ 4,227.20	\$ 9,158.93	\$ 109,907.20
	4	\$ 55.49	\$ 4,439.20	\$ 9,618.27	\$ 115,419.20
	5	\$ 58.26	\$ 4,660.80	\$ 10,098.40	\$ 121,180.80
SUPERVISING LIBRARY CLERK	1	\$ 35.04	\$ 2,803.20	\$ 6,073.60	\$ 72,883.20
	2	\$ 36.79	\$ 2,943.20	\$ 6,376.93	\$ 76,523.20
	3	\$ 38.64	\$ 3,091.20	\$ 6,697.60	\$ 80,371.20
	4	\$ 40.57	\$ 3,245.60	\$ 7,032.13	\$ 84,385.60
	5	\$ 42.60	\$ 3,408.00	\$ 7,384.00	\$ 88,608.00
SUPPORT SERV LEAD WORKER	1	\$ 41.67	\$ 3,333.60	\$ 7,222.80	\$ 86,673.60
	2	\$ 43.76	\$ 3,500.80	\$ 7,585.07	\$ 91,020.80
	3	\$ 45.95	\$ 3,676.00	\$ 7,964.67	\$ 95,576.00
	4	\$ 48.25	\$ 3,860.00	\$ 8,363.33	\$ 100,360.00
	5	\$ 50.66	\$ 4,052.80	\$ 8,781.07	\$ 105,372.80
SUPPORT SERVICES SUPERVISOR	1	\$ 47.94	\$ 3,835.20	\$ 8,309.60	\$ 99,715.20
	2	\$ 50.32	\$ 4,025.60	\$ 8,722.13	\$ 104,665.60
	3	\$ 52.84	\$ 4,227.20	\$ 9,158.93	\$ 109,907.20
	4	\$ 55.16	\$ 4,412.80	\$ 9,561.07	\$ 114,732.80
	5	\$ 58.26	\$ 4,660.80	\$ 10,098.40	\$ 121,180.80

Pending Ratification- Effective April 4, 2020
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
THEATRE TECHNICIAN	1	\$ 36.92	\$ 2,953.60	\$ 6,399.47	\$ 76,793.60
	2	\$ 38.76	\$ 3,100.80	\$ 6,718.40	\$ 80,620.80
	3	\$ 40.70	\$ 3,256.00	\$ 7,054.67	\$ 84,656.00
	4	\$ 42.75	\$ 3,420.00	\$ 7,410.00	\$ 88,920.00
	5	\$ 44.88	\$ 3,590.40	\$ 7,779.20	\$ 93,350.40
UTILITIES SYSTEM OPER I	1	\$ 33.54	\$ 2,683.20	\$ 5,813.60	\$ 69,763.20
	2	\$ 35.23	\$ 2,818.40	\$ 6,106.53	\$ 73,278.40
	3	\$ 37.00	\$ 2,960.00	\$ 6,413.33	\$ 76,960.00
	4	\$ 38.85	\$ 3,108.00	\$ 6,734.00	\$ 80,808.00
	5	\$ 40.78	\$ 3,262.40	\$ 7,068.53	\$ 84,822.40
UTILITIES SYSTEM OPER II	1	\$ 40.23	\$ 3,218.40	\$ 6,973.20	\$ 83,678.40
	2	\$ 42.25	\$ 3,380.00	\$ 7,323.33	\$ 87,880.00
	3	\$ 44.36	\$ 3,548.80	\$ 7,689.07	\$ 92,268.80
	4	\$ 46.59	\$ 3,727.20	\$ 8,075.60	\$ 96,907.20
	5	\$ 48.90	\$ 3,912.00	\$ 8,476.00	\$ 101,712.00
UTILITY ASSIST I	1	\$ 29.05	\$ 2,324.00	\$ 5,035.33	\$ 60,424.00
	2	\$ 30.50	\$ 2,440.00	\$ 5,286.67	\$ 63,440.00
	3	\$ 32.03	\$ 2,562.40	\$ 5,551.87	\$ 66,622.40
	4	\$ 33.63	\$ 2,690.40	\$ 5,829.20	\$ 69,950.40
	5	\$ 35.31	\$ 2,824.80	\$ 6,120.40	\$ 73,444.80
UTILITY ASSIST II	1	\$ 32.03	\$ 2,562.40	\$ 5,551.87	\$ 66,622.40
	2	\$ 33.63	\$ 2,690.40	\$ 5,829.20	\$ 69,950.40
	3	\$ 35.31	\$ 2,824.80	\$ 6,120.40	\$ 73,444.80
	4	\$ 37.08	\$ 2,966.40	\$ 6,427.20	\$ 77,126.40
	5	\$ 38.93	\$ 3,114.40	\$ 6,747.87	\$ 80,974.40
UTILITY BILLING ASSISTANT	1	\$ 32.03	\$ 2,562.40	\$ 5,551.87	\$ 66,622.40
	2	\$ 33.63	\$ 2,690.40	\$ 5,829.20	\$ 69,950.40
	3	\$ 35.31	\$ 2,824.80	\$ 6,120.40	\$ 73,444.80
	4	\$ 37.08	\$ 2,966.40	\$ 6,427.20	\$ 77,126.40
	5	\$ 38.93	\$ 3,114.40	\$ 6,747.87	\$ 80,974.40
UTILITY BILLING SUPERVISOR	1	\$ 41.43	\$ 3,314.40	\$ 7,181.20	\$ 86,174.40
	2	\$ 43.51	\$ 3,480.80	\$ 7,541.73	\$ 90,500.80
	3	\$ 45.68	\$ 3,654.40	\$ 7,917.87	\$ 95,014.40
	4	\$ 47.98	\$ 3,838.40	\$ 8,316.53	\$ 99,798.40
	5	\$ 50.36	\$ 4,028.80	\$ 8,729.07	\$ 104,748.80

Pending Ratification- Effective April 4, 2020
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
WATER CONSERVATION TECHNICIAN	1	\$ 38.82	\$ 3,105.60	\$ 6,728.80	\$ 80,745.60
	2	\$ 40.76	\$ 3,260.80	\$ 7,065.07	\$ 84,780.80
	3	\$ 42.81	\$ 3,424.80	\$ 7,420.40	\$ 89,044.80
	4	\$ 44.94	\$ 3,595.20	\$ 7,789.60	\$ 93,475.20
	5	\$ 47.19	\$ 3,775.20	\$ 8,179.60	\$ 98,155.20
WATER QUALITY TECHNICIAN	1	\$ 46.36	\$ 3,708.80	\$ 8,035.73	\$ 96,428.80
	2	\$ 48.69	\$ 3,895.20	\$ 8,439.60	\$ 101,275.20
	3	\$ 51.11	\$ 4,088.80	\$ 8,859.07	\$ 106,308.80
	4	\$ 53.66	\$ 4,292.80	\$ 9,301.07	\$ 111,612.80
	5	\$ 56.34	\$ 4,507.20	\$ 9,765.60	\$ 117,187.20

