CITY OF ANGELS
CITY COUNCIL
RESOLUTION No. 22-58

A RESOLUTION OF THE CITY OF ANGELS CITY COUNCIL APPROVING ONE (1) ACCOUNTING TECHNICIAN POSITION, THE CREATION OF A NEW ACCOUNTANT I/II POSITION AND SALARY SCHEDULE, AND APPROVAL OF RECLASSIFICATION OF ANDREA MATA FROM AN ACCOUNTING TECHNICIAN TO AN ACCOUNTANT I

WHEREAS, the City of Angels Employee's Association members have met and conferred; and

WHEREAS, the Association has approved the reclassification of Andrea Mata; and

WHEREAS, the Association has approved the Accountant I/II Job Description; and

WHEREAS, the Association has approved the salary schedule; and

NOW, THEREFORE, BE IT RESOLVED, that the City of Angels City Council does hereby approve these changes, which are attached hereto and made a part hereof.

PASSED AND ADOPTED this 6th day of September 2022, by the following vote:

AYES: Broglio, Herndon, Moncada, Schirato, Tisdale
NOES: None
ABSTAIN: None
ABSENT: None

Alvin Broglio, Mayor

Rose Beristianos,
City Clerk

CITY OF ANGELS
CITY COUNCIL
RESOLUTION No. 22-60

A RESOLUTION OF THE CITY OF ANGELS CITY COUNCIL APPROVING THE ELIMINATION OF THE EQUIPMENT OPERATOR SERIES, ADDING THE DISTRIBUTION AND COLLECTIONS OFFICER IN TRAINING POSITION, AND A NEW SALARY SCHEDULE TO THE DISTRIBUTION AND COLLECTIONS OFFICER SERIES

WHEREAS, the City of Angels Employee's Association members have met and conferred; and

WHEREAS, the Association has approved the elimination of the Equipment Operator Series; and

WHEREAS, the Association has approved the addition of the Distribution and Collections Officer In Training classification; and

WHEREAS, the Association has approved the salary schedule to be equal to Garde 11 for the DC OIT; and

WHEREAS, the Association has approved the Reclassification of all current Equipment Operators to a Distribution and Collections Officer In Training or Distribution and Collections Officer I; and

NOW, THEREFORE, BE IT RESOLVED, that the City of Angels City Council does hereby approve these changes, which are attached hereto and made a part hereof.

PASSED AND ADOPTED this 6th day of September 2022, by the following vote:

AYES: Broglio, Herndon, Moncada, Schirato, Tiscornia
NOES: None
ABSTAIN: None
ABSENT: None

Alvin Broglio, Mayor

Rose Beristianos,
City Clerk

COPY

MEMORANDUM OF UNDERSTANDING
Between
CITY OF ANGELS
and the
CITY of ANGELS EMPLOYEE'S ASSOCIATION
Approved by City Council

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MEMORANDUM OF UNDERSTANDING
Between
CITY OF ANGELS
and the
CITY of ANGELS EMPLOYEE'S ASSOCIATION
Approved by City Council

1. PARTICIPANTS

1.1 This agreement is entered into between the City of Angels and the City of Angels Employee's Association, having met and conferred in good faith pursuant to Government Code Section 3500 et seq. Designated representatives have freely exchanged information, opinions and proposals and have endeavored to reach agreement on matters relating to wages hours and other terms and conditions of employment.

2. TERM

2.1 This agreement is for a three-year period. The effective date shall be the first day of the first payroll period following ratification and approval of this Agreement. Nothing herein shall prohibit the parties from changing the terms, or any part of the terms, of this MOU, by mutual agreement.

2.2 Should a successor agreement not be reached by the effective end date of this MOU; this MOU shall be automatically extended and continue in effect until a new MOU can be negotiated and executed.

3. DEFINITION OF CITY

3.1 The City Council or the person or persons duly authorized by the City Council as the representative of the City of Angels, shall hereinafter be referred to as "City".

4. EMPLOYEE AND ASSOCIATION RIGHTS

4.1 Association Membership: All employees not formally recognized as part of another association (e.g., management (exempt), safety, etc.) may voluntarily participate in the employee association.

4.2 Use of City Facilities: The Association shall be allowed by the City to use bulletin boards for communications having to do with official Association business, such as times and places of meeting, etc. Solicitation for membership or other internal Association business shall be conducted during the non-duty hours of all employees concerned. Pre-arrangement for contact must be made with the individual department heads if conducted during the duty period of the employees, and sufficient reason given why this cannot be done during off duty hours.

4.3 Attendance at Meetings: For meetings between the City and the Association, employee representatives of the Association shall be given reasonable time off with pay to attend meetings with City representatives. The use of official time for this purpose shall be reasonable and shall not interfere with the performance of City services as determined by the City. Except by mutual agreement, the number of employees excused for such purpose shall not exceed two per recognized bargaining unit. Such employee/Association representatives shall submit a request for excused absence to their respective department heads, in a manner satisfactory to the department head, at least two working days prior to the scheduled meeting, whenever possible.

4.4 Seniority

4.4.1 Seniority among represented employees shall be measured from such employee's initial appointment to City service, in each job classification, but shall not include any period during which such employee was on leave without pay.

4.4.2 Any employee who is re-employed after being terminated voluntarily or discharged by the City, shall lose his/her seniority and his/her seniority shall then be measured from the date of his/her most recent appointment.

4.5 Payment of Association Dues

4.5.1 Payment of dues shall be by payroll deduction. Upon receipt of written certification by the Association that an employee has signed a deduction authorization, the City will deduct the appropriate dues or fees from the employee's pay, as established and will remit such dues or fees to the Association. Payroll deductions for new members authorizing dues deduction will become effective the first of the pay period following City's receipt of the written certification of authorization, provided that the written authorization is provided to the City before 5:00 p.m. the Friday before the end of the pay period. Should a dispute arise about the existence or terms of any employee's authorization to deduct dues or fees, the Association will provide a copy of the individual authorization at issue to the City.

4.5.2 If an employee requests to cancel or change the deduction, the request must be directed to the Association and not to the City. Deductions will continue unless the Association provides the City written notice of the revocation or modification. Payroll deductions will cease or be modified the first pay period following receipt of written certification from the Association that the employee has revoked or modified the deduction authorization for dues or fees as long as the written authorization is provided before 5:00 p.m. the Friday before the

end of the pay period. Neither the City nor the Association will discriminate against any unit member because of the exercise of their statutory rights.

