

**SIDE LETTER AGREEMENT AMENDING THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SANGER AND THE GENERAL EMPLOYEES ORGANIZATION**

Authorized representatives of the City of Sanger (City) and the General Employees Organization (General Employees) have met and conferred under the reopener language of the current Memorandum of Understanding (7/1/14 through 6/30/17) to discuss compensation.

By executing this Side Letter Agreement, General Employees and the City agree to amend Article 21.D, Article 25 and Article 26 of the MOU as follows:

21. COMPENSATION PLANS

D. Employees shall receive a 4% salary increase effective July 1, 2016 and a 4% salary increase effective July 1, 2017. The salary ranges of General Employees shall be adjusted as shown on Attachment A and Attachment B.

25. REOPENER. Sanger General Employees shall have two (2) reopeners during the term of this agreement. One reopener shall be used to consider salary and the other may be used to consider an MOU issue to be determined by General Employees.

26. TERM. This MOU shall be in effect beginning July 1, 2014 and ending June 30, 2018.

Except as expressly modified in this Side Letter Agreement, the terms and conditions of the MOU and the rights, duties, and obligations of the parties thereunder are unchanged and remain in full force and effect.

Date: 9/7/16

Date: September 6, 2016

City of Sanger:

General Employees Organization:



Tim Chapa
City Manager



Esperanza Rosales
President



Grace Stroup
Vice President

Approved as to Legal Form:



Hilda Cantú Montoy
City Attorney

CITY OF SANGER
SALARY RANGES FOR GENERAL EMPLOYEES
ATTACHMENT A
EFFECTIVE JULY 1, 2016

Position Code	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
28	ACCOUNT CLERK I ADMINISTRATIVE CLERK	\$ 2,413	\$ 2,533	\$ 2,660	\$ 2,793	\$ 2,933
29	RECREATION SPECIALIST I	\$ 2,471	\$ 2,595	\$ 2,724	\$ 2,861	\$ 3,004
30	SENIOR COORDINATOR	\$ 2,532	\$ 2,659	\$ 2,792	\$ 2,932	\$ 3,078
31		\$ 2,595	\$ 2,725	\$ 2,861	\$ 3,004	\$ 3,154
32		\$ 2,659	\$ 2,792	\$ 2,932	\$ 3,078	\$ 3,232
33		\$ 2,725	\$ 2,861	\$ 3,004	\$ 3,154	\$ 3,312
34		\$ 2,793	\$ 2,933	\$ 3,080	\$ 3,234	\$ 3,395
35	ACCOUNT CLERK II	\$ 2,861	\$ 3,004	\$ 3,154	\$ 3,312	\$ 3,478
36		\$ 2,933	\$ 3,079	\$ 3,233	\$ 3,395	\$ 3,565
37	ADMINISTRATIVE ASSISTANT HUMAN RESOURCES TECHNICIAN	\$ 3,005	\$ 3,155	\$ 3,313	\$ 3,478	\$ 3,652
38		\$ 3,079	\$ 3,233	\$ 3,395	\$ 3,565	\$ 3,743
39		\$ 3,154	\$ 3,312	\$ 3,478	\$ 3,652	\$ 3,834
40		\$ 3,233	\$ 3,395	\$ 3,565	\$ 3,743	\$ 3,930
41		\$ 3,312	\$ 3,478	\$ 3,652	\$ 3,835	\$ 4,026
42		\$ 3,396	\$ 3,565	\$ 3,744	\$ 3,931	\$ 4,127
43		\$ 3,478	\$ 3,652	\$ 3,834	\$ 4,026	\$ 4,227
44	SR. ADMINISTRATIVE ASSISTANT	\$ 3,565	\$ 3,743	\$ 3,931	\$ 4,127	\$ 4,333
45	RECREATION SPECIALIST II SYSTEMS ANALYST	\$ 3,651	\$ 3,834	\$ 4,026	\$ 4,227	\$ 4,438
46	LABORATORY SUPERVISOR	\$ 3,743	\$ 3,930	\$ 4,127	\$ 4,333	\$ 4,550
47	BUILDING INSPECTOR CODE ENFORCEMENT SPECIALIST CONSTRUCTION INSPECTOR	\$ 3,834	\$ 4,026	\$ 4,228	\$ 4,439	\$ 4,661
48		\$ 3,930	\$ 4,127	\$ 4,333	\$ 4,550	\$ 4,777
49		\$ 4,026	\$ 4,227	\$ 4,438	\$ 4,660	\$ 4,893
50		\$ 4,127	\$ 4,333	\$ 4,550	\$ 4,777	\$ 5,016
51		\$ 4,228	\$ 4,439	\$ 4,661	\$ 4,894	\$ 5,139
52		\$ 4,334	\$ 4,550	\$ 4,778	\$ 5,017	\$ 5,268
53		\$ 4,439	\$ 4,661	\$ 4,894	\$ 5,138	\$ 5,395
54	ECONOMIC DEVELOPMENT COORD. PLANNER ASSISTANT ENGINEER	\$ 4,550	\$ 4,778	\$ 5,016	\$ 5,267	\$ 5,531

