RESOLUTION NO. 8159

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WOODLAND APPROVING AN AMENDED AND RESTATED EMPLOYMENT AGREEMENT WITH [redacted] THE CITY MANAGER

WHEREAS, the City of Woodland entered into an Amended and Restated Employment Agreement with [redacted] to serve as City Manager (the "Prior Employment Agreement"), which was effective on August 1, 2021, and had a term of two (2) years with the option to extend the term of the Prior Employment Agreement for an additional year; and

WHEREAS, on July 18, 2023, the City Council of the City of Woodland extended the Prior Employment Agreement according to its terms for an additional year, establishing a new expiration date of August 1, 2024; and

WHEREAS, the City Council desires to enter into a new Amended and Restated Employment Agreement, with an effective date of August 1, 2023 and a term of four (4) years with the option to extend the term of the Employment Agreement for an additional year; and

WHEREAS, the terms of the Amended and Restate Employment Agreement are summarized in the Staff Report that accompanied this Resolution in the Agenda materials for the City Council meeting of October 3, 2023;

NOW, THEREFORE BE IT RESOLVED, that the City Council of the City of Woodland hereby approved the Amended and Restated Employment Agreement between the City of Woodland and Ken Hiatt in the form that accompanied this Resolution in the Agenda materials for the City Council meeting of October 3, 2023. The Mayor is authorized to execute such Amended and Restated Employment Agreement.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Woodland at a regular meeting held on the 3rd day of October 2023, by the following vote:

AYES: Members Garcia-Cadena, Stallard, Vega and Mayor Vicky Fernandez
NOES: None
ABSENT: Council Member Lansburgh
ABSTAIN: None

Vicky Fernandez, Mayor

ATTEST:

Ana B. Gonzalez, City Clerk

APPROVED AS TO FORM:

Ethan Walsh, City Attorney

Amended and Restated Employment Agreement

This Amended and Restated Employment Agreement ("Agreement") is between the City of Woodland, a California municipal corporation ("City") and [redacted] ("Employee"), an individual, both of whom agree as follows:

Section 1. Appointment

The City Council appointed Employee as the City Manager of the City and Employee accepted appointment, effective on Saturday, August 1, 2020. City and Employee originally entered in to an Employment Agreement dated as of August 1, 2020 ("Original Agreement"), which was extended by its terms. This Agreement amends, restates and supersedes the Original Agreement in its entirety.

Section 2. Duties and Authority

A. Employee shall perform the functions and duties of a city manager as provided for under state law and the Woodland Municipal Code, the City Manager job description, City Council direction, or as otherwise provided by law, ordinance, or regulation. Employee shall faithfully, diligently, and to the best of Employee's abilities, perform all duties that may be required under this Agreement and shall devote his full energy, skill, ability, and productive time to the performance of his duties. Employee reports to, and serves at the pleasure of, the City Council.

B. Employee shall not engage in any employment, activity, or other enterprise, for compensation or otherwise, that is actually or potentially in conflict with, inimical to, or that interferes with the performance of Employee's duties.

C. This Agreement is intended to, and does supersede Employee's current Original Agreement with the City.

D. Employee agrees to maintain any licenses or certifications required by Employee's job description.

Section 3. Hours of Work.

The Employee as City Manager is an exempt position, and Employee is expected to engage in those hours of work necessary to fulfill the obligations of the position. Employee must be available to other staff and members of the public during City's regular hours of business, and generally Employee is expected to be working during such regular hours of business. Employee's position also requires frequent time worked outside of customary business hours (e.g. to attend City Council meetings or other functions on City's behalf). As such, Employee's daily and weekly work schedule will vary in accordance with the work to be performed and in accordance with direction provided by the City Council.

Section 4. Performance Evaluation

The City Council will conduct a performance evaluation of Employee on or around August 1 annually, or at a time mutually agreed upon by the City Council and Employee. The City Council shall evaluate Employee's performance and provide guidance and direction to Employee. The City Council and Employee may choose to have an initial meeting at or around the commencement of this Agreement to discuss Employee's performance goals as well as the City Council's goals, expectations, and objectives for Employee's performance. The City Council may also provide informal input regarding Employee's performance at other times chosen by the Council.

Section 5. Compensation

A. City agrees to pay Employee a monthly gross base salary of Twenty-Four Thousand Five Hundred and Seventy Five Dollars ($24,575.00), effective as of August 1, 2023. Employee shall receive a three percent (3%) annual effective each August 1 for the term of this Agreement.

B. Nothing in this Agreement precludes the City Council from considering other salary adjustments for Employee.

C. Employee shall be paid at the same intervals and in the same manner as other management employees, and all wage payments are subject to applicable payroll taxes and withholdings.

D. The City of Woodland will match Employee's deferred compensation contribution up to five percent (5%) of Employee's base salary, subject to the limitations and restrictions imposed by law and by the City's 457 Plan. Only plans approved by the City in its deferred compensation program will be eligible for the City contribution. Employee is responsible to ensure that Employee's contribution and the City's matching contribution meet Internal Revenue Code Section 457 deferred compensation program requirements. In addition, as salary is adjusted, Employee will be responsible to make periodic changes to the amounts of compensation deferred.

E. City shall perform compensation studies on or before July 1, 2024 and July 1, 2026, focusing on total compensation for city managers in comparable agencies and, based on the information obtained, will consider adjustments to ensure that Employee's compensation is consistent with market.

F. Upon commencement of Employee's tenth year of consecutive employment with City, Employee will be eligible for a 2.5% increase in salary as longevity pay. This initial 2.5% increase is incorporated into the salary amount set forth in Section 5.A above. Upon commencement of Employee's fifteenth years of consecutive employment with City, Employee will be eligible for an additional 2.5% increase in salary as longevity pay.

Section 6. Health, Disability and Life Insurance Benefits

Employee will be eligible for, and shall receive, benefits as follows:

A. City agrees to provide Employee and his eligible dependents with access to the same City-sponsored health and welfare benefit programs (medical, dental, vision, long term disability, and life insurance), and the same City contributions to the costs of such programs, as are provided under the Miscellaneous Mid- Management Employee MOU ("Mid-Management MOU"), a copy of which is included as **Exhibit A** to this Agreement, except as otherwise specified in this Agreement. City will make the required premium payments for short term and long term disability insurance coverage for Employee during the Term of this Agreement. City shall also pay the amount due for term life insurance in an amount equal to $50,000. Employee shall have the right to choose the beneficiary on such policy.

B. If Employee provides proof of coverage under an outside medical insurance program, Employee may decline to accept medical coverage, and will be eligible for cash-in- lieu payment of $405 per month.