Pending Ratification- Effective April 3, 2021
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ACCOUNTING ASSISTANT I	1	\$ 29.92	\$ 2,393.60	\$ 5,186.13	\$ 62,233.60
	2	\$ 31.42	\$ 2,513.60	\$ 5,446.13	\$ 65,353.60
	3	\$ 32.99	\$ 2,639.20	\$ 5,718.27	\$ 68,619.20
	4	\$ 34.64	\$ 2,771.20	\$ 6,004.27	\$ 72,051.20
	5	\$ 36.37	\$ 2,909.60	\$ 6,304.13	\$ 75,649.60
ACCOUNTING ASSISTANT II	1	\$ 32.99	\$ 2,639.20	\$ 5,718.27	\$ 68,619.20
	2	\$ 34.64	\$ 2,771.20	\$ 6,004.27	\$ 72,051.20
	3	\$ 36.37	\$ 2,909.60	\$ 6,304.13	\$ 75,649.60
	4	\$ 38.19	\$ 3,055.20	\$ 6,619.60	\$ 79,435.20
	5	\$ 40.10	\$ 3,208.00	\$ 6,950.67	\$ 83,408.00
ADMINISTRATIVE ANALYST	1	\$ 43.11	\$ 3,448.80	\$ 7,472.40	\$ 89,668.80
	2	\$ 45.27	\$ 3,621.60	\$ 7,846.80	\$ 94,161.60
	3	\$ 47.53	\$ 3,802.40	\$ 8,238.53	\$ 98,862.40
	4	\$ 49.90	\$ 3,992.00	\$ 8,649.33	\$ 103,792.00
	5	\$ 52.42	\$ 4,193.60	\$ 9,086.13	\$ 109,033.60
ADMINISTRATIVE ASSISTANT	1	\$ 34.38	\$ 2,750.40	\$ 5,959.20	\$ 71,510.40
	2	\$ 36.10	\$ 2,888.00	\$ 6,257.33	\$ 75,088.00
	3	\$ 37.90	\$ 3,032.00	\$ 6,569.33	\$ 78,832.00
	4	\$ 39.81	\$ 3,184.80	\$ 6,900.40	\$ 82,804.80
	5	\$ 41.80	\$ 3,344.00	\$ 7,245.33	\$ 86,944.00
ANIMAL CONTRL OFFICER SR	1	\$ 36.92	\$ 2,953.60	\$ 6,399.47	\$ 76,793.60
	2	\$ 38.76	\$ 3,100.80	\$ 6,718.40	\$ 80,620.80
	3	\$ 40.70	\$ 3,256.00	\$ 7,054.67	\$ 84,656.00
	4	\$ 42.73	\$ 3,418.40	\$ 7,406.53	\$ 88,878.40
	5	\$ 44.88	\$ 3,590.40	\$ 7,779.20	\$ 93,350.40
ANIMAL SERVICES OFFICER	1	\$ 34.93	\$ 2,794.40	\$ 6,054.53	\$ 72,654.40
	2	\$ 36.68	\$ 2,934.40	\$ 6,357.87	\$ 76,294.40
	3	\$ 38.52	\$ 3,081.60	\$ 6,676.80	\$ 80,121.60
	4	\$ 40.44	\$ 3,235.20	\$ 7,009.60	\$ 84,115.20
	5	\$ 42.46	\$ 3,396.80	\$ 7,359.73	\$ 88,316.80
ASSISTANT ENGINEER I	1	\$ 49.02	\$ 3,921.60	\$ 8,496.80	\$ 101,961.60
	2	\$ 51.44	\$ 4,115.20	\$ 8,916.27	\$ 106,995.20
	3	\$ 54.02	\$ 4,321.60	\$ 9,363.47	\$ 112,361.60
	4	\$ 56.72	\$ 4,537.60	\$ 9,831.47	\$ 117,977.60
	5	\$ 59.55	\$ 4,764.00	\$ 10,322.00	\$ 123,864.00

Pending Ratification- Effective April 3, 2021
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ASSISTANT ENGINEER II	1	\$ 54.02	\$ 4,321.60	\$ 9,363.47	\$ 112,361.60
	2	\$ 56.72	\$ 4,537.60	\$ 9,831.47	\$ 117,977.60
	3	\$ 59.56	\$ 4,764.80	\$ 10,323.73	\$ 123,884.80
	4	\$ 62.54	\$ 5,003.20	\$ 10,840.27	\$ 130,083.20
	5	\$ 65.66	\$ 5,252.80	\$ 11,381.07	\$ 136,572.80
ASSISTANT PLANNER	1	\$ 49.02	\$ 3,921.60	\$ 8,496.80	\$ 101,961.60
	2	\$ 51.44	\$ 4,115.20	\$ 8,916.27	\$ 106,995.20
	3	\$ 54.02	\$ 4,321.60	\$ 9,363.47	\$ 112,361.60
	4	\$ 56.72	\$ 4,537.60	\$ 9,831.47	\$ 117,977.60
	5	\$ 59.55	\$ 4,764.00	\$ 10,322.00	\$ 123,864.00
ASSOC UTILITY ENGINEER	1	\$ 59.55	\$ 4,764.00	\$ 10,322.00	\$ 123,864.00
	2	\$ 62.53	\$ 5,002.40	\$ 10,838.53	\$ 130,062.40
	3	\$ 65.65	\$ 5,252.00	\$ 11,379.33	\$ 136,552.00
	4	\$ 68.93	\$ 5,514.40	\$ 11,947.87	\$ 143,374.40
	5	\$ 72.39	\$ 5,791.20	\$ 12,547.60	\$ 150,571.20
ASSOCIATE CIVIL ENGINEER	1	\$ 59.55	\$ 4,764.00	\$ 10,322.00	\$ 123,864.00
	2	\$ 62.53	\$ 5,002.40	\$ 10,838.53	\$ 130,062.40
	3	\$ 65.65	\$ 5,252.00	\$ 11,379.33	\$ 136,552.00
	4	\$ 68.93	\$ 5,514.40	\$ 11,947.87	\$ 143,374.40
	5	\$ 72.39	\$ 5,791.20	\$ 12,547.60	\$ 150,571.20
ASSOCIATE PLANNER	1	\$ 56.37	\$ 4,509.60	\$ 9,770.80	\$ 117,249.60
	2	\$ 59.19	\$ 4,735.20	\$ 10,259.60	\$ 123,115.20
	3	\$ 62.16	\$ 4,972.80	\$ 10,774.40	\$ 129,292.80
	4	\$ 65.26	\$ 5,220.80	\$ 11,311.73	\$ 135,740.80
	5	\$ 68.52	\$ 5,481.60	\$ 11,876.80	\$ 142,521.60
ASSOCIATE PLANNER TRANSPORT	1	\$ 59.55	\$ 4,764.00	\$ 10,322.00	\$ 123,864.00
	2	\$ 62.53	\$ 5,002.40	\$ 10,838.53	\$ 130,062.40
	3	\$ 65.65	\$ 5,252.00	\$ 11,379.33	\$ 136,552.00
	4	\$ 68.93	\$ 5,514.40	\$ 11,947.87	\$ 143,374.40
	5	\$ 72.39	\$ 5,791.20	\$ 12,547.60	\$ 150,571.20

Pending Ratification- Effective April 3, 2021
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
BUILDING INSPECTOR	1	\$ 50.71	\$ 4,056.80	\$ 8,789.73	\$ 105,476.80
	2	\$ 53.26	\$ 4,260.80	\$ 9,231.73	\$ 110,780.80
	3	\$ 55.92	\$ 4,473.60	\$ 9,692.80	\$ 116,313.60
	4	\$ 58.72	\$ 4,697.60	\$ 10,178.13	\$ 122,137.60
	5	\$ 61.65	\$ 4,932.00	\$ 10,686.00	\$ 128,232.00
BUILDING MAINT WORKER I	1	\$ 29.79	\$ 2,383.20	\$ 5,163.60	\$ 61,963.20
	2	\$ 31.28	\$ 2,502.40	\$ 5,421.87	\$ 65,062.40
	3	\$ 32.86	\$ 2,628.80	\$ 5,695.73	\$ 68,348.80
	4	\$ 34.51	\$ 2,760.80	\$ 5,981.73	\$ 71,780.80
	5	\$ 36.21	\$ 2,896.80	\$ 6,276.40	\$ 75,316.80
BUILDING MAINT WORKER II	1	\$ 38.03	\$ 3,042.40	\$ 6,591.87	\$ 79,102.40
	2	\$ 39.92	\$ 3,193.60	\$ 6,919.47	\$ 83,033.60
	3	\$ 41.92	\$ 3,353.60	\$ 7,266.13	\$ 87,193.60
	4	\$ 44.03	\$ 3,522.40	\$ 7,631.87	\$ 91,582.40
	5	\$ 46.23	\$ 3,698.40	\$ 8,013.20	\$ 96,158.40
BUSINESS LICENSE COORDINATOR	1	\$ 37.04	\$ 2,963.20	\$ 6,420.27	\$ 77,043.20
	2	\$ 38.89	\$ 3,111.20	\$ 6,740.93	\$ 80,891.20
	3	\$ 40.83	\$ 3,266.40	\$ 7,077.20	\$ 84,926.40
	4	\$ 42.87	\$ 3,429.60	\$ 7,430.80	\$ 89,169.60
	5	\$ 45.01	\$ 3,600.80	\$ 7,801.73	\$ 93,620.80
BUSINESS LICENSE PROGRAM SPECIALIST	1	\$ 42.67	\$ 3,413.60	\$ 7,396.13	\$ 88,753.60
	2	\$ 44.82	\$ 3,585.60	\$ 7,768.80	\$ 93,225.60
	3	\$ 47.05	\$ 3,764.00	\$ 8,155.33	\$ 97,864.00
	4	\$ 49.42	\$ 3,953.60	\$ 8,566.13	\$ 102,793.60
	5	\$ 51.87	\$ 4,149.60	\$ 8,990.80	\$ 107,889.60
CENTRAL SERVICES ASSISTANT	1	\$ 29.83	\$ 2,386.40	\$ 5,170.53	\$ 62,046.40
	2	\$ 31.32	\$ 2,505.60	\$ 5,428.80	\$ 65,145.60
	3	\$ 32.89	\$ 2,631.20	\$ 5,700.93	\$ 68,411.20
	4	\$ 34.54	\$ 2,763.20	\$ 5,986.93	\$ 71,843.20
	5	\$ 36.28	\$ 2,902.40	\$ 6,288.53	\$ 75,462.40
CENTRAL SERVICES LEAD	1	\$ 32.95	\$ 2,636.00	\$ 5,711.33	\$ 68,536.00
	2	\$ 34.61	\$ 2,768.80	\$ 5,999.07	\$ 71,988.80
	3	\$ 36.34	\$ 2,907.20	\$ 6,298.93	\$ 75,587.20
	4	\$ 38.13	\$ 3,050.40	\$ 6,609.20	\$ 79,310.40
	5	\$ 40.07	\$ 3,205.60	\$ 6,945.47	\$ 83,345.60