4.5.3 In accordance with Government Code section 1157.12, the Association agrees to hold the City harmless from all claims, demands, suits, losses, or other forms of liability that may arise against the City for or on account of any deduction made from the wages of such employees pursuant to this section.

4.6 Association shall be allowed to participate in initial orientation for new employees under the conditions established in this section.

4.6.1 The City shall provide the Association with ten (10) days advance notice prior to any new employee orientation when practicable. The Association and employer jointly recognize that the City is a small employer, therefore, employee orientation frequently occurs with much less time than ten days between acceptance of an employment offer and new employee orientation. While the City will provide the advance notice required by this section, it is not required to do so if the notice period would delay orientation for a new employee.

4.6.2 The Association may elect to participate in new employee orientation and shall be allotted reasonable time, not to exceed twenty (20) minutes to present information about the Association and Association membership.

4.6.3 Association presentations or other participation in orientation shall be by a member of the Association's Board of Directors. If the Association sends a bargaining unit employee to the orientation rather than its own paid staff, this shall not be considered "representation", but rather an Association marketing function. However, the employee shall be granted paid release time to attend the orientation up to the 20-minute limitation provided in Section 4.6.2.

4.6.4 Association participation in orientation relieves the City from providing any information regarding the Association to the new employee as the Association would fulfill that function exclusively during orientation.

4.6.5 If the Association is unable, or elects not, to participate in orientation, the City will provide new employees with a packet of information from the Association to new employees, including an Association application and documents relating to membership. All packet materials shall be provided by the Association.

4.7 The City shall provide information to the Association as defined in this section as required by law.

4.7.1 The City shall, no more than 30 days following a new hire, provide the Association with the following information regarding the new employee: name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses on file with the employer, and home address.

4.7.2 The City shall provide a list of the above information about all bargaining unit employees every 120 days.

4.7.3 The City shall not be required to furnish any of the above information for any employee who makes a written request identifying specific items of information that the employee is electing not to share.

4.7.4 Provision of any information pursuant to this section shall not cause the information to become a public record.

4.7.5 Any information provided under this section shall be safeguarded by the Association and shall be used exclusively by the Association or their designated representative. No personal information regarding employees shall be shared by the Association or their designated representative with any third-party vendors or affiliated organizations.

5. NO DISCRIMINATION

5.1 The City and Association agree that there shall be no unlawful discrimination against, and/or harassment of, employees and job applicants with respect to any terms or conditions of employment on the basis of actual or perceived: race, color, national origin, ancestry, sex (including pregnancy, childbirth, related medical conditions, and breastfeeding), gender, gender identity, gender expression, sexual orientation, age, religion (including religious dress and grooming practices), physical or mental disability, medical condition, pregnancy, marital status, citizenship status, military or veteran status, genetic information or characteristics, or any other basis protected by applicable federal, state, or local law. The term "employee" shall mean all workers covered by this Agreement.

6. SALARIES

6.1 Salaries: Salary ranges for each bargaining unit classification during the term of this MOU are set forth in the Miscellaneous Salary Schedule attached to and incorporated into this MOU.

6.1.1 These rates shall represent the total compensation due employees except for overtime compensation and other benefits specifically provided for by the City in this agreement. The rates of pay set forth do not include reimbursement for actual and necessary expenses authorized and incurred incident to City employment.

6.2 Beginning Salaries

6.2.1 Except as otherwise herein provided, the entrance salary for a new employee shall be the minimum salary for the class to which he/she is appointed. Experience and training may be reflected in the salary schedule. In any event, such salary may not be more than the maximum salary for the class to which the employee is appointed,

6.2.2 After the completion of twelve (12) months of full-time satisfactory service, and upon recommendation of the supervisor, the probationary employee shall have completed his/her probation period and be advanced to the next step in the salary range for his/her classification.

6.3 Salary Step Increases

6.3.1 Each employee shall be considered for salary step increases annually according to that employee's anniversary date, or his/her revised salary anniversary date until the top step has been reached. Salary increases, if awarded, will be paid the next complete pay cycle following the anniversary date.

6.3.2 After the completion of twelve (12) months of full-time satisfactory service in the current step of the salary range, the employee shall be advanced to the next step, upon the recommendation of the supervisor. If, in the opinion of the supervisor, the employee does not warrant a step increase, the supervisor shall advise the City in writing one month prior to the effective date of the step advance that the employee has not achieved the level of performance required. The supervisor shall be specific as to why a salary increase should be withheld and a copy of this notice (appraisal) given to the employee.

6.3.3 Changes in the employee's salary because of promotion, demotion or postponement of salary step increases due to marginal performance will set a revised salary anniversary date for that employee.

6.3.4 Salary range adjustments for a classification will not set a revised salary anniversary date.

6.4 Salary on Promotion: Upon the promotion of any employee, the employee shall be placed at the start of the new range that provides a minimum five percent (5%) increase over the salary formerly received unless the top step of the new range is less than 5% in which case they shall be placed at the top step of the new range.

6.5 Biweekly Pay Periods: All City employees will be paid on a biweekly basis. This will be a total of 26 paychecks per year which will be issued every other Friday.

6.6 Severance Pay: Final payroll checks issued as a result of resignation or layoff from City employment will be paid no later than the next regularly scheduled payday. If terminated for cause, accrued wages shall be paid as required by law.

6.7 Conversion of Salaries: Any monthly, daily or hourly rate of pay may be converted into any equivalent rate of pay or to such other time basis when, in the judgment of the City, such conversion is advisable. In determining equivalent amounts of different time bases, the City shall provide tables or regulations to the person involved for the calculation of payment for service of less than full time, and for use in converting monthly salaries to hourly rates, as well as for calculating hourly rates.

6.8 Compensation Study: During the term of this agreement, the City agrees to conduct a comprehensive compensation study of all represented classifications prior to expiration of the term of this MOU. A final copy of the study shall be provided to CAEA in sufficient time to allow preparation for 2024 negotiations.

7. PROBATIONARY PERIODS

7.1 Newly hired employees shall serve a probationary period of twelve (12) months, unless otherwise extended by the supervisor in writing, for specified reasons, and approved by the City Administrator.

7.2 While on initial probation, the status of the employee is "At Will" defined as working at the pleasure of the department head. As such, the employee, during his/her probationary period, is subject to termination without cause.