Section 7. Holidays, Vacation, Sick, and Administrative Leave

Employee and City agree that Employee shall receive the following leave:

A. Sick Leave. Employee shall accrue sick leave at the rate of one (1) day (i.e. 8 hours) for each month worked. Employee may use paid sick leave in accordance with the City's sick leave policy, for those purposes specified in City policy and the California Labor Code. Sick leave is not eligible for cash-out at any time, and any remaining accrued sick leave at such time of Employee's retirement from City service will be governed by the then-existing City contract with CalPERS.

Once Employee has accrued 500 hours of sick leave, the City shall convert 50% of additional sick leave earned to a cash contribution to Employee's Retirement Health Savings Plan (RHSP) account. This results in all sick leave earned above 500 hours being changed to 4 hours per month (versus 8 hours) with the value of 4 hours of salary being contributed to the employee's RHSP account. If Employee's accrued sick leave balance falls below 500 hours, Employee will resume accruing 8 hours of sick leave per month, until Employee's accrued sick leave balance reaches 500, at which point sick leave will be changed to 4 hours per month with the value of 4 hours of salary being contributed to the employee's RHSP.

B. Vacation. Employee shall accrue vacation leave at the rate of twenty (20) days per year, earned on a pro rata basis per pay period. Employee shall also have 16 vacation hours added to vacation leave total as of July 1 each year. Employees with ten (10) years of service or less may carry an unused vacation leave balance of no more than thirty-four (34) days (272 hours) past January 1st of each year. Employees with more than ten (10) years of service may carry an unused vacation leave balance of no more than forty-four (44) days (352 hours) past January 1st of each year.

Each calendar year Employee may, at his request, have up to ninety-six (96) accrued but unused vacation leave hours paid directly to him at his regular hourly rate of pay at the time of the request in lieu of time off; provided Employee has previously taken at least one (1) week of vacation time off in the same calendar year.

C. Holidays. Employee shall be entitled to those paid holidays recognized by the City in the Mid-Management MOU.

D. Administrative Leave. Employee shall receive an annual bank of ninety-six (96) hours administrative leave on July 1 each year. The City and Employee agree that Employee may cash out up to 80 hours of unused Administrative Leave any time during each fiscal year, and that any remaining administrative leave in Employee's leave bank as of each June 30 will not carry over.

Section 8. Payment of Expenses

A. City shall pay the cost of any fidelity or other bonds required by law or City policy. Further, City shall reimburse Employee at the standard IRS mileage rate for any business-related use of a personal vehicle for official business, excepting that Employee should always attempt to utilize a vehicle owned by City to avoid such expense whenever possible. Other business-related expenses Employee may incur are eligible for reimbursement under the terms of City's expense reimbursement policies.

B. Employee may expend up to Three Thousand Dollars ($3,000.00) annually during the term of this Agreement without additional City Council authorization to assist him in career development, education, coaching, professional memberships and dues, subscriptions, equipment, software, certifications, or other special projects. City will allow Employee reasonable time away from the City to participate in professional conferences, trainings, and meetings.

Section 9. Cell Phone

Employee is eligible to receive the City Cell phone stipend, consistent with the current City Cell Phone Stipend policy.

Section 10. Retirement

City provides retirement benefits through the California Public Employees Retirement System ("CalPERS"). As a CalPERS "classic" member, Employee's retirement benefit is based on a 2%@60 formula with the highest three year average. Employee pays the 7% employee retirement contribution.

Employee will be eligible for retiree medical benefits, dependent on hire date, provided employee retires with 10 or more years of City service. The City's contribution will be the same retirement medical benefits that are offered to mid-management employees as specified in the Mid-Management MOU. The City shall contribute $50 per month to Employee's Retiree Health Savings Plan (RHSP) account, and Employee shall contribute $50 per month to his RHSP.

Section 11. Term, Employment, and Termination

A. Term. This Agreement shall begin on Tuesday, August 1, 2023, and shall continue for a term of four years unless earlier terminated pursuant to this Section 11. Prior to the expiration of the term, this Agreement may be extended for an additional year.

B. No Property Interest. Employee understands and agrees that he has no constitutionally protected property or other interest in his employment as City Manager.

C. Termination By City. Employee understands and agrees that Employee works at the will and pleasure of the City Council, and that Employee may be terminated, or asked to resign, at any time, with or without cause, by a majority vote of its members. Notice of termination shall be provided to the City Manager in writing. "Termination," as used in this Agreement, shall include (1) a request that the City Manager resign; (2) a reduction in salary or other financial benefits of the City Manager in a significant amount that is inconsistent with a reduction in salary or financial benefits for employees in the executive management unit; (3) a material reduction in the powers and authority of the City Manager (excluding placement on paid administrative leave); or (4) elimination of the City Manager's position. Any such notice of termination or act constituting termination shall be given at or effectuated at a duly noticed regular or special meeting of the City Council.

D. Termination Immediately Before or Following City Council Election. No action by the City Council to terminate Employee, other than for gross mismanagement or an act of moral turpitude (as described in 11.F. below), will be made within ninety (90) days either before a City Council election or immediately following a City Council election. Nothing in this paragraph alters the "at will" status of Employee's employment with City.

E. Severance Pay. If Employee is asked to resign or is terminated as City Manager, then Employee shall be eligible to receive a cash payment equivalent to the sum of Employee's then-current monthly salary multiplied by six (6) (or the remaining number of months in the Agreement, whichever is less) and the cash value, as determined by the City, of Employee's monthly non-salary COBRA-eligible benefits multiplied by six (6) (or [pursuant to Government Code section 53260] by the remaining number of months in the Agreement, whichever is less). This cash payment will be made on a pro-rated monthly basis over the number of months involved, subject to termination of the severance requirement set forth below. Employee shall also be paid for any accrued, but unused, vacation and administrative leave, but not accrued sick leave. Eligibility for such severance payment is expressly conditioned upon Employee's execution of (i) a waiver and release of any and all of Employee's claims against City; and (ii) a covenant not to sue. All normal payroll taxes and withholdings as required by law shall be made with respect to any amounts paid under this section. Employee expressly agrees to provide notice to the City within two (2) business days of accepting employment elsewhere, and the City's obligation to pay any severance benefit to Employee shall terminate upon Employee's acceptance of such alternative employment.

F. Ineligibility for Severance Under Certain Conditions. If Employee's termination is the result of gross mismanagement and/or an act(s) of moral turpitude, Employee shall not be paid any severance pay except as provided in the remainder of this subsection. In such an instance, Employee's sole remedy shall be a judicial action in declaratory relief to determine whether there was substantial evidence of gross mismanagement and/or an act(s) of moral turpitude. If the court determines there was not substantial evidence, Employee shall receive the severance pay provided in this Section, but no other damages.