Pending Ratification- Effective April 3, 2021
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
CENTRAL SERVICES SUPERVISOR	1	\$ 39.42	\$ 3,153.60	\$ 6,832.80	\$ 81,993.60
	2	\$ 41.40	\$ 3,312.00	\$ 7,176.00	\$ 86,112.00
	3	\$ 43.46	\$ 3,476.80	\$ 7,533.07	\$ 90,396.80
	4	\$ 45.64	\$ 3,651.20	\$ 7,910.93	\$ 94,931.20
	5	\$ 47.93	\$ 3,834.40	\$ 8,307.87	\$ 99,694.40
CHIEF UTILITIES SYSTEM OPER	1	\$ 54.62	\$ 4,369.60	\$ 9,467.47	\$ 113,609.60
	2	\$ 57.35	\$ 4,588.00	\$ 9,940.67	\$ 119,288.00
	3	\$ 60.22	\$ 4,817.60	\$ 10,438.13	\$ 125,257.60
	4	\$ 63.25	\$ 5,060.00	\$ 10,963.33	\$ 131,560.00
	5	\$ 66.40	\$ 5,312.00	\$ 11,509.33	\$ 138,112.00
CODE ENFORCEMENT OFFICER	1	\$ 43.40	\$ 3,472.00	\$ 7,522.67	\$ 90,272.00
	2	\$ 45.59	\$ 3,647.20	\$ 7,902.27	\$ 94,827.20
	3	\$ 47.85	\$ 3,828.00	\$ 8,294.00	\$ 99,528.00
	4	\$ 50.24	\$ 4,019.20	\$ 8,708.27	\$ 104,499.20
	5	\$ 52.77	\$ 4,221.60	\$ 9,146.80	\$ 109,761.60
COMMUNITY SERVICE OFFICER	1	\$ 34.93	\$ 2,794.40	\$ 6,054.53	\$ 72,654.40
	2	\$ 36.68	\$ 2,934.40	\$ 6,357.87	\$ 76,294.40
	3	\$ 38.52	\$ 3,081.60	\$ 6,676.80	\$ 80,121.60
	4	\$ 40.44	\$ 3,235.20	\$ 7,009.60	\$ 84,115.20
	5	\$ 42.46	\$ 3,396.80	\$ 7,359.73	\$ 88,316.80
COMMUNTY& PUBLIC RELATNS COORD	1	\$ 44.26	\$ 3,540.80	\$ 7,671.73	\$ 92,060.80
	2	\$ 46.46	\$ 3,716.80	\$ 8,053.07	\$ 96,636.80
	3	\$ 48.79	\$ 3,903.20	\$ 8,456.93	\$ 101,483.20
	4	\$ 51.24	\$ 4,099.20	\$ 8,881.60	\$ 106,579.20
	5	\$ 53.79	\$ 4,303.20	\$ 9,323.60	\$ 111,883.20
CONSTRUCTION INSPECTOR	1	\$ 50.71	\$ 4,056.80	\$ 8,789.73	\$ 105,476.80
	2	\$ 53.26	\$ 4,260.80	\$ 9,231.73	\$ 110,780.80
	3	\$ 55.92	\$ 4,473.60	\$ 9,692.80	\$ 116,313.60
	4	\$ 58.72	\$ 4,697.60	\$ 10,178.13	\$ 122,137.60
	5	\$ 61.65	\$ 4,932.00	\$ 10,686.00	\$ 128,232.00
CONSTRUCTION PW INSPEC LEAD	1	\$ 54.40	\$ 4,352.00	\$ 9,429.33	\$ 113,152.00
	2	\$ 57.13	\$ 4,570.40	\$ 9,902.53	\$ 118,830.40
	3	\$ 59.99	\$ 4,799.20	\$ 10,398.27	\$ 124,779.20
	4	\$ 62.97	\$ 5,037.60	\$ 10,914.80	\$ 130,977.60
	5	\$ 66.13	\$ 5,290.40	\$ 11,462.53	\$ 137,550.40

Pending Ratification- Effective April 3, 2021
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
CRIME ANALYST	1	\$ 44.26	\$ 3,540.80	\$ 7,671.73	\$ 92,060.80
	2	\$ 46.46	\$ 3,716.80	\$ 8,053.07	\$ 96,636.80
	3	\$ 48.79	\$ 3,903.20	\$ 8,456.93	\$ 101,483.20
	4	\$ 51.24	\$ 4,099.20	\$ 8,881.60	\$ 106,579.20
	5	\$ 53.79	\$ 4,303.20	\$ 9,323.60	\$ 111,883.20
CUSTOMER SERVICE CENTER SPRVSR	1	\$ 42.67	\$ 3,413.60	\$ 7,396.13	\$ 88,753.60
	2	\$ 44.82	\$ 3,585.60	\$ 7,768.80	\$ 93,225.60
	3	\$ 47.05	\$ 3,764.00	\$ 8,155.33	\$ 97,864.00
	4	\$ 49.42	\$ 3,953.60	\$ 8,566.13	\$ 102,793.60
	5	\$ 51.87	\$ 4,149.60	\$ 8,990.80	\$ 107,889.60
CUSTOMER SERVICE REPRESENTATIVE	1	\$ 32.99	\$ 2,639.20	\$ 5,718.27	\$ 68,619.20
	2	\$ 34.64	\$ 2,771.20	\$ 6,004.27	\$ 72,051.20
	3	\$ 36.37	\$ 2,909.60	\$ 6,304.13	\$ 75,649.60
	4	\$ 38.19	\$ 3,055.20	\$ 6,619.60	\$ 79,435.20
	5	\$ 40.10	\$ 3,208.00	\$ 6,950.67	\$ 83,408.00
DISASTER PREPAREDNESS COORD	1	\$ 42.63	\$ 3,410.40	\$ 7,389.20	\$ 88,670.40
	2	\$ 44.75	\$ 3,580.00	\$ 7,756.67	\$ 93,080.00
	3	\$ 46.99	\$ 3,759.20	\$ 8,144.93	\$ 97,739.20
	4	\$ 49.35	\$ 3,948.00	\$ 8,554.00	\$ 102,648.00
	5	\$ 51.80	\$ 4,144.00	\$ 8,978.67	\$ 107,744.00
ENGINEERING TECH II TRAFFIC	1	\$ 49.02	\$ 3,921.60	\$ 8,496.80	\$ 101,961.60
	2	\$ 51.44	\$ 4,115.20	\$ 8,916.27	\$ 106,995.20
	3	\$ 54.02	\$ 4,321.60	\$ 9,363.47	\$ 112,361.60
	4	\$ 56.72	\$ 4,537.60	\$ 9,831.47	\$ 117,977.60
	5	\$ 59.55	\$ 4,764.00	\$ 10,322.00	\$ 123,864.00
ENGINEERING TECH III TRAFFIC	1	\$ 54.02	\$ 4,321.60	\$ 9,363.47	\$ 112,361.60
	2	\$ 56.72	\$ 4,537.60	\$ 9,831.47	\$ 117,977.60
	3	\$ 59.56	\$ 4,764.80	\$ 10,323.73	\$ 123,884.80
	4	\$ 62.54	\$ 5,003.20	\$ 10,840.27	\$ 130,083.20
	5	\$ 65.66	\$ 5,252.80	\$ 11,381.07	\$ 136,572.80