8. PERFORMANCE EVALUATIONS

8.1 Documentary records and/or appraisal reports must be maintained and discussed with the employee at least once every year, and more often if considered desirable by the City.

9. OVERTIME / ON-CALL / CALL-OUT

9.1 Definition of Overtime

9.1.1 Overtime is all time worked over 40 hours per week and outside of normal scheduled hours and/or time worked on holidays.

9.1.2 In calculating overtime, hours worked includes vacation, sick and comp time used.

9.2 Authorization for Overtime

9.2.1 All compensable overtime must be authorized by the supervisor or his/her designated representative. If prior authorization is not possible

because of emergency conditions, a confirming authorization must be made on the next regular working day following the date on which the overtime was worked. Overtime shall be computed to the nearest one quarter hour.

9.3 Compensation for Overtime

9.3.1 Overtime shall be paid or compensatory time off accrued at a rate equivalent to one and one half (1 1/2) times the regular rate.

9.3.2 Employees may accumulate up to a maximum of eighty (80) hours of CTO. Any additional overtime will be paid at the overtime rate.

9.3.3 Double time will be paid after working more than 4 hours in conjunction with a regular shift. Double time will be paid after working more than 8 hours on a call out.

9.4 On-Call Pay: Employees assigned on-call duty shall maintain sobriety and remain available to respond to the City within a reasonable time. On call treatment plant operators shall be available to respond within one (1) hour and distribution and collection workers shall remain available to respond within thirty (30) minutes. On call pay of $2.31 per hour shall be provided for on-call employees for hours when an on-call employee is not physically at work.

9.5 On-Call Eligibility: Employees in the classification of Plant Operator II are eligible for on-call if they possess a State Certificate at a level that authorizes them to perform the required duties. On-call, call-out and overtime pay shall be based on the employee's regular rate of pay.

9.6 Call Out Pay

9.6.1 Call out time is compensated at a four-hour minimum. Compensation for additional call outs within the same initial four hour call out period shall not be authorized.

9.6.2 If actual time worked exceeds 2.75 (two and three quarter) hours worked, overtime shall be paid instead of the four-hour minimum.

9.6.3 If a call out occurs within two hours of the normal start time there shall be no four-hour compensation, however, time and a half shall be paid for additional time worked exceeding the normal work day.

9.6.4 At the election of the employee, the employee may accrue compensation time off in lieu of being paid for any individual call out incident. Such accrued compensatory time shall be subject to the same 80-hour maximum accrual limit as established in Section 9.3.2.

9.7 Weekend Shift Differential: Any employee whose regularly scheduled workweek includes working a Saturday or Sunday will receive an additional five percent (5%) per hour for those hours worked on each weekend day.

10. HOLIDAYS

10.1 Annual Holidays

10.1.1 All regular full-time employees shall be entitled to fourteen (14) annual holidays off, with full pay. Holidays are eight (8) hours. Authorized holidays are as follows:

1. New Year's Day	January 1
2. Martin Luther King	3rd Monday in Jan.
3. Washington's Birthday	3rd Monday in Feb.
4. Memorial Day	Last Mon. in May
5. Independence Day	July 4
6. Labor Day	1st Mon. in Sep.
7. Columbus Day	2nd Mon. in Oct.
8. Veterans Day	November 11
9. Thanksgiving Day	November, as designated
10. Day after Thanksgiving	November, as designated
11. Christmas Eve	December 24
12. Christmas Day	December 25
13. Floating Day **	**In lieu of Election Day
14. Juneteenth	June 19

10.1.2 Any additional holidays recognized by the Federal Government shall be an additional holiday and not substituted for any existing holiday.

10.1.3 When a holiday falls on a Saturday, the preceding Friday shall be recognized as a holiday. When a holiday falls on a Sunday, it shall be recognized the following Monday.

10.1.4 When a holiday falls on an employee's regular work day and an employee is unable to take the day off due to necessary coverage in that work slot, in addition to their holiday pay, the employee shall be compensated for actual hours worked by either CTO at 1½ times their regular rate or be paid for hours worked at 1½ times their regular rate.

10.1.5 Full time employees working on an irregular shift schedule shall be paid 8 hours of additional time, at the regularly hourly rate, or accrued as comp time, if the holiday falls on one of their regular days off.

10.1.6 If a holiday falls within an employee's vacation leave, that day shall be deemed a holiday and not a vacation day.

10.1.7 If an employee is compensated by CTO for working on a holiday, the maximum CTO limit will apply.

11. VACATION ALLOWANCE

11.1 Vacation

11.1.1 All permanent full-time employees shall be entitled to annual vacation leave, with pay, according to the number of continuous full calendar years of employment, based on the following scale:

Years Completed	Total Hours per Year Accrual Rate	Per Bi-Weekly Pay Period
0-5	80	3.077
6-10	120	4.615
11	128	4.923
12	136	5.231
13	144	5.538
14	152	5.846
15 or more	160	6.154

11.1.2 Vacation time accrues from the first day of employment but generally should not be taken until after passage of 6 months. In lieu pay cannot be substituted for taking vacation time.

11.1.3 Employees should request to schedule vacation days as far in advance as possible. Vacations will be scheduled so as to provide adequate coverage of jobs and staff requirements. Vacation does not accrue during unpaid leaves of absence or other periods of inactive service.

11.1.4 Vacation accrues to and will be capped at a maximum of 1.5% of the employee's annual accrual. Once that maximum amount is reached, no further vacation will accrue until some vacation time is used to reduce the employee's balance below the maximum annual accrual. For employees hired prior to January 1, 2000, the City will pay out accrued vacation in excess of the cap over the term of this Agreement. The timing and amount of such payments will be in accord with the City's business needs, as determined by the City Administrator. If the employee's accrual is not reduced below the applicable cap within the applicable time period, the employee will cease to accrue additional vacation until such time as their accrued vacation time falls below the maximum cap.

11.1.5 In Lieu Pay. In the event an employee has made at least three written requests for vacation during a fiscal year (July 1 to June 30) and has been turned down due to specific needs of the City, the employee may request and receive pay in lieu of vacation time requested, which will be deducted from the employee's vacation bank. Employees must

present documentation of the denied requests to the Administrative Services Officer in order to receive in lieu pay under this section.

