

CITY OF SANGER

AND

SANGER GENERAL EMPLOYEES ORGANIZATION

07/01/2014 THROUGH 06/30/2017

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**Memorandum of Understanding
between the
City of Sanger
and the
Sanger General Employees Organization**

This Memorandum of Understanding (MOU) is made and entered into by and between the City of Sanger, a municipal corporation of the State of California, hereinafter referred to as “City,” and the Sanger General Employees Organization, hereinafter referred to as “General Employees” or “Employees” pursuant to California Government Code Sections 3500 et. seq. and the Sanger Employer-Employee Relations Ordinance, Sanger City Code, Section 46-1 et. seq.

The parties agree as follows:

1. RECOGNITION.

A. City hereby accepts General Employees as the exclusively recognized employee organization for all full-time employees of the City of Sanger not included in any other Unit, hereinafter referred to as “Employee Unit.” Employee Unit includes the following positions:

Account Clerk I, Administrative Clerk, Recreation Specialist I, Senior Coordinator, Account Clerk II, Administrative Assistant, Human Resources Technician, Senior Administrative Assistant, Recreation Specialist II, Systems Analyst, Laboratory Supervisor, Building Inspector, Code Enforcement Specialist, Construction Inspector, Economic Development Coordinator, Planner, Assistant Engineer.

B. City agrees to meet, confer, consult and otherwise deal exclusively with General Employees on all matters within the scope of representation, as provided in City’s Employer-Employee Relations Ordinance.

C. All Employees in the Unit are deemed to be in the “competitive service,” and no Employees in the Unit are “at will” employees of the City.

2. CITY RIGHTS. The rights of City include, but are not limited to, the right to determine the mission of its constituent departments, commissions and boards; to set standards of service; to determine employment standards; to direct its employees; to take appropriate disciplinary action against employees in conformity with law; to relieve employees from duty because of lack of work or for other non-disciplinary reasons; to maintain the efficiency of its governmental operations; to transfer employees to equivalent positions in different departments; to organize and reorganize its departmental structures and the duties of each department; to determine the methods, means and personnel by which city operations are to be conducted; to establish an employee classification plan; to take all necessary actions during emergencies to carry out its mission; and to exercise complete control and discretion over its organization and the technology of performing its work.
3. EMPLOYEE RIGHTS. Employees have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations, including but not limited to wages, hours, and other terms and conditions of employment. Employees also have the right to represent themselves individually in their employment relations with City, provided that in the event City enters into an MOU with an exclusively recognized employee organization, Employees are deemed to have delegated to their exclusively recognized employee organization their right to represent themselves individually in their

employee relations with the City, and City is not obligated to meet and confer or otherwise deal with any individual employee within General Employees with respect to matters within the scope of this MOU. No Employee shall be interfered with, intimidated, restrained, coerced or discriminated against by City or by General Employees because of his/her exercise of any of these rights.

4. SOLE AGREEMENT.

A. The terms and conditions of this Memorandum of Understanding (MOU) constitute the primary wages, hours, and working conditions applicable to the Employee Unit. To the extent that any other agreement or City policy, rule, resolution or ordinance is in direct conflict with this MOU, this MOU shall prevail. Nothing in this MOU, however, shall be construed to abrogate, diminish or render ineffective any City employment policy, rule, resolution, ordinance, program or agreement not in direct conflict with this MOU.

B. If, during the term of this MOU, the parties hereto should mutually agree to modify, amend or alter the provisions to this MOU in any respect, such change(s) shall be effective only if and when reduced to writing and executed by the authorized representatives of City and General Employees. Any such changes validly made shall become part of this Memorandum of Understanding. Nothing herein shall be construed to prevent or preclude either party from initiating meet and confer or meet and consult on matters not included in this MOU.

5. PROVISIONS NOT SEVERABLE. In the event that any of the terms or conditions in this MOU should be declared by a court of competent jurisdiction to be

unenforceable or illegal, such determination shall not invalidate any of the remaining terms and conditions of this MOU provided, however, that if any provision of this MOU is declared unenforceable or illegal as the result of an action brought by General Employees against City, such determination shall also invalidate and render unenforceable all remaining terms and conditions of this MOU.