Pending Ratification- Effective April 3, 2021
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
ENGINEERING TECHNICIAN I	1	\$ 44.26	\$ 3,540.80	\$ 7,671.73	\$ 92,060.80
	2	\$ 46.46	\$ 3,716.80	\$ 8,053.07	\$ 96,636.80
	3	\$ 48.79	\$ 3,903.20	\$ 8,456.93	\$ 101,483.20
	4	\$ 51.24	\$ 4,099.20	\$ 8,881.60	\$ 106,579.20
	5	\$ 53.79	\$ 4,303.20	\$ 9,323.60	\$ 111,883.20
ENGINEERING TECHNICIAN II	1	\$ 49.02	\$ 3,921.60	\$ 8,496.80	\$ 101,961.60
	2	\$ 51.44	\$ 4,115.20	\$ 8,916.27	\$ 106,995.20
	3	\$ 54.02	\$ 4,321.60	\$ 9,363.47	\$ 112,361.60
	4	\$ 56.72	\$ 4,537.60	\$ 9,831.47	\$ 117,977.60
	5	\$ 59.55	\$ 4,764.00	\$ 10,322.00	\$ 123,864.00
ENGINEERING TECHNICIAN III	1	\$ 54.02	\$ 4,321.60	\$ 9,363.47	\$ 112,361.60
	2	\$ 56.72	\$ 4,537.60	\$ 9,831.47	\$ 117,977.60
	3	\$ 59.56	\$ 4,764.80	\$ 10,323.73	\$ 123,884.80
	4	\$ 62.54	\$ 5,003.20	\$ 10,840.27	\$ 130,083.20
	5	\$ 65.66	\$ 5,252.80	\$ 11,381.07	\$ 136,572.80
ENVIRONMENTAL COMPLIANCE SUPV	1	\$ 49.38	\$ 3,950.40	\$ 8,559.20	\$ 102,710.40
	2	\$ 51.83	\$ 4,146.40	\$ 8,983.87	\$ 107,806.40
	3	\$ 54.43	\$ 4,354.40	\$ 9,434.53	\$ 113,214.40
	4	\$ 57.15	\$ 4,572.00	\$ 9,906.00	\$ 118,872.00
	5	\$ 60.01	\$ 4,800.80	\$ 10,401.73	\$ 124,820.80
EQUIPMENT MECHANIC	1	\$ 41.17	\$ 3,293.60	\$ 7,136.13	\$ 85,633.60
	2	\$ 43.23	\$ 3,458.40	\$ 7,493.20	\$ 89,918.40
	3	\$ 45.38	\$ 3,630.40	\$ 7,865.87	\$ 94,390.40
	4	\$ 47.66	\$ 3,812.80	\$ 8,261.07	\$ 99,132.80
	5	\$ 50.05	\$ 4,004.00	\$ 8,675.33	\$ 104,104.00
EQUIPMENT MECHANIC ASSIST	1	\$ 32.87	\$ 2,629.60	\$ 5,697.47	\$ 68,369.60
	2	\$ 34.52	\$ 2,761.60	\$ 5,983.47	\$ 71,801.60
	3	\$ 36.26	\$ 2,900.80	\$ 6,285.07	\$ 75,420.80
	4	\$ 38.05	\$ 3,044.00	\$ 6,595.33	\$ 79,144.00
	5	\$ 39.94	\$ 3,195.20	\$ 6,922.93	\$ 83,075.20
ERP COORDINATOR-FINANCE	1	\$ 42.01	\$ 3,360.80	\$ 7,281.73	\$ 87,380.80
	2	\$ 44.11	\$ 3,528.80	\$ 7,645.73	\$ 91,748.80
	3	\$ 46.31	\$ 3,704.80	\$ 8,027.07	\$ 96,324.80
	4	\$ 48.65	\$ 3,892.00	\$ 8,432.67	\$ 101,192.00
	5	\$ 51.06	\$ 4,084.80	\$ 8,850.40	\$ 106,204.80

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
FIRE PREVENTION TECH	1	\$ 38.89	\$ 3,111.20	\$ 6,740.93	\$ 80,891.20
	2	\$ 40.83	\$ 3,266.40	\$ 7,077.20	\$ 84,926.40
	3	\$ 42.87	\$ 3,429.60	\$ 7,430.80	\$ 89,169.60
	4	\$ 45.01	\$ 3,600.80	\$ 7,801.73	\$ 93,620.80
	5	\$ 47.28	\$ 3,782.40	\$ 8,195.20	\$ 98,342.40
GEOGRAPHIC INFO SYSTEM COORD	1	\$ 59.55	\$ 4,764.00	\$ 10,322.00	\$ 123,864.00
	2	\$ 62.53	\$ 5,002.40	\$ 10,838.53	\$ 130,062.40
	3	\$ 65.65	\$ 5,252.00	\$ 11,379.33	\$ 136,552.00
	4	\$ 68.93	\$ 5,514.40	\$ 11,947.87	\$ 143,374.40
	5	\$ 72.39	\$ 5,791.20	\$ 12,547.60	\$ 150,571.20
GIS TECHNICIAN I	1	\$ 44.57	\$ 3,565.60	\$ 7,725.47	\$ 92,705.60
	2	\$ 46.81	\$ 3,744.80	\$ 8,113.73	\$ 97,364.80
	3	\$ 49.14	\$ 3,931.20	\$ 8,517.60	\$ 102,211.20
	4	\$ 51.62	\$ 4,129.60	\$ 8,947.47	\$ 107,369.60
	5	\$ 54.18	\$ 4,334.40	\$ 9,391.20	\$ 112,694.40
GIS TECHNICIAN II	1	\$ 51.60	\$ 4,128.00	\$ 8,944.00	\$ 107,328.00
	2	\$ 54.16	\$ 4,332.80	\$ 9,387.73	\$ 112,652.80
	3	\$ 56.88	\$ 4,550.40	\$ 9,859.20	\$ 118,310.40
	4	\$ 59.72	\$ 4,777.60	\$ 10,351.47	\$ 124,217.60
	5	\$ 62.70	\$ 5,016.00	\$ 10,868.00	\$ 130,416.00
GRAPHICS SPECIALIST	1	\$ 34.38	\$ 2,750.40	\$ 5,959.20	\$ 71,510.40
	2	\$ 36.10	\$ 2,888.00	\$ 6,257.33	\$ 75,088.00
	3	\$ 37.90	\$ 3,032.00	\$ 6,569.33	\$ 78,832.00
	4	\$ 39.81	\$ 3,184.80	\$ 6,900.40	\$ 82,804.80
	5	\$ 41.80	\$ 3,344.00	\$ 7,245.33	\$ 86,944.00
HOUSING SPECIALIST	1	\$ 59.55	\$ 4,764.00	\$ 10,322.00	\$ 123,864.00
	2	\$ 62.53	\$ 5,002.40	\$ 10,838.53	\$ 130,062.40
	3	\$ 65.65	\$ 5,252.00	\$ 11,379.33	\$ 136,552.00
	4	\$ 68.93	\$ 5,514.40	\$ 11,947.87	\$ 143,374.40
	5	\$ 72.39	\$ 5,791.20	\$ 12,547.60	\$ 150,571.20
INFO TECH COORDINATOR I	1	\$ 44.57	\$ 3,565.60	\$ 7,725.47	\$ 92,705.60
	2	\$ 46.81	\$ 3,744.80	\$ 8,113.73	\$ 97,364.80
	3	\$ 49.14	\$ 3,931.20	\$ 8,517.60	\$ 102,211.20
	4	\$ 51.62	\$ 4,129.60	\$ 8,947.47	\$ 107,369.60
	5	\$ 54.18	\$ 4,334.40	\$ 9,391.20	\$ 112,694.40