11.1.6 The City may, in its discretion, schedule vacation time for employees in accord with its business needs, or to buy back unused accrued vacation time in December at the end of each calendar year during the period this MOU is in effect. Additionally, employees may request to cash out up to forty (40) hours of accrued vacation time each calendar year. Such requests will be granted provided, in the City Administrator's sole discretion, City's business needs and financial abilities allow. It is the intent of the City that employees use allotted vacation time for its intended purpose.

12. SICK LEAVE

12.1 Sick Leave Defined

Eligibility- Employees with accumulated sick leave may be granted sick leave for the following:

a. Preventative care, illness or physical incapacity of the employee.

b. Enforcement of quarantine of the employee in accordance with community health regulations.

c. Illness or injury in the immediate family will be granted in accordance with the Family Medical Leave Act.

d. Medical, vision and dental office appointments which cannot be scheduled at other than work hours.

e. For diagnosis, care or treatment of a medical condition or preventative treatment for an employee's family member in accordance with California Paid Sick Leave laws.

f. To obtain relief or services related to bring a victim of domestic violence, sexual assault or stalking in accordance with California Paid Sick Leave laws.

12.2 Sick Leave Accrual and Use

12.2.1 All regular full-time employees shall be granted eight (8) hours of accrued sick leave for each full month of service accrued at the rate of 3.692 hours per bi-weekly pay period, which results in accrual of 96 hours per year of sick leave. Employees are not eligible to draw on sick leave pay until they have completed ninety (90) days of service with the City.

12.2.2 Accrual of sick leave begins on the first day of the first full month of employment.

12.2.3 Employees may be required to file a physician's certificate with the City Administrator stating the employee is able to resume work.

12.2.4 Unused sick leave shall be accumulated from year to year. Upon retirement, unused sick leave may be credited as service time as provided in the City's contract with PERS.

12.2.5 Employees hired on or after July 1, 2011 shall accrue a maximum of 720 hours of sick leave at any given time.

12.3 Non-FMLA Family Care Sick Leave

12.3.1 Employees may use ½ of their yearly sick leave allotment to care for members of the employee's immediate family in accordance with California Kin Care laws.

13. LEAVES OF ABSENCE

13.1 Leaves of absence will be administered in accordance with state and federal and City policies as set forth in the Personnel Rules, as amended from time to time.

13.2 Bereavement Leave: Bereavement leave may be used by employees when they are required to be absent from work because of a death in their immediate family, not to exceed three (3) days in state, or five (5) days if out of state, per incident. This will not be charged to sick leave. Immediate family shall include father, mother, loci parentis, brother, sister, spouse or child of the employee. Additional consideration may be given in special cases as determined by the City Administrator.

13.3 Family Medical Leave: The City complies with California and Federal law governing family and medical leaves. The provisions of this section shall be applied in conformity with the California Family Rights Act and the Federal Family Medical Leave Act. Employees are required to use accrued paid vacation leave and paid sick leave for the FMLA Leave period.

13.4 Leave of Absence Without Pay: A regular employee may request a leave of absence "without pay" up to a maximum of one year for a prolonged illness or to attend school or college or to enter training to improve the quality of his/her service.

13.5 Jury Duty: When summoned for jury duty an employee shall be paid his/her regular salary and jury fees that he may receive from the Court shall be remitted to the City, except pay for travel and meals.

13.6 Military Leave: Military leave will be granted in accordance with State and Federal law.

13.7 Reporting of Absence: An employee who is absent from duty for any reason shall report the reason thereof to his/her supervisor or the City Administrator immediately on the day of absence, unless prevented from doing so, or as required by law.

13.8 Unauthorized Absence

13.8.1 All unauthorized and unreported absences shall be considered as absence without leave and a deduction of pay shall be made for each period of such absence.

13.8.2 Voluntary absence without leave for three (3) consecutive days shall be considered as an automatic resignation from City service.

14. BENEFITS AND INSURANCE PLANS

14.1 Medical Insurance

14.1.1 Medical care and prescription drug benefits shall be provided to City employees pursuant to the California Public Employees Retirement System (PERS) Public Employee Medical and Hospital Care Act (PEMHCA).

14.1.2 For all active and retired employees enrolled in a CalPERS PEMHCA Medical Plan the City shall contribute the required Minimum Employer Contribution (MEC) plus any adjustment by the PERS Board to reflect any change in the medical care component of the Consumer Price Index, rounded to the nearest dollar.

Each year the PERS PEMHCA MEC amount shall be adjusted by the PERS Board to reflect any change in the medical care component of the Consumer Price Index, rounded to the nearest dollar. The City will pay the required adjusted amount.

14.1.3 City Contribution for Employees Hired on or Before September 1, 2017:

14.1.3.1 The City shall, for active employees, contribute the following monthly amounts based upon the actual election of medical plan and level of coverage by the employee.

14.1.3.2 Employee only: The total monthly premium for the lowest premium available PERS plan.

14.1.3.3 Employee plus one: The total monthly premium for the lowest premium available PERS plan for Employee only, plus 75% of the additional monthly premium for one dependent.

14.1.3.4 Family: The total monthly premium for the lowest premium available PERS plan for Employee only, plus 75% of the additional monthly premium for a family.

14.1.4 City Contribution for Employees Hired After September 1, 2017:

14.1.4.1 The City shall, for active employees, contribute the following monthly amounts based upon the actual election of medical plan and level of coverage by the employee.

14.1.4.2 Employee only: The total monthly premium for the lowest premium available PERS plan.

14.1.4.3 Employee plus one: The total monthly premium for the lowest premium available PERS plan for Employee only, plus 50% of the additional monthly premium for one dependent.

14.1.4.4 Family: The total monthly premium for the lowest premium available PERS plan for Employee only, plus 50% of the additional monthly premium for a family.

14.2 Employee Plan Option

14.3.1 An employee may choose a different eligible PERS health care plan, however, the employee will be responsible for any additional premium cost above the maximum paid by the City for the corresponding tier of the lowest premium available PERS plan.

14.4 Alternative Insurance

14.4.1 Employees with proof of alternate insurance may opt out of City health insurance coverage as set forth in this section and, in lieu, receive a cash payment of two hundred fifty dollars ($250) per month.

14.4.2 In no event will employees receive more than fifty percent (50%) of the employee only premium paid as salary if they waive all medical coverage.

14.5 Dental Insurance

14.5.1 Dental care benefits shall be provided to City employees.

14.5.2 The City shall contribute 100% of the employee only premium.

14.5.3 For employees opting for employee plus one or employee plus family, the City shall pay sixty percent (60%) of the difference between the employee only premium and the respective employee plus one or employee plus family.