G. Termination by Employee. Employee may voluntarily terminate his employment as City Manager at any time by giving not less than thirty (30) days' notice to City.

Section 12. Indemnification

City shall indemnify and defend Employee in accordance with the California Government Claims Act. City's obligation to defend and indemnity Employee shall extend only to the entry of a final judgment by the trial court, and shall not extend to providing defense or indemnity in connection with an appeal of the judgment, except as otherwise specifically required by law. City will determine, in its sole discretion, whether to compromise and settle any such claim or suit against Employee, as well as the amount of any settlement or judgment rendered thereon.

Section 13. Notices

Notice pursuant to this Agreement shall be given by personal service, by overnight delivery service (e.g. Federal Express), or by depositing in the custody of the United States Postal Service, postage prepaid, addressed as follows:

Employer: City of Woodland
300 First Street
Woodland, CA 95695
Attn: Ana Gonzalez, City Clerk

Employee: [redacted]

Notice shall be deemed given as of the date of personal service or as the date of deposit of such written notice in the course of transmission by overnight delivery or by the United States Postal Service.

Section 14. General Provisions

A. Integration. This Agreement sets forth and establishes the entire understanding between City and Employee. Any prior discussions or representations by or between the parties are merged into and rendered null and void by this Agreement. The parties by mutual written Agreement may amend any provision of this Agreement during the life of the Agreement. Such amendments shall be incorporated and made a part of this Agreement.

B. Binding Effect. This Agreement shall be binding on City and Employee and shall not be assignable or transferable, in whole or in part, by either party. Any such purported transfer or assignment shall be null and void.

C. Effective Date. This Agreement shall become effective on August 1, 2023.

D. Severability. The invalidity or partial invalidity of any portion of this Agreement will not affect the validity of any other provision. In the event that any provision of this Agreement is held to be invalid, the remaining provisions shall be deemed to be in full force and effect as if they have been executed by both parties subsequent to the expungement or judicial modification of the invalid provision.

E. Statutory Requirements. This Agreement shall be deemed to incorporate by reference the provisions of Sections 53243 *et seq.* of the Government Code, as it may be amended or renumbered.

F. Attorney's Fees. If any legal action or proceeding is brought to enforce or interpret this Agreement, the prevailing party, as determined by the court, shall be entitled to recover from the other party all reasonable costs and attorney's fees, including such fees and costs as may be incurred in enforcing any judgment or order entered in any such action. Nothing in this subsection shall be read to prevent the parties from agreeing to some alternative method of dispute resolution. If such a method is agreed to, any final determination shall include an award of attorney's fees and costs by the presiding officer.

G. Governing Law and Venue. This Agreement shall be governed by and construed in accordance with the laws of the State of California. Employee and City agree that venue for any dispute shall be in Yolo County, California.

H. Representation by Counsel. The parties acknowledge and agree that they were, or had the opportunity to be, represented individually by legal counsel with respect to the matters that are the subject of this Agreement and that they are fully advised with respect to their respective rights and obligations resulting from signing this Agreement.

I. Waiver. Any failure of a party to insist upon strict compliance with any term, undertaking, or condition of this Agreement shall not be deemed to be a waiver of such term, undertaking, or condition. To be effective, a waiver must be in writing, signed and dated by the parties.

IN WITNESS WHEREOF, the parties have executed this Agreement the day and year first above written.

EMPLOYER: **CITY OF WOODLAND** By: Vicky Fernandez Vicky Fernandez, Mayor	10/3/2023 Date
EMPLOYEE: [redacted] **APPROVED AS TO FORM** Ethan Walsh, City Attorney Best Best & Krieger LLP	10/3/2023 Date 10/3/2023 Date

EXHIBIT A

[Mid-Management MOU]

MEMORANDUM OF UNDERSTANDING

between the

City of Woodland

and the

Woodland Mid-Management/ Professional Association

July 1, 2022 to June 30, 2024

MEMORANDUM OF UNDERSTANDING BETWEEN THE WOODLAND MID-MANAGEMENT PROFESSIONAL ASSOCIATION AND THE CITY OF WOODLAND

The City of Woodland and the Woodland Mid-Management/Professional Association, representing employees employed by the City of Woodland in the classifications designated herein in Article I, Section I under the title "Application," by and through their authorized representatives hereby ratify as and for a memorandum of understanding the attached Resolution entitled "A Resolution of the City Council of the City of Woodland Approving Certain Terms and Conditions for Mid-Management Unit Employees" including the exhibits appended hereto, and recommend that the Resolution shall be incorporated into the City's adopted Personnel Rules and Regulations and thereafter the attached Resolution shall be used merely for purposes of interpreting the specific rules and regulations addressed. In resolving questions of interpretation, the Resolution shall be the primary source in all cases.

DATED: 7-6-2022

Representative of the Woodland Mid-Management/Professional Association

Representative of the City of Woodland

The foregoing Resolution and exhibits appended thereto hereby are approved by the City Council of the City of Woodland on this 5th day of July 2022.

Mayor

RESOLUTION NO. 7947

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WOODLAND APPROVING CERTAIN TERMS AND CONDITIONS FOR MID MANAGEMENT UNIT EMPLOYEES

Table of Contents

ARTICLE I

GENERAL PROVISIONS

1.1 Application

1.1.1 This Resolution applies to employees in the following classifications and ranges:

Accountant I	116
Accountant II	120
Assistant Engineer	125
Assistant Planner	118
Associate Civil Engineer	131
Associate Engineer	127
Associate Planner	124
Building Inspection Services Manager	132
Chief Building Official	140
Chief Collection Systems Operator	132
Chief Plant Operator	132
Chief Project Engineer	145
Chief Water Systems Operator	132
Children's Librarian II	118
City Engineer	145
Communications Manager	131
Community Services Program Manager	125
Construction Project Manager	129
Economic Development Manager	136
Environmental Resources Analyst	127
Environmental Sustainability Manager	131
Finance Officer	141
Financial Services Manager	136
Fleet & Facilities Manager	131
Housing Analyst I (formerly Redevelopment & Housing Analyst I)	120

Housing Analyst II (formerly Redevelopment & Housing Analyst II)	124
Information Technology Manager	138
Infrastructure O & M Superintendent	132
Junior Engineer	121
Junior Planner	113
Laboratory & Environmental Compliance Mgr	129
Laboratory Supervisor	127
Librarian I	114
Librarian II	118
Librarian III	122
Management Analyst I	120
Management Analyst II	125
Marketing and Business Relations Specialist	120
Office Manager	115
Operations and Maintenance Superintendent	137
Park Planner	132
Park Superintendent	132
Planning Manager	140
Police Records Manager	120
Principal Civil Engineer	141
Principal Planner	136
Principal Utilities Civil Engineer	141
Public Works O&M Infrastructure Administrator	141
Purchasing Manager	123
Recreation Superintendent	131
Redevelopment Manager	136
Senior Accountant	125
Senior Application Analyst	132
Senior Associate Civil Engineer	134
Senior Center Manager	120
Senior Civil Engineer	138

Senior Construction Project Manager	131
Senior Management Analyst	131
Senior Planner	132
Senior Systems Analyst	132
Social Services Manager	132
Utilities Administrator	141
Wastewater Systems Administrator	141
Water Pollution Control Facility Superintendent	141
Water Systems Administrator	141

1.2 Term and Compensation Study

1.2.1 Except where the context otherwise determines or otherwise provides, the provisions of this Resolution shall apply from the first full pay period after Association ratification and adoption of the agreement by the City Council on its regular agenda consistent with the Brown Act through June 30, 2024.