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
INFO TECH COORDINATOR II	1	\$ 51.60	\$ 4,128.00	\$ 8,944.00	\$ 107,328.00
	2	\$ 54.16	\$ 4,332.80	\$ 9,387.73	\$ 112,652.80
	3	\$ 56.88	\$ 4,550.40	\$ 9,859.20	\$ 118,310.40
	4	\$ 59.72	\$ 4,777.60	\$ 10,351.47	\$ 124,217.60
	5	\$ 62.70	\$ 5,016.00	\$ 10,868.00	\$ 130,416.00
JUNIOR ACCOUNTANT	1	\$ 47.07	\$ 3,765.60	\$ 8,158.80	\$ 97,905.60
	2	\$ 49.44	\$ 3,955.20	\$ 8,569.60	\$ 102,835.20
	3	\$ 51.89	\$ 4,151.20	\$ 8,994.27	\$ 107,931.20
	4	\$ 54.50	\$ 4,360.00	\$ 9,446.67	\$ 113,360.00
	5	\$ 57.23	\$ 4,578.40	\$ 9,919.87	\$ 119,038.40
LANDSCAPE ARCHITECT	1	\$ 56.15	\$ 4,492.00	\$ 9,732.67	\$ 116,792.00
	2	\$ 58.96	\$ 4,716.80	\$ 10,219.73	\$ 122,636.80
	3	\$ 61.90	\$ 4,952.00	\$ 10,729.33	\$ 128,752.00
	4	\$ 64.98	\$ 5,198.40	\$ 11,263.20	\$ 135,158.40
	5	\$ 68.24	\$ 5,459.20	\$ 11,828.27	\$ 141,939.20
LANDSCAPE ARCHITECT ASSISTANT	1	\$ 48.93	\$ 3,914.40	\$ 8,481.20	\$ 101,774.40
	2	\$ 51.38	\$ 4,110.40	\$ 8,905.87	\$ 106,870.40
	3	\$ 53.96	\$ 4,316.80	\$ 9,353.07	\$ 112,236.80
	4	\$ 56.65	\$ 4,532.00	\$ 9,819.33	\$ 117,832.00
	5	\$ 59.47	\$ 4,757.60	\$ 10,308.13	\$ 123,697.60
LEAD BUILDING INSPECTOR	1	\$ 54.40	\$ 4,352.00	\$ 9,429.33	\$ 113,152.00
	2	\$ 57.13	\$ 4,570.40	\$ 9,902.53	\$ 118,830.40
	3	\$ 59.99	\$ 4,799.20	\$ 10,398.27	\$ 124,779.20
	4	\$ 62.97	\$ 5,037.60	\$ 10,914.80	\$ 130,977.60
	5	\$ 66.13	\$ 5,290.40	\$ 11,462.53	\$ 137,550.40
LEAD EQUIPMENT MECHANIC	1	\$ 46.45	\$ 3,716.00	\$ 8,051.33	\$ 96,616.00
	2	\$ 48.78	\$ 3,902.40	\$ 8,455.20	\$ 101,462.40
	3	\$ 51.23	\$ 4,098.40	\$ 8,879.87	\$ 106,558.40
	4	\$ 53.77	\$ 4,301.60	\$ 9,320.13	\$ 111,841.60
	5	\$ 56.45	\$ 4,516.00	\$ 9,784.67	\$ 117,416.00
LEAD LIBRARY CLERK	1	\$ 31.27	\$ 2,501.60	\$ 5,420.13	\$ 65,041.60
	2	\$ 32.85	\$ 2,628.00	\$ 5,694.00	\$ 68,328.00
	3	\$ 34.49	\$ 2,759.20	\$ 5,978.27	\$ 71,739.20
	4	\$ 36.20	\$ 2,896.00	\$ 6,274.67	\$ 75,296.00
	5	\$ 38.01	\$ 3,040.80	\$ 6,588.40	\$ 79,060.80

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
LEAD PARK MAINT WORKER	1	\$ 42.87	\$ 3,429.60	\$ 7,430.80	\$ 89,169.60
	2	\$ 45.07	\$ 3,605.60	\$ 7,812.13	\$ 93,745.60
	3	\$ 47.33	\$ 3,786.40	\$ 8,203.87	\$ 98,446.40
	4	\$ 49.70	\$ 3,976.00	\$ 8,614.67	\$ 103,376.00
	5	\$ 52.18	\$ 4,174.40	\$ 9,044.53	\$ 108,534.40
LEAD STREET MAINT WKR	1	\$ 42.92	\$ 3,433.60	\$ 7,439.47	\$ 89,273.60
	2	\$ 45.07	\$ 3,605.60	\$ 7,812.13	\$ 93,745.60
	3	\$ 47.33	\$ 3,786.40	\$ 8,203.87	\$ 98,446.40
	4	\$ 49.70	\$ 3,976.00	\$ 8,614.67	\$ 103,376.00
	5	\$ 52.18	\$ 4,174.40	\$ 9,044.53	\$ 108,534.40
LEAD UTILITIES SYS OP	1	\$ 46.78	\$ 3,742.40	\$ 8,108.53	\$ 97,302.40
	2	\$ 49.12	\$ 3,929.60	\$ 8,514.13	\$ 102,169.60
	3	\$ 51.60	\$ 4,128.00	\$ 8,944.00	\$ 107,328.00
	4	\$ 54.16	\$ 4,332.80	\$ 9,387.73	\$ 112,652.80
	5	\$ 56.88	\$ 4,550.40	\$ 9,859.20	\$ 118,310.40
LIBRARIAN	1	\$ 40.04	\$ 3,203.20	\$ 6,940.27	\$ 83,283.20
	2	\$ 42.03	\$ 3,362.40	\$ 7,285.20	\$ 87,422.40
	3	\$ 44.14	\$ 3,531.20	\$ 7,650.93	\$ 91,811.20
	4	\$ 46.34	\$ 3,707.20	\$ 8,032.27	\$ 96,387.20
	5	\$ 48.67	\$ 3,893.60	\$ 8,436.13	\$ 101,233.60
LIBRARY ASSISTANT	1	\$ 32.85	\$ 2,628.00	\$ 5,694.00	\$ 68,328.00
	2	\$ 34.49	\$ 2,759.20	\$ 5,978.27	\$ 71,739.20
	3	\$ 36.20	\$ 2,896.00	\$ 6,274.67	\$ 75,296.00
	4	\$ 38.01	\$ 3,040.80	\$ 6,588.40	\$ 79,060.80
	5	\$ 39.91	\$ 3,192.80	\$ 6,917.73	\$ 83,012.80
LIBRARY CLERK	1	\$ 28.48	\$ 2,278.40	\$ 4,936.53	\$ 59,238.40
	2	\$ 29.89	\$ 2,391.20	\$ 5,180.93	\$ 62,171.20
	3	\$ 31.38	\$ 2,510.40	\$ 5,439.20	\$ 65,270.40
	4	\$ 32.94	\$ 2,635.20	\$ 5,709.60	\$ 68,515.20
	5	\$ 34.60	\$ 2,768.00	\$ 5,997.33	\$ 71,968.00
MAINTENANCE ASSISTANT	1	\$ 27.74	\$ 2,219.20	\$ 4,808.27	\$ 57,699.20
	2	\$ 29.12	\$ 2,329.60	\$ 5,047.47	\$ 60,569.60
	3	\$ 30.58	\$ 2,446.40	\$ 5,300.53	\$ 63,606.40
	4	\$ 32.12	\$ 2,569.60	\$ 5,567.47	\$ 66,809.60
	5	\$ 33.71	\$ 2,696.80	\$ 5,843.07	\$ 70,116.80

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
OFFICE ASSISTANT	1	\$ 28.49	\$ 2,279.20	\$ 4,938.27	\$ 59,259.20
	2	\$ 29.90	\$ 2,392.00	\$ 5,182.67	\$ 62,192.00
	3	\$ 31.39	\$ 2,511.20	\$ 5,440.93	\$ 65,291.20
	4	\$ 32.95	\$ 2,636.00	\$ 5,711.33	\$ 68,536.00
	5	\$ 34.61	\$ 2,768.80	\$ 5,999.07	\$ 71,988.80
OFFICE MANAGER	1	\$ 38.13	\$ 3,050.40	\$ 6,609.20	\$ 79,310.40
	2	\$ 40.04	\$ 3,203.20	\$ 6,940.27	\$ 83,283.20
	3	\$ 42.03	\$ 3,362.40	\$ 7,285.20	\$ 87,422.40
	4	\$ 44.14	\$ 3,531.20	\$ 7,650.93	\$ 91,811.20
	5	\$ 46.34	\$ 3,707.20	\$ 8,032.27	\$ 96,387.20
OPERATIONS SERVICES MAINT WRKR	1	\$ 29.84	\$ 2,387.20	\$ 5,172.27	\$ 62,067.20
	2	\$ 31.34	\$ 2,507.20	\$ 5,432.27	\$ 65,187.20
	3	\$ 32.90	\$ 2,632.00	\$ 5,702.67	\$ 68,432.00
	4	\$ 34.55	\$ 2,764.00	\$ 5,988.67	\$ 71,864.00
	5	\$ 36.29	\$ 2,903.20	\$ 6,290.27	\$ 75,483.20
	6	\$ 38.11	\$ 3,048.80	\$ 6,605.73	\$ 79,268.80
	7	\$ 39.98	\$ 3,198.40	\$ 6,929.87	\$ 83,158.40
	8	\$ 41.98	\$ 3,358.40	\$ 7,276.53	\$ 87,318.40
	9	\$ 44.09	\$ 3,527.20	\$ 7,642.27	\$ 91,707.20
	10	\$ 46.29	\$ 3,703.20	\$ 8,023.60	\$ 96,283.20
OPERATIONS SVCS MAINT LEAD WKR	1	\$ 42.92	\$ 3,433.60	\$ 7,439.47	\$ 89,273.60
	2	\$ 45.07	\$ 3,605.60	\$ 7,812.13	\$ 93,745.60
	3	\$ 47.33	\$ 3,786.40	\$ 8,203.87	\$ 98,446.40
	4	\$ 49.70	\$ 3,976.00	\$ 8,614.67	\$ 103,376.00
	5	\$ 52.18	\$ 4,174.40	\$ 9,044.53	\$ 108,534.40
OPERATIONS SVCS MAINT SPRVSR	1	\$ 49.38	\$ 3,950.40	\$ 8,559.20	\$ 102,710.40
	2	\$ 51.83	\$ 4,146.40	\$ 8,983.87	\$ 107,806.40
	3	\$ 54.43	\$ 4,354.40	\$ 9,434.53	\$ 113,214.40
	4	\$ 57.15	\$ 4,572.00	\$ 9,906.00	\$ 118,872.00
	5	\$ 60.01	\$ 4,800.80	\$ 10,401.73	\$ 124,820.80
PARATRANSIT SERVICES DISPATCH	1	\$ 28.09	\$ 2,247.20	\$ 4,868.93	\$ 58,427.20
	2	\$ 29.49	\$ 2,359.20	\$ 5,111.60	\$ 61,339.20
	3	\$ 30.98	\$ 2,478.40	\$ 5,369.87	\$ 64,438.40
	4	\$ 32.53	\$ 2,602.40	\$ 5,638.53	\$ 67,662.40
	5	\$ 34.15	\$ 2,732.00	\$ 5,919.33	\$ 71,032.00