14.6 Vision Insurance

14.6.1 Vision care benefits shall be provided to City employees.

14.6.2 The City shall contribute 100% of the employee only premium.

14.6.3 For employees opting for employee plus one or employee plus family, the City shall pay sixty percent (60%) of the difference between the employee only premium and the respective employee plus one or employee plus family.

14.7 Life Insurance and Long-Term Disability

14.7.1 The City shall contribute the full cost towards a City sponsored long-term disability and group term life insurance program administered through Assurant.

14.7.2 Employees are responsible for the payment of any costs in excess of the maximum City contribution.

14.7.3 The City will provide Long-Term Disability insurance coverage equal to sixty-six and two-thirds percent (66.6%) salary per month subject to the maximum monthly benefit as described by the plan with a maximum ninety (90) calendar days wait period.

14.7.4 Group term life insurance coverage shall be $15,000 for natural death and $30,000 accidental death for employee only.

14.8 Retiree Health Insurance

14.8.1 Eligibility: Employees shall be eligible for the Retiree Health Benefit based upon the following:

Hire Date	Required # Years Service Completed
Before July 1, 2009	5 Years
On or After July 1, 2009	10 Years

14.8.2 Employer Subsidy of Retiree Health Premiums: Employees who retire while meeting eligibility in Section 14.8.1 shall receive an employer subsidy of 50% of the CalPERS Select premium for employee only minus the PEMCHA MEC amount in Section 14.1.2, as adjusted annually, until they reach the age of eligibility for Medicare.

After attaining the age of Medicare eligibility, the retiree shall receive an employer subsidy of 50% of the CalPERS Medicare premium for employee only minus the PEMCHA MEC amount in Section 14.1.2, as adjusted annually.

A retiree's subsidy level shall be set by the Memorandum of Understanding in effect at the time of the employee's retirement from the City. The City shall not make future changes to this subsidy level without an agreement from the retiree or as required by law.

14.8.3 Employee Election to Not Participate: Upon or subsequent to retirement, an employee may elect not to participate in the retiree medical plan. This election shall be irrevocable, and the City will provide no subsidies as a result.

15. RETIREMENT BENEFITS

15.1 Public Employees Retirement System (PERS)

15.1.1 Employees hired before January 1, 2013 participate in the PERS 2.7% at 55 full and modified formula for active local miscellaneous members. Participation requires a payment of 8% of the employee's gross salary for the 2.7@55 benefit. Effective July 1, 2013, employees will pay the required 8% on a pre-tax basis.

15.1.2 Pursuant to the Public Employees' Pension Reform Act (PEPRA), any employee hired on or after January 1, 2013 who is a "new member" as defined by PEPRA shall participate in the PERS 2% at 62 full and modified formula for active local miscellaneous members. Participation requires employees to contribute one-half (½) of the "normal cost" of the benefit, rounded to the nearest ¼ of 1% or the current contribution rate of similarly situated employees, whichever is greater. Employee contributions will be paid on a pre-tax basis.

15.1.3 The PERS retirement benefit for miscellaneous members hired before January 1, 2013, shall be based on the highest single year's final compensation.

15.1.4 The PERS retirement benefit for miscellaneous members hired on or after January 1, 2013 shall be based on three highest year's final compensation.

16. INCENTIVES AND SPECIAL PAYS

16.1 Confidential Employee Differential

16.1.1 The Police Technician has been assigned confidential status and shall receive a pay differential of five percent (5%). Said employee shall continue to receive five percent (5%) above the base rate of pay until reassigned to non-confidential status. The differential pay will not affect the employee's anniversary date.

16.2 Longevity

16.2.1 Employees are eligible for additional compensation for longevity. Longevity pay shall be added to the base salary of the employee based on the following years of continuous full time employment with the City

2.5% at 10 years of continuous service
5% at 15 years of continuous service
7.5% at 20 years of continuous service
10% at 25 years of continuous service

16.3 Educational Incentive Program

16.3.1 Employees who obtain degrees, licenses, certifications, permit and/or successfully complete continuing education courses in their related field may be entitled to an incentive compensation to be added to their base salary.

16.3.2 No incentive pay will be provided for employees who complete work that is required or can reasonably be construed as being required to fulfill the requirements of their position.

16.3.3 At no time will the maximum allowable incentive compensation exceed 5%.

16.3.4 Due to the broad range of credentials available relative to the many categories of employment the City Administrator shall use his/her discretion with input from the department head to determine the appropriate incentive compensation.

16.3.5 Prior to beginning work in an area that may qualify under this program, it shall be the responsibility of the employee to submit through their supervisor a written request for verification of potential incentive pay percentage. Requests shall include a curriculum or description of studies or scope of testing. Employees already possessing such credentials shall submit in writing their request in the same manner as above.

16.3.6 Educational Incentive Rates
General guidelines:
60 units or equivalent or an A.A. degree = 2%
120 units or equivalent or B.S. or B.A. = 3%
180 units or equivalent or Masters = 4%
Professional Credentials =5%
International or National Certification = .5 to 4%
State Certification = .5 to 2%
Certification, Permit or License = .5 to 2%

16.3.7 City shall reimburse employee's expenses for tuition, books and materials upon the demonstration of the satisfactory completion of the course for approved courses relating to their perspective jobs.

16.4 Bilingual Pay: Employees who are proficient in languages designated by the City may be eligible for bilingual pay. Employees who have passed a City approved bilingual proficiency test in a designated language may be designated as eligible for Bilingual pay by their Department head. Upon approval by the City Administrator, the employee shall receive a monthly stipend in the amount of fifty dollars ($50.00) per month. Employees must regularly use their bilingual skills in the course and scope of their employment to remain eligible for bilingual pay.

16.5 Footwear Allowance

16.5.1 The City shall provide designated employees reimbursement for the purchase of safety footwear up to two hundred fifty dollars ($250). The reimbursement is contingent upon the following:

16.5.1.1 Employees whose job classification requires that they work in the field shall be reimbursed on an annual basis.

16.5.1.2 Employees whose job classification requires that they work in the field a nominal amount (e.g., at least twenty-five percent (25%)) shall be reimbursed on a bi-annual basis.

16.5.2 The safety footwear must meet minimum standards established by the City (e.g., steel toe, etc.) and an original receipt must be presented in order to receive reimbursement.

16.5.3 Employees may request a reimbursement prior to the times listed above due to excessive wear and tear of their footwear.