1.2.2 The City and the Association will meet to discuss the need to conduct an analysis of benchmark city selection and a compensation study prior to the start of negotiations.

ARTICLE II
COMPENSATION

2.1 Salary (Modified July 2022)

2.1.1 Salary schedules for unit classifications shall be increased by as follows:

- July 1, 2022: 4% COLA
- January 1, 2023: 3% COLA
- July 1, 2023: 3% COLA

2.1.2 **One-Time Payment:**

Each member will receive a one-time lump sum payment equal to two percent (2%) of their base salary on July 1, 2022. This payment is not considered reportable compensation for CalPERS reporting purposes.

2.2 Uniforms

2.2.1 Represented employees required by their Department Director to wear a uniform shall, at the Departments Director's discretion, be provided with the uniform and corresponding laundry service for the uniform. Employees required by their Department Director to wear safety boots shall be entitled to up to a maximum of $100.00 per fiscal year to purchase a replacement pair upon written evidence of purchase of acceptable safety boot determined by the Department.

2.3 Longevity Pay (Modified July 2022)

2.3.1 The City shall pay longevity pay according to the following schedule on a monthly basis.

Length of Service Monthly Amount	Annual Amount	
10 years	$ 600	$ 50.00
15 years	$ 900	$ 75.00
20 years	$1,200	$100.00

2.4 Promotional Pay

2.4.1 The City agrees that all promotions within the unit shall result in a minimum five percent (5%) increase in pay for the affected employee.

2.5 Out of Class Work

2.5.1 Assignment to perform work of a higher level classification Employees assigned by their supervisor to perform the essential duties of a higher level classification shall receive an additional five percent (5%) of base pay as out of class compensation. In the case of assignment, the minimum period of time to be eligible for out of class work pay must be twenty-four (24) consecutive work hours (3 days). Payment shall continue for the term of the assignment to the higher level classification duties. Assignments shall be limited to six (6) months, which may be extended on approval of the City Manager.

2.5.2 Assignment as Acting Department Head In the case of assignment as an acting department head, the minimum period of time to be eligible for acting pay must be twenty-four (24) consecutive work hours (3 days). The compensation shall be an additional ten percent (10%) of the base pay. Payment shall continue for the term of the assignment to the higher level classification duties. Acting assignments shall be limited to six (6) months, which may be extended on approval of the City Manager.

2.5.3 Assignment of duties beyond the scope of employee's classification: Employees assigned to perform significant and additional duties outside the scope of their job description shall receive an additional five percent (5%) of base pay as special assignment pay._In the case of assignment, the minimum period of time to be eligible for out of class work pay must be twenty-four (24) consecutive work hours (3 days).

2.5.4 No simultaneous pay: Employees may not receive more than one out of class pay under this provision at a time.

2.6 Administrative Leave

2.6.1 Each represented employee shall receive an annual bank of ninety-six (96) hours administrative leave on July 1 of each year. This administrative leave shall be in addition to accrued vacation leave and other leaves provided by the City.

Administrative leave shall be subject to the same rules for usage and accounting as vacation leave with the following exceptions:

- Each employee may, at his/her request, have up to forty (40) unused hours of the bank paid directly to him/her at their hourly rate of pay in effect at the time of the request.
- No employee may carry over any balance past June 30 each year.

2.6.4 It is recognized that in some instances unit employees may be required to work extraordinarily long hours on special projects or unique circumstances. Should such an extraordinary occasion arise, the Department Director may recommend to the City Manager that the employee be granted additional Administrative Leave in addition to the 96 hours already provided subject to the following provisions:

2.6.4.1 Additional Administrative Leave hours granted cannot exceed 24 hours in any Fiscal Year.

2.6.4.2 Additional Administrative Leave hours must be approved by the Personnel Officer and specifically authorized by the City Manager.

2.6.4.3 Additional Administrative Leave shall not be construed to constitute overtime compensation nor be applied on an hour for hour basis.

2.6.5 Employees terminating prior to January 1 of any fiscal year shall be responsible for repaying a prorated share of Administrative Leave credited to them on July 1. For example, an employee working 25% of the year would owe the City 60 hours of Administrative Leave. If more than 20 hours of Administrative Leave had already been taken in time off or cash, at the time of termination, the employee would be responsible for payment of the balance of the hours due in either vacation leave or in cash. Cash payment would be made at the current rate of pay.

2.7 Bilingual Pay

2.7.1 Designated bilingual employees shall receive additional compensation above their regular salary at a rate of Two Hundred Dollars ($200) per month.

2.8 Jury Duty

2.8.1 Employees shall be entitled to receive full pay in addition to any compensation received for serving as a member of a jury. This does not include Grand Jury duty.

2.9 Library Sunday Hours

2.9.1 Tenured Librarians shall not be required to work on Sundays more frequently than one Sunday in four.

2.9.2 If the Librarian scheduled to work on a Sunday is unable to work (illness or approved absence), then no other Librarian shall be required to change his/her schedule to cover that absence unless (1) approved by the Library Services Director and (2) the Librarian is agreeable to work that Sunday.

2.10 Deferred Compensation (Modified July 2022)

The City of Woodland will match an individual's deferred compensation contribution up to two percent (2%) of the individual's base salary as reflected in Appendix A. Only plans approved by the City in its deferred compensation program will be eligible for City contribution. At the time of this contract ratification, the City offers three deferred compensation providers from which employees may select. Individual employees will be responsible to ensure their contribution and the City's matching contribution meet Internal Revenue Code Section 457 deferred compensation program requirements. In addition, as their salary is adjusted, individual employees will be responsible to make periodic changes to the amounts of compensation deferred.

Effective July 1, 2023, the City will match an individual's deferred compensation contribution up to three percent (3%) of the individual's base salary.

