

RESOLUTION NO. 18-120

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF EL PASO DE ROBLES
AUTHORIZING IMPLEMENTATION OF A WAGE AND BENEFIT AGREEMENT WITH THE
UNREPRESENTED, CONFIDENTIAL, PROFESSIONAL & MANAGEMENT GROUP AND
PART TIME EMPLOYEES THROUGH DECEMBER 31, 2018

WHEREAS, the labor agreement with the Unrepresented, Confidential, Professional & Management Group (MGMT Group) was set to expire December 2017 and the City has been engaged in good faith labor discussions with all its labor groups since fall of 2017; and

WHEREAS, since the onset of the recession in 2008, all employee groups deferred wage and benefit adjustments for a cumulative total of three years and three months (contractually agreed upon wage adjustments that were due to MGMT Group in April 2009 and were paid in 2012) and wages remained unchanged until January 1, 2014, at which point a 3% adjustment was provided; there were no change in wages in 2015, and in 2016, a 4% adjustment was provided when the MGMT Group began paying 2% towards the employee share of retirement costs, and in 2017 a 0% net adjustment was provided (3% wage increase for 3% additional employee pick up of CalPERS retirement costs), the City also increased its contribution to employee's monthly defined health contribution to the same participation level as the SEIU monthly contribution; and

WHEREAS, at the City Council's request, an in-depth presentation on employee compensation structure and CalPERS retirement costs was presented at a public workshop on September 28, 2016 where the meeting was well attended by city employees; and

WHEREAS, the conclusions of the workshops and subsequent discussions with the MGMT Group were that the City and the MGMT Group are aligned in seeking fair and reasonable changes to the CalPERS system to ensure long-term sustainability of the system; and

WHEREAS, some changes can be achieved at the local level, but the majority of needed changes can be accomplished only at the state level, through changes by the CalPERS Board and the Legislature; and

WHEREAS, the City Council authorized negotiation parameters in a series of closed session meetings that occurred in 2017 and 2018 where the City Council's parameters were clear that any negotiated change in employee compensation must be tied to employees picking up additional share of their retirement costs; and

WHEREAS, the MGMT Group is not formed as or represented under a unionized labor format; they are unrepresented, and the wages and benefits of the MGMT Group are formally recited in a single summary document (Exhibit A); and

WHEREAS, the MGMT Group and City Council have agreed to a 1-year term (from January 1, 2018 to December 31, 2018) with a net 0% salary adjustment (3% wage increase for a 3% increase in employee contributions toward CalPERS costs) for non-safety MGMT Group employees in CalPERS retirement Tier 1, and all safety MGMT Group employees (Tier 1, 2 & 3); Commanders salary will be adjusted 7%; confidential non-exempt (hourly) employees in the MGMT Group wages will be adjusted to the same rate as their SEIU counterparts; the City will increase its contribution to the 457 deferred compensation plan by \$800 for 2018; Part Time employees wages will be adjusted 3.25%; and

WHEREAS, the MGMT Group will work collaboratively with the City at the State level to implement CalPERS retirement system solutions; and

WHEREAS, as soon as practicable, the City will initiate a contract change and administrative steps with CalPERS for employees to contribute an additional 3% towards their retirement costs.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF EL PASO DE ROBLES DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. All of the above recitals are true and correct and incorporated herein by reference.

Section 2. The City Council hereby authorizes the City Manager to implement the wage and benefit summary dated January 1, 2018 – December 31, 2018 with the Unrepresented, Confidential, Professional and Management Group as attached herein as Exhibit 2, and execute administrative action with Part Time employees as attached herein as Exhibit 3.

Section 3. The City Council hereby appropriates \$97,300 in FY18/19 and \$68,500 in FY19/20 to implement the agreements with proportional distribution of funds between General Fund and Enterprise Funds per existing departmental/employee assignments.