16.6 Uniform Allowance: Police Administrative Services Manager

16.6.1 Employees in this classification shall receive an annual uniform allowance of $750.00 to be used for the purchase and maintenance of City required uniforms and equipment.

16.6.2 The uniform allowance shall be paid in two (2) equal payments on the 30th of November and the 30th of June.

16.6.3 Uniform allowances shall be pro-rated starting the first full month following full time employment.

16.6.4 Uniforms or safety equipment destroyed or damaged beyond reasonable use while on duty and in the line of duty shall be replaced by the City at the City's expense.

16.7 Employee Training

16.7.1 Represented employees assigned to administrative, clerical, accounting or similar duties may request up to three (3) days per fiscal year of "off-site" training related to their assignment (e.g., MS Word or Excel, organizational skills or communication etc.) with tuition, travel and related expenses paid by the City. Such training is subject to approval by the City Administrator.

16.8 Class B Licenses

16.8.1 The parties agree to remove the Class B driver's license requirement from Public Works job descriptions.

16.8.2 Any employee, up to a maximum of four (4) represented employees, who obtains and thereafter maintains a valid Class B driver's license shall receive an incentive of seventy-five dollars ($75.00) per month.

16.8.3 The cost of the first attempt will be paid by the City, including pay for physical exam, training hours, instructor or training costs, books/manuals and test fees. If the employee fails to receive their license on the first try, the employee may repeat training at their own cost and on their own time to meet the requirement.

16.8.4 Ongoing costs to maintain a Class B License, including physical exams, re-testing fees and training costs will be paid by the City once for each renewal of the license. The employee will bear the cost of any additional attempts to renew the license.

16.9 Cell Phone Reimbursement- Employees employed in the Water/Wastewater Department and Distribution and Collection employees who have use a cell phone in the course of their duties shall receive a monthly stipend in the amount of forty dollars ($40.00).

16.10 Essential Employee Bonus: In recognition of bargaining unit employees' service to the City and its citizens during the challenges presented by the public health pandemic, City will provide a one-time bonus in the amount of two thousand five hundred dollars ($ 2,500.00) to current bargaining unit employees who have worked continuously for the City in excess of one (1) but less than five (5) years as of the date this Agreement takes effect. The City shall provide a one-time bonus in the amount of five thousand dollars ($5,000.00) to bargaining unit employees who have worked continuously for the City for five (5) or more years as of the date this Agreement takes effect. The bonus shall be payable the first full pay period following ratification and approval of the MOU.

16.11 COVID-19 Vaccine Bonus:The City shall provide a one-time bonus in the amount of five hundred dollars ($500.00) to current bargaining unit employees who have been fully vaccinated against COVID-19. Employees

who have received a COVID-19 booster vaccination will receive an additional one-time bonus in the amount of five hundred dollars ($500.00.)

The bonuses shall be contingent on: 1) ratification and approval of this MOU and 2) documentation that the vaccination(s) have been received being presented to the Administrative Services Officer. Vaccine bonuses shall be payable the first full pay period after ratification and approval have occurred and documentation has been presented.

17. GRIEVANCE PROCEDURE

17.1 Generally

17.1.1 This procedure is established in order to provide adequate opportunities for City employees to bring forth their views relating to any unfair or improper aspect of their employment situation and to seek correction. The procedure set forth shall apply to all employees' grievances.

17.2 Procedure

17.2.1 In any instance of grievance, the employee concerned shall first make efforts to resolve such grievances with his/her department head.

17.2.2 In the event that such efforts do not produce a settlement satisfactory to the employee, he may submit his/her complaint in writing to the department head.

17.2.3 Upon receipt of the written statement, the department head shall make such investigation as required and reply in writing to the employee within ten (10) days after receipt of the statement from the employee.

17.2.4 If the employee wishes to discuss the grievance further, he shall, within ten (10) working days of the receipt of the reply from the department head, submit a written request for a meeting with the City Administrator.

17.2.5 The requested meeting will be held by the City Administrator at the earliest date possible but not later than 10 working days after the request. At the meeting the employee, the department head and any other persons deemed pertinent to the grievance and invited by the City Administrator, the employee or the department head, may be present. The conclusions determined at this meeting shall be communicated to the employee within three (3) working days following the meeting.

17.2.6 If the employee is still not satisfied with the findings or if it is felt by the City Administrator that Council determination is necessary, either the employee or the City Administrator may request an audience with the

Personnel Committee within 10 working days. Such meeting shall take place within 15 working days after receipt by the Committee of such written request. The Committee may:

a. Designate further study into the matter and arrive at a determination within thirty (30) calendar days;

b. Recommend changes to take place over a designated period of time, to be commenced within 30 days;

c. Refer the matter to the Council as a whole.

17.2.7 If referred to the Council the Council may:

a. Designate further study into the matter and arrive at a determination within thirty (30) calendar days;

b. Recommend changes to take place over a designated period of time, to be commenced within 30 days;

c. Make an immediate determination, in which case the decision of the Council is final.

18. DISCIPLINARY ACTION

18.1 Authority

18.1.1 Any regular employee may be reprimanded, suspended, demoted to a lower classification or dismissed by the appropriate appointing authority by an order in writing, stating specifically in ordinary and concise language the facts or omissions upon which such action is based. The appointing authority is defined as the person having lawful authority to appoint or remove persons from positions in the City service.

18.2 Procedure

18.2.1 Prior to a suspension of more than one (1) workday, demotion or dismissal, the appointing authority must contact and discuss such action with the City Administrator. All orders for suspension, demotion or dismissal shall be reviewed by the City Attorney for legal sufficiency.

18.2.2 All orders shall then be filed with the City Administrator and a copy thereof shall be served upon the employee who is the subject of the disciplinary action. If personal service upon the employee is impossible, a copy of the order shall be sent by certified mail to the employee at his/her last known address.