6. WAIVERS. Failure to insist on the timely performance of any term or condition of this MOU by either party shall not constitute a waiver or precedent to the future enforcement of such term or condition.
7. BULLETIN BOARDS. General Employees shall have access to bulletin boards located in all areas where members of the Employee Unit have work stations.
8. MEMBERSHIP MEETINGS. City agrees to allow eight (8) hours a year during regularly scheduled work days for Employee Unit membership meetings. The date and time for such meetings may be preempted by City depending upon work load demands, upon twenty-four (24) hours advance notice to General Employees. Meet and confer sessions shall not be considered membership meetings.
9. PAYROLL DEDUCTIONS FOR MEMBERSHIP FEES. City agrees to deduct an amount from the payroll of each Employee who requests in writing that City make such deduction for the purpose of General Employee's membership fees and transmit such amount to General Employees or deposit such amount into a bank account designated by General Employees.

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10. DEFINITIONS.

“Anniversary date” means each Employee’s date of hire except in the event an Employee is promoted or reclassified the date of promotion shall become the new anniversary date for purposes of performance evaluations and merit salary increases. Employees promoted, demoted, reclassified or transferred shall not have their years of service changed as a result of such actions.

“Hours Worked” for purposes of computing overtime eligibility for a particular pay period, annual leave, vacation leave, sick leave, compensatory time, administrative leave taken and holidays which fall during such period shall be considered as hours worked.

“Provisional Appointment” means an official appointment to a higher classification for a period not less than thirty (30) days.

“Workday” means eight (8) consecutive work hours, excluding meal time, within a twenty-four (24) hour period. Flex time schedules which provide for lesser or greater number of work hours in a 24 hour period may be agreed upon by the Employee and the Department Director. Whenever there is a change in the regular workweek, work hours or work schedule, the City will advise the effected Employee(s) of the reasons therefore. Nothing herein shall be construed as providing or implying additional compensation or benefits for work other than on a normal workweek, workday or work schedule.

“Workweek” means five (5) consecutive work days with two (2) days off.

11. UNIFORMS. City shall provide and maintain such uniforms and protective clothing, including safety boots, as it deems to be adequate for Employees who are required to

wear uniforms or protective clothing. City shall consult General Employees with respect to such determinations. Five (5) changes per week shall be provided for all uniformed members of the Employee Unit based on a five (5) day, eight (8) hours/day work week.

12. OVERTIME.

A. Eligibility. Members of the Employee Unit shall be entitled to overtime pay.

B. Amount. Employees shall be paid overtime in accordance with paragraphs C, D and E at the rate of time and one-half (1½) their regular base rates of pay, including any incentive or acting pay which is a part of their regular wage rate (i.e., educational compensation).

C. Hours. Overtime shall be recorded and paid on the basis of fifteen (15) minute increments, such that for each full or partial period over 7½ minutes in a 15 minute work period, the Employee shall be compensated for one-quarter (¼) hour of overtime.

D. Meeting Attendance. Attendance at City Council, Planning Commission, Economic Development Commission and Parks and Recreation Commission meeting shall not be eligible for overtime pay unless such attendance is required by the Department Director.

E. Clean-Up. Not more than fifteen (15) minutes paid time shall be allowed for clean-up following overtime work. Clean-up time is not automatic and must be based on necessity.

F. Call Back Pay. Employees shall be paid for a minimum of two (2) hours for each call-back. A “call-back” is time worked after a call to return to work, as distinguished from an early start or an extended day.

13. OUT OF CLASS PAY. Employees provisionally appointed to a higher position shall be paid five (5%) more than their regular base rate of pay, or the beginning step of the salary range of the position to which they are provisionally appointed, whichever is greater. Employees provisionally appointed to a higher class shall receive out of class pay beginning on the first day of the provisional appointment.

14. CERTIFICATION PAY. Employees may receive additional compensation for special educational or training certifications which are relevant to the Employee’s job classification, but which are not required for the job classification. Such compensation shall be awarded in increments of five percent (5%) of the Employee’s regular base rate of pay for each special certification accepted by the City, not to exceed a total of 10% of base pay. General employee positions that do not require an under graduate degree will be eligible for certification pay of 5% for a Baccalaureate Degree from a fully accredited college or university. Those positions that require a four (4) year degree are eligible for a 5% certification pay if employee possesses a Masters Degree. Approved certifications include: Planner: Certified Planner by the AICP; Building Inspector: Certified Building Official by the ICBO or the California CBO; Recreation Specialist I and II: CPRA Certified Manager.

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15. HEALTH CARE.