APPROVED this 21st day of August, 2018, by the following vote:

AYES: Gregory, Hamon, Reed, Strong, Martin
NOES:
ABSENT:
ABSTAIN:



Steven W. Martin, Mayor

ATTEST:



Kristen L. Buxkemper, Deputy City Clerk

“EXHIBIT A”

UNREPRESENTED, CONFIDENTIAL, PROFESSIONAL & MANAGEMENT (MGMT) GROUP WAGE AND
BENEFIT SUMMARY
JANUARY 1, 2018 – DECEMBER 31, 2018

1. INSURANCE

The City shall establish and maintain medical, dental, and vision insurance plans, an employee assistance plan (EAP), as well as disability and life insurance for the MGMT group in recognition of management responsibilities. The City reserves the right to choose the method of insuring and plans to be offered.

A. Medical

CalPERS Medical Insurance Program: The City has elected to participate in the CalPERS Medical Insurance Program for employees and their eligible dependents. Employees will have the choice of available plans offered by CalPERS. The City will contribute up to the following total monthly amounts for selected plans:

<u>Effective January 1, 2018</u>	
Employee only	\$ 653.00
Employee +1 dependent	\$ 1,257.00
Employee +2 or more dependents	\$ 1,640.00

These amounts are inclusive of the CalPERS minimum medical insurance contribution. The balance is designated as a cafeteria plan contribution.

Conditional Opt Out: Employees providing evidence of other group medical insurance that provides minimum essential coverage for themselves and all family members (for whom they reasonably expect to claim a personal exemption deduction for the taxable year) and opting out of the CalPERS medical coverage will qualify to receive a cash payment of \$300 per month. Coverage in the individual market, whether or not from the insurance marketplace (like Covered California) will not qualify the employee for the opt-out cash payment. Employees will be required to submit proof of their qualified coverage prior to the beginning of each calendar year, and are also required to review and sign the opt-out attestation.

B. DENTAL

The City has elected to participate in the Delta Dental Plan for employees and their eligible dependents. City and employee monthly contributions will be as follows:

<u>Effective January 1, 2018</u>		
Employee only	City pays 100%	
Employee +1 or more dependents	City pays \$91.71	Employee pays \$6.28
<u>Effective January 1, 2019</u>		
Employee only	City pays 100%	
Employee +1 or more dependents	City pays \$86.40	Employee pays \$4.50

For the term of this agreement, the City will modify its maximum dollar contribution by an amount equal to 100% of the employee only premium and three quarters (3/4) of premium increases for employee and dependent(s). Employees shall be responsible for the remaining one quarter (1/4) of any increases.

C. VISION

The City has elected to participate in VSP vision insurance plan for employees and their eligible dependents. City and employee monthly contributions will be as follows:

Employee only	City pays 100%	
Employee +1 or more dependents	City pays \$25.40	Employee pays \$0.00

For the term of this agreement, the City will modify its maximum dollar contribution by an amount equal to 100% of the employee only premium and three quarters (3/4) of premium increases for employee and dependent(s). Employees shall be responsible for the remaining one quarter (1/4) of any increases.

D. DISABILITY

The City provides long-term disability insurance coverage with a monthly benefit percentage of 66.67% of gross salary (maximum benefit \$12,000 per month) for employees until their normal retirement age under the Social Security Act for any sickness or accident, subject to the exclusions in the long-term disability policy, after a 60-day elimination period. The City pays 100% of the premium.

E. LIFE INSURANCE

The City provides \$200,000 term life insurance coverage for employees in the MGMT group, including accidental death and dismemberment. The City pays 100% of the premium.

F. EMPLOYEE ASSISTANCE PLAN (EAP)

The City has elected to participate in the MHN employee assistance plan. EAP is a program designed to help an individual cope with emotional health, family and other personal problems to help employees be healthy and productive. Employees and their dependents are covered. The City pays 100% of the premium.

2. RETIREMENT

The City and MGMT are aligned in seeking fair and reasonable changes to the CalPERS system to ensure long-term sustainability of the system. Needed state-level changes acceptable to both executive management and City labor groups are most likely to be initiated by CalPERS member agencies and labor, working collaboratively.