ARTICLE III
EDUCATION INCENTIVE

3.1 Professional Growth Incentive (Modified July 2022)

3.1.1 Employees covered by this Resolution are eligible to participate in the Professional Growth Incentive Program. Employees may receive a reimbursement for professional memberships (including licenses, applications and renewal fees), subscriptions, professional training, attainment of academic degrees and related fees, and equipment limited to desktop computers or components (memory, hard drives, video cards, power supplies, mother boards), keyboards, monitors (maximum 32 inches), computer mouse(s)/pointing devices, laptop/notebook/tablet computers, printers, City standard suite of office productivity software (currently Microsoft Office Suite), security software, videoconferencing cameras and microphones, and cellular phones and related charging accessories, unless considered used mostly for personal entertainment. Smart watches and wireless earbuds are not eligible for reimbursement under this section. All such requests require advance approval by the City. Reimbursement per fiscal year per employee shall be $625.00. In the event that the full reimbursement amount is not used in any fiscal year, the amount will carry over to the next fiscal year. Under no circumstances will an employee be eligible to carry over more than $625.

3.1.2 Employees terminating prior to January 1 of any fiscal year shall be responsible for repaying a prorated share of Professional Reimbursement they have spent. For example, an employee working 25% of the year would be entitled to a Professional Reimbursement not to exceed, $156.25. If employee received a reimbursement of greater than $156.25, at the time of termination, the employee would be responsible for payment of the difference. This will be taken out of the employee's final check. If there is not enough funds to cover this amount, the City will invoice the employee for the difference. Funds carried over from a previous fiscal year are not subject to proration.

ARTICLE IV

MEDICAL AND RELATED BENEFITS

4.1 Medical Insurance

4.1.1 The City shall make available to all unit employees, the CalPERS medical insurance program. Employees shall have the option of enrolling in any of the plans provided by CalPERS.

4.1.2 For Employees **hired *before* October 26, 2006**, the City provides a two tier medical benefits program:

- Tier One: Employee Only and Employee plus One
- Tier Two: Employee plus Family

4.1.2.1 Employees hired before October 26, 2006 who provide proof of dual coverage under PERS or other medical insurance programs may decline to accept medical coverage. These employees shall be eligible for a payment of $ 405 per month.

4.1.3 The City shall make available to all unit employees, a medical insurance program through CalPERS or a program which offers a quality and variety of plans at least equivalent to the medical insurance program offered by CalPERS. Employees shall have the option of enrolling in any of the plans.

4.1.4 For all benefited Employees, the City provides a three tier medical benefits program:

- Tier One: Employee Only
- Tier Two: Employee plus One
- Tier Three: Employee plus Family

4.1.5 Employees who provide proof of dual coverage under PERS or other medical insurance programs may decline to accept medical coverage. These employees shall be eligible for a payment of $405 per month.

4.1.6 The City shall contribute up to the following amounts towards employee medical insurance coverage and cafeteria plan benefit:

January 1	Employee Only	Employee plus One	Employee plus Family
2023	$844.54	$1,689.07	$2,195.79
2024	$844.54	$1,689.07	$2,195.79

4.2 Medical Insurance Upon Retirement

4.2.1 Employees who retire from the City may be eligible for Medical Insurance in accordance with the CalPERS Medical Plan. Dental, Vision and Long Term Disability Insurance is not provided to retirees.

4.2.2 For employees who were **hired *before* July 1, 2006**, with ten (10) or more years of service with the City of Woodland, who either retire and are eligible to receive benefits under the City's PERS plan or retire for disability under PERS shall be eligible for continued health and life insurance coverage subject to the following terms and conditions:

4.2.2.1 Employees 50 years old or older who separate from City service but postpone application to receive PERS retirement benefits must pay the premiums for any continued insurance coverage until the application for benefits is approved;

4.2.2.2 Retirees who are eligible for Medicare must enroll in Medicare or lose City Benefits as allowed by PEMHCA.

4.2.2.3 The parties agree that upon written notification by the City to the Association, the City and the Association agree to meet and confer through the impasse process to negotiate the City's contribution related to Medicare eligible retirees.

4.2.2.3.1 Retirees who were hired prior to July 1, 2006, have a vested right to receive full medical insurance benefits in retirement equal to the total medical benefit provided to active employees. In the immediate case, such retirees shall receive the combined value of the medical benefit and the cafeteria plan benefit to equal the total benefit. In future cases, should the City again restructure its health care benefits, such retirees shall continue to receive the full value provided to active employees for health benefits irrespective of how they may subsequently be structured.

4.2.2.4 Life Insurance will be continued with the same benefit level and conditions as active employees except as adjusted according to the schedule outlined in the City's "Life Insurance Outline of Benefits" or in any modifications or other plans that replace the current plan.

4.2.2.5 Health Insurance coverage will be coordinated with Medicare when retirees become eligible. and

4.2.2.6 Dental, Vision and Long Term Disability Benefits will not be offered or provided to retirees.

4.2.3 Employees who were **hired *on or after* July 1, 2006**, and have ten (10) or more years of service with the City of Woodland who either retire and are eligible to receive benefits under the City's PERS plan or retire for disability under PERS shall be eligible for continued health and life insurance coverage subject to the following terms and conditions will receive medical insurance benefits in retirement as follows:

4.2.3.1 Insurance benefits levels to retirees who were hired after July 1, 2006, will receive a benefit equal only to the Public Employees' Medical and Hospital Care Act (PEMHCA) Medical Benefit.

4.2.3.2 Retirement Health Savings Plan. The City of Woodland has established a program in which employees participate to save, on a tax deferred basis, money to help pay the cost of healthcare once an individual retires. The Retirement Health Savings Plan (RHSP) may be used for medical, dental and vision care as well as other healthcare expenses.

4.2.3.2.1 For employees hired on or after July 1, 2006, participation in the City's RHSP is mandatory.

4.2.3.2.2 Contributions: The City shall contribute $100 per month to the employee's RHSP account; the employee shall contribute $50 per month to their RHSP account. These contributions shall start after an employee has successfully completed their initial probationary period. However, upon successful completion of probation, the City shall contribute a lump sum of $100 per month for each month served in the employee's initial probation.

4.2.3.2.3 Initial Probationary Period. During an employee's initial probationary period with the City, neither the employee nor the City shall contribute to the employee's RHSP account. The initial probationary period is that probationary period when an employee is first hired. A probationary period is also in effect when an individual changes classification or is promoted to a higher classification; City and employee contributions to RHSP accounts will continue during such promotional probationary periods.