A. City shall provide a Health Care Plan for Employees and their dependents.

The Health Care Plan shall include medical and prescriptions, vision plan, dental plan and a life insurance policy of \$30,000 for each employee.

B. City shall pay the entire premium for the life insurance plan, vision plan and dental plan costs. Employees shall pay \$45.00 per month toward the premium for the medical and prescription plan for dependent coverage only. City shall pay the balance of the premium for the medical and prescription plan up to the City's cost of the PPO plan. For employees who choose another option at a greater cost than the PPO, the employee shall pay the difference between the plans.

The City agrees to reimburse employees a fixed amount, as shown below, if the employee's dependents opt-out of the City's HMO or PPO plan:

Employee & Spouse	\$197.24 per month
Employee & Child(ren)	\$149.17 per month
Employee & Family	\$338.12 per month

To receive the above reimbursement, the employee must show proof that the dependents are covered on a non-City plan. Employees will be required to show proof on an annual basis.

C. Employee retiring from City service in good standing under a PERS service retirement (non-disability) may elect to continue coverage under the City's Health Plan at the retiring employee's cost, including dependent coverage. Said coverage shall continue until such retired employee becomes eligible for MEDICARE benefits.

D. A representative of Sanger General Employees Association will be afforded the opportunity to participate on a Health Benefit Committee.

E. The City will perform an annual cost analysis of the CalPERS Health Program to determine if a cost saving is available for the City to facilitate the movement of the City's health care program. If the City determines that the cost savings justifies movement to the CalPERS Health Program, the City shall pay in accordance with paragraph 15 B.

16. VACATION AND SICK LEAVE

A. Upon ratification of this MOU, member's annual leave accrual will stop. Members will begin accruing vacation and sick leave in accordance with this MOU as further described below. Members shall use previously accrued annual leave in lieu of vacation leave or sick leave while members accumulate vacation and sick leave.

For those members which have existing annual leave in excess of 200 hours, members shall have the option to cash out existing annual leave balances upon request up to two (2) times per year with all annual leave balances being cashed out by June 30, 2016, or a one-time option to convert annual leave balances to vacation leave and/or sick leave.

B. Vacation Leave Accrual Computation. Employees shall accrue vacation leave credit at the rates set forth below for each pay period, up to a maximum of 240 hours per year. Employees shall be eligible to use vacation leave upon accrual, subject to prior approval by their supervisor.

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C. Vacation and Sick Leave Accrual.

Vacation Leave accrual rates based upon 26 pay periods per year:

<u>Years of Service</u>	<u>Vacation Leave Accrual Rate</u>	<u>Vacation Leave Accrual</u>
0 through 2 yrs:	2.4615 hrs/pp	63.999 hours/year
More than 2 yrs, up to 5 yrs:	4.3076 hrs/pp	111.976 hours/year
More than 5 yrs, up to 10 yrs:	6.1538 hrs/pp	159.9988 hours/year
More than 10 yrs, up to 15 yrs:	7.0769 hrs/pp	183.9994 hours/year
More than 15 yrs: up to 25 yrs:	8.000 hrs/pp	208.000 hours/year
More than 25 yrs:	8.6153 hrs/pp	223.9978 hours/year

Sick Leave shall accrue at 3.6924 hours per pay period.

D. Accrual for Prior City Service. Employees who reenter City service after layoff or military service shall be credited with service time accumulated prior to their separation for the limited purpose of determining their appropriate vacation and sick leave accrual rates.

E. Use of Vacation Leave. Vacation leave may be taken only upon prior approval of the Employee's supervisor. Vacation Leave shall be taken in units of not less than one (1) hour. Paid holidays that fall during an Employee's vacation leave will not be charged to the Employee as vacation leave.

F. Use of Sick Leave for Illness. Sick leave may be used for illness or injury as follows:

1. Bona fide illness or injury of the Employee.
2. Medical, dental, psychological or eye-care consultation.
3. At the supervisor's discretion, when the Employee appears for work in a sick or injured condition.

Written confirmation of the illness or injury from the employee's physician may be required if requested by management.

G. Donation of vacation Leave. Employees may donate vacation leave to other City employees who are ill or injured or otherwise unable to work and who have exhausted all accumulated leaves. Such donations will be strictly voluntary and will be on an equal dollar for dollar basis.

H. Payment Upon Separation. Employees who separate from City service shall receive a lump sum payment for accrued vacation leave at the Employee's rate of pay at the time of separation.