18.3 Cause For Discipline

18.3.1 Each of the following constitutes cause for suspension, demotion or dismissal of an employee or person whose name appears on any employment list:

a. Fraud in securing appointment;

b. Incompetence;

c. Inefficiency;

d. Inexcusable neglect of duty;

e. Insubordination;

f. Threat of assault of supervisor or other employees;

g. Falsifying records;

h. Under the influence of alcohol or drugs on duty;

i. Intemperance;

j. Addiction to the use of narcotics or habit-forming drugs;

k. Inexcusable absence without leave (absenteeism and tardiness);

l. Conviction of a felony or conviction of a misdemeanor involving moral turpitude;

m. Discourteous treatment of the public or other employee;

n. Obscene or immoral conduct;

o. Political activity which is in violation of federal, state or local laws and regulations;

p. Violation of this chapter;

q. Any other failure of good behavior or acts, either during or outside of duty hours, which are incompatible with or inimical to the public service;

r. Refusal to take and subscribe to any oath or affirmation which is required by law in connection with employment;

s. Dishonesty;

t. Failure to obtain required operator's license or permit;

u. Failure to live within a reasonable emergency call out distance (half an hour).

18.4 Notice of Discipline and Right to Respond and Appeal

18.4.1 When a regular employee is to be suspended, demoted in salary or rank, or dismissed, a written notice of the proposed action is to be

prepared, and then delivered to the employee, in person or by certified mail. The written notice shall include:

a. The reasons for the proposed action.

b. The charges being considered.

c. The proposed disciplinary action to be taken.

d. A statement advising that before the proposed disciplinary action takes effect, the employee may request to meet with the department head to respond to the proposed disciplinary action. The employee shall have ten (10) working days from the date the proposed disciplinary action is received to request a Skelly meeting with the department head.

18.4.2 All charges filed against a regular employee shall be documented in clear and concise language. The employee shall be given an opportunity to review the documents or materials upon which the proposed disciplinary action is based and the employee shall be supplied a copy of the documents. The employee is entitled to be represented at any meeting concerned with potential disciplinary action when the employee's presence is required at said meeting.

18.5 Department Head Response: Following the Skelly response meeting, the department head may amend, modify or revoke any or all of the charges, including the disciplinary action.

18.6 Appeal to City Administrator: Regardless of whether the employee responds to the charges to the department head, the employee has the right to file with the City Administrator, within the above-mentioned time limitation, a written appeal from the action.

18.7 Appeal to Arbitration: In the event of an appeal of a demotion or dismissal of a regular employee, the City shall request a list of seven (7) hearing officers from the State Mediation and Conciliation Service. The City and employee shall alternately strike names from the list until only one name remains, and the remaining name shall be that of the Hearing Officer. The parties shall toss a coin to determine who will strike first. The hearing officer shall, within a reasonable length of time, not exceeding thirty (30) calendar days unless mutually extended by the parties, hold a hearing and shall notify the parties of the time and place thereof. If the employee fails to appeal within the time specified, the disciplinary action of the department head shall be final.

18.8 Appeal of Suspension to City Administrator: In the event of the suspension of a regular employee without pay, any hearing held in regard to that matter shall be held before the City Administrator.

19. DISCIPLINARY ACTION - HEARING

19.1 Discipline Appeal Hearing

19.1.1 The following rules shall apply to any hearing conducted under the provisions of this section.

19.1.2 The hearing shall be private, except that if the employee requests that the matter be heard publicly, it shall be so heard.

19.1.3 The hearing shall be conducted in accordance with Section 11513 of the Government Code.

19.1.4 The provisions of Section 11507.6 of the Government Code shall apply to any hearing conducted pursuant to this chapter and shall provide the exclusive right to and method of discovery except that time limitations will be those established by the hearing officer.

19.1.5 Unless otherwise provided by law, all costs related to the hearing directed to be incurred by the hearing officer and all fees of the hearing officer will be shared equally by the parties, except that in the event the employee is fully reinstated, such costs and fees will be borne by the City. Other costs, including attorney's fees, shall be borne by the party who incurs said costs.

19.1.6 Probationary employees may be dismissed without a hearing.

19.2 Resolution of Appeal

19.2.1 The hearing officer shall, within 30 calendar days after the hearing, make a finding as to whether or not the employee was suspended, demoted or dismissed for reasonable cause and shall also make a recommendation as the appropriate disposition of the case.

19.2.2 Written findings and recommendations shall be forwarded by the hearing officer to the City Administrator, the affected department head and the employee. These findings and recommendations must be presented to the City Council at its next regular meeting.

19.2.3 The City Council will take the findings and recommendations of the hearing officer under advisement in closed session and will render a decision within twenty (20) days after the presentation of said findings and recommendations to the City Council. No additional evidence or argument may be submitted to the Council.

19.2.4 The City Council may:

a. Follow the recommendation of the hearing officer; or

b. Reverse the arbitrator's recommendation; or

c. Order any disciplinary action which it judges to be appropriate based on the evidence.

d. The Council shall not reverse or modify the arbitrator's recommendation, except by a 4/5th vote.

19.2.5 All the records in the matter shall be remanded to the City Clerk for filing.

20. LAY OFFS

20.1 Lay Off

20.1.1 The City Council may lay off any employee pursuant to Article 13 of the Personnel Rules whenever it becomes necessary because the lack of work or funds.

20.1.2 When it becomes necessary to reduce the force in any department or office by lay off of regular employees, seniority shall be the determining factor in each department or office.

20.2 Contracting Out Work

20.2.1 The City agrees to meet and confer with the Association prior to contracting out any work normally performed by bargaining unit employees if such contracting out would displace a regular employee of the bargaining unit.

21. MANAGEMENT RIGHTS/RESPONSIBILITIES

Except to the extent that the rights, powers, and authority of City are specifically limited by the provisions of this Memorandum of Understanding, City retains all rights, powers, and authority granted to it. Nothing herein shall be construed to restrict any legal or inherent exclusive City rights with respect to matters of federal legislative or managerial policy, which include among others: 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; direct its employees; take disciplinary action; relieve its employees from duty for legitimate reason; maintain the efficiency of governmental operations to be conducted; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work. This agreement is not intended to be construed to modify the provision of The Municipal Code relating to Civil service or personnel administration. City shall continue to exercise authority over classification of jobs, procedures and standards of selection for employment and promotion.

22. ASSOCIATION RESPONSIBILITY

Association agrees that during the term of this agreement, neither it nor its officers, employees or members will engage in, encourage, sanction, support or suggest any strikes, work stoppages, boycotts, slowdowns, mass absenteeism, picketing or any other similar actions which would involve suspension of, or interference with the normal work of the City. In the event that any concerted action as described above occurs, Association will notify its members that such activity is a violation of this Memorandum of Understanding and Association will notify its members that such concerted action shall cease and the members shall return to work or be subject to disciplinary action.