City and MGMT group hereby jointly commit to:

- Request state-level membership organizations (e.g., the League of California Cities, state-wide labor affiliates) to alert and engage members, to make this issue a priority, and to commit to a set of collaborative solutions;
- Encourage, educate, and engage peers (e.g., other cities, other labor groups) to make this issue a priority and to lend their voice to our request to state-level membership organizations;

- Consider the reasoning detailed in the CalPERS Labor Group Administrative Memo dated 05/25/17;
- Jointly analyze options with an open mind as to potential solutions; and
- Other collaborative efforts as they arise.

The City shall provide the Public Employees Retirement System of the State of California (CalPERS) to MGMT group employees. The contract with CalPERS approved by the City Council for MGMT employees is as follows:

Non-Safety

Non-Safety Tier 1 - Employees hired prior to May 27, 2012 shall be as follows:

- 2.5% @ 55 benefit formula.
- Since December 17, 2017, City has been paying six percent (3%) and employees have been paying five percent (5%) of CalPERS employee contribution. In alignment with the timing of CalPERS contract change process for safety tiers below, employees shall pay the eight percent (8%) of CalPERS employee contribution.
- City shall provide the “twelve highest consecutive months” benefit calculation and credit for unused sick leave option.

Non-Safety Tier 2 - Employees hired on or after May 27, 2012, but before January 1, 2013, and those hired on or after January 1, 2013 who meet the definition of classic member pursuant to the California Public Employees’ Pension Reform Act (PEPRA) shall be as follows:

- 2% @ 60 benefit formula.
- Employee shall pay the seven percent (7%) CalPERS employee contribution.
- Effective December 17, 2017, the City completed a contract change with CalPERS, providing for employees to contribute an additional three percent (3%) pursuant to Section 20516. The increased contributions are credited to each member’s account as normal contributions.
- City shall provide “36 highest consecutive months” benefit calculation and credit for unused sick leave option.

Non-Safety Tier 3 - Employees hired on or after January 1, 2013 who meet the definition of new member pursuant to PEPRA shall be as follows:

- 2% @ 62 benefit formula.
- Employee shall pay fifty percent (50%) of the expected normal cost rate, which is currently 6.25%.
- Effective December 17, 2017, the City completed a contract change with CalPERS, providing for employees to contribute an additional three percent (3%) pursuant to Section 20516. The increased contributions are credited to each member’s account as normal contributions.
- City shall provide the “36 highest consecutive months” benefit calculation and credit for unused sick leave option.

Safety

Safety Tier 1 - Employees hired prior to May 27, 2012 shall be as follows:

- Police 3% @ 50 benefit formula; Fire 3% @ 55 benefit formula.
- Employee shall pay the nine (9%) CalPERS employee contribution.

- Effective December 17, 2017, for Police, and March 11, 2018, for Fire, the City completed a contract change with CalPERS, providing for employees to contribute an additional three percent (3%) pursuant to Section 20516. The increased contributions are credited to each member's account as normal contributions.
- As soon as practicable, City shall initiate an additional contract change with CalPERS, providing for employees to contribute an additional three percent (3%) pursuant to Section 20516. Following adoption of Resolution of Intention, employees shall hold secret ballot election as required by CalPERS to approve the contract change. Effective the beginning of the pay period following final action by Council to amend the contract with CalPERS, employees will begin paying the additional three percent (3%). The increased contributions will be credited to each member's account as normal contributions. In the event employees do not approve the contract amendment, employees will begin paying the additional contribution of three percent (3%), effective on the first date of the pay period following completion of the secret ballot election. However, the additional contribution of three percent (3%) will not be credited to each member's account.
- City shall provide the "twelve highest consecutive months" benefit calculation and credit for unused sick leave option.