I. Payment Upon Separation: Lay-off Exception. Employees who are laid off or who enter non-temporary military service may defer vacation leave payoff in anticipation of re-employment with City. Such deferral shall not extend longer than two (2) years from the date of layoff or military separation. Payment shall be at the employee's rate of pay at the time of separation from City service.

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17. WORKERS' COMPENSATION LEAVE (SUPPLEMENTAL PAYMENTS). In the event that an Employee is injured while in the performance of his/her assigned duties, and, as a direct and proximate result of such duty related injury, is physically unable to perform his/her regular duties, the Employee will receive up to one year full pay with applicable annual salary adjustments and benefits, less any amounts received through Workers' Compensation, without use of accrued annual leave. Such Workers' Compensation leave shall expire when the Employee's condition is determined by the compensation carrier's physician to be permanent and stationary. After one (1) year on such Workers' Compensation Leave without a determination that the condition is permanent and stationary, and the Employee is still physically unable to return to work the Employee may use his/her accrued annual leave. City may temporarily assign the injured Employee to a different position or to a different classification which the Employee is capable of performing, in lieu of granting Workers' Compensation Leave.

Workers' Compensation Leave (Supplemental Payments) shall terminate in the event the City's compensation carrier denies or rejects the Employee's claim, pending final resolution of such claim. If the claim is ultimately upheld, the Employee shall be made whole for the period of time he/she did not receive Workers' Compensation Leave. Upon final resolution of such claim, the Employee's annual leave accounts shall be charged for Workers' Compensation Leave granted prior to denial or rejection of the claim by the City's compensation carrier up to a maximum of 168 hours of annual leave.

18. BEREAVEMENT LEAVE. Unit members shall be entitled to bereavement leave without loss of pay or charge against any other paid leave benefit to the extent necessary

for the employee to attend funeral services of an immediate family member, up to a maximum of forty (40) working hours for each nonconcurring death in the immediate family; provided that such leave with pay shall not be authorized for time expended in business or estate matters. Immediate family means spouse, father, mother, son, daughter, sister, brother, father-in-law, mother-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandparent, grandchild, aunt, uncle, niece, nephew, registered domestic partner, guardian, or ward.

19. COURT ORDERED APPEARANCES.

A. Matters Related to City Service. Employees called as a trial juror or subpoenaed to court on matters relating to City service shall be entitled to be absent during the period of such service or while present in court as a result of such call. Under such circumstances, the Employee shall demand and turn over to the City all payments received by him/her for such service, except travel pay. Such time off from City service shall not be deducted from the Employee's accrued annual leave. City shall allow unit members one (1) hour for clean-up time and travel to the court and one (1) hour for clean-up and travel back to work.

B. Matters Not Related to City Service. Employees who are subpoenaed to court for matters unrelated to City service shall be entitled to absent themselves from their duties for the times during which they are required to be in court. Such time off from City service shall be deducted from the Employee's accrued annual leave.

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20. PAID HOLIDAYS.

A. The dates and/or days listed below which fall within the normal work week of Monday through Friday shall be considered paid holidays and shall be observed:

1. January 1 (New Year's Day)
2. Third Monday in January (Martin Luther King Day)
3. Third Monday in February (President's Day)
4. March 31 (Cesar Chavez Day)
5. Last Monday in May (Memorial Day)
6. July 4 (Independence Day)
7. First Monday in September (Labor Day)
8. November 11 (Veteran's Day)
9. Fourth Thursday in November (Thanksgiving Day)
10. Day after Thanksgiving
11. December 25 (Christmas Day)
12. One floating holiday

and, any day proclaimed by the President, Governor or Mayor as a public holiday.

B. When a paid holiday falls on a Sunday, the following Monday shall be observed. When a paid holiday falls on a Saturday, the preceding Friday shall be observed.

C. If a paid holiday falls during a time that an Employee is absent from work on an approved annual leave, that holiday shall not be charged against the Employee's accrued leave.

D. Employees may be required to be on duty on holidays (or at other times) when the public health, safety or welfare, as determined by the City Manager require that the Employee be on duty. In such event, the Employee shall be compensated at a rate of time and one half (1½) of the Employee's regular rate of pay and the holiday shall also be accrued.

21. COMPENSATION PLANS.

A. The City is a member of the California Public Employees' Retirement System (CalPERS) and provides the 2.5% at 55 plan for miscellaneous employees.