23. PERSONNEL RULES

To the extent they are not in conflict with any provision of this MOU, the City's Personnel Policy, Rules, and Regulation, as may be amended from time to time after meeting with the Association, shall apply to employees covered by this Agreement.

24. SCOPE OF AGREEMENT

For the term of this agreement, the Memorandum of Understanding fully and completely incorporates the understanding of the parties hereto and constitutes the sole and entire understanding between the parties, provided, however, that nothing herein shall prohibit the parties from changing the terms, or any part of the terms, of this MOU, by mutual agreement.

Negotiations will be conducted by the designated negotiator(s) of the City of Angels, and by the representative(s) from the City of Angels Employees Association.

24. SEPARABILITY

In the event that any provision of this MOU is declared by Court of competent jurisdiction to be unenforceable or illegal, such nullification shall not affect any other provisions of the MOU, which shall remain in full force and effect.

[SIGNATURES ON FOLLOWING PAGE]

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding this 5th day of November, 2021 at City of Angels, California.

CITY of ANGELS EMPLOYEES ASSOCIATION

Joe Kitchell
CAEA President

11/3/21
Date Signed

Josh Soulier
CAEA Treasurer

11/5/21
Date Signed

Paul Konsdorf
CAEA Representative

11/5/21
Date Signed

CITY OF ANGELS

Alvin Broglio, Mayor

11.5-21
Date Signed

Melissa Eads, City Administrator

11.5-21
Date Signed

City of Angels Camp

Miscellaneous Salary Schedule for 2022/2023 Fiscal Year (No COLA Included)

NEW SCHEDULE APPROVED SEPTEMBER 6, 2022 IN CONJUCTION WITH THE TWO RESOLUTIONS ATTACHED

Range		Step 1	Step 2	Step 3	Step 4	Step 5
17	Accountant I	$24.49	$25.71	$27.00	$28.35	$29.77
	NEW	$4,244.93	$4,456.40	$4,680.00	$4,914.00	$5,160.13
		$50,939.20	$53,476.80	$56,160.00	$58,968.00	$61,921.60
21	Accountant II	$27.00	$28.35	$29.77	$31.26	$32.82
	NEW	$4,680.00	$4,914.00	$5,159.70	$5,417.69	$5,688.57
		$56,160.00	$58,968.00	$61,916.40	$65,012.22	$68,262.83
17	Accounting Technician I	$20.10	$21.10	$22.16	$23.27	$24.43
	(Former Accountant I)	$3,484.00	$3,657.33	$3,841.07	$4,033.47	$4,234.53
		$41,808.00	$43,888.00	$46,092.80	$48,401.60	$50,814.40
21	Accounting Technician II	$22.19	$23.30	$24.46	$25.68	$26.97
	(Former Accountant II)	$3,846.27	$4,038.67	$4,239.73	$4,451.20	$4,674.80
		$46,155.20	$48,464.00	$50,876.80	$53,414.40	$56,097.60
25	Administrative Services Specialist	$24.49	$25.71	$27.00	$28.35	$29.77
	(Former Development Support Specialist/Accountant)	$4,244.93	$4,456.40	$4,680.00	$4,914.00	$5,160.13
15	Distribution & Collections Officer I	$19.13	$20.09	$21.09	$22.15	$23.25
		$3,315.87	$3,482.27	$3,655.60	$3,839.33	$4,030.00
		$39,790.40	$41,787.20	$43,867.20	$46,072.00	$48,360.00
19	Distribution and Collections Officer II	$21.12	$22.17	$23.28	$24.45	$25.67
		$3,660.80	$3,842.80	$4,035.20	$4,238.00	$4,449.47
		$43,929.60	$46,113.60	$48,422.40	$50,856.00	$53,393.60
11	Equipment Operator I	$17.33	$18.20	$19.11	$20.06	$21.07
		$3,003.87	$3,154.67	$3,312.40	$3,477.07	$3,652.13
		$36,046.40	$37,856.00	$39,748.80	$41,724.80	$43,825.60
15	Equipment Operator II	$19.13	$20.09	$21.09	$22.15	$23.25
		$3,315.87	$3,482.27	$3,655.60	$3,839.33	$4,030.00
		$39,790.40	$41,787.20	$43,867.20	$46,072.00	$48,360.00
17	Plant Operator-in-Training	$20.10	$21.10	$22.16	$23.27	$24.43
		$3,484.00	$3,657.33	$3,841.07	$4,033.47	$4,234.53
		$41,808.00	$43,888.00	$46,092.80	$48,401.60	$50,814.40
23	Plant Operator I	$23.31	$24.47	$25.70	$26.98	$28.33

City of Angels Camp

Miscellaneous Salary Schedule for 2022/2023 Fiscal Year (No COLA Included)

Range		Step 1	Step 2	Step 3	Step 4	Step 5
		$4,040.40	$4,241.47	$4,454.67	$4,676.53	$4,910.53
		$48,484.80	$50,897.60	$53,456.00	$56,118.40	$58,926.40
27	Plant Operator II	$25.73	$27.02	$28.37	$29.78	$31.27
		$4,459.87	$4,683.47	$4,917.47	$5,161.87	$5,420.13
		$53,518.40	$56,201.60	$59,009.60	$61,942.40	$65,041.60
31	Plant Operator III	$28.40	$29.82	$31.31	$32.88	$34.52
		$4,922.67	$5,168.80	$5,427.07	$5,699.20	$5,983.47
		$59,072.00	$62,025.60	$65,124.80	$68,390.40	$71,801.60
29	Police Administrative Services Manager	$27.03	$28.38	$29.80	$31.29	$32.86
		$4,685.20	$4,919.20	$5,165.33	$5,423.60	$5,695.73
		$56,222.40	$59,030.40	$61,984.00	$65,083.20	$68,348.80
13	Police Records Technician	$18.21	$19.12	$20.08	$21.08	$22.13
		$3,156.40	$3,314.13	$3,480.53	$3,653.87	$3,835.87
		$37,876.80	$39,769.60	$41,766.40	$43,846.40	$46,030.40
35	Public Works Foreman	$31.35	$32.92	$34.56	$36.29	$38.10
		$5,434.00	$5,706.13	$5,990.40	$6,290.27	$6,604.00
		$65,208.00	$68,473.60	$71,884.80	$75,483.20	$79,248.00

NEW SCHEDULE APPROVED SEPTEMBER 6, 2022 IN CONJUCTION WITH THE TWO RESOLUTIONS ATTACED