4.2.3.2.4 Conversion of Sick Leave. Once an employee has accrued 500 hours of sick leave, the City shall convert 50% of additional sick leave earned to a cash contribution to an employee's RHSP account. This results in all sick leave earned above 500 hours being changed to 4 hours per month (versus 8 hours) with the value of 4 hours of salary being contributed to the employee's RHSP account. If accrued sick leave balance falls below 500 hours, the employee will once again accrue 8 hours of sick leave, until the sick leave accrued balance exceeds 500, then sick leave will be changed to 4 hours per month with the value of 4 hours of salary being contributed to the employee's RHSP.

4.2.3.2.5 Employees hired prior to July 1, 2006, were provided, on a one-time, irrevocable basis, the opportunity to opt out of the City's retiree medical plan (paragraph 4.2.2). Employees who selected this option shall continue to participate in the City's retiree health savings plan under the terms set forth above in paragraph 4.2.3. For these employees, the City' contribution is $250 per month and the employee's contribution is $50 per month. At the employee's option, any portion of this $250 City contribution may be paid into an approved deferred compensation plan.

4.3 Dental Insurance

4.3.1 The City shall maintain in effect the Dental Insurance Program for the term of this agreement.

4.4 Long Term Disability Insurance

4.4.1 The City shall continue to provide a long-term disability insurance plan for all represented employees with benefits equivalent to that provided by the current plan.

4.5 Vision Insurance

4.5.1 The City shall continue to provide employees covered by this Resolution with vision insurance benefits equivalent to that provided in the current plan.

4.6 Life Insurance

4.6.1 The City shall maintain in effect life insurance for represented employees in the amount of Fifty Thousand Dollars ($50,000.00).

4.7 Flexible Spending Account

4.7.1 The City will maintain in effect a qualified plan under Internal Revenue Code Section 125. Such account shall provide for pre-tax treatment of employee obligations for medical and dependent care costs.

4.8 Reopener on Medical Insurance Upon Retirement

4.8.1 The parties agree to meet and discuss for the purpose of discussing options for reducing the City's costs associated with funding of the current retiree medical benefits, with the shared goal of ensuring that full funding of retiree medical benefits are sustainable within the City's long term financial plan. Any changes shall be by mutual agreement.

ARTICLE V
LEAVES

5.1 Holidays

5.1.1 City holidays to be observed by represented employees shall be:

January 1st
Third Monday in January (Martin Luther King's Birthday)
Third Monday in February (Presidents Day)
Fourth Monday in May (Memorial Day)
July 4th
First Monday in September (Labor Day)
November 11th (Veteran's Day)
Thanksgiving Day

The Day after Thanksgiving Day
Christmas Eve – ½ day (observed last workday before Christmas)
December 25th (Christmas Day)

5.1.2 In addition, each represented employee shall have 16 hours added to his/her vacation leave total as of July 1 each year.

An employee must work or be paid for all or part of both the employee's regularly scheduled workday before and after a holiday to be eligible for that holiday.

5.1.3 Represented employees in permanent part-time positions shall receive pay for City holidays on a pro-rata basis regardless of whether they are scheduled to work holiday or not. The pro-rata holiday benefit to be received shall be equal to the employee's average daily work hours, regardless of the time they would have otherwise been scheduled to work.

5.2 Vacation Leave (Modified July 2022)

5.2.1 The vacation leave earning rate for each employee shall be as follows:

Years of Service	Vacation Earned Per Month
0 through 3 years	7.0 hours
4 through 5 years	9.0 hours
6 through 10 years	11.3 hours
11 through 15 years	13.3 hours
16 through 20 years	15.3 hours
Over 20 years	16.6 hours

5.2.2 Employees with less than ten (10) years of service with the City may carry an unused balance of vacation leave of no more than thirty-four (34) days (272 hours) past January 1 of each year. Employees with ten (10) years of service or more may carry an unused balance of vacation leave of no more than forty-four (44) days (352 hours) past January 1 of each year. Employees with fifteen (15) years of service or more may carry an unused balance of vacation leave of no more than fifty (50) days (400 hours) past January 1 of each year.

5.2.3 No employee may buy out more than ninety six (96) hours of vacation per calendar year. Employees may cash out accrued vacation leave once they have three or more years of service. Each calendar year an employee may, at employee's request, cash out up to ninety six (96) accrued hours of vacation based on the chart below.

Years of Service	Annual Maximum Vacation Leave Cash out
0 to 3 years	0 hours
3 to 5 years	40 hours

5 to 8 years	80 hours
8 + years	96 hours

Vacation leave hours are paid directly to employee at their regular hourly rate of pay at the time of the request in lieu of time off providing the employee is taking at least a cumulative total of 40 hours of vacation leave per calendar year. Payment will be made at the straight time rate.

5.3 Sick Leave

5.3.1 Represented full-time employees shall accrue sick leave at the rate of one (1) day per month.

5.4 Catastrophic Illness or Injury

5.4.1 Represented employees may donate portions of their Vacation or Administrative Leave accumulations to the Catastrophic leave bank to benefit employees who have suffered catastrophic illness or injury. Employees receiving donations of time from the bank must first exhaust all available vacation, administrative time and sick leave.

ARTICLE VI
RETIREMENT

6.1 Retirement

6.1.1 The City will continue its participation in the Public Employee's Retirement System during the term of this agreement.

6.1.2 Permanent Employees of the City of Woodland fall under one of the three CalPERS Pension formulas as follows:

- Tier 1: Employees hired by the City of Woodland on or before December 4, 2012 or who are legacy/classic members as defined by CalPERS are eligible for the 2.7% @ 55 CalPERS retirement pension program calculated at the single highest year pensionable compensation formula.
- Tier 2: Employees hired by the City of Woodland on or after December 5, 2012 and before January 1, 2013 or who are new hires to the city of Woodland but are legacy/classic members determined by CalPERS are eligible for the 2% @ 60 CalPERS retirement pension program calculated at the three-year average pensionable compensation formula.
- Tier 3: Public Employees' Pension Reform Act (PEPRA) Employees hired on or after January 1, 2013 and who are not CalPERS legacy/classic members are eligible for the 2% @ 62 CalPERS retirement pension program calculated at the three-year average pensionable compensation formula.

6.1.3 PERS Employee Contribution towards Employee's Share of Retirement cost.

- Tier 1 employees shall continue to pay the full 8% of pensionable salary of the employee share towards the 2.7%@55 CalPERS retirement pension program.
- Tier 2 employees shall continue to pay the full 7% of pensionable salary of the employee share towards the 2%@60 CalPERS retirement pension program.
- Tier 3 (PEPRA) employees shall continue to pay 50% of the normal cost as determined by CalPERS towards the 2%@62 CalPERS retirement pension program.