Upon ratification of this MOU, miscellaneous employees who currently pay 2.8% of the 8% employee's share of CalPERS shall pay an additional 1.6% for a total of 4.4%. Effective July 1, 2015, miscellaneous employees shall pay an additional 1.8% of employee's share of CalPERS for a total of 6.2%. Effective July 1, 2016, miscellaneous employees shall pay an additional 1.8% of employee's share of CalPERS for a total of 8%. The employee's share shall be paid on a pretax basis.

Miscellaneous employees hired after January 1, 2013 who are New Members as defined by CalPERS shall be enrolled in the 2% @ 62 benefit formula. In accordance with PEPRA and CalPERS, the employee member contribution shall be 50% of the normal cost rate, currently at 6.25% of reportable compensation.

B. City shall provide a long term disability insurance plan that provides coverage 90 days after an Employee has been absent from work due to illness or injury.

C. Bilingual Pay. Employees who are regularly called upon to speak Spanish on the job shall be eligible to receive bilingual pay in the amount of 2.5% of their regular base pay. Bilingual pay shall be in addition to the maximum salary range applicable to the Employee's classification. Bilingual pay shall be available only for Employees who have passed an examination showing that they are fluent in speaking the foreign language. Bilingual pay shall continue only so long as the Employee remains in a position where he/she is regularly called upon to speak the foreign language as part of

his/her job. Employees who pass the examination shall receive bilingual pay as of the date they pass the examination. Employees currently receiving 5% bilingual pay shall continue to receive the same percentage.

D. The salary ranges and classifications of General Employees are as listed on Attachment "A."

E. Employees shall receive 5% step increases after their first six months, and annually on their anniversary dates until they reach the maximum amount authorized for the position, provided that the Employee received an overall performance evaluation of "satisfactory" or better on his/her most recent evaluation.

F. Merit Increase. Employees who have reached their top salary range shall be granted merit increases based on their annual (overall) performance evaluation as follows:

Unsatisfactory	0%
Needs Improvement	0%
Meets Expectations	0%
Exceeds Expectations	3%
Outstanding	5%

A merit increase may cause the Employee's pay rate to exceed the top step or maximum salary for the position, but only for the period that the evaluation remains in effect.

Thereafter, the employee's salary shall revert to the top step or maximum salary range of the position unless a new merit increase based on performance is granted for the next period. Performance reviews shall be completed within a 45 day window of the anniversary date. If not completed, the employee shall receive a rating equivalent of a meets expectations or equivalent to the last rating, which ever is higher, until the next

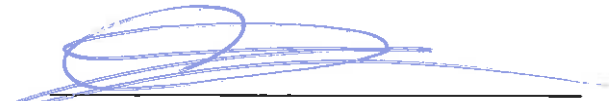
employee's next anniversary date. If an evaluation is conducted after the 45 day window and that rating is higher than the previous rating, the employee shall receive any merit increase retroactive to the employee anniversary date. If an evaluation is conducted after the 45 day window and the rating is lower than the previous rating, the employee, if indicated by the overall performance, shall receive a reduction in merit pay the following pay period.

G. EPMC. City shall report the value of the Employer Paid Members Contribution to CalPERS as Special Compensation effective the first full pay period following the approval of this agreement in accordance with Government Code Section 20636 (c) (4)..


22. TUITION REIMBURSEMENT PROGRAM. Employees shall be entitled to reimbursement of tuition in accordance with the City Employee Educational Reimbursement Policy.
23. BUMPING RIGHTS. An Employee affected by layoff shall have the right to displace ("bump") an Employee in any department within the Unit who has less seniority in the same class series, or in a lower classification in which the affected Employee once had permanent status. Seniority includes all periods of full time service at or above the classification level where layoff is to occur.
24. NO STRIKE CLAUSE. No member of Employee Unit shall engage in any strike, work stoppage, "blue-flu," work slow-down or similar job action during the term of this MOU or any extension thereof.

25. REOPENER. Sanger General Employees Association may elect to reopen negotiations relating to Employee compensation in the event City grants a COLA or other across-the-board increase in compensation during the term of this agreement.
26. TERM. This MOU shall be in effect beginning July 1, 2014 and ending June 30, 2017.