CITY OF SANGER
SALARY RANGES FOR GENERAL EMPLOYEES
ATTACHMENT B
EFFECTIVE JULY 1, 2017

Position Code	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
28	ACCOUNT CLERK I ADMINISTRATIVE CLERK	\$ 2,510	\$ 2,635	\$ 2,767	\$ 2,905	\$ 3,050
29	RECREATION SPECIALIST I	\$ 2,570	\$ 2,698	\$ 2,833	\$ 2,975	\$ 3,124
30	SENIOR COORDINATOR	\$ 2,633	\$ 2,765	\$ 2,903	\$ 3,048	\$ 3,201
31		\$ 2,699	\$ 2,834	\$ 2,975	\$ 3,124	\$ 3,280
32		\$ 2,765	\$ 2,904	\$ 3,049	\$ 3,201	\$ 3,361
33		\$ 2,834	\$ 2,976	\$ 3,124	\$ 3,281	\$ 3,445
34		\$ 2,905	\$ 3,050	\$ 3,202	\$ 3,363	\$ 3,531
35	ACCOUNT CLERK II	\$ 2,975	\$ 3,124	\$ 3,280	\$ 3,444	\$ 3,617
36		\$ 3,050	\$ 3,203	\$ 3,363	\$ 3,531	\$ 3,708
37	ADMINISTRATIVE ASSISTANT HUMAN RESOURCES TECHNICIAN	\$ 3,125	\$ 3,281	\$ 3,446	\$ 3,618	\$ 3,799
38		\$ 3,202	\$ 3,362	\$ 3,530	\$ 3,707	\$ 3,892
39		\$ 3,280	\$ 3,444	\$ 3,616	\$ 3,797	\$ 3,987
40		\$ 3,362	\$ 3,530	\$ 3,707	\$ 3,892	\$ 4,087
41		\$ 3,444	\$ 3,617	\$ 3,798	\$ 3,987	\$ 4,187
42		\$ 3,532	\$ 3,708	\$ 3,894	\$ 4,089	\$ 4,293
43		\$ 3,617	\$ 3,798	\$ 3,988	\$ 4,187	\$ 4,397
44	SR. ADMINISTRATIVE ASSISTANT	\$ 3,708	\$ 3,893	\$ 4,088	\$ 4,292	\$ 4,507
45	RECREATION SPECIALIST II SYSTEMS ANALYST	\$ 3,797	\$ 3,987	\$ 4,186	\$ 4,396	\$ 4,615
46	LABORATORY SUPERVISOR	\$ 3,893	\$ 4,087	\$ 4,292	\$ 4,506	\$ 4,732
47	BUILDING INSPECTOR CODE ENFORCEMENT SPECIALIST CONSTRUCTION INSPECTOR	\$ 3,987	\$ 4,187	\$ 4,396	\$ 4,616	\$ 4,847
48		\$ 4,087	\$ 4,292	\$ 4,506	\$ 4,731	\$ 4,968
49		\$ 4,187	\$ 4,396	\$ 4,616	\$ 4,847	\$ 5,089
50		\$ 4,292	\$ 4,507	\$ 4,732	\$ 4,969	\$ 5,217
51		\$ 4,397	\$ 4,617	\$ 4,848	\$ 5,090	\$ 5,345
52		\$ 4,507	\$ 4,733	\$ 4,969	\$ 5,218	\$ 5,479
53		\$ 4,617	\$ 4,847	\$ 5,090	\$ 5,344	\$ 5,611
54	ECONOMIC DEVELOPMENT COORD. PLANNER ASSISTANT ENGINEER	\$ 4,732	\$ 4,969	\$ 5,217	\$ 5,478	\$ 5,752