Safety Tier 2 – Employees hired on or after May 27, 2012, but before January 1, 2013, and those hired on or after January 1, 2013 who meet the definition of classic member pursuant to PEPR shall be as follows:

- 3% @ 55 benefit formula.
- Employee shall pay the nine percent (9%) CalPERS employee contribution.
- Effective December 17, 2017, for Police, and March 11, 2018, for Fire, the City completed a contract change with CalPERS, providing for employees to contribute an additional three percent (3%) pursuant to Section 20516. The increased contributions are credited to each member's account as normal contributions.
- As soon as practicable, City shall initiate a contract change with CalPERS, providing for employees to contribute an additional three percent (3%) pursuant to Section 20516. Following adoption of Resolution of Intention, employees shall hold secret ballot election as required by CalPERS to approve the contract change. Effective the beginning of the pay period following final action by Council to amend the contract with CalPERS, employees will begin paying the additional three percent (3%). The increased contributions will be credited to each member's account as normal contributions. In the event employees do not approve the contract amendment, employees will begin paying the additional contribution of three percent (3%), effective on the first date of the pay period following completion of the secret ballot election. However, the additional contribution of three percent (3%) will not be credited to each member's account.
- City shall provide "36 highest consecutive months" benefit calculation and credit for unused sick leave option.

Safety Tier 3 - Employees hired on or after January 1, 2013 who meet the definition of new member pursuant to PEPR shall be as follows:

- 2.7% @ 57 benefit formula.
- Employee shall pay fifty percent (50%) of the expected normal cost rate, which is currently twelve percent (12%).
- Effective December 17, 2017, for Police, and March 11, 2018, for Fire, the City completed a contract change with CalPERS, providing for employees to contribute an additional three

percent (3%) pursuant to Section 20516. The increased contributions are credited to each member's account as normal contributions.

- As soon as practicable, City shall initiate a contract change with CalPERS, providing for employees to contribute an additional three percent (3%) pursuant to Section 20516. Following adoption of Resolution of Intention, employees shall hold secret ballot election as required by CalPERS to approve the contract change. Effective the beginning of the pay period following final action by Council to amend the contract with CalPERS, employees will begin paying the additional three percent (3%). The increased contributions will be credited to each members account as normal contributions. In the event employees do not approve the contract amendment, employees will begin paying the additional contribution of three percent (3%), effective on the first date of the pay period following completion of the secret ballot election. However, additional contribution of three percent (3%) will not be credited to each member's account.
- City shall provide the "36 highest consecutive months" benefit calculation and credit for unused sick leave option.

Pursuant to IRS Code Section 414(h)(2) employee paid retirement contributions shall be made on a pre-tax basis.

3. RETIREE MEDICAL INSURANCE

Effective with the January 1, 2015 implementation of CalPERS medical insurance, the City began paying toward retiree medical insurance for all retirees an amount eventually equal to the CalPERS minimum medical insurance contribution. The amount paid will begin at \$1.00 per month then increase by 5% of minimum contribution annually until the full minimum is reached. Eligible employees shall also receive the amounts set forth below, inclusive of the amounts being paid towards the minimum contribution.

The City agrees to provide the following Retiree Health Benefits provided that retirees have retired from the City of Paso Robles under established PERS Benefit package, and have a minimum of ten (10) years City service.

The City agrees to reimburse the retiree for retiree and/or retiree's dependent health (medical/dental/ vision) insurance premiums, disability insurance, long-term health care or life insurance premiums, provided that retiree has retired under established PERS benefit package, up to five hundred (\$500) dollars per month maximum with no age limitation.

Employees with a hire date of 1/1/12 and thereafter with at least twenty (20) years of service with the City of Paso Robles are eligible for up to five hundred (\$500) dollars per month maximum only until Medicare eligible (age 65).

4. DEFERRED COMPENSATION

The City has elected to participate in a 457 Deferred Compensation Plan with ICMA-RC. All MGMT group employees shall be eligible to participate. The City shall contribute \$4,200 per year (\$161.54 per completed pay period) to the plan for employees in the MGMT group. Executive Managers shall be eligible for an additional City matching contribution of up to \$2,500 per year (\$96.15 per completed pay period). Effective the first paycheck of the month following ratification, the City shall contribute

an additional \$800 to be divided equally between the remaining paychecks in the 2018 calendar year only.