CITY OF SANGER:

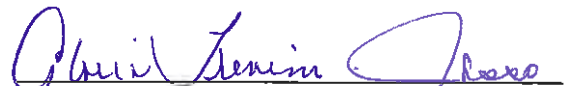


Charles Brian Haddix, City Manager




Scott Cross, City Attorney

GENERAL EMPLOYEES:



Gloria Trevino-Jasso, President



Grace Stroup, Vice President

CITY OF SANGER
SALARY RANGES FOR GENERAL EMPLOYEES
ATTACHMENT A

Position Code	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
1		\$ 1,200	\$ 1,260	\$ 1,323	\$ 1,389	\$ 1,458
2		\$ 1,230	\$ 1,292	\$ 1,356	\$ 1,424	\$ 1,494
3		\$ 1,260	\$ 1,323	\$ 1,389	\$ 1,458	\$ 1,531
4		\$ 1,292	\$ 1,356	\$ 1,424	\$ 1,494	\$ 1,569
5		\$ 1,323	\$ 1,389	\$ 1,458	\$ 1,531	\$ 1,608
6		\$ 1,356	\$ 1,424	\$ 1,494	\$ 1,569	\$ 1,648
7		\$ 1,389	\$ 1,458	\$ 1,531	\$ 1,608	\$ 1,688
8		\$ 1,424	\$ 1,494	\$ 1,569	\$ 1,648	\$ 1,730
9		\$ 1,458	\$ 1,531	\$ 1,608	\$ 1,688	\$ 1,772
10		\$ 1,494	\$ 1,569	\$ 1,648	\$ 1,730	\$ 1,816
11		\$ 1,531	\$ 1,608	\$ 1,688	\$ 1,772	\$ 1,861
12		\$ 1,569	\$ 1,648	\$ 1,730	\$ 1,816	\$ 1,908
13		\$ 1,608	\$ 1,688	\$ 1,772	\$ 1,861	\$ 1,954
14		\$ 1,648	\$ 1,730	\$ 1,816	\$ 1,908	\$ 2,003
15		\$ 1,688	\$ 1,772	\$ 1,861	\$ 1,954	\$ 2,052
16		\$ 1,730	\$ 1,816	\$ 1,908	\$ 2,003	\$ 2,103
17		\$ 1,772	\$ 1,861	\$ 1,954	\$ 2,052	\$ 2,155
18		\$ 1,816	\$ 1,908	\$ 2,003	\$ 2,103	\$ 2,209
19		\$ 1,861	\$ 1,954	\$ 2,052	\$ 2,155	\$ 2,263
20		\$ 1,908	\$ 2,003	\$ 2,103	\$ 2,209	\$ 2,320
21		\$ 1,954	\$ 2,052	\$ 2,155	\$ 2,263	\$ 2,376
22		\$ 2,003	\$ 2,103	\$ 2,209	\$ 2,320	\$ 2,435
23		\$ 2,052	\$ 2,155	\$ 2,263	\$ 2,376	\$ 2,495
24		\$ 2,103	\$ 2,209	\$ 2,320	\$ 2,435	\$ 2,557
25		\$ 2,155	\$ 2,263	\$ 2,376	\$ 2,495	\$ 2,620
26		\$ 2,209	\$ 2,320	\$ 2,435	\$ 2,557	\$ 2,686
27		\$ 2,263	\$ 2,376	\$ 2,495	\$ 2,620	\$ 2,751
28	ACCOUNT CLERK I ADMINISTRATIVE CLERK	\$ 2,320	\$ 2,435	\$ 2,557	\$ 2,686	\$ 2,820
29	RECREATION SPECIALIST I	\$ 2,376	\$ 2,495	\$ 2,620	\$ 2,751	\$ 2,889
30	SENIOR COORDINATOR	\$ 2,435	\$ 2,557	\$ 2,686	\$ 2,820	\$ 2,961
31		\$ 2,495	\$ 2,620	\$ 2,751	\$ 2,889	\$ 3,033
32		\$ 2,557	\$ 2,686	\$ 2,820	\$ 2,961	\$ 3,109
33		\$ 2,620	\$ 2,751	\$ 2,889	\$ 3,033	\$ 3,185
34		\$ 2,686	\$ 2,820	\$ 2,961	\$ 3,109	\$ 3,265
35	ACCOUNT CLERK II	\$ 2,751	\$ 2,889	\$ 3,033	\$ 3,185	\$ 3,344
36		\$ 2,820	\$ 2,961	\$ 3,109	\$ 3,265	\$ 3,428
37	ADMINISTRATIVE ASSISTANT HUMAN RESOURCES TECHNICIAN	\$ 2,889	\$ 3,033	\$ 3,185	\$ 3,344	\$ 3,511
38		\$ 2,961	\$ 3,109	\$ 3,265	\$ 3,428	\$ 3,599
39		\$ 3,033	\$ 3,185	\$ 3,344	\$ 3,511	\$ 3,687
40		\$ 3,109	\$ 3,265	\$ 3,428	\$ 3,599	\$ 3,779
41		\$ 3,185	\$ 3,344	\$ 3,511	\$ 3,687	\$ 3,871