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
PARK MAINT SUPERVISOR	1	\$ 49.38	\$ 3,950.40	\$ 8,559.20	\$ 102,710.40
	2	\$ 51.83	\$ 4,146.40	\$ 8,983.87	\$ 107,806.40
	3	\$ 54.43	\$ 4,354.40	\$ 9,434.53	\$ 113,214.40
	4	\$ 57.15	\$ 4,572.00	\$ 9,906.00	\$ 118,872.00
	5	\$ 60.01	\$ 4,800.80	\$ 10,401.73	\$ 124,820.80
PARK MAINTENANCE WRKR I	3	\$ 32.89	\$ 2,631.20	\$ 5,700.93	\$ 68,411.20
	4	\$ 34.54	\$ 2,763.20	\$ 5,986.93	\$ 71,843.20
PARK MAINTENANCE WRKR II	1	\$ 38.03	\$ 3,042.40	\$ 6,591.87	\$ 79,102.40
	2	\$ 39.92	\$ 3,193.60	\$ 6,919.47	\$ 83,033.60
	3	\$ 41.92	\$ 3,353.60	\$ 7,266.13	\$ 87,193.60
	4	\$ 44.03	\$ 3,522.40	\$ 7,631.87	\$ 91,582.40
	5	\$ 46.23	\$ 3,698.40	\$ 8,013.20	\$ 96,158.40
PARKING ENFORCEMENT OFFICER	1	\$ 28.96	\$ 2,316.80	\$ 5,019.73	\$ 60,236.80
	2	\$ 30.40	\$ 2,432.00	\$ 5,269.33	\$ 63,232.00
	3	\$ 31.92	\$ 2,553.60	\$ 5,532.80	\$ 66,393.60
	4	\$ 33.52	\$ 2,681.60	\$ 5,810.13	\$ 69,721.60
	5	\$ 35.20	\$ 2,816.00	\$ 6,101.33	\$ 73,216.00
PARKS MAINTENANCE COORD	1	\$ 46.20	\$ 3,696.00	\$ 8,008.00	\$ 96,096.00
	2	\$ 48.48	\$ 3,878.40	\$ 8,403.20	\$ 100,838.40
	3	\$ 50.92	\$ 4,073.60	\$ 8,826.13	\$ 105,913.60
	4	\$ 53.45	\$ 4,276.00	\$ 9,264.67	\$ 111,176.00
	5	\$ 56.14	\$ 4,491.20	\$ 9,730.93	\$ 116,771.20
PERMITS TECHNICIAN	1	\$ 40.55	\$ 3,244.00	\$ 7,028.67	\$ 84,344.00
	2	\$ 42.57	\$ 3,405.60	\$ 7,378.80	\$ 88,545.60
	3	\$ 44.70	\$ 3,576.00	\$ 7,748.00	\$ 92,976.00
	4	\$ 46.94	\$ 3,755.20	\$ 8,136.27	\$ 97,635.20
	5	\$ 49.29	\$ 3,943.20	\$ 8,543.60	\$ 102,523.20
PLAN CHECKER	1	\$ 54.40	\$ 4,352.00	\$ 9,429.33	\$ 113,152.00
	2	\$ 57.13	\$ 4,570.40	\$ 9,902.53	\$ 118,830.40
	3	\$ 59.99	\$ 4,799.20	\$ 10,398.27	\$ 124,779.20
	4	\$ 62.97	\$ 5,037.60	\$ 10,914.80	\$ 130,977.60
	5	\$ 66.13	\$ 5,290.40	\$ 11,462.53	\$ 137,550.40

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
PLAN CHECKER ENGINEER	1	\$ 59.30	\$ 4,744.00	\$ 10,278.67	\$ 123,344.00
	2	\$ 62.25	\$ 4,980.00	\$ 10,790.00	\$ 129,480.00
	3	\$ 65.36	\$ 5,228.80	\$ 11,329.07	\$ 135,948.80
	4	\$ 68.64	\$ 5,491.20	\$ 11,897.60	\$ 142,771.20
	5	\$ 72.08	\$ 5,766.40	\$ 12,493.87	\$ 149,926.40
POLICE DISPATCH SUPERVISOR	1	\$ 46.06	\$ 3,684.80	\$ 7,983.73	\$ 95,804.80
	2	\$ 48.37	\$ 3,869.60	\$ 8,384.13	\$ 100,609.60
	3	\$ 50.78	\$ 4,062.40	\$ 8,801.87	\$ 105,622.40
	4	\$ 53.31	\$ 4,264.80	\$ 9,240.40	\$ 110,884.80
	5	\$ 55.98	\$ 4,478.40	\$ 9,703.20	\$ 116,438.40
POLICE DISPATCHER	1	\$ 39.79	\$ 3,183.20	\$ 6,896.93	\$ 82,763.20
	2	\$ 41.78	\$ 3,342.40	\$ 7,241.87	\$ 86,902.40
	3	\$ 43.87	\$ 3,509.60	\$ 7,604.13	\$ 91,249.60
	4	\$ 46.06	\$ 3,684.80	\$ 7,983.73	\$ 95,804.80
	5	\$ 48.38	\$ 3,870.40	\$ 8,385.87	\$ 100,630.40
POLICE INVESTIGATOR II	1	\$ 39.46	\$ 3,156.80	\$ 6,839.73	\$ 82,076.80
	2	\$ 41.43	\$ 3,314.40	\$ 7,181.20	\$ 86,174.40
	3	\$ 43.50	\$ 3,480.00	\$ 7,540.00	\$ 90,480.00
	4	\$ 45.67	\$ 3,653.60	\$ 7,916.13	\$ 94,993.60
	5	\$ 47.96	\$ 3,836.80	\$ 8,313.07	\$ 99,756.80
POLICE RECORDS CLERK	1	\$ 32.02	\$ 2,561.60	\$ 5,550.13	\$ 66,601.60
	2	\$ 33.62	\$ 2,689.60	\$ 5,827.47	\$ 69,929.60
	3	\$ 35.31	\$ 2,824.80	\$ 6,120.40	\$ 73,444.80
	4	\$ 37.08	\$ 2,966.40	\$ 6,427.20	\$ 77,126.40
	5	\$ 38.93	\$ 3,114.40	\$ 6,747.87	\$ 80,974.40
PRESCHOOL SPECIALIST	1	\$ 29.50	\$ 2,360.00	\$ 5,113.33	\$ 61,360.00
	2	\$ 30.99	\$ 2,479.20	\$ 5,371.60	\$ 64,459.20
	3	\$ 32.54	\$ 2,603.20	\$ 5,640.27	\$ 67,683.20
	4	\$ 34.17	\$ 2,733.60	\$ 5,922.80	\$ 71,073.60
	5	\$ 35.86	\$ 2,868.80	\$ 6,215.73	\$ 74,588.80
PROPERTY/EVID TECH	1	\$ 34.93	\$ 2,794.40	\$ 6,054.53	\$ 72,654.40
	2	\$ 36.68	\$ 2,934.40	\$ 6,357.87	\$ 76,294.40
	3	\$ 38.52	\$ 3,081.60	\$ 6,676.80	\$ 80,121.60
	4	\$ 40.44	\$ 3,235.20	\$ 7,009.60	\$ 84,115.20
	5	\$ 42.46	\$ 3,396.80	\$ 7,359.73	\$ 88,316.80