5. PAID LEAVE

A. SICK LEAVE

Operations Battalion Chiefs (on a 56-hour work week schedule) shall accrue sick leave at the rate of eleven point one seven (11.17) hours per month (5.1554 hours per completed pay period). All other MGMT group employees shall accrue sick leave at the rate of eight (8) hours per month (3.6923 hours per completed pay period). Accrued sick leave carries over from year to year. No accrual limit applies. Unused sick leave is not cashed out upon termination, resignation, retirement or other separation from employment. Unused sick leave credit may be converted to retirement service credit with CalPERS only as may be permitted under applicable CalPERS laws and regulations.

B. PERSONAL LEAVE

An employee may use three (3) sick days (24 hours or 36 hours for Operations Battalion Chiefs) per year designated as “personal leave days”. In no case shall personal leave days be taken in excess of three (3) days in any one calendar year. Personal leave days shall not be counted against an employee’s sick time usage for evaluation purposes. Personal leave time is to provide staff with flexibility in their schedule by allowing paid time away to deal with personal/private and/or unexpected matters which necessitate short-term absences; they are not additional vacation days. Requests for personal leave should be made with as much advance notice as possible.

C. VACATION

Operations Battalion Chiefs employees shall accrue vacation leave at the following rate:

0-3 Years	112 hours	(4.3077 hours per completed pay period)
4-5 Years	134 hours	(5.1538 hours per completed pay period)
6-7 Years	157 hours	(6.0385 hours per completed pay period)
8-9 Years	179 hours	(6.8846 hours per completed pay period)
10-11 Years	202 hours	(7.7692 hours per completed pay period)
12-14 Years	224 hours	(8.6154 hours per completed pay period)
15-19 Years	252 hours	(9.6923 hours per completed pay period)
20+ Years	280 hours	(10.7692 hours per completed pay period)

All other MGMT group employees shall accrue vacation leave at the follow rate:

0-3 Years	10 days	(3.0771 hours per completed pay period)
4-5 Years	12 days	(3.6923 hours per completed pay period)
6-7 Years	14 days	(4.3076 hours per completed pay period)
8-9 Years	16 days	(4.9230 hours per completed pay period)
10-11 Years	18 days	(5.5384 hours per completed pay period)
12-14 Years	20 days	(6.1538 hours per completed pay period)
15-19 Years	22.5 days	(6.9230 hours per completed pay period)
20+ Years	25 days	(7.6923 hours per completed pay period)

Maximum accrual shall be two times the employee’s annual accrual. Accrual to cease if maximum is reached. Employees meeting program requirements shall be eligible for three weeks’ vacation buyback per year.

Any employee separating from City service who has accrued vacation leave shall be paid for all accrued and unused vacation at his or her rate of pay at the time of separation.

D. VACATION BUY BACK

Twice per year, employees will have the option to declare their intent to cash out accrued vacation and/or compensatory time off under the following conditions:

- Employees must have taken one (1) consecutive week of vacation and/or compensatory time off in the previous 12-month period.
- Hours cashed out shall be paid at straight time.
- In December of each year, employees can declare their intent to cash out the leave (or a portion of the leave) they earn during the subsequent period January – June; they will be paid for it in July.
- In June of each year, employees can declare their intent to cash out the leave they earn during the subsequent period July – December; they will be paid for it in January.
- Once the election is made, it cannot be rescinded.

E. HOLIDAY

MGMT employees (with the exception of Operations Battalion Chiefs) shall receive the following holidays with pay:

- New Year's Day
- Martin Luther King's Birthday (third Monday in January)
- Presidents Day (third Monday in February)
- Memorial Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving
- Day After Thanksgiving
- Christmas Day
- Employee's Birthday

Employees may also request the day before or after the Christmas holiday (day observed) or the day before or after the New Year's holiday (day observed). Employees shall be limited to a total of one paid holiday either before or after the Christmas or New Year's holiday and it is understood that final determination as to which holiday is allowed shall be made by their manager.

When any of the above-listed holidays falls on Saturday, it will be recognized on Friday. If it falls on Sunday, it will be recognized on Monday.