42		\$ 3,265	\$ 3,428	\$ 3,599	\$ 3,779	\$ 3,968
43		\$ 3,344	\$ 3,511	\$ 3,687	\$ 3,871	\$ 4,065
44	SR. ADMINISTRATIVE ASSISTANT	\$ 3,428	\$ 3,599	\$ 3,779	\$ 3,968	\$ 4,167
45	RECREATION SPECIALIST II SYSTEMS ANALYST	\$ 3,511	\$ 3,687	\$ 3,871	\$ 4,065	\$ 4,268
46	LABORATORY SUPERVISOR	\$ 3,599	\$ 3,779	\$ 3,968	\$ 4,167	\$ 4,375
47	BUILDING INSPECTOR CODE ENFORCEMENT SPECIALIST CONSTRUCTION INSPECTOR	\$ 3,687	\$ 3,871	\$ 4,065	\$ 4,268	\$ 4,481
48		\$ 3,779	\$ 3,968	\$ 4,167	\$ 4,375	\$ 4,593
49		\$ 3,871	\$ 4,065	\$ 4,268	\$ 4,481	\$ 4,705
50		\$ 3,968	\$ 4,167	\$ 4,375	\$ 4,593	\$ 4,823
51		\$ 4,065	\$ 4,268	\$ 4,481	\$ 4,705	\$ 4,940
52		\$ 4,167	\$ 4,375	\$ 4,593	\$ 4,823	\$ 5,064
53		\$ 4,268	\$ 4,481	\$ 4,705	\$ 4,940	\$ 5,187
54	ECONOMIC DEVELOPMENT COORD. PLANNER ASSISTANT ENGINEER	\$ 4,375	\$ 4,593	\$ 4,823	\$ 5,064	\$ 5,317
55		\$ 4,481	\$ 4,705	\$ 4,940	\$ 5,187	\$ 5,446
56		\$ 4,593	\$ 4,823	\$ 5,064	\$ 5,317	\$ 5,582
57		\$ 4,705	\$ 4,940	\$ 5,187	\$ 5,446	\$ 5,718
58		\$ 4,823	\$ 5,064	\$ 5,317	\$ 5,582	\$ 5,861
59		\$ 4,940	\$ 5,187	\$ 5,446	\$ 5,718	\$ 6,004
60		\$ 5,064	\$ 5,317	\$ 5,582	\$ 5,861	\$ 6,154
61		\$ 5,187	\$ 5,446	\$ 5,718	\$ 6,004	\$ 6,304
62		\$ 5,317	\$ 5,582	\$ 5,861	\$ 6,154	\$ 6,462
63		\$ 5,446	\$ 5,718	\$ 6,004	\$ 6,304	\$ 6,619
64		\$ 5,582	\$ 5,861	\$ 6,154	\$ 6,462	\$ 6,784
65		\$ 5,718	\$ 6,004	\$ 6,304	\$ 6,619	\$ 6,950
66		\$ 5,861	\$ 6,154	\$ 6,462	\$ 6,784	\$ 7,124
67		\$ 6,004	\$ 6,304	\$ 6,619	\$ 6,950	\$ 7,298
68		\$ 6,154	\$ 6,462	\$ 6,784	\$ 7,124	\$ 7,480
70		\$ 6,462	\$ 6,784	\$ 7,124	\$ 7,480	\$ 7,855
71		\$ 6,619	\$ 6,950	\$ 7,298	\$ 7,663	\$ 8,046
72		\$ 6,784	\$ 7,124	\$ 7,480	\$ 7,855	\$ 8,247
73		\$ 6,950	\$ 7,298	\$ 7,663	\$ 8,046	\$ 8,448
74		\$ 7,124	\$ 7,480	\$ 7,855	\$ 8,247	\$ 8,659
75		\$ 7,298	\$ 7,663	\$ 8,046	\$ 8,448	\$ 8,870
76		\$ 7,480	\$ 7,855	\$ 8,247	\$ 8,659	\$ 9,092