Pending Ratification- Effective April 3, 2021
PCEA/AFSCME Local 955 Salary Schedule-Tyler Munis System

POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
RECORDS COORDINATOR	1	\$ 27.07	\$ 2,165.60	\$ 4,692.13	\$ 56,305.60
	2	\$ 28.42	\$ 2,273.60	\$ 4,926.13	\$ 59,113.60
	3	\$ 29.84	\$ 2,387.20	\$ 5,172.27	\$ 62,067.20
	4	\$ 31.34	\$ 2,507.20	\$ 5,432.27	\$ 65,187.20
	5	\$ 32.90	\$ 2,632.00	\$ 5,702.67	\$ 68,432.00
RECORDS PROGRAM COORDINATOR	1	\$ 35.99	\$ 2,879.20	\$ 6,238.27	\$ 74,859.20
	2	\$ 37.80	\$ 3,024.00	\$ 6,552.00	\$ 78,624.00
	3	\$ 39.69	\$ 3,175.20	\$ 6,879.60	\$ 82,555.20
	4	\$ 41.66	\$ 3,332.80	\$ 7,221.07	\$ 86,652.80
	5	\$ 43.74	\$ 3,499.20	\$ 7,581.60	\$ 90,979.20
RECREATION COORDINATOR	1	\$ 37.23	\$ 2,978.40	\$ 6,453.20	\$ 77,438.40
	2	\$ 39.10	\$ 3,128.00	\$ 6,777.33	\$ 81,328.00
	3	\$ 41.06	\$ 3,284.80	\$ 7,117.07	\$ 85,404.80
	4	\$ 43.12	\$ 3,449.60	\$ 7,474.13	\$ 89,689.60
	5	\$ 45.28	\$ 3,622.40	\$ 7,848.53	\$ 94,182.40
RECREATION SUPERVISOR	1	\$ 42.67	\$ 3,413.60	\$ 7,396.13	\$ 88,753.60
	2	\$ 44.82	\$ 3,585.60	\$ 7,768.80	\$ 93,225.60
	3	\$ 47.05	\$ 3,764.00	\$ 8,155.33	\$ 97,864.00
	4	\$ 49.42	\$ 3,953.60	\$ 8,566.13	\$ 102,793.60
	5	\$ 51.87	\$ 4,149.60	\$ 8,990.80	\$ 107,889.60
SENIOR ACCOUNTANT	1	\$ 49.46	\$ 3,956.80	\$ 8,573.07	\$ 102,876.80
	2	\$ 51.92	\$ 4,153.60	\$ 8,999.47	\$ 107,993.60
	3	\$ 54.52	\$ 4,361.60	\$ 9,450.13	\$ 113,401.60
	4	\$ 57.25	\$ 4,580.00	\$ 9,923.33	\$ 119,080.00
	5	\$ 60.11	\$ 4,808.80	\$ 10,419.07	\$ 125,028.80
SENIOR ACCOUNTING ASSIST	1	\$ 34.64	\$ 2,771.20	\$ 6,004.27	\$ 72,051.20
	2	\$ 36.37	\$ 2,909.60	\$ 6,304.13	\$ 75,649.60
	3	\$ 38.19	\$ 3,055.20	\$ 6,619.60	\$ 79,435.20
	4	\$ 40.10	\$ 3,208.00	\$ 6,950.67	\$ 83,408.00
	5	\$ 42.11	\$ 3,368.80	\$ 7,299.07	\$ 87,588.80
SENIOR BUILDING INSPECTOR	1	\$ 59.30	\$ 4,744.00	\$ 10,278.67	\$ 123,344.00
	2	\$ 62.25	\$ 4,980.00	\$ 10,790.00	\$ 129,480.00
	3	\$ 65.36	\$ 5,228.80	\$ 11,329.07	\$ 135,948.80
	4	\$ 68.64	\$ 5,491.20	\$ 11,897.60	\$ 142,771.20
	5	\$ 72.08	\$ 5,766.40	\$ 12,493.87	\$ 149,926.40

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SENIOR CUSTOMER SERVICE REP	1	\$ 36.38	\$ 2,910.40	\$ 6,305.87	\$ 75,670.40
	2	\$ 38.19	\$ 3,055.20	\$ 6,619.60	\$ 79,435.20
	3	\$ 40.10	\$ 3,208.00	\$ 6,950.67	\$ 83,408.00
	4	\$ 42.11	\$ 3,368.80	\$ 7,299.07	\$ 87,588.80
	5	\$ 44.21	\$ 3,536.80	\$ 7,663.07	\$ 91,956.80
SENIOR LIBRARIAN	1	\$ 46.28	\$ 3,702.40	\$ 8,021.87	\$ 96,262.40
	2	\$ 48.60	\$ 3,888.00	\$ 8,424.00	\$ 101,088.00
	3	\$ 51.02	\$ 4,081.60	\$ 8,843.47	\$ 106,121.60
	4	\$ 53.59	\$ 4,287.20	\$ 9,288.93	\$ 111,467.20
	5	\$ 56.25	\$ 4,500.00	\$ 9,750.00	\$ 117,000.00
SENIOR OFFICE ASSISTANT	1	\$ 31.40	\$ 2,512.00	\$ 5,442.67	\$ 65,312.00
	2	\$ 32.97	\$ 2,637.60	\$ 5,714.80	\$ 68,577.60
	3	\$ 34.62	\$ 2,769.60	\$ 6,000.80	\$ 72,009.60
	4	\$ 36.35	\$ 2,908.00	\$ 6,300.67	\$ 75,608.00
	5	\$ 38.17	\$ 3,053.60	\$ 6,616.13	\$ 79,393.60
SENIOR PLAN CHECKER	1	\$ 59.30	\$ 4,744.00	\$ 10,278.67	\$ 123,344.00
	2	\$ 62.25	\$ 4,980.00	\$ 10,790.00	\$ 129,480.00
	3	\$ 65.36	\$ 5,228.80	\$ 11,329.07	\$ 135,948.80
	4	\$ 68.64	\$ 5,491.20	\$ 11,897.60	\$ 142,771.20
	5	\$ 72.08	\$ 5,766.40	\$ 12,493.87	\$ 149,926.40
SENIOR PLANNER	1	\$ 60.59	\$ 4,847.20	\$ 10,502.27	\$ 126,027.20
	2	\$ 63.64	\$ 5,091.20	\$ 11,030.93	\$ 132,371.20
	3	\$ 66.81	\$ 5,344.80	\$ 11,580.40	\$ 138,964.80
	4	\$ 70.15	\$ 5,612.00	\$ 12,159.33	\$ 145,912.00
	5	\$ 73.66	\$ 5,892.80	\$ 12,767.73	\$ 153,212.80
SENIOR RECREATION PROGRAM SPEC	1	\$ 29.50	\$ 2,360.00	\$ 5,113.33	\$ 61,360.00
	2	\$ 30.99	\$ 2,479.20	\$ 5,371.60	\$ 64,459.20
	3	\$ 32.54	\$ 2,603.20	\$ 5,640.27	\$ 67,683.20
	4	\$ 34.17	\$ 2,733.60	\$ 5,922.80	\$ 71,073.60
	5	\$ 35.86	\$ 2,868.80	\$ 6,215.73	\$ 74,588.80
SENIOR TRANSPORTATION DRIVER	1	\$ 23.34	\$ 1,867.20	\$ 4,045.60	\$ 48,547.20
	2	\$ 24.50	\$ 1,960.00	\$ 4,246.67	\$ 50,960.00
	3	\$ 25.76	\$ 2,060.80	\$ 4,465.07	\$ 53,580.80
	4	\$ 27.03	\$ 2,162.40	\$ 4,685.20	\$ 56,222.40
	5	\$ 28.38	\$ 2,270.40	\$ 4,919.20	\$ 59,030.40