Employee's Birthday: An employee is entitled to the observance of his/her birthday as a holiday. The holiday may be taken after the birthday only if work requirements of the department permit. When his/her birthday falls on another holiday to which he/she is entitled, or a regularly scheduled day off, the birthday holiday shall be observed, if possible, on the day immediately preceding or following the day of his/her birthday. If he/she is required to work on his/her birthday, the employee shall be given a substitute day off with pay at straight time on a day designated by their manager.

Safety Holiday:

- At the beginning of each calendar year, exempt safety MGMT employees shall be granted a bank of ninety-six hours (representing the twelve holidays observed by the City) of holiday pay. When a holiday occurs, if the safety MGMT employee observes the holiday, they will record eight (8) hours of holiday for the day. If the safety MGMT employee is required to work on the holiday, they will record eight (8) hours regular work for that day. Any hours remaining in the holiday pay bank at the end of the calendar year will be paid out to the safety MGMT employee at their current pay rate. Upon separation of employment, only holiday hours that remain in the bank for holidays that have already occurred during the year will be paid out at the safety MGMT employees current pay rate.
- Operations Battalion Chiefs shall be granted eleven (11) hours holiday pay per month. Holiday pay will be paid at the rate of 5.077 hours per completed pay period.

F. BEREAVEMENT LEAVE

MGMT employees are eligible for paid bereavement leave, up to three (3) days paid leave, where the death and service are within the State of California, and up to five (5) days paid leave where the death or service is outside the State, to attend a funeral or memorial service, or to take care of family matters, that are related to the death of immediate family. Operations Battalion Chiefs are eligible for 48 hours of paid leave. "Immediate family" consists of the following: employee's spouse, parent, child, sister, brother, grandparent, or grandchild (and the corresponding relative by marriage) at the time the loss occurs.

G. ADMINISTRATIVE LEAVE

All MGMT employees exempt from overtime shall be granted 56 hours of administrative leave the first full pay period in January. Administrative leave hours shall be pro-rated on a basis when a MGMT employee is appointed or leaves employment during the calendar year. Unused administrative leave will be paid out on the first pay period in December, or upon separation of employment.

H. COMPENSATORY TIME OFF

At the request of any employee eligible for overtime pay, his/her manager may provide that, in lieu of any cash payment for any overtime, he/she may be allowed compensatory time off with pay at the rate of one and one-half (1 1/2) hours for each overtime hour worked. Any such time shall be taken at a time mutually agreed upon by the employee and his/her manager. The maximum accrual of compensatory time off for non-safety employees shall be eighty (80) hours. The maximum accrual of compensatory time off for Operations Battalion Chiefs shall be one-hundred twelve (112) hours. In the event that such time off is not taken by the employee, he/she shall be given cash payment for the overtime worked at the overtime rate based on his/her salary at the time the overtime is paid.

6. UNIFORM ALLOWANCE

Employees required to wear a uniform, including the Emergency Services Chief, Battalion Chief(s), Police Chief and Commander(s), shall receive the same uniform allowance as those they directly supervise. For "classic members" as defined by CalPERS, uniform allowance shall be reported to CalPERS as special compensation. Uniform allowance will be paid out annually in a lump sum on the first pay period in December.

7. VEHICLE ASSIGNMENT

For those MGMT group employees requiring the use of an automobile on a regular 24-hour basis to perform their normal duties, the City may provide a City vehicle. Executive Managers who are not provided a City vehicle shall receive a car allowance of \$175 per month, and will not be provided mileage reimbursement unless required to travel for City business outside the County.

8. EMERGENCY RESPONSE COMPENSATION

In recognition of the extraordinary circumstances of emergency response that result in MGMT exempt employees working hours above and beyond their normal work requirements, they will be compensated (at a straight time rate) for the additional hours spent on these assignments, but only when the City is reimbursed by either federal or state agencies so that there is no impact to the City's budget.