6.1.4 Employee Cost Sharing towards Employers Cost of CalPERS Retirement Pension Program

6.1.4.1 Pursuant to Public Employees Retirement Law § 20516 employees in Tier 1 & Tier 2 will pay 3% of pensionable compensation towards the employers share of CalPERS retirement in additional to the contribution towards the employee share of retirement as described in the section above. Employees in Tier 3 (PEPRA) will not contribute an additional percentage of pensionable compensation towards the employer's share of CalPERS in addition to the 50% of normal cost as determined by CalPERS for Tier 3 (PEPRA) employees. This represents a 3% reduction in the PERS contribution. The City adopted a resolution pursuant to IRS Code §4.14(h)(2) to allow this payment on a pre-tax basis.

6.1.5 The City provides the 1959 Survivor's Security Benefit as specified in the Government Code, Section 20862.8. This benefit provides a monthly allowance to certain eligible survivors of an employee who dies prior to retirement.

6.1.6 The City provides the sick leave conversion benefit as specified in the Government Code, Section 20862.8.

ARTICLE VII
WORKING CONDITIONS

7.1 Work Hours

7.1.1 Work hours for represented employees shall be those agreed to between the employee and his/her Department Director.

7.2 Contracting Out

7.2.1 City shall notify the Association of any formal consideration made by the City Council for the contracting of services presently performed by represented employees. Whenever the City contemplates contracting such services, the City shall endeavor to have the new contractor give first consideration for employment opportunities to represented employees who would be displaced from their job as a result of the contract.

7.2.2 The City retains the right to decide to contract out prior to beginning negotiations. However, the City shall negotiate the effect of contracting out with the Association prior to taking any further action to contract out.

7.3 Introduction of New Technology

7.3.1 The City agrees to confer with representatives of Association on the impacts of the City's decision to introduce of new technology into work performed by classes represented by the Association.

7.4 Association Leave

7.4.1 Each month, elected officers of the Association shall be entitled to take leave with pay from work in order to perform Association business, but such leave shall be limited to an aggregate total of eight (8) hours per calendar month. Each employee taking such leave shall arrange a convenient time approved in advance by his/her immediate supervisor. Unused time shall not accumulate for use in future months, without prior written approval by the City's Personnel Officer.

7.4.2 Association employees authorized by the Association president shall be entitled to use work time in order to prepare and distribute an Association Newsletter. Such time off shall be taken only with advance approval by the employee's immediate supervisor and the maximum time off allowed in the aggregate, shall be (10) hours per month. Unused time shall not accumulate for use in future months without prior written approval by the City's Personnel Officer.

7.5 Other Working Conditions Not Set Forth Herein

7.5.1 Other working conditions not set forth herein for employees covered by this Resolution shall continue as applicable on December 7, 2011, unless determined otherwise by the Woodland City Council in accordance with law or required otherwise by law.

ARTICLE VIII.
OTHER COMPENSABLE ITEMS NOT SET FORTH HEREIN

8.1 Other Compensable Items not set Forth Herein

8.1.1 Other items not set forth herein which are compensable as terms and conditions of employment of the employees covered by this Resolution shall continue to be compensated by the City of Woodland at the rate applicable on Exhibit A, unless determined otherwise by the Woodland City Council in accordance with law or required otherwise by law.

PASSED AND ADOPTED by the City Council of the City of Woodland at a regular meeting of the City Council held on the 5th day of July, 2022, by the following vote:

AYES: Members Fernandez, Garcia-Cadena, Lansburgh, Stallard and Mayor Vega
NOES: None
ABSENT: None
ABSTAIN: None

Mayra Vega, Mayor

ATTEST:

Ana B. Gonzalez, City Clerk

ATTACHMENT: Appendix A

APPENDIX A (Modified July 2022)
SALARY SCHEDULE EFFECTIVE JULY 1, 2022

CLASSIFICATION	RANGE	A STEP	B STEP	C STEP	D STEP	E STEP	F STEP
Accountant I	116	$5,178.43	$5,437.34	$5,709.21	$5,994.66	$6,294.40	$6,609.12
Accountant II	120	$5,716.01	$6,001.81	$6,301.89	$6,616.98	$6,947.83	$7,295.23
Assistant Engineer	125	$6,467.13	$6,790.49	$7,130.01	$7,486.52	$7,860.84	$8,253.88
Assistant Planner	118	$5,440.57	$5,712.60	$5,998.23	$6,298.15	$6,613.05	$6,943.70
Associate Civil Engineer	131	$7,499.89	$7,874.88	$8,268.63	$8,682.05	$9,116.17	$9,571.98
Associate Engineer	127	$6,794.53	$7,134.26	$7,490.96	$7,865.53	$8,258.80	$8,671.74
Associate Planner	124	$6,309.40	$6,624.87	$6,956.11	$7,303.91	$7,669.12	$8,052.57
Building Inspection Services Manager	132	$7,687.38	$8,071.76	$8,475.34	$8,899.11	$9,344.07	$9,811.27
Chief Building Official	140	$9,366.34	$9,834.65	$10,326.39	$10,842.70	$11,384.84	$11,954.08
Chief Collection Systems Operator	132	$7,687.38	$8,071.76	$8,475.34	$8,899.11	$9,344.07	$9,811.28
Chief Plant Operator	132	$7,687.38	$8,071.76	$8,475.34	$8,899.11	$9,344.07	$9,811.28
Chief Project Engineer	145	$10,597.16	$11,127.00	$11,683.37	$12,267.53	$12,880.90	$13,524.94
Chief Water Systems Operator	132	$7,687.38	$8,071.76	$8,475.34	$8,899.11	$9,344.07	$9,811.27
Children's Librarian II	118	$5,440.57	$5,712.59	$5,998.23	$6,298.15	$6,613.05	$6,943.70
City Engineer	145	$10,597.15	$11,127.00	$11,683.37	$12,267.53	$12,880.90	$13,524.94
Communications Manager	131	$7,499.89	$7,874.88	$8,268.63	$8,682.05	$9,116.17	$9,571.98
Community Services Program Manager	125	$6,467.13	$6,790.49	$7,130.01	$7,486.52	$7,860.84	$8,253.88
Construction Project Manager	129	$7,138.50	$7,495.43	$7,870.19	$8,263.71	$8,676.90	$9,110.74
Economic Development Manager	136	$8,485.44	$8,909.71	$9,355.20	$9,822.96	$10,314.10	$10,829.81
Environmental Resources Analyst	127	$6,794.53	$7,134.26	$7,490.96	$7,865.53	$8,258.80	$8,671.73
Environmental Sustainability Manager	131	$7,499.89	$7,874.88	$8,268.63	$8,682.05	$9,116.17	$9,571.98
Finance Officer	141	$9,600.50	$10,080.51	$10,584.54	$11,113.78	$11,669.47	$12,252.94
Financial Services Manager	136	$8,485.44	$8,909.71	$9,355.20	$9,822.96	$10,314.10	$10,829.81
Fleet & Facilities Manager	131	$7,499.88	$7,874.89	$8,268.63	$8,682.06	$9,116.17	$9,571.98
Housing Analyst I (formerly Redevelopment & Housing Analyst i)	120	$5,716.01	$6,001.81	$6,301.88	$6,616.98	$6,947.83	$7,295.23
Housing Analyst II (formerly Redevelopment & Housing Analyst Ii)	124	$6,309.40	$6,624.87	$6,956.11	$7,303.91	$7,669.12	$8,052.57
Information Technology Manager	138	$8,915.01	$9,360.76	$9,828.80	$10,320.23	$10,836.25	$11,378.07
Infrastructure O & M Superintendent	132	$7,687.38	$8,071.76	$8,475.34	$8,899.11	$9,344.07	$9,811.28
Junior Engineer	121	$5,858.90	$6,151.84	$6,459.44	$6,782.41	$7,121.54	$7,477.62
Junior Planner	113	$4,808.68	$5,049.10	$5,301.56	$5,566.64	$5,844.98	$6,137.22
Laboratory & Environmental Compliance Mgr	129	$7,138.50	$7,495.43	$7,870.19	$8,263.71	$8,676.90	$9,110.74