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SENIOR UTILITY ASSIST	1	\$ 34.64	\$ 2,771.20	\$ 6,004.27	\$ 72,051.20
	2	\$ 36.37	\$ 2,909.60	\$ 6,304.13	\$ 75,649.60
	3	\$ 37.49	\$ 2,999.20	\$ 6,498.27	\$ 77,979.20
	4	\$ 40.10	\$ 3,208.00	\$ 6,950.67	\$ 83,408.00
	5	\$ 42.11	\$ 3,368.80	\$ 7,299.07	\$ 87,588.80
SOURCE CONTROL INSPECTOR	1	\$ 42.87	\$ 3,429.60	\$ 7,430.80	\$ 89,169.60
	2	\$ 45.00	\$ 3,600.00	\$ 7,800.00	\$ 93,600.00
	3	\$ 47.26	\$ 3,780.80	\$ 8,191.73	\$ 98,300.80
	4	\$ 49.60	\$ 3,968.00	\$ 8,597.33	\$ 103,168.00
	5	\$ 52.10	\$ 4,168.00	\$ 9,030.67	\$ 108,368.00
SR CODE ENFORCEMENT OFFICER	1	\$ 49.03	\$ 3,922.40	\$ 8,498.53	\$ 101,982.40
	2	\$ 51.46	\$ 4,116.80	\$ 8,919.73	\$ 107,036.80
	3	\$ 54.04	\$ 4,323.20	\$ 9,366.93	\$ 112,403.20
	4	\$ 56.74	\$ 4,539.20	\$ 9,834.93	\$ 118,019.20
	5	\$ 59.60	\$ 4,768.00	\$ 10,330.67	\$ 123,968.00
STREET MAINT WORKER I	3	\$ 32.89	\$ 2,631.20	\$ 5,700.93	\$ 68,411.20
	4	\$ 34.54	\$ 2,763.20	\$ 5,986.93	\$ 71,843.20
STREET MAINT WORKER II	1	\$ 38.03	\$ 3,042.40	\$ 6,591.87	\$ 79,102.40
	2	\$ 39.92	\$ 3,193.60	\$ 6,919.47	\$ 83,033.60
	3	\$ 41.92	\$ 3,353.60	\$ 7,266.13	\$ 87,193.60
	4	\$ 44.03	\$ 3,522.40	\$ 7,631.87	\$ 91,582.40
	5	\$ 46.23	\$ 3,698.40	\$ 8,013.20	\$ 96,158.40
STREETS SUPERVISOR	1	\$ 49.38	\$ 3,950.40	\$ 8,559.20	\$ 102,710.40
	2	\$ 51.83	\$ 4,146.40	\$ 8,983.87	\$ 107,806.40
	3	\$ 54.43	\$ 4,354.40	\$ 9,434.53	\$ 113,214.40
	4	\$ 57.15	\$ 4,572.00	\$ 9,906.00	\$ 118,872.00
	5	\$ 60.01	\$ 4,800.80	\$ 10,401.73	\$ 124,820.80
SUPERVISING LIBRARY CLERK	1	\$ 36.09	\$ 2,887.20	\$ 6,255.60	\$ 75,067.20
	2	\$ 37.89	\$ 3,031.20	\$ 6,567.60	\$ 78,811.20
	3	\$ 39.80	\$ 3,184.00	\$ 6,898.67	\$ 82,784.00
	4	\$ 41.79	\$ 3,343.20	\$ 7,243.60	\$ 86,923.20
	5	\$ 43.88	\$ 3,510.40	\$ 7,605.87	\$ 91,270.40

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
SUPPORT SERV LEAD WORKER	1	\$ 42.92	\$ 3,433.60	\$ 7,439.47	\$ 89,273.60
	2	\$ 45.07	\$ 3,605.60	\$ 7,812.13	\$ 93,745.60
	3	\$ 47.33	\$ 3,786.40	\$ 8,203.87	\$ 98,446.40
	4	\$ 49.70	\$ 3,976.00	\$ 8,614.67	\$ 103,376.00
	5	\$ 52.18	\$ 4,174.40	\$ 9,044.53	\$ 108,534.40
SUPPORT SERVICES SUPERVISOR	1	\$ 49.38	\$ 3,950.40	\$ 8,559.20	\$ 102,710.40
	2	\$ 51.83	\$ 4,146.40	\$ 8,983.87	\$ 107,806.40
	3	\$ 54.43	\$ 4,354.40	\$ 9,434.53	\$ 113,214.40
	4	\$ 56.81	\$ 4,544.80	\$ 9,847.07	\$ 118,164.80
	5	\$ 60.01	\$ 4,800.80	\$ 10,401.73	\$ 124,820.80
THEATRE TECHNICIAN	1	\$ 38.03	\$ 3,042.40	\$ 6,591.87	\$ 79,102.40
	2	\$ 39.92	\$ 3,193.60	\$ 6,919.47	\$ 83,033.60
	3	\$ 41.92	\$ 3,353.60	\$ 7,266.13	\$ 87,193.60
	4	\$ 44.03	\$ 3,522.40	\$ 7,631.87	\$ 91,582.40
	5	\$ 46.23	\$ 3,698.40	\$ 8,013.20	\$ 96,158.40
UTILITIES SYSTEM OPER I	1	\$ 34.55	\$ 2,764.00	\$ 5,988.67	\$ 71,864.00
	2	\$ 36.29	\$ 2,903.20	\$ 6,290.27	\$ 75,483.20
	3	\$ 38.11	\$ 3,048.80	\$ 6,605.73	\$ 79,268.80
	4	\$ 40.02	\$ 3,201.60	\$ 6,936.80	\$ 83,241.60
	5	\$ 42.00	\$ 3,360.00	\$ 7,280.00	\$ 87,360.00
UTILITIES SYSTEM OPER II	1	\$ 41.44	\$ 3,315.20	\$ 7,182.93	\$ 86,195.20
	2	\$ 43.52	\$ 3,481.60	\$ 7,543.47	\$ 90,521.60
	3	\$ 45.69	\$ 3,655.20	\$ 7,919.60	\$ 95,035.20
	4	\$ 47.99	\$ 3,839.20	\$ 8,318.27	\$ 99,819.20
	5	\$ 50.37	\$ 4,029.60	\$ 8,730.80	\$ 104,769.60
UTILITY ASSIST I	1	\$ 29.92	\$ 2,393.60	\$ 5,186.13	\$ 62,233.60
	2	\$ 31.42	\$ 2,513.60	\$ 5,446.13	\$ 65,353.60
	3	\$ 32.99	\$ 2,639.20	\$ 5,718.27	\$ 68,619.20
	4	\$ 34.64	\$ 2,771.20	\$ 6,004.27	\$ 72,051.20
	5	\$ 36.37	\$ 2,909.60	\$ 6,304.13	\$ 75,649.60
UTILITY ASSIST II	1	\$ 32.99	\$ 2,639.20	\$ 5,718.27	\$ 68,619.20
	2	\$ 34.64	\$ 2,771.20	\$ 6,004.27	\$ 72,051.20
	3	\$ 36.37	\$ 2,909.60	\$ 6,304.13	\$ 75,649.60
	4	\$ 38.19	\$ 3,055.20	\$ 6,619.60	\$ 79,435.20
	5	\$ 40.10	\$ 3,208.00	\$ 6,950.67	\$ 83,408.00

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POSITION	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
UTILITY BILLING ASSISTANT	1	\$ 32.99	\$ 2,639.20	\$ 5,718.27	\$ 68,619.20
	2	\$ 34.64	\$ 2,771.20	\$ 6,004.27	\$ 72,051.20
	3	\$ 36.37	\$ 2,909.60	\$ 6,304.13	\$ 75,649.60
	4	\$ 38.19	\$ 3,055.20	\$ 6,619.60	\$ 79,435.20
	5	\$ 40.10	\$ 3,208.00	\$ 6,950.67	\$ 83,408.00
UTILITY BILLING SUPERVISOR	1	\$ 42.67	\$ 3,413.60	\$ 7,396.13	\$ 88,753.60
	2	\$ 44.82	\$ 3,585.60	\$ 7,768.80	\$ 93,225.60
	3	\$ 47.05	\$ 3,764.00	\$ 8,155.33	\$ 97,864.00
	4	\$ 49.42	\$ 3,953.60	\$ 8,566.13	\$ 102,793.60
	5	\$ 51.87	\$ 4,149.60	\$ 8,990.80	\$ 107,889.60
WATER CONSERVATION TECHNICIAN	1	\$ 39.98	\$ 3,198.40	\$ 6,929.87	\$ 83,158.40
	2	\$ 41.98	\$ 3,358.40	\$ 7,276.53	\$ 87,318.40
	3	\$ 44.09	\$ 3,527.20	\$ 7,642.27	\$ 91,707.20
	4	\$ 46.29	\$ 3,703.20	\$ 8,023.60	\$ 96,283.20
	5	\$ 48.61	\$ 3,888.80	\$ 8,425.73	\$ 101,108.80
WATER QUALITY TECHNICIAN	1	\$ 47.75	\$ 3,820.00	\$ 8,276.67	\$ 99,320.00
	2	\$ 50.15	\$ 4,012.00	\$ 8,692.67	\$ 104,312.00
	3	\$ 52.64	\$ 4,211.20	\$ 9,124.27	\$ 109,491.20
	4	\$ 55.27	\$ 4,421.60	\$ 9,580.13	\$ 114,961.60
	5	\$ 58.03	\$ 4,642.40	\$ 10,058.53	\$ 120,702.40