9. WORK OUT-OF-CLASSIFICATION

When a MGMT group employee is temporarily assigned in writing by the City Manager to a vacant, funded position in a higher classification and performs all the significant duties in the classification, that MGMT employee shall be compensated at the lowest step in the higher classification that provides a salary increase of at least five percent (5%). The temporary assignment must be over fifteen (15) consecutive working days. Such additional compensation shall begin on the sixteenth (16) working day after assignment to the duties of the higher vacant position.

10. BILINGUAL PAY

Employees who are or become certified (or recertify) as bilingual following ratification, will be paid one hundred (\$100) dollars per month for verbal only skills and an additional twenty-five (\$25) dollars per month for written bilingual skills (a combined maximum of \$125 per month for both verbal and written). Employees shall be required to pass qualifying examinations administered by the City to determine proficiency for bilingual assignments, including recertification every 5 years.

11. MEDICAL REIMBURSEMENT

All MGMT group employees shall be reimbursed up to two hundred and fifty dollars (\$250) towards un-reimbursed medical expenses every year.

12. EDUCATION REIMBURSEMENT

The City, within budgeted limitations, will reimburse educational costs that are directly related to the employee's occupational field with the City or are related to and part of a planned course of study being actively pursued for promotion within the City service. For this purpose, the City shall reimburse up to \$3,000 annually (July 1 – June 30) for the costs of tuition, registration, books and lab fees. Travel, parking and other expenses are not subject to reimbursement. This is subject to all the provisions detailed in the Education Reimbursement Policy.

13. WAGES

Wages shall be set as shown below.

Effective the second paycheck following ratification of this agreement, base wages will be increased by seven percent (7%) for Commanders, and non-safety hourly employees will be moved to the wage ranges equal to that of the equivalent classifications in the SEIU bargaining unit.

Base wages shall be increased by three percent (3%) concurrent with an additional 3% retirement pickup for all safety employees and for Tier 1 non-safety employees, set forth in Section 2 above.

Classification	Current Wage Ranges					
	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Confidential Assistant	294b	3,908	4,149	4,405	4,676	4,965
Supv/Prof/Coord I	338b	4,866	5,166	5,484	5,822	6,181
Executive Assistant	347b	5,064	5,377	5,707	6,059	6,432
Professional Manager II	411b	6,967	7,399	7,855	8,340	8,855
Professional Manager III	460b	8,898	9,449	10,032	10,650	11,307
Executive Manager	505b	11,136	11,825	12,554	13,329	14,151
Safety Professional Manager III	468b	9,261	9,833	10,439	11,083	11,767
Safety Executive Manager	513b	11,590	12,306	13,066	13,872	14,727

Classification	Amended Wage Ranges Effective August 26, 2018					
	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Confidential Assistant	294b	4,098	4,351	4,619	4,902	5,206
Supv/Prof/Coord I	338b	5,103	5,418	5,750	6,106	6,482
Executive Assistant	347b	5,311	5,640	5,984	6,355	6,746
Professional Manager II	411b	6,967	7,399	7,855	8,340	8,855
Professional Manager III	460b	8,898	9,449	10,032	10,650	11,307
Executive Manager	505b	11,136	11,825	12,554	13,329	14,151
Safety Professional Manager III - Battalion Chief	468b	9,261	9,833	10,439	11,083	11,767
Safety Professional Manager III - Commander	468c	9,910	10,522	11,170	11,859	12,591
Safety Executive Manager	513b	11,590	12,306	13,066	13,872	14,727