Laboratory Supervisor	127	$6,794.53	$7,134.25	$7,490.96	$7,865.53	$8,258.80	$8,671.73
Librarian I	114	$4,928.90	$5,175.34	$5,434.11	$5,705.81	$5,991.09	$6,290.65
Librarian II	118	$5,440.57	$5,712.59	$5,998.23	$6,298.15	$6,613.05	$6,943.70
Librarian III	122	$6,005.37	$6,305.64	$6,620.94	$6,951.97	$7,299.58	$7,664.55
Management Analyst I	120	$5,716.01	$6,001.80	$6,301.88	$6,616.98	$6,947.83	$7,295.23
Management Analyst II	125	$6,467.12	$6,790.49	$7,130.01	$7,486.52	$7,860.83	$8,253.88
Marketing and Business Relations Specialist	120	$5,716.01	$6,001.80	$6,301.88	$6,616.98	$6,947.83	$7,295.23
Office Manager	115	$5,052.11	$5,304.71	$5,569.95	$5,848.45	$6,140.88	$6,447.92
Operations and Maintenance Superintendent	137	$8,697.58	$9,132.46	$9,589.09	$10,068.54	$10,571.97	$11,100.57
Park Planner	132	$7,687.38	$8,071.76	$8,475.34	$8,899.11	$9,344.07	$9,811.28
Park Superintendent	132	$7,687.38	$8,071.76	$8,475.34	$8,899.11	$9,344.07	$9,811.28
Planning Manager	140	$9,366.34	$9,834.65	$10,326.39	$10,842.70	$11,384.84	$11,954.08
Police Records Manager	120	$5,716.01	$6,001.80	$6,301.88	$6,616.98	$6,947.83	$7,295.23
Principal Civil Engineer	141	$9,600.50	$10,080.51	$10,584.54	$11,113.78	$11,669.47	$12,252.94
Principal Planner	136	$8,485.44	$8,909.71	$9,355.20	$9,822.96	$10,314.10	$10,829.81
Principal Utilities Civil Engineer	141	$9,600.50	$10,080.51	$10,584.54	$11,113.78	$11,669.47	$12,252.94
Public Works O&M Infrastructure Admin	141	$9,600.50	$10,080.51	$10,584.54	$11,113.78	$11,669.47	$12,252.94
Purchasing Manager	123	$6,155.51	$6,463.28	$6,786.45	$7,125.77	$7,482.06	$7,856.16
Recreation Superintendent	131	$7,499.89	$7,874.88	$8,268.63	$8,682.05	$9,116.17	$9,571.98
Redev. & Housing Analyst I (renamed to Housing Analyst I)	120	$5,716.01	$6,001.81	$6,301.88	$6,616.98	$6,947.83	$7,295.23
Redev. & Housing Analyst II (renamed to Housing Analyst II)	124	$6,309.40	$6,624.87	$6,956.11	$7,303.91	$7,669.12	$8,052.57
Redevelopment Manager	136	$8,485.44	$8,909.71	$9,355.20	$9,822.96	$10,314.10	$10,829.81
Senior Accountant	125	$6,467.13	$6,790.49	$7,130.01	$7,486.52	$7,860.84	$8,253.88
Senior Application Analyst	132	$7,687.38	$8,071.76	$8,475.34	$8,899.11	$9,344.07	$9,811.28
Senior Associate Civil Engineer	134	$8,076.57	$8,480.39	$8,904.42	$9,349.63	$9,817.12	$10,307.98
Senior Center Manager	120	$5,716.01	$6,001.81	$6,301.88	$6,616.98	$6,947.83	$7,295.23
Senior Civil Engineer	138	$8,915.01	$9,360.76	$9,828.80	$10,320.23	$10,836.25	$11,378.07
Senior Construction Project Manager	131	$7,499.89	$7,874.88	$8,268.63	$8,682.05	$9,116.17	$9,571.98
Senior Management Analyst	131	$7,499.89	$7,874.88	$8,268.63	$8,682.05	$9,116.17	$9,571.98
Senior Planner	132	$7,687.38	$8,071.76	$8,475.33	$8,899.11	$9,344.07	$9,811.27
Senior Systems Analyst	132	$7,687.38	$8,071.76	$8,475.34	$8,899.11	$9,344.07	$9,811.28
Social Services Manager	132	$7,687.38	$8,071.76	$8,475.33	$8,899.11	$9,344.07	$9,811.27
Sports Manager	125	$6,467.13	$6,790.49	$7,130.01	$7,486.52	$7,860.84	$8,253.88
Transportation Engineer	134	$8,076.57	$8,480.39	$8,904.42	$9,349.63	$9,817.12	$10,307.98
Treatment Plant Superintendent	137	$8,697.58	$9,132.46	$9,589.09	$10,068.54	$10,571.97	$11,100.57
Utilities Administrator	141	$9,600.50	$10,080.51	$10,584.54	$11,113.78	$11,669.47	$12,252.94

Wastewater Systems Administrator	141	$9,600.50	$10,080.51	$10,584.54	$11,113.78	$11,669.47	$12,252.94
Water Pollution Control Facility Superintendent	141	$9,600.50	$10,080.51	$10,584.54	$11,113.78	$11,669.47	$12,252.94
Water Systems Administrator	141	$9,600.50	$10,080.51	$10,584.54	$11,113.78	$11,669.47	$12,252.94