Classification	CalPERS Tier	Amended Wage Ranges To Be Implemented with PERS Contract Change					
		Range	Step 1	Step 2	Step 3	Step 4	Step 5
Confidential Assistant	Tier 2/PEPRA	294b	4,098	4,351	4,619	4,902	5,206
	Tier 1	294c	4,221	4,482	4,758	5,050	5,363
Supv/Prof/Coord I	Tier 2/PEPRA	338b	5,103	5,418	5,750	6,106	6,482
	Tier 1	338c	5,257	5,581	5,923	6,290	6,677
Executive Assistant	Tier 2/PEPRA	347b	5,311	5,640	5,984	6,355	6,746
	Tier 1	347c	5,471	5,810	6,164	6,546	6,949
Professional Manager II	Tier 2/PEPRA	411b	6,967	7,399	7,855	8,340	8,855
	Tier 1	411c	7,177	7,621	8,091	8,591	9,121
Professional Manager III	Tier 2/PEPRA	460b	8,898	9,449	10,032	10,650	11,307
	Tier 1	460c	9,165	9,733	10,333	10,970	11,647
Executive Manager	Tier 2/PEPRA	505b	11,136	11,825	12,554	13,329	14,151
	Tier 1	505c	11,471	12,180	12,931	13,729	14,576
Safety Professional Manager III - Battalion Chief	All Tiers	468b	9,539	10,128	10,753	11,416	12,121
Safety Professional Manager III - Commander	All Tiers	468c	10,208	10,838	11,506	12,215	12,969
Safety Executive Manager	All Tiers	513b	11,938	12,676	13,458	14,289	15,169

WAGE RATE AMENDMENTS

Part-Time/Hourly Employees

Classification	Current Hourly Wages January 1, 2016					Amended Hourly Wages August 26, 2018				
	Range	Step 1	Step 2	Step 3	Step 4	Range	Step 1	Step 2	Step 3	Step 4
Staff Aide	SA	\$11.25	\$11.75	\$12.25	n/a	SA	\$12.00	\$12.50	\$13.00	n/a
Staff Assistant I	SA1a	\$12.75	\$13.25	\$13.75	\$14.25	SA1a	\$13.25	\$13.75	\$14.25	\$14.75
Staff Assistant II	SA2a	\$15.75	\$16.25	\$16.75	\$17.25	SA2a	\$16.50	\$17.00	\$17.50	\$18.00
Staff Assistant III	SA3	\$18.75	\$19.25	\$19.75	\$20.25	SA3a	\$19.50	\$20.00	\$20.50	\$21.00
Staff Assistant IV	SA4a	\$22.50	\$23.25	\$24.00	\$24.75	SA4a	\$23.50	\$24.25	\$25.00	\$25.75

NOTE 1: Position classifications are general categories of job types that include many different types of work. Examples would include, but not be limited to:

- Staff Aide – Recreation; Maintenance; Clerical, &/or Customer Service Aide.
- Staff Asst. I – Lifeguard; Recreation Leader I; Library Assistant I; Unskilled Labor/Maintenance.
- Staff Asst. II – Water Safety Instructor; Police Cadet; Administrative Assistant I; Recreation Leader II; Library Assistant II; General Labor/Maintenance.
- Staff Asst. III – Asst. Pool Manager; Planning Intern; Engineering Intern; Administrative Assistant II; Library Assistant III; Skilled Labor/Maintenance; Event Staff, Asst. Police Dispatcher; Water Conservation Assistant.
- Staff Asst. IV – Pool Manager; Recreation or Library Coordinator; Police Officer Trainee, Level II Reserve Police Officer.

NOTE 2: Staff Aide and Staff Assistant I/II/III - Individual hourly wage rates may be adjusted in increments of \$.50 per hour within established wage ranges.
 Staff Assistant IV - Individual hourly may be adjusted in increments of \$.75 cents per hour within established ranges.

NOTE 3: Staff may become eligible for wage rate adjustment (in increments of \$.50/hr. or \$.75/hr) upon successful completion of each 12 months continuous service provided they have worked at least 600 hours and their performance for the period is rated at least “satisfactory”.

NOTE 4: Level I Reserve Police Officers shall receive a wage rate commensurate with the entry level (step 1) of the regular Police Officer classification.

NOTE 5: Those part time employees who are PERS members shall contribute the following employee retirement contribution:

- Tier 1 – Effective August 26, 2018, employees shall pay the eight percent (8%) employee contribution.
- Tier 2 and PEPR – Effective December 17, 2017, the City completed a contract change with PERS, providing for employees to contribute an additional three percent (3%) pursuant to Section 20516. The increased contributions are credited to each members account as normal contributions.